

BRITISH
JUDO



Further Enhancing our GB Judo Way

Recommendations to Actions May 2021



Our GB Judo Way environment

Continue the work started in 2018

Actions

- GB Judo Way now included in our policies
- Focus groups established to discuss the World Class Performance Centre environment
- Regular Meetings:
 - Performance Leadership Team – 2 per week
 - Coaching Meeting – 1 per week
 - Performance Team Meeting – 1 per fortnight
 - Fighter Representative Meetings – 1 per fortnight
- Add disciplinary issues to first 3 items above
- Event debrief & annual programme review

BJA Lead: Karen Roberts, Head of Performance Operations

Support: GB Judo Way Steering Group

Timeline: Commenced 2018, ongoing



Training

Annual training plan to support the experience within the GB Judo Way

Actions

- Updated and new policies, introduced and explained to include roles and responsibilities
- Annual reminder of policies in place and how they should be implemented
- Full introduction of the policies and the GB Judo Way to behaviours they underpin to be added to the Athlete Induction
- Alongside the GB Judo Way conversations, annual sessions to be delivered by Child Protection Services Unit and/or BJA Safeguarding Manager to include:
 - Team behaviours
 - Looking after ourselves and our team

BJA Lead: Karen Roberts, Head of Performance Operations

Support: Ruth Nichols, Performance Lifestyle Advisor
Sami Smithson, Diversity, Inclusion & Wellbeing Manager
Keith Eldridge & Marina Dain, Safeguarding Managers

Timeline: Commenced December 2020
Devise annual training plan specific to needs of each year
Annual Training- October delivery



Record Keeping

Reinforce a central recording system

Actions

- Policies and procedures to be reviewed annually
- Create secure individual personnel files for staff and athletes
- Create secure centralised managed filing system for Performance linked to BJA filing structure – move up 1

BJA Lead: Andrew Scoular
Chief Executive

Support: Leigh Butler
Business Support

Justine Lynch
Executive Officer

Performance Team

Timeline: Commencing June/July 2021
Completed by December 2021

Miscellaneous Individual Actions

Actions

- A joint statement from CEO and Performance Director on the launch of the revised and new policies and including a stance on bullying
- An anonymous and confidential way of communicating any concerns is already contained in the British Judo Whistleblowing Policy which will be included in the annual performance training programme
- Greater clarity over those responsible for disciplinary decisions including articulating roles and responsibilities will be included in the athlete induction programme

BJA Lead: Karen Roberts
Head of Performance Operations

Support: Andrew Scoular
Chief Executive
Nigel Donohue
Performance Director

Timeline: Statement June/July 2021