

FINAL
BRITISH JUDO ASSOCIATION (BJA)
MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
HELD ON TUESDAY 18 FEBRUARY 2025 @ 10:00
CALDERFIELDS GOLF CLUB, ALDRIDGE ROAD, WALSALL, WS4 2JS

PRESENT:

Gerry Gualtieri, Chair	(GG)
Alex Slade	(AS)
Neil Fletcher	(NF)
Diana Hunter	(DH)
Paul Ajala	(PA)
Garth Illingworth	(GI)
Delia Wright	(DW)
Russell Brown	(RB)
Rebecca McCreath (via Zoom)	(RM)
Lee Shinkin	(LS)
Ben Quilter	(BQ)
Marc Preston	(MP)

IN ATTENDANCE:

Andrew Scoular, Chief Executive	(AS)
Justine Lynch, Executive Officer	(JL)
Hayley Bennett (in part)	(HB)

No	ITEM	ACTION
75.1	WELCOME & APOLOGIES	
	<p>GG welcomed everyone to the meeting and advised that there would not be any Executive Directors in attendance at this meeting. AS added that going forward we would only ask Directors to attend for a specific reason.</p> <p>GG also advised that we would be moving the start time of the April Board Meeting in London to 11am to reduce costs for overnight accommodation. NF commented that sometimes train fares are extremely high. Agreed to go with the cheapest option between hotel the evening before or travel on the day. GG added that we would also be moving away from hybrid meetings, either all in person or all online and that two meetings for this year had been moved to fully online.</p>	
75.2	DECLARATION OF ANY INTERESTS/CONFLICTS	
	Members were reminded of the need to declare their interest in any items requiring a decision and to remove themselves from such decision making.	
75.3	ANY MATTERS FOR ANY OTHER BUSINESS	
	<p>A couple of items were put forward for Any Other Business:</p> <ul style="list-style-type: none"> Ares Judo event - PA 	
75.4	MINUTES FROM PREVIOUS MEETINGS HELD ON MONDAY 16 DECEMBER 2024	
	<p>The draft minutes were agreed as an accurate record of the meeting on Monday 16 December 2024.</p> <p>Proposer: GI Seconder: DW</p>	

75.5	ACTIONS ARISING FROM PREVIOUS MEETINGS (NOT INCLUDED ON THE AGENDA)	
	<p>AS provided a brief overview of actions that have progressed since the November meeting not included in Chief Executive or Chair reports:</p> <ul style="list-style-type: none"> Draft process document circulated with the papers. Brian Davies has offered to travel to Walsall for a meeting but still trying to confirm a date; GG added that if we are also going to use the British Judo Trust for the Patrons initiative, need to have more control; British Judo Council (BJC) and Amateur Judo Association (AJA) Karen Roberts has been in touch with BJC and waiting for them to feedback. Could be an issue with AJA in regard to meeting the standards due to lack of capability; Action: AS to speak to KR to obtain an update Action: GG to arrange a meeting with Bernard Richmond, BJC Notification of new membership fees has been published and not generated negative feedback so far; Humble Warriors outline plan included in the Board papers. AS and KR are to meet with Bobby Rich who produced the video to ascertain what options we have in regard to structuring a campaign. 	<p>AS GG</p>
75.6	RISK REGISTER	
	<p>AS advised that one risk had been closed. Risk P1 had increased which is in relation to the restructure and would be discussed in more detail later in the meeting.</p> <p>Action: Risk F1 to be updated as risk has increased due to current uncertainties in the environment – changes in the United States and domestic political risk in regard to funding in general</p> <p>Action: Arrows indicating movement in risk score to be added to the Risk Register</p>	<p>AS</p> <p>JL</p>
75.7	EQUALITY, DIVERSITY & INCLUSION TRAINING	
	<p>At 10.15 GG welcomed HB to the meeting.</p> <p>HB shared a presentation and ran an interactive session which all Board members agreed had been thought provoking and interesting. HB would provide a summary for circulation post the Board Meeting.</p> <p>10:45 HB thanked the Board for their time and left the meeting.</p>	
75.8	CHAIR'S UPDATE	
	<p>GG advised that the majority of his time had been occupied by the restructure and consultation meetings, with the next few months focusing on implementing the new structure and supporting AS and the team.</p> <p>GG then raised the British Championships in December where there had been an improvement in behaviour, which was probably influenced by the announcement released by GG. ASI suggested that this release was repeated as there would be different people attending different events. GG added that one piece of negative feedback was not having</p>	

<p>the final block on the first weekend but this was put back in place for the second weekend.</p>	<p>JL</p>
<p>Action: JL to speak to Ben Pollard in regard to releasing the announcement ahead of the British Schools in March and prior to other future events.</p>	
<p>GI provided an update on the England Areas Review whereby there had been a meeting to review the full report. The next meeting is in a few weeks to finalise a presentation that will then be presented to the Areas. There was then discussion around getting focus on this with a clear action plan and that the timing should be quick</p>	
<p>Action: GI to prepare an update on progress and present action plan for implementing change to the April Board Meeting.</p>	<p>GI</p>
<p>Home Nation Updates</p>	
<ul style="list-style-type: none"> <p>Northern Ireland Judo Federation: RB updated that it had been busy time with interviews for independent directors and staff. There have been some issues getting Ireland Judo Association (IJA) included in these. However, have now appointed 2 independent directors and a Lead Performance Coach, Sarah Barratt. They Have also appointed a Chair to the Performance Advisory Group (PAG), who comes from Cricket Ireland and no judo background. Looking to have an IJA representative on the PAG but not managed to agree this as yet.</p> <p>JudoScotland: MP updated that membership is static so won't meet this year's targets, but working on retention and proactively chasing lapsed members. In regard to High Performance, there is an issue with an employee but awaiting an update from Sport Scotland. However, most likely we will move High Performance back in house. On membership costs, JS would like to see more parity across the Home Nations. AS advised that this was on the agenda for the Home Nations Meeting the following week. MP continued that Sport Scotland had met with CEOs and Chairs in regard to funding and it was quite pessimistic, currently down 20% on the last 5 years, however Sport Scotland is trying to keep the reduction away from directly impacting sports. Also, looking to align High Performance more with British Judo as well as conducting a feasibility study on facilities. Lastly, JS will be running a hybrid AGM at the end of the year.</p> <p>Welsh Judo Association: LS updated that now Lucy Scott has left there is going to be an interim CEO for 6 months (there has been an internal expression of interest) and there have also been a few Board member changes as well as new Finance and Performance Directors. There is going to be a strategy review over the next few months. Membership has been increasing partly generated by the work in schools as well as girls' judo doing well. There is going to be a cut in Sport Wales's finances which may mean there will be further realignment/review of the budget and strategy.</p> 	
<p>11:20 to 11:30 Break</p>	

75.9	CHIEF EXECUTIVE'S UPDATE	
	<p>AS highlighted key points in his report:</p> <p>There was then a general discussion around raising income with various ideas raised: increase in membership fees; introduction of direct debits; getting more clubs on to the NEST system; process for contacting members who are about to lapse and when gradings are due; and gradings incentive programme.</p> <p>Action: AS to produce a plan for actioning “low hanging fruits” to be presented at the April Board Meeting.</p> <p>Action: AS to raise looking at doing 3 gradings per year at the next Collaboration Working Group Meeting (JS aim to do 3 gradings per year and if complete 3, receive a credit to be used for a future grading)</p> <p>Action: AS to speak to NEST and Sarah Walker in regard to selecting grading systems.</p> <ul style="list-style-type: none"> • In regard to the insurance tender process, we have had 3 firms send in a proposal. AS as Audit & Risk Committee member agreed to also review the tenders and feedback. • On international relations, AS is going speak to the International Judo Federation about athletes transferring. In the European Judo Union, there is currently a split between the President and General Secretary and the rest of the federation. We are also organising a joint project with Judo France in a French School in London. • Saturday 1 November has been set as the date for the AGM and a Technical Conference. AS then outlined the proposal to change how we present awards this year, in that instead of a dinner (which we heavily subsidise), we would take the awards out to the clubs which would engage the community better and give better PR. There would then be a less formal drinks reception at the British Championships in December. AS continued that the attendees are generally the same each year, we also give away a lot of tickets to winners etc. Comments were whether we should try one more year with everyone paying rather than going cold turkey; how this would be perceived as some people might look forward to it; optics wise it is a good year to do it as not increasing staff salaries and have increased membership fees; marketed as taking a pause and trying something different; will give leverage to making the British Championships a higher profile event; and most successful parts of Judo Day in 2024 were the Neil Adams masterclass; and could still be recognition at the British Championships in front of their peers. <p>Decision: Board members agreed to the proposal to cancel the Awards Dinner this year and trial new process of going out to present awards at clubs.</p> <p>Updated Byelaws and Commissions were submitted with AS's report</p>	<p>AS</p> <p>AS</p> <p>AS</p>

	<p>Unanimous decisions in regard to the Byelaws and Commissions:</p> <ul style="list-style-type: none"> • Membership fee increase and revised membership categories approved and updated documents to be released on 1 April in alignment with the membership fee increase • Byelaws and Commissions signed off, pending a final review by ASI <p>Action: Timetable and plan for reviewing policies as some are more like guidance, for AS, ASI and Tim Ellis to be involved and AS to enquire if there is any funding for an external review</p>	AS/TE
75.10	FINANCE UPDATE	
	Finance Report taken as read.	
75.11	DEVELOPMENT UPDATE	
	Development Report taken as read.	
75.12	OPERATIONS UPDATE	
	Operations Report taken as read.	
75.13	PERFORMANCE UPDATE	
	Performance Report taken as read.	
75.14	ANY OTHER BUSINESS	
	<p>DW raised the Humble Warriors campaign, adding that it appeared that this was now being discarded, however she thought it was a good campaign that could be capitalised on. AS responded that it had gone flat after Lynn Madeley left, however we are now in discussion with Bobby Rich who created the video and taking about restructuring it for an external campaign.</p> <p>PA then raised the recent Areas Event who had requested support from British Judo. They did get referees etc but that was not the support they needed. They also had an application for funding rejected by the British Judo Trust. GG advised that British Judo do not manage the Trust. AS advised that in regard to other funding there are some small grants available. GG has spoken to them on the phone where they expressed their disappointment at the lack of support.</p> <p>Action: GG to contact the Ares Event organisers for clarity over what support/resources they would like from British Judo for future events.</p> <p>13:45 GG thanked everyone for their attendance and input, and the meeting closed.</p>	GG