

FINAL
BRITISH JUDO ASSOCIATION (BJA)
MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
HELD ON TUESDAY 22 APRIL 2025 @ 11:00
LONDON 1948, BOA OFFICES, 101 NEW CAVENDISH STREET, LONDON, W1W 6XH

PRESENT:	Gerry Gualtieri, Chair	(GG)
	Neil Fletcher	(NF)
	Diana Hunter	(DH)
	Paul Ajala	(PA)
	Garth Illingworth	(GI)
	Delia Wright	(DW)
	Russell Brown	(RB)
	Rebecca McCreath	(RM)
	Lee Shinkin	(LS)
	Ben Quilter	(BQ)
	Marc Preston	(MP)
APOLOGIES:	Alex Slade	(ASI)
IN ATTENDANCE:	Andrew Scoular, Chief Executive	(AS)
	Justine Lynch, Executive Officer	(JL)
	Shaun Davies	(SD)
	Rowena Birch, Honorary President	(RBi)
	Jude Taylor, Sport Advisor, UK Sport	(JT)
	Lizzie Wraith, Performance Advisor, UK Sport	(LW)
	Maddie Thompson, Club Support Officer (in part)	(MT)
	Izzie Everest, Young Leaders Rep (in part)	(IE)

No	ITEM	ACTION
76.1	WELCOME & APOLOGIES	
	GG welcomed everyone to the meeting, in particular RBi, JT and LW. GG advised that apologies had been received from ASI.	
	GG also advised that LS had resigned due to other commitments and welcomed SD as the new Welsh Judo Representative.	
76.2	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.	
76.3	ANY MATTERS FOR ANY OTHER BUSINESS	
	One item was put forward for Any Other Business: <ul style="list-style-type: none"> Safeguarding update - RB 	
76.4	MINUTES FROM PREVIOUS MEETINGS HELD ON TUESDAY 18 FEBRUARY 2025	
	MP raised one amendment to be made to section 75.9 of the minutes in regard to JudoScotland gradings. Gradings were not in set months but up to 3 per year and if 3 were completed, there would be a credit applied to that person's account to be used for future gradings.	

	<p>With the above amendment noted, the minutes of the meeting held on Tuesday 18 February 2025 were accepted as an accurate record of the meeting.</p> <p>Proposer: MP Seconded: RM</p> <p>Action: JL to update the February Board Meeting minutes and relevant action on the Actions List</p>	JL
76.5	ACTIONS ARISING FROM PREVIOUS MEETINGS (NOT INCLUDED ON THE AGENDA)	
	<p>AS advised that updates to actions were in red on the Actions List.</p> <p>AS then advised that whilst a paper on 'Low Hanging Fruits' had been included in his report, he would like to add this as a separate agenda item at the June Meeting.</p> <p>CG updated that he had contacted the Ares event organisers and would be having a further Teams meeting with them later in the week.</p>	
76.6	RISK REGISTER	
	<p>AS advised that updates to risk were in red on the Risk Register and as per the action from the last meeting, arrows indicating movement on risks has been added.</p> <p>Risk C2: AS advised that this particular risk would be monitored very closely for the next couple of months. (Also, noted, arrow direction to be changed.)</p>	
76.7	YOUNG LEADERS GROUP	
	<p>At 11.15 MT and IE joined the meeting via Zoom.</p> <p>MT introduced IE, one of our adaptive judoka, who had just returned from Holland where she won a gold medal for Kata. MT continued that IE would provide an update on what the Young Leaders had been working on and completed since the last time they joined a Board meeting.</p> <p>IE updated on the items from their action list that have been completed:</p> <ul style="list-style-type: none"> • The Moral Code has now been produced with a simplified language version created that has been published on British Judo social media platforms; • An Injury Card has been created and now if a young person gets injured in competition they have a card they can show. It also has signposts to recovery support. This has also been published on British Judo social media platforms; <p>MT updated that another key area they had been working on was more representation of minority groups on our social media platforms and thanked the Communications Team for their assistance with this. Also, looking at promoting judo in schools. One action that is still amber, is getting judo on to the GCSE curriculum. This is taking more time as it is being aligned with other non-regulated martial arts but they are currently collating supporting information on why it should be included</p>	

	<p>in the curriculum. Also, some members of the Young Leaders Group are meeting with Members of Parliament, to discuss this.</p> <p>In response to GG's offer of help, MT advised that at the moment they were running pilots and gathering data, but assistance would be useful further down the line.</p> <p>NF commented that it is about whether we are selling judo as an Olympic sport or a lifestyle activity. MT responded that they are currently doing pilots on behaviour management with students on the verge of exclusion and have 55 students attending 2 camps and looking at how the positive attributes of judo has helped them.</p> <p>PA queried if it was known why judo was removed from the curriculum as it had previously been on. MT responded that martial arts was removed in 2011 as it was combined together with non-regulated disciplines. MT added that our Coach Register supports judo being a safer sport. Also, the Judo Activators programme is training non judo people or a teacher to be able to deliver judo..</p> <p>On the subject of behaviour of coaches at events and competitions, GG commented that we are also pushing on this and that he would be recording a new video to go out prior to events. MT remarked that there has been feedback that young people find it intimidating and puts them off competing.</p> <p>MT then explained the MyConcern reporting where a safeguarding poster has a QR code that sends you to a reporting form that goes directly to the Safeguarding Team. This can be anonymous.</p> <p>GG thanked MT and IE adding that it was always positive for Young Leaders to join the Board meetings and the work and commitment they put in is appreciated.</p> <p>11.30am MT and IE left the meeting.</p> <p>GG commented that the preparation and detail they go in to is incredible and they are clearly passionate about judo.</p> <p>RM queried how much the Young Leaders Group is talked about on our socials, adding that it should be pushed as it is a great initiative.</p> <p>Action: AS to speak to Karen Roberts and Ben Pollard (BP) in regard to maximising the publicity around the Young Leaders visit to the Houses of Parliament</p> <p>Action: JL to contact MT in regard to requesting that the Young Leaders attend the October Board Meeting in person</p>	<p>AS</p> <p>JL</p>
76.8	CHAIR'S UPDATE	
	<p>GG expanded on the key points in his report.</p> <p>Home Nations Updates</p> <p>JudoScotland: MP provided background on the previous funding arrangement for JudoScotland, in that High Performance funding had</p>	

	<p>been controlled by sportscotland which had created a two tier system with a split between performance and pathway and therefore difficult to align. Following negotiations, this is now being brought back in house and will affect three members of staff. Euan Barton has taken voluntary redundancy and discussions are taking place with the two other members of staff. JudoScotland have now received funding offer and will be progressing with recruitment which also provides an opportunity to review the structure and align the performance and pathway. The focus going forward will be on an u23 programme with the aim of preparing athletes to move to the World Class Performance Programme (WCPP) and working more collaboratively with British Judo. JudoScotland are also currently looking at moving out of Ratho to different facilities that could include accommodation and education.</p> <p>Welsh Judo Association: Tom Hughes has now officially taken over as interim Chief Executive, but is still fulfilling two roles. Key activity has been a strategy refresh to look at alignment. Also, a main focus has been supporting grassroots, u23s, and preparing them for joining the WCPP. There have been financial reductions across Welsh sport and looking at ways to collaborate with more associations and British Judo. Finally, when the Commonwealth Games Selection Policy is published, they will be reviewing some policies and reaching out to Home Nations for more collaboration. GG commented that u23 Pathway feedback from the coaches was to use the word 'development' and not to pigeon hole based on age, but focusing on developing athletes.</p> <p>LS then noted that SD would be the Welsh Judo representative going forward. GG commented that he would look at potentially attending a Welsh Judo Board Meeting and also would be scheduling a welcome/induction meeting with SD.</p> <p>Northern Ireland Judo Federation: RB advised that the NIJF had been in discussions with Sport Northern Ireland for several months and have recently received a letter stating that the NIJF project plan is not satisfactory, however in January they had been advised that this was not required. A further meeting is scheduled for the following week.</p> <p>Action: RB to provide an update following the meeting with Sport Northern Ireland</p> <p>England Judo: GI updated that there had been a consultation period with the England Areas following the review with some Areas in support of the proposal for changes that had now been sent to GG for review.</p> <p>The key points are:</p> <ul style="list-style-type: none"> • Reducing the number of England Areas; • Strategic thinking and how this fits with British Judo; • What does regional look like?; • Making the talent network more effective; • Get better at deliver; • How the Area Executive Committee members are appointed and potentially move away from voting; • Look to create a Board for Judo England; • Move rebates to a central location so more transparency. 	
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	RBI commented that it would be an exciting shift if we are able to make this into a more professional body and hopefully the review will enable the necessary actions.	
76.9	CHIEF EXECUTIVE'S UPDATE	
	<ul style="list-style-type: none"> For the new strategy, there are now working groups on collaboration and commercial, now need groups around Development, Performance and Operations. AS proposed bringing this to the Board in one document at the June meeting. LS commented that there is still a top level section to be considered to ensure alignment in the lower levels of the strategy. LS confirmed that he would still be available to assist with this. Action: Evening online meeting to be scheduled to finalise the top level strategy AS and GG would be attending the IJF Congress and the World Championships in June in Budapest. There was only one candidate for the President and he would take the Executive Committee with him, no voting. The next phase of the CRM development is synching our system with the NEST system. 	AS/JL
76.10	UK SPORT SUBMISSIONS & OPPORTUNITIES	
	<p>JT opened by saying that it was a very positive relationship between ourselves and UKS, valuing the honesty and transparency.</p> <p>JT and LW shared a presentation and highlighted the key points. The presentation would be shared following the meeting.</p> <p>Action: Collate a list of clubs that have multi sport dojos and offer more than judo, eg: Wrestling, Taekwondo</p> <p>GG thanked JT and LW, adding that it is good to have your support and guidance when challenges arise.</p> <p>13:00 to 13:15 Break</p>	KR
76.11	FINANCE UPDATE	
	<p>AS advised that at the time of paper submission, the end of year figures were not available.</p> <ul style="list-style-type: none"> Commercial working group created and looking at how to collaborate with local businesses and engage patrons; Reduction in Finance Director salary of £15k; Grant for Commonwealth Games 2026 of £145k; Digital transformation approximately £40k. Membership letters already now sent via email and adopting a phased approach for other physical media. 	
76.12	APRIL BOARD REPORT & ANNUAL DELIVERY PLAN 2025 TO 2026	
	Report covers Development, Operations and Performance and was taken as read.	

	<p>Decision: The Board unanimously approved the guidance for the wearing of stoma bags in competition</p> <p>GG then raised the High Grades Panel paper that was submitted, adding that they are an expert group and he is supportive of delegating authority to them, and on to the Judo Commission, to make decisions on High Grades.</p> <p>Decision: The Board agreed to delegate decisions on High Grades to the Judo Commission, with GG's involvement on an exceptional basis</p> <p>On the social media statistics for March and April, DW raised the lack of comparative data.</p> <p>Action: JL to request comparative data from BP and circulate</p>	JL
76.13	ANY OTHER BUSINESS	
	<p>RB updated that there had been extensive work carried out by the Safeguarding Team in collaboration with Child Protection in Sport Unit, who had carried out a deep dive on all of the polices and advised for the year 2025/26 there would only be a light touch review required and we have received full accreditation for the year.</p> <p>With there being no other items for AOB, GG thanked everyone for their attendance and input and the meeting closed.</p>	