

JudoScotland Board Minutes:

28 June 2016

Ref. 2016/4



Notes of the Meeting of the JudoScotland Board held at the Edinburgh International Climbing Arena (EICA), South Platt Hill, Ratho, Newbridge, Edinburgh, on 28 June 2016, commencing at 1830 hours.

Present: Ronnie Saez (Chair); Graham Campbell (GC); Peter Gardiner (PG); James McBeath (JMB); Marc Preston (MP).
 Apologies: Sarah Clark (SC); Robert Sneddon (RS).
 In Attendance: Douglas Bryce (CEO); Freda McNulty (FMcl); Tony Penfold (TP); Ewen Cameron (sportscotland).

Welcome and Apologies

- 1 The CEO welcomed everyone to the meeting and highlighted that both the Chair and MP had advised of their expected late arrival to the Board meeting. The CEO further highlighted that when these current absences were linked with the apologies received from SC and RS, the Board meeting was not quorate at the present time.
- 2 PG nominated GC as interim Chair until either MP (as Vice-Chair) or the Chairman arrived. GC assumed the interim role of meeting chair and expressed a welcome to those present and noted the apologies intimated by the CEO.

Declarations of Interest

- 3 GC requested those present to declare any interests with respect to the proposed Board agenda. No declarations were made.

Leadership and Governance

Minutes of the Previous Meeting

- 4 When reviewing the last Board Minutes – including attendance - and recognising the current meeting attendees, JMB pointed out that the Board was unable to approve the previous Minutes at that time. GC intimated that a proposer and seconder would be sought later in the meeting, or the approval would be sought at the next Board meeting.

Matters Arising

- 5 The CEO distributed an updated 'Rolling Actions Log' (version 28 June 2016) and updated the Board.

Sub-Board Working Groups Implementation (3 May)

- 5.1 The CEO outlined that due to the impending summer holidays, the Working Groups – and associated virtual platform - would be resurrected after the summer break. PG asked with regard to responsibilities for chairing working groups. The CEO confirmed that this responsibility lay with the designated Director.

Honorary Officers (2 Feb)

- 5.2 GC requested that the CEO assist the Chair and draft a "Role Profile" for Honorary Officers and submit to the Corporate Governance Working Group.

Board Member Appraisal System

- 5.3 GC requested that the CEO to assist Chair and produce draft documentation for consideration by CGWG.

Correspondence for the Board

- 6 No correspondence for the Board had been received.

CEO Update

- 7 The CEO referred to the previously circulated update paper (2016/4/1). In particular, the CEO wished the Board to note that:

Staffing

- 7.1 The CEO highlighted the resignation received from David Millar (Regional Development Officer – West). Following discussions with both the Chairman and sportscotland, an advertisement for this position was currently out in the public domain.
- 7.2 The CEO also highlighted a second advertisement currently 'live'. With the current sickness absence of the Membership Events Executive and projected events-related work moving towards the end of 2016, JS has advertised for an interim, short-term role to assist us in delivering and planning events-related work. The CEO stressed that this advertisement should not – in any way - be looked upon as a replacement for a current member of staff, but provides JS with staffing cover/support for the Events area of our work.

Next Board Meeting: 23 August 2016

- 7.3 The CEO also reminded Board members of a 'doodle poll circulated around the Board previously asking Board members to indicate their potential attendance at an additional Board meeting with the BJA CEO and focussed on the BJA Performance Plan leading into Tokyo 2020. All those present indicated their availability to attend this proposed event and asked the CEO to confirm details.
- 7.4 In the absence of the Chairman, the CEO also wished to take the opportunity of updating the Board with regards to the awarding of a Sixth Dan to the Chairman and offered congratulations on behalf of the JS staff.

European Referendum Outcome

- 7.5 As Board members were aware, the referendum on continued European Union (EU) membership had taken place the previous week. The outcome of this was now known and had been a decision to leave the EU. The CEO wished to take the opportunity to update the Board with regards to the implications for JS.
- 7.6 The reality was that since the last week, there had been no change to the operations of JS. The CEO reassured the Board that any public funding/investment currently received by JS was not linked and/or reliant on continued EU membership. Currency fluctuations may have an impact on performance development programmes, although this was no different from usual operations.
- 7.7 However, over the coming weeks/months, there may well be impacts on the income/disposable incomes of individual JS members and/or their parents/guardians. With the current Scottish Government having recently raised the prospect of a second Scottish independence referendum - should this occur - this could have a significant impact on operations and budgets.

1855 Hours *The Chairman joined the meeting. The meeting was still not quorate with only four Board members in attendance.*

Addendum to CEO Update Paper

- 7.8 The CEO distributed and spoke to an additional paper linked to the regular update provided to the Board. This concerned the creation of a submission to the 'CashBack for Communities' Fund, which had recently re-opened for application.
- 7.9 In particular, the paper provided Board members with an overview of and background to previous discussions with both the Vice-Chair and the Treasurer, concerning the formal engagement of the Chairman who had significant expertise and experience in such socially-oriented submissions. In particular, the CEO stressed that following discussions with the Vice-Chair and Treasurer, he had approached the Chairman and - at no point - had the Chairman attempted to solicit business from JS.
- 7.10 GC provided further background to the Information Paper circulated by the CEO and also outlined the potential financial benefit to JS - should the submission be successful. The Board noted the Information Paper provided by the CEO.
- 7.11 The Chair then provided a brief overview to the current status of the planned submission and advised Board members of the advertised closing date of 30 June 2016.

1904 Hours *MP joined the meeting. The meeting was now quorate with five Board members in attendance.*

- 7.12 PG enquired as to how the programme would be delivered? The Chair outlined the potential for a tendering process to deliver the proposals contained within the submission.
- 7.13 PG further asked whether the potential additional investment from the submission would be routed through JS? The Chair responded that this would be the case.
- 7.14 EW enquired as to where the application dovetailed into the current business plan. The Chair and CEO responded that such a proposal underpinned the current push for increasing membership, retaining membership and having that membership engage in JS activities.

Tender for Accountancy Services

- 8 GC introduced an Information Paper with regard to the recent tender for 'accountancy services' to JS. In particular, GC highlighted the declarations of interest of two members of the Corporate Governance Working Group in connection with the tender evaluation process. Neither of these two individuals subsequently participated in the tender evaluation process.
- 9 GC advised the Board that the successful tender had been identified as 'Gordon Mavor & Co Ltd.' and that this would be proposed to the 2016 Annual General Meeting (AGM) for its approval as per the current Articles of Association (Articles).

Financial Procedures Manual: Debt Recovery

- 10 GC reflected on previous discussions at Board with regard to debt management. GC highlighted the desire to have a clearer framework to support the more effective management of debts - both athlete debt and more general debt - and to have a clear strategy to pursue the recovery of any debt.
- 11 JMB asked whether athletes on the performance development programme will be made aware of the proposals/implementation. FMCI outlined that she had already discussed with the National High Performance Coach (NHPC) the communication and implementation of the tabled proposal.
- 12 The Board approved the revised Financial Procedures Manual.

British Judo Association (Update)

- 13 The Chair confirmed that the Rio 2016 Olympic Judo Team had now been announced, including Sally Conway (Olympics) and Sam Ingram (Paralympics).
- 14 Additionally, Colin Oates (England), who trains full-time at the JS National Training Centre (NTC) had also been selected. The Chair also recognised that although Gemma Gibbons - who also trains full-time at the NTC – had qualified for the Olympic Games, she had lost out on selection due to another athlete being ranked higher than her on the World ranking list.
- 15 The Chair also reflected that leading into the Rio Games, British athletes were currently sitting on higher world rankings (generally) than at previous Olympic Games. The Chair also noted that in the cycle leading into Tokyo (2020), that there was a requirement for UK Sport-supported athletes to relocate to the BJA National Performance centre at Walsall.

Stephanie Inglis

- 16 PG relayed to the Board a number of conversations that he had experienced with members. Many of these conversations had focussed on the fact that people were not happy with the Board.
- 17 PG asked what JS had done around the situation that Stephanie Inglis currently found herself in? The CEO outlined actions taken by JS, the partners involved and who specifically had been contacted regarding support extending to: the Inglis family; the Highland Budokan Judo Club and; representatives of the Gehlan family.
- 18 PG raised a number of areas relating to communications, event organisation and member engagement. The Chair outlined his view that the on-line fundraising had been a fantastically successful enterprise. The Chair also noted that the CEO had discussed the JS approach with him, the Vice-Chair and the Treasurer previously.
- 19 MP proposed that with Stephanie now stable and – he believed – about to be moved to a rehabilitation unit, JS should forward flowers.

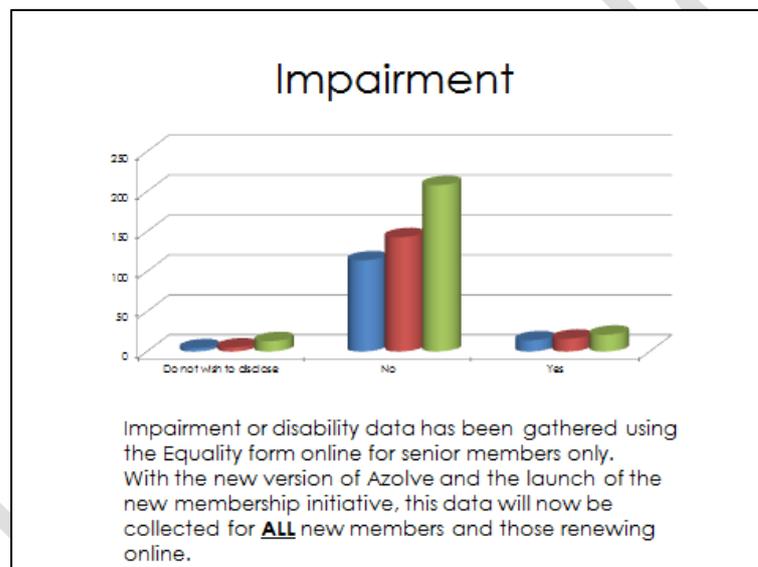
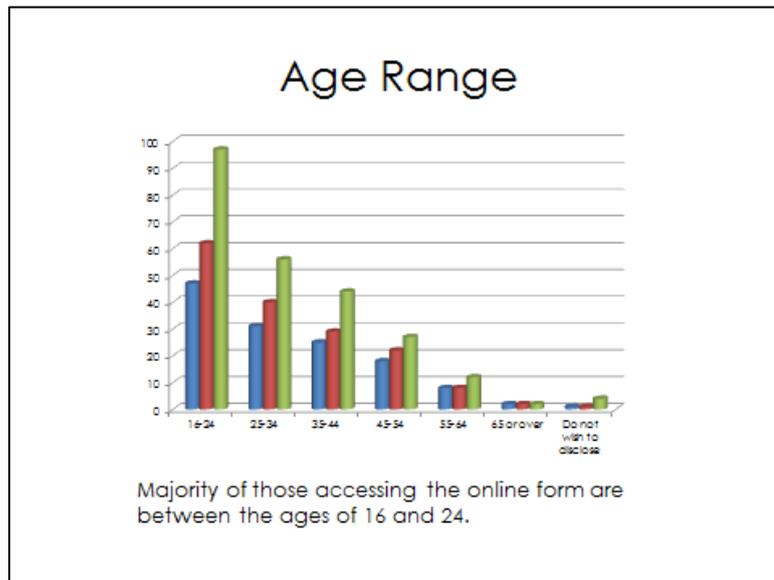
1947 Hours GC left the meeting. The meeting was now not quorate with only four Board members in attendance.

Business Support

Equality

- 20 FMCI (Lead Executive, Business Support Team), referred to the previously circulated Equality Update Paper and provided the Board with a six month overview of Equality-related work and developments. Key messages for the Board at this update were:
- 20.1 An observed increase in Senior members responding to the Equality questions when renewing their JS membership;
 - 20.2 An observed increase in usage of the website for membership applications, renewals and the provision/collection of equality information;
 - 20.3 The majority of those responding to requests for equality-related information were in the 16-24 year old age category.
- 21 The above information was captured in PowerPoint slides utilised by FMCI, including:





- 22 FMCl reinforced that in many aspects, Judo was already an inclusive sport. That said, the JS Equality Working Group would be meeting again in early July to continue looking at making JS even more equitable. In particular, the Group would be looking at mental health aspects relating to body image as judo is a weight-based sport. The Board noted the update provided by FMCl.

Azolve Database

- 23 FMCl then provided a brief overview of the recent development process with the Azolve database, prior to providing a short, practical demonstration of the new database, with particular reference to the individual JS member renewing their membership. FMCl reinforced the similar look/feel to both the new website and database – even though the two platforms were developed by separate companies. The Board noted the update provided by FMCl.

Business Delivery

Grand Prix Tender Process

- 24 The CEO referred to the Discussion Paper contained in the Board meeting resource pack. The CEO proposed that it was probably appropriate to review the Grand Prix (GP) events at this time and in particular to make sure that the GP circuit continued to reflect the current JS strategic plan.
- 25 In particular the CEO reflected whether the GP was solely a competitive event, or whether JS had a wider, developmental opportunity with the GP circuit? PG expressed the view that he quite liked the events and that he believed the junior members loved the events.
- 26 The Chair also believed that the GP events were a way of JS supporting member Clubs in different areas of the country. He agreed that there was the opportunity to use the GP events to encourage good judo/skill acquisition.

- 27 MP liked the Discussion Paper in many ways – although believed that perhaps having a GP on one day and a development day the following day may be more appealing than a two-day competitive event. The Chair was keen that a standardised approach was adopted across the country.
- 28 PG was also keen to look at the development of level 1 (L1) and level 2 (L2) events at the same time as reviewing the GP product. TP outlined that establishing L1 and L2 events would ultimately determine what the GP product would look like in the future. PG offered to stage two "Rumble"-type events for other Clubs to copy should they wish.
- 29 TP noted that the current GP criteria only incorporate the 'A', 'B' & 'C' age categories. Should additional age categories be incorporated, these may have to be staged on a second day.
- 30 MP queried the level of entry fee included within the Discussion Paper. PG believed that prices for events may vary from £12 at Club level upwards. The Chair reflected on the level of entry fee for ranking events and also noted that the current GP entry fee of £20 had been at this level for some time.
- 31 There was a recognition that timing of the GP events moving forward should take into consideration: the (Scottish) school holidays/examination timetable; the overall number of events available to members and; recognise the involvement of individuals in other competitive events (JS/Club/BJA).
- 32 The CEO also believed that a greater clarification of delivery roles around the GP events would be beneficial to both JS and individual GP organiser. The Chair believed that with the not insignificant investment made into the GP series by JS, we should be looking for more from the events/event organisers.

Grading Review

- 33 The CEO talked to the previously circulated Grading Review Discussion Paper, which was based on an original request by the Chairman to model a revised grading system based on three gradings per year with a revised discount system that would be applicable to more individual Clubs.
- 34 In particular, he highlighted that this had originally been prepared for the December 2015 Board meeting, but had been delayed in being brought to Board for consideration for a variety of reasons – including time constraints on previous agenda's. The CEO talked through the prepared paper and outlined both the historical and potential future aspects for JS Club gradings.
- 35 The Chair highlighted the greater spread of individual Clubs that could potentially benefit from such an approach.
- 36 PG highlighted that the financial information provided would certainly be better for JS – but also much better from a financial perspective from an individual Club. PG believed that retention was the key to any change in approach and although increased gradings may benefit this – there may also be other interests/considerations.
- 37 MP relayed his belief that the BJA would be migrating towards an annual three gradings model. MP also informed the board that the BJA would be introducing an under 8 grading system (SHO system) that would be free to Clubs.
- 38 PG asked whether all venues from a single Club would come under one umbrella for discount purposes. The CEO responded that he was open to making this as appealing to Clubs as possible – on the basis that all Clubs seeking discount were registered with JS. The CEO also raised the concept of – in future – Clubs in membership of JS being required to grade utilising the JS grading system.
- 39 The Chair also reflected that there had been only one increase in grading costs since 2006 and the Board should take the opportunity to reflect on the current pricing structure of JS gradings.

British Judo Association / UK Sport Review

- 40 The Chair referred to the previously circulated review published by UK Sport into "The circumstances surrounding the withdrawal of the right to stage the European Judo Championships 2015 from the British Judo Association by the European Judo Union in February 2015." As the JS representative on the BJA Board, the Chair felt a certain compulsion to make a formal statement to the JS Board and to provide some supporting information around this review.
- 41 The personal view of the Chairman was that the review/report had a degree of imbalance and a paucity of underpinning evidence to support some of its conclusions. The Chair reinforced the fact that BJA was always going to conduct its own independent review, but on the proposal by UK Sport, it was agreed to proceed on a joint-review basis. In reference to the actual commissioning of the report, the reality was that BJA had had very little involvement.
- 42 The BJA eventually received the report from UK Sport in mid-December 2015. On its receipt, the BJA Board were collectively shocked by the contents and criticism directed towards its current CEO and former Chairman. In January 2016, the author of the report presented the document and its findings to the BJA Board. This presentation had been previously agreed with UK Sport. At that time, the BJA Board felt that there were still some inaccurate intimations contained within the report.
- 43 As the JS representative on the BJA Board, the Chair felt that the following were important to the JS Board and were perhaps the main challenges with the report as it had been received:
- 43.1 The argument predicated whereby the current BJA CEO and former BJA Chairman 'passed-off' an 'Event Sponsorship' as a 'National Sponsorship' contract (& therefore not disclosable to the UK sport Events Team);
- 43.2 That 'UFC' were a sponsor of USA Judo at the time of the World Junior Championships in 2014;
- 43.3 That BJA had "substitute rights" within the contract with UFC's promotion company (owned by the BJA former Chairman);
- 43.4 That the former BJA Chairman attempted to hide his involvement with this company (representing the UFC sponsorship) from the BJA Board.

- 44 The Chair also expanded on some of the interaction and discussions with EJU representatives around the 2015 European Judo Championships.

Date of Next Board Meeting

- 45 The next Board meeting – which is additional to the previously circulated annual schedule - will take place on Tuesday 23 August 2016, The BJA CEO, Andrew Scoular, will be in attendance and the sole agenda item will be the BJA Performance Plan leading into Tokyo 2020.
- 46 The next scheduled meeting of the Board following this will be Tuesday 6 September 2016.

Meeting closed at 2210 hours

Web Version