



JudoScotland Annual Report: 2014 Contents

Company Information

Chief Executive Officer's Report

Membership and Grading

Education and Development

Events

Performance Development

Treasurer's Report

Abbreviated Annual Accounts to 31 December 2014

page 3

page 5

page 8

page 11

page 14

page 16

page 18

Company Information

Honorary President:

Dr George Kerr, CBE

Company Secretary:

Douglas Bryce

Honorary Vice Presidents:

Bill Berry MBE

Jim Feenan

Rick Kenney

Auditors:

Drummond Laurie Limited

Unit 5, Gateway Business Park

Beancross Road, Grangemouth

FK3 8WX

Chairman:

Board of Directors:

Ronnie Saez

Company Number:

SC 113172

Treasurer:

Sarah Clark

Graham Campbell

Peter Gardiner

James McBeath

Marc Preston

Robert Sneddon

Business Address:

JudoScotland

South Platt Hill,

Ratho,

Newbridge,

EH28 8AA



JudoScotland



Chief Executive Officer's Report

Glasgow 2014

It is difficult not to reflect on 2014 without the Glasgow 2014 Commonwealth Games coming to the forefront of your thoughts. In the most simplistic terms, it was three days of competition, realising 13 medals (6 Gold, 2 Silver, 5 Bronze) and making judo the most successful Scottish sport at a single Commonwealth Games - in history.

But it was also much more – every single Judo player competing on the first day came away with a medal, that's a 100% return. Judo realised 24.53% of the entire TeamScotland medal haul and 31.58% of total Gold medals won by TeamScotland. David Somerville, the National High Performance Coach will be covering some of the Glasgow 2014 work – amongst others – later in this annual report.

In addition to the judo performances at Glasgow 2014, JudoScotland also had the privilege of a number of members of staff both competing and volunteering at the Games. For those JudoScotland members that also volunteered at the Games, our sincerest congratulations, you were responsible for delivering one of the greatest sporting events ever held in Scotland. You should be justifiably proud of your involvement and achievement.

Izou: 2014

However 2014 was also much more than three days of competition in Glasgow. The year also saw the completion of a six year plan that JudoScotland had commenced on 1 January 2009. Over the intervening 6 year period, JudoScotland has made some strong advancements in a number of areas.

The table across demonstrates the improving and healthy position that JudoScotland currently enjoys and we would like to acknowledge the role that individual members and Clubs have played in contributing to these results over the period of the last strategic plan.

JudoScotland and Judo-in-Scotland continues to demonstrate a strong trading position and a successful period for the sport. The remainder of this annual report and the Treasurer's report will identify and highlight specific examples of this. It has to be

What	Improvement (2009-2014)
Membership Increase	+23.06%
Membership Retention	+22.24%
Increase in Gradings	+108.64%
Increase in Coaches	+77.94%
Increase in Officials	+247.73%
Increase in Turnover	+125.96%
Increase in Company Reserves	+179.60%

remembered that much of this success is due to the work carried out by our very committed and skilled members and volunteers on a daily, weekly and monthly basis - providing valuable sporting opportunities in local communities across Scotland

Strategic Planning

The new strategic plan for JudoScotland recognises that the sport of Judo can be a lifelong commitment for our members. From the very earliest days of Judos' development, it was aligned to an educational experience. Using this as a theoretical basis, JudoScotland recognises the many phases that an individual Judoka, individual Club or indeed JudoScotland itself, may go through. To that end, the new strategic plan is based upon 3 basic principles to grow, to develop and to perform:

To Grow: To grow our membership, the activity of that membership and the number of those with the potential to compete on the world stage;

To Develop: To develop our membership, to develop those with the potential to compete on the world stage and indeed to develop JudoScotland itself;

To Perform: Finally, JudoScotland believes that all of its membership can perform, whether as an individual attaining their Dan grade, a coach or official performing their duties, a Club with the ability to perform excellently, or an athlete with the ability to perform on the world stage.

Staffing

There have been a number of staffing changes throughout 2014 and we would like to congratulate Siobhan Greer on the arrival of her son - Rhys Paul Younger - in May. We also welcomed three new members of staff during 2014, Suzanne Greenoak (full-time) and Kerry McIntosh (part-time) joined us in our Membership Services Team and also Andy Miller (part-time), who joined us with a view to assisting in covering Siobhan's maternity leave.

Staffing Recognition

Alongside the recognition gained by our athletes competing at Glasgow 2014, a number of JudoScotland staff were publicly recognised and rewarded In 2014. Stephen Somerville, was the recipient of the "The Russell Hogg Trophy" from Scottish Disability Sport (SDS) for 2014. This trophy is awarded to coaches of an inspirational nature within the sphere of disability sport.

Not to be outdone, David Somerville received the sportscotland Performance Coach of the Year award for 2014, alongside the sportscoachUK Commonwealth Games Coach of the Year.

Our thanks

As well as offering our sincerest thanks to our many members and volunteers that assist us throughout the year, we would also like to take this opportunity to thank **sport**scotland for both their investment support and also the significant staffing support provided, including through the **sport**scotland institute of sport.

Annual Accounts: 2014

The abbreviated annual accounts for 2014 are contained at the back of this annual report, along with a short report by the Treasurer. This is in advance of the Treasurer's annual report to the Annual General Meeting (AGM) later in the year.

These accounts highlighted a turnover (income) exceeding £1,000,000 for the very first time and also reflected a very modest surplus for the year of £774. When you consider that 2014 contained a home Commonwealth Games, to finish the year with a small surplus underlined our successful collective focus on sound financial management. JudoScotland would not be where it is today without your input and commitment to our ideals, our members and our collective aspirations. On behalf of the Board and myself a very warm 'thank you' and we look forward to working with you as we look towards Rio in 2016, Tokyo in 2020 and possibly Durban in 2022.

Douglas Bryce Chief Executive Officer



Membership and Grading

The year to 31 December 2014 reflected another busy year for the Membership Services team, both from a processing perspective and also from a business support perspective, working across the organisation much more than in previous years.

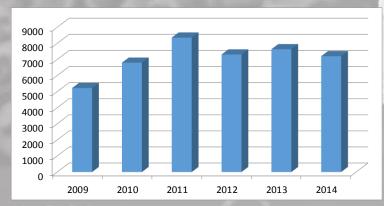
Membership

Over the past six years (since 1st January 2009), total membership of JudoScotland has increased, with membership in 2014 reaching 7,203 compared to 5,223 members in 2009, (as illustrated in the graph below).

In 2013 JudoScotland introduced an online membership service for all JudoScotland members. This added service provides existing members and new members added flexibility in the way they access JudoScotland.

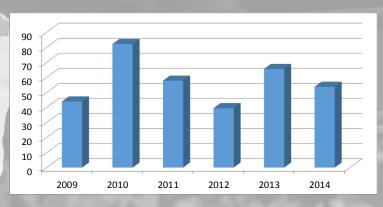
Recognising the joint and related challenges of increasing its membership whilst increasing its retention rate, the Board agreed to every new and existing Junior (Under 8) becoming a member of the 'Kai Club'. Every member of the Kai Club received a poster and their Club received the corresponding sticker(s) for them to work towards throughout the year.

Total Annual Membership



Over the past six years membership retention has fluctuated slightly, however has undeniably increased. Although membership retention has dropped slightly since 2013, retention rates in 2014 are much higher than when the Izou: 2014 strategic plan launched in 2009.

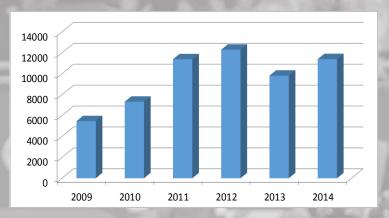
Total Annual Membership: % Retention



Gradings

Over the past six year period the number of gradings has significantly increased, in 2014 there was an increase of 5,933 compared to 2009. The period between 2013 and 2014 continued along this trend with an increase of 1,523 gradings (as illustrated on the graph below). Linked to the Board's strategy for membership increase and member retention, as of September 2013, all members were entitled to their first grade free of charge.

Total Annual Gradings



Equality

JudoScotland is fully committed to the principles of equality and equal opportunities and as such is responsible for ensuring that no member, employee, or job applicant receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief.

JudoScotland believes that every single person in Scotland should have access to the sport of judo. Towards this end JudoScotland will endeavour to provide open access to all those who wish to participate in judo through its organisation of affiliated clubs and will work closely with key partners and local authorities to help influence other organisations to do the same within different aspects of the sport.

JudoScotland will work towards the various levels of the Equality Standard for Sport in a manner, and at a pace, that will ensure equality is embedded both within and across the organisation and all services that it provides.

Equality Standards Attainment

The issue of Equality is integrally embedded within JudoScotland operational plan. JudoScotland was awarded the Equality Standard: Foundation Level in 2007 and was subsequently awarded the Equality Standard: Preliminary Level, on 9 June 2011.

Recruitment, Staff Induction and Training

JudoScotland has developed an Equality Statement, which is included in each job advert, stating the JudoScotland commitment to being an equal opportunities organisation. A standard, confidential Equality form has been utilised in all recruitment processes over the past three years.

JudoScotland continues to monitor both its professional staffing complement and Board with regards to an equality perspective and has utilised both male and female interviewers on shortlisting and recruitment panels.

Membership (Senior)

As part of its action plan, JudoScotland has actively encouraged completion of new membership forms including areas for disability and ethnicity for all senior members and has made sure all required data is included on new Azolve database.

Professional Staff / Board

JudoScotland continues to conduct an annual equality profile of the Board, and staff against the stated equality strands: gender, disability, ethnicity, age, sexual orientation and religion/belief.

Education and Development

JudoScotland extends our high level of equality standards through to our Education and Development operations. Coaches participating on coach education courses are monitored and audited through an equality profile issued by tutors on courses and returned confidentially to JudoScotland. A Judo Inclusion Group (JIG) is coordinated by JudoScotland, with representation from Scottish Disability Sport (SDS). Through 2014, JudoScotland has established a relationship to work with the Girls Brigade, other uniformed organisations and identified disadvantaged groups, to allow everyone access to Judo.

Database Development and Migration

As communicated to all Clubs in early 2013 and with support from **sport**scotland, we have invested considerable time in the development of a brand new membership database. This is now being rolled out across the organisation. As an initial benefit to all new and renewing members, there was an opportunity our new on-line portal service which for the first time allowed individuals to renew their membership online.

Member Clubs have also been given access to the on-line portal function which we hope will assist all Clubs in the ongoing provision of membership and grading benefits to their individual Club members.

Freda McInulty
Corporate Services Executive



Education & Development

JudoScotland looked to 2014 very much the same as the other sports, especially the 16 that were involved alongside us in the Glasgow Commonwealth Games, (which was) to maximise the opportunities that would come our way should the Games inspire Scotland to become more involved in sport. This was a tremendous "once in a lifetime" opportunity for us and one which informed a majority of our programmes, focus and initiatives.

Workforce Development

With existing capacity for growth within Scottish clubs a concern for all (should there be an increase in demand), we were fortunate to secure additional funding through sportscotland's 'Class of 2014' initiative to deliver an additional two UKCC level 1 courses to support clubs in developing their coaching capacity.

An additional 47 level 1 coaches were trained this year enabling clubs to provide better quality coaching provision and/or additional sessions. Of particular note was the opportunity created to support clubs and individuals in the more rural Highlands & Islands and Grampian regions to qualify more coaches, which was delivered with support from Stonehaven Judo Club and Garioch Judo Club.

In addition, increases in the number of UKCC level 2 and level 3 coaches means that the number of coaches qualified to deliver quality programmes continues to rise.

In an attempt to reduce the burden of time on coaches, we piloted a combination of 'The Gathering' Regional sessions with coach development opportunities, where it was hoped that coaches who still enjoyed practising could better utilise their time by doing both in a friendly relaxed setting. Although attendance was inconsistent, most sessions had 20+ senior judoka taking part.

In addition, the Education team continued to deliver workshops throughout Scotland to support JudoScotland initiatives and coach development, which saw over 200 coaches in total attending – many of them more than once!

British Judo was our guest at sportscotland's National Centre (Inverclyde), where they delivered training for the delivery of British Judo Awards for Referees and Technical

Officials. We also hosted a meeting to discuss the support of new and current officials within judo with some of Scotland's leading figures in this area and received some great feedback that has helped shape developments in this area.

We were delighted to once again host The Gathering at the sportscotland's National Centre (Inverclyde) which attracted over 80 members who enjoyed: two days of judo with former World Champion Tomoko Fukumi; a Senior Examiners Conference; and The Gathering Dinner which this year incorporated our Coaching & Volunteering Awards.

The Coaching Talent Programme continued to run throughout 2014 providing specific development opportunities for coaches operating in the Talent Development environment. The coaches enjoyed practical and theory sessions as well as piloting the new concept of Better Movers and Thinkers, an Education Scotland initiative that JudoScotland have worked closely with, to provide coaching tools to develop better skilled judoka.

Development

The Development team were literally off to a flying start as they presented to the World Long Term Athlete Development (LTAD) Symposium in Quebec, Canada, in January 2014. Tony Penfold and Stephen Somerville presented the JudoScotland journey of discovery in looking to develop more all-round judo development programmes supporting coaches and judoka, which was well received by some of the world's leading exponents of LTAD. They were also able to take advantage of the Canadian Sport for Life Summit to gather additional knowledge and findings from other sports and organisations throughout the world on which to build.

Kai Club

Much of our work in Education and Development can be seen in The 'Kai Club' and in 2014 we developed the scheme for the next five years to provide coaches with rewards and incentives to motivate younger (5-7 yrs) judoka to work hard in key physical and social areas, better preparing them for 'a life in judo'.

JudoMARK

Work also commenced towards launching the first JudoScotland club accreditation scheme 'JudoMARK', with a pilot programme including clubs of varied size, capacity and experience of similar schemes.

JudoMARK is designed to provide clubs with the adequate infrastructure, policies and a workforce on which to build, develop and deliver quality experiences for all who attend. Successful clubs can then access initiatives and networks that will assist in the creation of opportunities best suited to the club's model and aspirations. With Regional Development Officer support these clubs provided a fantastic opportunity to 'road test' the scheme which (following a review) will go live in 2015.

At the heart of JudoMARK was the desire to help clubs prepare for any 'bounce' effect from Glasgow 2014 and to maximise this leading up to the Games, we developed partnerships with organisations such as Sainsburys, Girls On The Move and the Queens Baton Relay, linking them with local clubs who then delivered various formats of sessions to introduce judo to a new audience. Almost 20 clubs took advantage of the opportunitiy to promote both the sport and their club.

One partnership in particular, with Active East, resulted in the establishment of a girls only club within South Camlachie Youth Project. Judo Scotland worked together with Active East, South Camlachie, Youth Scotland and GSB Judo to deliver a four week pilot together offering young females an opportunity to try the sport. Interest and enthusiasm was so great that a permanent club has been established which continues to grow.

Disability Judo

Disability Judo also progressed in 2014 with the creation of a Disability Judo Hub at Forresters Community Sports Hub in Edinburgh. This Hub provides a focal point for the development of Disability Judo in the East where local coaches can join in to gain experience in working with disabled judoka and will hopefully provide a template for similar projects throughout Scotland.

We continued to deliver 'Awareness Days' for people with physical and learning needs in conjunction with Scottish Disability Sport (SDS) - through the Judo Inclusion Group - and have launched four National sessions to provide the start of a pathway for these judoka. In recognition of his work in this area, Education & Development Executive Stephen Somerville was awarded the Russel Hogg Trophy from Scottish Disability Sport.

European Open

In October JudoScotland, supported British Judo, with the delivery of The Development Zone at the 2014 European Open in Glasgow. This year The Zone comprised of taster sessions for local schoolchildren and Youth groups (with guest appearances from some of The Scottish Thistles Netball squad), a 'Mad About Judo' Zone (where children can test their physical literacy skills), a 'Come & Meet' section where young hopefuls could meet their judo heroes and collect autographs and a Masterclass with Commonwealth Games Gold Medallist and Scottish flag bearer Euan Burton.

Another first during this project was the volunteer workforce that helped us to deliver the event, these volunteers were recruited from our work with Girls On The Move and Active East; some of whom now volunteer to support the girls club at South Camlachie.

Skill sCool

In December 2014 we launched an exciting new initiative called **Skill sCool**, a developmental event designed to introduce judoka to an appropriate level of event, out with their club, where they can test their skills in a friendly environment. **Skill sCool** also includes a technical session, an 'Energiser Zone' and a Mad About Judo Zone and is delivered regionally to ensure that it is a positive and convenient first experience.

Built into **Skill sCool** is an introduction to officiating and refereeing, with a brief training workshop that focusses on softer skills and prepares the individual for the more specific training to come. This 'holistic' format creates an atmosphere where everyone leaves having learnt something!

Tony Penfold

Education and Development Manager



Events

National Gradings

Overall a total of five National gradings were held and the breakdown now consists of two senior only gradings; two senior and masters gradings; and one stand-alone masters grading, with an average of 68 candidates per grading

New Grades from National Grading's

	Male	Female
4th Dan	0	0
3rd Dan	0	0
2nd Dan	1	0
1st Dan	29	6
1st Kyu	23	0
2nd Kyu	14	0
3rd Kyu	10	0

Numbers grading at National Grading's

	16/2/14		18/4/14		25/5/14		17/8/14		30/11/14		TOTAL	
	М	F	М	F	М	F	М	F	М	F	M	F
4 th Dan	1	0	4	0	0	0	0	0	2	0	7	0
3 rd Dan	1	0	3	0	0	0	0	0	0	0	4	0
2 nd Dan	4	0	6	0	2	0	2	0	2	0	16	0
1 st Dan	5	0	9	0	8	0	6	1	8	3	36	4
1 st Kyu	37	7	24	7	37	6	36	7	60	7	194	34
2 nd Kyu	17	0	5	0	6	0	7	0	12	0	47	0

Scottish Open:

The Scottish Open took place on the 18th January 2015 at Meadowbank Sports Centre, Edinburgh. A new format was used for this event with the Juniors, Seniors and Masters sections competing in one day on a six mat area. Sunday the 19th saw a development day for the young judoka and a one day training camp run for the competitors from the Scottish Open.

Mini Mon Championships:

The Scottish Mini Mon Championships for AA and A banded players was held on May 24th at Ravenscraig Sports Facility, near Motherwell. This event was aimed at players just starting on the competition pathway with 275 young judoka competing all receiving a JudoScotland back patch for their judogi.

The Scottish Age Band Championships

This event was held on the 8th and 9th November, again with a new format. The bands AA and A were held on the Saturday and the Pre-Cadet (B band)

Cadet (C band) and the newly introduced Junior category being held on the Sunday, meaning the age bands run in accordance with the BJA and EJU.

The Grand Prix Circuit:

The Grand Prix Circuit was a great success with events being held in Aberdeen, Inverness, Edinburgh and Motherwell. All competitions reached their maximum entry with two events closing early.

European Open For Women:

Saturday 4th October 2014 saw the Women's European Open being held at the Emirates International Arena, in Glasgow. BJA ran the event with JudoScotland assisting in the delivery and providing volunteers, including a number of young volunteers. The feedback from the event was highly positive and JudoScotland looks forward to developing its relationship with the BJA in the future delivery of major international events.

Thomas Brown Events Assistant



Performance Development

Although 2014 covers 365 days, it is difficult to write a contribution for the 2014 annual report without focussing on the 3 days of the Glasgow 2014 Commonwealth Games, the athletes involved, the coaching and management staff, support staff and the JudoScotland members that provided the atmosphere in the Scottish Exhibition and Conference Centre (SECC) on the 24th, 25th and 26th July 2014.

But there are so many more individuals within the Scottish judo community to recognise for their contribution to our collective success at this event. From the selected athletes' first and successive club coaches, parents that have supported and nurtured their children's emerging talent, through to training partners providing the required intensity and technical opposition in the final few weeks. Glasgow 2014 was an occasion to recognise the support of judo-in-Scotland, an occasion to be celebrated by all and celebrate the judo crowd did.

For the historical record, judo left Glasgow 2014 with 6 Gold, 2 Silver and 5 Bronze medals from 14 selected athletes. We were informed by Commonwealth Games Scotland (CGS) that this team performance reflected the "most successful Scottish sport at a single Commonwealth Games in history." If this is indeed the case, those making history were:

Women:	Men:
Kimberley Renicks , Gold medal (-48Kg)	John Buchanan, Bronze medal (-60Kg)
Louise Renicks, Gold medal (-52Kg)	James Millar, Bronze medal (-66Kg)
Stephanie Inglis, Silver medal (-57Kg)	Patrick Dawson, 5 th place (-73Kg)
Connie Ramsay, Bronze medal (-57Kg)	Andrew Burns, Bronze medal (-90Kg)
Sarah Clark, Gold medal (-63Kg)	Matthew Purssey, Silver medal (-90Kg)
Sally Conway, Bronze medal (-70Kg)	Euan Burton, Gold medal (-100Kg)
Sarah Adlington, Gold medal (+78Kg)	Chris Sherrington, Gold medal (+100Kg)

Coaching Staff: David Somerville; Euan Burton; Billy Cusack
Sport Science Support: Helen Alfano
Team Manager: Graeme Randall, MBE

But there was more than just Glasgow.....

Glasgow 2014 was just 3 days of the year – albeit an important 3 days. JudoScotland supported senior athletes continue to make their mark on the international stage and throughout Olympic Qualification events. Highlights included:

Sally Conway 2 nd place Croatia Grand Prix, 2 nd Place	Baku Grand Prix
--	-----------------

Sarah Adlington 3rd Place Tashkent Grand Prix

Patrick Dawson 1st Place European Continental Open

Euan Burton 2nd Place European Continental Open

Louise Renicks 2nd Place Pan America Continental Open

Andy Burns 3rd Place European Continental Open

Kimberly Renicks 3rd Place Pan America Continental Open

Connie Ramsay 3rd Place European Continental Open

Looking Towards the Future

Recognising the success of Glasgow 2014, whilst also accepting that judo will not be in the 2018 Commonwealth Games in Australia, the development of future talent for the Commonwealth Games in Durban in 2022 continues, with highlights including:

Neil MacDonald 3rd European Cadet Championships

Stuart McWatt 3rd European Cup Cadet Portugal

Valentino Volante 1st European Cup JNR Portugal

Michelle Boyle 3rd European Cup JNR Lithuanian

Support

Throughout 2014, the JudoScotland performance programme has been very fortunate to have a number of organisations supporting its Glasgow 2014 aspirations. We would like to recognise the contribution that these suppliers and supporters have made in 2014 and particularly for the Glasgow 2014 Commonwealth Games:

Commonwealth Games Scotland; Edinburgh International Climbing Arena; Edinburgh Leisure; Fighting Films; sportscotland Lottery Fund; sportscotland institute of sport; The Scotlish Salmon Company; Scotlish Sports Aid Foundation; Thistle Shoes; TM Lewin; Traveleads; Marriot Hotels; Winning Students and of course our invaluable Scotlish club coach work force.

David Somerville National High Performance Coach



Treasurer's Report

In the trading year to 31 December 2014, there will inevitably be a focus on the unprecedented success of JudoScotland at the Glasgow 2014 Commonwealth Games. However there were other notable milestones achieved by the organisation.

In last year's Treasurer's report, we reported that the Board had budgeted to break-even in 2014. We are therefore pleased to report that JudoScotland finished 2014 reflecting a modest surplus of £774. When you consider that the 2014 trading year included a major home-based event (Glasgow 2014), then to have returned a surplus at all is extremely pleasing. Against this generally positive backdrop it would also be appropriate to further reflect that 2014 also recognised our largest ever turnover (income) in a trading year to date, of £1,014,351.

Although there was an understandable increase in investment in performance-related activities throughout the year, we continued to invest in other aspects of judo-in-Scotland, most notably our continued investment in: the 'Koka Kids' magazine; Kai Club; The Gathering; and our continued commitment to the free first grading for Kai and Mongrades.

Following the resignation of our current accountants during the year (GS Roberts & Co.), we would like to thank our new accountants, Drummond Laurie Ltd., for their assistance in preparing our financial statements for 2014.

There continues to be many financial uncertainties and the Board is aware of the ongoing financial constraints placed on many of our members. It is for this reason that in recent years we have built – and continue to monitor closely – Reserves, to provide a buffer and some flexibility in case we have to react to changes enforced upon us.

We look forward to seeing you at the Annual General Meeting and will be happy to answer any further questions that you may have around the annual accounts to 31 December 2014.

JudoScotland Limited (SC113172) Abbreviated Balance Sheet as at 31 December 2014

	31/12/14	31/12/13
Fixed Assets	04.040	04.007
Tangible assets	26,042	26,207
Investments	2/ 0//	2/ 200
	26,044	26,209
Current Assets		
Debtors	47,468	78.255
Cash at bank and in hand	355,024	216,794
Casif at bank and if fland	382,492	295,049
	302,472	2/3,04/
Creditors		
Amounts falling due within a year	(181,538)	(88,269)
7 THOUTHS TAILING GOO THIN III G YOU	(101,000)	(00,207)
Net Current Assets	200,954	206,780
Total Assets Less Current Liabilities	226,998	232,989
Creditors		
Amounts falling due after more than one year	-	(6765)
Net assets	226,998	226,224
The second secon		
Reserves	004.000	00/00/
Income and expenditure account	226,998	226,224
	226,998	226,224





Supported by:





