

## JudoScotland Board Minutes

6 August 2019

Ref. 2019/4



**Notes of the Meeting of the JudoScotland Board held at the JudoScotland Offices, South Platt Hill, Ratho, Newbridge, EH28 8AA, on 6 August 2019, commencing at 1830 hours.**

Present: Ronnie Saez (Chair); Mark Brien (MB); James McBeath (JMB); Marc Preston (MP); Susan Wright (SW).

Apologies: Graham Campbell (GC); Sarah Clark (SC); Sandy Hodge (sportscotland); Freda McInulty (FMcl).

In Attendance: Douglas Bryce (CEO); Tony Penfold (TP); Euan Burton MBE (EB); Bill Berry MBE (BB); Rick Kenney (RK); Jim Feenan (JF).

### Welcome, Apologies and Declarations of Interest

- 1 The Chair welcomed everyone to the meeting, including fellow Directors and those Honorary Officers in attendance.
- 2 Due to the evening's performance development training schedule, the Chair proposed that the agenda be altered to allow EB to deliver a half-year update and then depart to lead the activities within the National Training Centre.
- 3 MP wished to declare an interest with regard to the item of correspondence received (new Club application). The CEO highlighted that as the decision had been made previously by the Board electronically, the item would only be noting the admission to membership – rather than any discussions/decision being made.

### Performance Development

#### Performance Delivery Update

- 4 EB outlined that the various Performance Develop programmes were now approaching the 'business end' of the year.
- 5 The World Championships would commence later that month, just one year out from the 2010 Olympic/Paralympic Games. EB highlighted that Sally Conway and Sarah Adlington had been selected in the first round/tranche of selections, with Stuart McWatt selected in the second round. It should be noted that the Olympic qualification period finishes in May 2020.
- 6 In terms of the 2020 Junior European and World Championships, only one (1) JudoScotland (JS) judoka had been selected – Josie Steel. Due to a particularly high selection standard being used by BJA, only one (1) other athlete had been selected to date for these championships.
- 7 With regard to the Cadet European and European Youth Olympic Futures (EYOF) events, there was currently some significant discussion and debate around the merits (or otherwise) of selecting athletes for these events. Indeed BJA were migrating away from financially supporting athletes attending these specific events. This was due to little (if any) correlation between athletes performing at these events and success at Senior international level.
- 8 Accepting the very small number of JudoScotland athletes that the above events incorporated, the remaining athletes now had very much a domestic focus, with the British Championships in December a goal for many.
- 9 The Chair believed that the previously highlighted selection of Josie Steel for the Junior European and World Championships was a great testament not only to her, but to the JS programme supporting her.

#### Talent Development Update: 2019/4/4

- 10 The Board noted the Talent Development update paper.

### Leadership and Governance

#### Minutes of the Previous Meeting (2019/3)

- 11 These were proposed by MB and seconded by SW.

#### Matters Arising

- 12 The CEO referred to the previously circulated 'Rolling Actions Register' and spoke to this document.

#### Correspondence

- 13 The Board formally noted the previously agreed new Club application from Destination Judo (Lauriston).

#### CEO Update (2019/4/1)

- 14 The CEO referred to the previously circulated Interim Update Paper (2019/4/1).
- 15 The CEO wished to highlight item 15 to the Board meeting and to offer congratulations to Tony Penfold, who had ensured that JudoScotland, through the 'Judo Girls Rock' (JGR) and 'Skill sCool' programmes, had been recognised as an example of 'good practice' in the first of a series of printed reports produced by the 'Safeguarding in Sport' Service (a partnership between Children 1<sup>st</sup> and sportscotland).

16 The Chair also wished to pass on his congratulations to TP and the Business Delivery Team, on both the project work and the attainment of an example of good practice for other sports to follow.

17 The Board also noted the retirement from competitive Judo of Sam Ingram, multiple Paralympic medallist. Reflecting back to post Glasgow 2014 and the Honorary Life Membership bestowed on the successful Judo Team, the Chair proposed that Sam be awarded a JS Life Membership and also an 'Outstanding Contribution' award at the 2019 Gathering event. The Board unanimously approved the proposal.

#### Independent Non-Executive Director

18 The CEO reported that an approach had been received from a relative of Graham Campbell with regard to the previously advertised independent non-executive Director (Legal).

19 The Chair highlighted that following the receipt of the note of interest, albeit sometime after JS had advertised the role, he had wanted to come back to the Board to seek guidance on a potential recruitment process. The Chair proposed that he and the CEO arrange an informal meeting with the prospective candidate as a means of informal interview. The Board concurred with this proposal.

#### Received Complaint

20 The CEO also highlighted the receipt of a complaint against an official at the Clyde Grand Prix.

21 MP enquired as to whether the complaint received had claimed physical and/or verbal harassment. The CEO replied that the complaint was an allegation of verbal harassment.

22 The CEO highlighted that the Board was being asked to consider whether the received complaint was:

22.1 a complaint from a member of the public against a JS member, or;

22.2 a complaint from a BJA official against another BJA official.

23 The outcome of this decision would indicate the body with the most appropriate authority to investigate the complaint.

24 The Chair, after consulting with those Board members present agreed to convene a Disciplinary Panel under section 11.5 of the Articles of Association (the Articles), to investigate the received complaint.

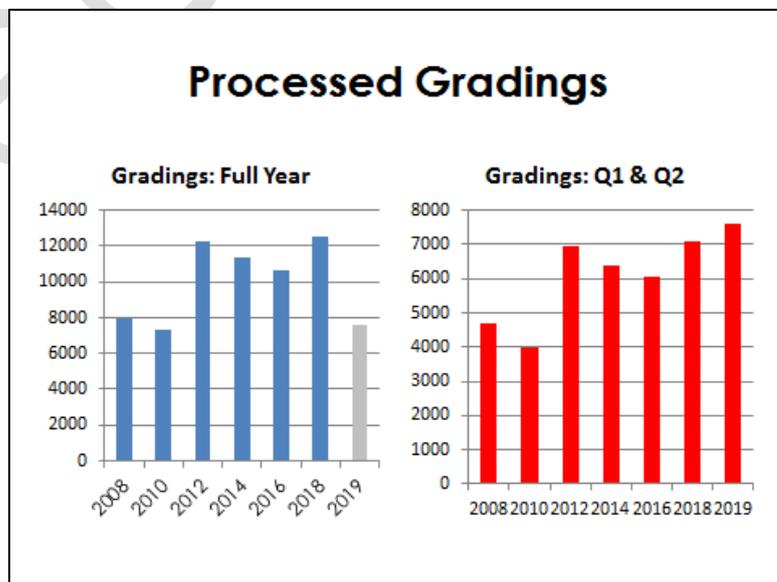
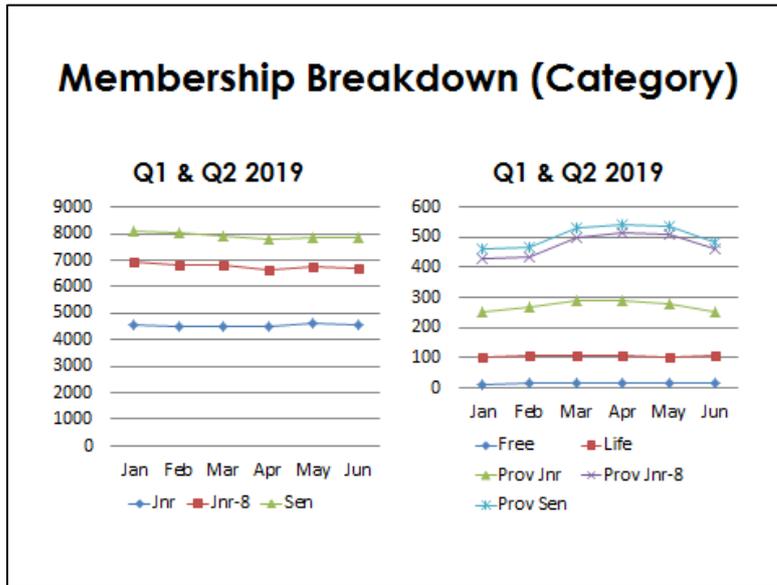
#### Corporate Governance Working Group

25 The CEO asked the Board to note that the next meeting of the Corporate Governance working Group (CGWG) was taking place later that month.

#### Business Update: First Half/2019

26 The CEO provided an overview of the business in the first half of the year and spoke to a number of pre-prepared slides outlining the performance of the organisation over that timeframe.





**Business Support**

**Business Support Update Paper (2019/4/2)**

28 The CEO outlined the apologies of Freda McInulty (FMcl), who was on holiday at the present time.

#### Database

29 Arising from the update paper, the CEO highlighted that two (2) members of staff were soon to attend further training on report writing from the database supplier. This was in the recognition across the organisation of wishing even more data collected and reported on through the Azolve database to more effectively monitor JS programmes and activities.

#### Communications and Marketing Executive

30 On behalf of FMcl, the CEO advised the Board of Miss Samantha Haggo having now joined the organisation as its Communications and Marketing executive. Positive comments had already been received regarding the revised, refreshed look/feel to communications – particularly through social media.

31 At the same time, the CEO also wanted to pay tribute to a former member of staff – Rosanna Wood – who had assisted with the website/communications whilst the CME post was recruited.

#### Equality

32 FMcl had also wished to highlight – within the current media interest within the area – the staff Mental Health Workshop staged by the Safeguarding and Wellbeing Executive, which had been well attended by staff members.

33 Moving forward, the Equality Working group would be looking at Transgender issues/policies.

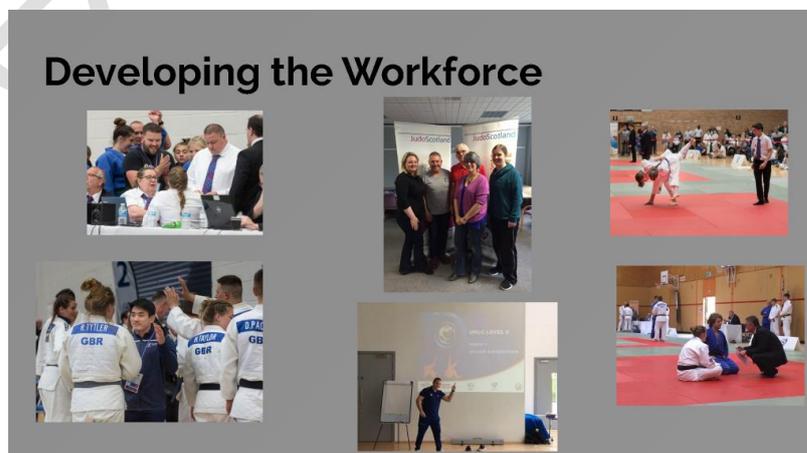
#### Equality Update Paper (2019/4/3)

34 Following some general discussion around current equality themes, the Board noted the submitted Equality update paper.

### Business Delivery

#### Business Delivery Update

35 TP referred to the previous update provided by the CEO and would be looking to expand on some of the points and information raised previously in the meeting.



36 TP highlighted the ongoing challenge of recruiting Officials for event. That said the BST were still keen to continue to look at the development of a regional infrastructure/workforce for this important delivery area.



### What we know:

Our members engage with opportunities promoted by their club.

Membership retention is down.

A majority of clubs rely heavily on 1 or 2 key people

Recruitment is getting harder for our clubs

Retaining a young person in sporting activity is a complex issue.

Under 10% of our membership 'compete'.

Why we do what we do!

*'Supporting clubs and coaches to deliver quality experiences and opportunities for our members, to fully enjoy the sport of judo.'*

## Principles and Frameworks

physical activity

Health & cardiovascular

Endurance training

Quality

Collaborative

Teamwork

Resilience

Confidence & self-esteem

Responsibility & leadership

Respect & inclusion

Communication

Empowerment in practice

Balance & control

Coordination & timing

Balance & timing

Agility & force/energy output

Balance

Speed

Strength

Flexibility

Endurance

- 38 Linked to this was the changing landscape within individual local authorities, as some of these are currently changing their perspectives on accreditation and underlying system(s).
- 39 The Chair reflected that a future "JudoMark+" programme could link with the training and provision of Officials (via training etc.).

### **British Judo Association**

#### **Craig Fallon**

- 40 The Chair reflected on the very sad events of the previous day, where many members of the Judo community attended the funeral for Craig Fallon. For those that were present it was a particularly emotional day, a genuine outpouring of grief and love from the British Judo family.
- 41 Although not linked to the circumstances surrounding the passing of Craig Fallon, the BJA had already begun reviewing their performance pathways and structures and whether these could be strengthened further to support athletes.

#### **Judo World Championships: 2019**

- 42 The Chair relayed that the BJA had selected 14 athletes for the upcoming World Championships, which included 3 Scots: Sally Conway, Sarah Adlington and Stuart McWatt.
- 43 Whilst engaging in the selection process, the BJA was pleased to note that in the previous 14 months, 7 individual British athletes had medalled at European Championship level, which BJA believed was a potential positive indicator for the Olympic Games in 2020.
- 44 At the present time, Ashley McKenzie was the only male athlete sitting in an Olympic qualification spot.
- 45 More generally, the Chair believed that the BJA Centre of Excellence (CoE) was working, however it was not being provided with enough 'raw material' to develop the number of athletes competing at the highest levels of the sport.

### **AOCB**

#### **The Passing of Mr Tony McConnell**

- 46 Recognising the recent passing of Craig Fallon, MP wished the Board to also note the passing of Mr Tony McConnell. MP relayed that the funeral was well attended, for the former coach to himself, Gary Edwards and Tony Penfold – among many others over the years.

### **Date of Next Board Meeting**

- 47 Board members noted the next meeting of the Board was scheduled for Tuesday 3 September 2019.

*The meeting closed at 2148 hours.*