

## JudoScotland Board Minutes

7 March 2023

Ref. 2023/2



### Notes of the Meeting of the JudoScotland Board held on Tuesday 7 March 2023, commencing at 1830 hours.

Present: Marc Preston (Chair); Graham Campbell (GC); James Feenan (JF); David Gibson (DG); Rick Kenney (RK); James McBeath (JMB); Gordon McCathie (GM)

Apologies: Mark Brien (MB); Jodie Cox (JC); Colin McIver (CM); Susan Wright (SW);

In Attendance: Judith McCleary (JMc); Tony Penfold (TP); Freda McNulty (FM); Sandy Hodge (SH); Colin Aitken (CA).

### Welcome, Apologies and Declarations of Interest

1. The Chair welcomed Board members and Honorary Officers to the meeting and noted apologies.
2. All Board members were made aware the meeting would be recorded for minute taking purposes only.
3. The Chair also wished to acknowledge the absence of CM, this was due to attending a function at the Japanese Consulate on behalf of JudoScotland.
4. No declarations of interest were stated by those present.

### Safeguarding & Welfare

5. Prior to the update by CA, JM wished to highlight that Safeguarding & Welfare is an under resourced area within the organisation, however wished to acknowledge the recent increase in investment from sportscotland for this position.
6. CA provided an overview of his role as well as recent case management.

#### The Whyte Review & Scottish Gymnastics Independent Review

7. JMc wished to provide a brief overview of the above and will forward the full presentation after the meeting. JMc wished to share the information and the process Scottish Gymnastics have recently gone through.
8. JMc highlighted that the threshold has lowered for reporting incidents which has resulted in an increase in volume. JMc recognised that a principal takeaway from this review is that JS as an organisation hasn't been in the habit of reporting low level cases to Board which is something that should be actioned moving forward.
9. JMc added that there is a new system "Globocol" which could sit alongside our current database, Just Go and would be used to record all cases – including low level which will help JS understand the landscape more fully. This will be investigated.
10. The topic of insurance was raised with a note that gymnastics clubs appear to be very pro-active and efficient in getting participants to join to Scottish Gymnastics before they take to the mat. MP asked SH if there was anything he could share of benefit to JS. SH responded that it has been a long journey with Scottish Gymnastics and given the high profile that safeguarding has had within the sport, there is perhaps an opportunity right now for JS and other sports to highlight the importance of affiliation.

**1910 hours CA left the meeting**

### Leadership & Governance

#### Minutes of the Previous Meeting: 2023/1

11. The minutes were approved by DG and seconded by GC.

#### Rolling Actions Register Update

12. JMc highlighted that many items on the Rolling Actions Register have now been updated to Green and will be removed prior to the next meeting. Many other items were on the Agenda or scheduled for future meetings and new projects to be added.

### **CEO Update**

13. JMc referred to the previously circulated report and wished to congratulate RK on his new role as JudoScotland Director of Examiners. This role offered the opportunity to highlight our robust and transparent recruitment process which would be used for all roles moving forward.
14. JMc highlighted that the sportscotland investment has recently been confirmed with additional focus on safeguarding and disability. Although we were unsuccessful in our additional request in Digital Communications, we have re-purposed current budget within the Business Support Team as we see this as a crucial role.
15. JMc added that the 2023 Budget will be redrafted now that investment has been confirmed and an online Board meeting may need to be arranged to discuss and approve.

### **Recruitment Update**

16. JMc referred to the previously discussed JS Director of Examiners, which was carried out by the Nominations Committee who made a recommendation to the Board which was approved.
17. JMc confirmed that JS received 16 applications for the positions of Talent Development Support Coach (part time), 8 were shortlisted, 6 interviewed and 5 have been offered a position. We have also reached out to the unsuccessful candidates to discuss other opportunities within the organisation.

### **SH left the meeting**

18. The Chair confirmed that JS had received 5 applicants for the role of Independent Director however 2 candidates did not fulfil the Board's definition of independent. Interviews were conducted for the remaining 3 applicants.
19. JMc noted that the definition of independent has not yet been included in the Articles of Association but will be added within this year's review.

### **SH returned to the meeting**

20. The Chair welcomed SH back to the meeting and congratulated him on his new role as Independent Director.

### **Staff Remuneration Policy**

21. The Chair asked for Board approval on the new Policy which was a recommendation on the KPMG Audit. All Board members approved.

### **Sponsorship Policy**

22. JM highlighted that the circulated Sponsorship Policy was in draft format and would welcome feedback on the policy which would be updated and brought to a future Board meeting.
23. JM added that a sponsorship package was currently in progress with Rosanna Wood (Communications & Marketing Executive). It is the intention that this will act as a guidance document with a tailored approach generally being used to meet sponsors objectives.

### **Financial: National Judo Academy**

24. The final accounts as at 31<sup>st</sup> December 2022 have been prepared and finalised by Framework Ltd.

### **JS Membership – Overview & Breakdown**

25. The Chair provided an overview on the current membership highlighting that JS have stated an increase of 2,000 members over the lifetime of the new Strategic Plan. The current membership figure appears to have steadied and hasn't seen any significant increase since early last year.
26. The Chair referred to feedback from clubs which reflect that they have full capacity so this raises the question as to why this isn't reflected in our overall membership statistics.
27. The Chair asked the Board to consider the future approach regarding membership. RK wished to ensure that the factual insurance issues were obtained prior to making any decision.
28. SH added that this was a sport-wide issue however, there now appears to be an appetite for change with a greater focus on health & safety, safeguarding & wellbeing which can be related back to the recent Gymnastics Review and Whyte Report. SH highlighted that parents now have a higher level of expectancy and are prepared to ask questions of the club than in previous years.

- 29. GC wished to draw the attention of the new BJA app which has been well received by their younger members. The Chair confirmed this was previously discussed and requested that JM contact BJA to discuss how it can move forward for JS membership.
- 30. JMc confirmed that it would be raised at the Staff Away Days and included in the Operational Plan.
- 31. The Chair asked that the Board consider membership topic prior to the next Board meeting where it would be again included on the Agenda.

**2010 hours GC left the meeting**

### **Business Delivery Update**

- 32. TP referred to his previously circulated Update paper and wished to add that BDT and BST are currently reviewing the Secondary Organisation Contracts and PVG Scheme and tie in with the 2023-2024 Club Affiliation.
- 33. TP confirmed that he had his first meeting with RK in his new role and looks forward to reviewing the current National Grading processes.
- 34. TP also highlighted the recent Masters Session with over 50 judoka on the mat.
- 35. TP confirmed that the recent para-sport days have already commenced in the West of Scotland with approximately 103 participants, judo is not the sport of choice, however 55 participants did try judo on the day.
- 36. TP also referred to the recent communication from Special Olympics that he had recently received and thanked the team for their quick response which has resulted in an all-Scottish Judo team – one athlete and one coach.
- 37. The Chair asked for feedback on All Stars which has a reduced number of entrants so far, however TP confirmed that the format has been reviewed and updated for this year. FM also highlighted that event working groups were now in place to ensure information is shared throughout the team well in advance of the events.

### **Business Support Update**

- 38. FM referred to the previously circulated Update paper, highlighting that the 2023-2024 club affiliation window has now opened.

### **Performance Development Update**

- 39. The Chair referred to the previously submitted Update Paper and asked for any questions to be directed to Euan Burton.

### **Talent Development Update**

- 40. The Chair referred to the previously submitted Update Paper and confirmed that Gary Edwards would be in attendance at a future meeting to provide a full verbal update.

#### **AOCB**

- 41. The Chair wished to acknowledge this was the last meeting of SH as Partnership Manager but wished to thank him on behalf of the Board for his exceptional support.
- 42. JMc wished to confirm that a Disciplinary Panel has concluded on a recent case, a recommendation was made and no appeal has been received.
- 43. JMc highlighted Health, Social Care & Sport Parliamentary Group are meeting Scottish Sports Association on Monday 13<sup>th</sup> March in the afternoon and then visiting Carnegie Judo Club (Fighting Chance) in the evening, specifically on an inquiry into Women's Participation in Sport.
- 44. The Chair closed the meeting and thanked everyone for attending.

#### **Dates for 2023 Meetings**

- 45. 2<sup>nd</sup> May, 27<sup>th</sup> June, 15<sup>th</sup> August, 26<sup>th</sup> September and 28<sup>th</sup> November.