

## JudoScotland Board Minutes

26<sup>th</sup> May 2026

Ref. 2026/3



### Notes of the Meeting of the JudoScotland (JS) Board held on Tuesday 26 May 2026, commencing at 1830 hours.

Present: Mark Brien (MB); Anthony Daye (AD); Sandy Hodge (SH); Richard Marsh (RM); Jason Moore (JM); Marc Preston (Chair); Susan Wright (SW);

Apologies: Jodie Cox (JC); David Gibson (DG); Lynne Glen (LG); Tony Penfold (TP)

In Attendance: Sarah Birrell (SB); Judith McCleary (JMc); Freda McNulty (FM); Abigail Hewitt, sportscotland (AH)

### Welcome, Apologies and Declarations of Interest

1. The Chair welcomed everyone to the meeting and confirmed apologies as above.
2. The Chair advised that the meeting would be recorded for minute taking purposes only.
3. The Chair welcomed Abigail Hewitt, sportscotland High Performance Manager. AH provided an overview of the performance programme, followed by questions.  
(AH left meeting)
4. The previous Board minutes were approved by MB and seconded by SW.
5. The Chair provided an update on the Actions from previous meeting noting the following:-
  - (a) Performance Pathway Coach has progressed to a second interview
  - (b) Redraft of 2026 budget in progress pending approval of additional core investment
  - (c) Facility Working Group is progressing with a standing invitation for JMc to attend depending on workload
  - (d) All other items have been completed and/or included on Agenda

### HR

6. JMc provided an update confirming that all processes are managed in accordance with JS policies and with guidance received from appropriate external agencies.

### Performance

#### Short-term v long term & Pathway Investment

7. JMc acknowledged the ongoing challenges within performance and highlighted that sportscotland has extended the deadline for the Pathway Investment Fund to 17<sup>th</sup> July.
8. The performance team is continuing to review current processes since the transition of the programme in 2025 e.g. risk assessments, safeguarding etc.

#### Commonwealth Games 2026

9. JMc advised that the final games readiness meeting had taken place with Graeme Randall confirmed as Judo Coach for Glasgow 2026.
10. JMc confirmed that JS have been assigned one additional athlete space, resulting in a team of 13.
11. JMc added further details on the process and deadlines for team selection. From 23<sup>rd</sup> June, should any athlete be unable to compete, only a direct replacement within the same sex and weight category will be considered.
12. The prep camp has been confirmed at Clyde Judo from 26<sup>th</sup> July.
13. The King's Baton Relay will be at JS on 18<sup>th</sup> July, with further details to follow.

### Leadership & Governance

#### Rolling Actions Register

14. JMc referred to the circulated document, no feedback/questions were received.

#### Operational Plan 2026-7

15. JMc referenced the previously circulated Plan which is for information purposes.
16. AD asked if the targets set in relation to members were still achievable. JMc responded that although we may not reach the 10,000 initial target, membership was on an upward trajectory.

#### CEO Report including Safeguarding & Welfare

17. JMc referred to the previously circulated paper, highlighting that Mary Small continues to manage all safeguarding cases.
18. JMc wished to thank TP for completing the JS funding application for Summer of Sport, confirming that JS have been allocated an additional £45k for this project.
19. SH asked for an update on the staff strategy day. JMc confirmed that James Allan had facilitated the day under the banner of keep, develop, stop. This provided an opportunity for an open dialogue on what we have done well as well as areas for improvement.
20. JMc added that internal communications was a consistent message throughout the day and as a collective effort how this can be improved.

#### **UKAD – Assurance Framework**

21. JMc advised that JS have now completed the compliance on the UKAD Assurance Framework, highlighting that this is an area we now need to continue to be integral in our performance processes. Clean Sport education records are being stored internally.

#### **Finances: 2025 year-end accounts**

22. AD advised that the first draft of the 2025 Accounts had been received, reflecting a £7,771 deficit which was a reduction from the budgeted deficit of £34,383.
23. AD confirmed that that JS accounts are examined and not audited, and therefore his role should include a test and sample process.
24. On his return from leave, AD will schedule a meeting with JMc, FM, the Chair and Gordon Mavor from Framework Ltd.

#### **Finances: Core Investment Uplift**

25. JMc referred to the previously circulated investment breakdown, providing a background to the paper.
26. JMc confirmed that salary proposals are within the salary bandings as agreed in 2025, with increases taking effect from 1<sup>st</sup> April, in-line with investment period.
27. SB confirmed that sportscotland were comfortable with the proposals. AD added that he was supportive of the outlined proposals.
28. The Chair asked the board for approval, unanimously approved.

#### **Policies – Disciplinary Policy (revised)**

29. FM confirmed that a review of the policy had been undertaken, highlighting the key areas that have been updated.
30. The Chair asked the board for approval, unanimously approved.

#### **Policies – Hall of Fame Policy (revised)**

31. JMc confirmed the key area of change within the updated policy.
32. The Chair asked the board for approval, unanimously approved.

#### **Chair and Board Director recruitment**

33. The Chair advised that the timeline for the chair recruitment would allow for a transition period prior to the AGM. However, the Chair asked the board to consider reinstating the honorarium payment. JMc confirmed that the additional time commitment required in the role, it would provide recognition from JS.
34. AD added that it should be a consideration and asked for clarity on how this is managed by other SGB's. SB advised that she will forward further detail to JMc/Chair.
35. The honorarium was agreed in principle, on receipt of further data from sportscotland.

#### **British Judo update**

36. The Chair advised that Karen Roberts, Development Director for British Judo is leaving her position. The Chair would like to acknowledge the support and guidance provided by Karen to JS.

### **Business Development**

#### **Business Delivery Update Paper**

37. JMc provided an update in the absence of TP, referring to the previously circulated paper.
38. JMc highlighting that the Summer of Sport funding will directly support clubs and communities and subsequently into JS growth targets.
39. JMc confirmed that the closing date for Club Support funding has now passed, however a second intake will take place in September 2026.

#### **Three Steps Safe - update**

40. The Chair advised that JS had received feedback from clubs and coaches who have highlighted that there are clubs within the judo community not utilising JS membership and/or gradings. This has resulted in an unsettled membership. SW was in agreement, adding that she too had received similar feedback.
41. The Chair advised that this is the biggest risk to JS as an organisation and it was critical to move this area of work forward.
42. JMc stated the challenges to resource with investigations and compliance. AD asked if JS should consider a short term contract with an external person/s to undertake a compliance role. Alongside this JS can run a comms piece tying in with the moral code and JS values.

43. RM highlighted that it could be considered a fraudulent act, however a full audit on the extent of the issue was necessary to provide an understanding of the issue.
44. JMc confirmed that JS would work with any club to bring them on-board, maximising relationships/conversations with staff and/or board members.
45. AD added that if a short term post is required, similarly to safeguarding, then he was comfortable with the investment. SW added that support from an independent body from out-with the sport may be of benefit.
46. The Chair was in agreement, stating that it is crucial for JS to act now and that this area of work is to be prioritised.

## Business Support

### Business Support Update Paper

47. FM referred to the previously circulated paper and invited feedback/comments.
48. FM added that there has been a significant decrease of lapsed members, due to the ongoing work by BST working with clubs to cleanse their data. The number of lapsed members has decreased by 60% in the last twelve months.
49. FM highlighted that due to recent and upcoming legislation changes, the JS policies will require to be updated over the next 6 – 9 months.
50. SW asked if JS should consider a review of membership categories to ensure they are still fit for purpose. JMc added that JS and the home nations were working together to align membership categories, where possible.
51. JMc added that JS are continuing to work through the comms team to ensure that clubs and coaches believe in the value of SGB membership and Three Step Safe.

### New Club Applications

52. FM asked the board to approve the following club affiliation, confirming that all credentials have been verified:-
  - (a) Pro Judo Pollock - approved
  - (b) Kanokwai Bellshill - approved
  - (c) EdinburghJudo (Cargilfield) - approved

## Next Meeting Dates

53. The Chair confirmed the date of the next meeting is 25<sup>th</sup> August2026.
54. The Chair thanked the Board for their time and closed the meeting.

| Meeting Date                | Action                                                    | Responsible |
|-----------------------------|-----------------------------------------------------------|-------------|
| 17 <sup>th</sup> March 2026 | Redraft 2026 Budget                                       | FM/JMc/AD   |
| 26 <sup>th</sup> May 2026   | Finance Meeting with Framework Ltd                        | AD/FM       |
| 26 <sup>th</sup> May 2026   | Chair Recruitment – Honorarium                            | Chair/JMc   |
| 26 <sup>th</sup> May 2026   | Circulate Disciplinary Policy to all staff                | FM          |
| 26 <sup>th</sup> May 2026   | New Club Applications forward to BJA and added to Just Go | FM          |