JudoScotland Board Minutes

25th August 2026

Ref. 2026/4

Notes of the Meeting of the JudoScotland (JS) Board held on Tuesday 25 August 2026, commencing at 1830 hours.

Present:	Mark Brien (MB);); Jodie Cox (JC); Anthony Daye (AD); David Gibson (DG); Lynne Glen (LG); Sandy Hodge (SH); Richard Marsh (RM); Jason Moore (JM); Marc Preston (Chair); Susan Wright (SW);
Apologies:	Sarah Birrell (SB); Colin McIver (CM)
In Attendance:	Graham Campbell (GC);Jim Feenan (JF); Rick Kenney (RK); Judith McCleary (JMc); Freda McInulty (FM); Tony Penfold (TP)

Welcome, Apologies and Declarations of Interest

1. The Chair welcomed everyone to the meeting and in particular the Honorary Vice-Presidents.
2. The Chair then confirmed apologies as above and advised that the meeting would be recorded for minute taking purposes only.
3. The Chair wished to highlight that the recruitment of the new JudoScotland Chair had concluded and wished to congratulate SH on his appointment as Chair of JudoScotland. SH will take up his new role at the 2026 AGM to be held on 1st November.
4. The Chair welcomed James Allan (JA) from Windlaw Consulting to the meeting and invited him to provide an overview of the development of the new strategy.
5. JA referred to the previously circulated paper, discussion and feedback followed with a request that any further feedback or comments to be sent directly to JA.

   (JA left meeting)
6. The previous Board minutes were approved by MB and seconded by SW.
7. The Chair referred to the actions arising from the previous minutes, noting that all actions have been addressed or included on the Agenda.

Performance

8. JMc confirmed that she attended a meeting with sportscotland High Performance Manager, Abbie Hewitt and an independent consultant regarding a review of the performance pathway. The draft timeframe would include a review period of October to December with a report being presented at the end of December and an implementation date of 1st April 2027 for any amendments to the model.
9. JMc highlighted that the consultant strongly suggested that a key factor to consider is to involve key clubs, coaches, staff and board at scoping stage. sportscotland is in full support of an independent review being undertaken.
10. JMc advised that the recruitment of a Head of Pathway and Performance was now live. The role aligns with other governing bodies across the sporting landscape. The successful candidate would work closely with Senior Leadership Team and ensure that performance is embedded across the organisation.
11. JMc added that the recruitment of a third Performance Pathway Coach would be paused until the review had been completed.
12. JMc confirmed that JS was successful in securing further investment of £21,500 under the sportscotland Pathway Fund.
13. SH asked if BJA would be included in discussions around the performance review, to which JMc confirmed that BJA would be invited to be part of the review process.

Leadership & Governance

Rolling Actions Register

14. JMc referred to the circulated document and requested feedback/comments.
15. SH asked if the Board Appraisals would align with the new Chair role. The Chair added that it could be a joint process with both the current Chair and SH.

Operational Plan 2026-7

16. JMc referenced the previously circulated Plan which is for information purposes.
17. AD asked if the original membership target would be achieved, in particular with the added focus of Three Steps Safe. JMc added that the target may not be reached but we have made positive steps in increasing our overall membership.
18. JF wished to comment on alignment of CIMSPA qualifications and ensuring that coaches are recognised on a professional basis for their qualification.

CEO Report including Safeguarding & Welfare

19. JMc referred to the previously circulated paper, highlighting that it has been a challenging period. JS has seen an increase in the volume of safeguarding concerns raised, however many of them are of a low level and have been managed by Mary Small who continues to provide safeguarding expertise.

20. JC asked if the increase in safeguarding concerns was consistent across sports, to which JMc responded that yes, managing safeguarding concerns is a challenge across SGB's.

21. JMc referred to an ongoing case with Police Scotland involvement and provided reassurance that JS is working with regulatory bodies to ensure independent expertise where appropriate.

22. JMc raised awareness of the increasing volume of work on staff in relation to case management, complaints and Subject Access Requests. This is likely to be an area of work that continues to increase and it is vital that the organisation has adequate resource in place to manage.

Risk Register

23. JMc referred to the previously circulated papers, no feedback/questions were received.

Innovation Fund: Safeguarding Application

24. JMc referred to the sportscotland Growth & Innovation Fund and advised that JS has submitted a group application with three other governing bodies to create a role for a safe sport governance lead. If successful, this will run as a pilot project to support safeguarding leads across the 4 governing bodies.

Finances: 2025 year-end accounts & Summary

25. AD provided an overview of the 2025 year end accounts, advising that the final position was a deficit of £7627 against a budgeted loss of £27,868.

26. AD advised that JS accounts were examined and not audited. AD asked the board to consider if a full audit of our accounts is necessary. The decision will return to the Agenda at a later date.

Finances: 2026 Budget

27. AD referred to the circulated revised budget, advising that the revision was necessary due to the number of investment applications submitted as well as the core cost uplift from sportscotland. The overall position has reduced the budget deficit by £6,397.

28. AD asked the board to approve the revised budget, this was unanimously agreed.

29. **Policies – Vexatious Complaints Policy (new)**

30. JMc confirmed that development of the policy had been recommended by external legal resource in order to better support the organisation.

31. AD added that the policy had been discussed at Audit & Risk Working Group, and appears to be in-line with other governing bodies.

32. SW asked if the decision on when this should be activated should not rely solely on one person. JMc advised that an amendment would be considered and re-circulated.

33. The Chair confirmed that the policy had been approved in principle, pending above amendments.

34. SH asked if the increase use of AI should be considered in the Policy or stand alone. DG added that he is happy to provide support and guidance in the development of a stand alone policy. This was agreed across the Board.

Chair and Director recruitment

35. The Chair confirmed that the Chair recruitment was concluded as highlighted at the start of the meeting.

36. FM referred to the previously circulated recruitment pack, advising of the expected timeline. SH asked if further detail of the board portfolios should be included. SH to provide further details direct to FM.

AGM

37. JMc advised that the AGM will be held at the conclusion of The Gathering on 1st November.

38. JMc asked the Board to consider if a hybrid option would be preferred this year, however due to the technical issues experienced in 2025, JS were considering external support and would return to the Board once further information had been received.

Articles of Association - revisions

39. JC referred to revisions in relation to Chair remuneration. JMc advised that the proposed wording had been circulated. The Board were happy to progress with the proposals with the addition of payroll outlined.

40. JF requested clarity on the timeframe and procedure for clubs requesting changes to the Articles of Association. JMc advised that this would investigated and we would return to JF with the details.

British Judo update

41. The Chair advised that due to prior commitments he was unable to attend the recent BJA board meeting, however he would return to the Board at the next meeting with an overview.

Business Development

Business Delivery Update Paper

42. TP referred to the previously circulated paper and asked for feedback/comments.

43. TP wished to add that data collection from the Summer of Sport funding was a requirement from sportscotland to help support the impact of the initiative.

44. SH referred to the new draft strategy in regard to listening to the voice of the young person and if this was an area that had been progressed. TP advised that the voice of the young person goes beyond Senpai programme and also includes club young representatives which is now a mandatory requirement of the annual club affiliation.

Three Steps Safe - update

45. TP advised that the next home nations meeting would take place in early September at Ratho where this was a recurring point on the Agenda.

46. JMc added that positive conversations had taken place with member clubs to progress this area and we would return to the Board with the progress.

Business Support

Business Support Update Paper

47. FM referred to the previously circulated paper and invited feedback/comments.

48. FM added that an application had been submitted to the Growth & Innovation Fund to support the increase need for informed data analysis. Project outlines have already been drafted with Stellar Omada, as a follow up to our meetings with them last year. This would be a pilot project over a period of three months but if successful, a second application for a larger scale project would be submitted later in the year.

49. The Chair asked why the increase in activity on JS Tik Tok in July, to which FM replied that this was due to the increased coverage of Commonwealth Games athletes.

New Club Applications

50. FM asked the board to approve the following club affiliation, confirming that all credentials have been verified:-

(a) Jidel Judo Corstorphine - approved

(b) Jidel Judo Wishaw - approved

Next Meeting Dates

51. The Chair confirmed the date of the next meeting is 27th October 2026.

52. The Chair shared his thanks to the Honorary Vice Presidents for their attendance and again congratulated SH on his appointment as incoming JS Chair.

53. The Chair thanked the Board for their time and closed the meeting.

Meeting Date	Action	Responsible
25th August 226	Upload Revised Budget	FM
25th August 226	Vexatious Complaints Policy – update	FM/JMc
25th August 226	AGM – investigate hybrid options	FM/JMc
25th August 226	AGM – timeline for clubs requesting changes to Articles (to JF)	FM/JMc
25th August 226	New Club Applications forward to BJA and added to Just Go	FM