



DIRECTOR'S MEETING 17 June 2020, 10:30am

MINUTES & PROCEEDINGS

Present: Richard Martin (chair), Nick Brooks, Dave Coles, Simon Hayes, James McIntyre, Lawrence Selby, Rodrigo Souza, Mike Williams, Neil Williams

Agenda:

- 1) Elite Academies Update
- 2) Transgender Policy
- 3) UKBJJA Council - role and make-up (as discussed at AGM)
- 4) Racism in Sport & BLM response

There being more than 3 directors present, in accordance with article 24 of the Constitution, the meeting was declared quorate

Proceedings:

Richard Martin opened with thanks for so many directors being present and commended the board for their involvement and recent momentum

- 1) Mike Williams provided updated information on the Elite Academy programme: 30 applications in, 21 approved, 6 training and supplying data. MW raised the issue of qualifying athletes. Board agreed that onus should be on clubs/coaches to prove athletes qualify and that this was not the role of the UKBJJA, except in the case of extreme anomalies (e.g. hobbyist white belts). MW to chase clubs to ensure that data is being submitted – if clubs are unable to comply, they should be removed from the programme. Strategy remains to help as many academies as possible to open and primarily to collect data and establish procedures that will ultimately benefit all clubs.
- 2) Discussion of BJA policy on TG athletes (published Nov 2019). All agreed that this was significantly better than Association's policy and should form a template for a revised UKBJJA Transgender Policy. All agreed that health and safety of athletes in competition is paramount, but also that inclusivity in training needs to be emphasised. MW to draft new policy and circulate to Board for ratification. Simon Hayes stressed need for policy to be reviewed on a regular basis as regulatory and political situation evolves.
- 3) As previously discussed at AGM, the Board considers that the Council as currently configured is not working effectively and needs a reboot. Richard Martin emphasised that there are issues that we need to address, e.g. Transgender Policy, Equality & Diversity Committee, Finance Committee. Richard Martin suggested that Directors who were also on the Council reviewed their positions with a view to freeing up space for new appointees, with suitable qualifications for the roles (e.g. Diversity Officer) and that we appoint as a priority a new Principal Council Officer. Simon Hayes nominated Leigh Remedios as potential PCO. MW highlighted need to increase diversity on the Council. Simon Hayes suggested approaching Jude Samuel, Ed Brown and Colin Nwadike for possible council roles. Nick Brooks nominated David Onuma.
- 4) Simon Hayes referred to the BJA statement on Black Lives Matter, which was felt to be generic and bland and short on actionable points. Stressed need for UKBJJA statement to be backed up by tangible action. Francis Lambert highlighted fact that regardless of whether there is a belief that





racism is not a major issue within BJJ, we are still members of the wider community and not taking a stance can be seen as endorsement of the status quo. This was endorsed by Simon Hayes, Rodrigo Souza and Lawrence Selby. All agreed need for statement, backed up by tangible measures to address racism within sport. Suggested actions: appoint diversity & equality officer, set up whistle blowing hotline, conduct survey of membership to gather data and inform future development. All agreed that statement should go out as soon as possible, but we should be wary of over-promising actions if they are then not implemented. MW to speak to Gemma Kane to draft statement. Draft statement to be reviewed by Francis Lambert, Rodrigo Souza and Lawrence Selby.

5) A.O.B.

Mike Williams raised the need to update our [Guidelines for Member Clubs](#), with a view to changing the wording from 'should' to 'must' (e.g. Instructors must be purple belt or higher). All present in agreement, MW to circulate revised requirements via email for approval

There being no other business, the meeting was adjourned at 11:37 am