



All Judo Seminar
Sunday 19 February 2023
Outputs & Actions

All Judo Seminar – Summary



Judo – ‘Integrity of Judo in GB’ Sunday 19 February

- Andrew Scoular, CEO British Judo Association and Bernard Richmond, British Judo Council opened the day by welcoming those in attendance. Andy Reed, Founder of SAJE Impact, facilitated the day.
- The purpose of the Seminar was to understand how we assure a safe, fun judo experience for all who participate in Great Britain. Context for the need to be able to monitor all judo activity in Great Britain was highlighted, referencing the recently published Whyte Report. This report is important for ALL sports activity in the country. ‘Workforce’ (Coaches, Officials, Volunteers) governance is an emerging area of focus. This Seminar will help us understand and improve the structures, processes and systems that exist within it, to make engaging in sport and physical activity safer and more enjoyable for all participants.
- Understanding that all judo activity in the country has an implication on judo’s integrity. Therefore, this was an opportunity to understand the risks we currently see, what needs to be in place to minimise them, and how can we equip those beyond the judo family to be able to regulate who delivers judo in their environments.

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- The room then broke out into groups to consider 'Worst case scenario - Thinking what could go wrong and how to mitigate'.
- Discussions ranged from on and off the mat, and from physical to emotional wellbeing.
- Our groups considered some specific scenarios, to consider how we would deal with poor behaviours and experiences. This helped us understand the systems we need in place and the support coaches, clubs and volunteers need to maintain.
- Topics mentioned, and discussed by the group: Safeguarding training, robust investigation procedures, sharing of information, coach education, judo family of shared responsibility, safety on and off the mat, understanding what good looks like, best practice, how to call out poor behaviours, understanding diversity and inclusion, training for Officials and Volunteers, parent resources & judo curriculums.
- A key point from the floor: The difference between compliance and culture - our aim is for the CULTURE of the judo family to be the best it can be to provide a safe, consistent environment.

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Conclusion

- This is about reducing risks but also much more, creating a culture and standards for the entire Judo family- A judo wide response is needed. (The outside world is judging JUDO - not the various parts and politics that make up its various parts!)

Next Steps

- Circulate and promote the notes
- Create a draft outline of what we agree could possibly make a standard for judo delivery for sign off.
- Once agreed, take our judo standards to external stakeholders, e.g: UKS/SE, Department for Education, local Government association, Youth Sport Trust, CIMSPA
- Finalise agreement, publish and publicise with all agreed stakeholders and hosts of judo activity



All Judo Seminar -Feedback

- Purpose and setting the scene. Whyte Review, CIMSPA Workforce Register work will make us all think and act differently
- The difference between compliance and culture - our aim is for the CULTURE of the judo family to be the best it can be to provide a safe environment
- Workforce governance is an emerging area within the sector and the purpose of this phase of the project is to consider, understand and improve the structures, processes and systems that exist within it, to make engaging in sport and physical activity safer and more enjoyable for all participants
- Whyte Review a wake up call for ALL sports
- Worst case scenario - Thinking what could go wrong and how to mitigate
- Sexual predators - the most obvious. How much do we understand?
- Controlling behaviour is abuse
- Individuals - How do we create a community culture of shared responsibility?
- Clubmark v individuals
- Safety on the mat is the most important part of safeguarding

All Judo Seminar - Feedback



- Neuro divergence issue. How inclusive are we and are there situations where this isn't for the wellbeing of all? Eg: Autistic referee? Greater help/assistance required?
- Injuries - prevention required
- Cultural norms not an excuse for poor wellbeing outcomes
- Coach as God - How do we change this culture?
- 1-1 situations - How do we teach to avoid/deal with circumstances?
- Changing facilities are clearly an area of 'issue' in many locations. Clarity of advice and guidance here would help - if none available come changed?
- Pushy parents syndrome - Not unique to Judo!
- Mental health damage - Really need the Judo family to understand mental as well as physical wellbeing. Past practices are not acceptable to most of the next generation
- Spectators - Parents transparency needed at all times as these supporters need to be kept on board
- Grading - Can be abused/lead to poor wellbeing outcomes if not used properly

All Judo Seminar - Conclusions



- A judo wide response is needed
- Are we prepared for a crisis as a judo family? If an issue arises in 'another' part of the family how do we respond?
- This is about creating a culture and standards for the entire judo family.
- The outside world is judging JUDO - not the various parts and politics that make up its various parts!
- This is about reducing risks but also much more
- Concluded we are 'at risk' without agreed standards and culture change and therefore need to work much better together on shared aims ambitions and goals
- Proper understanding of where we are? What are the risks?
- How are we prepared to mitigate the risks?
- Only as strong as the weakest link in this area

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Scenarios -

Conclusions

Purpose and setting the scene.
Whyte Review, CIMSPA Workforce Register work will make us all think and act differently

The difference between compliance and culture - our aim is for the CULTURE of the judo family the best it can be to provide a safe environment

Workforce Governance: Sport & Physical Activity Project

Workforce governance is an emerging area within the sector and the purpose of this phase of the project is to founder, understand and improve the structures, processes and systems that need to be in place to make engaging in sport and physical activity safer and more enjoyable for all.

Whyte Review a wake up call for ALL sport

Worst case scenario - Thinking what could go wrong and how to mitigate.

Sexual predators - the most obvious. How much do we understand?

Controlling behaviour is abuse

Individuals... how do we create a community culture of shared responsibility

Clubmark v individuals

Safety on the mat the most important part of safeguarding

Neuro divergence issue: How inclusive are we and are there situations where this isn't for the wellbeing of all eg. Autistic referee examples? Greater help assistance required?

Injuries - prevention required.

Cultural norms not an excuse for poor wellbeing outcomes

Coach as God

How do we change this culture

1-1 situations how do we teach to avoid/ deal with circumstances?

changing facilities are clearly an area of issue in many locations. Clarity of advice and guidance here would help - if none available come changed?

Pushy parents syndrome - not unique to Judo!

mental health damage - really need the judo family to understand mental as well as physical wellbeing? Past practices are not acceptable to most of the next generation

Are we prepared for a crisis as a judo family. If an issue arises in another part of the family how do we respond

The outside world is judging JUDO - not the various parts and politics that make up its various parts!

Conclude we are at risk without agreed standards and culture change and therefore need to work much better together on shared aims, ambitions and goals

Proper understanding of where we are? What are the risks?

How are we prepared to mitigate the risks.

Only as strong as the weakest link in this area

A judo wide response is needed

this is about creating a culture and standards for the entire judo family.

this is about reducing risks but also much more

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Coaching Risks

The whiteboard is organized into five vertical columns, each with a title at the top:

- Column 1: Role of the Coach - What do we expect - Especially for Judo**
 - Wellbeing Challenges ahead?
 - What is the role of the coach?
 - TEACH JUDO!
 - money £
 - Modern coach needs to be:
 - motivation
 - freedom of time/work balance
 - Time - precious commodity
 - digital literacy
 - Teach technical correctly
 - comms skills and how people 'hear' the coach
 - does coaching reflect the coaching group by age/ etc - culture -
 - promote enjoyment !!!
 - manage parents/ expectations
 - Teach judo safely
 - Promote values and standards
 - identify and meet students needs
 - Understand own limitations!!
 - Escalate appropriate/ referral - again know limitations
- Column 2: what training do coaches need**
 - Coaches ?
 - Training
 - accessible
 - Physical and mental health awareness
 - Coach education syllabus in place
 - Understand coaching practises
 - CPD - more targeted - adapt - high performance
 - CPD/ revalidation/
 - Values and standards
 - Uniform standards understood and practised by all
- Column 3: certification - what will be needed?**
 - What system do we need
 - simplicity and proportionate
 - CPD - needs greater clarification and ease access and monitor
 - obligation via the NGB
 - NGB/ Assc Framework Technical Safeguarding First Aid
 - Additional modules High Performance Arantiva
- Column 4: How do we audit ?**
 - What processes do we need industry wide?
 - Enforcement / Soft launch
 - What do we audit and why? Lead line approach - is it currently effective? is CPD and certificate in place?
 - Need buy in and compliance
 - CULTURE not compliance
 - Support for all - a carrot not a stick
 - Systematically
 - Audit is there to help lift the standards for all not a stick!
 - Process AND system
- Column 5: How do we share with stakeholders**
 - CIMSPA workforce register
 - Feedback - post conference and ongoing work?
 - Share with wider world - sport, school, LAS through NSPG bodies
 - SE - UK Sport
 - Communications
 - SFDC
 - Strategic/ Robust
 - Support and guidance helping internally as well as looking after stakeholders. Giving them confidence
 - Leadership driven and confident
 - Highlight national governance and leadership (needs to be in place - reputation is earned)
 - Understand the WHY. Good governance and compliance is for a good reason. In and of itself not just a means to an end.
 - Coaching_Risks_ppt
 - Coaching_Risks_sen

Technical and Curriculum

1 Purpose	2 How is it recognised	3 What is needed	4 Who Needs to know	Other..
<p>Progression</p> <p>public confidence</p> <p>Retention</p> <p>Identity</p> <p>Money Making</p> <p>Defines skill levels</p> <p>Facilitating the safe progression</p> <p>Reward and recognition - not always easy in other sports!</p> <p>Identity</p> <p>Measure of success</p> <p>maintain public confidence in standards</p>	<p>Belts certicates awards class transfer</p> <p>social media</p> <p>Ceremonies/ peer recognition</p> <p>Grades/ Belts</p>	<p>Honesty - which list of purposes are you using!</p> <p>Moderation of standards and agree standards across all stakeholders</p> <p>Grading officer needs to know what they are grading</p> <p>People grade for different reasons</p> <p>Technical grading is different to a social grade!</p> <p>Travel to gradings</p> <p>Making people compete for grades</p> <p>Framework</p> <p>consistency and honesty eg 1st from top UNI v 1st from new Uni?</p> <p>Audit of awards? Sampling?</p> <p>Consider alternative rewards systems to keep interest (swimming badges biggest EE earner even in and age of digital)</p>	<p>Reward</p> <p>alternative rewards</p> <p>Safety at the heart of this</p> <p>ion to maintain standards and consistency</p> <p>Safety with consistency</p> <p>Everyone int he community with key messages</p> <p>Safety/ Credibility Confidence / Reputation</p> <p>Everyone must 'sell'</p> <p>Every experience is selling point - or potential risk</p>	<p>Technical_and_Curriculum.p...</p> <p>Technical_and_Curriculum.d...</p> <p>Technical_and_Curriculum.p...</p>