



**BTCB (WTF) Ltd**

**2014 ANNUAL GENERAL  
MEETING**

**PRESIDENT'S REPORT TO  
THE COUNCIL**

**April 2013-March 2014**

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## Introduction

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I have the honour of being able to report on the achievements of the Council, Executive and its sub-committees of British Taekwondo, as well as that of STUK Ltd.

As in previous years, with so many positive issues to report on that are current as of the date of this AGM, I have not restricted it specifically to the end of March 2014.

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## Performance Director

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Our Performance Director reports on a very active year, across an ever expanding platform of our sport.

### Competitions

Despite strong preparation for the 2013 World Championships, with four medals at the Spanish Open ahead of the tournament, the competition ended in disappointment for Great Britain. A team of eight travelled to Puebla, Mexico for the 21st WTF World Championships and were agonisingly close in their pursuit of medals.

Last second defeats in the quarter finals for Ruebyn Richards, Michael Harvey and Jade Jones meant the team travelled home empty-handed while Bianca Walkden and Damon Sansum lost by a solitary point.

Following the competition, focus switched to long-term planning and preparation for the new Rio 2016 cycle. In October, the team welcomed 17 new members from a variety of backgrounds and weight divisions into the full-time programme.

The memories of the World Championships disappointment were soon cast aside as the inaugural World Taekwondo Grand Prix was staged in Manchester. Success on the opening evening for wildcard Mahama Cho at +80 kg was followed up with another gold the next night for Lutalo Muhammad at -80 kg. There were other notable performances as Academy newcomer Dominic Brookes defeated World Champion Tae-moon Cha and Andrew Deer defeated World Champion Tahir Guelec of Germany.

The final night saw Olympic Champion Jade Jones compete for the first time in Britain since the Games, finishing the competition with a silver medal and valuable ranking points on the road to Rio.

The quest for points quickly resumed in 2014 as the team attended five competitions in the opening months. Six different athletes all claimed gold medals, with a grand total of 29 medals won at the Trelleborg, Luxor, Fujairah, Bahrain and Dutch Opens.

By the end of March, Lutalo Muhammad and Jade Jones had successfully claimed top spot in the world rankings with Mahama Cho in third and a further five athletes in the top 32.

### World Class Performance Programme

GB Taekwondo continues to work with UK Sport to strengthen the Academy and the World Class Performance Programme in Manchester. In preparation for Rio 2016, the Academy has been strengthened with a new cohort of athletes, drawn through the clubs and pathway, as well as through the talent identification programme, *Fighting Chance*.

As detailed below, GB Taekwondo's partnership with Sport England is ensuring that our Talent Development pathway grows from strength to strength, providing great opportunities for GB's young athletes to reach their full potential, as demonstrated by some fantastic cadet and junior championships performances.

In addition, GB Taekwondo is in planning and consultation with stakeholders including Sport England and Manchester City Council, with a view to significantly improving the facility provision for the athlete programmes in Manchester.

## Talent Development Competitions

2013-14 was the year in which the GB cadet and junior squads made a real impact on the European and World stage.

In August 2013, a 13-strong Cadet team travelled to Romania, with representatives from Ultimate, Liverpool Academy, Gurumu, NTC, Central Taekwondo, Scorpion, Kang Han and BTS, to achieve its biggest medal haul in history. Simone Abley (Scorpion), Tia Thompson (Liverpool Academy) and Leah Moorby (Ultimate) achieved bronze medals whilst Viroshan Gnanapandithan (Gurumu) was crowned European Champion in the -33 kg category with a dominant display. This was a significant improvement on the one bronze medal achieved in Cadet European Championships in 2011.

Two months later, after an intense summer training camp in Manchester, saw the Junior European Championship team travel to Portugal to take on Europe's best. 14 players represented GB from BTS, Ultimate, NTC, Kang Han, Quest, Spitfire, Liverpool Academy, South Hams, All Stars and Fusion. With the largest squad to date since the start of the programme in 2011, the pathway demonstrated its increasing strength in depth. After 5 athletes narrowly missing out on a medal in the quarter final stages, GB's first medal came through Abigail Stones (Liverpool Academy) in the female -42 kg category. The penultimate day witnessed Georgia Barnes (BTS) win the Junior European Championships in the female -49 kg category.

After a successful summer competing in Europe, preparations turned to the Junior World Championships and Youth Olympic Games Qualification tournament. GB selected a 10-strong team, including athletes from the Talent Development Programme and World Class Performance Programme. Preparations for the squad began with a high-intensity training camp in Korea at the Physical Education High School. While the camp provided regular sparring opportunities, it also allowed the athletes to acclimatise to the type of environment they were going to endure in Taipei. Hoping to follow in the footsteps of Team GB's first ever Youth Olympic Champion Jade Jones in 2010 were Asia Bailey (-46 kg; Central Taekwondo), Abigail Stones (-44 kg; Liverpool Academy), Christian McNeish (-63 kg; Plaistow Kickboxing) and Archie Waldock (-45 kg; BTS). In hugely competitive weight categories, GB qualified the -44 kg and -63 kg for the Games that will take place in August 2014, in Nanjing.

Two days later, attention turned to the Junior World Championships. A 10-strong team took the stage, with representation from Ultimate Taekwondo, Premier Taekwondo, NTC, South Hams, BTS, Liverpool Academy and Central Taekwondo. GB's first medal came by way of Katie Bradley in the female -42 kg category achieving a bronze medal. The second day witnessed a hat trick of medals in quick succession with Leah Moorby (-52 kg) achieving a bronze medal after a short period in the junior age category. This was followed by two fantastic gold medals by Abigail Stones and Lauren William, in the female -42 kg and -59 kg categories respectively. Noticeably, Lauren Williams had transferred from the Fighting Chance initiative, having only been in WTF for 6 months. These tallies making the championships its best medal haul in history and based on medal performances seeing the female team crowned number one in the world.

## Talent Development Programme

Aside from the medal performances at these major championships, the programme remains committed to building a sustainable talent pathway that focuses on the individual development of athletes and coaches within WTF.

The programme continued to deliver on its key objective—to produce athletes with the right quality for the World Class Performance Programme. This year the pathway has seen Gurpreet Singh from Gurumu Taekwondo transition into the World Class Performance Programme.

GB Taekwondo delved lower into the pathway through the launch of *Kids Kickin'*, which is a pre-cadet age initiative, aimed at exposing athletes to life within the pathway, through a fun, inspirational day at the academy.

GB Taekwondo continued its journey in working more closely with British Taekwondo (BT) clubs and club coaches. After the launch of the '*Talent Club*' initiative, which has seen more than twenty-five clubs express interest, the programme has accredited two BT clubs, Gurumu Taekwondo and Liverpool Academy, with a further two clubs pending accreditation. This initiative is aimed at working closely with clubs who wish to focus on Sport Taekwondo and to work with GB Taekwondo to achieve pathway objectives. One of the key areas is sharing best practice with local clubs, through talent club test match days which has seen positive engagement. Outcomes already seen through this programme are large cohorts of athletes (18%) making up the 'GB Cadet Development Squads' and one athlete from these clubs has graduated into the World Class Performance Programme.

Coach Education initiatives have continued to expand through its qualification framework. The '*Advanced Coaching Practice in Sport Taekwondo*' course has qualified 30 BT coaches from 25 different BT clubs. The CPD workshop initiatives have reached 65 BT clubs through education on key technical/tactical, physical and psychological hot topics. These initiatives have really allowed the programme to engage with coaches and share knowledge to help assist with practice within clubs.

## Major Events

### National Championships 2013

Another record year for this event held over the weekend of 7th and 8th September 2013 at the National Cycling Centre in Manchester saw 610 registered competitors, from over 80 different clubs and associations taking part.

56 referees and officials (14 of whom were overseas international referees) serviced six competition areas, using Daedo electronic and manual scoring systems across the two days, with very few issues and with compliments from coaches.

An increased number of spectators saw 140 different category winners crowned British Champion over the event weekend.

### WTF World Taekwondo Grand Prix 2013

Over 230 of the world's best Olympic standard athletes descended on the iconic City Centre venue of Manchester Central Convention Complex over the three days of 13th, 14th and 15th December last year for the inaugural WTF World Taekwondo Grand Prix.

This ground-breaking event, developed by GB Taekwondo in partnership with the WTF, saw for the first time, Taekwondo broadcast live by the BBC on '*Red Button*' to an average 180 000 audience, with a further 6'000 on BBC website channels. The event was also Satellite broadcast to over 80 countries, the highest uptake of a WTF Taekwondo event ever. Live and repeat streaming on YouTube reached a further audience of 230 000 Taekwondo fans from across the world.

Spectators in the venue were also treated to probably the best '*show*' presentation seen at a Taekwondo event anywhere.

Our National Team did us proud with Gold Medals from Mahama Cho and Lutalo Muhammad and a Silver from Jade Jones along with memorable '*giant killing*'

performances from our squad of five qualified athletes and eight home nation wild card entries.

The event also gave our Junior development athletes the rare opportunity to train on a world competition stage, rubbing shoulders with the best of the best.

British Taekwondo staff and coaches hosted over 700 children from local schools, visiting the event and having a go on one of the 'Kick Bob' try out dummies, learning what the sport is all about and hopefully heading to a local club following the event!

It was also an honour to host senior members of the World Taekwondo Federation, including the President himself, Dr Chung-Won Choue, several WTF executive council members and all of the key decision makers.

The event provided many great opportunities for British Taekwondo members to engage with these senior political figures.

### Upcoming Major Events 2014



**National Championships 2014**  
**20th and 21st September**  
**National Cycling Centre, Manchester**

Full event information is available online via [gbtaekwondo.co.uk](http://gbtaekwondo.co.uk) and [britishtaekwondo.org.uk](http://britishtaekwondo.org.uk). By 24th June there were over 400 entries submitted, double that of the same period in 2013 and well on track to beat last year's entry.

It is anticipated that the event entry will reach more than 650. Logistical event delivery work is ongoing. A slight redesign of the venue layout is needed for seven competition areas to accommodate the anticipated rise in entries.

Coaches' seating will once again be provided close to the field of play.



**World Taekwondo Grand Prix**  
**24th, 25th and 26th October**  
**Manchester Central**

Preparation work is proceeding on track and enhancements to the field of play design have been approved by the WTF, utilising three courts and a tighter venue layout for spectators and broadcasters. Improvements to the in venue presentation and TV show are also in the pipeline.

Tickets went on sale to British Taekwondo members in mid-June, with a special offer contained within an ezine publication emailed direct to members for the first time. This ezine direct communication will take place roughly once a month and offer BT members news and content about the Grand Prix, along with other events of interest. Tickets went on general sale on 23rd June and are available at [www.ticketmaster.co.uk/WTGP](http://www.ticketmaster.co.uk/WTGP)

Once again, the very best athletes and top officials from the WTF Taekwondo world will come to this iconic city centre venue and British Taekwondo members will play a large part in the event, both as spectators and officials.

A ticket box office for the Grand Prix will also be available at the National Championships.

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## Independent Chair Report

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British Taekwondo has continued its excellent progress through its Executive board this year. I am delighted that Ieda Gomes Yell, our Independent Chair, reports in detail of a very active and productive year.

### Introduction

I am pleased to present the Independent Chair report for British Taekwondo (BT) for the year ended 31 March 2014. During the year, BT has continued to make good progress, building on the legacy of the Olympic Games and on the support of our stakeholder Sport England (SE). In anticipation of the award of the SE funding for the year 2014, BT engaged in various activities designed to increase participation, targeting young people and females. The recently launched programme KickSister consists of an innovative approach to attract a larger number of females into Taekwondo and demonstrates the company commitment to bring new offers into the sport marketplace.

### Highlights

The Directors have managed the affairs of the company with the intent of maintaining a healthy financial situation, in combination with high standards of corporate governance. In the year ending March 2014, the Board set the main priorities of growing participation in the sport of Taekwondo, delivering on the milestones agreed with SE and developing an attractive and compelling commercial strategy.

The Executive Board has been actively engaged in supporting the Chief Executive Officer in defining the scope of work and further discussions with the commercial adviser and in the review of key risks impacting the future of the company.

### Corporate Governance

#### Board of Directors

The Executive Board meets quarterly and undertakes frequent telephone and email communications. The Board comprises five directors, three of whom are non-executive. There is therefore a majority of directors who are considered to be independent.

The Executive Board comprises the following directors:

- Adrian Tranter            Chief Executive Officer (Executive Director)
- Mark Threlfall            Financial Director (Executive Director)
- Ieda Gomes Yell            Independent Chair
- Piers Martin                Non-Executive Director
- Jon Smith                    Non-Executive Director

The Executive Board is responsible for the effective stewardship of the company’s affairs and has a formal schedule of matters specifically reserved for its decision which include:

- Consideration of long-term strategic issues
- Ensuring the company’s compliance with good practice in corporate governance matters
- Ensuring the financial health of the company
- Steering long-term relationships with key external stakeholders.

The Independent Chair leads the agenda of the Executive Board in implementing the company strategy set out by the Council and meeting its strategic objectives. The Chair and the Non-Executive Directors have no involvement in the daily business of British Taekwondo.

In January 2014, the Executive Board completed the annual appraisal of the Board and individual directors, which was subsequently presented to and approved by the Council.

### Terms of Appointment

The Executive Board members all have signed Letters of Engagement establishing their roles and the terms of their appointment. These letters have been duly approved by the Council and recorded as such. The term of appointment for the Independent Chair is three years, which can be extended for another three years, subject to satisfactory performance. The term of appointment for the CEO and Financial Director is five years, with possibility of extension for another five years. The term of appointment for the Non-Executive Directors is one year which can be extended for another year.

The Executive Board has established a formal process led by the Chair for the annual evaluation of the performance of the board and individual directors.

Following the annual appraisal of the Board members, the Council approved the appointment of the non-executive directors Jon Smith and Piers Martin for another one-year term, ending on 31st December 2014.

### Independence of Directors and Conflict of Interest

The Board regularly assesses the independence of its members and each director is required to update their Conflict of Interest forms at the quarterly Board meetings.

### Attendance at board meetings

Meetings are held quarterly and, in addition, directors communicate frequently by email, person-to-person meetings and by telephone. In the year ended 31st March 2014 the attendance of Board meetings was 100% for all Directors.

	Executive Board Attendance	
	Actual	Possible
Adrian Tranter	4	4
Mark Threlfall	4	4
Ieda Gomes Yell	4	4
Jon Smith	4	4
Piers Martin	4	4

### Risk management

The Board has adopted an internal Risk Register for which it is responsible. The Risk Register is designed to provide reasonable assurance against the risks posed to the



company and controls in place to mitigate them. The Board reviews the Risk Register in line with the Risk Management Framework on a quarterly basis.

There are policies in place to address employment law requirements, financial controls, safeguarding and data protection.

The directors have assessed the major risks to which the company is exposed, in particular those related to the operation and finances of the company, and are satisfied that systems are in place to mitigate their exposure.

## **Internal Control**

The directors are responsible and accountable to ensure that British Taekwondo has systems of financial and non-financial internal control in place, to the satisfaction of the Council, members and external stakeholders. The Board regularly reviews the performance of the company with the Financial Director and CEO.

The CEO and Financial Director have the overall responsibility of managing and reporting on the disbursement of funding received from Sport England and for compliance with the funding body's directives and policies.

The Board reviews the application of funding received from Sport England with the Executive Directors on a quarterly basis at least.

The Board is responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## BT Sectors

### Martial Arts Technical Team (MATT)

Our MATT has continued to play an ever-increasing beneficial role throughout the daily activity of our growing membership. Our Chief Instructor, Grand Master Ian Lennox, 8th Dan, sets out a very positive message with his report, as follows.

#### Dan Gradings

The Dan Gradings held have been well attended, with record numbers again this year, and have given good results and good standards. We have held gradings in the Isle of Mann and Gibraltar this year, in addition to Scotland and England. The total number of candidates for 24-25th August 2013, 9-10th November 2013 and 17-18th May 2014 were 441. The pass rate was 90%.

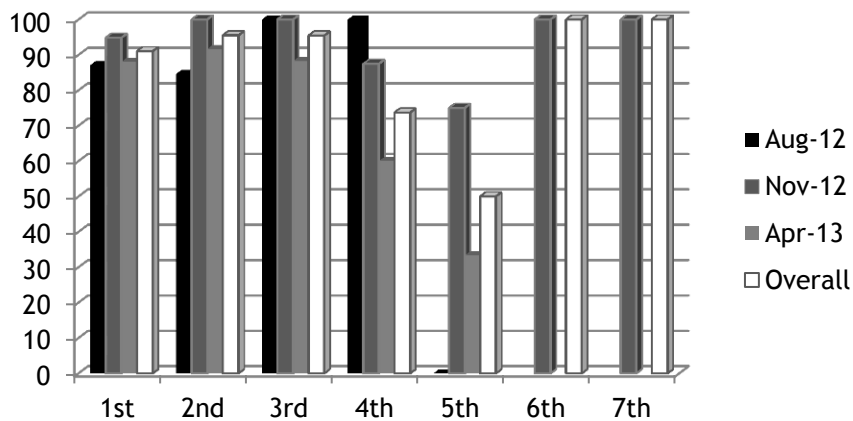
#### Grading Statistics

Statistics play an ever-increasing role in our evaluation processes, so I am delighted to set them out, below.

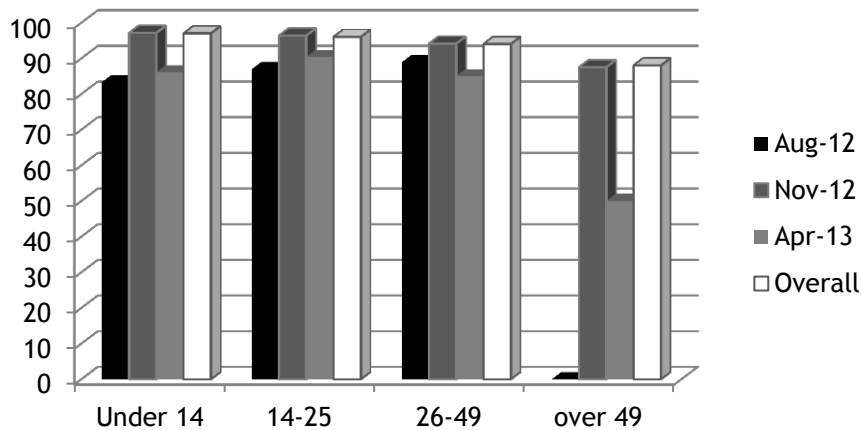
**Dan Grading Results: 2012-2013**

		Aug 2012			Nov 2012			April 2013			Overall		
		Total	Pass	% Pass	Total	Pass	% Pass	Total	Pass	% Pass	Total	Pass	% Pass
<b>Grade</b>	1st	31	27	87	136	129	95	134	118	88	301	274	91
	2nd	13	11	85	42	42	100	12	11	92	67	64	96
	3rd	5	5	100	22	22	100	17	15	88	44	42	95
	4th	1	1	100	8	7	88	10	6	60	19	12	63
	5th	1	0	0	4	3	75	3	1	33	8	4	50
	6th	–	–	–	1	1	100	–	–	–	1	1	100
	7th	–	–	–	1	1	100	–	–	–	1	1	100
<b>Age Group</b>	Under 14	18	15	83	70	68	97	72	62	86	160	145	97
	14-25	23	20	87	83	80	96	52	47	90	158	147	96
	26-49	9	8	89	51	48	94	40	34	85	100	90	94
	Over 49	1	0	0	8	7	88	12	6	50	21	13	88
<b>Total</b>		51	44	86	214	205	96	176	149	85	441	398	90

### Percentage Pass by Grade



### Percentage Pass by Age Group



### TKD Generations

This project has underpinned all of the work we have done this year. Since its launch at the end of 2013, we have received many positive comments regarding how this will help our Instructors within their clubs. Our research in producing this programme highlighted a clear correlation between the need to encourage more members to stay within their club structure after the first year, so that they continue to enjoy practising our art and sport. We have also had tremendous feedback at the MATT seminars from the older generations, so as they can feel empowered to do their best, at a level that is right for them to achieve. This positive impact this will have will take time to evidence, though initially it has been well received by everyone concerned.

### Support Seminars

The Support Seminars for receiving Dan Promotion feedback have been held at Kang Han Combat and Martial Arts Academy this year. Candidates have been happy with the feedback they have received and these seminars will continue to be held in this way. All instructors that attended appreciated what the MATT team were trying to achieve by giving them good, sound advice on how to improve their students

### MATT Seminars

The MATT Seminars have been exceptionally good this year, again reaching record numbers of attendees, across all grades. The MATT members have reported a good all-round standard in all areas and a definite improvement in attitude and spirit, which is encouraging for the seminars to come. We have held two self-defence seminars this year as we recognised this was a weakness in our Dan Promotions. Attendance could

have been better but it was enjoyed and we had good feedback. The good thing to see is that we are having increasing numbers of older students attending these seminars.

## MATT Meetings

We have held three formal MATT meetings this year, as well as three training meetings.

The following areas have been worked on in principle:

- Grading policies for BT athletes, coaches and officials
- Certificate recognition of non WTF styles (still in progress)
- The electronic system for Dan Promotion Statistics is now in place, and is being worked on and improved, resulting in better statistical evidence.
- Inviting guest panel members to Dan Promotions
- Self-defence Seminars
- Video content for web site

## MATT video production

We have added significantly to this resource this year with a further two days' filming, to complete poomsae from *Keumgang* to *Chonkwon* as well as self-defence. This has proved increasingly popular, with over 36,000 hits on the resource since inception. Once again, the most popular 'hits' are *Il Jang* and *Ee Jang*. I must again thank Doncaster College for their partnership and John Stopforth for his help with this excellent project. Watch out for further videos regarding breaking, self-defence and etiquette for the forthcoming year.

All in all, it has been a very successful year once again.

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## Membership Services

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Our Membership Services Registrar, Master Graham Preece, is able to report another year of excellent customer service provided to our membership.

### Membership Office

The Membership Services office in Leeds continues to be the focus of the Service and has responsibility for:

- Processing all types of applications and payments
- Dealing with 100% of instructor enquiries
- Issuing reminder letters for insurance and club affiliations
- Event audits

This results in instructors understanding very clearly who to contact to deal with their inquiries regarding membership matters. It is pleasing to report that our staff, Sophie and Rory Threlfall, are highly praised by all instructors to whom the Council members talk.

### Membership

Membership increased to 15,671. There has been a year-on-year growth over the last 6 years of over 6% *per annum*, which is significant compared to many other Olympic sports.

### Clubs

54 new clubs joined British Taekwondo in the year and they have collectively generated 599 additional members.

## Criminal Records Checks

We have not had any serious issues with instructors who have submitted disclosure checks in the year. We are pleased to report that Scotland is now submitting criminal records disclosure checks via the Protection of Vulnerable Groups (PVG) scheme.

## Insurance Claims

There were two claims made in the year, which have contributed to an increase in the costs of our insurance. This has resulted in our having to increase our fees by £2 to £22 per year for all members. This is the first increase for 3 years.

## Events Policy

This policy has been completely re-written and was published following review by legal counsel. It was published in April 2014.

## Insurance Policy

Following lengthy negotiations between Membership Services on behalf of BT and the insurers Allianz, a number of improvements were made to the policy cover.

This included a revision of the policy wording to:

- specifically state that members, instructors and referees are covered (previously the term 'member' encompassed instructor and referee as well)
- recognise the different categories of instructor
- specifically state that insurance only covers BT members.

This significant change means and assures members that they are adequately covered by the policy.

## General

There are of course areas of operation that are still causing concern, in as much that some instructors are not adhering to our very simple and easy to follow procedures;

### (1) Individual Memberships.

- (a) The vast majority of clubs submit membership applications within 7 days and the forms are legible and have all the required information on them to enable Membership Services to issue a membership slip and book. However there is a small number of clubs who:
  - (i) do not register all of their members
  - (ii) continue to submit membership applications for processing late or not at all and keep the application form and fee
  - (iii) fail to register new members within the required time and
  - (iv) hold onto membership books instead of passing them onto the member.
- (b) There have been several instances where a person who thought they were in membership was actually not a member because the instructor had not sent the application form to Membership Services and in some cases the member had been training for 6 months uninsured

### (2) Club Memberships.

We continue to find that some clubs are not renewing club membership on time, and in some cases it is taking a considerable amount of effort to contact clubs to persuade them to renew their club affiliation.

### (3) Event audit

- (a) Membership Services audits all players and coaches to ensure they have the correct and current documents to take part in an event.

- (b) The audit process has revealed that some clubs are entering their members for an event with expired membership and in some cases this has been a year out of date.
- (c) Membership Services continues to send membership lists to clubs on a monthly basis but it is clear that some clubs are not as vigilant as they could be in managing their members' renewal dates.
- (d) Coaches also need to be more vigilant and renew documents before the expiry date. The most common expired coach's document is the DBS check because instructors are not automatically sending their DBS certificates to Membership Services for checking and issue of the Registered Instructor Certificate

The above issues can have a very serious affect on the Instructor and their club, as well as the member being aggrieved at the Instructor for not managing matters appropriately. The most obvious outcome is potential litigation from the unregistered member against the Instructor, who would not be covered by insurance in such a case. Membership Services wishes to help every club Instructor so as they can grow their club accordingly.

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## IT improvements

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We have undergone a significant improvement in our IT facilities, including everything now being managed under one provider for all our services. Our website is managed effectively again by Tino Cesar, though we recognise that we need to invest in this area to improve our services to our members.

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## Isle of Man

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We remain in communication with the Isle of Man Taekwondo Association to try to resolve matters between us and to get them to participate in BT (IOM). I would thank Hoss Rafaty of the WTF for his mediation management of this process, especially for his considerate approach to what is a complex matter.

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## Taekwondo Scotland

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### AGM

The British Taekwondo President joined the meeting via video link. There were no elections or contentious issues and the meeting proved fruitful, with various initiatives proposed for improving participation, organising a programme of Scottish competitions and for the planning of the Commonwealth Taekwondo Championships, to be held in Edinburgh in November 2014.

### Media Officer

Alan Clark, an experienced journalist with PR expertise, has been appointed as Media Officer. His job is to increase the public profile of Taekwondo Scotland.

### Dan Promotion test

The August grading produced two new Scottish Master grades, Kirsteen Prior and Garry Petrie.

### Protection of Vulnerable Groups (Scottish Disclosure Scheme)

The hold imposed on our processing of disclosures has been resolved. We can now process them but the procedure has been changed. The contract will be between individual clubs and the CRBS (which operates the scheme).

John Haddow resigned as our countersignatory for the scheme. Jim Lewsley was been appointed as his replacement and has been processing applications.

## Kyorugi

There has been considerable improvement yet again, through the excellent work of the Scottish National Performance Coach, Nikos Jakubiak. We now have a well-organised, structured and popular training programme from *Foundation* (beginners), through *Development* and *Performance to Elite*, all linked through to the talent pathway towards possible selection in the GB Teams, based in Manchester. There have been many highlights, including Jordyn Smith who took Gold at the Serbian Open and of course, Asia Bailey, who continues to be a key member of the British team. The Scottish Team competed in six international events and medalled in five of them, including 4 golds.

Master Jakubiak is also in the process of training a core team of Assistant Performance Coaches, including Kam Dogra, Kirsteen Prior, Stuart Wright and Darren Smith.

## Poomsae

Our Poomsae sector plays a key role within British Taekwondo Poomsae, hosting regular regional training and contributing athletes to the national squads. The athletes are showing increasing success on the national and international stages, under the excellent guidance of the Scottish poomsae coach, Master David Bailey, and the British poomsae coaches. One highlight from the year was Louise Regazzoni from Elgin, who was a member of the British team at the World Championships in Bali.

## Scottish Equivalent of TOL

### Concept

Following the de-recognition of Taekwondo Scotland as the sole Scottish Governing Body for taekwondo, sportscotland recently expressed the wish to develop an umbrella body for all styles of taekwondo in Scotland. Jim Kennedy (Vice-chair, Taekwondo Scotland) and Bill Darlington have been in communication with all the recognised ITF groups and the TAGB in Scotland to explain the idea to them. All were receptive and welcomed the idea and appreciated us contacting them.

### Initial meeting

Jane Harvey (former Chair of TOL) was appointed by Sport Scotland to steer the development of this group. Jim Kennedy and Bill Darlington met Jane to discuss this on Saturday 19th April. She expressed a wish to see taekwondo in a club context so we held the meeting at the same venue (University of the West of Scotland) as Foundation Level Competition training session.

### General meeting of Scottish taekwondo federations

Following Jane Harvey's separate meetings with representative of most of the taekwondo groups in Scotland, there was a general meeting (Sunday 1st June, Edinburgh) to discuss the possibilities regarding an umbrella body similar to the one operating in England (TOL). Jim Kennedy and Bill Darlington attended on behalf of Taekwondo Scotland and British Taekwondo. We seemed to be the only UK body that had an organised Scottish branch. (Other groups were largely UK-only or Scotland-only.) The discussions were vigorous and productive. The gist of the meeting was that all present agreed on the principle of such an organisation. However, the structure and voting rights within the organisation have still to be determined and this will be discussed at another meeting (probably early September).

## TKDSL: Scottish membership of ETU

At a meeting of the ETU Executive Council on 30th April, TKDSL was voted in as a Provisional Member of the ETU. Naturally, we object to this and believe the way forward should be managed by British Taekwondo through whatever means appropriate

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## Commonwealth Taekwondo

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### Meetings

A meeting of heads of Commonwealth MNAs, in Manchester, on 13th December 2013, was attended by representatives of Australia, Canada, England, Isle of Man, Lesotho, Nigeria, Scotland and Singapore. The main purpose was to discuss plans for the 2014 Commonwealth Taekwondo Championships and to introduce David Bailey as the Head Organiser for the Championships.

On 14th December, David Bailey, the President and Bill Darlington met Marc Hope to discuss the plans further. (MH is a former non-executive director of GB Taekwondo and member of the Organising Committee for the 2014 Commonwealth Games.)

### Commonwealth Taekwondo Championships

#### Glasgow Life Meeting

With the assistance of Marc Hope, David Bailey and Bill Darlington investigated the possibility of using the Glasgow Emirates Stadium for the Championships. This is a superior venue constructed for the Commonwealth Games. It seemed ideal and we agreed to use it on 29th and 30th November. However, after two meetings and initial encouraging noises, Glasgow Life decided that the venue was no longer available and we subsequently secured the venue in Edinburgh.

#### Date and Venue

The event will be held in Meadowbank Stadium, Edinburgh, on 16th and 17th November.

#### Commonwealth Taekwondo Championships Organising Committee

David Bailey will be assisted by Brian Tilley to manage the event. He has drawn up job descriptions for the organising and management team and has been assisted by Zahid Salim (Secretary, Taekwondo Scotland) in recruiting staff volunteers.

Michael Sirota (Canada) has been appointed to oversee the Para-Taekwondo event (the first time this has been included in the Commonwealth Championships). Bill Darlington will be overseeing the whole process. He has prepared and distributed the entry information to all Commonwealth MNAs. Brian Tilley will be coordinating the referee nominations.

The previous Championships (Chennai, India; January 2011) had WTF G1 status. The President is in negotiation with WTF regarding this.

#### Official Launch

The official launch for the media, organised by Championships Promotions Officer Alan Clark, was held in Meadowbank Stadium on 11th July. We were honoured that Louise Martin (Chair, **sportscotland**; Vice-chair, 2014 Commonwealth Games Organising Committee; Honorary Secretary, Commonwealth Games Federation) found time in her busy schedule to participate.

As well as Event Organiser David Bailey, BT President Adrian Tranter and Taekwondo Scotland Chair Bill Darlington, several members of the Scottish Executive Committee and the Championships Organising Committee (Martin Hold, Jim Kennedy, Brian Tilley and Zahid Salim and Audrey Wright) and Scottish Performance Coach Nikos Jakubiak took part.

BBC Scotland and Scottish Television recorded the event and several Scottish newspapers were represented.

After some brief presentations, athletes Kimberley Clark, Hassan Haider, Kristian Kinnon, Tegan O'May and Jordyn Smith put on a well-received display of both poomsae and kyorugi. Ms Martin was particularly impressed and is looking forward



to attending the Championships. Dr Bill Darlington was interviewed by BBC and STV and some of the interview and taekwondo display was broadcast that evening

The launch has since generated a great deal of interest about the Championships on the Internet and social media. This will be followed by a continuous publicity campaign in the British media.

### CGF

Bill Darlington has received an official letter of sanction from Mike Hooper, the CEO of the Commonwealth Games Federation and they have agreed to pay part of the cost of the medals and awards.

## Development Team

This year has seen a tremendous amount of work being carried out by our Head of Development, Margaret Nolan, supported by Development Officer Mike McKenzie. Margaret's report sets out what has been one of the cornerstones of the activity of British Taekwondo this year.

### Sport England Investment and Targets:

British Taekwondo has, through its Whole Sport Plan, set out the objectives and milestones that it believes it can deliver effectively with value for money. The targets set out below enable us to align with Sport England's strategy for the cycle 2013 to 2017.

Prior to receiving funding, in December 2013, we used the time to plan and prepare the programmes and associated administrative tasks such as registers, report and marketing materials. When Sport England money was released, we were able to commence programme delivery quickly and the continuation of thorough planning enables us to recruit more clubs and instructors to increase impact.

Measure	2013-14 Actual (Jan-Jun)
45 clubs delivering the KickSister programme	31 clubs registered
900 people 'participating' in walk-by sessions, including people who have been exposed to TKD at a supermarket session or have taken part in a school session	690
1620 people who have attended 'seminar' sessions	1181
200 KickSisters who have been given BT membership	70

## Activity Programmes

### KickSister

KickSister is aimed specifically at women and girls aged 14 and above, to offer them a fitness programme and a soft entry programme into Taekwondo.

The programme has been developed around fitness, fun and an introduction to self-defence.



It was initially piloted in 6 clubs in the North West, East Midlands/Yorkshire and London areas. Since then every club in the country has been invited to take up this offer. So far 31 clubs have registered to deliver the programme.

We provide instructors with a complete set of resources so that they can launch their programme and keep it going. The resource pack includes:

- 12 lesson plans to kick-start their new class using fun, fitness and basic Taekwondo techniques.
- A starter pack of marketing materials to attract a new audience from the local community, including:
  - 250 KickSister flyers
  - 1 KickSister pop-up banner
  - E-posters for local partners to use in marketing campaigns
  - Opportunities to buy more flyers and banners to keep the class going.
  - KickSister Instructor and participant t-shirts
- An administration pack containing welcome letters, membership forms, advertising tips and advice on giving good customer service.
- Tools to monitor and evaluate sessions, including attendance registers, data collection forms, participant surveys and instructor feedback forms.
- KickSister Membership Cards.

The KickSister programme is supported by national and local campaigns managed by our Media Officer. We ensure that National Partners such as Sport England, the CSP Network, Women Sport and Fitness Foundation, other National Governing Bodies of Sport; as well as key organisations such as County Sports Partnerships and Local Authority Sports Development Units are made aware of this new, exciting programme and are kept informed about the local clubs that are delivering it.



We also use our new Twitter and Facebook pages to encourage each of our 'sisters' to share their news, announcements, events and pictures!

If your club is interested in the KickSister programme, but has not yet registered, contact Margaret or Mike as soon as possible.

### TKD Generations

The awards scheme has been reviewed, updated and has been launched through the club network via the MATT.

### Grand Prix Legacy Programme



In 2013, we supported GB Taekwondo to deliver a grass-roots programme that would raise the profile of the inaugural Grand Prix event in schools and introduce more young people to taekwondo. The Grand Prix is one of UK Sport's Gold Event Series and last year we:

- delivered a series of 1-day taster sessions in 10 schools to 466 pupils to promote the Grand Prix event.
- hosted 745 children and 116 adults from 20 Manchester schools to watch the Grand Prix and take part in a Kick-Bob activity.
- gave away over 1000 'freebies' and club promotional leaflets including wristbands, bam-bams and pens.

Furthermore, we had a team of officials and volunteers on hand at the event to give support and advice to instructors, coaches, referees and spectators on a range of topics including club development, coach education, membership, insurance, disclosure and barring service checks.

For 2014, we are working in partnership with Manchester City Council and GB Taekwondo to create an even bigger programme. Manchester City Council has applied for additional funding and if we are successful we will:

- deploy instructors to deliver activity programmes in Manchester schools, colleges and universities which will provide an exit route into local clubs
- host 'activity zone' areas at the Grand Prix events
- provide resources to clubs across the UK to host their own post-Grand Prix event to attract new members
- develop a new 'activator' award
- create a network of mentors and provide them with appropriate mentor training
- organise a number of competitions for members to win athlete visits and signed equipment

Watch out for our campaigns and emails from the end of August. Once again membership and development teams will be attending the Grand Prix to answer your questions about funding, club structures, membership, insurance, DBS checks and much more! No need to make an appointment: we'll see you there!



### Partnership with Manchester City Council (MCC)

Through the partnership developed by GB TKD, British Taekwondo and GB TKD has been working closely with MCC to provide more support to clubs in the Manchester City Council wards. GB TKD developed the following Mission, Vision and Objectives which British Taekwondo's Development Team has been supporting:

#### The Mission

*“To be recognised as Olympic Taekwondo’s elite city in hosting World Class Performance Programmes and events so that this can inspire community engagement through the delivery of school activities and increase in club coach networks through coach development programmes”*

#### The Vision

- To be recognised as a World Class City in WTF Taekwondo delivering talent development, WCP and major events including the Grand Prix
- Work in partnership with British Taekwondo to provide community legacy programmes such as ‘Opportunity Kicks’ to local primary and secondary schools
- Enrich Manchester clubs in our England Talent pathway to increase the number of athletes graduating through to World Class Programmes

## The Aims

- Continue to deliver, modernise and expand the 'opportunity kicks' initiative in East Manchester through local Taekwondo coaches and once piloted, expand the initiative in 3 identified hub areas of Manchester
- Build and continue to deliver domestic and international events such as the National Championships, British Open and European Championships
- Deliver legacy programmes for events, including the Grand Prix
- Increase the awareness of local athletes to access opportunities through the England talent pathway
- Build a combat sports development group to build working relationships in facilitating growth in martial arts and WTF Taekwondo
- Support the implementation of the Sport Black Belt System with the BT club structure in Manchester based clubs
- Create and promote opportunities for local Manchester clubs to gain 'talent club' status

This has resulted in a number of club visits, telephone conversations and emails to:

- Encourage Manchester clubs to share their news through MCC networks that will raise their profile
- Provide advice about local and national funding pots
- Provide information on the different type of club structures
- Discuss ways in which to increase volunteer support
- Create opportunities to deliver legacy programmes in schools
- Create networks with Greater Sport, the county sports partnership
- Promote opportunities to showcase taekwondo at major carnival events in the city

## Club Development

In 2013, we organised and hosted three development days and met with more than 50 club instructors to:

- Introduce them to key local partners who can give free support and advice, including the County Sports Partnership, Club Leaders and Sported



- Tell them about regional and national funding opportunities, including local grants, sponsorship and fundraising opportunities
- Discuss club development support, including Clubmark and working with disadvantaged communities

Following the delivery of the above days four clubs successfully applied for Sport England Small Grant Programme Funding:

- |                         |       |
|-------------------------|-------|
| • B J Academy           | £8200 |
| • Liverpool Tkd Academy | £9895 |
| • Quest Penistone       | £9975 |
| • Kang Han              | £9885 |

Margaret and Mike have also started a process of visiting clubs on a one-to-one basis to provide specific club support on topics including:

- Governance and administration
- Finance and funding

- Facility development and local expansion
- Workforce development - coaches, officials and volunteers

More Club Development Days are planned for 2014 to discuss:

- Key issues that club instructors have identified are important to them
- Ideas to grow membership through new programmes
- Ideas to grow membership through existing instructors delivering more activity sessions

Going forwards we have ideas to reach a wider audience through the use of:

- Social media – Facebook forums and Twitter takeovers
- Regular club e-newsletters
- Club marketing packs – from A5 flyers and A4 posters through to pop-up banners and outdoor railing banners.

## Workforce Development

### Coach Education

We identified a gap in our knowledge bank through the old instructor training and decided to dedicate financial and expert resources to this area of work to bring taekwondo in line with other sports. The previous instructor award provided advice to students of black belt status, how they could open a club, but it failed to give students any information on how to coach.

The new coach education programme aims to improve the quality and quantity of coaching throughout the UK. The 3-day course offers a mixture of 'how to coach' and 'what to coach' information and is aligned to national occupational standards for coaching, teaching and instructing.

A new coach education programme was developed and piloted in 2013. Fifteen people were awarded their Level 2 Coaching in Taekwondo certificates at the Dan Grade Event on 17th and 18th May 2014, the first ever award of this type for British Taekwondo.

We will offer courses offered by sports coach UK as continuing professional development on topics such as:

- How to deliver engaging sessions for young people and adults
- Positive behaviour management
- Guide to mentoring sports coaches
- Further courses are planned across the UK in 2014.

### Tutor Training

In order to meet the growing demand to provide current Instructors with Coach Education information, we identified a need to develop a tutor workforce. We identified and trained four tutors (Adrian Tranter, Mike McKenzie, Gerry Reilly and Tom Stammer) through a comprehensive tutor training programme in April, which will enable us to deliver more courses and workshops going forwards.

### Staff

We are delighted to announce that Margaret Nolan joined us full time from 1st May, as our Head of Development. Margaret had previously been working part-time. We are currently in the process of recruiting an Administrator to support the development programmes and the Martial Arts Technical Team.

## Market Analysis

In order to deliver the right types of products and services to our members, we need to understand more about them. We know we have a high churn rate, but we need to know why.

During 2014 we will be undertaking a number of research projects, some in-house and some with external companies to find out answers to some key questions such as:

- The demographic of people who take part in taekwondo
- Why people take part in taekwondo
- Why they start and why they stay involved
- The demographic of people who would like to take part in taekwondo
- What is stopping them taking part in taekwondo

We will use new and existing programmes to collate evidence through:

- Surveys and questionnaires
- Interviews and testimonials
- Case studies and video diaries

If you have any specific expertise or interest in this type of research, please contact Margaret Nolan.

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## Vice-President

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The office of the Vice-President, headed by Dr Bill Darlington, manages a wide array of responsibilities. Dr Darlington provides excellent work and support to our President, across a wide range of initiatives and programmes. His efforts within the Commonwealth Taekwondo Union continue to be well received from the Commonwealth family. He has been a key contributor to the following this year:

- (1) Safeguarding Policy
- (2) Health and Safety Policy
- (3) Level 2 Coaching Course resource
- (4) KickSister programme
- (5) Making Weight Policy
- (6) TKD Generations programme
- (7) Dan Promotion analysis tool

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## Trustees

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With our two Trustees, Tom Stammer and Kevin Hornsey, it is pleasing to be able to set out their considered annual report.

### Summary Report

Acting as independent Trustees, we are happy to report a positive year of hard work and excellent results for British Taekwondo (BT), its Council and its members. There have been many BT successes such as Club and Coach Development, KickSister, Promotion Tests, H&S, Events, and more international medals to mention but a few positives. However, part of our remit is to consider all the risks that are identified to us, how they can be managed, mitigated and brought to a positive conclusion.

Obviously the issues regarding Scotland and the Isle of Man which, currently being addressed with the ETU and WTF, are of particular note, though we are happy to report that these matters are managed effectively, transparently and with due diligence. We remain positive about the outcome. The second issue is the people and groups that sit outside BT and who are unable to give any sound reasons for not joining or rejoining us.

Part of our governance requirements is to, wherever possible we must endeavour to unify all WTF practitioners in the UK under our banner regardless of our own preferences, likes or dislikes. This must involve open discussions, understanding, perhaps some compromise and a great deal of mutual trust. The Council are continually seeking such dialogue and they remain vigilant to seek discussions with all groups and individuals toward that unifying aim.

The Council, including myself, regularly reviews this situation with the ever present question: how do we unite WTF Taekwondo in the UK?

## **Trustee Key Functional Responsibilities:**

### **Monitor and advise on vision, mission, strategy and values**

The BTCB Strategy familiar to most members through the Black Booklet (issued 08/2011 and for the period to 11/2013) is now under review by the Council and Executive. That five-point strategic plan is essentially now completed having

- (1) Grown our membership
- (2) Begun to educate our coaches
- (3) Improved the talent pool in GB and
- (4) Established a clear corporate structure.

The fifth element of the strategy was to improve the satisfaction of our members and, on this point, I believe that internally we have clearly satisfied the majority of our 15,000-plus members. Increasing membership levels suggest that our product is fit for our market.

### **Monitor policies that govern organisational activity**

We can report that in our view BT's Policies and Procedures are strong and robust. These documents have been the key to BT's successful performance and service provision to its members.

### **Ensure compliance with governing documents**

We are happy that BT is compliant with its own governing policies and procedures. The Sport England Assurance Audit showing a current 'Green' status is clear evidence of compliance.

### **Ensure accountability**

All member of the Council have assumed accountability for their individual roles and we have witnessed great determination amongst them in achieving their various goals.

### **Ensure compliance with the law**

We believe that BT operates fully within the current legislation in all areas. We can identify no areas where we may not be fully compliant.

### **Fiscal oversight**

Financial management is a highlight of BT's performance with clear budgeting, controls, accounting and forecasting with good cash management. This has given the NGB a very stable operating platform.

### **Monitor effective board performance**

The effort expended by Council members is exceptional and probably not recognised enough by the membership. Recently improved media and communications have been able to highlight many of the successes of both members and the Council which previously may have gone unrecognised. Board actions are focused clearly on priority issues and member satisfaction

## Health & Safety

We are pleased to report on a very active and productive year for our new Health & Safety Officer, Tom Stammer, who also acts as a Trustee. His first annual report evidences the seriousness that we place in this area.

### Directors and Board Member Legal Responsibilities

The BT Executive and Council must ensure that:

- H&S arrangements are properly resourced
- Competent H&S advice is obtained
- Regular Reports are received on H&S performance
- Any new or amended H&S legislation is implemented
- Risk Assessments are undertaken
- There are regular audits of H&S systems and risk control
- There is adequate consultation with members on H&S issues

### H&S Targets 2014

A review of the November 2013 BT H&S Policy and Procedures shows that we listed the following as Targets/Actions and their current status:

Targets	End	Actions	Status
<b>(1) Reporting</b> Ensure reporting of all designated accidents	Dec 13	<ul style="list-style-type: none"> <li>• Remind members what and how to report (Bulletin No1)</li> <li>• Liaise with Membership Services to collate reports (TS/GP)</li> <li>• Prepare Report Format (TS/GP)</li> <li>• Report to Council/Executive (TS)</li> </ul>	Completed
<b>(2) Communication</b> Communicate new documents to members	Jan 14	<ul style="list-style-type: none"> <li>• Essentially complete following Web Launch</li> </ul>	Completed
<b>(3) Investigation</b> Pilot an Accident Investigation	Mar 14	<ul style="list-style-type: none"> <li>• Establish a team (virtual)</li> <li>• Establish a process (By TS)</li> </ul>	Planned
<b>(4) CPI</b> Review H&S Performance at Council/Exec	Jan 14	<ul style="list-style-type: none"> <li>• Already started but follows (1)</li> </ul>	Completed
<b>(5) Compliance</b> Schedule Club Audits and two random Audits	Mar 14	<ul style="list-style-type: none"> <li>• Prepare a Schedule of Clubs/Audit dates (TS/GP)</li> <li>• Carry out 2 Audits (TS)</li> </ul>	To Start
<b>(6) CPI</b> Report Annual Performance at BT AGM	Aug 14	<ul style="list-style-type: none"> <li>• Follows (1) and (4) above (TS/AT)</li> </ul>	Completed
<b>(7) Consultation</b> Develop a feedback member group	Jan 14	<ul style="list-style-type: none"> <li>• Request interested members (Email) (TS)</li> <li>• Liaise with Group (TS)</li> <li>• Provide a 'BT H&amp;S Help Email' link (TS)</li> </ul>	Started



## Further Improvements for 2014

In addition to the above actions BT sanctioned development of the following BT Documents:

Targets	Actions	Status
(1) Dan Promotion Test H&S Plan	<ul style="list-style-type: none"> <li>A single document/checklist for BT Dan Gradings (TS)</li> </ul>	Completed
(2) A Typical Event H&S Plan i.e. a Model for Event Organisers to complete	<ul style="list-style-type: none"> <li>A single document/checklist for BT Event Organisers (TS/GP)</li> </ul>	Planned for National Championships 2014

## Associated BT Activities

Targets	Actions	Status
(1) Level 2 Coaching course Ensure that this reflects the new H&S Policy.	<ul style="list-style-type: none"> <li>Liaison with MN &amp; MM (TS)</li> </ul>	Completed/ On-going
(2) Review 2015 Targets Review progress on the BT H&S Management System and update/re-issue in Dec. 2014,	<ul style="list-style-type: none"> <li>Review (TS/Council)</li> <li>Revise for Council Approval (TS)</li> <li>Re-issue to Members (TS/WD)</li> </ul>	Planned

## Reporting Statistics

### Total number of injury reports

Injury No	Name	Age	Club	Month	Injury	Claim
2014/01	Person A	14	NTC	Jan	Fracture to right wrist	Not Expected
2014/02	Person B	12	E&S TKD	Jan	Bruised right foot	Not Expected

### Injury Categorisation

Injury Type	HSE Reportable	Jan	Feb	Mar	Apr	May	Jun
Injury required qualified medical attention	No	1					
Injury caused absence from work	No						
Other reported injury	No	1					
Injury caused by defective equipment	Yes						
Injury caused by poor Organisation/Management	Yes						

### Trend analysis

		Jan	Feb	Mar	Apr	May	Jun
<b>Age Range</b>	5-10yrs						
	11-15yrs	2					
	15-18yrs						
	18-30yrs						
	30-40yrs						
	50+yrs						
<b>Injury Type</b>	Fracture to Hand/Arm	1					
	Fracture to Foot/Leg						
	Bruising to Hand/Arm						
	Bruising to Foot/Leg	1					
	Twisted Ankle/Leg						
	Knee Ligament Damage						
<b>Activity Type</b>	Full Contact						
	Sparring	1					
	1-for-1 Sparring	1					
	Self-Defence						
	Basics/Warm Up-Down						
	Poomsae						

### Safeguarding Children

This area of operation has played a significant part of the work done within the year.

Accordingly, we are pleased to report that we released the new Safeguarding, Welfare and Protection of Young Children and Vulnerable People in March 2104.

The appointment of Liz Behnke as our National Lead Safeguarding Officer will see further developments in the coming year in this very important policy roll out to our instructors and clubs.

### BTCB Secretariat

The work of Secretary-General Master Neil Guest continues to focus on the management of our Kukkiwon processes, which is increasingly complex. With new members joining us from non WTF or unrecognised organisations, ratification of Dan grades play an ever increasing part of his operational duties. A summary of his work is as follows:

#### Kukkiwon Applications- April 2013 to March 2014

British Taekwondo	WTA	TKD Tigers	TCGB	UTA
268	87	8	64	46

We are pleased to report that all time-barred applications are up to date and the database is fully up to date.

We occasionally send for name changes or incorrect certificates as they arise.

A price increase imposed by Kukkiwon was absorbed into our Dan promotion fees, however this is continually under review.

### **Dan Promotion tests**

The May 2013 Dan Promotion had yet again the highest number of participants. The Dan Promotion tests play an essential role in our instructors' and members' aims and ambitions, as well as being a life-changing event for every participant.

The new system of separating candidates for registration has made the process much simpler, though we are continually looking at improving our systems.

As ever, Neil and Louise Guest, assisted by Natasha Tranter, play an important part in ensuring a smooth and efficient day for everyone—the participants, the instructors and the parents. Their diligence and professional ability in managing the Dan Promotion Test and results have to be congratulated, as the job is a prospect that many would find too daunting.

Congratulations are also due to Zahid Salim, Kirsteen Prior, Charlotte McCarthy and John Haddow who regularly manage the administration of the August dan promotion tests with the same professionalism.

### **Database checks**

Our close attention to detail with Membership Services is highlighting several areas of concern, such as instructors or coaches with an incorrect Dan status, lack of Kukkiwon certification, illegal Dan promotions and the like. The sophistication of our database provides us with the tools to check every Dan grade of every member very easily. We will continue to rigorously ensure only legitimate Dan Grade statuses are ratified as we will not accept any that are obtained outside of our clear and easy to follow guidelines. The depth of our research is extremely detailed when we check out external certificates, so as our members can be assured that their status is not eroded by falsification of certificates.

It is unfair to the vast majority who follow the rules to allow those individuals who try to subvert the system to benefit, so we shall be very rigorous in this regard. Likewise, we have again received complaints from members that certain instructors are not providing Kup certificates or carrying out illegal Dan Promotions, so everyone should be assured that we will take the appropriate action should such matters be brought to our attention.

### **Kukkiwon contact**

It is pleasing to report that our relationships with Kukkiwon President and staff continue to be positive and beneficial. A visit to Kukkiwon was planned in 2014 but had to be cancelled due to the ferry disaster in Korea. A new date is being arranged.

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## **Poomsae**

Our Poomsae Committee Chairman, Master Derek Sumner, reports on a year of increasing participation and success from this ever growing sector.

### **National Poomsae Team**

The selection procedure was adhered to in order to form a team to represent GB at the World Poomsae Championships 2013 in Bali. The BT Poomsae Judging Co-ordinator (GM Shin Tong-Wan) was in attendance representing GB as an IR. It was significant that he was appointed Assistant Chief Judge at this competition and was utilised as a

training coach for other IRs involved at the World Championships, along with Master Sumner who acted as Assistant Coach and Head of Team, along with our National Coach Gemma Biescas.

A team of six performed well in difficult and competitive divisions. Team members Mike Pejic, Ali Pourteheri, and Sue Parkins finished in the top 10. Chan Sau and Guntur Dweimain and Nikita Mistry, in her first World Championships, were all eliminated within the first grouping.

### Squad development

It was decided that at least one Poomsae trial per year would take place in order to give students from any club the opportunity to try out for the National Squad. The first trial, which took place in the south of England, was a tremendous success and led to new talent being introduced to the National Squad.

The Cadet Squad continues to grow, with peewees joining the national set-up. The only disappointment was the omission of the Cadet division at the 2013 World Championships. The Poomsae Committee had believed that GB had an excellent chance of a World medal, but it was not to be. However, the good news is that the Cadet Division secured a place at the World Championships in Mexico in 2014.

Cadet squad statistics stand at 20 males and 19 females. 18% of players advanced to the senior squad aged 14 plus. Following the cadet players moving up, are the new cadets selected to be players, which keep the squad numbers at similar levels.

The complete National Senior Squad has increased in one year by 50%. The total number of 74 members over 15 years (comprising 29 females and 45 males) means that the total squad, including cadets, currently numbers 113, composed of 60% males 40% female.

### Poomsae Judges

Judging Department has increased the number of qualified judges this year. A decision was made that all the national squad should have a minimum basic judging qualification, which increases player knowledge of the WTF Poomsae rules. Judging courses continue to be held both north and south of the country, giving everyone an opportunity to participate.

With a total of 154 qualified judges in 4 class ranges IR, A, B, C and novice P class, the Judging system is strong, organised and flourishing. The Judging Coordinator, Grandmaster Tong-Wan Shin has set a target of a minimum of five courses per year, including a refresher for the forthcoming year. Two A class Judges have been recommended and sanctioned to take the next IR Course.

**Current Number of Poomsae judges**

<b>Class</b>	IR	5
	A	5
	B	12
	C	107
	P	5
<b>All classes</b>	England	105
	Northern Ireland	34
	Scotland	10
	Gibraltar	6
	Isle of Man	1

WTF Judging predominantly use a process of experience, refresher courses and time served to qualify for advancement. Candidates for IR course must be 25 or above, 4th Dan or above, an existing active A-class Judge, recommended by the Judging Coordinator and agreed by the Poomsae Chairman and the President of British Taekwondo.

## National and Regional training

This year's regional training have, due to demand, become more regular (on average 8 per year), the North, Midlands and Scotland numbers have remained relatively unchanged, the South has an increased attendance of 25%.

National training for the squad has increased by just one session, with planned extra team training ahead of the Poomsae World Championships 2014.

## British National Championships

Changing venue and taking the competition south was a result of a thorough internal review, which reaped rewards for all. BT supplied full competition matted areas, as well as hundreds of volunteers. The venue was located 10 minutes from Gatwick airport. Players were able to fly in from all parts of the UK as well as from Gibraltar and the Isle of Man. We introduced three new official WTF sections, the awe- inspiring Para division, the dynamic and athletic freestyle division and the plus-65 division, Masters 4. This gave Poomsae at the competition an age range of 5 to 70 years, proving Poomsae is definitely a sport for all.

The National Championship also started the ranking process for players and the first part of the selection criteria. The weekend also introduced a new manager and assistant coach to the Poomsae Sector, Master David Morrison, a qualified and respected judge and ex-national and world player. Odette Stringwell stepped down from the role and we wish to convey our immense gratitude from everyone on the committee for her part in helping to develop Poomsae in British Taekwondo.

The two-day event saw a huge increase in club and individual players. The number of players at the 2014 Championships was up by 54. The 2014 championships comprised 437 Kup and Dan players and a fairly equal male to female ratio. Club teams were equal, although there were more teams from overseas and southern areas, due to the Airport and Central South location. However, there were fewer teams from the North than had been in 2013.

## International Competition

The first ETU A-class competition of 2014 in Germany and the second selection criteria competition gave our athletes a great start to the year. The highlight was Henry Chiu, our junior male, taking Gold, beating the current European Champion in the process. In addition, several silver and bronze medals were won and many final places achieved. This is very encouraging for the National Squad.

Nine medals won at International A-class competitions, equal to 2013. However, in 2014, the number of players and countries entered into such events had vastly increased.

## General Issues

WTF Poomsae is growing in popularity as well as in quality both in Great Britain and the world. We are contributing more through excellent links to WTF. Whilst abroad at various events, we are recognised for the hard work and the improving quality of our players in competition. We pride ourselves on our dedication to Poomsae in and around the UK, the Isle of Man and Gibraltar. The biggest reward is seeing an ever-increasing number of BT members who attend our seminars, official competition or general training looking happy and wanting more.

One of the highlights was when we saw the World Fire and Police Games come to the UK in Belfast in 2014. This was organised by our Northern Ireland colleagues, where Poomsae had its first showing using WTF Rules. It is hoped that this will be a regular discipline at this event in the future.

The Poomsae Committee met 6 times within the year, as well as producing a full report on activity and finances for the Council quarterly meetings.

In summary, 2013-2014 has been an extensive development year with the expansion of participating regions in the UK and the expansion of National Poomsae through regular open regional sessions and seminars. This has been further enhanced by the judging co-ordinator's efforts to deliver more judges courses to higher participant numbers.

Good relationships and communication with BT clubs and instructors are being fostered over a wider area, using BT media outlets (Facebook and Twitter), training seminars and personal contacts, which are raising the profile of Poomsae.

Our priority is to continue to deliver Poomsae to as wide an audience as possible and to continue our development programme to keep us on track through 2013-14 and hope we continue to benefit from the very valuable support from BT in keeping our sport growing and pushing boundaries.

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## Referee Department

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The Chairman of British Taekwondo Referee Committee, Brian Tilley, reports on the continued hard work of this very busy department.

### General

During the year, the Referee Department continued to promote courses throughout the British Taekwondo membership and held courses in Belfast, Basingstoke, Spennymoor, Liverpool, in addition to one combined course incorporating a class 2 centre referee course was held in Manchester. Our annual centre referee course, held early in the year, was a great success with 46 Centre Referee candidates gaining or renewing qualifications on the 2-day course and 18 Candidates either qualifying or refreshing on the Corner Judge part of the course.

The format of a 2-day residential, with practical and written examinations (as used on IR courses), is always very well received by the candidates and the majority of the successful candidates were seen putting what they had learned in to practice throughout the year at various events. The other courses detailed above attracted a total of 123 candidates who applied to become corner judges and of those candidates, 102 were successful.

During the year, we reviewed the writing of the British Taekwondo Making Weight Policy and the standardisation of weight groups for all British Taekwondo events, with clearly defined weight groups for children.

We continue to build communication links with the WTF Referee Department and we are amongst the first to be asked to provide IRs for major world-class events. During 2013/2014 IRs from British Taekwondo were involved in many major WTF/ETU events and we detail herewith some of them. (See next page.)

### British Taekwondo IR Attendance at WTF & ETU Events

WTF World Championships	Mexico	Chris Codling; Ian Leafe
ETU U21 Championships	Moldova	Tom Stammer
ETU Junior European Championships	Porto	Simon Johnson
WTF Sport Combat Games 2013	Russia	Chris Codling
WTF Grand Prix	Manchester	Chris Codling; Steve Gane; T.W. Shin; Tom Stammer John Bass; George Eldrington; Ian Leafe; Brian Tilley (Support)
ETU European Cadet Championships	Bucharest, Romania	Steve Gane
WTF World Junior Championships	China	Tom Stammer
WTF Youth Olympic Qualification Event	China	Tom Stammer
ETU Senior European Championships	Baku	George Eldrington
WTF Grand Prix Qualification Event	China	Chris Codling
WTF Cadet World Championships	Baku	Tom Stammer

### Overseas Referee Activity

During 2013/2014 British Taekwondo Referees of all levels were supported in their attendance at many European Events, primarily whenever there were UK teams competing. These events included the following major competitions - Trelleborg Open, German Open, Belgian Open, Dutch Open, Spanish Open, Dutch Masters, Croatian Open, Serbian Open, Norwegian National Championships, Paris International Open, US Open.

### Overseas IRs

During 2013-2014, we continued to maintain the level of support from overseas IRs at British Taekwondo events. Over the last few years we have built very good relations with referees from Spain, Belgium, Germany, Netherland, USA, Canada and Norway, all of which provided quality referee's to attend our National Championships and other major UK events.

At the time of writing, we are preparing for the 2014 British Taekwondo National Championships and can confirm that we have again attracted some of the world's leading referees. It is also pleasing to note that overseas referees are now not only attending the major events we host at a National level, but many are also attending to officiate at some of our regional domestic events.

### WTF & ETU Events

Relationships between the British Taekwondo Referee Department and the ETU and WTF Referee departments are growing stronger and communication is very good at present and this is a result of very close ties with Mr Chakir Chelbat, the WTF and ETU Referee Chairman. We are sure these ties will continue to strengthen throughout the next year.

## WTF International Referee Seminars

During 2013/2014, we were pleased to assist two of our National Referees with financial support to attend International Referee Seminars held by USAT in Las Vegas and ATU in Dubai, UAE.

Paul Timms was assisted with his attendance at the IR Seminar in Las Vegas and James Lesley of Chung Yong TKD received the same assistance to attend the seminar in Dubai, and we are pleased to confirm that they were both successful in attaining their class 3 IR qualification.

In addition to the above newly qualified IRs, we assisted others financially to refresh their qualifications. George Eldrington (Koryo TKD), Leon Jackson (Nomad TKD) and Tom Stammer (Koryo TKD) all attended the refresher seminar in Las Vegas and received financial support to assist with their costs.

During the remainder of 2014 we expect to support one further new candidate and other UK IRs to attend a European Seminar - the date of which is yet to be announced.

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## Media

This year saw Bethany Bishop take up the role of Media Officer. Our Website, Facebook and Twitter sites are now full of news and articles about what our Taekwondo family is up to on a daily basis, as well as insights into our GB Team athletes and our Council members. This has proved very popular and has recently been complemented by the issue of a monthly e-Newsletter.

We have also started a '*Kickin' Achiever*' monthly award, where we highlight a specific achievement of one of our members and they receive a British Taekwondo '*goodie bag*' as the winner.

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## University Taekwondo

It is still a high priority for British Taekwondo to invigorate this area of our membership. We held an inaugural Universities' meeting in early 2014 and we hope to move this sector forward accordingly.

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## External relations

### Commonwealth Taekwondo

British Taekwondo continues to be at the heart of the Commonwealth Taekwondo Union. This is a very time-consuming effort. We do this in conjunction with WTF and Commonwealth Taekwondo Union colleagues. We recently held another meeting in Taipei during the Junior World Championships 2014 and it is pleasing to report that the organisation is growing in strength, with many more countries recognising the importance of this group. The CTU executive is now much stronger and we can look forward to much more activity in the forthcoming year.

Of course, most importantly, Taekwondo Scotland, with major support with British Taekwondo, will host the 6th Commonwealth Taekwondo Championships in Edinburgh in November 2014. Selection of coaches and athletes from the Home Nations is well underway. In keeping with the spirit of the Commonwealth Games, which are known as 'The Friendly Games', this event is always heralded as 'The Friendly Championships', so we will all enjoy a fantastic event.

### British Olympic Association

Master Kevin Hornsey has now stepped down from this post and now occupies the role of Trustee. The duties of our National Olympic Committee member are now managed



by our President Adrian Tranter. He will no doubt continue to ensure that Taekwondo plays an ever increasing role within Olympic sporting circles in Great Britain and utilise the excellent relationships that have been built upon over the years.

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## Member Groups

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My regular contact with our Member Groups continues to be a significant part of my role and the trust between the Presidents of the Member Groups and me is at the heart of our relationship. I am happy to report that they continue to enjoy the benefits of British Taekwondo membership and I very much look forward to continuing our good work together within the UK.

They are all very supportive of everything that we are doing, across all of our activity, and have clearly indicated their trust in the office of the President to act on their behalf, which shows that we in the United Kingdom are continuing to become a closer family, unified in our beliefs. This is welcomed by all of my colleagues on the Council.

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## President's Office

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As to my own activities, I can proudly set out another year of 'firsts' for British Taekwondo, though recognition of certain disappointments is clear.

We have again seen British Taekwondo continue in its drive for improved governance, highlighted through our successful 2013-2017 funding bid to Sport England, which was underpinned through our board operations. It is only right and proper that we thank Sport England for helping us to be successful in obtaining public funds for our sport. Their hard work on behalf of all sport is genuinely much appreciated. Once again, I must publicly thank our Independent Chair, Ieda Yell, for her outstanding contribution throughout the year.

Our flagship projects through Sport England, namely KickSister and TKD Generations, have dominated our development work. This is the first time we have ever had funded participation projects. TKD Generations has been successfully rolled out and we are seeing the fruits of that at every level. Our KickSister project has taken off following the pilot club roll out. If we can continue and improve on what we have done so far with this programme, it has got the potential to really take off.

Here is another first for us. I can also report that we were recently successful with a separate Sport England funding bid, which is designed to explore our potential for commerciality and sponsorship. We are working with b-focused Ltd, consultants with a wealth of experience in this field. This work is continuing and the final report and resources will be presented to us within August 2014. I hope that this will help form the foundations of a greater presence in the sponsors market as well as making us more understanding of what we need to do ourselves to make ourselves attractive for potential sponsors. This is a major piece of work for us in British Taekwondo and we eagerly await the outcomes.

I am delighted to confirm that our Development Team, headed by Margaret Nolan, is expanding, with another additional administrative assistant starting soon. That will be followed by further recruitment to compliment the wide range of initiatives we have planned. Again, I wish to thank Margaret for her contribution this year, it has been amazing.

Another huge 'first' was the implementation of our very successful Coach Course Level 2. This is the culmination of 18 months of very hard work alongside Margaret Nolan. I believe we have an excellent educational system now in place, which can only benefit every club instructor or coach and I would urge every one of them to register for the

course. It provides an inspirational journey of learning and we have a group of talented and highly motivated tutors delivering it.

Continuing the 'firsts' has been the appointment of Bethany Bishop as our Media Officer. What Beth has brought to us through her work, is a style and feel that is so refreshing and considerate. We have some excellent plans for our media and Beth will work alongside me at the forefront of that development.

Another first has been our Making Weight Policy, which has given our coaches another invaluable tool to help develop their athletes in a professional manner, putting the needs of the athlete first in a structured manner.

Our Club Development days continue at pace, the fruits of which we are seeing through the funding being received through Sport England Small Grants scheme and clubs progressing onto Clubmark.

I am pleased to be able to report on my continuing excellent working and personal relationships with the WTF Executive. Our ability to have such improved international relationships with the most influential leaders in our sport, President Dr Choue, Secretary General Dr Ayer, Vice-President Dr Lee Dai-Soon and other staff, which can only continue to build our reputation as a world-leading Member National Federation. Of course the expansion of the CTU Executive Committee has been of great assistance to our efforts to secure WTF Taekwondo in the Commonwealth Games. I must thank our Vice-President Dr Bill Darlington for his excellent efforts on behalf of the CTU.

I can report on my election as an ETU Council member at the recent elections. I am of course delighted to be able to support President Pragalos in his work on behalf of ETU. It is an honour to be an ETU Council member, one that carries great responsibility and one that I believe I will do my best to deliver on. I would thank all of my colleagues on the ETU for their support, especially President Pragalos.

My work with Kukkiwon continues with support from our Vice-President Dr Lim Kwan-In. Following the election of a new Kukkiwon President, Jeong Mansoon, I am hopeful that we will continue and improve our work with Kukkiwon, so as to unify all WTF practitioners in the UK. With the recent changes in the structure of Kukkiwon and the new appointments, it is an opportunity that I hope will be grasped to benefit all Taekwondo practitioners.

I have been active with our colleagues in TOL throughout the year. I would like to thank non-executive director Adele Stach-Kevitz, who has worked very closely with us again this year, which resulted in our presenting the successful submission we made to Sport England for our 2013-2017 bid, as explained above.

As can be expected, the day-to-day activity of the operational workings of the company and helping our members is at the centre of my focus and I apply my energies to positively contribute to each and every one of them. I am content that I have performed my role at all times in a professional manner.

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## Conclusions

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As the report above sets out, this has been a year of 'firsts' and continued hard work by everyone connected with delivering into British Taekwondo. Whether it is the governance work, the programme delivery of KickSister through investment from Sport England, our fantastic Coach Course, the GB Team successes, the club successes in their development and funding bids and the members themselves through more Kup and Dan Promotion success, we all continue to make significant progress across everything we do.

I must again thank all those hardworking people, from our staff, the Council and Executive, to the sub-committees and Sport Taekwondo UK Ltd, who work tirelessly on behalf of everyone within British Taekwondo. The individuals who carry out this work do so tirelessly and I urge our members to thank them appropriately. Specifically, the work of our Executive Board continues to make excellent progress and I would thank Jon Smith, Piers Martin and Mark Threlfall for their high level of input and professionalism. Of course, that board is expertly led by Ieda Gomes Yell, who again has steered us with tremendous success. We are very lucky to have her with us.

I must make special mention to Sport England, who has helped us build on the investment into our sport. Through their hard work in securing an increase in public funding for sport as a whole, we in British Taekwondo are able to share in that success. We are in a position that we once only ever dreamed of – that is, as an organisation that is fit for purpose, has growth potential and can be trusted to deliver on its targets. Individually, I must thank Heather Taylor of Sport England specifically for her guidance and support to our staff and me.

As we look forward to hosting another Grand Prix in Manchester, we can expect the very best athletes in the world to once again come to our country. Our support of our Team will certainly give that added 'home soil' boost to our athletes, so let's all get behind them in what will be a magnificent event. Tickets will be selling fast so make sure you book your seats early.

Our doors remain open to anyone to join us. As we have seen individuals and clubs join us from a wide variety of other styles. I encourage all taekwondo practitioners outside of our membership to come and talk to us about joining us or returning back to membership. There is so much to gain by doing so. We urge them not to let the future pass them by: their members deserve a chance to take advantage of all the opportunities that are now available with us. I can advise our members that we will do our utmost to try to have such further dialogue, in an open, transparent and professional manner.

Of course I must mention the issue of Scotland and the Provisional recognition given to another organisation by the European Taekwondo Union. We are against this decision and members can be assured we are proactively dealing with the matter with the ETU and WTF, with our legal representatives as well as the relevant stakeholders, the British Olympic Association and UK Sport.

As I have reported many times, British Taekwondo and all of its partners can ensure greater success and prosperity for WTF Taekwondo in the United Kingdom through working together. I firmly believe that we continue to do so, the evidence is clear to everyone and I am excited about the future for our art and sport.

I again am very honoured to be your President and I trust this report explains to you all that we are delivering our objectives to the membership.

I remain yours in Taekwondo.



**Master Adrian Tranter**  
British Taekwondo Control Board (WTF) Ltd