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**A RESPONSE TO FREQUENTLY ASKED QUESTIONS
FROM EKGB MEMBERS:**

Information regarding the Whole Sport Plan has been readily available on my website for some time now and was forwarded for distribution to the EKGB website on 27 May 2005 entitled 'a mechanism to unify'. In fact there is no excuse for not being up to date with unification matters, since the WSPIB minutes have been available under the download section of the EKGB website for some time now.

Pre-amble:

It must be pointed out that the Whole Sport Plan is still under minor development changes and these will be made as continued debate and discussions are ensued -it is not thought however that these changes would alter the fundamental principles of the Plan.

The National Squad:

After the 6th November the most important process will be to complete the selection process for the new unified governing body Board of Directors quickly followed by the appointment of the CEO.

However once these two initiatives have been finalised the very next appointments to be made should in the eyes of the WSPIB be the Financial and Administration Director and the Commercial and Marketing Director as both of these positions will be able to provide new and vibrant services to the members.

I have already looked at the Job Descriptions and Persons Specification for the National Head Coach and these are almost complete the interview and selection process can begin in earnest in the week beginning 07 November 2005. This process of advert and interview will continue until a final shortlist will be selected in readiness for a final interview and subsequent selection in the week of the 19 December 2005 at the latest.

In the meantime the current Head Coach will continue to operate until after the Junior World Championships in November 2005 when a rigorous evaluation and review will take place and decisions taken as to whether or not the current regime will:

1. Continue in its current format until after 19 January or the appointment made
2. Stand down and hand the position over to a caretaker coach/network of staff

3. Carry on with an amalgamation of the above two which may or may not include specific roles for short listed candidates

Another early appointment and one which will definitely be made prior to the National Head Coaches role will be that of the Performance Director (not the Performance Strategist). This essential role will be put in place to direct performance and ensure that all Key Performance Indicators within the Whole Sport Plan are met with regularity and quality.

In any event methods of good practice through direct links to the English Institute of Sport and identified ancillary specialists such as Physiotherapy, Notational Analysts Speed, Agility and Quickness Coaches and Psychologists will be used with increased regularity and opportunity.

See Whole Sport Plan page 6-Strategic Objectives, page 10-Performance Pathway, page 31-Ranking and Seeding and 32-Kumite assessment protocols

Referees:

After meetings with Terry Pottage and other leading referees the following documentation was agreed and now forms an integral of the plan aligned to the European and World standards.

The development of referees will be essential in order to support new and improved levels of competition.

Biannual Referee Development camps will be held at the National Academy and they will focus and improving all levels of refereeing.

The Chief Referee will deliver the content and structure of the camp according to National and International strategies which would underpin this referee development programme.

This camp structure will allow for the continued development of referees and will also monitor and track the progress of all identified officials, placing them in one of the following five categories:

- i. Baseline Referee Unit linked to the work of the associations
- ii. English Referee Unit
- iii. British Referee Unit
- iv. European Referee Unit
- v. World Referee Unit

Each of the categories above will work directly with each association, sharing information, looking for examples of best practice and identifying localised coaches.

This process would probably be fast tracked due for the need to move this project forward with a renewed level of interest and because of the reality of finding a Chief Referee with the knowledge, skills and understanding of the present set up and scheduling would probably be far less intensive than the problem of identifying the appropriate National Head Coach.

In regard to the Regional work the plan will now provide for professional rates of pay and appropriate continued professional development-I doubt very much that any impetus would be lost as the new regional programme encompasses the performance

pathway for all karateka and also includes talented and gifted workshops, satellite centres and regional and National Academies. With a regional programme moving from strength to strength why would referee development be at risk of being ignored by the very enthusiasts who want to see it succeed-the referees and coaches?

Coaching Department:

The new unified governing body will continue to accept renewals of coaching awards during an interim period where existing qualifications will of course be honoured with each coach/instructor simply being given a specific time frame to equate to the new qualification.

However, as soon as the new department becomes fully operational this paperwork should be forwarded for their attention where the Whole Sport Plan coaching department issues will begin to be rolled out.

In case of qualifications expiring all renewals will be extended until after the new department formulates its standards and regulations.

This will be done in manageable blocks of work and be directly related to the level of a particular qualification. Pilots of the new coaching qualification will need to be adopted very quickly but this will only be possible once the appropriate members of the department have been advertised for, interviewed and appointed. As per Whole Sport Plan the Coach Education Manager will ultimately be responsible for administering the policies and procedures of the department but there will be large areas of cross curricular work between this department and the Coaching and Development ones.

All insurance issues may therefore be obtained without compromise and in the usual way and negotiations with several Insurance Brokers are currently being held. Perkins and Slade in particular do not foresee any change over problems.

Karate coaching and instructing standards will be amended to fall in line with the new United Kingdom Coaching Certificate which has recently been written and piloted by Sports Coach UK.

The UKCC is an initiative to endorse coach education programmes across all sports, and provides agreed criteria to support its long term success.

Therefore, the UGB Coach Education programme will comprise of a variety of components at a number of levels. It will offer various progressions within Karate and will also reflect examples of best practice which support current educational needs.

The Principles of the UKCC:

- i. Coach and participant centred
- ii. Based on National Standards
- iii. Vertical and horizontal progression
- iv. Quality assurance
- v. Flexible approach
- vi. Centrally co-ordinated
- vii. Build on existing good practice

Employees:

Sport England's solicitors are currently looking at the issue of TUPE, and once they have formalised their position the EKGB will be notified.

Additional Questions:

Q1

As the EKGB coaching dept. staff will be dumped, will the same consideration be given to similar personnel within NAKMAS and EKTB. If not, why do their personnel take priority over ours?

A1

As an Association NAKMAS is perfectly entitled to have key personnel within these areas and this should be encouraged but similar personnel within the ETKB should be phased down in accordance with the new governing body regulations. As with NAKMAS though individual Associations currently affiliated to the ETKB should continue to work as normal but under new guidelines and this includes the EKGB

Q2

What about the finances we have paid, John Gilliland has worked thanklessly to put the EKGB on a sound basis. So, if we put in say £20,000, will the other groups match it, or are we the biggest contributor?

A2

The new unified governing body is looking to stand on its own two feet as of 6 November 2005 and therefore it will not be relying on any finances being transferred by any other body.

Q3

The phrase quoted by the board is that the members will have their say on 30th Oct, via democratic protocol. Reading the letter from PowWow Sports dated 6th Oct, my understanding is that this will not happen. No matter what we say the package is signed, sealed and delivered.

A3

Everyone wants to take the opportunity to allow the members to have ownership over the decision to unify. Pow Wow Sportz Ltd, has had to take the stance that all parties are afforded the opportunity to attend and be part of the unification process on 6th November in order to comply with the convening notification procedure.

Q4

How will this process move karate forward?

A4

The new unified governing body must reflect the need to support and service the majority of all Karate in England, the new process will move Karate forward in this respect as more members currently exist outside of the EKGB.

Assuming that no EKGB members convert to the new unified governing body (and there appear to be plenty that will) then the ETKB and NAKMAS numbers alone still far outweigh those currently in the EKGB.

Q5

Many aspects seem like a backward. Why do we need a Technical Committee, I see this will be re introduced. I served on a Technical committee for 3 years under Bob Poynton. These were his aims.

1. Shut down NAKMAS
2. Shut down GKR.

A5

Both the European Karate Federation and the World Karate Federation have technical committees and for reasons of completeness the National body should also utilise the benefits that it should bring.

The Technical committee should preside over all technical issues and continually strive to offer a professional and technical service to its members. Under the current governance system with no technical committee I believe that several issues have arisen and not been dealt with quickly or effectively and I would include the recent coaching interviews and lack of technical experience on the interview panel, various grading issues (self grading or recognising early/international grades) and the use of various/all elements Kihon, Kata and Kumite in all levels of Karate as being good examples of this.

In reference to shutting down NAKMAS and the GKR I would have to ask you to speak directly with Bob Poynton about those issues although I would say that the definition of unification means the beginning of a new era and I am fully aware that over the last number of years Bob has fully endorsed the unification of every Karate Association within England, he is also a very pro-active member of the Whole Sport Plan Implementation Board.

Q6

He is now aligned with NAKMAS who have GKR in membership. ?????

3. Remove from EKGB any non JAPANESE karate system. Names mentioned were EKKA, (Billy Brennan) and Ishinryu (Ticky Donvan), ?
4. A definition of Karate. This was 20 years out of date and did not match the times we live in. It was an excuse for many groups not to licence members as they did not match the definition. Why do we need a definition? I know what I do, don't you?
5. He was also against Junior Dan grades, saying Dan grades should be over 16. We need to encourage children to join us rather than Tae Kwon Do, etc. If they are good enough, pass them. Encourage them and give them targets and motivations. Added to this, as parents, isn't it better to know the person looking after your child is Qualified, and CRB checked? Does that mean the Coaching program?

A6

In answer to all of the above I must again point you in Bobs direction and ask that you take your concerns up with him directly although I have to point out that I see no sense in taking up small personal issues against any individual and can not see how they are remotely relevant to the unification of NAKMAS, the GKR and others.

I am also absolutely certain that I, Sport England and the Whole Sport Plan Implementation Board are more than happy with all of Bobs input and he has our full support.

Further that the ETKB has many non Japanese Associations affiliated to it and the whole point about any definition of Karate is that it should be debated by the selected members of the Technical committee and debated through the proper consultative channels.

The voting membership of the new unified body on 6 November 2005 will elect a new Board of Directors who they believe will perform in a professional, reliable and productive manner for the good of all of the Karateka in England.

Everyone has had a fair and level opportunity to stand as a viable alternative to any of the candidates currently standing and the membership will ultimately decide their fait.

The new unified governing body has corporate governance procedures to adhere to and this includes CRB checks, equal opportunities, staff welfare policy, insurance liability and Volunteer development initiatives to support and adhere to in a strictly rigorous and professional manner.

Q7

Are we here to encourage participation, or decrease memberships to a smaller band of like minded clones?

A7

This question obviously shows no knowledge of the Whole Sport Plan despite it been in the public domain since 22 May 2005-I strongly suggest that reading the plan will not only change your fundamental views on these questions but also allow you to have an insight into the future of Karate in England.

These are some examples of good places to start; see the Key Performance Indicators within the Whole Sport Plan on page 19-Participation, page 20-Clubs, page 21-Association membership and page 23-Volunteers.

Overall:

It must also be pointed out that there are members from within the EKGB who are in favour of the new unified governing body (therefore decreasing the 54, 483) and members not declared by any association who also want to see a [modernised approach of governing member associations](#). In truth there is more karateka outside of the current governing body than within it and that cannot continue (32,592 for NAKMAS and 31,103 for the ETKB).

Here are some of the benefits that a new organisation would support:

1. A professional system of accountability
2. A new modernised form of Corporate Governance
3. New forms of regular and enthusiastic communication
4. A vibrant new increase in the profile of Karate in England
5. A relevant performance pathway for all Karateka
6. Vibrant education system for all coaches and instructors
7. Increased opportunities for volunteers, ethnic and gender groups
8. Developmental opportunities for referees and instructors/coaches
9. Elite service opportunities for referees and instructors/coaches
10. Regional services and improved structures
11. A genuine development service to all local communities
12. Talent Identification structures

13. Grass roots training and introductory education
14. An increased and regular service to the members
15. Strategies to increase club and Association numbers
16. A dramatic reduction in the registration fee costs of each member
17. Reduced membership fees which offer other benefits such as insurance and licences
18. Increased athlete support services
19. Increased athlete performance awards
20. The WSP for Karate will provide A NEW BEGINNING

Plus:

- The National Squad will be enhanced by the input from the other groups
- Athletes will get funded to enhance their training and entry into international competitions.
- Our athletes will have universal acceptance as representing the whole of English Karate
- The refereeing squad will be strengthened likewise; funding will be made available to increase English presence at major competitions.
- The coaching programme will be enhanced and given greater recognition funding will be provided to bring on board all the points you made earlier regarding coaching techniques.
- The officers, officials and coaches will have universal recognition some; hopefully most will be from EKGB.
- Lottery funding from Sport England will be increased to fund all of the above and more!
- Grass roots Karate will be given a boost by the New Unified Body

If we do not unify, I believe

- Lottery funding will be withdrawn unless English Karate is unified, it is to the benefit of EKGB members to continue and hopefully increase this support.
- Sport England will withdraw the support of EKGB as the governing body for Karate and support an alternative.
- Funding to the EKGB will be withdrawn and membership fees will have to be dramatically increased to reflect the loss of income, one: from Sport England and, two: from reduced membership, in order to maintain existing programmes.
- People and Organisations will leave EKGB, as it is unreasonable to expect that Sport England will not press ahead with the other two groups if EKGB pulls out. These bodies will want the recognition that they represent England and will want to be funded to train and enter tournaments. History has shown Many groups have committed to being a part of the approved "Governing Body" latterly as recognised by Sport England

In conclusion, please remember that the EKGB has been looking at the unification issue for many years now and they have also been negotiating with Sport England and other strategic parties to write and implement a Whole Sport Plan which will release significant lottery monies into Karate. This commitment has varied in format but has always been a stipulation of any contract, heads of agreement or memorandum and it must be supported on this occasion in order to allow an increasing membership from outside of the EKGB into a new modernised structure which corporately governs in a vibrant and accountable manner.

Letter written by Philip Don and sent to Gary Murray on 22 September 2005:

I understand that some Associations may be concerned with the wording outlined below which has been read completely out of context and not in line with the prior knowledge and understanding of how minimum standards fit into the Whole Sport Plan.

“Associations will be given a period of time to adopt the policies of the new governing body, failure to adopt these policies is likely to result in that Association not being recognised by the new governing body.

The new governing body will also be drawing up standardised policies relating to: coaching qualifications, licenses, membership fees, and grading/examination fees, etc.”

The above section talks of adopting new policies but they will not be thrown at the Associations in the way in which this isolated sub section reads-to quote from the Plan:

An official ‘kite mark’ standard will be provided by the establishment of a standardised criterion and guidelines which will be produced and implemented by the new **Corporate Governance team** - it will include:

- Ø Transparent governance
- Ø A recognisable system of accounting
- Ø Provision of membership services
- Ø Adherence to professional protocols

Official organisations will also be encouraged to work with LEAs and community groups to gain additional experience from programmes such as:

- Ø Club Mark
- Ø Community Amateur Sports Clubs (CASCS)
- Ø PESSCL programmes
- Ø Run Regional Sports and Community Board Programmes
- Ø Youth Sport Trust, Sports Coach U K, the EIS etc.

NB. The newly designed UGB ‘Support Unit’ will be able to advise and assist in any of these applications

This Plan will be rolled out with the support of each Association and direct contact will be supported by open consultation methods such as specific seminars and meetings to allow the Associations to have ownership of these changes every step of the way.

These changes simply support new initiatives which must be rolled out by Sport England and we both recognise that this may warrant specific time frames to cater for every need of the Associations.

It is neither our intention to begin reducing the amount of ways in which Associations earn their income-**this could not be further from the truth** as once again the Plan talks of increasing revenue streams for Clubs and Associations and of not only assisting them with the resources needed to increase numbers and retain current members but also of taking them through the processes of earning key grants and identified funds which help them achieve these results on their own and for the foreseeable future. It is not the Whole Sport Plans intention to interfere with Associations grading/examination fees merely to set a National standard which create uniformity and set a minimum standard.

Unfortunately I may not have everyone's email address so please forward this to any interested party and encourage them to come to the meeting on 06 November and be a part of the new unified governing body.

Once again I call upon any genuinely interested persons to call me in order for us to debate these issues either face to face or over the phone-I am continually fielding telephone calls to discuss many of these issues and also have travel arrangements planned to get on the road and speak to people within their Dojos, homes or places of work. Please call me.

With the above in mind I trust that you all feel better informed now and encourage you all to take the necessary time to seek out the Whole Sport Plan, download it or print it off and have a good read-it's still available on my website along with various other/relevant documentation/presentations.

Thank you for taking the time to read up on these genuine answers, previously posed by someone without the knowledge of the whole process although much of it is available over the internet.

Every member joining the new unified governing body will commit directly to the principles of the Whole Sport Plan and verification of this was recently endorsed at the recent WSPIB meeting-17 October 2005.

The monitoring and evaluation unit at Sport England as well as their governance risk and assurance team will ensure that the staff and management team of the WSP will continually meet with their aims, objectives and KPIs.

The KPIs are not just supported by International achievements of one element of Karate but are underpinned by the significant grass root policies which are outlined within the start and stay structure of the Plan.

A very competitive and viable insurance option will be offered to all members of the new unified governing body although alternative policies via additional brokers may be sought.

The new unified governing body will always make direct contact with Associations and keep them informed of any need to contact individuals directly e.g. if a national squad athlete needs to be contacted by the National Head Coach regarding training times etc then it would be more professional, efficient and appropriate if the Coach could contact the individual concerned directly.

The WSP is still a living document and the original draft was aligned specifically to the EKGB until recent negotiations with the ETKB and NAKMAS were approved by both the EKGB and Sport England. With this in mind the Whole Sport Implementation Board have since agreed minor amendments and the whole identity has now moved on in order to better reflect the unified purpose of the strategy.

The ETKB and NAKMAS have not been put under any pressure to unify other than their relentless self preservation which drives them to offer a unified approach of professional standards to their members.

The convening notice of a general meeting at Loughborough University on 07 November 2005 did not refer to the EKGB EGM for the same reason that the EGM

notice did not refer to the general meeting at Loughborough-both have different objectives.

For the avoidance of doubt no members of the WSPIB have expressed any interest in any of the 3 positions that have currently been discussed at length by the WSPIB-The Chief Executive Officer role, the Finance and Administration Director and the Director of Commercial and Marketing roles. It should also be noted that no WSPIB meetings are now planned for the future so should any role within the Plan now be advertised the normal open recruitment guidelines would apply and applicants from all backgrounds would be welcome.

I look forward to seeing you at the general karate meeting on 6 November 2005 but please remember to return your reply slips in order for your attendance to be noted.

With every good wish,

Nick Halafihi B Ed Hons

Managing Director