

The constitution of the British Kendo Association

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Abbreviations used in this constitution

- NC National Committee
- BuEC Bu Executive Committee
- DRC Dojo Representative Committee

- AGM Annual General Meeting
- EGM Extraordinary General Meeting

- FIK Federation International de Kendo [?]
- IKF International Kendo Federation; renamed to FIK
- ZNKR Zen Nippon Kendo Renmei
- AJKF All Japan Kendo Federation
- EKF European Kendo Federation

- Bu The organisational sections of the Association responsible for the day-to-day administration of their discipline. One “Bu” each for Kendo, Iaido, Jodo

Article 1: Name

The name of the Association shall be the British Kendo Association, further referred to in this document as the “Association” or the “BKA”.

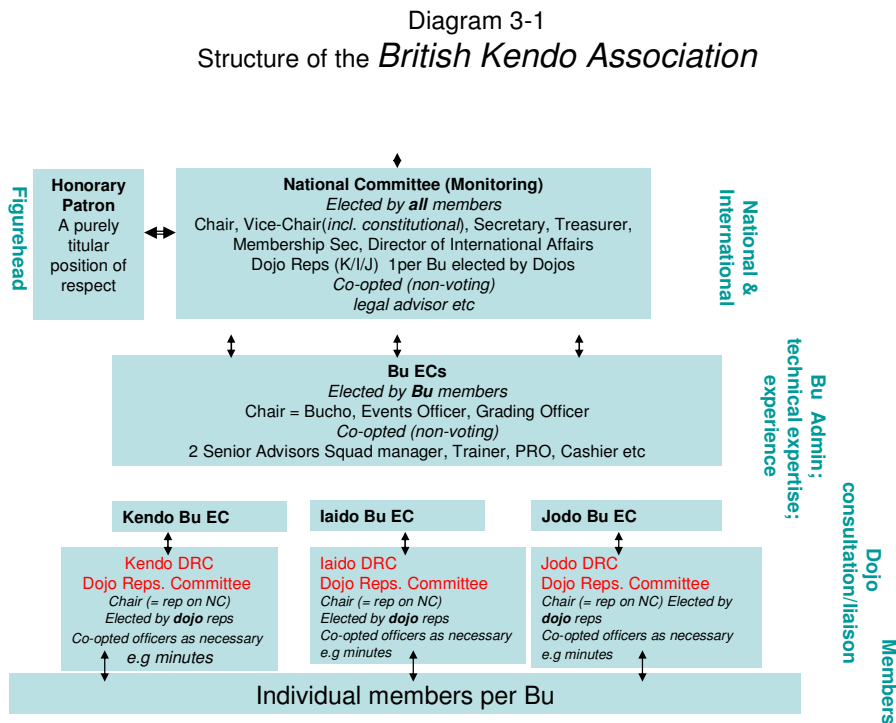
Article 2: Objectives of the Association

- 2.1 The objectives of the Association shall be to foster and develop the practise and spirit of Kendo, laido and Jodo on traditional lines; to organise, regulate and promote Kendo, laido and Jodo on a National and International basis; to represent the United Kingdom in Kendo, laido and Jodo internationally; to regulate the promotion of members to higher degrees.
- 2.2 The Association is committed to encouraging the highest ethical standards and, through practise, the development of self-discipline and character.
- 2.3 The Association is committed to upholding the basic principles of democracy. The Association will ensure that all members have equal access to posts, enjoy the rights of membership, freedom of expression and freedom of association; that there are regular free and fair elections; that the principle of majority rule is adopted.

Article 3: Structure and Organisational relationships

The management and control of property, funds and affairs of the Association/Bu shall be vested in the relevant NC/BuEC. The latter shall consist of representatives (“Officers”) elected at an AGM/EGM/other properly constituted meeting/election as detailed in the Elections and Voting policy. Details of Articles of the constitution are given in Appendices, where appropriate. These Appendices form part of the constitution of the Association.

3.1 The Association shall be organised according to the structure detailed in diagram 3-1 below:



The Association shall consist of a National Committee (NC), Bu Executive Committees for each discipline - Kendo, Iaido, Jodo (BuEC), Dojo Representatives Committee (DRC) for each discipline, individual and dojo membership.

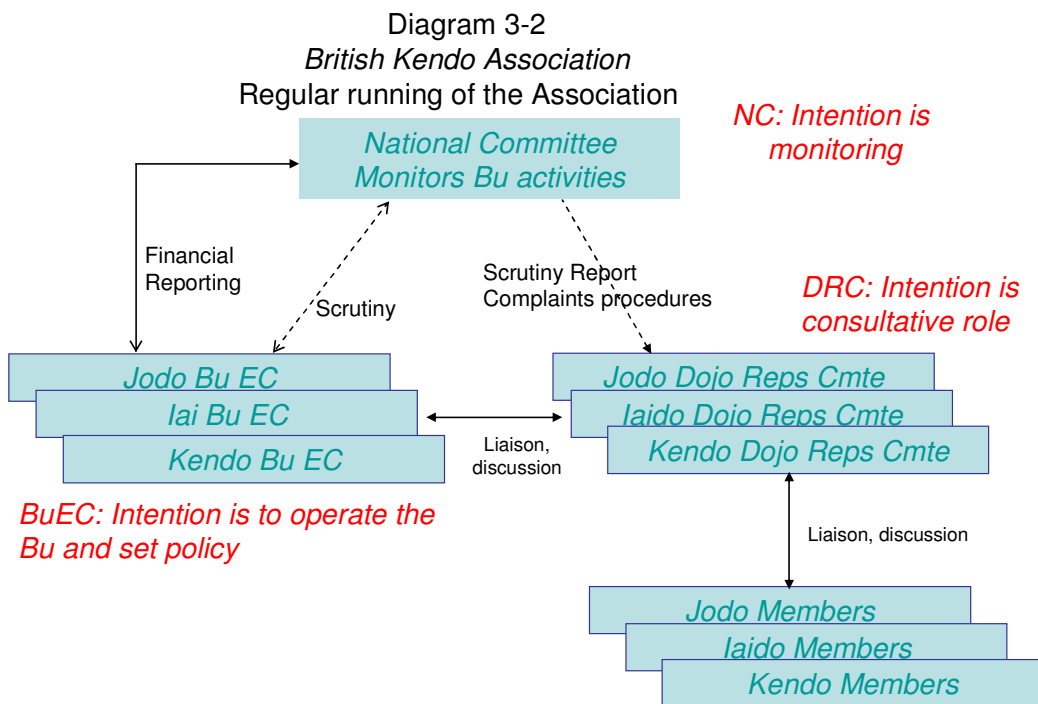
The three representative arms of the Association (NC/BuEC/DRC) shall work together to ensure the democratic management of the Association in pursuit of the objects of the Association¹. The intentions of this structure are to allow the BuEC to operate the affairs of the Bu without undue encumbrances; that the NC should adopt a low-key role vis-à-vis Bu operations, except for its

¹ The intention is that the NC and DRC adopt a low-key role vis-à-vis Bu operations, except for their scrutiny functions (NC) and consultative role (DRC).

monitoring/scrutiny functions; that the DRC adopt a low-key role, except when areas of concern arise; that these objectives can be achieved if each arm of the Association takes due regard of the views of the other arms.

The NC/BuEC shall be empowered to appoint non-voting sub-committees with powers as may from time to time be delegated to them by the relevant NC/BuEC. Such sub-committees shall be chaired by an elected Officer and shall be responsible to the membership always, but report to the relevant NC/BuEC. The appointing NC/BuEC shall be directly accountable for the work of the sub-committee(s).

The regular running of the Association shall be as given in diagram 3-2 below:



The NC shall monitor the activities of each Bu on behalf of the Association with powers to intervene under certain conditions to ensure the financial integrity of the Association and participate in the conflict resolution procedures.

Each BuEC shall be the main executive arm of the Association for its art, with control over its activities and finance (within the limits of the constitution) and will ensure the democratic representation of members' views and participate in the conflict resolution procedures.

The DRC shall be the main forum for consultation and liaison with the BuEC and, through its representatives on the NC, participate in conflict resolution procedures.

Members shall communicate their views to dojo leaders/representatives². This process shall be formal or informal, at any point in the calendar.

Article 4: Structure and role of the National Committee (NC)

4.1 The National Committee shall consist of the following officers elected as detailed in the Elections and Voting policy:

Chair
Vice-Chair
Secretary
Membership Officer
Treasurer
Director of International Affairs
One Dojo Representative from the membership of each Bu

Each of the above shall have the right to one vote in committee.
In the case of a tie, the Chair shall have the casting vote.

The NC shall co-opt non-voting officers as necessary e.g. Health & Safety Officer; Child and vulnerable person protection Officer.

4.2 The duties and responsibilities of NC officers are detailed in Appendix 1.

4.3 Officers of the NC shall hold office in accordance with the length of service provisions detailed in the Elections and Voting policy (Article 14).

4.4 The National Committee shall:

- Represent the Association on all national and international bodies.
- Inform the BuEC of developments (nationally and internationally) likely to affect Bu operations.
- Oversee the running of the Association in relation to the constitution. Monitor/scrutinise the operation of each Bu in relation to the constitution.
- Monitor/scrutinise the financial conduct of each Bu in accordance with the monetary policy (Article 9).
- Ensure reciprocal reporting on financial and other matters between the NC, BuEC and DRC a minimum of four times per year.
- Maintain the National Grading Register.
- Maintain the National Coach Register.
- Participate in the conflict resolution procedures in accordance with the Conflict Resolution policy.
- Brief and de-brief the Director of International Affairs on policy matters relating to international affairs.

² Not withstanding the right of any member/dojo leader to communicate with any fellow member.

- Have responsibility for the Association conforming to current legislation e.g. health and safety, child and vulnerable people protection etc. and ensure that copies of the relevant legislation or the Association's guidance) are available and known to the membership.
 - At its discretion outsource administrative support and related services, subject to the provisions of the constitution.
- 4.5 The NC (in consultation with the three Bucho) may from time to time invite a person who is eminent in some field concerned with Japan - education, politics, diplomacy, royalty, or commerce or a person of respect drawn from any of the arts covered by this constitution to be the Honorary Patron of the Association.
The Honorary Patron shall occupy a position of honour and represent the Association at the invitation of the NC in such capacity as may be determined by the NC.
- 4.6 The powers of the NC shall be commensurate with their duties as a monitoring body (as listed above and in Diagram 3-1).

Article 5: Structure and role of the Bu Executive Committee (BuEC)

- 5.1 Each Bu shall consist of the following officers, elected as detailed in the Elections and Voting policy.

Bucho (also Chairman)
Grading Officer
Events Officer

Each of the above shall have the right to one vote in committee.
In the case of a tie, the Chair shall have the casting vote.

Other non-voting officers shall be co-opted and removed by the Bu EC as necessary e.g.

Squad Manager
Squad Trainer
Public Relations Officer
Senior Advisor 1
Senior Advisor 2
Cashier

- 5.2 The duties of Bu officers are detailed in Appendix 2.
- 5.3 Officers of the BuEC shall hold office in accordance with the length of service provisions detailed in the Elections and Voting policy (Article 14).
- 5.4 The Bu Executive Committee shall:

- Exercise executive power in the running of the Bu having regard to the constitution and the policies of the Bu³.
- Exercise executive power in relation to the finances of the Bu; provide all relevant information to the NC Treasurer to permit the maintenance of Bu Accounts.
- Ensure reciprocal reporting with the NC and DRC.
- Reciprocate scrutiny reporting on financial and other matters between the NC and DRC.
- Organise gradings, seminars, competitions, public relations and other activities commensurate with their discipline.
- Inform the NC Membership Officer of promotions in grade of members so that the National Grading Register can be updated.
- Brief and de-brief the Director of International Affairs on policy matters relating to international affairs, having regard to the views of the Director of International Affairs.
- Participate in the conflict resolution procedures in accordance with the Conflict Resolution policy.
- Liaise with the Chair of the relevant DRC as appropriate and ensure circulation, through the DRC Chair of the BuEC minutes after each BuEC meeting in accordance with the Communications Policy.
- The BuEC shall debate and decide upon Bu policy, rules and regulations, Bu activities etc., having regard to the wishes of the Dojo Representatives.
- Inform the membership, through the Chair of the DRC, of changes in policy likely to significantly affect the pursuit of their art in sufficient time to allow for responses from the DRC, before implementation of the policy.

5.5 The powers of the Bu EC shall be commensurate with their duties as listed above and in Diagram 3-1.

Article 6: Structure and role of the Dojo Representatives' Committee (DRC)

6.1 Each DRC shall consist of the following officers, elected/nominated as detailed in the Elections and Voting policy:

Chair (elected)

One representative nominated from each BKA registered dojo.

6.2 The duties of DRC officers are detailed in Appendix 3.

6.3 Dojo representatives shall hold office in accordance with the length of service provisions detailed in the Elections and Voting policy.

• ³ The intention is for the BuEC to run the Bu having due regard to the views of the DRC and members.

The DRC shall:

- Debate all aspects of the operation of their Bu which may from time to time be of concern to the members e.g. policy, rules and regulations, funding, appointment of Squad Manager/Trainer etc.
 - Communicate their sentiments to the BuEC which will make the final decisions having regard to their experience in the martial art and members' wishes. This process may be formal or informal, but should be at least one per year in accordance with the Communications Policy.
 - Represent the views of individual members/dojo on the NC. This shall be in the form of one dojo representative from each discipline sitting on the NC.
 - Subject to the agreement of each individual, Dojo Representatives have the right of access to the contact details of all other Dojo Representatives for the specific purpose of informing/debating/gaining support for ideas etc.
 - Participate in the conflict resolution procedures in accordance with the Conflict Resolution policy (see Article 12).
- 6.4 Subject to the provisions of Article 12 (Conflict Resolution Policy), the DRC may challenge the decisions/actions of the BuEC.
- 6.5 The powers of the DRC shall be commensurate with their duties as listed above and in Diagram 3-1.

Article 7: Membership

- 7.1 The membership shall consist of the following categories
- Ordinary individual
 - Temporary individual
 - Concessionary
 - Junior Membership
 - Exceptional Membership
 - Temporary Visitor Membership
 - Associate Membership
 - Dojo Membership

Members of the Association agree to abide by the provisions of the constitution and its Byelaws. Applications for membership shall be treated in accordance with the equal opportunities policy of the Association.

7.2 Ordinary Individual Membership

This shall be open to practitioners of Kendo, Iaido and Jodo in the United Kingdom. Members may be citizens or non-citizens of the United Kingdom. All individual members of the Association shall conduct themselves with integrity, transparency, accountability and in a fair and equitable manner.

Ordinary individual members shall have the following rights:

- To attend and to be heard at all General Meetings; to vote on all matters concerning the election of officers (“Officers”) of the Association where provided for in the constitution.
- To vote on the policies of the Association in accordance with the elections/voting policy.
- To complete visibility of all records of the Association including, but not limited to, financial, legal, organisational, and membership matters save those exempted by the constitution and the law.
- To be treated with courtesy, fairness and honesty by Officers of the Association.
- To be issued with a copy of the terms and conditions of the Association’s insurance policy (individual member and professional indemnity etc) upon being so insured.
- To have access to the minutes of NC/BuEC meetings according to the Communications Policy.
- To receive timely notice of changes to any rules and regulations that may be adopted.
- To receive in writing notification of the dates and agenda of General Meetings in accordance with the provisions of the constitution.
- To participate in events organised under the auspices of the Association, provided that they satisfy the entry criteria.
- To enter Association sponsored and other recognised gradings.
- To represent the UK in international competitions (subject to the selection process and the rules of the EKF and FIK).
- To receive a membership book that details the nature of their membership.

Ordinary Individual Members shall have additional rights as listed in the Byelaws.

7.3 Temporary Individual Membership

This shall only be open to individuals upon first joining the Association, in order to experience one or more of the disciplines. Temporary members shall have rights as listed in the Byelaws.

7.4 Concessionary Membership

This shall be open to individuals who, in the opinion of the NC Membership Officer and Treasurer, qualify for concessionary membership. Typically this category of membership is open to those on state registered benefit or full-time students. Concessionary members enjoy the rights of Ordinary Individual Members.

7.5 Junior Membership

This shall be open to individuals who are under the age of 18 years. Junior members shall have the rights listed in the Byelaws.

7.6 Ordinary individual, Temporary individual, Concessionary Members and Junior Members must also be members of a registered dojo of the

Association. In the event that the member leaves or is expelled from a member dojo, the member shall have a period of 3 months to obtain membership of another registered dojo (or to start their own registered dojo). In the event that the member cannot secure the latter, their membership of the Association shall be put “on hold” until such time as they do satisfy the requirements for membership. During the period “on hold” the person shall not be entitled to the rights and privileges of membership.

7.7 Exceptional Membership

This shall be open to individuals who have distinguished themselves in some way in the service of the Association or their discipline. This membership shall be open to individuals who practise similar disciplines outside the United Kingdom. Exceptional Membership shall be granted for a specified period by the BuEC after consultation with and agreement of the NC. Any costs consequent upon the granting of this membership shall be met by the Bu.

7.8 Temporary Visitor Membership

This membership shall be open to individuals who visit the UK and wish to practise a martial art covered by the Association. Temporary Visitor Membership shall be granted by the BuEC for a specified period after consultation with and agreement of the NC. Any costs consequent upon the granting of this membership shall be met by the Bu.

7.9 Associate Membership

This shall be open to individuals who for whatever reason are unable to utilise the facilities of the Association, but who wish to maintain their links with the Association; have access to Association information; freeze their grading clock. Associate members must be affiliated to a registered dojo; shall not be insured by the Association; cannot practise at BKA registered dojo; cannot participate in domestic seminars or take gradings at home or abroad as a member of the BKA; shall have their BKA grading clocks frozen⁴ until resumption of full membership. Upon resumption of full membership their grading clock shall restart at the point of freezing at no extra charge. In the case of the member continuing to practise abroad in an FIK recognised dojo, their grading clock is NOT frozen, but continues as normal. Such a member may grade at home or abroad. Evidence of practising abroad can be the dojo leader or Bucho attesting to it.

7.10 Dojo Membership

7.10.1 This shall be open to all dojo that practise traditional Kendo, laido or Jodo which satisfy the criteria for dojo membership detailed in the Byelaws.

7.10.2 Member dojo shall have the right to inclusion in the Association list of dojo (wherever listed e.g. the website).

⁴i.e. kept at its present state until resumption

7.10.3 Member dojo shall have the right to nominate a representative to the relevant DRC.

7.10.4 Member dojo shall have the right to publish their dojo events in the Association calendar.

7.11 Anti-doping measures

The Association shall adopt the anti-doping policy requirements of UK law and of the FIK.

Article 8: Subscriptions and other income

8.1 Members shall pay annually a subscription in accordance with the scale detailed in the Byelaws.

8.2 The level of subscription shall be set by the NC after consultation with all the Bucho and shall be ratified or otherwise by the membership at an AGM/EGM in the year before it comes into effect. The NC shall provide a rationale for their recommendations.

8.3 The subscription fees shall be the same for each Bu and shall be determined according to the estimated operational costs of the Association. It is not the intention of subscription fees to generate a surplus for the Association.

8.4 Additional Bu levies

In exceptional circumstances a Bu may seek the consent of its members to levy an additional charge for one year for a specified purpose. Such consent shall be in the form of a secret ballot, administered by the NC or a neutral body appointed by the NC. A $\geq 66\%$ majority of members voting shall be required in order to pass the levy.⁵ The additional levy shall not exceed 25% of the basic annual subscription in any one year.

8.5 A Member shall not have the rights, privileges and access to facilities of the Association until the annual subscription for that year has been paid, saving the exclusions listed in Article 8: Membership.

8.6 All subscriptions shall be paid to the British Kendo Association in accordance with the information on the application form and the current fee structure. All subscriptions shall be paid to the NC Treasurer/Membership Officer who shall manage and distribute the funds in accordance with Article 9: Monetary policy and accounting.

⁵ This is deliberately set as a cumbersome task in order to encourage financial planning and prudence and give members control of how much they are willing to pay for additional services.

- 8.7 Each Bu may derive supplementary income over and above income derived from membership subscriptions⁶ from e.g.
Competitions and seminars
Grant aid
Sponsorship
Other sources consistent with the aims of the Association.

All supplementary income shall be paid to the NC Treasurer who shall manage and distribute the funds in accordance with Article 9: Monetary policy and accounting.

8.8 Late renewals and non-renewals

8.8.1 Late Renewals

If a member has not renewed by the due date (+ 1 months grace), they will be sent a reminder to renew within 1 month.

If they do not renew, this is automatically deemed to be a **non-renewal** (see 8.8.2 below). The member shall have access to the complaints procedure to cater for unusual circumstances.

8.8.2 Non-renewals

If a member fails to renew by the due date and late reminder date, their grading clock is FROZEN. Upon rejoining the Association they must pay back fees in accordance with the scale of penalties detailed in Byelaw 10. Their grading clock restarts at the point at which it was frozen, but must wait 1 calendar year from the point of resumption before they can take a grading. The member shall have access to the complaints procedure to cater for unusual circumstances.

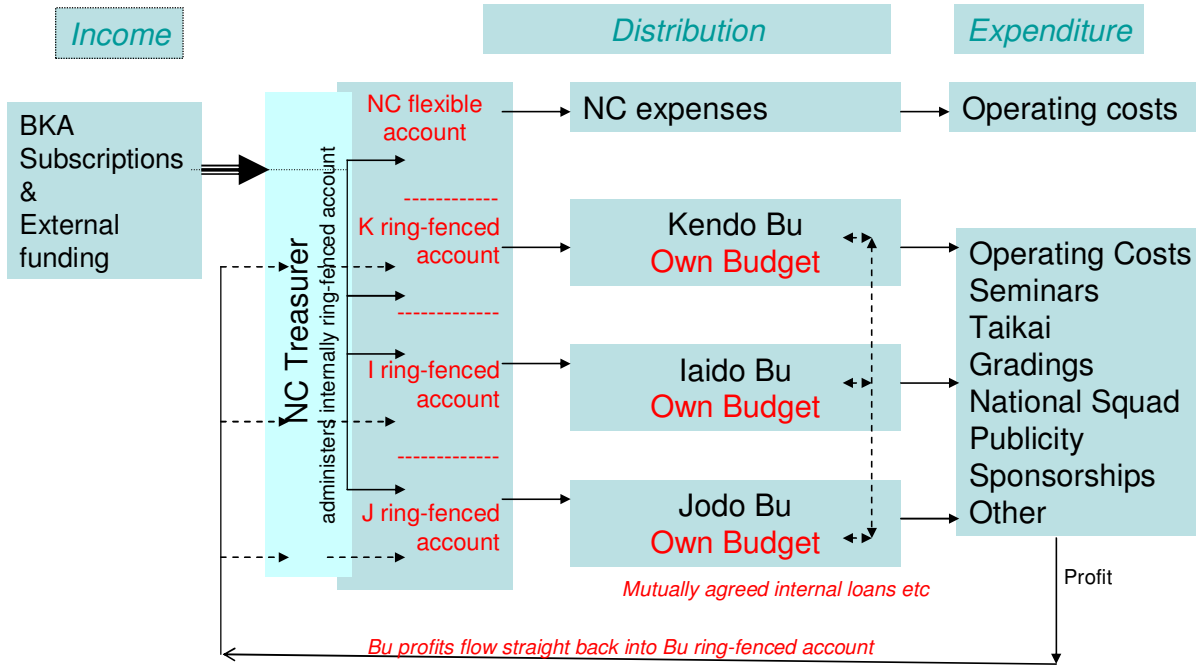
Article 9: Monetary policy and accounting

Each Bu shall control its finances and benefit from the profits of its enterprise, under the scrutiny of the NC.

The financial structure of the Association shall be organised according to Diagram 9-1 and as detailed below.

⁶ It is intended that Bu run events as economically as possible, whilst maintaining a reasonable operational surplus.

Diagram 9-1
British Kendo Association
Financial structure



- 9.1 The NC shall receive all subscriptions and other non-Bu generated income e.g. government grants, general sponsorship etc.
- 9.2 The NC shall retain a portion of the income for its own expenses and Association-wide expenses (such as insurance etc) and distribute the remainder to each Bu. The proportions/amounts of retained and distributed income shall be in accordance with Byelaws of the Association.
- 9.3 The BuEC shall receive funds from subscriptions etc. via the NC in accordance with the Byelaws of the Association.
- 9.4 The BuEC shall generate funds from non-subscription sources resulting from its own enterprise e.g. seminars, gradings, specific sponsorships. However, such funds shall be commensurate with a “sports association” and be kept below the level of a “trading company”.⁷
- 9.5 The BuEC shall manage the funds of the Bu such that the Bu remains solvent i.e. expenditure shall not exceed income from all sources. In the event of a BuEC failing to remain solvent the NC shall have the duty to take over the finances of the Bu⁸ and to make whatever changes to Bu

⁷ The intention here is to keep the Association from becoming a “business” and from incurring additional costs via taxation and accounting fees.

⁸ With all the legal power implicit in this article

expenditure it sees fit, with the object of bringing the Bu back into solvency within one calendar year.

- 9.6** A Bu may supplement its income by borrowing from another Bu, subject to the agreement of the donor Bu ($\geq 66\%$ of the voting BuEC). The terms and condition of this loan shall be agreed with and enforced by the NC Treasurer and the other Bu involved. The NC Treasurer shall have the right to transfer funds to/from the ring-fenced accounts to accommodate the conditions of the loan. The power of the NC Treasurer shall include the right to transfer the re-payment on the agreed date even if such a transfer renders a Bu “insolvent”. In this event the provisions of Article 9.5 shall be invoked. In the event that a Bu is likely to be made insolvent by some unforeseen event/disaster, the NC shall seek to prevent this by invoking temporary support from the other Bu.
- 9.7** The NC Treasurer shall publish to the membership (in accordance with the Communications Policy) a summary of the NC’s and each Bu’s expenditure and commitments on a quarterly basis.
- 9.8** The Association shall not have any direct employees⁹.
- 9.9** All sub-contractors of the Association shall be engaged by the NC. Bu wishing to engage a sub-contractor shall do so via the NC and with the agreement of the NC.
- 9.10** The accounts of the Association/Bu shall be in accordance with Appendix 5.
- 9.11** All members may exercise their right to inspect the accounts and other funding of the Association/Bu. In the event that the Treasurer believes this request to be unreasonable s/he may refer the member’s request to the NC for a decision. The NC shall, where this can be justified, override this article if it is satisfied that the member enquiries are malicious in intent. The facts of the overridden request must be minuted and presented as a report to the next AGM
- 9.12** The BuEC shall manage the funds of the Bu to optimise the attainment of the policies of the Bu.
- 9.13** Commercial loans
No part of the Association shall seek commercial financial loans.
The NC Treasurer and all officers of the Association are explicitly forbidden from securing commercial financial loans on behalf of the Association. In such cases liability for the loan shall rest with the person(s) securing the loan and not with the Association.

⁹ This would trigger expensive commitments to PAYE laws, pensions and many other legal obligations of an employer and extra accounting costs.

9.14 Expenses policy

9.14.1 Officers and other members of the Association shall be entitled to reimbursement of expenses incurred in serving the Association, provided that sufficient funds are available. Such expenses and the level of reimbursement are detailed in the Byelaws.

9.14.2 The expenses policy of the Association shall be published on the Association website and made available in writing to members upon request.

9.15 Teachers' fees

No ordinary/temporary/concessionary/junior member shall profit financially from the funds of the Association derived from the subscription fee. Teachers/contributors at Association/Bu sponsored events donate their time and expertise for the benefit of members. Such contributors, where appointed, may be reimbursed for their legitimate expenses from funds derived from subscription¹⁰. The NC may invoke the complaints and sanctions procedures detailed in the Complaints Policy in relation to any person thought to be abusing the expenses system.

9.16 Funding of the National Squads

9.16.1 The funding of the National Squads shall be controlled by the relevant Bu.

9.16.2 Members who are asked to contribute to the National Squads (squad officers and administrators) donate their time and expertise to the Association, but may be reimbursed for legitimate expenses incurred in making their contribution.

9.16.3 Non-members who are invited to contribute to the activities of the National Squads or other national events may receive payment over and above the level of their expenses¹¹ as determined by the relevant BuEC in agreement with the NC. Such payment must always be within the funds available to the Bu. Such payment shall be published in the Association accounts under named persons.

9.17 The BuEC may seek to grant to member(s) financial aid in furtherance of their training and the aims of the Association by budgeting for such aid in the forthcoming year's budget. Such planned aid shall be included as a separate item for approval in the Bu AGM agenda and, if approved by the AGM, shall be published in the Association accounts under named persons.

9.18 The NC may outsource or contract administrative services and expertise as deemed necessary for the efficient running of the Association/Bu (subject to funds being available), provided that (1) such action shall be

¹⁰ Private events are outside the remit of this constitution.

¹¹ Typically, this may be highly skilled foreign teachers e.g. team trainers

approved by the NC AGM (2) an open tender procedure is followed - the details of which are kept by the Treasurer and made available for inspection (3) any member interest is declared (4) the NC informs the membership of all such outsourcing in accordance with the Communications Policy (5) the cost of such services are paid by the NC/Bu in proportion to the usage of the services. In case of doubt the NC Treasurer may use a reasonable approximation to allocate usage costs.

9.19 Declaration of financial interests

9.19.1 All Members elected or co-opted to any Committee of the NC/BuEC shall declare to the NC/BuEC any financial interests they have in any matters and activities or events in which the Association becomes involved¹². Such interests shall be minuted as part of the NC/BuEC meeting and made available to members in the published minutes.

9.19.2 The relevant NC/BuEC shall have the right to exclude from related decision-making any member who has any declared financial interests in any matters and activities or events in which the Association becomes involved¹³.

9.20 Any equipment procured by a committee member, the cost of which is ultimately borne by the BKA, shall remain the property of the Association and shall be returned to the possession of the Association when requested by the relevant Chairman/Bucho.

Article 10: Suspension and Expulsion of members

10.1 The relevant BuEC may *suspend* a member and make a case to the NC for the subsequent *expulsion* of the member.

10.2 A member cannot be suspended/expelled for the lawful expression of free speech.

10.3 A member cannot be suspended/expelled for the lawful exercise of the freedom of association.

10.4 The NC may suspend a member in the following circumstances:

- The member has breached the constitution.
- The member has been lawfully charged¹⁴ or convicted of an offence which, in the opinion of the NC constitutes a risk to the welfare of its members.
- In *exceptional* circumstances a member may be suspended from the Association if, in the opinion of the NC the conduct of the member is

¹² The person subject to exclusion shall leave the meeting until the matter in question has been decided.

¹³ The person subject to exclusion shall leave the meeting until the matter in question has been decided.

¹⁴ If the charge is dropped or if there is no conviction then the member shall be reinstated.

injurious to the character and interests of the Association (saving the provisions of this constitution).¹⁵

- As an outcome of the complaints procedures detailed in Article 13.

10.5 Suspended members shall immediately forfeit all rights of membership of the Association, saving access to the conflict resolution procedures detailed in this constitution.

10.6 The NC may seek to have the *suspended* member “*expelled*” from the Association at the next AGM or an EGM or other properly constituted voting procedure.

10.7 All members shall have the right of access to the conflict resolution procedures detailed in this constitution.

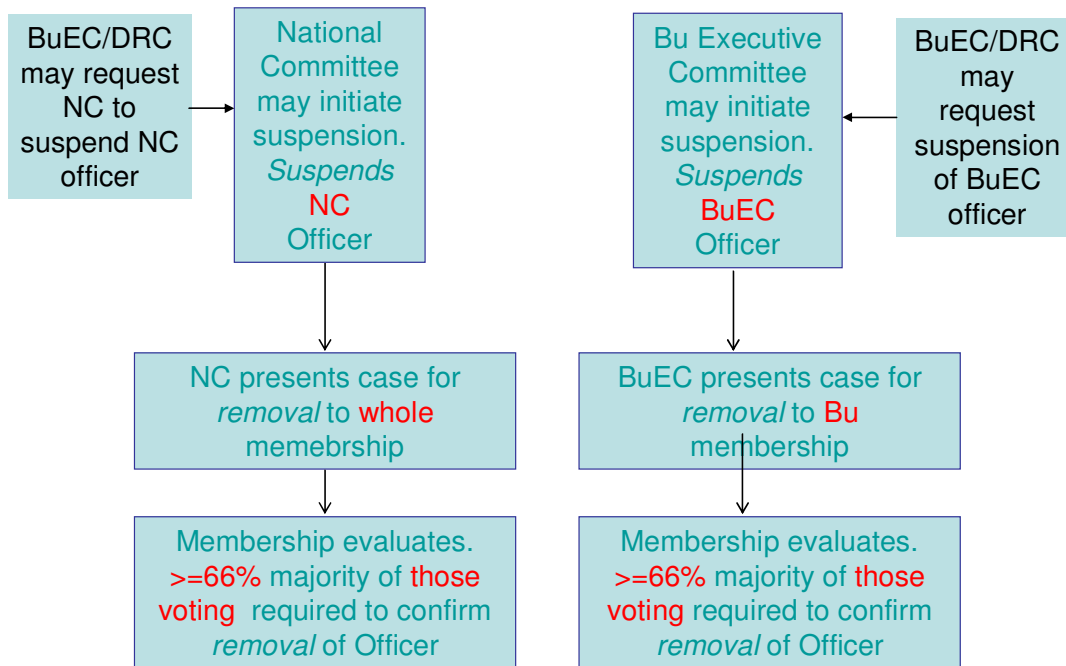
10.8 Nothing in the constitution shall override the legal rights of individuals.

10.9 Members who have resigned or have been expelled may only re-join the Association at the discretion of the NC.

Article 11: Suspension/Removal of elected Officers from post

11.1 The procedure for the suspension and subsequent removal of an elected officer of the NC/BuEC shall be as detailed in Diagram 11-1 and below.

Diagram 11-1
British Kendo Association
Suspension and removal of elected officers



¹⁵ This provision is included in order to accommodate circumstances which have not been foreseen in the constitution. It is NOT intended to be used as a means of intimidation of members/dojo.

- 11.2 The relevant NC/BuEC shall first *suspend* the officer according to the provisions below and then if appropriate seek the *removal* of the officer by polling the relevant electorate (see diagram 3).
- 11.3 The suspension and removal from office of an elected officer is a most serious matter and should not be invoked without other attempts to resolve the problem having been tried e.g. discussion between the parties etc. Ultimately the matter shall be decided by the relevant electorate.
- 11.4 Suspension of an NC officer
 - 11.4.1 The BuEC/DRC (requires $\geq 66\%$ of those voting) may request that the NC suspend an officer of the NC giving reasons for their request. The BuEC/DRC shall inform the membership in accordance with the Communications Policy.
 - 11.4.2 The NC shall be bound to follow the process detailed in 11.5 and 11.6 for suspending/removing an officer.
 - 11.4.3 The NC itself may initiate the process of suspension and expulsion of an officer of the NC with a $\geq 66\%$ majority (excluding the member concerned). The NC shall inform the membership in accordance with the Communications Policy.
- 11.5 Suspension of a BuEC officer
 - 11.5.1 The DRC (requires $\geq 66\%$ of dojo voting) may request that the BuEC suspend an officer of the BuEC giving reasons for their request. The DRC shall inform the membership in accordance with the Communications Policy.
 - 11.5.2 The BuEC itself may initiate the process of suspension and expulsion of an officer of the BuEC, with a $\geq 66\%$ majority of the BuEC (excluding the member of the BuEC concerned). The BuEC shall inform the membership in accordance with the Communications Policy.
- 11.6 Suspension procedure
 - 11.6.1 Upon receiving a suspension request from the BuEC/DRC or upon achieving the required majority to initiate suspension, the relevant NC/BuEC shall immediately *suspend* the officer according to the provisions of this article.
 - 11.6.2 The relevant NC/BuEC shall examine the case put forward for the suspension of the officer.
 - 11.6.3 The relevant NC/BuEC shall decide whether there are sufficient grounds for *suspending* the officer (in accordance with the constitution).

- 11.6.4 If the relevant NC/BuEC decides that there are *insufficient* grounds for the suspension of the officer, the officer shall be re-instated with immediate effect.
- 11.6.5 If the relevant NC/BuEC decides that there are *sufficient* grounds for the suspension of the officer, they shall then present a case to the NC/Bu membership for the *removal* of the officer in accordance with the Communications Policy.
- 11.7 Elected officers may be suspended from office by means of a motion of “suspension from office” or a motion of “no confidence”. The officer subject to such a motion shall be immediately suspended from office and the appropriate procedure followed to remove the officer from post.
- 11.8 An elected officer cannot be suspended/removed for the lawful expression of free speech.
- 11.9 An officer cannot be suspended/removed for the lawful exercise of the freedom of association.
- 11.10 The NC/BuEC may suspend/remove its officers in the following circumstances:
- The officer has been subject to suspension/expulsion under Article 10.
 - The officer has breached the constitution.
 - The officer has, in the opinion of the NC/BuEC displayed less than satisfactory administrative skills.
 - The officer has, in the opinion of the NC/BuEC exceeded the authority of the post.
 - The officer has, in the opinion of the NC/BuEC misappropriated funds of the Association.
 - The officer has been negligent in the execution of their duties.
 - The NC/BuEC cannot sustain a working relationship with the officer.
 - The officer has lost the confidence of the relevant NC/BuEC/appropriate electorate.

In *exceptional* circumstances an officer may be suspended from office if, in the opinion of the NC/BuEC the conduct of the member is injurious to the character and interests of the Association (saving the provisions of this constitution).¹⁶

- 11.11 Suspended officers shall immediately forfeit all rights to the post and shall immediately return to the Association all documentation (electronic, print or otherwise) obtained through holding the post and all physical property of the Association. Failure to do so shall render the suspended

¹⁶ This provision is included in order to accommodate circumstances which have not been foreseen in the constitution. It is NOT intended to be used as a means of intimidation of members/dojo/officers.

officer liable for all costs incurred by the Association in recovering such material.

- 11.12 The NC/BuEC shall present to the membership (in accordance with the Communications Policy) the full circumstances in which the officer was suspended, within 21 days of the suspension and shall seek membership confirmation of its actions at the next AGM or an EGM or other properly constituted vote in accordance with the elections/voting policy within 60 days. Expulsion from post shall be determined by $\geq 66\%$ majority of those voting.
- 11.13 Officers subject to suspension/removal from post shall have access to the appeals procedures detailed in Article 13.
- 11.14 A motion of “no confidence” in an officer may be submitted by members to an AGM/EGM, subject to 30 days prior notice to the relevant committee. If the motion is sustained the officer shall be *removed* from post.
- 11.15 A motion of “no confidence” in an officer may be moved by members under “Any Other Business” of a properly constituted meeting of the Association, subject to the rules of Any Other Business, provided that such a motion is based on information/evidence that was not readily available to the membership at least 30 days prior to the meeting. If the motion is sustained the officer shall be *removed* from post.
- 11.16 Motion of Censure
- 11.16.1 Officers may be subject to a motion of “censure”¹⁷. An officer subject to such a motion shall be “admonished”.
- 11.16.2 Officers subject to a motion of censure shall not lose office, but shall have due regard to the consensus of the membership passing such a motion.
- 11.16.3 A motion of censure of an officer may be submitted by members to an AGM/EGM, subject to 30 days prior notice to the relevant committee. The relevant NC/BuEC cannot refuse to put such a motion in the agenda.
- 11.16.4 A motion of “censure” of an officer may be moved by members under “Any Other Business” of a properly constituted meeting of the Association, subject to the rules of ‘Any Other Business’, provided that such a motion is based on information/evidence that was not readily available to the membership at least 30 days prior to the meeting.

¹⁷ This is intended to be a form of rebuke less serious than suspension/removal from post.

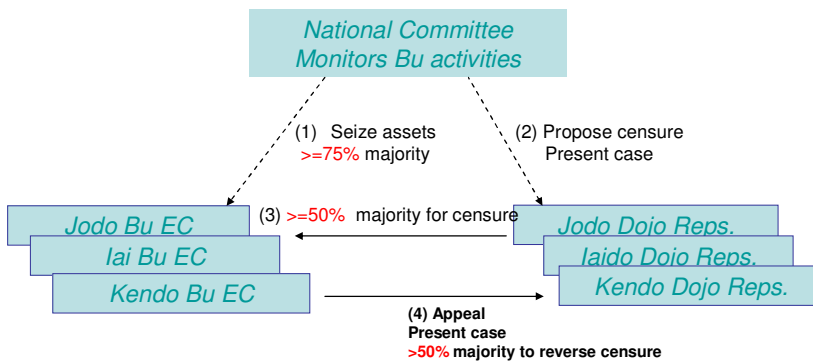
Article 12: Conflict Resolution and challenges to NC/BuEC policy/actions and breaches of Constitution.

12.1 Conflict Resolution 1: the NC disagrees with the BuEC

The conflict shall be handled according to Diagram 12-1 and the provisions below.

Diagram 12-1
British Kendo Association: Conflict Resolution 1

NC disagrees with the Bu EC



12.1.1 If, as part of its monitoring function, the NC has reason to disagree with or challenge the operation of the Bu, the NC shall engage in a low-key dialogue (e.g. discussion) with the BuEC to resolve the matter. The membership will be informed of the outcome in accordance with the Communications Policy.

12.1.2 If 12.1.1 fails to resolve the problem to the satisfaction of the NC, the NC (excluding the representative of the Bu concerned) may, by a >=75% majority:

- (1) Seize the assets of the Bu and suspend some/all officers of the BuEC.
- (2) Temporarily administer the Bu
- (3) Within 7 days present a case for the seizure and suspension of a Bu to the relevant DRC (copied to the BuEC concerned), in accordance with the Communications Policy.
- (4) The DRC Chair shall invite the BuEC to respond to the NC's case.
- (5) The DRC Chair shall call a meeting of the DRC to be held within 21 days of receipt of the NC notification/response, to evaluate the NC's case. The NC or its representative may attend and further present the case against the BuEC. The BuEC or its representative may attend the meeting and further present their case to the DRC.
- (6) All effort should be made to resolve the conflict by means of debate and reason.

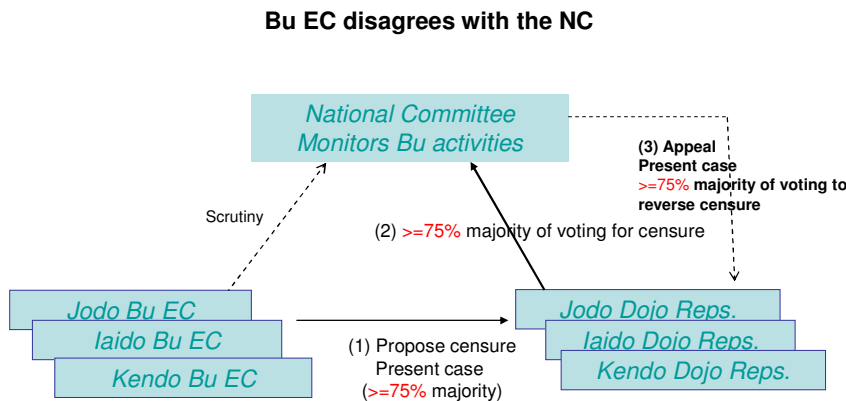
- (7) If the above fails, all NC and BuEC members shall then leave the meeting¹⁸, whilst the DRC debates and reaches a decision (based on a **>=50%** of Dojo voting) on whether to accept or reject the NC’s case.
- (8) The BuEC has the right of appeal to the DRC if they can submit any *new evidence* in support of their case. In this case the DRC Chair shall invite the NC, within **14** days of the receipt of the new evidence, to respond to the new evidence. The appeal shall proceed as per points 5&6&7 above in a timely fashion and in accordance with the principles of the timetable for Appeals detailed in Article 13.

12.1.3 In the event that the DRC supports the actions of the NC against the BuEC the NC shall take remedial action; arrange for the election of a new BuEC according to the constitution and then return the assets of the Bu to the newly elected BuEC.

12.2 Conflict Resolution 2: the BuEc disagrees with the NC

The conflict shall be handled according to Diagram 12-2 and the provisions below.

Diagram 12-2
British Kendo Association : Conflict Resolution 2



12.2.1 If a BuEC has reason to disagree with or challenge the operation of the NC, the BuEC shall engage in a low-key dialogue with the NC to resolve the matter. If successful, the BuEC shall report the outcomes to the relevant DRC.

12.2.2 If the above fails to resolve the problem to the satisfaction of the BuEC, the BuEC shall by a **>= 75%** majority:

- (1) Present a case for the censure of the NC to the relevant DRC (copied to the NC), in accordance with the Communications Policy.

¹⁸ NC and BuEC members shall leave the meeting even if they are also Dojo Representatives

- (2) The DRC Chair shall invite the NC to respond to the BuEC case within 21 days
- (3) The DRC Chair shall call a meeting of the DRC to be held within a further 28 days of receipt of the BuEC notification/response, to evaluate the BuEC case. The BuEC or its representative may attend and further present the case against the NC. The NC or its representative may attend the meeting and further present their case to the DRC.
- (4) All effort should be made to resolve the conflict by means of debate and reason.
- (5) If the above fails, all NC and BuEC members shall then leave the meeting¹⁹, whilst the DRC debates and reaches a decision (based on a >=75% majority of Dojo voting) on whether to accept or reject the BuEC's case.
- (6) The NC has the right of appeal to the relevant DRC if they can submit any *new evidence* in support of their case. In this case the DRC Chair shall invite the BuEC to respond to the new evidence. The appeal shall proceed as per points 2, 3, 4, 5 above.

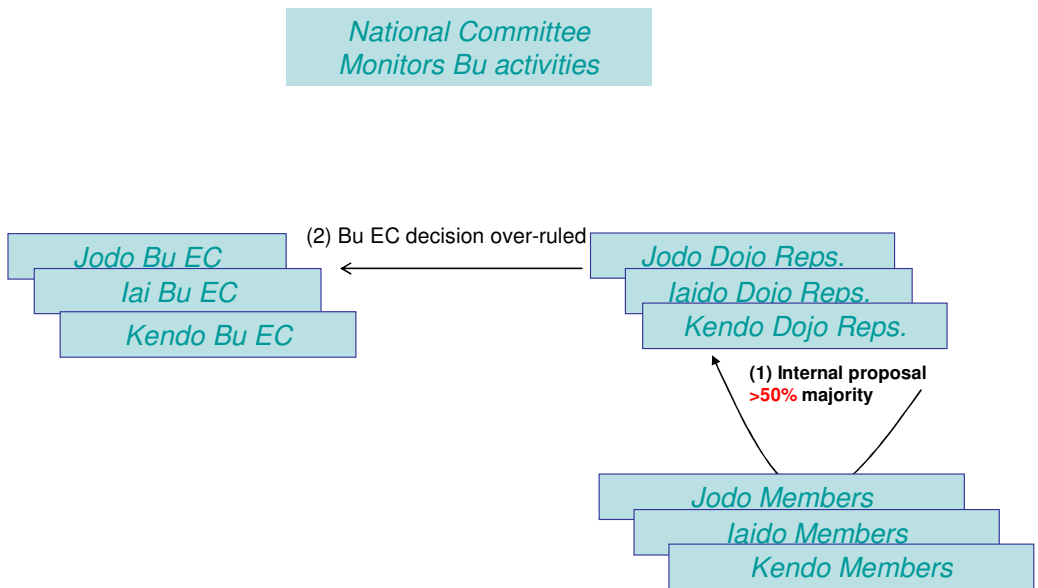
12.2.3 In the event that the DRC supports the actions of the BuEC against the NC the BuEC (in consultation with the DRC) shall decide on what remedial action to take.

12.3 Conflict Resolution 3: Dojo concerns regarding the operation of the BuEC

The conflict shall be handled according to Diagram 12-3 and the provisions below.

Diagram 12-3
British Kendo Association : Conflict Resolution 3

Dojo controls over Bu EC (1)



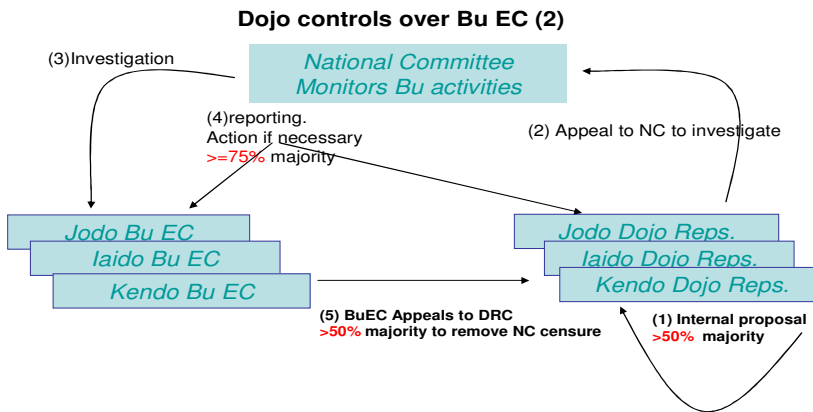
- 12.3.1 If a DRC has reason to disagree with or challenge some policy/measure taken by their BuEC, the DRC shall engage in a low-key dialogue with the BuEC to resolve the matter. If successful, the DRC shall report the outcomes to the membership in accordance with the Communications Policy.
- 12.3.2 If the above fails to resolve the problem to the satisfaction of the DRC, the DRC shall by a >50% majority of dojo voting:
- (1) Present a case to the BuEC for the reversal of the administrative or policy measure to the membership, in accordance with the Communications Policy.
 - (2) The DRC Chair shall invite the BuEC to respond to the DRC case within 21 days.
 - (3) The DRC Chair shall request each dojo representative to consult their dojo membership about the issue, taking care to present both sides of the issue, in accordance with the Communications Policy.
 - (4) The DRC Chair shall call a meeting of the DRC (in accordance with the Communications Policy) to be held within a further 28 days of informing the BuEC of the matter. BuEC representatives may attend this meeting to further present their response.
 - (5) All effort should be made to resolve the conflict by means of debate and reason.
 - (6) If the above fails, all BuEC members shall then leave the meeting²⁰, whilst the DRC debates and reaches a decision (based on a >50% majority of Dojo voting) on whether to accept or reject the issue in question.
- 12.3.3 In the event that the DRC supports the challenge to the BuEC policy/measure, the DRC shall inform the BuEC of its decision; the BuEC shall be bound to accept the DRC decision and implement the required changes at the earliest opportunity.

²⁰ NC and BuEC members shall leave the meeting even if they are also Dojo Representatives

12.4 Conflict Resolution 4: Serious Dojo concerns regarding the BuEC

The conflict shall be handled according to Diagram 12-4 and the provisions below.

Diagram 12-4
British Kendo Association : Conflict Resolution 4



12.4.1 If, in the opinion of the DRC, the actions/policies of the BuEC merit more serious action that could require suspension, expulsion or dissolution, the DRC can appeal to the NC to investigate their complaint/concern and to take the appropriate action. Such a request must have the support of **>50%** of the dojo voting.

12.4.2 The NC shall investigate and if possible resolve the matter in accordance with its powers. If successful, the NC shall report the outcomes to the membership in accordance with the Communications Policy.

12.4.3 If the above fails to resolve the problem to the satisfaction of the NC, the NC shall:

- (1) Having used its powers of scrutiny to investigate the matter, the NC shall present a case for remedial action to the relevant DRC (copied to the BuEC), in accordance with the Communications Policy.
- (2) All effort should be made to resolve the conflict by means of debate and reason.
- (3) If the above fails, the NC shall reach a decision (based on a **>=75%** majority excluding members of the BU concerned) on the appropriate course of action and inform the DRC and BuEC in accordance with the Communications Policy.

12.4.4 In the event that the NC supports the serious concern of the DRC, the BuEC shall be bound to accept the remedial action proposed by the NC.

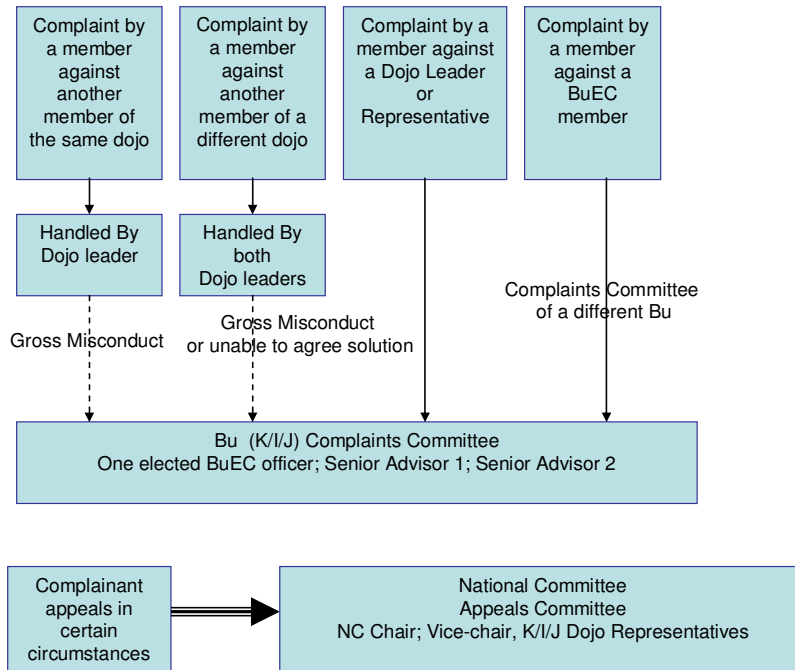
12.5 Conflict Resolution 5: Dojo disagree with the NC or BuEC decision.

12.5.1 If the above conflict resolution procedures have been exhausted and a DRC remains unsatisfied, the DRC may call a special meeting to discuss the matter and with a **>=75%** majority of dojo voting (in a secret ballot at this meeting) call upon the NC/BuEC to hold an Extraordinary General Meeting (EGM) to resolve a problem.

Article 13: Complaints Procedure²¹

13.1 Complaints shall be dealt with by the relevant Dojo Leader or BuEC/NC complaints committee according to the structure detailed in Diagram 13-1 and the procedures detailed below.

*Diagram 13-1
British Kendo Association : General Complaints Structure*



13.2 Bu Complaints Committee

13.2.1 There shall be a Bu Complaints Committee for each Bu.

13.2.2 Each Bu will appoint a Complaints Committee constituted of one Officer of the Bu and the two co-opted Senior Advisors or, exceptionally, another senior member of the Bu.

²¹ The intention of this article is to enable the resolution of members' complaints/concerns within the Association, without immediate recourse to law by any of the parties.

The Bu Complaints Committee will nominate one of the members as Chair of the Committee. The quorum for this committee shall be 3.

- 13.2.3 Each Bu Complaints Committee will advise the NC Appeal Committee of the names of the members of the Bu Complaints Committee; the identities to be immediately published to the membership in accordance with the Communications Policy.
- 13.2.4 The powers of the Bu Complaints Committee are detailed in Article 13.4.

13.3 National Appeals Committee

- 13.3.1 There shall be a National Appeals Committee. This shall comprise of Chair, Vice Chair and the three Dojo Reps. Names of the Appeals Committee membership will be confirmed annually at each AGM. The quorum for this committee shall be 4.
- 13.3.2 The NC Appeals Committee may determine whether the BuEC was correct in upholding the original complaint, uphold penalties, suggest lesser penalties or determine that no penalty shall be required. The powers of the NC Appeals Committee are detailed in Article 13.4

13.4 COMPLAINTS PROCEDURE - BRITISH KENDO ASSOCIATION

- 13.4.1 The procedures to be followed for informal and formal complaints shall be as follows:

General Principles

The National Committee has the responsibility of ensuring that the BKA Complaints procedure is properly constituted and additionally constitutes the Final Appeal Body for all Complaints.

None of the procedures below will prevent any complaint of a criminal nature being referred immediately at any point to the relevant external authorities.

All complaints of a child and vulnerable person protection nature will be immediately referred to the BKA Child and vulnerable person protection Officer.

All complaints deemed to be gross misconduct, for example, involving physical assault/drugs and behaviour likely to bring the Association into disrepute will be referred immediately to the relevant Bu Complaints Committee.

All complaints will be treated in confidence and will not be discussed outside of the complaints structure. However, at the point of requiring member approval (e.g. expulsion), confidentiality cannot be maintained.

It is expected that where possible complaints will be dealt with informally at the lowest level possible.

13.4.2 Informal Complaints

It is expected that at this level complaints will be dealt with informally, verbally, and will be considered within 14 days of the verbal complaint being made.

13.4.3 Complaints by a member of one dojo against another member/s of same dojo

Complaints will be heard informally by the Dojo Leader without undue delay unless the complaint is of gross misconduct when the complaint will be referred immediately to the relevant BU Complaints Committee.

Powers of Dojo Leader - the Dojo Leader has the power to expel a member from the dojo but not from the Association.

13.4.4 Complaints by one member of one dojo against another member of another dojo

These complaints will be heard jointly by the two Dojo Leaders without undue delay - unless the complaint is of gross misconduct when the complaint will be referred to the BU Complaints Committee. Powers as for Dojo Leaders above.

In the event that the two Dojo Leaders fail to arrive at an informal joint decision the complaint will be referred by the Dojo Leaders to the relevant Bu Complaints Committee in writing within the 14 days of the informal hearing of the Complaint, unless the complaint is withdrawn.

13.4.5 Formal Complaints - Referral to Bu Complaints Committees

Procedures to be followed:

1. A complaint made by a member against a Dojo Leader, dojo teacher or a group of dojo members will be made in writing within 14 days of the incident or 14 days of the last of the series of incidents and sent to the Chair of the relevant Bu Complaints Committee. The written complaint will include all relevant details of the complaint, the names of the individual/s against whom the complaint is made and the names of any witnesses who will be providing witness evidence or statements.
2. The Complaints Committee will be constituted and will set a hearing date at the earliest possible time and in any event no later than 28 days of receipt of the complaint and the Complainant advised of the date of the hearing.
3. The Complaints Committee will send the date of the hearing and the details of the complaint to the individual/s complained against within 24 hours of the Complainant being advised of the date of the hearing.

4. The hearing date may be amended within 7 days of the original hearing date if the Complainant or the individual/s complained against are unavailable.

5. The witnesses will be advised of the date of the hearing, at the same time as the individual/s complained against and if unable to be present must supply witness statements to be received no less than 7 days before the date of the hearing. Witness statements will immediately be forwarded to the individual/s complained against.

6. All parties have the right to be accompanied by a representative who will not participate in the hearing unless specifically agreed by the Complaints Committee at the commencement of the hearing.

7. When the decision has been made all parties will be notified in writing by the Chair of the Committee of the decision and any penalty imposed. Written notification will occur within 14 days of the date of the hearing. The notification of the decision will advise of the rights of appeal.

13.4.6 Complaints against Dojo Reps

Procedure as for complaints against Dojo Leaders/individuals

13.4.7 Complaints against an individual NC/Bu Executive member

Complaints must be made in writing within 14 days of the incident or series of incidents. An unresolved complaint made against a member of a NC/BuEC shall be sent in writing to the Chair of a different BuEC Complaints Committee for consideration.

The Procedure followed will be as the procedure 2 - 7 above.

13.4.8 Elected Structure for the hearing of complaints

The structure is as follows:

A) Final Appeal is conducted by the National Monitoring Committee Appeals Committee

Powers: As set out below. The Appeals Committee may uphold penalties, suggest lesser penalties or determine that no penalty shall be required.

B) Formal Complaints are conducted by the Bu Executive Complaints Committees as follows:

Kendo Complaints Committee/Iaido Complaints Committee/Jodo Complaints Committee

Powers: The Complaints Committee has the power to impose penalties as set out below.

13.4.9 Powers and Penalties

The National Committee Appeals Committee has the power to impose the following penalties:

1. Suspension/expulsion from the BKA in accordance with the provisions of the Constitution.
2. Removal/Disqualification/Suspension from Office for such period as deemed fit.
3. Imposition of a fine - up to a maximum of two year's full membership subscription
4. Issue a formal reprimand

The Bu Complaints Committees have the power to impose the following penalties:

1. Suspension from the BKA in accordance with the provisions of the Constitution.
2. Removal/Disqualification/Suspension from Office for such period as deemed fit.
3. Imposition of a fine - up to a maximum of two year's full membership subscription
4. Issue a formal reprimand

It is expected that expulsion from the BKA will apply only after lesser penalties have been considered.

13.4.10 Appeals against Bu Complaints Committee findings and penalties by individual members/Bu Executive member/Dojo Reps

An appeal against the findings and/or penalty imposed at a formal hearing must be put in writing and sent to the Chair of the National Committee Appeals Committee within 14 days of the date of notification of the decision and any penalty imposed. The grounds for the appeal must be made in writing and set out why the complaint should be heard again. Reasons for an appeal could include new evidence or witness statement, or facts not available to the original Bu Complaints Committee, correct procedures not being followed or any other reasonable grounds.

The National Committee's Appeals Committee will, within 14 days of receipt of the written request for appeal, contact the Chair of the relevant BU Executive Committee requesting any written documentation relating to the hearing of the complaint. The National Committee's Appeals Committee will meet within a further 14 days of the written information being received by the Chair, and a decision taken as to

whether there are sufficient grounds for an appeal to take place. The complainant or individual/s complained about will be notified in writing within a further seven days of the decision and, if the appeal has been refused, detailing the specific reasons for refusal.

If the appeal has been allowed all parties to the appeal will be notified of a hearing date, which will be set within 28 days of the notification that an appeal has been allowed.

Subsequent procedures followed will be as Formal Complaints procedure 4 - 6 above.

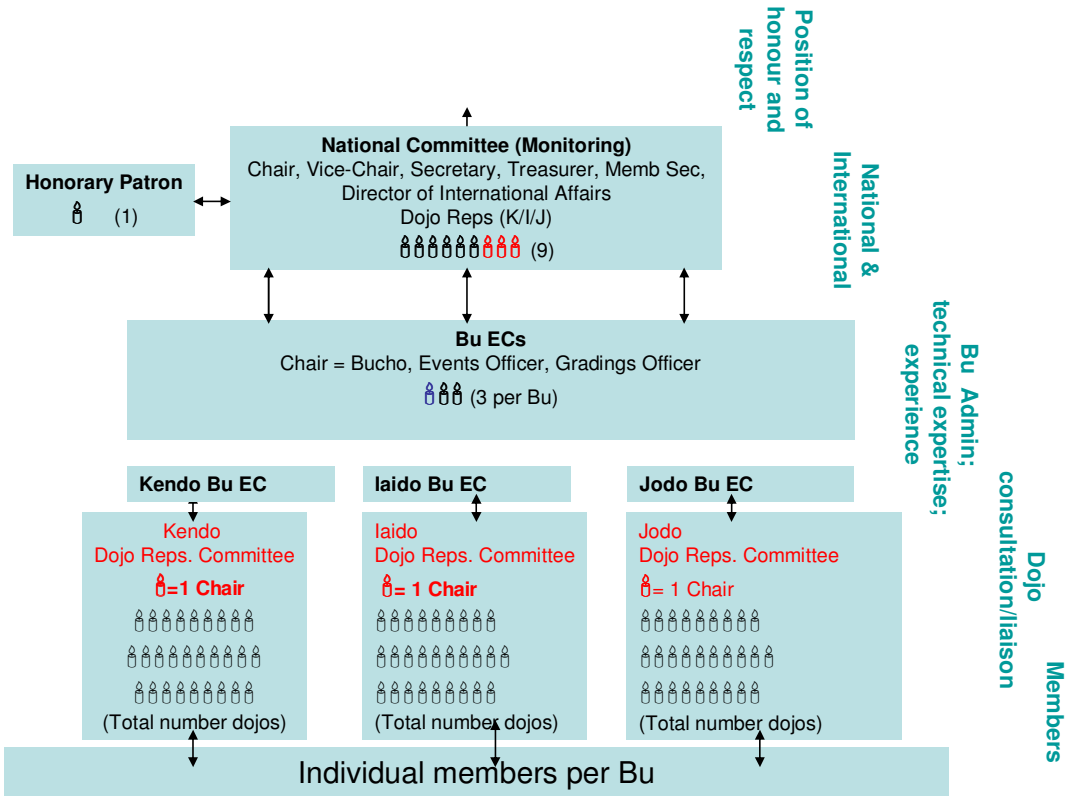
When a decision has been made, the Chair will inform within 7 days the complainant/ individual/s complained against in writing of the decision and any penalty imposed, altered or revoked, and this decision will be final and binding on the parties.

- 13.4.11 Parties to the complaint shall bear their own costs. In the case of hardship, application may be made to the NC Treasurer for the reimbursement of travel costs to/from the relevant meetings.

Article 14: Elections and Voting policy

14.1 The elected manpower of the Association shall be as detailed in Diagram 14-1.

Diagram 14-1
Structure of the British Kendo Association : Elected Manpower distribution



14.2 Unless otherwise stated in this constitution the length of service of officers, the electorate, venue, type of election and mode of election shall be as detailed in Diagram 14-2.

Diagram 14-2: Manpower, Tenure, Electorate and Mode of election of officers of the Association.

British Kendo Association

Manpower, Tenure, Electorate and Mode of election

Post	Number of persons	Length of service (consecutive terms of 2 years)	Electorate	Venue of Election	Type of Election	Mode of Election
Honorary Patron	1	5 years	none	By invitation of the NC	none	Secret Ballot
NC Chair	1	3 terms	All	NC AGM/EGM	Present	Secret Ballot
NC Vice-Chair	1	3 terms	All	NC AGM/EGM	Present	Secret Ballot
NC Secretary	1	3 terms	All	NC AGM/EGM	Present	Secret Ballot
NC Treasurer	1	3 terms	All	NC AGM/EGM	Present	Secret Ballot
NC Membership Officer	1	3 terms	All	NC AGM/EGM	Present	Secret Ballot
NC Director of International Affairs	1	2 terms of 3 years	All	NC AGM/EGM	Present	Secret Ballot
BuEC Chair (Bucho)	1K, 1I, 1J	3 terms	Bu	BuEC AGM/EGM	Present	Secret Ballot
Bu Events Officer	1K, 1I, 1J	3 terms	Bu	BuEC AGM/EGM	Present	Secret Ballot
Bu Grading Officer	1K, 1I, 1J	3 terms	Bu	BuEC AGM/EGM	Present	Secret Ballot
Bu Senior Advisor 1	1K, 1I, 1J	3 terms	Co-opted by BuEC			
Bu Senior Advisor 2	1K, 1I, 1J	3 terms	Co-opted by BuEC			
Bu Cashier	1K, 1I, 1J	3 terms	Co-opted by BuEC			
DRC Chair (K/I/J)/NC Representative	1K, 1I, 1J	3 terms	Dojo Reps	DRC meeting	Present/Virtual ²²	Secret Ballot
Dojo Representatives		No limit	Not elected	n/a	n/a	n/a
1 per dojo						
Total number of Elected & co-opted posts	28	Total number of elected posts	19			

14.3 Length of service

14.3.1 Elected officers of the NC/BuEC/DRC shall hold post for a term of 2 years and may, if re-elected, hold the post for a maximum of 3 consecutive terms. Thereafter, they *must* stand down for a minimum of one year before being eligible for re-election to the same post. However, such officers may be elected to a different post without a break in service.

14.3.2 Other, non-voting officers may be co-opted and removed by the NC/BuEC as necessary.

²² Subject to the development of secure internet voting

14.3.3 Dojo Representatives shall hold office without any time limit. This post is not considered an “elected” post for the purposes of this constitution. Consequently, individuals may hold this post and any other elected post.

14.4 Nominations for NC/BuEC posts

14.4.1 Members shall be notified in writing by the NC secretary no less than 90 days before the date of the forthcoming election of the posts due for election at the AGM and invited to submit nominations on a supplied pro-forma.

14.4.2 Ordinarily, nominations for a post must be returned to the NC secretary no less than 45 days of the date of the meeting and take the form of a pro-forma (or nomination form from the website) naming the person nominated, a proposer and a seconder, their BKA numbers and contact details for verification together with their election statement, in accordance with Article 14.9.6.

14.4.3 Exceptionally, if there are no nominations for a post under 14.4.2, nominations shall be accepted from the floor of a properly constituted meeting. This shall take the form of a resolution to accept nominations from the floor. If seconded and if passed, nominations can be accepted from the floor.

14.5 Nominations for DRC posts

14.5.1 Dojo Representatives shall be notified in writing by the NC secretary no less than 90 days before the date of the forthcoming election of the posts due for election at the DRC meeting at the AGM and invited to submit nominations on a supplied pro-forma.

14.5.2 Ordinarily, nominations for a post must be returned to the NC Secretary no less than 45 days of the date of the meeting and take the form of a pro-forma (or nomination form from the website) naming the person nominated, a proposer and a seconder, their BKA numbers and contact details for verification together with their election statement, in accordance with Article 14.9.6.

14.5.3 Exceptionally, if there are no nominations for a post under 14.5.2, nominations shall be accepted from the floor of a properly constituted meeting. This shall take the form of a resolution to accept nominations from the floor. If seconded and if passed, nominations can be accepted from the floor.

14.5.3 No member of the Association shall hold more than one elected post at the same time.

14.5.4 If at any time of the year an elected post becomes vacant or if a post remains unfilled at an AGM/EGM/other properly constituted meeting, the relevant NC/BuEC may co-opt a suitable candidate from the membership

of the Association. This co-option shall continue to the next properly constituted meeting, when a normal election for the post shall take place.

14.6 Voting procedures

- 14.6.1 Elections and agenda items shall be decided by secret ballot. Amendments to agenda items shall normally be decided on by open voting unless the proposer requests a secret ballot and this is agreed to by the meeting.

14.7 NC/BuEC/DRC consultations

The NC/BuEC/DRC may inform and consult with the membership concerning any Association issue. In such circumstances the relevant committee shall have access to the contact information in the Association database.

14.8 Electioneering

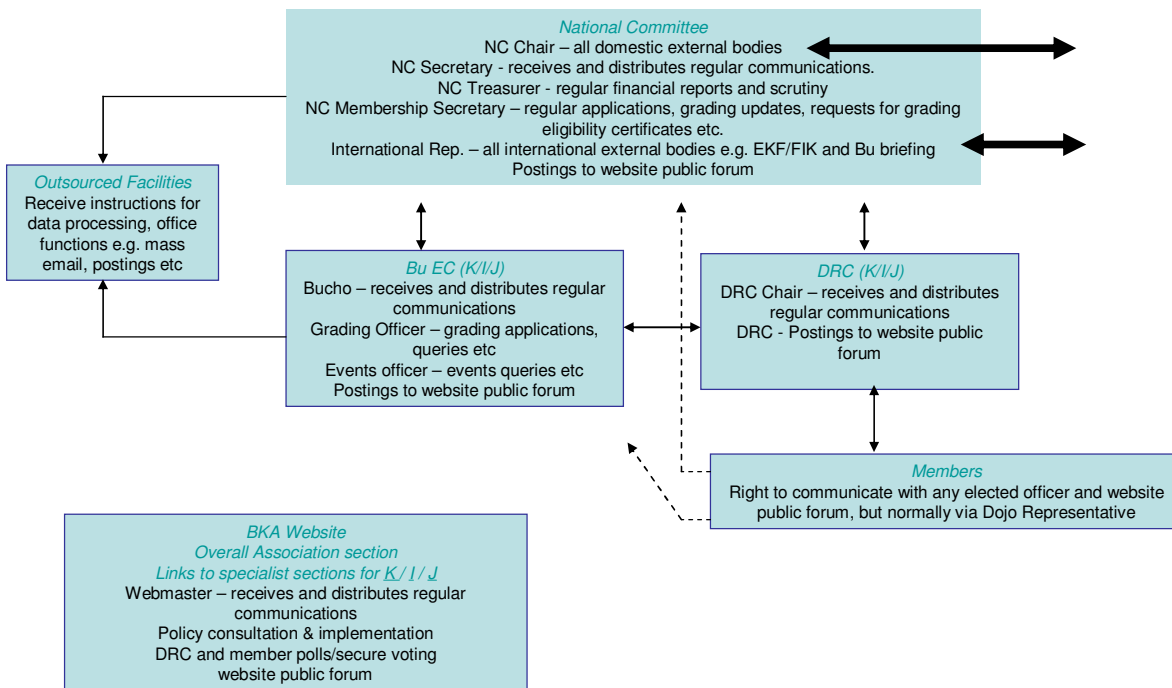
- 14.8.1 In the absence of any other specific provision the relevant NC/BuEC/DRC shall have the duty and authority to uphold the honour and integrity of the Association.
- 14.8.2 The relevant NC/BuEC/DRC shall have such authority as necessary to ensure a fair election in line with the constitution and with the principles of natural justice.
- 14.8.3 Candidates agree to abide by the election rules of the Association. Failure to do so shall disqualify the candidate from the election.
- 14.8.4 Candidates agree to respond to NC/BuEC/DRC scrutiny enquiries fully and truthfully and within the time specified by the NC/BuEC/DRC. Failure to do so shall disqualify the candidate from the election.
- 14.8.5 Any candidate(s) found to have broken the rules of the election and or to have been untruthful - to be determined by the relevant NC/BuEC/DRC (on the balance of probabilities) - shall be deemed to have disqualified themselves from the election or, if subsequent to the election, shall be removed from office forthwith. The relevant NC/BuEC/DRC shall have the right to impose further censure on the candidate, commensurate with the nature of the abuse of the election rules.
- 14.8.6 Candidates for office shall have the right to submit with the nomination a maximum of one side of A4 in support of their nomination and to have their nomination and supporting text communicated to the membership in accordance with the Communications Policy.
- 14.8.7 Candidates for office shall not engage in electioneering practises other than as stipulated in 14.8.6 and they or their supporters shall not use the

Association database except for the provisions of 14.8.6. It shall be acceptable for candidates to respond to direct questions or requests for clarification from individual members provided such responses are not in the general public domain.

Article 15: Communications Policy

15.1 The regular lines of communication between the Association and external bodies and within the Association shall be as shown in Diagram 15-1 and as detailed below.

Diagram 15-1
British Kendo Association : Principal points of contact of the Association



15.2 The officers of the Association shall seek to be proactive in communicating with members. Communication shall be active rather than passive. It must not be assumed that members will consult the Association website frequently to look for changes.

15.3 Unless otherwise specified in the constitution the default means of communication between the officers and the membership shall be by email. Where practicable a copy of “significant” emails which mark important decisions affecting the Association shall be archived for a period of 4 years.

- 15.4 Provision must be made on the membership application form for members to indicate their preferred means of communication (e.g. email, post); this preference should be actioned
- 15.5 It shall be incumbent on the membership to inform the Membership Officer of any changes in email/postal address e.g by means of a proforma available on the website or from the Membership Officer or by the member using secure update facilities on the Association website.
- 15.6 The following documentation shall be placed in full on the Association's website:
The constitution
The expenses policy
Risk Management policy
The full insurance policy
Grading Policy
Coaching Policy
Communications policy
Minutes of NC and BuEC meetings
Guidelines and Recommendations
Other documentation as deemed necessary by the NC/BuEC/DRC
- 15.7 Reporting
- Where "reporting" is part of the mandatory functions of the NC/BuEC/DRC the Chair at least the minimum reporting should be carried out, even if it simply states that "there is nothing to report" e.g. the Chair of the DRC has a duty to liaise with the BuEC and vice versa.
- 15.8 Access to the Association database
- All officers charged with informing others in the Association shall have the right of access to the contact details of those members - for the purposes of communicating material within their brief only - and the right of access to any Association outsourced servicing to achieve this objective.

Article 16: Grading policy and grading register

- 16.1 All gradings held under the auspices of the Association shall be in strict accordance with the requirements of the European Kendo Federation (EKF)/International Kendo Federation (FIK).
- 16.2 If a Bu-sponsored grading is attached to a seminar/event, then members shall not be compelled to attend the seminar/event in order to take the grading. Only the normal grading fees shall be applicable to such members.

- 16.3** The results of Bu gradings shall be communicated to the NC Membership Officer for inclusion in the National Grading Register (for 1st Kyu and above).
- 16.4** Members shall be entitled to request a “Certificate of eligibility to grade” from the NC Membership Officer. This certificate shall consist of any information required by national/international bodies in order to permit the member to grade at national/international gradings e.g. Full name; membership number; date started discipline; date(s) and venue(s) and awarding body of previous gradings; signature of relevant NC member or stamp of the Association etc. Certificates of Eligibility shall be free of charge.
- 16.5** Members shall have the right to grade at any national/international venue provided they are eligible under FIK rules and that the correct FIK/EKF regulations for grading outside one’s Association are followed.
- 16.6** Promotions to and within the Dan degree shall only be recognised when held under the auspices of the British Kendo Association (BKA), International Kendo Federation (FIK), Zen Nippon Kendo Renmei (AJKF), European Kendo Federation (EKF) and any other body recognised by the FIK.
- 16.7** Members achieving promotions at approved gradings outside the UK shall inform the NC Membership Officer and provide suitable evidence of the promotion (date, venue, grade achieved, awarding body, copy of menjo etc) and request that it be entered into the National Grading Register. Subject to the above criteria the grade shall be ratified by the BuEC and entered into the National Grading Register.
- 16.8** Members of the Association shall indicate the provenance of their grade whenever this is used in publications etc. The provenance may be shown as “BKA” if the grade is entered in the National Grading Register.
- 16.9** Menjo issued by the Association shall bear the signature of the 3 highest graded persons on the examination panel and the stamp of the Association.

Article 17: Meetings of the Association: BKA and Bu Annual General Meeting (AGM)

- 17.1** The NC and all BuEC shall ensure that the AGM is held at a time and place convenient to all 3 Bu. The timetable of the meetings shall be as follows: DR meeting, BKA AGM, Bu AGM. It is intended that Bu AGM shall be held consecutively.
- 17.2** The NC/Bu AGM shall be open to the appropriate electorate (see Diagram 11), but their entitlement to vote shall be limited to the provisions of Articles 8 and 14.

- 17.3 The AGM shall be within 6 months of the end of the financial year. The NC/BuEC shall publish a provisional date and venue for the AGM at least 120 days prior to the meeting.
- 17.4 The NC shall inform members of the AGM giving at least 90 days' notice in *writing* of the AGM and provide a *provisional* agenda - including Officers' posts due for election and invite nominations for such posts (see Elections and Voting within the Association).
- 17.5 The NC/BuEC shall invite members to respond in writing to the items in provisional agenda and to suggest any other business and make any other submissions/ proposals/resolutions re the AGM, not less than 45 days before the AGM. Proposals and resolutions submitted by members must be proposed and seconded by two or more members and bear their full names and membership numbers and contact details for verification.
- 17.6 The NC/BuEC shall have the right to with-hold any such notice of resolution etc, if in their opinion it is irrelevant to the objects of the Association. *Such action shall be reported to members prior to the meeting and dealt with according to the provisions of the agenda.*
- 17.7 The NC/BuEC shall inform members of the following (in accordance with the communications policy²³), not less than 30 days prior to the AGM:
- The finalised agenda.
Notice of any resolutions/proposals from members which the committee has with-held from the agenda.
A copy of the Association annual accounts (including a summary of Bu positions)
A copy of the minutes of the last AGM/EGM.
A copy of all reports to be presented at the meeting.
- 17.8 The structure, conduct, standing orders and agenda of the meeting shall be in accordance with Appendix 4.

Article 18: Meetings of the Association: BKA and Bu Extraordinary General Meeting (EGM)

- 18.1 The NC/Bu may at any time call an EGM for the purpose of considering any question affecting the interests of the Association/Bu. The purpose of the meeting shall be specified in the form of a resolution.
- 18.2 The NC/Bu EC shall be bound to call an EGM within 60 days of the receipt of a written request signed by $\geq 30\%$ of the member dojo of the

²³ Members can be informed by email, if not then by post, with reference to links to more detailed information on the Association website. This is to save time and administration/costs etc.

Association/Bu. This article of the constitution is not subject to interpretation, other than that the relevant NC/Bu EC is bound to call an EGM if the conditions are met. The relevant committee/ constitutional trustee have absolutely no discretion in this matter.²⁴

- 18.3** The purpose of the meeting shall be specified in the form of a resolution, in the letter calling for the EGM. The resolution shall bear the name and membership number of the proposer and seconder. The resolution shall bear the signatures of the supporting dojo leaders/representatives either in the same letter or as separately signed copies of the letter.
- 18.4** The proposer and seconder shall have the right to submit no more than two sides of A4 text in support of their resolution/setting the resolution in context.
- 18.5** The submission data in total shall be dated and sent to the relevant secretary (where possible by recorded delivery, supported by email).
- 18.6** The relevant committee shall have the right to submit no more than two sides of A4 text in response to the proposed resolution.
- 18.7** The relevant committee shall notify the relevant electorate in writing at least 30 days in advance of the meeting, in accordance with the Communications Policy. Such notification shall state the proposed resolution in full and include the text in support of the resolution/setting it in context and (where appropriate) their own text in response.
- 18.8** No provision herein shall prevent members' right to free speech within the law.
- 18.9** The structure, conduct and agenda of the meeting shall be in accordance with Appendix 4: Structure, conduct and standing orders of meetings (AGM/EGM/ NC /Bu EC/DRC meetings).

Article 19: Meetings of the Association: NC, BuEC and DRC committee meetings

- 19.1** The structure, conduct and agenda of the meeting shall be in accordance with Appendix 4.
- 19.2** Meetings of the NC shall be determined by the requirements of their functions, but shall be a minimum of *one* physical meeting per year. The NC may request the attendance of members of the BuEC where appropriate. The BuEC may request to have an observer at NC meetings (the cost of such attendance shall be borne by the Bu).

²⁴ This is a fundamental plank of democracy. This is the means by which members may achieve change within the constitution, even if the relevant committee is opposed to it.

- 19.3** The NC Secretary shall organise NC meetings at such a place and on such a date and at such a time, with the object of enabling the greatest number of members to attend.
- 19.4** Meetings of the BuEC shall be determined by the requirements of their functions, but shall be a minimum of *one* physical meeting per year.
- 19.5** The Bucho shall organise BuEC meetings at such a place and on such a date and at such a time, with the object of enabling the greatest number of members to attend.
- 19.6** Meetings of the DRC shall be determined by the requirements of their functions, but shall be a minimum of *one* physical meeting per year.
- 19.7** The DRC Chair shall organise DRC meetings at such a place and on such a date and at such a time, with the object of enabling the greatest number of members to attend e.g. major events.
- 19.8** Minutes of the NC/BuEC/DRC meetings shall be made available to the membership in accordance with the Communications policy.
- 19.9** Virtual meetings (e.g. web-based or tele-conference etc) may be held provided all members of the relevant committee have technical access to the meeting and that the meeting conforms to the provisions of Appendix 4.
- 19.10** Schedule of meetings

Order of elections and hence of relevant meetings

Order	Type of meeting	Including	Limitation	Venue
1	DRC meeting	elections	pre-Bu & NC elections	Same venue ?
2	NC AGM	elections	pre BuEC elections	Same venue
3	Bu(1) AGM	elections		Same venue
3	Bu(2) AGM	elections		Same venue
3	Bu(3) AGM	elections		Same venue
	NC Committee	Minimum 1 physical per year		any venue
	BuEC Committee	Minimum 1 physical per year		any venue
	DRC Committee	Minimum 1 physical per year		any venue
	BuEC/DRC Liaison	anytime		major taikai
	NC EGM	anytime		
	Bu EGM	anytime		

Article 20: Risk Management

- 20.1** The management of all aspects of “risk” shall be in accordance with a “minimal intervention policy”.
- 20.2** The management of all aspects of “risk” by the Association shall recognise:
- That the related activities of the Association involve inherent risks.
 - Any person who practises under the auspices of the Association shall explicitly accept that such practise involves inherent risks of personal physical injury.
 - The Association’s risk management approach shall assume that it is the right of members to make informed choices about the level of risk they are willing to undertake in practising their discipline and shall make reasonable effort to so inform members before engaging in practise/training with others.
 - Members may decline to practise in any situation which in their opinion constitutes an unacceptable risk to themselves.
- 20.3** Notwithstanding the above, the Association shall make all reasonable efforts to adopt rules and regulations to reduce risks. Details of the risk management policies are given in the Byelaws and in the Guidelines and Recommendations of the Association.
- 20.4** Any person who practises under the auspices of the Association and who does not adhere to the rules and regulations, Byelaws and guidelines/recommendations of the Association shall do so at their own risk.

Article 21: The role of Byelaws

- 21.1** The Byelaws of the Association consist of those aspects of administration which may require more frequent adjustment than can be efficiently carried out at AGMs. Byelaws appended to this constitution shall remain in force until suspended, changed or rescinded in accordance with the conflict resolution provisions of this constitution or at an AGM/EGM.
- 21.2** The NC shall have the power to make, suspend or rescind the Byelaws of the Association (which take effect immediately) provided that:
- Such changes etc are not inconsistent with the constitution.
 - The NC ensures that an appropriate consultation processes described in this constitution has taken place and informs all members of the details of any new, changed or rescinded Byelaws in accordance with the Communications Policy.
 - Such new, changed or rescinded Byelaws are placed on the agenda of the next NC AGM for ratification or otherwise.

Article 22: The role of Guidelines and Recommendations

Guidelines and recommendations of the Association/Bu do not form part of the constitution. They are published for the benefit of those who practise under the auspices of the Association which recommends that they are adopted by those who practise under its auspices. The Association shall not be responsible for any consequential loss or injury arising from the non-adoption of its guidelines and recommendations.

Article 23: Public Relations

Byelaw 17 details the Public Relations Policy of the Association.

Article 24: Interpretation of the constitution

The authority for the interpretation of the Constitution and Byelaws of the Association shall be vested in the Vice-Chair/Constitutional Trustee, who shall act independently of the NC/BuEC in this function. The Vice-Chair/Constitutional Trustee may independently commission legal advice on constitutional matters (to be funded by the NC).

Article 25: Dissolution

Dissolution mandate:

If the NC by a simple majority decides at any time that on the grounds of expense or otherwise, such as:

- Failure to fill key posts of the NC/BuEC i.e. NC Chair, NC Secretary, NC Treasurer; BuEC Bucho.
- Lack of sufficient funds to meet liabilities
- The Association is no longer recognised by the FIK/AJKF/EKF
- Motion by members to dissolve the Association

that it is necessary to dissolve the Association, the NC shall call an EGM of all members who are entitled to vote and put to the meeting a resolution "That the Association be dissolved". If this motion is carried by a $\geq 66\%$ majority of those present and voting at the EGM the NC shall have the power to dissolve the Association and dispose of any assets held by or on behalf of the Association.

The power of dissolution shall include the authority to determine the appropriate mechanisms for winding up the affairs of the Association and its liabilities.

The NC shall seek to distribute residual assets after the satisfaction of any proper debts and liabilities to an appropriate organisation involved in the promotion of kendo/laido/Jodo. Failing this and or agreement in the NC the assets shall be transferred to the EKF.

APPENDICES TO THE CONSTITUTION

Appendix 1: Duties and responsibilities of the Patron and NC officers

Honorary Patron

The NC shall research, debate and nominate to a General Meeting a candidate to the post of Honorary Patron.

Assist the Association in the achievement of its aims in a capacity commensurate with their qualities.

Attend meetings and events of the Association at the invitation of the NC.

NC Officers:

- Chair
- Vice-Chair (also Constitutional Trustee)
- Secretary
- Treasurer
- Membership Officer
- Director of International Affairs
- Dojo Representatives Kendo & Iaido & Jodo

The NC may co-opt non-voting officers as necessary e.g. Health & Safety Officer

NC Chair

(Has one ordinary vote in committee)

- Has a casting vote in the event of a tie (but may decline to use this power).
- Chairs meetings in accordance with fair debate and the constitution: Manage debates.
- Instructs the Secretary on action to be taken in relation to decisions made at the meeting.
- Liaise/communicate with other UK bodies on behalf of the Association, within the parameters set by the NC.
- Acts as the representative of the Association at national events (where invited).
- Ensure that the Association runs according to the constitution.
- Report to AGM on the conduct of the Association, the monitoring activities re the Bu.

NC Vice-Chair/Constitutional Trustee

(Has one ordinary vote in committee)

- Chair meetings in the absence of the Chair. In this instance the Vice-Chair shall enjoy the full authority of the Chair.
- Act as a "Constitutional Trustee" to ensure that the constitution is adhered to at all levels of the Association.

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- Advise the relevant committee and/or membership of breaches (and potential breaches) of the constitution, in accordance with the communications policy.
- Advise the NC, BuEC and membership on matters of the constitution.
- Where necessary, commission independent legal advice relating to the constitution.

NC Secretary

(Has one ordinary vote in committee)

- Receive / reply to all correspondence related to the business of the NC and distribute correspondence relevant to the BuEC.
- Organise the activities of the NC under the direction of the Chair.
- Keep a true and faithful record of all correspondence received and sent and the action taken.
- Convene meetings of the NC, AGM/EGM according to the constitution.
- Instigate and co-ordinate the election procedures as detailed elsewhere in the Constitution.
- Supervise and be responsible for any outsourced administrative functions related to the above.

NC Treasurer

(Has one ordinary vote in committee)

- Maintain suitable accounts for the Association, such that the affairs of each arm are transparent i.e. sub-accounts for the NC and each Bu.
- Receive all subscriptions and external funding of the Association.
- Receive all additional sources of income of each Bu.
- Allocate income to the NC and each Bu in accordance with the provisions of the constitution.
- Countersign cheques of the Association.
- Monitor the solvency of the NC and each Bu and to report any financial concerns to the NC and/or BuEC in a timely manner.
- Liaise with the Bucho in response to matters of scrutiny reporting.
- Provide ongoing statements to the BuEC and NC.
- Act in accordance with the provisions of Articles 8 and 9 in the case of a NC or Bu becoming insolvent.
- Publish to the membership quarterly reports of expenditure and commitments per Bu and NC, in accordance with the Communications Policy.
- Report to the membership on the overall financial position of the Association.
- Publish the independently audited annual accounts of the Association.

NC Membership Officer

(Has one ordinary vote in committee)

- Maintain an up to date register of the membership of the Association, in liaison with the Bu Grading Officer.
- Maintain an up to date register of the dojo membership of the Association.
- Maintain the National Grading Register for all arts related to this constitution.
- Issue “Certificate of eligibility to grade” when requested.
- Provide analyses of the membership in response to NC/BuEC/DRC requests.
- Supervise and be responsible for any outsourced administrative functions related to the above.

Director of International Affairs

(Has one ordinary vote in committee)

- The Constitution envisages that the Director of International Affairs has a working knowledge of at least two of the arts covered by this constitution.
- Represent the Association at meetings of major international bodies.
- Advise the NC and BuEC as to matters of international policy.
- Accept briefing/de-briefing on Bu affairs by the NC and BuEC.
- Represent the views of the NC and BuEC on international bodies.
- Report and make recommendations to the NC and BuEC on developments consequent upon meetings attended.
- Report to AGM/EGM on international affairs.

Dojo Representatives Kendo & Iaido & Jodo

(Each has one ordinary vote in committee)

- Represent the dojo representatives and membership on the NC.

NC Health & Safety Officer

(Has no vote in committee - co-opted post)

- Advise the NC on matters of Health and Safety in pursuance of the aims of the Association.
- Keep abreast of the H&S requirements of the International Kendo Federation (FIK).
- Advise the NC on Risk Management policy, Child and vulnerable person protection policy, First Aid policy, insurance cover requirements.

NC Child & Vulnerable persons protection Officer

(Has no vote in committee - co-opted post)

- Advise the NC on matters of Child & Vulnerable persons protection in pursuance of the aims of the Association.
- Keep abreast of the requirements of the law and advise the NC accordingly.

Appendix 2: Duties and responsibilities of Bu officers

Bucho (also Chairman of the Bu EC)
Grading Officer
Events Officer

Other non-voting officers may be co-opted and removed by the Bu EC as necessary e.g.

Senior Advisor 1
Senior Advisor 2
Squad manager
Squad Trainer
Public Relations Officer
Cashier

Bucho (Kendo/laido/Jodo)

Has one ordinary vote in committee

Has a casting vote in the event of a tie (but may decline to use this power)

- Chair BuEC meetings.
- Manage the business of the Bu.
- Responsible for drawing up an annual Bu budget.
- Initiate, stimulate and formulate Bu policy in conjunction with the BuEC, having regard to the provisions below.
- Act as the central point of communication for the Bu.
- Distribute communication to the NC/Bu to members to whom it is relevant.
- Inform the BuEC of incoming communications as relevant to Bu business and as an agenda item of BuEC meetings (under “Communications received”)
- Organise the Bu EC.
- Co-ordinate and manage the Bu calendar of events in liaison with the other Bu.
- Liaise with the Squad Manager and Trainer in the development and execution of squad training and selection policy.
- Oversee the affairs of the Bu within the Bu financial budget.
- Provide a profit and loss account for each event.
- Liaise with the NC and DRC in response to matters of scrutiny.
- Liaise with the DRC over matters of policy and policy changes in good time to allow for reasonable debate, evaluation and feedback to the Bucho.
- Execute Bu policy.
- Liaise with the NC and DRC in the regular running of the Association as per the other provisions in this constitution.

Events Officer

(Has one ordinary vote in committee)

- Oversee and/or organise Bu events (taikai, seminars etc (other than gradings) in liaison with other officers and members to ensure the successful running of the event.
- Assist the Bucho in the scheduling of taikai, seminars and other events of the Bu.
- Oversee/organise taikai and seminars etc. in liaison with the host dojo.
- If there is no host dojo, organise the event using the resources of the Association.
- Liaise with the Bucho to organise the referees/teachers for the taikai/seminar/event.
- Liaise with the Health and Safety Officer and the host dojo to ensure that Association Health and Safety provisions are met.
- Collect or arrange the collection (e.g. via a co-opted Cashier) of monies/payments for all Bu Events; keep a record of such income and expenditure; secure ratification of this record by the Cashier or an elected Bu officer.
- Transfer Bu monies to the NC Treasurer within 14 days of the Bu event being held (unless agreed otherwise by the NC Treasurer), accompanied by a Bu-ratified breakdown of the income/expenditure of the event (sufficient to allow the NC Treasurer to complete their accounts).
- Provide a summary report of the event to the BuEC including financial accounts (income and expenditure; the number of participants; where possible a record of attendees (names, membership number); their demographics (age and grade distribution); if a competition, the results of the competition.

Grading Officer

Has one ordinary vote in committee

- Maintain the Bu grading register.
- Organise Bu gradings in liaison with other officers and members to ensure the successful running of the grading.
- Assist the Bucho in the scheduling of gradings.
- Assist the Bucho in organising the grading panel.
- Liaise with the NC Membership Officer to check candidate eligibility for examination.
- Organise the grading in liaison with the host dojo.
- If there is no host dojo, organise the grading using the resources of the Association.
- Liaise with the Health and Safety Officer and the host dojo to ensure that Association Health and Safety provisions are met.
- Collect or arrange the collection (e.g. via a co-opted Cashier) of monies/payments for all Bu Gradings; keep a record of such income and expenditure; secure ratification of this record by the Cashier or an elected

Bu officer; present the “Bu-ratified” account to the NC Treasurer within 7 days of the grading finishing.

- Transfer Bu monies to the NC Treasurer within 14 days of the Bu grading being held, accompanied by a Bu-ratified breakdown of the income/expenditure of the event (sufficient to allow the NC Treasurer to complete their accounts).
- Provide a summary report of the grading to the BuEC and NC membership Officer including financial accounts (income and expenditure; the number of participants; a record of attendees (names, membership number); where possible their demographics (age and grade distribution); the results of the grading.
- Organise the correct issuing of menjo to successful candidates and completion of their BKA record books and EKF “yellow cards”.

Senior Advisor 1

Has no vote in committee (co-opted post)

- Offer support and guidance as appropriate, both practical and intellectual, to help the Bu achieve its objectives.

Senior Advisor 2

Has no vote in committee (co-opted post)

- Offer support and guidance as appropriate, both practical and intellectual, to help the Bu achieve its objectives.

Squad manager

Has no vote in committee (co-opted post)

- Manage the overall organisation and logistics of the national squad.
- Organise the squad training and selection calendar in liaison with the Bucho and the Squad Trainer.
- Organise the logistics of squad activity (e.g. transport, food, accommodation)
- Select the squad after consultation with the Squad Trainer and Bucho. Selection shall be in accordance with principles of fair play and equal opportunity for all members.
- Keep financial accounts of squad activity (income and expenditure).
- Submit a detailed report to the BuEC of squad participation in each national and international taikai - to include financial accounts; results; recommendations of any actions to be taken in the light of the experience of the taikai; the Squad Trainer’s evaluation of squad performance; the Squad Trainer’s evaluation of the overall taikai performance of foreign competitors.
- Organise International taikai reports for the membership.
- Responsible for developing a code of conduct for squad members (subject to the ratification of the BuEC).

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- Responsible for ensuring that the squad adheres to the code of conduct
- Assist Squad Trainer in the compilation and maintenance of a record of foreign competitors who are likely to oppose squad members.

Squad Trainer

Has no vote in committee (co-opted post)

- Develop and execute a squad training and selection policy in liaison with the Bucho and Squad Manager.
- Actively scout and encourage new talent.
- Train the national squad in preparation for national and international competition.
- Liaise with the Squad Manager re the logistics of squad activity.
- Liaise with the Squad Manager re the squad training and selection calendar.
- Liaise with the Squad Manager re the squad selection.
- Liaise with Squad Manager in the compilation and maintenance of a record of foreign competitors who are likely to oppose squad members.
- In liaison with the Bucho, senior advisers and DRC develop and monitor a code of conduct for coaches (Subject to the ratification of the BuEC)

Public Relations Officer

Has no vote in committee (co-opted post)

- Liaise with the Bucho and Events Organiser to promote Bu events internally and externally to the Association.
- Secure funds in the form of sponsorship, grant etc. from appropriate bodies. Communicate with the media in close liaison with the BuEC.
- Assist dojo in relation to the media, when requested.

Cashier

Has no vote in committee (co-opted post)

- Assist the Bucho/Events Officer/Grading Officer in the collection and accounting of monies for Bu events.
- Ratify the income and expenditure accounts of the Events/Grading officers

Appendix 3: Duties and responsibilities of Dojo Representatives

Chair of the DRC

Has one ordinary vote in committee

- Has a casting vote in the event of a tie (but may decline to use this power).
- Chair meetings of the DRC
- Arrange meetings and agenda of the DRC
- Act as the main point of communication/liaison with the NC/BuEC
- Receive and distribute communication to from the NC/Bu/ Dojo Representatives
- May attend meetings of the BuEC as an observer (with no eligibility for expenses, unless specifically invited by the Bucho).
- Represent the views of the member dojo.

Dojo Representatives

Have one ordinary vote in committee

- Attend meetings of the DRC (with no eligibility for expenses)
- Actively liaise with each other in matters relevant to the practise of their art.
- Actively liaise with the NC/BuEC via the DRC Chair in matters relevant to the practise of their art.
- Report to their dojo members in accordance with the Communications policy.
- Represent the views of the members of their dojo.

Appendix 4: Structure, conduct and standing orders of meetings (AGM / EGM/ NC /Bu EC / DRC meetings)

1: Quorum and required voting majorities

- The meeting shall be opened and conducted by the relevant Chair, who shall first declare that all eligible members have been informed of the meeting in accordance with the communication policy; the size of the electorate e.g. number of eligible members, Bu members, Dojo Representatives and *then* make a count and declare whether a quorum has been met.
- The quorum for the NC AGM shall be $\geq 5\%$ of qualifying electorate (see Articles 8 and 14).
- The quorum for NC meetings shall be 8 members.
- The quorum for BuEC meetings shall be 3 members.
- The quorum for the NC and Bu EGM shall be $\geq 20\%$ of the electorate (see Articles 8 and 14).

The quorum for DRC meetings shall be $\geq 20\%$ ²⁵, except where otherwise stated in this constitution (see Conflict Resolution and Complaints Procedures etc and Table A4-1).

The quorum for DRC meetings which challenge/reverse BuEC decisions shall be $\geq 20\%$ of the Representatives of the member dojo of the Bu.

The quorum for DRC meetings which challenge/reverse NC decisions shall be $\geq 20\%$ of the Representatives of the member dojo of the Association.

If the attendance figure represents a fraction, then the next highest number shall be assumed.

If a quorum has been met at the start of a meeting, then business may be conducted even if attendance subsequently falls below the quorum²⁶.

²⁵ The intention is to keep these meetings as informal as possible

²⁶ This is to prevent walkouts by a minority who can then tip the balance of the quorum. If members are willing to attend a democratic meeting, then they should take the good with the bad

Table A4-1 Summary of Quorum and voting Majorities

Committee / Body	Nature of vote	Number of people eligible to vote	Quorum % and/or required majority of those voting	Effective Quorum/Majority (next highest number)
NC	General business	9		8
NC AGM		Whole Association, eligible members	>=5% of total membership at a point 30 days prior to the meeting	
NC EGM	Specified Resolution	Whole Association, eligible members	>=20% of total membership at a point 30 days prior to the meeting	
NC AGM/EGM	Change constitution. Agenda item AGM/EGM	Whole Association, eligible members	>=66% of members voting at AGM/EGM	
NC Appeals Committee	Appeals	5		4
NC	Conflict Resolution 1 Seize Bu assets	9	>=75%	7
NC	Conflict Resolution 2 Appeal against BuEC censure	9	>=75%	7
NC	Conflict Resolution 4 NC approves DRC censure of BuEC	9	>=75%	7
NC	Change constitution	Whole Association	Quorum >=5%; majority >=66%	
BuEC	General business	3	full	3
Bu AGM		Whole Bu, eligible members	>=5% of total membership at a point 30 days prior to the meeting	
Bu EGM	Specified Resolution	Whole Bu, eligible members	>=20% of total membership at a point 30 days prior to the meeting	
Bu Complaints Committee		3	full	3
BuEC	Conflict Resolution 1 Appeal to DRC against NC asset seizure	3	>=50%	2
BuEC	Conflict Resolution 2 Bu censure of NC	3	>=75%	2
BuEC	Conflict Resolution 4 BuEC appeals to DRC against censure	3	>=75%	2
DRC	General business (informal)	All dojo in Bu	>=20%	
DRC	Conflict Resolution 1 Approve NC censure of Bu	All dojo (Reps.) in Association	Quorum >=20% of dojo Repls. >=50% of dojo voting	
DRC	Conflict Resolution 2 Approve BuEC censure of NC	All dojo (Reps.) in Bu	Quorum >=20% of dojo Repls. >=75% of dojo voting	
DRC	Conflict Resolution 3 DRC over-rules BuEC decision	All dojo (Reps.) in Bu	Quorum >=20% of dojo Repls. >50% of dojo voting	
DRC	Conflict Resolution 4 Serious DRC censure of BuEC/remove censure	All dojo (Reps.) in Bu	Quorum >=20% of dojo Repls. >50% of dojo voting	
	Conflict Resolution 5 DRC remains unsatisfied	All dojo (Reps.) in Bu	Quorum >=20% of dojo Repls. >75% of dojo voting	
Dissolution	AGM/EGM Agenda Item	Whole Membership	Quorum 20%; majority >=66%	

2: Voting

- 2.1 Resolutions adding to or altering or rescinding the constitution or any part thereof shall be an agenda item of an AGM/EGM published according to the Communications Policy.
- 2.2 Resolutions adding to or altering or rescinding the constitution or any part thereof shall be decided by a **>=66%** majority of the electorate present and voting at the meeting.
- 2.3 In the case of the equality of votes, the person taking the Chair shall have the casting vote.
- 2.4 Proxy vote shall not be accepted at any meeting.

3: AGM Agenda

The order of business shall be:

- 3.1 A count is taken to determine whether a quorum has been made (see 1 above). If a quorum has not been made the meeting shall be disbanded forthwith. No further business shall take place other than a calling of another date to hold and AGM.
- 3.2 The order of business in the agenda shall be followed under the guidance of the Chairman. The agenda of the meeting shall include:
 - Count to establish whether a quorum has been made.
 - Complaints, suspensions, expulsions.
 - Minutes of the previous meeting (previously communicated to members) shall be agreed, subject to correction.
 - Matters arising from the previous minutes.
 - NC/Bu officers' reports to be read out to the meeting by the relevant officer²⁷.
 - Discussion and acceptance or otherwise of each report.
 - Where appropriate, officers' reports should include reports from:
 - Chairman
 - Treasurer
 - Membership Officer
 - Director of International Affairs

²⁷ It is a matter of democratic accountability that the officer **stands and reads** his report (or a reasonable summary) to the electorate and invites any questions, providing that s/he is physically able to do so.

- Etc.
- Election/re-election of appropriate committee members²⁸
- Policies and changes to policies applicable in the forthcoming year. These must be discussed and ratified or otherwise by the membership.
- Resolutions and other items as set out in the agenda.
- Resolutions/proposals from members which were with-held by the committee from the agenda.²⁹
- Appointment of auditors for the NC/Bu accounts.
- Any other Business (AoB subject to the two-minute rule).³⁰

4: EGM Agenda

The order of business shall be:

- 4.1** A count is taken to determine whether a quorum has been made (see 1 above). If a quorum has not been made the meeting shall be disbanded forthwith. No further business shall take place other than the calling of another date to hold and EGM.
- 4.2** The order of business in the agenda shall be followed under the guidance of the person taking the Chair. The agenda shall include:
- Count to establish whether a quorum has been made.
 - Specific Resolutions and other items as set out in the call for the EGM.
 - Any other Business (AoB subject to the two-minute rule).³¹

5: Meetings of the BuEC

The order of business shall be:

- 5.1** A count is taken to determine whether a quorum has been made (see 1 above). If a quorum has not been made the meeting shall be disbanded forthwith. No further business shall take place other than a calling of another date to hold the meeting.

²⁸ Outgoing officers must leave the high-table at this point, even if they are standing for re-election.

²⁹ A vote shall be taken as to whether to include each item in the agenda.

³⁰ AoB two minute rule: Any member shall have the right to raise any matter under AoB. The member shall be granted two minutes in which to address the meeting. The Chairman shall then ask the meeting to vote on whether to pursue the matter at this meeting. A majority of eligible votes is required to continue discussion of the matter.

³¹ See footnote 25

5.2 The order of business in the agenda shall be followed under the guidance of the Chairman. The agenda of the meetings shall include:

- Count to establish whether a quorum has been made.
- Minutes of the previous meeting (previously communicated to members) shall be agreed, subject to correction.
- Matters arising from the previous minutes.
- Items of business as determined by the needs of the Bu
- Any other Business (AoB subject to the two-minute rule).³²

6: Meetings of the DRC

6.1 The intention is that meetings of the DRC should be as informal as possible. Dojo Representatives may nominate a proxy to attend meetings and vote on their behalf.

6.2 The DRC Chair shall notify the DRC of the date, venue and agenda of the meeting at least 45 days prior to the meeting e.g. at a major taikai or training seminar.

The order of business shall be:

6.3 A count is taken to determine whether a quorum has been made (see 1 above). If a quorum has not been made the meeting shall be disbanded forthwith. No further business shall take place other than a calling of another date to hold the meeting.

6.4 The order of business in the agenda shall be followed under the guidance of the Chair. The agenda of the meetings shall include:

- Count to establish whether a quorum has been made.
- Minutes of the previous meeting (previously communicated to members) shall be agreed, subject to correction.
- Matters arising from the previous minutes.
- Items of business as determined by the needs of the DRC
- Any other Business (AoB subject to the two-minute rule).³³

6.5 Standing orders at AGM/EGM and other meetings

6.5.1 A resolution which appears on the agenda or is consented to by the meeting shall only be proceeded with in the presence of the proposer or seconder. The proposer or seconder of the resolution shall be afforded

³² See footnote 25

³³ See footnote 25

the opportunity to respond to the discussion (through the Chair), in proportion to the responses of the meeting. A spirit of fair play and reasonableness shall be adopted.

6.5.2 It shall be permitted for any member to move, without comment on the resolution “that the question be put”. If such a resolution is seconded and supported by the majority vote of those present and voting, the Chair shall call upon the proposer to make their reply, after which the resolution or amendment shall be put without further debate. If lost, debate on the resolution shall continue.

6.5.3 Amendments to resolutions: ³⁴

- No member shall move more than two amendments to a resolution.
- All amendments shall be dealt with separately. When an amendment is proposed and seconded discussion shall be confined to that amendment and a vote taken. If carried the original resolution is then put to the meeting in its amended form and is open to further discussion and amendment. If lost then the original resolution stands and discussion continues.
- An amendment must not be a direct negative of the resolution. It must be relevant and within the scope of the notice calling the meeting.
- If an amendment to an amendment is moved the amendment proposed to be altered stands for the time being only, in the position of the original resolution. Other amendments to the amendment may be moved in succession. The maximum number of amendments to an amendment shall be three. On the third amendment to an amendment being reached, they shall be put to the meeting by the Chair in reverse order in which they were originally put.
- Subject to the amendments passed the original resolution shall be amended and put to the meeting in its amended form.
- The member seconding a resolution may reserve their argument until later in the discussion.
- Except for the mover of an original resolution or amendment, no member may address the meeting more than twice on that resolution or amendment, except to answer questions on the invitation of the Chair.
- If a debate has been concluded by the reply of a mover or if in the opinion of the Chair a full and fair debate has been concluded the resolution or amendment shall be put forthwith.

³⁴ This section is rarely used, but is necessary to cater for the orderly and fair conduct of debate and resolutions etc

- 6.5.4 During debate, speakers must first announce their name after they have addressed the Chair.
- 6.5.5 The Chair shall have the power to suspend discussion of a matter until the remainder of the agenda has been dealt with. Thereafter he shall continue the original discussion under Any Other Business.
- 6.5.6 The Chair shall rule on any question of procedure or interpretation of standing orders which are not covered by this constitution (subject to advice from the Constitutional Trustee and the Secretary).
- 6.5.7 Exceptionally, resolutions shall be accepted from the floor of the meeting. This shall take the form of a resolution to accept resolutions from the floor. If passed by a majority of >50% of those present and voting, resolutions can be accepted from the floor. If lost, no resolutions shall be accepted from the floor.
- 6.5.8 Breaches of order
- A person is in breach of order by using objectionable words and refusing to offer a satisfactory apology, or by using offensive words in respect of another person, or by wilfully disturbing the orderly conduct of business or by disobeying a reasonable order from the Chair.
 - Such a person can be penalised on being declared in breach of order by the Chair.
 - This penalty can take the form of (1) ejection from the meeting (2) Being suspended for a fixed period from attending meetings.
 - Such a person shall have access to the conflict resolution procedures of the Association.
- 6.5.9 Minutes shall be taken for all meetings and held on record by the relevant Secretary/Chair. The minutes shall reflect the major topics discussed, the decisions and the actions taken at the meeting, the voting distribution and any other matter a committee member specifically requests to be minuted. Minutes are not intended to be a verbatim record of discussions. However, the full meeting shall be recorded electronically and transferred to archive media. Such recordings shall be the property of the Association and shall be archived for record and reference purposes for a period of two years. Thereafter the recording may be destroyed.

Appendix 5: Funding of the Association and Accounting policy

1. The NC Treasurer shall submit to the membership the independently audited annual accounts and balance sheet of the Association for the previous year ending 31st December at least six weeks prior to the date of the next NC AGM and at the AGM.

Subject to the provisions of Article 9.11, the NC Treasurer shall make reasonable response to questions regarding the Annual accounts from the membership prior to the NC AGM and at the NC AGM.

2. The Auditors shall have access to all books and accounts of the Association and shall verify them with the vouchers, deeds, documents and securities and shall sign a statement that they found the accounts to be correct, duly vouched and in accordance with the law, or specially report to the Association in what respect they found them incorrect, without voucher, or not in accordance with the Companies Act and other laws relating to the Association.

3. The NC Treasurer shall produce all books, documents property and monies of the Association and shall render full and clear accounts at each audit, to the NC/BuEC/DRC and whenever required by resolution of the Association or by the NC/BuEC/DRC. This provision is subject to the provisions of Article 9.11.

4. All income of the Association, from whatever source, shall be declared to the NC. The income and property of the Association where so ever derived shall be applied solely to the promotion of the objects of the Association as set in the aims of the Association.

5. With the exception of the provisions of Article 9 (Monetary and Accounting Policy) no portion of the income and property of the Association shall be paid or transferred directly or indirectly, by way of dividend, bonus or any way howsoever, by way of profit to members of the Association.

6. With the exception of the provisions of Article 9 (Monetary and Accounting Policy) if any member receives or makes such payment of any dividend, bonus or profit, their liability shall be the value of actual monies involved plus the cost of recovering such monies, after the member has been advised in writing that it is unauthorised.

7. The accounts of the Association shall include a separate and detailed appendix of the expenses distribution for the financial year. This appendix shall list separately all persons receiving expenses where the cumulative total is >£500 for the financial year.

Byelaws of the Association

Byelaw 1: Affiliations

The Association shall be affiliated to the International Kendo Federation (FIK) and the European Kendo Federation (EKF)

Byelaw 2: Financial provisions

Byelaw 2.1 Wherever possible all payments of the Association (i.e. all Bu) shall be by cheque.

Byelaw 2.2 All Association cheques for NC expenditure shall be countersigned by the NC Treasurer and the NC Chairman or Vice-Chairman.

Byelaw 2.3 All Association cheques for Bu expenditure shall be countersigned by the NC Treasurer and the relevant Bucho.

Byelaw 2.4 The expenses of the NC (including Bu-wide expenditure e.g. insurance) shall be agreed and paid for by deducting a percentage of the annual subscription. This percentage is set at **15%** initially and can be adjusted in the light of experience.

Byelaw 2.5 The balance of the income from subscriptions (after the provisions of 2.4 above), non-specific grant aid, non-specific donations and other non-specific income shall be distributed to the ring-fenced Bu accounts in proportion to the number of members of the Bu.

Byelaw 2.6 Other specifically designated income shall be distributed to the specified destination e.g. grant aid specifically to "lai" etc; profit from Bu activities; donations which specify a Bu etc.

Byelaw 2.7 A deficit of NC expenses shall be funded equally by each Bu. It is not envisaged that the NC expenses will be in deficit and prior warning of any such impending deficit must be made in good time to each Bu with an estimate of the deficit given. The Treasurer will seek authorisation from each Bu for the deficit to be funded from Bu funds

Byelaw 2.8 Upon agreement by the Bu ECs, the NC Treasurer shall be empowered to (1) transfer funds from Bu ring-fenced accounts to the NC account to make good any deficit in NC expenses (2) at the end of each financial year redistribute any substantial NC surplus equally to each Bu.

Byelaw 2.9 Expenses policy (detail)

The expenses allowances shall be determined by the NC and published to members on the website and in writing upon request.

- The Association's policy is to use a flat-rate 'subsistence' payment to reimburse its members for any necessary expenditure incurred while away from their home on official BKA business.
- Subsistence is not a form of remuneration; it is specifically a reimbursement for necessary expenditure.
- The use of flat-rate allowances will mean that actual expenditure will occasionally exceed or fall below the flat rate of subsistence. Except where explicit provision to the contrary is made, actual expenditure above the flat rate will carry no entitlement to additional or enhanced subsistence payments. Similarly, actual expenditure below the rate will not require a reduction in the sum claimed.
- For expenses not covered by subsistence allowances, receipts will be required in support of any claim for reimbursement. Where these are not provided, an explanation should be provided. Reimbursement cannot be guaranteed in such cases and it will be for the authorised signatories to consider the case for reimbursement in the absence of evidence.

Expenses & Allowances:

- BKA members who are required, by official BKA business, to travel/stay away from their home address for more than 8 hours may claim expenses.

Members shall claim expenses on a standard form, which shall be approved (countersigned) by a Bucho. The expenses form must be sent to the NC Treasurer, who shall store it (or a record of all its fields of data in electronic form for a minimum period of 4 years and send copies to the Bucho and NC Chairman for independent archive for a concurrent period of 4 years.

Members will be advised of the appropriate levels of expenditure which may be incurred for accommodation and related costs.

- The meetings of the DRC shall not be eligible for expenses, except for those of the Chair and the cost of hiring a meeting room.
- The expenses of the DRC shall be paid for by the Bu.

Byelaw 3: Contracts/procurement

Contracts or procurement of goods and services in excess of a cumulative value of £500 in any one year shall be put out to tender to at least 3 separate providers. A record shall be kept of these tenders. The NC/BuEC may exercise judgement in balancing the cost/quality of the tenders.

Byelaw 4: Individual Membership

- 4.1 Temporary Individual Membership shall have the right to insurance cover only.

- 4.2 Junior membership shall have the rights of Ordinary full membership, except for the right to attend meetings and to vote in elections.
- 4.3 Exceptional Members shall pay no fee, but shall have the right to insurance cover by the Association.
- 4.4 Temporary Visitor members shall pay no fee, but shall have the right to insurance cover by the Association.

Byelaw 5: Dojo Membership

In order to qualify for membership a dojo must submit the dojo application form, which details:

- dojo name
- discipline(s) practised
- details of the dojo leader(s) name/grade/insurance cover (if any)
- the official leader [and all representatives] of the dojo must be members of the Association.
- Day(s), times and venue of practise
- nature of practise e.g. adults only, juniors
- adoption of Health and Safety “requirements”
- adoption of Child and vulnerable person protection “requirements”
- a commitment to adhere to the requirements of the law.
- explicit acceptance of the Association risk management policy.
- explicit waiver of Association liability if Association requirements and guidelines are not adopted.
- Pay the dojo membership fee (published on the Association website and available by post to dojo representatives)
- The requirements of UK law relating to leaders/teachers of sports activities.

The Association *recommends* that member dojo adopt the following

- Adoption of guideline/recommendations on Health and Safety
- Adoption of guidelines/recommendations on Child and vulnerable person protection
- A minimum of two Association approved coaches
- Instructors’ professional indemnity insurance

Byelaw 6: Participation in competitions

Only Individual members of the Association shall be permitted to take part in competitions organised by the Association at national level. Eligibility to compete at international level shall be in accordance with the rules of the FIK/EKF.

Byelaw 7: Hosting events on behalf of the Association

The relevant Bu shall underwrite the costs of an event held under the auspices of the Association, according to levels agreed between the BuEC and the dojo prior to hosting the event e.g. the BuEC and host dojo shall construct a budget for the event and agree upon the nature and degree of Bu support required; the allocation of costs and benefits shall depend on the relative support given by the Bu and agreed with host dojo.

Where an event shows a profit the relevant BuEC shall grant to the host dojo the agreed percentage of the profit, for their use subject to the provisions of the constitution.

Where a loss is incurred, the relevant Bu shall take up the agreed percentage of the debt.

The host dojo shall provide the NC Treasurer with full accounts for the event, detailing income and expenditure. Evidence of income and expenditure shall be provided and where possible countersigned by the Bucho.

The BuEC may organise events independently of dojo hosts. In this case the above requirements of accounting shall apply.

Byelaw 8: Subscription due date

- The due date for *dojo* subscriptions shall be 01 November preceding the end of the financial year.³⁵ The member dojo shall continue to enjoy the rights of membership until the end of the financial year regardless of renewal.
- The due date for individual member subscriptions shall be 01 January of the financial year.
- A period of one calendar month's grace shall be allowed for renewal of membership, during which members continue to enjoy the benefits of membership.

Byelaw 9: Subscription rates

[table of fees ; monthly reduction and refund etc to be completed by the NC]

Byelaw 10: Late Renewals and non-renewal policy

[detailed conditions here to be completed by the NC]

Byelaw 11: Limited Liability of Officers

Officers of the Association shall have limited liability and enjoy the protection of the Association insurance, provided they act within the constitution. If the officer is found to have breached the constitution then their liability for their actions shall be unlimited and not covered by the Association insurance.

³⁵ The early registration of dojo is to enable sufficient time for the renewal of individual memberships – which in turn requires that the individual belongs to a registered dojo and the signature of a dojo representative.

Byelaw 12: Equal Opportunities policy

The Equal Opportunities policy does **not** form part of the constitution, since it will need to be updated in the light of legislation. The NC/BuEC shall have the right to amend the Equal Opportunities policy as required by legislation in relation to the arts governed by the Association. The policy shall be subject to the normal process of consultation and scrutiny.

The Association shall adopt an equal opportunities policy commensurate with the requirements of the law. This shall be published on the Association website and made available to members on request, by writing to the NC Secretary.

Byelaw 13: Health & Safety Policy (H&S)

The Health and Safety policy does **not** form part of the constitution, since it will need to be updated in the light of legislation. The NC/BuEC shall have the right to amend the Health & Safety policy as required by legislation in relation to the arts governed by the Association. The policy shall be subject to the normal process of consultation and scrutiny.

Byelaw 14: Child and vulnerable person protection Policy

The Child and vulnerable person protection policy does **not** form part of the constitution, since it will need to be updated in the light of legislation. The NC/BuEC shall have the right to amend the Child and vulnerable person protection policy as required by legislation in relation to the arts governed by the Association. The policy shall be subject to the normal process of consultation and scrutiny.

Byelaw 15: Code of conduct for “mixed practises” between men, women and children

[to be completed by the NC]

Byelaw 16: Insurance Policy

- Only members of the Association shall be entitled to insurance cover via the Association.
- In the event of a member resigning or being expelled, the insurance cover shall cease from the date of resignation/expulsion. The person involved shall be entitled to a pro-rata refund of the membership fee for that year.
- The Association shall seek insurance cover for officer liability in the performance of their duties (subject to the constitution).
- The Association shall seek insurance cover for members for the practise of their discipline(s) in as wide a context as possible.
- The Association shall seek insurance cover for instructors for the practise of their discipline(s) in as wide a context as possible.

- The detailed terms and conditions of all insurance policies shall be published on the Association website and made available in writing upon request.

Byelaw 17: Public Relations Policy

- 17.1 In advertising matches no wording shall be used which states or implies directly or indirectly that such a match has national or international character without the prior consent of the NC/BuEC.

End
