



**ENGLAND BOXING LTD BOARD MEETING**

**DATE: Thursday 19th April 2018**

**9 Bedford Row, London WC1R4BU.**

**Time: 10:30 – 16:00**

<p><b>Item 1</b></p>	<p><b>Present:</b></p> <p>1.1 Caspar Hobbs (CH) Chair, Tove Okunniwa (TO), Hilary Lissenden (HL), Alkit Patel (AP), Mickey Norford (MN), Liz Norris (LN), Phillip Beard (PB).</p> <p>Gethin Jenkins - CEO – (GJ)</p> <p>1.2 <b>Apologies:</b> Lawrence Selby, Gio Brugnoli, Mike Loosemore, Gerry Wilmott, Darren Chapple</p>	<p>I = Info D= Decision A= Action</p>
<p><b>Item 2</b></p>	<p><b>Declaration of Interests:</b></p> <p>2.1 Caspar Hobbs – GB Boxing, Micky Norford - EUBC, Tove Okunniwa (London Sport),</p> <p>2.2 In light of the recent changes at AIBA following the Extraordinary Congress held in Dubai during January, it was reported that Mike Loosemore was still in his role as Chair of the AIBA Medical Committee. It was confirmed that whilst this role meant he would sit on the AIBA Executive it was a non-voting position. It was confirmed by the Board that there was no objection to him carrying on in this role.</p>	
<p><b>Item 3</b></p>	<p><b>Minutes of Last meeting:</b></p> <p>3.1 Minutes reviewed, considered and approved.</p> <p>3.2 The issue of Per Diem payments to officials participating in internationals in Scotland and Wales, including the three nations events, was raised following the discussion at the last meeting and its inclusion as a recommendation from the technical and rules subcommittee.</p> <p>It was highlighted that it had been agreed for international tournaments outside of the UK, but it was felt that there were implications for agreeing this for internationals in Wales and Scotland.</p> <p><b>Agreed:</b> that a paper would be produced so the Board had something to fully consider for the next Board meeting.</p> <p>3.3 It was confirmed that in-light of recent developments regarding the facial hair ban that the rule would be removed from the 1<sup>st</sup> June. It was reported that there had been positive coverage to this news and that by and large it had been well received by the membership and removed an unnecessary barrier to participation. It was confirmed that lobbying would continue with AIBA to get the rule changed at international level.</p> <p>3.4 It was reported that the England Boxing National Championships to date had passed off without incident and that links with NSPCC representatives were ongoing and working well.</p>	<p>A – MN 11/06/18</p>

**Item 4****Chairman's report:**

The Chair gave an overview of his report that had been circulated ahead of the meeting.

4.1 The Chairman placed on record the Boards congratulations and thanks to the boxers, coaches and support staff, following a record breaking success at the Gold Coast Commonwealth Games, which saw a return of nine golds, one silver and two bronze, from a team of twelve.

In addition, further thanks and congratulations we accorded to Darren Chapple for his focus, planning, strategic outlook, excellent communications and commitment in his role as team manager.

It was confirmed all boxer's, coaches, support staff and team manager would be written expressing the Boards gratitude.

4.2 The improvement of the communications with the membership was noted and thanks expressed to the communications manager, Gemma Field. It was felt that in order to build on the improvement we do need to come forward with a formal communications plan so that we cover both the strategic and operational needs of the organisation.

4.3 Concern was expressed with regards to the ongoing situation with AIBA. It was confirmed that AIBA are due to submit a report on their improvements to the governance of AIBA to the IOC at the end of April. Following the submission and the IOC response, it was felt that further consideration should be given to the situation ahead of the Congress in November.

The survey request sent from consultants working for AIBA was discussed. It was agreed that a copy of the survey would be sent to the Board for feedback before completion and submission by the Chair ahead of the April 29<sup>th</sup> deadline.

4.4 The increase in participation numbers was welcomed. It was requested that we build on this success, particularly in schools and universities. It was agreed that this would form part of our ongoing strategy commitments.

4.5 With the delivery of the strategy having started it was requested that the CEO provide regular updates regarding execution of it including the anticipated timelines for activation.

4.6 An update and discussion was held regarding the issues arising from the incidents at the Golden Gloves Box Cup held in Manchester. It was confirmed that the issue is being addressed via the compliance manager. Updates would be provided to the Board.

It was agreed that a review of the issuing of permits, would form part of the ongoing membership rules review. A part of this review, consideration will be given to how Box cups are monitored by England Boxing and the Regions.

It was confirmed that a meeting is to take place with representatives of the Lord Lonsdale Box Cup taking place in early June in Penrith to review the plans for the competition.

4.7 A discussion regarding the organisations commercial strategy was held with a request that INEDS think how they might assist in this regard. It was confirmed that the tender and selection process in-conjunction with Sport England had taken place in order to review organisations commercial inventory. It was confirmed that Oaks consultancy had been appointed and that they had started the review.4.8 The Chair reported on the outcome of meetings held with the Chair of GB Boxing.

	<p>4.9 It was also reported that a meeting had taken place with a representative of the All Party Parliamentary Boxing Group representative.</p>	
<p><b>Item 5</b></p>	<p><b>CEO Report:</b></p> <p>GJ gave an overview of the report circulated to the Board in advance of the meeting. The following items were discussed;</p> <p><b>5.1 Stake Holder Engagement:</b> It was reported that as part of the ongoing meetings with the Regional representatives a meeting had taken place with representatives of the East Midlands region.</p> <p>5.2 It was reported that a meeting had taken place with Tom Watson MP to discuss the benefits of boxing. It was confirmed that he was to meet with Hilary Lissenden at the London Boxing Community Club.</p> <p>5.3 It reported that a meeting had been arranged with the Managing Director of FBT to discuss the ongoing partnership.</p> <p><b>5.3 Sport England:</b> It was confirmed that England Boxing will receive £150,000 over the next two years to help develop the organisations commercial programme. In addition to this was the support offered in the previously highlighted commercial inventory review by Oaks consultancy.</p> <p>It was also confirmed that work continues with Sport England to confirm the four-year funding targets.</p> <p><b>5.4 Staffing / Office:</b> An update on the staffing and recruitment was made. The transitioning of the staffing plan continues. It was confirmed that Karl Whalley had started, initially on a part time basis as Head of Boxing Development. Lynsey Lockey had started as Competition and Events Manager. Whilst Helena Jenner has been appointed as a full time Finance assistant.</p> <p>It was also confirmed that Ben Stewart had left the organisation to take up a coaching role with the British Army. It was also reported that Tony Bilbie had announced his resignation and would leave in mid-May. It was confirmed that an advertisement for his replacement had already been published.</p> <p><b>5.5 Sport Relief:</b> It was reported that the event had passed off well and was overwhelmingly well received, both from the perspective of raising money for charity and our aim to show that entry level boxing – so called <i>white collar</i> boxing - can be done within our regulations. The directors requested that a special note of thanks should be accorded to Mick Driscoll, and the coaches who assisted with the training and at the bouts itself, plus the officials who officiated over the two days.</p> <p>The event and various other conversations have started to instigate a debate amongst the membership about a way forward regarding <i>white collar</i> boxing. To this end it was confirmed that there would be the establishment of a small working group to look at bringing forward guidelines how clubs can offer a product for those who want to participate in one-off bouts within our regulations.</p> <p><b>5.6 England Boxing Offices:</b> It was reported that the review of the England Boxing costs was still being benchmarked. It was highlighted that space to accommodate the new staff was becoming an issue.</p> <p><b>5.7 National Championships:</b> A brief report was made concerning the delivery of the Youth and Junior Championships. It was confirmed that they had passed off without incident. It was further explained that considerable effort has been put into improving the delivery,</p>	

presentation and branding of the event. Whilst not completed, it is certainly an improvement and has been well received by the membership.

It was confirmed that the Youths, Juniors, Elites and Schools finals will all be streamed. To date the viewing figures had been favourable.

It was confirmed that dialogue with the police representatives continued and that the executive staff had presented to the Rotherham Safety Advisory Group ahead of the Junior Championships.

It was explained that there had been a review of the format for the National Elite Championships and, whilst it will formally go through the Championships subcommittee, it was confirmed that the view of the Board was to work on the basis that the final will go to a stand-alone event next season. Further details would be presented at the June board meeting.

A brief discussion was then held on the overall delivery of the National Championships. Whilst it was felt there had been progress in the operational delivery of the tournaments, many aspects of the competitions were not of a standard for national competitions with a history such as boxings. It was confirmed that a review of the learnings from this year would take place, to ensure that the competition rules and processes are clearly written and published in a competition rule / hand book. This will help with the overall delivery of the competition and make it easier for the clubs and competitors to understand the rules.

#### **5.8 Operational Recommendations / Outstanding Items from Sub Committee Report:**

**It was reported that the following issues raised had been confirmed or rejected as follows:**

##### **Technical Rules and R&Js Sub Committee**

**Recommendation** – AIBA Referee and Judges Manual be issued to the Regions. - **Agreed**

**Recommendation** – Officials for England Elite Championships. - **Agreed**

The Officials selected to officiate at the England Boxing Elite Championships 2018 were confirmed as follows;

G Cannell	A Finch	L Innes
D MacFarlane	R Morley	C Roberts
J Basi	D Bassenger	K Brooking
T Buff	T Kennelly	P Rosendale
P Allen	W MacDonald	D Shaw
J Wadsworth	L Ball	K Kirkham Brown
T Kelly		

**Recommendation** – The Officials Modernisation Programme is still pending and required.

**Agreed.** It was confirmed that the Head of Boxing development had been tasked with brining forward a comprehensive, modern and consistent officiating training programme with appropriate standards for the instruction, testing and subsequent monitoring, together with clear pathways from entry to international level.

**Recommendation** – Abuse of Officials.

The consequence for any spectator abusing an official should be;

- I. Security to remove the individual on request of the Supervisor.  
If no Security

A – KW

- II. Organisers of the event to request the individual to leave or boxing will be suspended.
- III. Boxing to be suspended until individual leaves the venue.
- IV. Individual to comply within 5 minutes or a no contest is to be declared. (No Contest to be recorded on BCR1's).
- V. Supervisor to submit report to EB and Regions involved in the event and contest.

It was agreed that the Head of Boxing development would be requested to come forward with a Respect Campaign to support the officials, taking into account the recommendations above. It was highlighted that in this day and age when everyone has the ability to record footage, any campaign had to be coordinated with clear accountability of the officials; including selection and review of performance, otherwise any campaign would simply not work.

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### Coaching Sub Committee

**Recommendation:** That complimentary EB branded attire be provided to all approved members of the course educator and Internal Verifier cohort, for the purposes of ensuring clear identification on courses, and a consistent, professional appearance when representing the NGB.

**Agreed:** Subject to availability from the supplier.

**5.9 Website Redevelopment:** An update was provided on the proposed redevelopment of the website and the transition from a closed system to open system which allows us more flexibility in terms of content input plus will reduce charges for changing the site.

It was reported that three companies were approached to submit tenders. It was confirmed that 100AND10% had been awarded the contract. This company has been approved by Sport England and will be funded out of the SE commercial fund highlighted previously.

It was confirmed that designs and format were currently being worked on with the aim of launching in June. It was agreed these would be shared with the Board ahead of the launch.

### The Membership Services Managers Report

The following items were outlined:

**5.10 Membership:** Membership numbers and club numbers continue to rise;

Membership numbers

- 2017- 2018 (to date) - Clubs - 857 Members 16875 +1945 pending
- 2016 – 2017 (as of 31.05.17) – Clubs - 825 - Members 14442

### 5.11 The Vault development summary

**Medical Module;** It was confirmed that the contracts had now been signed. 4 Global and My next match are now moving forward with the background work to enable the launch to take place. It was explained that a comprehensive roll out plan would be required before any launch took place.

**Matchmaking:** It was reported that the match making data base had been presented to a number of match makers and tested at a local show. A few amendments were to be made as part of the feedback.

It was also confirmed that it would be demonstrated at the Elite finals. An online video has been developed to act as a tutorial for clubs, in order that understand how to input the data onto the system.

	<p>It was anticipated that there would a soft launch on the 1<sup>st</sup> May, with the system going fully live on 1<sup>st</sup> June. It was explained for matchmaker to fully work it needed all the clubs to sign up to it. It was confirmed that the club support officers had been engaged to help clubs sign up and input the necessary data.</p> <p><b>Club finder:</b> The Club finder is now available on the England Boxing website.</p> <p><b>5.12 General Data Protection Regulations:</b> Plans are progressing with ensuring the organisation is complaint with GDPR ahead of the 25<sup>th</sup> May deadline. Support had been obtained from Stefania Lobina from Mishcon de Reya and a member of our subcommittee.</p> <p>It was also confirmed that information was to be sent to the Clubs providing advice on what they needed to do in order to be complaint.</p> <p><b>5.11 Community Development Department Update:</b></p> <p>It was confirmed that all the CSO's were now in place. It is further reported that in the six-month period, October 2017 – March 2018, a total of 61 grants had been obtained, raising £1,216,280. Of these grants the CSO's had been involved in 31 of the grants.</p>	
<p><b>Item 6</b></p>	<p><b>Finance update:</b></p> <p>An overview of the finance report was given with the following items discussed;</p> <p><b>6.1 Budget:</b> A draft budget for the 18/19 financial year was presented to the Board. It was explained that further detail was needed from various stakeholders.</p> <p><b>Agreed;</b> that the Audit Sub Committee would continue to review the budget for final presentation at the June Board meeting.</p> <p>6.2 It was reported that we were on schedule to present break even management accounts at the end of March.</p> <p><b>Recommendation:</b> That given the financial impact on the organisation and its latent potential, the Competition and Events subcommittee be led by someone with significant event delivery experience and that committees are independent of the technical subcommittee.</p> <p><b>Agreed:</b> that recruitment for this committee should be for members with suitable event experience and that the members should not sit on both Sub-committees.</p>	
<p><b>Item 7</b></p>	<p><b>Risk Register:</b></p> <p>7.1 It was reported that the Board director with responsibility for Risk – Darren Chapple - was intending to attend a meeting of each of the Sub Committees to discuss the risk register and ensure the appropriate details were being fed into it.</p>	
<p><b>Item 8</b></p>	<p><b>Recommendation from the Sub Committee Meetings:</b></p> <p><b>8.1 Technical and Rules</b></p> <p>Ages of Officials</p> <p><b>Recommendation:</b> that that the following minimum ages be applied to officials:</p> <p>Judge: 16, Referee: 18 years old</p>	

	<p><b>Action:</b> The Board were sympathetic to the recommendation however wanted to refer it to the Safeguarding manager to confirm any implications for further review at the next Board meeting.</p> <p>Other recommendations from this subcommittee were covered in the CEO section.</p> <p><b>8.2 HR Legal and Compliance</b> No recommendations</p> <p><b>8.3 Medical</b> No recommendations</p> <p><b>8.4 Coaching</b> No recommendations not covered previously.</p> <p><b>8.5 Competition and Events</b> A paper was presented reporting on the meeting between representatives of the sub-committee and the NABGC to identify lessons from this year's competition.</p> <p><b>Recommendation:</b> That EB should continue to work with NABGC for the 2018/19 Season <b>Agreed.</b></p> <p><b>Recommendation:</b> This relationship will be reviewed following this year's competition. <b>Agreed.</b></p>	A - GV
Item 9	<p><b>Talent Pathway and Competitions Update:</b></p> <p>9.1 The Board reviewed the Talent Paper.</p> <p>9.2 It was agreed a report from the Commonwealth games should be presented to the June Board meeting.</p> <p>9.3 The Board also reviewed the Competitions and Events Board paper.</p> <p>9.4 A discussion was held on the national title belts.</p> <p><b>Agreed:</b> that the Title Belts should be suspended from May, following which there would be a comprehensive review of how they operate, who is selected to be contender and then a re-launch in October.</p>	
Item 10	<p><b>AOB:</b></p> <p><b>10.1</b> There was no additional business.</p>	
Item 11	<p><b>Future meeting dates:</b></p> <p>11.1 It was confirmed that the future Board dates had been confirmed as follows:</p> <ul style="list-style-type: none"> <li>• 19<sup>th</sup> June</li> <li>• 21 August</li> <li>• 16<sup>th</sup> October</li> <li>• 4<sup>th</sup> December</li> </ul> <p>It was noted the October Board meeting would be held in Manchester.</p>	