



England Boxing Ltd Board Meeting
House of Sport, 190 Great Dover Street, London, SE14YB
Date: Tuesday 30th April 2019
Time: 10:30 – 15.00

Item 1	<p>Present:</p> <p>1.1 Caspar Hobbs (CH) Chair, Liz Norris (LN), Hilary Lissenden (HL), Mickey Norford (MN), Darren Chapple (DC), Gio Brugnoli (GB), Lawrence Selby (LS).</p> <p>Felicity Bernard (FB) – See agenda Item 3.</p> <p>Gethin Jenkins - CEO – (GJ) Matt Halfpenny - Communications Manager for Agenda Item 7. Eric Lee – Head of Finance for Agenda Item 8.</p> <p>Apologies; Alkit Patel, Mike Loosemore, Tove Okunniwa</p>	<p>I = Info D= Decision A= Action</p>
Item 2	<p>Declaration of Interests:</p> <p>2.1 Caspar Hobbs – GB Boxing, Gio Brugnoli – GB Boxing, AIBA, EUBC, Micky Norford – EUBC, Lawrence Selby – B. Jujitsu, British Canoeing.</p>	
Item 3	<p>Nomination of Independent Director</p> <p>3.1 Felicity Bernard was introduced to the Board. An outline of the recruitment process including the use of a recruitment company and Felicity’s experience was provided. It was confirmed that Felicity would have responsibility for overseeing commercial and sponsorship income generation.</p> <p>3.2 Following a brief discussion, it was unanimously agreed that Felicity should join the Board.</p>	
Item 4	<p>Minutes of Last meeting:</p> <p>4.1 Minutes were reviewed, considered and approved.</p> <p>Matters arising:</p> <p>4.2. AGM: It was confirmed that the AGM had taken place on Saturday 23 March at the Magna, Rotherham and in conjunction with Junior National Championships. It was reported that numbers in attendance were disappointing and no significant issues were raised from the floor. Using the new quorate regulations, it meant the AGM process was completed on the day.</p> <p>4.3 AIBA / EUBC Nominations: It was confirmed that the following had been accepted on to the AIBA Commissions; Gio Brugnoli - Technical and Rules; Mike Loosemore – Medical and Chair; Matt Holt - WSB, Rob Gibson- Youth, Amanda Coulson – Women’s, Mick Driscoll – Coaching.</p>	

	<p>The following had been nominated for EUBC Commissions;</p> <p>Micky Norford – Referee and Judges; Mick Driscoll – Coaching; Amanda Coulson – Women’s; David Thorley – Competitions; Darren Chapple – Passion for Boxing.</p> <p>4.4 Medical; A brief discussion was held on getting the research into headguards published. It was agreed to follow up with Mike Loosemore to ascertain the current position / progress.</p> <p>4.5 It was also reported that a Police boxing team were due to box in the United States and the query of head guards had been raised. Further discussions on this point were held and it was agreed to follow up with Lynette Mayo and Barry Jones.</p> <p>4.6 Youth Weight Categories: It was confirmed that youth weight categories for next seasons National Youth Championships would be reviewed at the next Championships subcommittee.</p>	
<p>Item 5</p>	<p>Chairman’s Report:</p> <p>The Chair gave an overview of his report to the Board.</p> <p>5.1 AIBA / IOC: A discussion took place into the ongoing IOC / AIBA situation. An update was provided on the EUBC meeting in Moscow, together with various other items and issues that had occurred since the last Board meeting.</p> <p>It was reported there was little evidence emanating from the last IOC Exec meeting that AIBA would be permitted to organise the 2020 Olympic Boxing. It was confirmed that the final decision by the IOC would not be taken formerly until June, however the recommendation would be made at the IOC Executive meeting scheduled to take place on 22nd May.</p> <p>After a further discussion, it was confirmed that the Boards position - that remaining in the Olympics was the overriding priority - remains the same.</p> <p>5.2 National Championships: The chairman highlighted the delivery of the National Championships and specifically the National Amateur Championships which had taken place under the new format of a standalone final’s day in Manchester. The Board expressed their thanks to all that had contributed and reported that it was the best finals they had attended.</p> <p>5.3 Board: The Chairman highlighted that with FB now joining, the Board had a good skill set, was compliant with the governance code and in a good position to check and challenge the strategy, initiatives and activities of the organisation.</p> <p>5.4 Membership: The Chair noted we had reached 926 Clubs and 19,703 members. There was also acknowledgement of the positive progress being made by the staff in the Sheffield office.</p> <p>5.5 Community Development: The Chairman also highlighted the significant amount of community work being undertaken by the Clubs.</p>	
<p>Item 6</p>	<p>CEO Report:</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>6.1 Staffing / Office: It was confirmed that Eric Lee had started on 18th February as Head of Finance. Jessica Birtles had joined as a part time Membership Services Administrator on 11th February.</p>	

	<p>It was confirmed the Avoen Perryman now has responsibility for the organisation's Insight role.</p> <p>A discussion was held around the Coaching / Training courses provision, the service of this provision to the membership and the fact it was a key part of the strategy. The restructuring plans were also detailed.</p> <p>Agreed: That the plans be implemented.</p> <p>6.2 Stakeholder Engagement: It was reported that England Boxing had been invited to provide input into the Governments knife crime strategy in a meeting with DCMS, Home Office and Ministry of Justice.</p> <p>It was reported that the CEO together with GB Boxing CEO – Matt Holt, had met with AIBA CEO Tom Virgets to discuss development opportunities in conjunction with UK Sport funding and various other topics.</p> <p>6.3 Membership Regulations: An update to the Board including feedback from the Regions was provided.</p> <p>Agreed; that these regulations be adopted and issued to the membership.</p> <p>6.4 Permits; Proposed changes to the Permit regulations were submitted to the Board. An explanation was provided as to why these needed to be updated, especially in light of recent incidents.</p> <p>Agreed: that subject to amendments regarding changing rooms and the insertion of a catch all clause regarding the code of conduct and spirit of the sport, these proposals should be issued to the Regions for consultation.</p> <p>6.5 Commercial: It was confirmed that Oaks had been appointed as England Boxing commercial representatives. They would also develop the England Boxing Charity.</p> <p>It was confirmed that a kit supply tender had been issued in conjunction with GB Boxing. It was hoped that this process would be completed by the end of May.</p> <p>6.6 Sport England: It was reported that discussions had started with Sport England around what funding was permitted to be rolled over from the previous funding year.</p> <p>It was reported that England Boxing had applied for a community coach development grant from Sport England,</p> <p>The Sport England review process had begun with a report having been submitted and the formal appraisal meeting set for June. It was confirmed that following a survey and using agreed Sport England ratios recreational membership of the Clubs has grown to 116,000 (four-year target 120,000).</p> <p>It was reported that a total of 264 grants had been recorded delivering a total of £7,098,914 into boxing for the 18/19 financial year. It was estimated of this amount, 54.5% a strong or very strong CSO involvement.</p>	
<p>Item 7</p>	<p>Website Update:</p> <p>7.1 Matt Halfpenny (Communications Manager) gave an update on the progress and design of the proposed new website. It was explained that it would be mobile compliant, consistently branded in conjunction with other England Boxing properties and simpler to use.</p>	

	<p>It was also explained that more video content would be provided. Under this system, England Boxing would be able to edit all aspects of the site unlike the present closed system.</p> <p>Launch date was scheduled for 1 June.</p> <p>7.2 It was reported that a total of 122,000 views had been obtained from the National Amateur Championships including on the BBC Website.</p>	
Item 8	<p>Finance update:</p> <p>8.1 Management Accounts: Eric Lee presented the March Management Accounts to the Board. It was reported that subject to independent Audit and yearend adjustments, a small profit should be recorded for the year.</p> <p>8.2 Budget: The budget that had been agreed by the Audit subcommittee was presented to the Board. An explanation on the process in producing the budget was explained. Questions were then taken from the directors. There was then a discussion on the anticipated income to the organisation for the year. The budget was set essentially as a break even budget.</p> <p>It was stressed that it was highly unlikely that additional items would be added to the budget now it had been passed.</p> <p>Agreed: that the 2019/20 budget be passed.</p> <p>8.3 Audit: It was anticipated that the yearend audit would take place in June.</p> <p>8.4 Sport England Funding: It was confirmed that a realignment of the previous years underspend had been submitted to Sport England. It was explained that much of the underspend was due to delays in appointments and a change to the international competition schedule.</p>	
Item 9	<p>Risk Register:</p> <p>9.1 An update on the Risk Register was presented to the Board following a review by DC.</p> <p>The top four risks were highlighted. The issues around AIBA remained very high, but with the appointment of the Head of Finance and other appointments to sub committees the others had been reduced to High or Medium.</p> <p>9.2 It was noted other subcommittees had now provided DC with various risks from their respective remits.</p>	
Item 10	<p>Safeguarding</p> <p>10.1 Nothing to report not covered elsewhere in the meeting.</p>	

<p>Item 11</p>	<p>Recommendation from the Sub Committee Meetings:</p> <p>11.1 R & J Technical and Rules;</p> <p>i. Recommendation: Officials training to be delivered to a set timetable and curriculum and by authorised and trained personnel. One day training course for tutors to be delivered in 2019.</p> <p>Agreed</p> <p>ii. Recommendation: That female boxers be permitted to wear a hijab in competitive boxing in line with AIBA rule 48.7 which is namely that; female boxers may wear black sport form fitting sports Hijab scarf, a long sleeved form fitting shirt under the competition vest, full length fitting tights under the competitions shorts.</p> <p>Agreed; that the recommendation be adopted.</p> <p>iii. Recommendation: that in Youth competitions, 12oz gloves should be used in the 69kg and above weight categories.</p> <p>Agreed.</p> <p>iv. Recommendation: That the Technical Rules, Referees and Judges Subcommittee name be changed to encompass all officials and to the Technical Rules & Officials Sub Committee.</p> <p>Agreed.</p> <p>v. It was requested that the compliance Subcommittee provides advice and direction on whether permission is required to photograph and video at EB Events. It was highlighted at EB finals that this provision is covered under the terms and conditions of membership and on the entry forms.</p> <p>11.2 Medical;</p> <p>i. Medical Registration: Recommended that the Medical Subcommittee test the Computerised Medical Records system prior to general introduction and testing.</p> <p>Agreed.</p> <p>ii. Graduated Return to Boxing: Recommendation that funding be provided for training materials.</p> <p>More information requested. It was highlighted that this should have been encompassed in the budget process.</p> <p>iii. Recruitment of new doctors: Advertising campaign to recruit new doctors to be initiated.</p> <p>Agreed.</p>	
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- iv. Basic Life Support training for coaches and officials as a basic standard for first aid should be considered and approved.

More detail required. It was highlighted that coaches already undertake a first aid course.

11.3 Membership Services;

- i. **Dispensation;** Recommendation that dispensation for those competing in June be issued for the membership.

Agreed.

11.4 Coaching Sub Committee;

- i. **Recommendation;** that the membership sub committee review options as to reward coaches.

Agreed.

- ii. **Level Two Refresher Course:** That a level 2 refresher course be developed to ensure standardisation, quality assurance and risk management of our level two coaches especially in light of the fact that this level allows them to run clubs etc.

Agreed: to develop a level 2 refresher course.

- iii. **Level 3 Coaching Course:** Recommendation that any coach wishing to apply to go on a level 3 coaching course be required to register on a one-day Level 2 CPD day, during which they will be assessed as to their suitability and capability to progress.

Agreed

- iv. **Entrant Level Coaching Courses:** Recommendation that all entrant level and exercise coaching courses and materials be reviewed by England Boxing to mitigate risk to the company and participants and devaluation of the England Boxing schemes and brand.

Agreed; that a letter be written to relevant parties.

11.5 Competitions and Events;

- i. **Provision of Rings / Suppliers:** The risk in respects of rings was raised. The issue was debated and

Agreed: to place on the risk register.

- ii. **Nomination to the Sub Committee:** Katie Skipper was nominated to be a member of the Championships Subcommittee.

Agreed.

- iii. **Terms of Reference:** That the Championship Subcommittee will see the EB VMOST model working towards raising the level of competitions and events to make them both commercially attractive and financially viable, whilst at the same time meeting the needs of our clubs and Regions.

	<p style="text-align: center;">Agreed</p> <p>11.6 Talent;</p> <p>i. Nominations to the Subcommittee; Recommendation that Alex Stacy and Rachel Bayley be appointed to the Talent Subcommittee.</p> <p style="text-align: center;">Agreed.</p> <p>11.7 Communications:</p> <p>i. Recommendation: that budget for membership and staff surveys is protected as it's a key requirement from Sport England.</p> <p style="text-align: center;">It was explained that all Sport England funding was in effect ring fenced. This requirement would be covered by the previously highlight insight provision.</p>	
Item 12	<p>Talent Pathway and Competitions Update:</p> <p>12.1 The Talent Report was presented, and its contents noted by the Board.</p> <p>12.2 It was highlighted that Team managers will be attending a training day focusing on key duties including safeguarding and bullying awareness.</p>	
Item 13	<p>AOB:</p> <p>13.1 Succession Planning for the Board and Other positions; The issue of succession planning was raised. It was agreed to confirm the remaining terms for the Board and review at the next meeting.</p> <p>13.2 Schools Strategy: It was a requested that a school's strategy be brought forward for consideration by the Board.</p> <p>13.3 Subcommittee Nomination; It was agreed that once details had been provided nominations to the Technical and Officials Subcommittee could be decided by email vote.</p> <p>13.4 Commercial: Questions were raised about what the regulations were in regard to excluded commercial categories. It was agreed to write to AIBA seeking clarification.</p>	
Item 14	<p>Future meeting dates:</p> <p>Dates of the next Board meeting:</p> <p>25th June 3rd September 15th October - Manchester 3rd December</p>	