



**England Boxing Ltd Board Meeting**  
**Sedulo Offices, Dean Street, Manchester**  
**Date: Tuesday 15<sup>th</sup> October 2019**  
**Time: 10:30 – 15.00**

<b>Item 1</b>	<p><b>Present:</b></p> <p>1.1 Caspar Hobbs (CH) Chair, Liz Norris (LN), Darren Chapple (DC), Alkit Patel (AP), Hilary Lissenden (HL), Mickey Norford (MN) by phone.</p> <p>Gethin Jenkins - CEO – (GJ)  Eric Lee – Head of Finance for Agenda Item 6.</p> <p><b>Apologies;</b></p> <p>1.2 , Felicity Barnard, Gerry Wilmot, Gio Brugnoli, Mike Loosemore, Lawrence Selby.</p>	<p>I = Info  D= Decision  A= Action</p>
<b>Item 2</b>	<p><b>Declaration of Interests:</b></p> <p>2.1 Caspar Hobbs – GB Boxing, Micky Norford - EUBC, Darren Chapple - Team England Commonwealth Games, EUBC.</p>	
<b>Item 3</b>	<p><b>Minutes of Last meeting:</b></p> <p>3.1 Minutes were reviewed, considered and approved.</p> <p><b>Matters arising:</b></p> <p>3.2 An update was provided from the Compliance subcommittee regarding the ability of under 18s to officiate at Club shows. The reply from the subcommittee was read to the board; In essence the reply confirmed that the updated proposals do not address the very core concern that the use of young officials presents too high a risk, in terms of safeguarding, to a young official's physical and emotional well-being and the proposals fall short in providing an adequate level of protection to any young person who would be in that vulnerable situation.</p> <p>It was recognised that the question of how to safeguard young people in such a difficult environment would be one of significant complexity in terms of developing an effective safeguarding framework. The report went onto say the development of young officials would be a matter of complexity and one which if pursued may require independent resources in order to present a robust and comprehensive risk management plan which safeguards the physical and emotional welfare of those involved.</p> <p><b>Agreed:</b> That this report would be fed back to the Technical, Rules and Officials subcommittee and until addressed Under 18s could not officiate.</p> <p>3.3 It was confirmed that an update on Photography in club shows would be provided at the next Board meeting.</p>	

	<p>3.5 Youth Development Championships: It was confirmed that consultation with the Regions had taken place and all were broadly in agreement with the changes.</p>	
<p><b>Item 4</b></p>	<p><b>Chairman’s Report:</b></p> <p>4.1 The Chair gave an overview of his report to the Board.</p> <p>4.2 It was reported that the Chair felt good progress domestically was being made and the strategic tactics being ticked off. It was also noted the relative stability of the organisation and the staffing in the Sheffield office. The international situation however, remains a significant concern.</p> <p>4.3 A discussion on the situation regarding the IOC and AIBA took place. This included the recent joint correspondence from England Boxing and USA Boxing to AIBA calling for significant changes and reform to the governance and statutes of AIBA in the hope that this means they become IOC compliant.</p> <p>The Board affirmed their position to seek reform and to work with the USA and other likeminded federations. It was noted that the Congress was scheduled to take place at the 15<sup>th</sup> December. Further discussion would take place at the next Board meeting ahead of the Congress.</p> <p>4.4 It was noted that at international level we continue to compete well in both men’s and women’s championships and once again have exceeded the Sport England medal target with 27 medals gained. It was noted the overall figure was lower due to less competitions this year. It was also confirmed that Mick Driscoll had been given additional responsibilities following the Head of Boxing Development recruitment process.</p> <p>4.5 The Chair noted the increased like for like registration of existing and new clubs and welcomed back those who had recently returned or newly clubs. The chair also noted that communication had significantly improved, and it was good to see the efforts in the development of the England Boxing social media channels.</p> <p>4.6 The Chair confirmed that with the appointment of Tove Okunniwa to the Board of Sport England, she has resigned from the Board of England Boxing. The Board thanked for her support and contribution as Vice Chair were recorded.</p> <p>4.7 It was confirmed that following a review of the anticipated costs PSD Recruitment had been appointed to undertake the recruitment proves for a new INED.</p> <p>4.8 It was noted that whilst the targets on our strategy are slowly and effectively being picked off, the issue of our school strategy, as a subset of our participation strategy, needed to be addressed.</p> <p>Following a discussion, it was agreed to review examples of where Clubs interact and currently deliver in schools or after school clubs to see what lessons could be learned and how these could be rolled out.</p> <p>4.9 The issue of the Head guard research paper was raised. It was agreed this would be taken up by the Chair and ML.</p> <p>4.10 It was confirmed that it had been agreed that training for Board will be provided by a company appointed through Sport England who are developing a programme for wider roll out amongst governing bodies.</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 Staffing / Office:</b> It was confirmed that further interviews for the Head of Boxing had taken place and that the process was ongoing.</p> <p><b>5.2 Stakeholder Engagement:</b> It was reported that there was a new secretary, registrar and treasure in the Merseyside and Cheshire Region. Meetings had taken place with them and plans were being agreed to help them develop the region.</p> <p>It was also reported that meeting had taken place with Fight for Peace, Commonwealth 2022 organisers, and attendance at the Youth Sport Trust schools' seminar.</p> <p><b>5.3 Commercial:</b> It was confirmed that a meeting with commercial consultants Oaks had taken place regarding progress on the overall commercial programme and the development of the charity plans. It was confirmed that draft plans for the charity would be presented at the December Board meeting</p> <p><b>5.4 Sport England:</b> It was also confirmed that Governance United had been appointed to undertake an independent governance review in line with Sport England requirements.</p> <p>It was confirmed that the Sport England work force development project was progressing with a seminar and dinner scheduled for 22<sup>nd</sup> and 23<sup>rd</sup> October in Leicester</p> <p><b>5.5. Stronger Clubs:</b> It was reported that to date 906 plus 13 pending clubs and 14,487 and 3,413 pending members had registered on the Vault.</p> <p><b>5.6 A Strong NGB:</b> It was confirmed that a discussion with a senior QC had taken place concerning officiating in England Boxing and white-collar boxing and the implications, especially those of safety. Further discussions were planned to take place.</p> <p>A general discussion took place on getting younger people involved in the decision-making process also, about getting more women and girls involved.</p> <p><b>5.7 Unlocking Potential:</b> It was reported that UK Sport and Sport England were developing a coordinated and closer partnership and strategy in regard to the talent pathway with it potentially extending from two to three Olympic cycles. It was reported that there were opportunities with this plan but to date whilst UK Sport had published their strategic guidelines, Sport England had yet to do so. Once this had taken place then further discussions would take place.</p> <p><b>5.8 Development:</b> It was reported that resources had been allocated for two pilot workshops aimed at coaches adapting boxing fitness session for people with Parkinson's Disease.</p> <p>It was also confirmed that a workshop had been developed by International Mixed Ability Sport, the charity unorthodox and England Boxing with the aimed of helping coaches to have more confidence to work with people with disabilities The first workshops are planned to take place in Liverpool, Birmingham and London with plans to roll out further.</p> <p>It was also reported that England Boxing had been approached to help deliver Prevent course to coaches.</p>	
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<p><b>Item 6</b></p>	<p><b>Finance update:</b></p> <p><b>6.1 Independent Annual Audit:</b> The completed audited accounts and recommendations for financial year 18/19 were presented to the Board by the company's auditors Sedulo. The accounts recorded a slight profit for the year. There followed a discussion on the accounts.</p> <p><b>Agreed:</b> that the accounts be passed, signed and submitted to company's house.</p> <p><b>6.2</b> The auditors and the Head of Finance were thanked for their work in the preparation of these accounts and it was recognised that these were completed far earlier than on previous occasions.</p> <p><b>6.3 Management Accounts:</b> Eric Lee presented the September YTD Management Accounts and narrative to the Board.</p> <p><b>6.4 HMRC:</b> It was reported that small employers' national insurance relief to small organisations had been claimed and where it would be allocated.</p> <p>It was also reported that HRMC had met with England Boxing to discuss IR35 tax payments. Going forward those on the payroll would not be able to claim tutor fees separately and they would be included in the payroll.</p> <p><b>6.5 Scheme of Delegation:</b> The proposed updated scheme of delegation was presented to the Board.</p> <p><b>Agreed:</b> That other than for the acquisition and disposition of assets all changes were accepted.</p>	
<p><b>Item 7</b></p>	<p><b>Risk Register:</b></p> <p><b>7.1</b> An update on the Risk Register was presented to the Board following a review by DC.</p> <p>Part of the update again recognised the ongoing issues with AIBA.</p> <p>It was also reported that the generation of commercial income for Talent had been closed and included in the overall commercial risk section.</p>	
<p><b>Item 8</b></p>	<p><b>Safeguarding</b></p> <p><b>8.1</b> Nothing to report not covered elsewhere in the meeting.</p>	
<p><b>Item 9</b></p>	<p><b>Recommendations from the Sub Committee Meetings:</b></p> <p><b>9.1 Medical;</b></p> <p>i. That AED training (Defibrillators) be added into the requirements for first aid training. This is in light of the all Clubs requiring a defibrillator in 2021. This rule would be introduced from June 2020.</p> <p><b>Agreed</b></p> <p><b>9.2 Coaching</b></p> <p>i. <b>Level Three Coaching Award:</b> A paper was present to the Board detailing the proposals for an England Boxing Level Three Coaching Award. It was explained</p>	

	<p>that this would initially be for 16 persons and suitable coaches would be selected from applications.</p> <p>The emphasis of the training would be very much for high performing coaching. It was for all round coaches with an appropriate mix of academic, technical and tactical and when certified, coaches would for example be proficient in running and England talent camp or a large / good standard boxing club.</p> <p>Emphasis would be on practical interaction based and allow for specialisation.</p> <p>It was confirmed that the course would accept video or audio submissions.</p> <p>The course would start in May 2020 following candidate assessment.</p> <p><b>Agreed</b></p> <p><b>9.3 Membership</b></p> <p>i. It was confirmed that interviews for the subcommittee would take place at the end of October.</p> <p>ii. Transfer of Clubs: A paper was presented regarding the transfer of two different clubs between regions. This had followed various discussions on the issue between the parties concerned.</p> <p><b>Agreed</b></p>	
<b>Item 10</b>	<p><b>Talent Pathway:</b></p> <p><b>10.1</b> The Talent Report was presented, and its contents noted by the Board.</p> <p><b>11.2</b> It was noted that in the recent EUBC Youth Championships which had taken place in Sofia in September, a team of 14 had returned with 3 golds, 1 silver and 3 bronze and finished top of the female medal table.</p> <p><b>11.3</b> It was also noted that England Boxing boxers took part in four major international championships in 2019, with three of the events fully under England Boxing's control. The Sport England medal target was 24 and 27 have been won.</p> <p><b>11.4</b> The four-year medal target agreed with Sport England was 80 medals and at the end of year three, 93 have been won.</p> <p><b>11.5</b> Of the 27 medals, 13 were won by females (48.1%) and 14 by males (51.9%). This follows on from 2018 where it was an exact 50% split across genders.</p>	
<b>Item 11</b>	<p><b>AOB:</b></p> <p><b>11.1 East Midlands:</b> It was reported that a meeting with the East Midlands region concerning various issues and that fact that it appears the limited company set up in 2016 had not been set up correctly</p> <p><b>Agreed:</b> That the principle of the regional committees be protected by limited guarantee is a good one. Therefore, it was confirmed that England Boxing will work with East Midlands to resolve and hopefully use this a model for use by other Regions.</p> <p><b>11.2 Officials refresher course.</b> The issue had been requested to be raised. More information was requested on the proposal.</p>	

	<p><b>11.3 Olympic Qualifiers:</b> A discussion took place on the forthcoming Olympic Qualifiers taking place in London in March and the development and profile opportunities this would present.</p> <p>Different suggestions were provided on how there could be a mass participation event to increase the profile and opportunities within the sport. One area of emphasis suggested was women's boxing.</p>	
<p><b>Item 12</b></p>	<p><b>Future meeting dates:</b></p> <p><b>12.1</b> Dates of the next Board meeting:</p> <p>3<sup>rd</sup> December</p> <p><b>2020</b></p> <p>28<sup>th</sup> January  31<sup>st</sup> March  2<sup>nd</sup> June  1<sup>st</sup> September  6<sup>TH</sup> October - Manchester  1<sup>st</sup> December</p>	

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