



England Boxing Ltd Board Meeting
Ambassador Bloomsbury Hotel, London
Date: Tuesday 28th January 2020
Time: 10:30 – 15.00

Item 1	<p>Present:</p> <p>1.1 Caspar Hobbs (CH) Chair, Mike Loosemore (ML), Micky Norford (MN), Alkit Patel (AP), Hilary Lissenden (HL), Felicity Bernard (FB).</p> <p>Gethin Jenkins - CEO – (GJ) Eric Lee – Head of Finance for Agenda Item 6. Matt Holt CEO - GB Boxing for Agenda Item 7. Rowland Jack & Janice Shardlow - Governance United, for Agenda Item 8. Matt Halfpenny – Communications Manager for Agenda Item 9.</p> <p>1.2 Apologies; Gio Brugnoli, Gerry Wilmot, Liz Norris, Lawrence Selby, Darren Chapple</p>	<p>I = Info D= Decision A= Action</p>
Item 2	<p>Declaration of Interests:</p> <p>2.1 Caspar Hobbs – GB Boxing. Mike Loosemore - GB Boxing, IOC task force. Micky Norford – EUBC.</p>	
Item 3	<p>Minutes of Last meeting:</p> <p>3.1 Minutes were reviewed, considered and approved.</p> <p>Matters arising:</p> <p>3.2 A general discussion was held in regard to the producing of papers for the Board meeting.</p> <p>Agreed: That better supporting papers were required not only for the Board but to aid subcommittees in making their recommendations.</p> <p>3.3 Following referral to the Medical subcommittee at the last meeting, it was confirmed that the weight of the gloves for all boxers over 64kg should be 12oz gloves. Given the approaching competition period, it was agreed that this should be from the 1st June.</p> <p>3.4 Again following referral to the medial subcommittee, it was confirmed that the concussion protocol should be changed from should to must. Again, this would be implemented from the 1st June.</p> <p>3.5 A general discussion was held regarding the recent ruling on Skills Bouts. It was confirmed there would be no changes until at least the 1st June. It was also confirmed that feedback had been collated with more to follow on the membership’s views on the matter.</p> <p>The following was resolved;</p>	

	<p>Agreed; That the rule book should be issued for the new season (1st June) rather than January. Any regulations concerning safety, or the matrix could be issued as required and then subsequently incorporated.</p> <p>3.6 It was also confirmed that the issue over skills bouts should be referred back to technical and rules and the memberships subcommittees for further consideration. This consideration should include the following;</p> <ul style="list-style-type: none"> • Clarity and definition of what is a skills bout. • Further consideration on the age restrictions and associated implications e.g. later entrants to the sport. 	
<p>Item 4</p>	<p>Chairman’s Report:</p> <p>4.1 The Chair gave an overview of his report to the Board.</p> <p>4.2 A discussion on the use of headguards was held, including information provided from ML. It was explained that whilst there was always going to be balance between what the headguard was provided for (concussion or cuts), the research showed that the removal of headguards reduced the likelihood of concussion. It was also noted that research was required into the use of head guards, or not, by female boxers. It was explained that the issue preventing research at this point was the availability of the data required for female boxers without headguards in order to make a comparison.</p> <p>4.3 It was confirmed that the first rounds of interviews for the vacant INED position had taken place in the PSD recruitment offices. The second round would take place with the Chair, plus one boxing director and one INED on 30th January.</p> <p>4.4 The Chair noted the resignation of David Thorley and the Board thanked him for his effort in the role as Head of Talent, for acting as Interim CEO and the improvements made during his tenure.</p>	
<p>Item 5</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 that weren’t covered elsewhere in the meeting.</p> <p>5.1 Staffing / Office: David Thorley’s resignation was again noted and the recruitment process for his replacement explained, including - following discussions with Sport England - the use of a recruiter. It was also noted that Ron Tulley had confirmed his intention to retire in March 2021 and as part of his transition, he would move to 3 days a week. The replacement for Zoe McLean and Holly Pearce’s maternity cover were ongoing.</p> <p>5.2 An update was provided, and discussion held on the ongoing development of the England Talent strategy and associated funding for the 21- 25 period. It was explained that UK Sport and Sport England were looking to produce a more coordinated strategy, but this has been hampered but the fact that Sport England’s strategy and funding details had yet to be published, whilst the first draft of GB Boxings plans had to be submitted to UK Sport by the end of February. It was explained that whilst there had been broad agreement for having the broader and longer talent pathway between the two organisations, the method of delivery was still to be agreed, especially when all England Boxings responsibilities had to be considered. Not least the maintenance of the overall England Boxing talent programme. Further meetings and a talent commission we scheduled for the beginning of February.</p> <p>5.3 Stronger Clubs: It was reported that to date 952 plus 18 pending clubs and 19,174 and 2,959 pending members had registered on the Vault.</p>	

	<p>5.4 Development: Updates were provided on various development initiatives including the third IMAS / Unorthobox workshop which had taken place on the 25th January in London and that CSOs will attend a train the trainer day in March.</p> <p>It was also confirmed that meetings had taken place with representatives of Sport England which aimed to release further funding in order to build on the anti-knife crime work undertaken by member clubs during the summer.</p>	
<p>Item 6</p>	<p>Finance update:</p> <p>6.1 Audit Sub Committee Minutes. These were presented and accepted by the Board.</p> <p>6.2 The proposed budget for financial year 20/21 was presented, explained and a discussion held. The reduced funding from Sport England was highlighted and the fact that there was no slack in the figures. Subcommittee chairs were asked to remain vigilant in this regard.</p> <p>Agreed: That the budget for 2020/21 be passed.</p> <p>6.3 Details of the Year to date accounts were also provided to the Board.</p> <p>6.4 An update was provided on the Sport England / BDO independent audit. It was confirmed that an inspection had taken place the previous week and that initial indications showed that no significant issues had been found.</p>	
<p>Item 7</p>	<p>International Relations:</p> <p>7.1 An extensive debate on the current position of AIBA / IOC and the response of the AIBA Executive Council was held. It was reported that the AIBA Reform Panel (into which England Boxing had been invited to submit their views) were reviewing the statutes, but it was felt that as well as governance, issues around culture, finances and the brand of the organisation also needed to be addressed and delivered to the highest international standards of governance and transparency. Progress, it was felt had been slow in this regard.</p> <p>It was further felt that proposed changes would not meet the level of change advocated in the proposals made in the submission by England and USA boxing.</p> <p>7.2 It was confirmed that the proposed statute changes were due to be published by the 20th February, ahead of the 20th March Extraordinary Congress. It was also confirmed that a European Forum was scheduled for the 29th February.</p> <p>Agreed; that that the Chair would speak to Gio Brugnoli regarding representation on the AIBA EC and to get the position resolved as soon as practicable.</p> <p>It was also agreed that England Boxing should continue working with USA Boxing to push for enough change that results in the IOC lifting the AIBA suspension and that boxing remains in the Olympics.</p>	
<p>Item 8</p>	<p>Board Evaluation Report:</p> <p>8.1 The Board received a report and presentation from Governance United into the findings of the Boards evaluation. The evaluation had formed a survey, directors' interview, review of policy papers and documents plus observation at the last Board meeting.</p> <p>8.2 Summary of the findings:</p>	

	<p><i>The evaluation found that England Boxing has a generally well-functioning Board which operates as a relatively cohesive group and is supported by governance policies and procedures which are largely effective. It went onto say that The Board performs well in what are undoubtedly challenging circumstances.</i></p> <p><i>It was noted that it was near unanimous agreement that there had been significant improvements in England Boxing in recent times and the collective achievement should not be underestimated.</i></p> <p>8.3 There followed further discussion including the overarching issues facing the Board (e.g. balance between strategy and operations), areas of improvement and industry best practice.</p> <p>Agreed; That the report be accepted, and it was requested that the CEO look at ways at implementing the Report’s recommendations.</p>	
Item 9	<p>Communications Strategy and Presentation:</p> <p>9.1 Matt Halfpenny presented the Marketing and Communications delivery plan for 2020. The plan covered areas including, website, social media, branding, general media & PR, streaming and the newsletter.</p> <p>9.2 Also highlighted was the number of users the various platforms received. These included the following:</p> <p>Social Media – as of 31st December 2019</p> <ul style="list-style-type: none"> • Instagram: 20,487 • Facebook: 28,673 • Twitter: 14,990 • Website, October 2019: Users 35,953, Sessions 65,482 and page views 172,240. • Streaming: It was noted that 552,238 views and 77,453 highlights on You Tube had been accessed last year. 	
Item 10	<p>Risk Register:</p> <p>10.1 The information provided in the Board Pack was noted.</p>	
Item 11	<p>11. Safeguarding:</p> <p>11.1 It was noted that Liz Norris had stepped down as the Board lead on safeguarding and that a replacement would need to be found.</p>	
Item 12	<p>Recommendations from the Sub Committee Meetings:</p> <p>12.1 Coaching; An update was provided on the Level 3 selection process. It was confirmed that a comprehensive process had been followed. Sixteen candidates would now go forward to the training course. As part of the process, interviews had taken place and this, it was reported, had provided valuable feedback on how well England Boxing was doing and areas for improvement. It was agreed that this information would be shared with the Board.</p> <p>12.2 Commercial Sponsorship: The Commercial update was reviewed by the Board. It was reported that we continue to push Oaks regarding sponsorship delivery and that alternative options we are being considered once the contract had come to an end.</p> <p>12.3 A discussion was held regarding which commercial categories could be pursued. This would be fed back to respective parties.</p>	

	<p>12.4 It was agreed to pursue a Patrons programme. A request for suitable contacts was made.</p> <p>12.5 It was agreed to establish a Commercial subcommittee.</p>	
Item 13	<p>Talent Pathway:</p> <p>13.1 The Talent Report was presented, and its contents noted by the Board.</p> <p>13.2 Ways of saving costs were discussed following a recommendation from the Head of Talent. It was confirmed that once the dates for the four major championships were confirmed the allocation of funds within the budget – as opposed to the overall amount - would be reviewed, in order that costing policies for international competition could be maintained.</p>	
Item 14	<p>AOB:</p> <p>14.1 There was no AOB.</p>	
Item 15	<p>Future meeting dates:</p> <p>15.1 Dates of the next Board meeting:</p> <p>2020</p> <p>31st March 2nd June 1st September 6th October - Manchester 1st December</p>	