



England Boxing Ltd Board Meeting
Wembley Stadium, London
Date: Tuesday 3rd December 2019
Time: 10:30 – 15.00

Item 1	<p>Present:</p> <p>1.1 Caspar Hobbs (CH) Chair, Liz Norris (LN), Darren Chapple (DC), Alkit Patel (AP), Hilary Lissenden (HL), Gio Brugnoli (GB), Gerry Wilmot (GW), Felicity Bernard (FB), Lawrence Selby (LS).</p> <p>Gethin Jenkins - CEO – (GJ) Eric Lee – Head of Finance for Agenda Item 6. Rowland Jack - Governance United</p> <p>Apologies;</p> <p>1.2 Mike Loosemore, Micky Norford.</p> <p>1.3 At the outset it was explained that as part of the Governance Code obligations, Governance United were conducting an independent review of the Board and Rowland Jack would be observing the meeting.</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 - AIBA / EUBC / GB Boxing, Darren Chapple - Team England Commonwealth Games, EUBC. Lawrence Selby – British Jujitsu, British Canoeing.</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 It was reported that Sport England had yet to confirm when the Board training scheme that they want England Boxing involved in would take place.</p> <p>3.3 LS provided an example of The FA’s policy on photography at football matches.</p>	
Item 4	<p>Chairman’s Report:</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 continues to be made and that it was pleasing to see that membership numbers continue to grow with the number of Clubs heading towards the 1000 target.</p> <p>4.3 An update and discussion on the situation regarding the IOC and AIBA took place. It was explained that England Boxing had been invited to provide input into the AIBA Reform</p>	

	<p>committee who were reviewing the AIBA Statutes. This was following the appointment by AIBA and then withdraw of Dr Carrard as a specialist governance lawyer. The withdraw had been due to a conflict of interest with his roles in the IOC.</p> <p>It was further explained that whilst statutes changes were clearly required, that unless there was also reform of the culture, brand and finances then AIBA would struggle to make progress. It was also confirmed that the AIBA Congress had been postponed until the 20th March 2020.</p> <p>4.4 An update was provided on Sport England’s plans for the development of their strategy and the associated core funding processes.</p> <p>4.5 There was a general discussion about England Boxings strategy for the next cycle - 2021 – 2025. The Chairman highlighted that he wanted to see strategic plans developed for boxing within schools and disabled boxing.</p> <p>4.6 The success of Caroline Dubois winning the Young Sports Personality of the Year award was highlighted and commended.</p> <p>4.7 It was noted that no details had been forthcoming regarding the publication of the headguards research.</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;</p> <p>5.1 Staffing / Office: It was confirmed that Chris Porter had been appointed as a consultant for three days a week in a people development role. This was in place of the Head of Boxing development role. It was also reported that Zoe McLean had also left the organisation. A general discussion on staff resourcing in light of the upcoming strategic review was held. It was also noted the rise in the number of complaints between members during the year.</p> <p>5.2 A discussion was held on highlighting the code of conduct on the website and also developing a social media policy. It was highlighted that this was covered within the code of conduct, but it was agreed that the Compliance Subcommittee would look at a specific policy.</p> <p>5.3 Commercial: It was confirmed that Oaks continue to be pushed regarding the progress of the overall commercial programme. Draft plans for the charity were provided to the Board. It was confirmed that two England Boxing trustees and one independent trustee was required to be nominated in order for the plans to be submitted to the Charity Commission.</p> <p>5.4 Sport England: The Sport England work force development project was successfully held in Leicester. The event showcased the work undertaken by member clubs in the community. Attendees included Mr Tim Hollingsworth CEO and Chris Grant Director of Sport England. The information provided from this meeting is now being assessed by representatives of Sheffield Hallam University.</p> <p>5.5 Stronger Clubs: It was reported that to date 939 plus 14 pending clubs and 17,787 and 2,724 pending members had registered on the Vault.</p> <p>5.6 A Strong NGB: A discussion took place on getting clarity on the officials and coaches officiating with England Boxing and in white collar boxing. It was requested that the Compliance Subcommittee review the proposal for addressing this.</p>	

	<p>5.7 Unlocking Potential: An update and discussion was held on the recent Talent Commission meeting held between GB Boxing, the three national federations and funding providers. It was explained that as part of the coordinated talent pathway, UK Sport were looking to extend the talent pathway to three Olympic cycles. Discussions were hampered because although UK Sport had published their criteria, Sport England had yet to do so. Discussions on a joint strategic talent plan with GB Boxing were on going.</p> <p>5.8 Development: Updates were provided on various development initiatives including with IMAS / Unorthobox and Parkinson UK. It was also reported that the CSOs had undergone Prevent Training for use in the Regions.</p> <p>5.9 The work of Insight Officer, Avoen Perryman was highlighted to the Board namely the three surveys that had recently been completed (Volunteer, Staff and Membership). These had been shared with Sport England. Once the process is completed, average data will be available for benchmarking.</p>	
Item 6	<p>Finance update:</p> <p>6.1 Management Accounts: Eric Lee presented the October YTD Management Accounts and narrative to the Board.</p> <p>6.2 Budget: The budget process for the 2020/21 period was highlighted to the Board. This included meeting with the managers and their liaison with the respective Subcommittee chairs. It was highlighted that Sport England funding for back office costs would reduce for the final year of the cycle.</p> <p>6.3 Office Costs: A paper and discussion on office related costs and options was held.</p>	
Item 7	<p>Risk Register:</p> <p>7.1 An update on the Risk Register was presented to the Board following a review by DC.</p> <p>7.2 A discussion took place regarding the risks surrounding abuse of officials, EB Competitions, pro boxing, a financial reserves policy and financing beyond 2021.</p>	
Item 8	<p>Safeguarding</p> <p>8.1 A paper and recommendation was presented regarding appealing the decisions of the Safeguarding Review Panel.</p> <p>Agreed; that both EB and the individual concerned shall have the right to appeal the decision of the SRP.</p>	
Item 9	<p>Recommendations from the Sub Committee Meetings:</p> <p>9.1 Medical;</p> <p>i. In the previous Board meeting, it was agreed that from June 2020 first aid courses need to include use of an AED (defibrillator). The medical subcommittee recommended that this rule be implemented from January 2020.</p> <p>Agreed; After a discussion and explanation, the June date remains in order to give time for the change to be included in the training.</p>	

9.2 HR Legal and Compliance

- i. Recommendation to issue a tender for the review of the safeguarding policies.

Confirmed: that the tender could proceed and was budgeted for.

9.3 Membership

- i. Recommended that, Barry Jones, Paul Bainbridge, John Murray, Sarah Dunne, Steve Flynn, Stefan Ferencz be appointed to the subcommittee.

Agreed.

- ii. Short term priorities for the subcommittee were also presented to the Board.

9.4 Technical Rules and Officials

- i. **Recommendation: Failure to Declare experience** – Any boxer that fails to declare fully their experience as a boxer or in individual combat sports is to be expelled from the competition in which they are competing and the club and boxer to be sanctioned by England Boxing. The last boxer to have lost against the expelled boxer may be reinstated to the competition if eligible.

Following extensive debate, it was agreed that further consideration was required and clear wording, as to how this proposed rule change would operate from a practical perspective - not least the timelines involved.

- ii. **Photography at England Boxing Club Shows** – That the Compliance SC provides advice and direction on whether permission is required for photographs to be taken at Club Boxing events.

Await details form the Compliance subcommittee.

- iii. **Glove Weights** – With the adjustment of the rule that Youth Boxers over 64kg are to wear 12oz gloves even though they are wearing head guards, the SC agreed that a proposal should be made that all boxers over 64kg should wear 12oz gloves.

Requested that the Medial subcommittee provide guidance on whether it is appropriate for all boxers over the weight of 64kg to wear 12oz gloves.

- iv. **Computer Operators Update** – The previous Subcommittee meeting proposed that all championships from quarter finals onwards would use Computer Scoring.

Recommendation that some flexibility be built into the proposal and it would read, "All championships from quarter finals onwards **should** use Computer Scoring."

Agreed.

- v. **Officials Upgrades B to A.** Officials will be permitted to attend a B to A upgrade if they fulfil the criteria below;

a. Nomination from Regional Association.

b. Individuals may nominate themselves but must write to the TR&Os Sec who will arrange an independent assessment on the suitability of the individual.

Agreed: subject to the clause amended to read a or b. Also, that criteria be established for selection and published.

- vi. **Return of Professional Boxers:** That the 6-bout limit imposed on Professional Boxers be removed as a condition of registration of England Boxing, but all of the other conditions remain in place.

Agreed: that no change was currently required.

- vii. **AIBA Rules - Schools Weight categories** - Recommendation that the weights proposed in the EB Championship comply with our current rules and EUBC categories.

Agreed; Also, to include the non-pathway weights.

- viii. **Announcing the Result:** At National Championships it is recommended that for any split decision it is announced as a 3:2 or 4:1 Split Decision.

Agreed.

- ix. **Lost Card Suspension** – Any boxer who has lost or misplaced their BCR1 and applies for a replacement is to receive an immediate medical suspension for 36 days for a 19+yrs boxer or 39 day 18 and under; this reflects the shortest time a boxer can receive a concussion and be declared fit to box by a Doctor.

Agreed.

- x. **Concussion Protocol** – It was commented on that the Concussion Protocols wording suggested that a boxer returning to contact “should” see a Doctor, it was felt that this statement should not be discretionary but should read;

“Prior to reaching ‘Step 5’ and returning to sparring, you MUST see a doctor for a more detailed assessment and to gain medical clearance to safely return to full contact training.”

Agreed; subject to the medical subcommittee approval.

- xi. **Skills Bouts on shows.** – A boxer may participate in skills bouts up to their 13th birthday but may not box any skills bouts after a competitive bout.

Maximum skills bouts for a boxer is to be 6 bouts.

Maximum skills bouts for a club show is 4 bouts unless a skills bout show.

Agreed.

- xii. **Annual Medicals at Club Shows.**
Recommendation:

1. Only renewals of medicals for boxers who have recently lapsed.
2. The Annual Medical was conducted fully and comprehensively by the Doctor.
3. The Vault was to be updated immediately to reflect the new medical date.

Rejected.

<p>Item 10</p>	<p>Talent Pathway:</p> <p>10.1 The Talent Report was presented, and its contents noted by the Board.</p> <p>10.2 It was noted that by the end of the 2019 international season, 200 boxers (143 – 2018) had represented England, 54 of which were in major championships.</p> <p>10.3 It was noted that next season there will be four major championships, namely EUBC Youth Championships, EUBC Schools Championships, EUBC U22 Championships and AIBA Youth World Championships.</p> <p>10.4 It was confirmed that a Mental Health First Aid course was being planned for the England Boxing coaches and staff.</p>	
<p>Item 11</p>	<p>AOB:</p> <p>11.1 Regions: An update was provided on some of the issues facing the Regions and the disagreements within them. It was confirmed that a template constitution / statute was being produced for use, if required, by the Regions.</p> <p>11.2 Olympic Qualifiers: An update was provided on the Olympic Qualifying tournament including the community activation opportunities and the plans to have a mass participation event. Hosting a reception and the anticipated dignitaries attending during this period was also discussed.</p> <p>11.3 Jim Coffee: The board noted the sad passing of Jim Coffee.</p>	
<p>Item 12</p>	<p>Future meeting dates:</p> <p>12.1 Dates of the next Board meeting:</p> <p>2020</p> <p>28th January 31st March 2nd June 1st September 6th October - Manchester 1st December</p>	