



**England Boxing Ltd Board Meeting
Conference Call
Date: Tuesday 31st March 2020
Time: 10:30 – 1.00pm**

Item 1	<p>Present:</p> <p>1.1 Caspar Hobbs (CH) Chair, Mike Loosemore (ML), Micky Norford (MN), Alkit Patel (AP), Hilary Lissenden (HL), Gio Brugnoli (GB), Gerry Wilmot (GW), Lawrence Selby (LS), Darren Chapple (DC).</p> <p>Gethin Jenkins - CEO – (GJ) Eric Lee – Head of Finance for Agenda Item 3 and 6.</p> <p>1.2 Apologies; Liz Norris, Felicity Bernard</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. Gio Brugnoli - AIBA / EUBC. Micky Norford – EUBC. Darren Chapple - Commonwealth Games / EUBC, Lawrence Selby - British Jujitsu.</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 Vacant INED position; An update including the CV of the proposed candidate and recommendation was provided regarding the appointment of the Independent Director position that had become vacant due to Tove Okunniwa's resignation.</p> <p>Agreed: That following a unanimous vote, Mehul Kapadia be appointed to the Board from April.</p> <p>3.3 In light of the appointment was also agreed to review the makeup of the Board to ensure Governance Code compliance. An update would be provided at the next meeting.</p>	
Item 4	<p>Chairman's Report:</p> <p>4.1 The Chair gave an overview of his report to the Board, the main point concerned the Covid-19 Pandemic and the effect it was and will have on England Boxing and specifically the membership. The focus was to address the short-term issues and then give consideration to the medium and long term impacts. There followed an extensive discussion on the issue.</p>	

	<p>4.2 Updates were provided on the funding information that had been provided to Clubs to date and the advice, information and level of support from Sport England. It was also confirmed that the funding cycle was to be extended by one year. A report was provided on the financial implications and likely impacts. A paper was also presented on the postponement of the National Championships and proposals to mitigate this, together with recommendations to address any outstanding issues.</p> <p>4.3 Agreed; That the priorities were business continuity and to support the membership as much as possible during this period.</p> <p>4.4 Agreed; To delay the start of the season until at least 1st September and discount the membership fees by 50% for the 2020 /21 season for existing members.</p> <p>4.5 Agreed; That due to the competitions being started, that the Junior National Championships should be rescheduled hopefully in September. It was further agreed to merge the National Amateur Championships and Development Championships in order to mitigate costs and time for all concerned.</p> <p>4.6 Agreed; That due to timelines and costs primarily to the Regions and the Clubs, to cancel the National Schools Championships and replace it with the Schools Boys and Schools Girls Box Cup. The Schools Girls Box Cup would take place in conjunction with the Women’s Box Cup. By splitting the competition, it would increase the number of places available.</p> <p>4.7 Agreed; that the Coaching and Safeguarding course be postponed until September. Furthermore, that the Level 1 refresher requirement be postponed until June 21 and that the safeguarding course deadline be pushed out for those whose course certificates expire between 1st April and August. It was noted that there would be no extension for DBS certificates.</p> <p>4.8 Agreed; That due to the demands on doctors, medicals could be extended for circa three months for those who expired between April and August.</p> <p>4.9 It was reported that it was likely the European Championships (Schools, Juniors and Youths) were likely to be cancelled or potentially rescheduled later in the year. It was agreed due to the overall financial implications to the organisation that the three nations tournaments be reviewed for this season.</p> <p>4.10 It was confirmed that an updated budget for review by the Board would now be produced taking into account the above factors.</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 National Youth Championships: An update was provided on the incidents at the National Youth Championships. It was confirmed the internal investigation was on hold until the police completed their investigation. It was reported that the Police had confirmed that there was no advance knowledge of the incident and England Boxing were not to blame in regard to what had happened.</p> <p>The fact that the Championships were rearranged (behind closed doors) so quickly, was noted including the work of Events and Competitions manager Lynsey Lockey to achieve this.</p>	

	<p>An extensive discussion on the issues followed. It was agreed to provide further updates once the outcome of the police investigation was known.</p> <p>5.2 AIBA Reform: An update was provided regarding the ongoing situation of AIBA and the IOC. It was reported that the new statutes had been published ahead of the planned Extraordinary Congress that had been scheduled for March.</p> <p>It was felt that whilst progress had been made, the reforms would not be sufficient enough for the IOC to overturn the AIBA suspension, especially when the statutes didn't allow for factors such as renewal of the leadership and independent ethics panel. As a result of this it was confirmed that the GJ had stepped down from the AIBA Reform Commission.</p> <p>It was also confirmed that due to the pandemic, the Congress had been postponed indefinitely and with it the election of the new President. It was highlighted this meant the Interim President had now passed his time mandate which was 365 days following the resignation of the President.</p> <p>It was confirmed that discussions continue with various parties including USA Boxing regarding the matter and reforms.</p> <p>A discussion ensued. The outcome of which, was the Board reiterated their decision of the previous Board meeting and confirmed it should be enacted.</p> <p>5.3 Staffing / Office: Head of Talent position. It was reported that the deadline for this position was the 31st Mach. In light of the Covid-19 pandemic, the recruitment process and appointment would be delayed. It was confirmed that Andrea Rankine had been made interim Talent Manager.</p> <p>It was confirmed that appointments have been made for the part time membership administrator position and the maternity cover for Holly Pearce. It was also confirmed that Tom Paget had also left his position as a CSO, as had Helena Jenner. Replacements for these positions would-be put-on hold until there was greater clarity on the current situation</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 2021- 25 period. It was confirmed that due to changes at the last Talent Commission meeting, no agreement had been reached with GB Boxing on the matter, other than to work for the betterment of the overall pathway. GB Boxing had subsequently submitted their proposal to UK Sport. As a result, England Boxing would now produce its own application and directly with Sport England.</p> <p>5.3 Stronger Clubs: It was reported that to date 969 clubs plus 14 pending and 20,704 members with 2,775 pending had registered on the Vault.</p> <p>5.4 It was confirmed a review of the England Boxing sponsorship model was being made especially in light of recent events.</p>	
Item 6	<p>Finance update:</p> <p>6.1 The YTD figures for February were presented to the Board. It was also confirmed that the annual Audit was confirmed for May, but this was anticipated to now be delayed.</p> <p>6.2 An update was provided on the Sport England / BDO independent audit. It was reported that the final notification was being awaited, but the draft report had indicated that the findings would be positive and recognise the significant progress made by England Boxing in recent years.</p>	

<p>Item 7</p>	<p>Risk Register:</p> <p>7.1 A report was provided detailing the update to the Risk Register.</p> <p>This update included the issues / risks surrounding the Covid-19 pandemic, the AIBA / IOC situation and the fallout as a result of the incidents at the recent National Youth Championships.</p>	
<p>Item 8</p>	<p>Safeguarding:</p> <p>8.1 Nothing to report not covered elsewhere in the meeting.</p>	
<p>Item 9</p>	<p>Sub Committee Recommendations to the Board.</p> <p>9.1 Championships:</p> <p>i. Boxers Switching Clubs.</p> <p>Agreed; That Boxers switching Club and Region and wishing to enter a National Championship, must do it at least one month before the start of the respective Championship. They must also have competed in at least one bout for the new club before the start of the Championship rounds. A boxer will not be permitted to change clubs again until at least three months have passed after the respective Championship.</p> <p>ii. Failure to disclose previous experience.</p> <p>Agreed; That subject to wording, where a boxer is disqualified due to failure to declare previous experience, then the defeated boxer shall be permitted to continue in the competition – subject to being cleared to box.</p> <p>9.2 Medical</p> <p>The following was confirmed from the subcommittee minutes:</p> <p>i. The doctor is in charge of all medical matters and must act responsibly.</p> <p>ii. It was confirmed that the fees for club shows are not set and should be decided by the contracted Dr and the show organiser.</p> <p>iii. Notwithstanding the current rules and provision re resuscitation (Rule book 8.8.4 g) the contracted Doctor is in overall charge of the medical care of the boxers, both pre, during and post bout. He can decide whether he works alone or with a medical assistant e.g. nurse, medic, EMT, paramedic etc. The doctor may delegate duties but must remember they are in charge and are responsible for all medical decisions.</p> <p>iv. It was reiterated that the medical equipment list should be republished to clubs.</p> <p>v. From the start of the new season, in order to be suitable for an England Boxing Coaching lanyard, first aid courses should include AED training.</p> <p>vi. It was confirmed that the subcommittee had been trialling the Online Medical Records System. A few glitches were still being worked on.</p> <p>vii. It was confirmed that the transgender rules were currently being reviewed.</p>	

	<p>9.3 Technical, Rules and Officials</p> <p>i. Rule Book;</p> <p>Agreed; That the Rule book would now be published for the 1st August. The matrix would be published in November.</p> <p>ii. Skills Bouts;</p> <p>Following a review of the previous recommendations a detailed paper was presented on how the Skill Bouts should be managed.</p> <p>Agreed; That Skills bouts could be for boxers between 10 and 16 years of age. There was to be a maximum of 4 skills bouts on a competitive show and there would be the ability to write “no further skills bouts” in the BCR1.</p> <p>9.4 Membership</p> <p>i. Transfer of a Club from East Midlands to Midlands.</p> <p>Agreed; That the request should be rejected, and that mediation should be sought between the two sides.</p> <p>ii. Agreed: That false fingernails and eyelashes should not be permitted.</p> <p>iii. Boxing Abroad</p> <p>It was confirmed that there should be no requirement for England Boxing Clubs to complete a boxing abroad request when boxing in Wales and Scotland or inviting teams here.</p> <p>Caveat- When events take place between Scotland, Wales and England Clubs, all membership requirements should be met in line with the Boxing abroad process.</p> <p>iv. Proposed voting mechanism.</p> <p>The recommendations on a voting system were noted for consideration when the paper is produced on how it would be used.</p> <p>v. Recommendations concerning skills bouts were noted in conjunction with the previous recommendations made by the Technical and Rules subcommittee.</p>	
<p>Item 10</p>	<p>Talent Pathway</p> <p>10.1 The Talent report was presented and noted by the Board.</p> <p>10.2 Specific reference was given to the new mental health initiative in conjunction with MH UK called “Your Resilience”. This programme was aimed at 14-18 years olds and whilst already in schools, boxing was the sport they had got involved with.</p>	

<p>Item 11</p>	<p>AOB</p> <p>11.1 AGM – It was agreed that in light of the pandemic to review the options available concerning putting on the AGM, taking into account government advice on the matter.</p> <p>11.2 It was agreed for the next Board meeting to trial the Zoom app.</p> <p>11.3 The on-going development of the coaching courses and the imminent roll out of the officiating programme was noted and those involved thanked for the commitment in this regard.</p>	
<p>Item 12</p>	<p>Future meeting dates:</p> <p>15.1 Dates of the next Board meeting:</p> <p>2020</p> <p>2nd June 1st September 6th October - Manchester 1st December</p>	