



**England Boxing Ltd Board Meeting  
By Zoom Call  
Date: Tuesday 2<sup>nd</sup> June 2020  
Time: 10:30am – 1.00pm**

<b>Item 1</b>	<p><b>Present:</b></p> <p><b>1.1</b> Caspar Hobbs (CH) Chair, Mike Loosemore (ML), Alkit Patel (AP), Gerry Wilmot (GW), Lawrence Selby (LS), Darren Chapple (DC), Liz Norris (LN), Felicity Bernard (FB), Micky Norford (MN), Mehul Kapadia (MK).</p> <p>Gethin Jenkins - CEO – (GJ) Eric Lee – Head of Finance for Agenda Item 6.</p> <p><b>1.2 Apologies;</b> Hilary Lissenden, Gio Brugnoli,</p>	<p>I = Info D= Decision A= Action</p>
<b>Item 2</b>	<p><b>Declaration of Interests:</b></p> <p><b>2.1</b> Caspar Hobbs – GB Boxing. Mike Loosemore - GB Boxing, IOC task force. Micky Norford – EUBC. Darren Chapple - Commonwealth Games / EUBC. Lawrence Selby - British Jujitsu.</p>	
<b>Item 3</b>	<p><b>Minutes of Last meeting:</b></p> <p><b>3.1</b> Minutes of the Board meetings held on 31<sup>st</sup> March and 12<sup>th</sup> May 2020 were reviewed, considered and approved by the Board.</p> <p><b>Matters arising:</b></p> <p><b>3.2</b> Governance code compliance – Makeup of the Board. It was highlighted that there was need to ensure governance code compliance in regards to makeup of the Board. It was agreed to use this as an opportunity and in line with the Articles, to co-opt someone on the Board who could address a specific area of strategic need within the organisation.</p> <p><b>Agreed: for the Board to propose suitable candidates for consideration.</b></p>	
<b>Item 4</b>	<p><b>Chairman’s Report:</b></p> <p><b>4.1</b> The Chair gave an overview of his report to the Board, the main point concerned the Covid-19 Pandemic. There followed a discussion on the issue. It was stressed that the plan was to provide five areas of support to the membership as follows;</p> <ul style="list-style-type: none"> <li>• Connection</li> <li>• Assisting in finding financial support</li> <li>• Physical and mental health advice / support</li> <li>• Distance Learning</li> <li>• Advice on reopening</li> </ul> <p>The work undertaken on providing advice and information on mental health was also noted.</p>	

	<p><b>4.2</b> It was further advised that there was thought that there would be no change to current position before the 4<sup>th</sup> July. Even then the most likely outcome was increased group participation outside.</p> <p><b>4.3</b> It was reported that it remained unclear as to when competitive boxing could restart. It was noted that it appeared that Pro boxing would be able to restart at an earlier stage, subject to the following of significant procedures and processes.</p> <p><b>4.4 Re-election of Board members for a second term:</b> Elections were held (separately) and it was unanimously agreed for the reappointment of the following directors for a second term of office;</p> <ul style="list-style-type: none"> <li>i) Hilary Lissenden Proposed ML / Seconded LN</li> <li>ii) Micky Norford Proposed DC / Seconded LS</li> <li>iii) Alkit Patel Proposed GW / Seconded FB</li> </ul> <p><b>4.5</b> The review of the organisation's strategy was also raised. It was agreed to review this in more detail at the next Board meeting in September.</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 that weren't covered elsewhere in the meeting.</p> <p><b>5.1</b> It was reported that an estimated total of £3m of grants had been received by some of the member clubs as a result of the pandemic, thereby demonstrating the financial support that has been required. This support was made up of government grants, the Sport England Emergency Fund and the KO COVID-19 Go Fund me campaign.</p> <p><b>5.2 AIBA Reform:</b> An update was provided regarding the ongoing situation concerning AIBA. It was confirmed that any decision on the suspension of AIBA by the IOC would now not be addressed until December 2021. It was also confirmed that the Congress where the proposed new statutes and election of the President was now scheduled to be held in December 2020, venue tbc.</p> <p><b>5.3 Staffing / Office:</b> Head of Talent position. It was confirmed that the interview process had started. It was also confirmed that in light of the pandemic three other positions would not be filled until the overall financial situation became clearer.</p> <p><b>5.4 Talent:</b> 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 reported that a meeting to discuss the progress had taken place between the CEOs of EB and GB Boxing and the two funding bodies. It was confirmed further meetings were planned.</p> <p><b>5.5 Stronger Clubs:</b> It was reported that by the end of the formal season, 971 clubs plus 12 pending and 21,472 members with 2,551 pending had registered on the Vault. This represented an 18% increase in Clubs since May 2017 when there were 825.</p> <p><b>5.6</b> It was reported that England Boxing was to apply for a Sport England Tackling Inequalities fund for subsequent awarding to member clubs.</p> <p><b>5.7</b> It was also confirmed that the Work Force Development project was nearing completion with its launch within the next two weeks.</p>	

<p><b>Item 6</b></p>	<p><b>Finance update:</b></p> <p><b>6.1 Management Accounts:</b> An update was provided on the YTD Management accounts, taking into account the budget reprofiling as a result of the pandemic. Further information was provided on the amount of deferred income due to ring fenced expenditure and an explanation of the current funding available from Sport England.</p> <p><b>6.2 Audit:</b> A update on the end of year audit was provided. It was noted that the auditors had asked that a two-year expenditure forecast be provided. It was explained that as a result of Sport England providing an additional year of funding within the current cycle, that this had been facilitated.</p> <p><b>6.3 Independent Audit Inspection:</b> It was confirmed that Sport England / BDO independent audit had been completed with confirmation that the organisation had been classed as Good with only four actions required.</p>	
<p><b>Item 7</b></p>	<p><b>Risk Register:</b></p> <p><b>7.1</b> A report was provided detailing the update to the Risk Register. Areas of concern were are follows:</p> <ul style="list-style-type: none"> <li>• COVID -19 – Specific problem highlighted was no knowing how long the pandemic would last.</li> <li>• Threat to events, including as a result of the pandemic.</li> <li>• On-going situation with AIBA.</li> </ul>	
<p><b>Item 8</b></p>	<p><b>Safeguarding:</b></p> <p><b>8.1</b> It was reported that the annual review with the NSPCC had taken place. The outcome of the review was awaited, but it was anticipated no problems arising.</p> <p><b>8.2</b> It was confirmed that the tender for the regular review of the England Boxing safeguarding procedures had been completed with Christopher Quinlan QC being appointed. A brief outline of his significant experience was provided.</p> <p><b>8.3</b> It was confirmed that a new safeguarding lead for the Board was required. This would be resolved at the next Board meeting.</p>	
<p><b>Item 9</b></p>	<p><b>Sub Committee Recommendations to the Board.</b>  <b>The following was confirmed from the subcommittee minutes:</b></p> <p><b>9.1 Communications:</b></p> <ul style="list-style-type: none"> <li>i. It was confirmed that the subcommittee was being re-established.</li> <li>ii. It was reported that a digital review had been undertaken by Seven League who had been working in-conjunction with Sport England. Overall, they had had been positive about the level and content of the social media being provided by EB.</li> <li>iii. It was agreed to look at increasing ways of engagement.</li> <li>iv. It was also agreed that ways of monetisation of the EB social media should be explored.</li> </ul> <p><b>9.2 Membership:</b></p> <ul style="list-style-type: none"> <li>i. It was confirmed that a review of membership categories was being undertaken.</li> </ul>	

### 9.3 Medical:

- i. The roll out plan for the new online medical records module was presented.
- ii. It was confirmed that the process would start in TTW and Western Counties before a wider roll out
- iii. It was confirmed that the data security was the same as for the NHS.
- iv. It was confirmed that the doctors would have to do a post bout medica in line with the current rules and log it on the module.
- v. It was also confirmed that a copy of the BCR1 would need to be uploaded to the data base (by phone).
- vi. If successfully rolled out it was felt the benefit would be greater safety for the boxers and the chance to provide a greater risk assessment of the sport overall and thus may help to mitigate costs in the longer term for clubs.

### 9.4 Competitions:

- i. It was confirmed that an online entry form was being developed.
- ii. Following the principle having been agreed at the previous Board meeting, the wording for the boxers switching clubs and regions was reviewed.

#### **Agreed; that the following wording be implemented;**

- a) Boxers may only enter England Boxing National Championships through a Regional Association.
- b) Entry to such a Championship will be withheld by the Regional Executive if it concludes that a boxer has deliberately moved (i) club or (ii) region, solely for the purposes of entering a championship.
- c) Before reaching a conclusion that a boxer has deliberately moved (i) club or (ii) region, solely for the purposes of entering a championship, the Regional Executive Committee shall have regard to the following:
  - i. Whether a boxer completed the move at least one calendar month before the regional weigh-in;
  - ii. Whether a boxer has had at least one bout for his/her new club before entering a Championship;
  - iii. Any other matter that the Regional Executive Committee considers relevant.
- d) Any boxer who moves from one club to another and, at the same time moves Regions, may not, within three calendar months of this move, make any further move, if they wish to enter a championship.
- e) Subject to ratification by the England Boxing Championships Sub Committee, any decision of a Regional Executive will be final.
- iii. The wording regarding return of boxers after an opponent was disqualified for falsifying a record was discussed but not agreed.

	<p><b>9.5 Technical, Rules and Officials:</b></p> <p>i. <b>Rule Book;</b> It was confirmed the draft 2020 Rule book was nearly completed.</p> <p><b>Agreed; That the Rule book would be distributed to the Board and to compliance subcommittee for review ahead of the 1<sup>st</sup> August deadline.</b></p> <p><b>9.6 HR, Legal and Compliance:</b></p> <p>i. A social media policy was presented for review by the Board.</p> <p><b>Agreed; that a further review take place and the level of breach be considered.</b></p> <p>ii. A request was made that a centralised sharing of information be considered.</p> <p>iii. A request for the review of workload and the scope of disciplinary proceedings be made. In conjunction this was the awareness of the fact that the costs of appeals were costing several thousands of pounds even if the appeal was rejected and for a frivolous reason. As a result, this costly and an unreasonable drain on members fees.</p> <p><b>Agreed; to review whether costs should be covered by the appellant in the event of losing an appeal. In undertaking the review, it was also agreed to look at what other sports do.</b></p> <p>iv. A request was made to review the location of website links for regulations.</p> <p>v. A request for consideration of a tender process for legal advice was made.</p> <p>vi. The request for a dedicated Board safeguarding lead was reiterated by the subcommittee.</p> <p>vii. It was requested that representation, through the appropriate channels, be made that allows for greater information sharing in regard to safeguarding between different NGBs.</p>	
<b>Item 10</b>	<p><b>Talent Pathway</b></p> <p><b>10.1</b> The Talent report was presented and noted by the Board.</p>	
<b>Item 11</b>	<p><b>AOB</b></p> <p><b>11.1 England Boxing Foundation;</b> A discussion was held on the recruitment of the independent Chair for the foundation. It was reported a suitable candidate had been found. A request was made that any other proposals for the charity chair should be sent to the Chairman.</p> <p><b>11.2</b> It was reported that correspondence had been received concerning the rejected transfer of regions by a club.</p>	

<b>Item 12</b>	<b>Future meeting dates:</b>  <b>12.1</b> Dates of the next Board meeting: 1 <sup>st</sup> September, 6 <sup>th</sup> October – Manchester, 1 <sup>st</sup> December.	
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