



**England Boxing Ltd Board Meeting
By Zoom Call
Date: Tuesday 1 December 2020
Time: 10:30am – 2.00pm**

Item 1	<p>1.1 Present:</p> <p>Caspar Hobbs (CH) Chair, Alkit Patel (AP), Darren Chapple (DC), Micky Norford (MN), Mehul Kapadia (MK), Hilary Lissenden (HL), Liz Norris (LN), Mike Loosemore (ML), Felicity Bernard (FB), Gerry Wilmot (GW), Lawrence Selby (LS).</p> <p>Gethin Jenkins - CEO – (GJ) Eric Lee – Head of Finance for Agenda Item 6.</p> <p>1.2 Apologies: Gio Brugnoli.</p>	<p>I = Info D= Decision A= Action</p>
Item 2	<p>Declaration of Interests:</p> <p>2.1 Caspar Hobbs – GB Boxing, Micky Norford – EUBC. Darren Chapple - Commonwealth Games / EUBC. Mike Loosemore- IOC Task Force / GB Taekwondo. Lawrence Selby – B. Jujitsu.</p>	
Item 3	<p>Minutes of Last meeting:</p> <p>3.1 Minutes of the Board meeting held on 6th October 2020, were reviewed, considered and approved by the Board.</p> <p>Matters arising:</p> <p>3.2 England Boxing Foundation: It was confirmed that the nominated persons previously detailed had been forwarded for registration with the Charity Commission.</p> <p>3.3 Governance Code Compliance – It was reported that this process had been delayed due to the Pandemic.</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 International Relations Group: It was reported that the first meeting of the International Relations Group had been held. This is a meeting between representatives of the Federations of Scotland, Wales and England Boxing. The meeting had met to try and get a coordinated position on international matters and who to vote for at the forthcoming AIBA elections.</p> <p>4.2 AIBA Congress: An extensive discussion took place on the forthcoming AIBA Congress. The importance of the Congress was highlighted due to the continued suspension of AIBA by the IOC and thus the threat of boxings ongoing participation in the Olympic Games.</p>	

	<p>4.3 AIBA Elections: A discussion was held on who to vote for in the Presidential election. A decision was made on the preferred candidate with further discussions to be held on who to vote for subsequently in the event that the candidate did not progress.</p> <p>4.4 AIBA Statutes: An update was provided on the process regarding the AIBA Statutes. These were important due to being highlighted in the IOC report.</p> <p>Agreed: That England Boxing in conjunction USA Boxing submit amendments. It was further agreed that depending on the outcome of these amendments England Boxing could vote against the overall statutes as it was felt the reforms proposed were insufficient.</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 were not covered elsewhere in the meeting.</p> <p>5.1 COVID Pandemic: An update on the Pandemic and its effects on the membership was provided and an extensive discussion followed. It was explained that England Boxing alongside other Combat Sports had continued to push DCMS to allow a return of Pad Work.</p> <p>This had been hampered by the national situation and the return of lockdown. Whilst the news of the vaccine gave hope for a longer term return it was felt that permission to box competitively would not be provided in the near future. It was hoped that DCMS would provide a pathway for the return of boxing soon.</p> <p>In light of the fact that Pad Work was still prevented, a review of the National championships and competitive boxing was made. Timelines meant that boxers could not get enough training in ahead of the planed dates for the National Youth and Junior Championships.</p> <p>Agreed: That the National Youth and Junior Championships be postponed and that there would be no competitive boxing until at least the end of February. The latter being subject to review in the event the government was to change its restrictions.</p> <p>5.2 Further discussions took place regarding funding and support for the Clubs. It was reported that England Boxing had joined with other governing bodies to campaign for government funding to support the Clubs. Also highlighted was the recent publicity regarding this. It was explained that England Boxing weren't eligible for the spectator relief fund. It was noted that to-date grants from the Community Emergency Fund, Tackling Inequalities Fund and the Sport Recovery Fund had seen circa £2m awarded to clubs. The problem, it was highlighted, was that as much of this was at the start of the pandemic, we were now 9 months into the crisis and thus the funds were running short.</p> <p>5.3 Sport England Funding: It was reported that there was hope that additional Tackling Inequalities Funding would be made available for the Clubs from Sport England.</p> <p>It was also reported that England Boxing were in the process of applying for 2021/22 roll over funding. In this application it would take into account the following key points that aligned with the Sport England Strategy;</p> <ul style="list-style-type: none"> • From Survival to stronger: Recover and Rebuild our Clubs and Membership post COVID (Recover and Reinvent). 	

	<ul style="list-style-type: none"> • Inclusive and diverse: To ensure we are truly inclusive and diverse sport across all aspects of the organisation (Strengthening Communities). • Supporting our communities: To be an industry leader in playing a full active and supporting role in the communities we represent (Strengthening Communities). • Innovate, develop and engage: Explore new ways of communicating (digitally), engaging and offers to the membership (Recover and Reinvent). <p>5.4 Staffing / Office: It was confirmed that the Head of Talent and the Head of Boxing Development positions had been advertised.</p> <p>5.5 Legal Matters:</p> <p>5.5.1 It was reported that the Inquest into the death of Ed Bilbey was scheduled for December.</p> <p>5.5.2 It was reported that a significant case with Sport Resolutions had been lost. A review of the learnings from this case would be held.</p> <p>5.5.3 There was a general discussion on other matters presently being addressed. It was also highlighted the significant increase in complaints and legal costs being incurred. It was felt that many of the complaints were either frivolous or vexatious and if nothing else were extremely time consuming. It was confirmed that the Compliance subcommittee would give consideration of the issue.</p> <p>5.6 Stronger Clubs: It was reported that to date 986 clubs were registered with England Boxing with four pending. 2,566 individual members had joined with 2,400 pending.</p>	
Item 6	<p>Finance update:</p> <p>6.1 Budget Forecasting: Following discussions at the Audit subcommittee, it was confirmed that the forecasting had now moved to scenario 4 within the budget.</p> <p>6.2 Management Accounts: YTD Management accounts for October were presented and reviewed by the Board.</p> <p>6.3 21/22 Budget: It was confirmed that the budget process for the 21/22 season would be starting with various scenarios considered.</p> <p>6.4 Audit Subcommittee: Following a recruitment process and the details having previously been submitted by email, it was confirmed that Natalie Pascoe and Paul Asare- Archer be appointed to the Audit Subcommittee.</p>	
Item 7	<p>Risk Register:</p> <p>7.1 A report was provided detailing the update to the Risk Register and the process for arriving at the categorisation. The key areas of concern were as follows:</p> <ul style="list-style-type: none"> • COVID 19 Pandemic including the implications for the membership, membership renewal and the financial implications. • AIBA elections and the associated implications. 	

<p>Item 8</p>	<p>Safeguarding:</p> <p>8.1 Nothing to report not covered elsewhere in the minutes.</p>	
<p>Item 9</p>	<p>Diversity, Equality and Racism Review:</p> <p>9.1 A presentation and update was provided by Bevis Allen on the work of the Diversity Review Working Party.</p> <p>The update covered Communication and Messaging, Membership, Coaching and Compliance and associated recommendations. It was confirmed that the report was nearing completion and was awaiting additional feedback and interviews. It was reported some of the changes had already been implemented.</p> <p>Agreed: That the recommendations be accepted and that work was now taken looking into the application of them. It was further agreed that where possible the recommendations be implemented as quickly as practicable. Others would need to be worked on to see how they could be implemented.</p> <p>9.2 It was anticipated that the final report would be available for the January Board meeting.</p>	
<p>Item 10</p>	<p>Sub Committee Recommendations to the Board.</p> <p>The following was confirmed from the subcommittee minutes:</p> <p>10.1 Communications:</p> <ul style="list-style-type: none"> i. It was reported that the Communication subcommittee was now up and running following the recent appointments. ii. An updated paper detailing a proposed Hall of Fame was presented to the Board. <p>Agreed: To continue with the proposal.</p> <p>10.2 Technical Rules and Officials:</p> <ul style="list-style-type: none"> i. It was reported that Regional referees and judges' seminars had been instigated with all bar one area providing a favourable response. ii. Following a recruitment process, Danny McFarlane was nominated to become a member of the Technical, Rules and Officials Subcommittee. <p>Agreed: That D. McFarlane be appointed.</p> <p>10.3 Medical:</p> <ul style="list-style-type: none"> i. The subcommittee reiterated their view that all boxers must be on the Vault for the electronic medical system to succeed. <p>10.4 Clubs, Membership and Development:</p> <ul style="list-style-type: none"> i. An update was provided. It was reaffirmed that at this point the priority was to get the clubs fully open and seek to have contact training and competition re-established. 	

Item 1`	<p>Talent Pathway:</p> <p>11.1 The Talent report was presented and noted by the Board.</p> <p>11.2 It was reported that the Your Resilience, a mental health course for young boxers run in conjunction with Mental Health UK had been well received.</p> <p>11.3 It was confirmed that 20 boxers had been nominated for Sports Aid, 10 for Backing The Best and 8 for support from TASS.</p> <p>11.4 Work was also being undertaken to see if training for the England Youth Squad could be restarted with a view to entering the World Championships in April.</p>	
Item 12	<p>Clubs Changing Regions:</p> <p>12.1 A paper was presented to the Board detailing the request to move regions by a Club in East Midlands. The paper detailed specific concerns regarding the move and also the more general considerations not least consistency, impact on officials etc, where to draw the line in terms of what was close to a regional border and what wasn't and the likelihood of others wanting to change for reasons other than geography.</p> <p>Agreed; After some consideration, the Board reaffirmed their position to decline the request to change and once again urged meditation between the sides.</p>	
Item 13	<p>AOB:</p> <p>13.1 The dates of 2021 board meetings were agreed.</p>	
Item 14	<p>Future meeting dates:</p> <p>14.1 Dates of the next Board meeting:</p> <ul style="list-style-type: none"> • 12th January • 2nd March • 11th May • 6th July • 14th September • 12th October • 7th December 	