



England Boxing Ltd Board Meeting
Location: By Zoom Call
Date: 11 May 2021
Time: 10.30am – 1.30pm

Item 1	<p>1.1 Present:</p> <p>Caspar Hobbs (CH) Chair, Alkit Patel (AP), Micky Norford (MN), Mehul Kapadia (MK), Hilary Lissenden (HL), Mike Loosemore (ML), Gio Brugnoli (GB), Lawrence Selby (LS), Darren Chapple (DC). Liz Norris (LN)</p> <p>Gethin Jenkins - CEO – (GJ) Eric Lee – Head of Finance for Agenda Item 6.</p> <p>1.2 Apologies: Felicity Bernard, Gerry Wilmot.</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, Mike Loosemore - IOC Task Force / GB Taekwondo, Gio Brugnoli – GB Boxing, LS - Brazilian Jujitsu. Darren Chapple – EUBC, Commonwealth Games.</p>	
Item 3	<p>Minutes of Last meeting:</p> <p>3.1 Minutes of the Board meeting held on 2nd March 2021 were reviewed, considered and approved by the Board.</p> <p>Matters arising:</p> <p>3.2 England Boxing Foundation: It was reported that the relevant paperwork had been submitted to the Charities Commission and we were waiting for a response and / or confirmation that we can proceed.</p>	
Item 4	<p>Chairman’s Report:</p> <p>4.1 The Chair presented his report to the Board.</p> <p>4.2 In addition to the three directors whose term limits would be completed in September, Liz Norris confirmed that she would not be standing for a second term.</p> <p>The Board thanked her for her commitment and support over the past four years.</p>	

	<p>A discussion then ensued on the recruitment process and relevant handovers. It was confirmed that a job description would be produced and circulated to the membership and more widely.</p> <p>4.3 Diversity Champion: As agreed previously, there was the need to appoint an Equality, Diversity and Inclusivity Champion on the Board.</p> <p>Agreed: That this would be Micky Norford.</p> <p>4.4 An extensive conversation took place regarding the compliance function of the organisation. It was explained that additional resource had been allocated to this area of work, but that the workload remained significant. It was agreed the Compliance and Safeguarding representatives would discuss this further with the CEO.</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 Covid Pandemic was provided. It was reported that DCMS had confirmed that boxing would need to remain at the same phase, when the next stage of the government roadmap was reached on the 17th May. This was confirmed as sparring for Under 18s (phase 2) and pad work for over 18s (phase1). It was reported that although it had been raised with DCMS it was felt that it was unlikely the situation would now change before the 21st June. It was also confirmed that data was being collected, including from the USA, to show that boxing training and competition was safe with the appropriate mitigation.</p> <p>5.2 Anthony Joshua Fund: It was confirmed that all the funds from Anthony Joshua donation had been allocated to the membership in accordance with the agreed plan.</p> <p>5.3 Sport England Strategic Plan: It was confirmed the first round of reporting was in the process of being submitted to Sport England.</p> <p>5.4 Staffing / Office: It was confirmed that Ron Tulley had retired and that Charlie Ford, who had been recruited from England Basketball as his replacement, had started. It was also confirmed that an appointment had been made to the Yorkshire CSO position and that an advertisement had been placed for the North West CSO role which had become available due to Damian Redpath leaving.</p> <p>5.5 An update was provided on the current working from home arrangements and options for going forward once the office working guidelines were updated.</p> <p>5.6 Legal Matters:</p> <p>5.6.1 It was confirmed that as previously reported, England Boxing had received Regulation 28 request from the coroner following the Ed Bilbey inquest and that this had been replied to in accordance with the stipulated timelines. The correspondence had highlighted the changes implemented since the tragedy and indicated that any further changes would be dependent on the outcome of the independent investigation. It was reported that the terms of reference were also being developed for the independent investigation.</p> <p>5.6.2 An update on other on-going disciplinary issues was provided to the Board.</p> <p>5.7 Stronger Clubs: It was reported that to date 989 clubs were registered with England Boxing with 5 pending. 3,296 individual members had joined with 3,124 pending.</p>	

	<p>5.8 One Voice Group: The federations of England, Scotland, Wales, together with GB Boxing and the BBBofC had met and presented a written submission to the DCMS inquiry on concussion. In addition, Prof M. Loosemore had presented in person.</p> <p>Meetings had also taken place with MPs regarding concussion and white collar / unlicensed boxing with further meetings planned.</p>	
Item 6	<p>Finance Update and Strategy:</p> <p>6.1 Year End Reporting: The year-end figures to March were presented to the Board. It was explained a small loss would be shown as a result of the impact of the pandemic. It was confirmed that these figures would now be submitted to the Auditors.</p> <p>6.2 Auditors: It was confirmed that a review of the appointed auditors and clarification on whether a new tender was required was underway.</p> <p>6.3 A general discussion took place on the general financial outlook for the year ahead. It was explained that the budget was dependent on the ability to restart boxing in accordance with the government guidelines.</p>	
Item 7	<p>Risk Register:</p> <p>7.1 A brief update was provided to the Board.</p> <p>7.2 The covid impact risk was reported to the Board. It was highlighted that as the country and sport started open up again then the risk of the impact would start to reduce.</p> <p>7.3 The fact that there would be a turnover of 4 directors was also highlighted. It was acknowledged that the imminent recruitment would mitigate this.</p> <p>7.4 It was noted that the subcommittees had started feeding into the risk register.</p>	
Item 8	<p>Safeguarding:</p> <p>8.1 A report was presented regarding on going safeguarding matters. Resourcing was highlighted as an issue, which it was hoped would be addressed with additional staffing being allowed for within the budget.</p> <p>8.2 It was also confirmed that discussions would take place regarding whether the safeguarding committee / function should be separated from compliance and therefore standing in its own right.</p>	
Item 9	<p>Diversity Report:</p> <p>9.1 The completed headline report on Diversity, Equality and Race together with review recommendations were presented to the Board.</p> <p>9.2 It was confirmed that following recommendations has already been implemented:</p> <ul style="list-style-type: none"> i. England Boxing signed up to Sporting Equals Charter. ii. Diversity and Inclusion Training for England Talent Pathway Coaches completed. iii. Safeguarding courses include a section of Anti-Racism. iv. Delivery on online KO Racism courses. v. Retirement of the word BAME and replaced with more appropriate specific descriptions of communities or referenced as Diverse ethnic communities or Ethically Diverse Communities. 	

	<p>9.3 An addition seven other recommendations were presented to the Board.</p> <p>Agreed: That the following recommendations be agreed and work now undertaken to implement the as soon as practical:</p> <ul style="list-style-type: none"> i. Set up regular working group of diversity champions to ensure implementation of recommendations and on-going commitment maintained. (See also minute 4.3) ii. Work with other organisations to promote Equality, Diversity and Inclusion “best practice”. iii. Messaging and Communications – to continually / proactively promote the diverse backgrounds of England boxing members with appropriate messaging. iv. All staff to receive Diversity and Inclusion training as well as the roll-out nationally of the KO Racism course. v. Address diversity within England Boxing staff. Aim to increase from 14% (including contracted staff) to at least 20% subject to suitable applications available. Use Sporting Equals to advertise roles. Look to have additional members sit on interview panels. vi. England Boxing to adopt zero tolerance to racism. vii. Recruitment of more coaches / officials / course educators from diverse ethnic backgrounds to better represent the membership. <p>9.4 It was agreed to work with compliance subcommittee and communications department on how to present and publish the report to ensure the commitment and awareness is maintained.</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. Updates were provided on recent communications and the highlights with the membership. ii. It was reported additional ways of communicating and marketing the membership benefits for competitive and recreational members were being looked into. iii. Brand guidelines were also being developed. <p>10.2 Technical and Rules:</p> <ul style="list-style-type: none"> i. An update was provided on the ongoing development of officials training. It was explained that the aim was to ensure consistency in delivery across the country, something that was regarded as essential for a contact and subjective sport. It was reported that there had been some resistance regarding the developments in one Region, but these were being addressed. <p>10.3 Coaching:</p> <ul style="list-style-type: none"> i. A paper recommending that the Level 1 refresher course become an online course was presented to the Board. Agreed. ii. It was also confirmed that a review of the subcommittees members skill sets would be undertaken. 	

	<p>10.4 Membership:</p> <ul style="list-style-type: none"> i. Updates from the membership subcommittee were provided to the Board. This included discussions within the committee on a membership drive. ii. Also provided was a report on the England Box in Mind course. <p>10.5 Championships:</p> <ul style="list-style-type: none"> i. The new events calendar was detailed to the Board. ii. A proposal was made to extend the age limit to the 41st year for this season only. <p style="text-align: center;">Agreed: To Liaise with the Medical subcommittee on the matter.</p> <p>10.6 Commercial:</p> <ul style="list-style-type: none"> i. It was confirmed that the new Commercial subcommittee had met and had reviewed the current commercial position and inventory available. 	
<p>Item 11</p>	<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 John Warburton had resigned as an England Boxing coach to take up a role in India. The Board thanked him for his efforts and wished him well.</p> <p>11.3 A discussion was held on whether to send an England team to the EUBC Junior championships scheduled for 1 -12 July in Georgia and EUBC Schools championships scheduled for 10 - 20 August in Bosnia.</p> <p>Due to fact that there would be no competitive boxing before 21st June and due to preparation and safety concerns, especially in light of the fact that some of the competition would have been boxing right through the pandemic, the following was decided;</p> <p>Agreed: Not to send representative teams to the EUBC Schools and Junior Championships. Instead training camps would be organised once the respective National championships had been completed.</p> <p>It was confirmed that as things stand it was planned to send a team to the European Youth Championship scheduled for 1-12 October in Montenegro.</p> <p>11.4 It was reported that the anticipated savings could be repurposed for example to the training camps, subject to the overall budgetary situation.</p>	
<p>Item 12</p>	<p>AOB:</p> <p>12.1. A discussion was held on the current rule regarding deliberators.</p> <p>Agreed: That the requirement for clubs to have a deliberator be postponed until 1 June 2022.</p> <p>12.2 A discussion was held on the Boxing Director recruitment process.</p> <p>12.3 A brief discussion was held on the changes to AIBA and the appointment of the new Secretary General.</p>	

	12.4 Subject to confirmation on availability, it was agreed that part of the July Board meeting would be about the next England Boxing strategy.	
Item 13	Future meeting dates: 13.1 Dates of the next Board meeting: <ul style="list-style-type: none">• 13th July• 14th September• 12th October• 7th December	

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