



England Boxing Ltd Board Meeting
Location: By Zoom Call
Date: 14 September 2021
Time: 10.30am – 1.45pm

Item 1	<p>1.1 Present:</p> <p>Caspar Hobbs (CH) Chair, Alkit Patel (AP), Mehul Kapadia (MK), Mike Loosemore (ML), Darren Chapple (DC), Felicity Barnard (FB, part of meeting), Micky Norford (MN), Amy Pu (AP), Ian Ireland (II), Ryan Vickers (RV), Anna Cain (AC) part of meeting.</p> <p>Gethin Jenkins - CEO – (GJ) Charlie Ford – Head of Community Development for Agenda Item 3 Eric Lee – Head of Finance for Agenda Item 7. Joanne Bottemley – Auditors (Sedulo) Agenda Item 7.</p> <p>1.2 Apologies: Lawrence Selby.</p>	<p>I = Info D= Decision A= Action</p>
Item 2	<p>Declaration of Interests / Welcomes:</p> <p>2.1 Caspar Hobbs – GB Boxing, Micky Norford – EUBC, Mike Loosemore – GB Boxing / GB Taekwondo, Darren Chapple – EUBC, Commonwealth Games.</p> <p>2.2 Following a two-stage interview process and subsequent vote by email, the four new directors (Ryan Adams, Anna Cain, Ian Ireland, Amy Pu) were formerly appointed and welcomed to the Board.</p>	
Item 3	<p>2021 - 2025 Strategy</p> <p>3.1 Following the extensive introductory session at the July Board meeting, an update on the development of the strategy was provided to the Board. It was explained that consultation had taken place with member’s, stakeholders and staff as well as with individual board members.</p> <p>3.2 It was further explained that further consultation was planned with external stakeholders and that it was anticipated that a follow up session would take place at the October Board meeting with completion of the strategy being by the end of October.</p> <p>3.3 An extensive discussion then took place on the development of the England Boxing Strategy for the period 2021 – 25.</p> <p>3.4 It was agreed that a set of data to be used to measure progress should be included in the strategy and that the narrative should be more focused.</p>	

<p>Item 4</p>	<p>Minutes of Last meeting:</p> <p>4.1 Minutes of the Board meeting held on Tuesday 13th July 2021 were reviewed, considered and approved by the Board.</p> <p>Matters arising:</p> <p>4.2 There were no matters arising not covered elsewhere in the meeting.</p>	
<p>Item 5</p>	<p>Chairman’s Report:</p> <p>5.1 The Chair presented his report to the Board.</p> <p>5.2 Directors Thanks: The Chairman thanked Darren Chapple and Mike Loosemore for their distinguished service as directors as they were leaving as their term limits had been reached. Thanks, were also extended to Gerry Wilmot who had confirmed that he would not be seeking a second term for his service and support.</p> <p>5.3 Directors Recruitment: It was confirmed that an advertisement and recruitment process would take place for a further two directors. One of the places would be for a director with medical experience.</p> <p>It was confirmed that now the new directors were appointed the planned directors training would be scheduled.</p> <p>5.4 GB Board Positions: An update was provided on the England Boxing representatives on the GB Boxing Board. It was explained this should be resolved by November.</p> <p>5.5 Creative Projects: With the changes to the Board, a discussion took place on new projects that could be introduced to help develop the sport and provide additional support to the membership. It was confirmed that these would be coordinated in conjunction with the new strategy.</p> <p>5.6 Communications: The Chair noted the level of communications that had been provided to the membership during the pandemic.</p>	
<p>Item 6</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>6.1 COVID Pandemic: An update on the impact of the Covid Pandemic was provided. It was reported that sparring and competitive boxing had returned since mid-July. It was also confirmed that the National Championships had been rescheduled with the National Schools Championship due to take place at the end of September, Juniors in October, Youths November and NACs in December. It was reported that it was anticipated that 126 semi finals and 88 finals would take place at the forthcoming Schools Championship weekend.</p> <p>It was also confirmed that the Development Championships had been merged into the respective national championships for this season.</p> <p>6.2 Additional COVID mitigation measures had been factored into the National Championship planning, including a reduced number of officials, staggered break times single rooms for officials.</p> <p>6.3 Sport England: It was reported that the application for the 2021-25 funding cycle to Sport England had been submitted. Sport England had also confirmed that boxing was considered as being one of the sports centrally placed to tackle inequalities.</p>	

It was confirmed that the application had been successful with an increased request in funding being agreed to. Work, in conjunction with representatives of Sport England, would now take place to allocate the funding across Challenge (business continuation), Stretch (new projects) and Talent.

Sport England had also agreed to provide funding to support England Boxing's on going independent investigations including the Ed Bilby investigation.

6.4 Staffing / Office: It was reported that the recruitment process for a new National Compliance Manager was ongoing. It was confirmed that Gordon Valentine would move to 3 days a week from 1st October.

Head of Talent: It was confirmed that the Head of Talent recruitment process was still ongoing.

Office: It was reported that a hybrid working office rota had been implemented to take into account COVID restrictions and insufficient space to allow suitable social distancing.

6.5 Legal Matters:

An update was provided on the various ongoing governance and compliance issues. It was reported that the independent investigations had now been instigated including where required via Sport Resolutions.

6.6 Stronger Clubs: The return of competitive boxing had seen an increase in the number of memberships being applied for. It was reported that to-date 831 clubs were registered with England Boxing with 65 pending. 12,391 individual members had also joined with 4,306 pending.

Also confirmed was the increase in the number of social media affiliations, with the numbers being reported as follows;

Instagram – 37,140, Facebook 35,598 and Twitter 17,238.

It was also reported that as a result of the extensive Olympic coverage on the EB Facebook page, during the first week of the games 108,000 viewings were recorded and 280,000 overall. This compared ordinarily with 6,000 – 15,000 per week.

6.7 EUBC: An update was provided on the extra ordinary meeting of EUBC that had taken place in August. The meeting included changes to the EUBC articles.

There followed a general discussion on the ongoing IOC / AIBA situation following the completion of the Tokyo Olympic games.

6.8 Anti-Doping: It was reported that work on the England Boxing Anti-doping strategy, policies, plans, procedures was on going. This was required by UKAD. This was a significant piece of work and would also require an Anti-Doping Champion on the Board.

6.9 England Boxing Foundation: An update on the progress of the England Boxing Foundation application was provided to the Board. It was confirmed that Adam Walker from Oaks had been added to the trustees in order to ensure sufficient independents were on the trustees' board. In addition, draft conflict of interest, safeguarding, confirmation of activities and memorandum of understanding had been presented to the Commission.

6.10 An update was provided on various community activities currently being undertaken or being instigated.

	<p>This included work on developing a disability boxing programme with the Activity Alliance. Also reported was the launch of 3 diversity conferences scheduled to take place between October and March 2022. These conferences would focus on the development of Women and Girls Boxing, Increasing the number of coaches and officials from ethnically diverse back grounds and increasing the delivery of disability boxing.</p>	
Item 7	<p>Finance Update and Strategy:</p> <p>7.1 Year to date Reporting: The management accounts to the end of August were presented to the Board.</p> <p>7.2 Annual Audit: Joanne Bottomley from accountants Sedulo present the draft audited accounts and the associated report to the Board. It was confirmed the completed audit report would be presented at the October Board meeting.</p> <p>7.3 Budget: A report on the ongoing budget review in light of the return of boxing, was discussed with the Board. Further information would be provided at the October Board meeting.</p>	
Item 8	<p>Risk Register:</p> <p>8.1 A review and explanation of the Risk management process was reported to the Board</p> <p>8.2 It was explained what mitigations had been put in place in light of some of the issues raised at the last Board meeting. It was confirmed that in light of the appointment of the new directors they would need to be appointed to the relevant subcommittees.</p>	
Item 9	<p>Safeguarding:</p> <p>9.1 It was confirmed a new Board Safeguarding Champion needed to be appointed.</p>	
Item 10	<p>Diversity:</p> <p>10.1 Following the receipt of recent correspondence, it was agreed that the directorial lead for diversity would extend an invite to attend the Diversity subcommittee.</p>	
Item 11	<p>Sub Committee Recommendations to the Board.</p> <p>The following was confirmed from the subcommittee minutes:</p> <p>11.1 Membership Services Update.</p> <p>An update was provided regarding the ongoing work on the medical module and mental health awareness provision to the membership.</p> <p>Boxing Abroad: Details of the Boxing Abroad provisions were shared with the Board in light of the return of boxing and the restrictions placed on international travel by the government.</p> <p>11.2 Championships:</p> <ul style="list-style-type: none"> i. The Championships subcommittee minutes were noted by the Board. ii. A discussion took place on only permitting online ticket sales at the England Boxing National Championships and moving the streaming to pay per view. 	

	<p>It was agreed that the priority for these championships was the successful return following the impact of COVID and that more detail and consideration should be provide as to the costs and benefits of such moves.</p> <p>iii. Following recent incidents, a discussion took place on the security and safety of the National Championships. It was confirmed dialogue with relevant police representatives would continue.</p>	
Item 12	<p>Talent Pathway:</p> <p>12.1 The Talent report was presented and noted by the Board.</p> <p>12.2 Following various discussions, it was confirmed that as result of Montenegro remaining on the governments red list and it being anticipated that they would continue to do so, then England Boxing would not be sending a team to the European Championships in Montenegro.</p> <p>This was due to the fact that upon return all boxers, coaches and officials would be required to individually isolate in a hotel and thus present significant safeguarding issues.</p>	
Item 13	<p>AOB:</p> <p>13.1. AGM: It was reported that the possibility of the AGM being held at the same time as the National Youth Championships scheduled for the end of November was being considered.</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 October • 7th December 	

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