



England Boxing Ltd Board Meeting

Location: By Zoom Call
Date: 12 October 2021
Time: 10.30am – 1.30pm

<p>Item 1</p>	<p>1.1 Present:</p> <p>Caspar Hobbs (CH) Chair, Alkit Patel (AP), Micky Norford (MN), Amy Pu (AP), Ian Ireland (II), Ryan Vickers (RV), Anna Cain (AC), Lawrence Selby (LS).</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.</p> <p>1.2 Apologies: Mehul Kapadia, Felicity Barnard.</p>	<p>I = Info D= Decision A= Action</p>
<p>Item 2</p>	<p>Declaration of Interests:</p> <p>2.1 Caspar Hobbs – GB Boxing, Micky Norford – EUBC.</p>	
<p>Item 3</p>	<p>2021 - 2025 Strategy</p> <p>3.1 Following discussion at the July and September meetings, an update was provided regarding the strategy to the Board. It was explained that following various stakeholder consultations it would now be sent out the membership for a final review and feedback.</p> <p>3.2 It was confirmed that the updated version included a set of data from which progress could be benchmarked.</p> <p>3.3 Following further discussion, it was confirmed that once the membership had been consulted then the Board would be sent the final version for review ahead of publishing in November.</p>	
<p>Item 4</p>	<p>Minutes of Last meeting:</p> <p>4.1 Minutes of the Board meeting held on Tuesday 14th September 2021 were reviewed, amended as required 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 CEO Departure: The Chairman confirmed that the CEO would leaving in January. On behalf of the Board the Chair thanked the CEO for his work and contribution to England Boing and for the significant changes and improvements delivered during his tenure.</p> <p>5.3 Deputy Chair: Following previous discussion regarding the Deputy Chair position the following was confirmed:</p> <p>Agreed; that Alkit Patel be appointed as Deputy Chairman.</p> <p>5.4 Sub Committee Chair appointments. The following directors were appointed as chairs to the sub committees:</p> <ul style="list-style-type: none"> • Technical Rules and R&J - Mick Norford • Championships and Competitions- Ian Ireland • Membership – Amy Pu plus also on the Diversity Subcommittee • Talent – Ryan Vickers plus on the Audit Committee and Anti-Doping Champion on the Board. • Coaching - Anna Cain plus subject to clarity would be the safeguarding champion on the Board. • Risk Register – TBC <p>5.5 Directors Recruitment: It was confirmed that an advertisement had been placed for the recruitment of two directors. One of the places would be for a director with medical experience.</p> <p>It was confirmed whilst the director recruitment was on going Mike Loosemore had agreed to support England Boxing as a medical advisor in the interim (non-director position).</p> <p>5.6 Directors were collectively reminded of the importance and requirement to adhere to the Directors Code of Conduct and that the Board meetings remain confidential.</p> <p>5.7 The directors were updated on the status of the independent complaints, various correspondence and the associated replies that had been received.</p> <p>5.8 England Boxing Foundation: It was reported that a further submission had been made in relation to the England Boxing Foundation to the Charities Commission. It was hoped this would be the last of the requirements before the go ahead could be given.</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 and the ongoing return to Boxing. It was confirmed that the School’s championship had been delivered in Gateshead.</p> <p>It was confirmed however that as a result of the European Championship being held in Montenegro, a country on the governments red list, the England Youth team had been pulled out of attending the Championship. Alternative competitions for the team were being sought.</p>	

	<p>6.2 Sport England: It was reported that the application for the 2021-25 funding cycle to Sport England had been successful with confirmed up lift in funding including for talent over the next five years (three years for Talent).</p> <p>It was confirmed that the next part of the process was to allocate the funding across Challenge – ongoing business requirements, Stretch – new initiatives and Talent. It was further explained that much of the new funding was allocated funding to link in with Sport England Uniting the Movement strategy.</p> <p>6.4 Staffing / Office: It was confirmed that Gordon Valentine had moved to 3 days a week from the beginning of October and that a company had been brought in to fulfil the Disciplinary and Complaints function while the recruit process was ongoing.</p> <p>6.5 A update on other staffing recruitment and matters especially in regard to Covid measures was provided to the Board.</p> <p>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.</p> <p>6.6 Junior Championships. An update was provided to the Board on the arrangements and the concerns that had been reported for the forthcoming National Junior Championships scheduled for Harvey Hadden Nottingham and the ongoing implications.</p> <p>6.7 AIBA. It was confirmed that AIBA had scheduled an Extraordinary General Meeting (virtually) for 12th December.</p> <p>6.8 Stronger Clubs: It was reported that to-date 885 clubs were registered with England Boxing with 56 pending. 14,927 individual members had also joined with 3,8104 pending.</p> <p>6.9 Anti-Doping: It was reported that work on the England Boxing Anti-doping strategy, policies, plans, procedures was on going with a view for completion at the December Board meeting. This was required by UKAD and also a Sport England funding requirement.</p> <p>6.10 Diversity Conferences: It was confirmed that EB Women’s and Girls Conference had now been scheduled for 18th December in Leicester, with the Ethnically Diverse Coaches and Officials conference scheduled for March and the Disability Boxing conference scheduled for May 2022.</p>	
Item 7	<p>Finance Update and Strategy:</p> <p>7.1 Year to date Reporting: The management accounts to the end of September were presented to the Board.</p> <p>7.2 Annual Audit Accounts: The completed audited accounts were presented to the Board.</p> <p>Agreed: That the accounts be confirmed, signed as required and submitted to Companies House in accordance with standard procedures.</p> <p>7.3 Full Year Forecast: A full year forecast taking into account the return to boxing / COVID pandemic was present to the Board.</p>	
Item 8	<p>Risk Register:</p> <p>8.1 It was highlighted that a director was required to cover the Risk management responsibilities.</p> <p>8.2 The ongoing issues for the delivery of the National Championships was also highlighted.</p>	

Item 9	<p>Safeguarding:</p> <p>9.1 It was reported that the annual meeting with the Child Support Unit / NSPCC had taken place. As a result of the ongoing work undertaken it was confirmed that EB had maintained the “Met the standards” rating, which is the highest level.</p>	
Item 10	<p>Diversity:</p> <p>10.1 A brief update was provided to the Board ongoing Diversity matters and the status of the Diversity and Inclusion report.</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>11.2 Communications Subcommittee:</p> <p>An update on the recent communications activity was provided to the Board.</p> <p>11.3 Technical Rules and Rand J subcommittee:</p> <ul style="list-style-type: none"> i. An update from the recent subcommittee was reported to the Board. ii. Following a discussion regarding officials training, it was reiterated the importance of consistent of delivery across the regions in a subjective and risk to life sport. Further discussion would be held on the matter to ensure this was adhered to or what action could be taken if it wasn't. iii. The importance of a clear official progression pathway and selection process from entry level through to international podium was reiterated. This was all the more important it was explained given the learnings from the international reports. It was confirmed that was being developed. iv. It was confirmed that the 6-bout limit for retuning professional boxers remained and that it would be reinserted into the Rule Book. v. An update was provided on appointment of officials to GB teams. It was confirmed this would need to be accounted for in the new budget. 	
Item 12	<p>Talent Pathway:</p> <p>12.1 The Talent report was presented and noted by the Board.</p> <p>12.2 It was reported that 19 boxers had been confirmed as being supported by Sport Aid. An additional 8 boxers were being supported through Backing the Best and 8 had been nominated to TASS. It was also confirmed that for next year there would be different process incorporating prospective Commonwealth games potential athletes.</p>	

	<p>12.3 It was reported that there had been an increased level of athlete feedback for those attending GB assessments, which had been well received.</p>	
Item 13	<p>AOB:</p> <p>13.1. AGM: It was reported that the possibility of the AGM now being held being held at the same time as the National Amateur Championships in Cannock (5th December) was being considered.</p> <p>13.2 Chairman and CEO Departure: The potential for the Chair (term limit) and CEO to be leaving within one month was raised. (At this point the Chair and CEO withdrew from the meeting).</p> <p>A discussion ensued on the issues concerning transition, recruitment of a CEO and Chair at the same time, the anticipated timelines involved and the fact that up to 6 new directors had been or soon would be brought onto the Board.</p> <p>It was confirmed that various options would be considered, including an interim appointment from within the board. Furthermore, legal advice would be sought in regard to the articles and the various options being considered.</p> <p>13.3 It was also confirmed that the recruitment process for a new CEO was being started.</p>	
Item 14	<p>Future meeting dates:</p> <p>14.1 Dates of the next Board meeting:</p> <ul style="list-style-type: none"> • 7th December • 11th January • 8th March • 10th May • 12th July • 13th September • 11th October • 13th December 	