



## England Boxing Ltd Board Meeting

**Location: By Zoom Call**  
**Date: 7<sup>th</sup> December 2021**  
**Time: 10.30am – 2.30pm**

<p><b>Item 1</b></p>	<p><b>1.1 Present:</b></p> <p>Caspar Hobbs (CH) Chair, Alkit Patel (AP), Amy Pu (AP), Ian Ireland (II), Ryan Vickers (RV), Anna Cain (AC), Mehul Kapadia (MK), Felicity Barnard (FB)</p> <p>Gethin Jenkins - CEO – (GJ).  Eric Lee – Head of Finance for Agenda Item 6.  Umar Kremlev - AIBA President and translator for agenda item 13.</p> <p><b>1.2 Apologies:</b> Micky Norford, Lawrence Selby</p>	<p>I = Info  D= Decision  A= Action</p>
<p><b>Item 2</b></p>	<p><b>Declaration of Interests:</b></p> <p>2.1 Caspar Hobbs – GB Boxing.</p>	
<p><b>Item 3</b></p>	<p><b>Minutes of Last meeting:</b></p> <p>3.1 The minutes of the Board meeting held on Tuesday 12<sup>th</sup> October 2021 were reviewed and approved by the Board.</p> <p><b>Matters arising:</b></p> <p>3.2 There were no matters arising not covered elsewhere in the meeting.</p>	
<p><b>Item 4</b></p>	<p><b>Chairman’s Report:</b></p> <p>4.1 The Chair presented his report to the Board.</p> <p><b>4.2 CEO Recruitment:</b> It was confirmed that the recruitment of a new CEO was underway, with recruitment company Odgers being used to manage the process. The advert had been placed in the usual channels, including UK Sport and Sporting Equals. Interview dates were confirmed for the 7<sup>th</sup> and 14<sup>th</sup> January 2022. The Interview panel at this stage was confirmed as CH, AP, FB and a representative of Sport England.</p> <p><b>4.3 Chair Tenure:</b> A discussion was held on the tenure of the chair and the fact that the term limit would soon be reached. It was confirmed that further discussion would take place regarding the ongoing process to address this.</p> <p>It was confirmed that the AGM scheduled for December was not able to take place. It was further highlighted that an AGM was required.</p>	

	<p><b>4.4 England Boxing Foundation:</b> It was reported that confirmation had been received from the Charities Commission that the go ahead for the establishment of the England Boxing Foundation had been agreed.</p> <p>Whilst the formal paperwork was still to be issued, the charity number had been confirmed. The next stage was to establish a bank account and that the trustees would have to meet in order to provide relevant confirmations.</p> <p>It was confirmed that 5 funding applications were ready and waiting to go once the bank accounts had been set up.</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 were not covered elsewhere in the meeting.</p> <p><b>5.1 National Championships:</b> An update was provided on the ongoing delivery of the National Championships, which this year as a result of the Pandemic, were taking place between September and December. This had also seen the Development Championships merge with the National titles for this season.</p> <p>Feedback from coaches and boxers had demonstrated that it appeared to be the correct decision to get the Championships back on once the COVID restrictions had been lifted as opposed to waiting until 2022.</p> <p><b>5.2</b> A discussion was held on the fact that the Youth National Championships at Banbury had had to be held behind closed doors. This was in addition to the fact that the Junior National championships had to be rearranged in October. It was explained the mitigations that had been put in place, including increased security and extensive liaison with the police.</p> <p>In going forward, it was explained consideration should be given to using single use venues as opposed to multi use leisure centres, for certain Championships in order to stop potential conflicts with other venue users.</p> <p><b>5.3 NAC's:</b> It was confirmed that the National Amateur Championships had been deemed low risk.</p> <p><b>5.4 Sport England:</b> It was reported that the funding application to Sport England for the 2022-27 cycle had been submitted. It was anticipated that the outcome should be known before Christmas.</p> <p>It was also confirmed that an application had been made for circa £200k for the Sport England Together Fund which was the third edition of the Tackling Inequalities Fund.</p> <p><b>5.5 Staffing / Office:</b> Due to the volume of complaints it was reported that the Complaints handler would not be renewing their agreement. As a result, an advertisement had been taken out for a short-term complaints handler while the overall compliance function was being reviewed.</p> <p><b>5.6</b> An update on overall staffing recruitment and other matters especially in regard to Covid measures was provided to the Board.</p> <p><b>5.7 Legal Matters:</b> An update was provided on the various ongoing governance and compliance issues. It was reported that the independent investigations had now been instigated including that of the investigation into the tragic death of Ed Billbey.</p> <p>The Board confirmed a continuation of the plans and processes in place.</p>	

	<p><b>5.8 East Midlands Investigation;</b> The report into the independent investigation by Wayne Barnes and colleagues into the East Midlands region and the associated establishment of the Regional Company was presented to the Board and a discussion ensued.</p> <p><b>Agreed: That the report be published and, in the meantime, consideration be given in how to address the recommendations made in the report including how to best implement the accepted recommendations of those that specifically relating to England Boxing.</b></p> <p><b>5.9 Strategy:</b> It was confirmed that the England Boxing strategy had been published including with base line data in order to measure progress.</p> <p><b>5.10 Stronger Clubs:</b> It was reported that to-date 909 clubs were registered with England Boxing with 50 pending. 17,227 individual members had also joined with 3,681 pending.</p> <p>An update was also provided on the social media figures:</p> <p>Facebook 38,107, Twitter 17,815, Instagram 42,218.</p> <p>Streaming at the National Youth Championships had seen 124,000 views over the three days.</p> <p><b>5.11 Commonwealth Games:</b> An update was provided on the Commonwealth Games and engagement with the Birmingham 2022 organisers.</p> <p><b>5.12 Officials Recruitment:</b> It was reported that the national supervisors conference was scheduled for the 9<sup>th</sup> December, with 15 planned to be in attendance. It was also reported that now the official's recruitment training had been restructured with consistent delivery across the country a soft launch of the "Be Involved Campaign" had started with 80 people coming forward to date.</p> <p><b>5.13 Diversity Conferences:</b> It was confirmed that EB Women's and Girls Conference had now been scheduled for 18<sup>th</sup> December in Leicester, with the Ethnically Diverse Coaches and Officials conference scheduled for March 2022 and the Disability Boxing conference scheduled for May 2022.</p> <p><b>5.14 Inclusive Hubs:</b> It was reported that 20 Inclusive Hubs had been identified for upskilling through the ACTIVITY Alliance and will see them undertaking monthly sessions for participants with a range of disabilities and long-term health conditions.</p> <p><b>5.15</b> An update on the Clink to Cub programme was also highlighted.</p>	
<p><b>Item 6</b></p>	<p><b>Finance Update:</b></p> <p><b>6.1 Year to date Reporting:</b> The management accounts to the end of October were presented to the Board.</p> <p><b>6.2 Budget:</b> An update on the budget process for the 22/23 financial year was presented to the Board. It was confirmed that the draft version would be presented in the January Board meeting.</p>	
<p><b>Item 7</b></p>	<p><b>Risk Register:</b></p> <p><b>7.1</b> It was confirmed that RV would take responsibility for the Risk Register. It was also confirmed that RV and former Risk Register holder Darren Chapple would meeting to complete a handover.</p>	

<b>Item 8</b>	<p><b>Safeguarding:</b></p> <p><b>8.1</b> Nothing to report not covered elsewhere in the meeting.</p>	
<b>Item 9</b>	<p><b>Diversity:</b></p> <p><b>9.1</b> The Completed Diversity Review was presented to the Board. A discussion then followed.</p> <p><b>9.2</b> It was highlighted that the Recommendations had already been agreed and already started to be implemented. Subject to feedback from Micky Norford, the Diversity sub committee chair and Lawrence Selby, then the Report was to be published as soon as practicable taking into account availability in the event it generated any media interest.</p> <p><b>9.3</b> It was also reported that the report had also been shared with an independent third party to review as a critical friend.</p> <p><b>9.4</b> The Board formerly thanked Bevis Allen and all those who had contributed to it.</p>	
<b>Item 10</b>	<p><b>Sub Committee Recommendations to the Board.</b></p> <p><b>The following was confirmed from the subcommittee minutes:</b></p> <p><b>10.1 Anti-Doping UKAD Clean assurance Framework.</b></p> <p>A comprehensive set of documents was presented to the Board about EB's response to the UKAD Clean Sport Assurance Framework. The Board considered the documents and thanked Mark Jordan and Gordon Valentine for their extensive work.</p> <p>The board noted and approved the submissions made to UKAD for each of the 24 items in the Assurance Framework. In particular, the board:</p> <ul style="list-style-type: none"> <li>i. Repealed the 'England Boxing Anti-Doping Policy' of October 2014.</li> <li>ii. Approved and adopted as policy, a new, revised document, the 'England Boxing Anti-Doping Rules' which is to take effect immediately.</li> <li>iii. Approved amendments to Paragraph 5 of the Individual Membership Policy and Part E of the Club Membership Policy, which are to take effect immediately</li> <li>iv. Approved and adopted as policy the England Boxing Clean Sport/Anti-Doping Education Strategy 2002-2026, and</li> <li>v. Approved the appointment of an England Boxing Clean Sport/Anti-Doping Advisory Group.</li> <li>vi. It was also confirmed that Ryan Vickers would be the Board Anti-Doping lead.</li> </ul> <p><b>10.2 Membership Services Subcommittee:</b></p> <p>The minutes of the latest Membership service subcommittee were read and discussed. It was confirmed that in light of the new Anti-Doping Rules, the membership offer and structure would need to be considered.</p>	

	<p><b>10.3 Technical Rules and R and J's Subcommittee:</b></p> <p>The minutes were read and considered.</p> <p>It was confirmed that the request for funds to host an AIBA Level 1 star training course and for additional funds to cover the costs of sending official to tournaments as a result of a GB Boxing proposal would be considered in the ongoing budget review.</p>	
<p><b>Item 11</b></p>	<p><b>Talent Pathway:</b></p> <p><b>11.1</b> The Talent report was presented and noted by the Board.</p> <p>It was reported that Champions Day had taken place for the Schools and Junior Boxers with the Youths to follow in December. These have been provided due to the fact that as result of the timing of the Championships an invitation onto the Talent Pathway was not possible.</p> <p><b>11.2</b> It was reported that pathway boxers Sameenah Tousaint and Holly Heffrom represented England Boxing at the APPG Women in Boxing meeting. They had collaborated with some of their fellow boxers to create list of challenges women boxers face. These should be considered in the respective subcommittees.</p> <p><b>11.3</b> George Liddard (Billericay) and Chris Lodge had represented England Boxing at the Parliamentary reception for Sports Aid.</p> <p><b>11.4</b> It was reported that the Talent Commission had met in person for the first time in two years. It was noted that the feedback from the GB assessment process had improved. Boxer retention was also discussed.</p> <p><b>11.5</b> It was noted that recruitment for the subcommittee and to replace the Talent administrator was ongoing.</p>	
<p><b>Item 12</b></p>	<p><b>AOB:</b></p> <p><b>12.1 Membership Policies and 1 mile rule:</b> A discussion was held on the 1-mile rule and how it applied. The background as to why the rule was required was explained. It was confirmed that further discussion would take place within the Membership subcommittee.</p> <p><b>12.2 AIBA Extra Ordinary Congress.</b> A discussion was held on the forthcoming AIBA congress and the ongoing issues between IOC and AIBA.</p> <p>Some of the proposed article changes were highlighted to the Board including the proposed name change from AIBA to IBA</p>	
<p><b>Item 13</b></p>	<p><b>AIBA President Meeting:</b></p> <p><b>13.1</b> At the end of the Board meeting the AIBA President joining the meeting.</p> <p><b>13.2</b> Discussions included the England Boxing Strategy and how it could apply at a broader level and the on-going issues affecting the sport of the Amateur Boxing.</p>	

<b>Item 14</b>	<b>Future meeting dates:</b>  <b>14.1</b> Dates of the next Board meeting: <ul style="list-style-type: none"><li>• 11<sup>th</sup> January</li><li>• 8<sup>th</sup> March</li><li>• 10<sup>th</sup> May</li><li>• 12<sup>th</sup> July</li><li>• 13<sup>th</sup> September</li><li>• 11<sup>th</sup> October</li><li>• 13<sup>th</sup> December</li></ul>	
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