

# ENGLAND BOXING

---

## ANNEXE 2 SUMMARY LIST OF RECOMMENDATIONS

---

24 NOVEMBER 2021

WAYNE BARNES  
TIM NEWCOMB  
SHIV HARIA-SHAH

**ANNEXE 2 - SUMMARY LIST OF RECOMMENDATIONS**

| Number | Recommendation  |
|--------|---|
| 1      | <p>This report is published in full on the EB website and copies sent electronically to relevant individuals and clubs within the EMR.</p> <p>In particular, we recommend that those members who were elected by the clubs to sit on these EMR Council during the relevant period (2016-2021), should be contacted and provided with copy of this report and reminded that they: (i) have duties as Directors of a company and members of the Council; (ii) are required to ensure that the AoA are followed; and (iii) have a responsibility to protect the interests of the membership and the sport.</p>   |
| 2      | <p>An independent, open and transparent AGM should be conducted in the EMR as soon as reasonably possible.</p>  |
| 3      | <p>EB should insert a clause in the Rule Book to ensure that EB is properly notified prior to any steps being taken to change the status of an association. All regions should be specifically notified of this additional reporting responsibility.</p>  |
| 4      | <p>In relation to Recommendation 2:</p> <ul style="list-style-type: none"> <li>a. The AGM should be run in accordance with the EMR AoA (see <b>Annexe 4</b>).</li> <li>b. The question of whether the region should become / remain a limited company should be the first agenda item.</li> <li>c. The question of becoming an incorporated company, along with the positives and negatives of such a decision, should be explained to all clubs and members prior to the meeting.</li> <li>d. The EMR should vote on the adoption of the Model AoA (see <b>Annexe 6</b>) and any amendments that might need to be made to the same.</li> <li>e. Virtual meetings and/or roadshows may be appropriate prior to the AGM.</li> <li>f. Clubs should have the ability to vote by proxy.</li> <li>g. Those individuals nominated for office should confirm prior to the AGM, whether they are willing to accept such a role should they be elected.</li> <li>h. The EMR Council should be elected in accordance with Article 11 of EMR AoA.</li> </ul> |

|    |  |
|----|--|
| 5  | EMR Council meetings should take place at least every six weeks.   |
| 6  | AGMs must take place annually within the EMR.  |
| 7  | Detailed and accurate Minutes must be kept of all meetings, including subcommittee meetings. Minutes should be sent out within 7 days of the meeting taking place. Minutes must be accurate and make clear who was responsible for taking and producing the minutes. The minutes must record the date on which they were ratified and if any concerns were raised or amendments made. The date of the next meeting should be noted on the minutes. Balance sheets should be published on a quarterly basis at minimum. |
| 8  | The terms of reference of the EMR Council, including the process for election onto the Council, should be drafted, in a manner consistent with the original EMR AoA as a matter of urgency and presented to the membership for formal approval.  |
| 9  | Whilst there is no prescribed title/description to be used, we recommend, for clarity and good order that that the organisation agrees on the name to be used consistently to describe the EMR sub-committee, looking to the descriptions/titles used by other Regions for guidance. There would be logic in using the term Council as per the EMR AoA.  |
| 10 | The £250 fee lodged by David Randell should be returned to him as directed by Ms Gallafent QC in November 2015.  |
| 11 | An action plan, as recommended by Blondel Thompson in 2017, should be agreed between EMR and EB to review the way in which EMR deal with disciplinary matters. This may include advice and training for those officers responsible for the regional disciplinary process.  |
| 12 | EB should consider publishing a policy setting out its approach to vexatious and frivolous complainants.   |
| 13 | We recommend that EB produces and implements a nationwide document to assist all regions in their handling of comments and abuse on social media platforms in particular.  |

|    |  |
|----|--|
| 14 | Consideration should also be given to direct engagement by the DEIC with the EMR to educate, inform, and make clear the robust stance that will be adopted by EB should racist or other abuse occur in the future.   |
| 15 | EB should consider restructuring its complaints and disciplinary process applying the principles that all discipline matters should be dealt with fairly and pragmatically at the lowest appropriate level and resolved at the earliest possible opportunity (see Report for further detail).                                    |
| 16 | Consideration should be given to creating a Discipline Manager role reporting into the NCO.  |
| 17 | EB should create a standardised web-based system to allow the collection of all key information in respect of the recording and management of complaints. EB should also consider purchasing or developing a national case management system which organises investigation material and allows appropriate access to management. |
| 18 | <p>In relation to policies and procedures:</p> <ul style="list-style-type: none"> <li>a. The Equity Policy should be linked to, and supportive of, the updated complaints and disciplinary procedures; and</li> <li>b. Whistleblowing guidance should be updated and expanded in scope.</li> </ul>                               |
| 19 | EB should refresh its suite of documents to reflect current EB branding.   |

**24 November 2021**