

# ENGLAND BOXING

---

## ANNEXE 3 FURTHER DETAILS OF STEPS TAKEN

---

24 NOVEMBER 2021

WAYNE BARNES  
TIM NEWCOMB  
SHIV HARIA-SHAH

### ANNEXE 3 - FURTHER DETAILS OF STEPS TAKEN

#### STEPS & APPROACH

1. The investigation team conducted this piece of work in four stages:
  - a. **Paper Review:** Firstly, a paper review of EB and EMABA policies, guidelines, codes of conduct and other relevant documents was conducted. During this stage, we examined the manner in which the EMABA was incorporated in November 2016.
  - b. **Initial Interviews:** Having obtained a sound understanding of the organisation, timeline and documentation and taken time to immerse ourselves in the sport, the investigation team conducted face-to-face interviews.
  - c. **Additional Interviews and Review:** With the benefit of the information obtained from the initial interviews, we conducted follow up remote interviews with a broader group of individuals along with follow-up interviews. We also made specific requests for further information from numerous different sources, some of which was received, other requests went unanswered.
  - d. **Delivery:** Following the conclusion of the investigation stage, we presented our findings and recommendations to the Board of EB.

#### ENGAGEMENT, CONSULTATION AND INTERVIEWS

2. On 10 August 2021, in an attempt to identify and engage with all relevant parties, the CEO of EB sent an email to all directors of the EMABA.<sup>1</sup> The email explained that there had been several complaints and counter complaints relating to the running of the EMR over a period of time. The CEO informed them of the Review, the ToR and provided contact details for the Review team. The CEO sent same email to the chair of the EMR Council and to those individuals who had previously made complaints relating to the incorporation of EMABA.
3. On 12 August 2021, the CEO also sent an email to all clubs in the EMR, in similar terms to the email of 10 August 2021; again relevant contacts details were provided should any individual wish to contribute to the Review.

---

<sup>1</sup> As listed on Companies House – <https://find-and-update.company-information.service.gov.uk/company/10483498/officers>

4. We received over 25 responses some of which fell outside the ToR.
5. On 13 September 2021 a letter was sent on our behalf to all clubs within the EMR and all directors of EMABA by the EB membership services manager. In that letter we set out the work we had been asked to carry out and the aims of the Review. We made clear that should any individuals wish to contribute to the Review, that they should do so by contacting us by 24 September 2021. We continued to receive comments, queries and concerns throughout the investigation and after the deadline of 24 September 2021. Notwithstanding the deadline, we considered every email that was sent to us to ensure that every individual who wanted to raise a comment or concern had the ability to do so.
6. On Monday 20 September 2021, we asked some of the individuals who had contacted us if they would be willing to meet for a face-to-face interview. We also sent a similar request to individuals who had not contacted us but that we had identified as individuals who we considered were likely to have relevant information and insights.
7. Following the receipt of responses, three days were identified for face-to-face interviews. The investigation team travelled to Derby to meet with relevant individuals during the week commencing 27 September 2021.
8. Only one of the five directors of the EMABA contacted the Review team indicating a desire to contribute to the Review. We subsequently contacted three of the four remaining directors directly to ask for their assistance. Two of the four engaged immediately and were extremely helpful throughout.
9. One director, however, cancelled his/her appointment with the investigation team on the morning of the interview which had been scheduled and diarised in advance. We offered an alternative venue which we hoped would have been more convenient for the interviewee, but we were informed that they would no longer be attending. We asked whether the director would be willing to attend a face-to-face meeting at all. We have not received a reply to that email. The failure of this director to engage in the Review has, unfortunately, prevented the investigation team from being able to gather the best available information.

**24 November 2021**