



## England Boxing Ltd Board Meeting

**Location: By Zoom Call**  
**Date: 11<sup>th</sup> January 2022**  
**Time: 10.30am – 1.00pm**

<b>Item 1</b>	<p><b>1.1 Present:</b></p> <p>Caspar Hobbs (CH) Chair, Alkit Patel (AP), Amy Pu (APu), Ian Ireland (II), Ryan Vickers (RV), Anna Cain (AC), Micky Norford (MN)</p> <p>Gethin Jenkins - CEO – (GJ).  Eric Lee – Head of Finance for Agenda Item 6.</p> <p><b>1.2 Apologies:</b> Lawrence Selby, Felicity Barnard, Mehul Kapadia.</p>	<p>I = Info  D= Decision  A= Action</p>
<b>Item 2</b>	<p><b>Declaration of Interests:</b></p> <p><b>2.1</b> Caspar Hobbs – GB Boxing. Micky Norford - GB Boxing / EUBC.</p>	
<b>Item 3</b>	<p><b>Minutes of Last meeting:</b></p> <p><b>3.1</b> The minutes of the Board meeting held on Tuesday 7<sup>th</sup> December 2021 were reviewed and after a minor amendment approved by the Board.</p> <p><b>Matters arising:</b></p> <p><b>3.2</b> There were no matters arising not covered elsewhere in the meeting.</p>	
<b>Item 4</b>	<p><b>Chairman’s Report:</b></p> <p><b>4.1</b> The Chair presented his report to the Board.</p> <p><b>4.2 CEO Departure:</b> The Chair highlighted that this was to be the last Board meeting of the current CEO and highlighted the achievements that have occurred during his tenure, this included the recent funding announcement for the next cycle. The Board placed on record their thanks for his work during his time with England Boxing. The CEO thanked the Board for the opportunity to work for England Boxing and in the sport of amateur boxing.</p> <p><b>4.3 CEO Recruitment:</b> It was confirmed that the recruitment of a new CEO was underway, with the first interviews having taken place on the previous Friday. Further interviews were scheduled for the forthcoming Friday and the Chair, Deputy Chair and Ian Ireland would make up the interview panel for this round.</p> <p><b>4.4 Chair Tenure:</b> It was highlighted that this was also the last Board meeting for the current Chair -Caspar Hobbs, as his term limit would be reached in February.</p>	

	<p>The Board thanked the Chair for his commitment and service to England Boxing during his 8 year tenure and highlighted the successes during his term of office. This included the long-term strategy, increased membership, successful competition and talent pathways plus financial stability.</p> <p>The Chair thanked the Board and confirmed that he would remain available in whatever capacity to ensure a smooth transition for the new appointment.</p> <p><b>4.5</b> A discussion was then held on the process for the recruitment of a replacement as per the Articles of Association.</p> <p><b>Agreed;</b></p> <ul style="list-style-type: none"> <li>• <b>That Deputy Chair would become Interim Chair from 19<sup>th</sup> February.</b></li> <li>• <b>That a nomination committee would be established comprising Alkit Patel, Anna Cain, Micky Norford and Mehul Kapadia.</b></li> <li>• <b>That bids be sought for a recruitment company to undertake the search.</b></li> <li>• <b>It was aimed to complete the process by March.</b></li> </ul> <p><b>4.6 Director Vacancies:</b> It was highlighted that the two director positions needed to be filled including that of Director with responsibility for Medical. It was confirmed this would be followed up.</p> <p><b>4.7 England Boxing Foundation:</b> It was highlighted that a review of the trustees would be required once the new Chair had been appointed. It was confirmed that help with transition would be provided.</p> <p><b>4.8 GB Boxing Board:</b> It was confirmed that GB Boxing would be notified of the Chairs imminent departure and clarification sought on the appointment process for a representative on their Board from England Boxing.</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. He once again thanked the Board for the opportunity to be CEO of England Boxing.</p> <p><b>5.1 National Championships:</b> An update was provided on the completion of the National Championships. It was reported that these had culminated in December with the successful delivery of the NAC finals, which had also featured on the BBC red button and website.</p> <p>It was reiterated that the general feeling was that despite an intense period, the decision to put on the Championships was vindicated.</p> <p><b>5.2</b> It was reported that a wash up meeting with Thames Valley Police and the learnings noted from the crowd management of the National Youth Championships had taken place.</p> <p>On-going engagement with relevant police forces had already been instigated for the 2022 Championships. Additional security provision had also been accommodated within the proposed budget for 22/23.</p> <p><b>5.3 Sport England:</b> It was confirmed that the funding application to Sport England for the 2022-27 cycle had been successful with an increased award being provided.</p> <p><b>5.4</b> It was also confirmed that an application to the Sport England Together Fund (this replaced the Tackling Inequalities Fund) had been successful with £195k being awarded. Once the paperwork had been completed details would be shared with the member clubs as to how they can apply for the fund.</p>	

	<p><b>5.5 Staffing / Office:</b> It was confirmed the recruitment of the temporary complaint manager was on going. This was in addition to the talent, membership and finance administrator posts.</p> <p><b>5.7 Legal Matters:</b> An update was provided on the various ongoing governance and compliance / HR issues. The Board confirmed a continuation of the plans and processes in place.</p> <p><b>5.8 East Midlands Investigation:</b> It was confirmed that following the recommendation to publish the report that this was scheduled to take place in the forthcoming week.</p> <p>It was confirmed that actions were already being undertaken to implement the recommendations as they applied to England Boxing. This included confirmation that a member of the Compliance subcommittee had been asked to review the complaints process and the Compliance department staffing structure. Money had also been allocated in the forthcoming budget for additional resource and for a new digital records system.</p> <p>It was highlighted that a key consideration will be how the members of the East Midlands Region react to the recommendations that relate to the region and how issues such as the running of the AGM will be resolved.</p> <p><b>5.9 Strategy:</b> It was confirmed that following publication of the strategy, planning meetings were to take place with the senior managers to start developing the operational delivery plans to start the implementation of the strategy.</p> <p><b>5.10 Stronger Clubs:</b> It was reported that to-date, 943 clubs were registered with England Boxing with 45 pending. 19,214 individual members had also joined.</p> <p><b>5.11 Commonwealth Games:</b> It was confirmed that discussions continue with the Games organisers. Representatives of the organisers had also been invited to the recent NAC championships.</p> <p>One area of concern that was highlighted, was the fact that EUBC had scheduled the European Women’s Boxing Championships to clash with the Commonwealth Games. Representation about this issue continue to take place.</p> <p><b>5.12 Officials Recruitment:</b> It was confirmed that the national supervisors training course had taken place on 9<sup>th</sup> December. A second training course was scheduled for February. It was also reported that the “Be Involved Campaign” had risen to 94 people coming forward. These volunteers details would be shared with the Regions so they could be trained accordingly.</p> <p><b>5.13 Diversity Conferences:</b> It was confirmed that EB Women’s and Girls Conference had taken place in December in Leicester with positive outcomes resulting and actions to move forward. It was also confirmed that Diversity Coaches and Officials conference was scheduled for March 2022 and the Disability Boxing conference had now been scheduled for October 2022.</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 November were presented to the Board. Confirmation and detail was also provided for the reallocation of budgets for the remainder of the financial year.</p> <p><b>6.2 Budget:</b> The Budget for the 2022 / 23 financial year was presented to the board and the various sections of the budget reviewed and discussed. It was highlighted that the budget took into account the new strategy and the submission to Sport England.</p>	

	<p>Highlights included:</p> <ul style="list-style-type: none"> <li>• Increased funding from Sport England</li> <li>• An additional six positions</li> <li>• Membership fees remaining the same</li> <li>• £75k allocated to community initiatives</li> <li>• Additional money for security provision at Championships</li> <li>• A budget for apprenticeships had also been created.</li> </ul> <p><b>6.3 Agreed: That the budget was passed. It was confirmed that the vacant pre-existing administrator positions and the Complaints role could continue to be recruited. All other positions should be on hold until the new CEO is appointed.</b></p> <p><b>6.4 Auditors:</b> It was confirmed that the review of auditors and consideration to a tender process would take place at the next Audit Sub-Committee meeting.</p>	
<p><b>Item 7</b></p>	<p><b>Risk Register:</b></p> <p>7.1 It was confirmed that a handover meeting with Darren Chapple had taken place and updated Risk register would be provided in time for the next Board meeting.</p>	
<p><b>Item 8</b></p>	<p><b>Safeguarding:</b></p> <p>8.1 Nothing to report not covered elsewhere in the meeting.</p>	
<p><b>Item 9</b></p>	<p><b>Diversity:</b></p> <p>9.1 The Completed Diversity Report, following a third-party review, was presented to the Board. A discussion then followed. The report was recognised as a benchmark from which the organisation can move forward, develop and measure progress against.</p> <p>9.2 It was confirmed that the report should now be published.</p> <p>9.3 The Board formerly thanked Bevis Allen and all those who had contributed to it.</p>	
<p><b>Item 10</b></p>	<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 Communications:</b> An update was provided on the level of activity over the last period, including during the Championships.</p> <p>Streaming figures were as follows;</p> <ul style="list-style-type: none"> <li>• Juniors Total – 195,336. Total videos across social media 335,000</li> <li>• Youths / Snr Dev Total – 124,041. Total videos across social media 395,000</li> <li>• NACs and Dev Quarters / Semi-finals – 75,609 Total social media videos 363,880</li> <li>• NACs and Dev Finals Day Total - 26,971 Total videos across social media 322,506.</li> <li>• In addition to this was the BBC coverage.</li> </ul> <p><b>10.2 HR Legal and Compliance:</b> The minutes of the subcommittee meetings held on 10<sup>th</sup> November and 4<sup>th</sup> January, together with feedback on the East Midlands report was provided to the Board.</p>	

<b>Item 11</b>	<b>Talent Pathway:</b>  <b>11.1</b> An update was provided on the forthcoming Youth Selection process.  <b>11.2</b> A further discussion was held on the Commonwealth Games including the handover process.	
<b>Item 12</b>	<b>AOB:</b>  <b>12.1</b> As this was the last meeting for the Chair – Caspar Hobbs, thanks were passed on to him and recognition highlighted of the changes and significant progress made during his tenure.	
<b>Item 13</b>	<b>Future meeting dates:</b>  <b>13.1</b> Dates of the next Board meeting: <ul style="list-style-type: none"> <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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