



## England Boxing Ltd Board Meeting

**Location: By Zoom Call**  
**Date: 8<sup>th</sup> March 2022**  
**Time: 10.30am – 1.10pm**

<b>Item 1</b>	<p><b>1.1 Present:</b></p> <p>Alkit Patel (AP), Interim Chair, Amy Pu (APu), Ian Ireland (II), Anna Cain (AC), Micky Norford (MN), Lawrence Selby (LS), Mehul Kapadia (MK).</p> <p>Charlie Ford – Interim CEO – (CF).  Eric Lee – Head of Finance for Agenda Item 6.</p> <p><b>1.2 Apologies:</b> Felicity Barnard, RyanVickers</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> Micky Norford - GB Boxing / EUBC, Lawrence Selby – United Kingdom Brazilian Jiu Jitsu Association</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 Monday 7<sup>th</sup> January 2022 were reviewed and 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>Interim Chairman’s Report:</b></p> <p><b>4.1</b> The Chair presented his report to the Board.</p> <p><b>4.2 CEO Update</b> – Jerome Pels has been appointed as the new CEO of England Boxing and is joining the organisation following five successful years as the CEO of Irish Hockey. Jerome starts on the 18<sup>th</sup> April and will connect with board members as part of his induction.</p> <p><b>4.3 Interim CEO</b> – CF was thanked for the ongoing support that he is providing the organisation.</p> <p><b>4.4 Chair recruitment</b> – Initial interviews are taking place this week and if applicable, second stage interviews will follow next week. It is hoped that a new Chair will be appointed by the end of March</p> <p><b>4.5 Director Vacancies:</b> It was highlighted that two director positions needed to be filled including that of the Director with responsibility for Medical. AP will speak with Mike</p>	<p>I</p> <p>I</p> <p>I</p> <p>A</p>

	<p>Loosemore in terms of extending the interim support that he is offering the sport until an appropriate replacement has been recruited.</p>	
<p><b>Item 5</b></p>	<p><b>Interim CEO Report:</b></p> <p>CF 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> The Youth Championships were successfully delivered in February with large crowds, R+J development and an excellent standard of boxing/coaching.</p> <p>Planning for the Junior Championships in Guildford is progressing well, we will be adding a card payment option for spectators and will continue to recognise the achievement of the R+J's in attendance through a commemorative medal.</p> <p>We continue to have ongoing engagement with the police and their National Events Unit representatives in relation to the remaining events in the 2022 schedule.</p> <p><b>5.2 Sting Partnership:</b> A partnership refresh meeting has taken place with Sting, we will be moving forward on a number of elements of our partnership agreement which includes the development of a retail range of EB/Sting clothing/equipment and customisable options for EB affiliated clubs. CF will work with FB and the Commercial sub-committee and provide an update at the next board meeting.</p> <p><b>5.3 Covid-19 Pandemic:</b> With all restrictions now removed, our comms continues to focus on individuals taking a responsible approach to not attending sports events, training, games etc if they feel unwell.</p> <p><b>5.4 Sport England:</b> The formal paperwork to confirm our £6.8m award (over 5-years) has now been signed and will be formally announced on Thursday 10<sup>th</sup> March.</p> <p>We have been afforded the opportunity to apply for funding to support CWG legacy initiatives. Our plans include recruiting 10 Apprentices who will work in each region alongside the Club Support Officer (CSO) to undertake and run a number of CWG events and initiatives. A funding decision is expected shortly.</p> <p><b>5.5 Staffing / Office:</b> We continue to work flexibly, allowing staff to work from home where appropriate, we have made a full return to the office which includes a Mon-Fri presence at all times.</p> <p><b>5.5.1 Comms Assistant</b> – Harry Judd is working with the organisation on a 3-month basis to provide support and lead on increasing our reach through age relevant platforms such as Tik Tok, Discord and Twitch.</p> <p><b>5.5.2 Talent &amp; Membership Admin roles</b> – Lindsay Sarginson has been appointed to the Membership Admin role and interviews are taking place this week for the Talent role. This much needed support will provide a resilience boost to allow for strategic thinking and planning in both departments.</p> <p><b>5.5.3 Complaints Handler role</b> – An update was provided on the recruitment process of this role which is ongoing.</p>	<p>I</p> <p>A</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p>

	<p><b>5.6 Legal Matters:</b> An update was provided on the various ongoing governance and compliance / HR issues. The Board agreed and confirmed a continuation of the plans and processes in place.</p> <p><b>5.7 East Midlands Report:</b> An update was provided to the board on the identification and deployment of an independent arbiter that will work alongside the East Midlands Region directors inline with the recommendations in the report.</p> <p><b>5.8 Strategic Progress:</b> Year 1 delivery plans in each department (Talent, Membership, Comms, Community, Workforce Development) have been co-created and are being shared with the relevant sub-committees for signoff.</p> <p><b>5.9 Commonwealth Games:</b> Discussions are continuing with the Games organisers and a technical delegate meeting was attended in February by MN &amp; CF. Conversations continue to take place in relation to the European Women's Boxing Championships that currently clash with the Commonwealth Games.</p> <p><b>5.10 IBA:</b> An update was provided to the board in relation to the ongoing governance reforms that IBA are going through, and that England Boxing is supporting with.</p> <p>Inline with recent IBA announcements regarding the Ukraine/Russia conflict, EB along with the other home nations &amp; GB will shortly be communicating a position statement across the respective boxing memberships.</p> <p><b>5.11 ED&amp;I training for senior leaders:</b> It was confirmed that all EB senior leaders have been accepted onto a year long training programme through Inclusive Employers.</p> <p><b>5.12 Sporting Equals Index Report</b> – An update was provided on the report received from Sporting Equals which highlighted positives from a board, staff and participant perspective and areas to work on in workforce.</p>	<p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</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 January were presented to the Board.</p> <p><b>6.2 Event Budgets:</b> It was confirmed that there was a variance in the events budget due to the additional cost of security and lack of income from events that were delivered behind closed doors.</p>	<p>I</p> <p>I</p>
<p><b>Item 7</b></p>	<p><b>Risk Register:</b></p> <p><b>7.1</b> The board fed back on the format of the new Risk Register that RV has created. RV will present and talk through the rationale and thinking behind the new format at the next board meeting.</p> <p><b>7.2</b> AP reviewed the top four risks that we are managing as an organisation.</p>	<p>A</p> <p>I</p>

<b>Item 8</b>	<b>Safeguarding:</b>  <b>8.1</b> AC talked through the current safeguarding position for the sport. The board approved the need for a review to take place which AC will lead on with the support of APu and II.	A
<b>Item 9</b>	<b>Diversity:</b>  <b>9.1</b> MN will be meeting with the ED&I sub-committee shortly to review progress against the recommendations made in the Diversity & Race report and will feedback at the next board meeting.	I
<b>Item 10</b>	<b>Sub Committee Recommendations to the Board.</b>  Updates were provided from each of the Sub-committees, no recommendations or actions were presented that have not been covered elsewhere in the meeting.	I
<b>Item 11</b>	<b>Talent Pathway:</b>  <b>11.1</b> An update was provided on the Head of Talent recruitment process and the High-Performance Programme.	I
<b>Item 12</b>	<b>AOB:</b>  <b>12.1</b> No items discussed that were not covered elsewhere in the meeting.	
<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>• 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>	