



ENGLAND BOXING LTD
Board Meeting
Tuesday 13th September 2022

09.00 –13.00

Offices of England Boxing England Boxing
English Institute of Sport
Coleridge Road
Sheffield S9 5DA

DRAFT MINUTES

Part 1 – General Business

1	Welcome attendance and apologies Present: Richard Brooke (RB) Chair, Felicity Barnard (FB), Anna Cain (AC), Mehul Kapadia (MK), Micky Norford (MN), Alkit Patel (AP). Jerome Pels CEO – (JP) Eric Lee (EL) – Head of Finance for Agenda Item 9. Apologies received from: Ian Ireland and Lawrence Selby	I = Info D= Decision A= Action
2	Declarations of interest Micky Norford - GB Boxing / EUBC Richard Brooke – GB Boxing	I
3	Minutes of last meeting 3.1 The minutes of the Board meeting held on 10th of May 2022 The minutes were approved. It was noted that the meeting dated 12 th July 2022 did not proceed because of a lack of quorum. The Chair requested the Board Members to inform the CEO as soon as possible if it was likely that a member of the Board would not be able to attend. 3.2 Matters arising There were no matters arising from the minutes not already covered by agenda of today's meeting.	D

4	<p>4.1 Sub-committees Reports</p> <p>The Reports by the Sub-committees were noted. Following up on some of the items raised:</p> <ul style="list-style-type: none"> • The KO racism presentation was noted. The Board agreed that specific Board diversity training of the Board should take place in the near future. • The Board noted the presentation Transgender Inclusion in Boxing. The Board agreed that the principles going forward should following the priority of safety, fairness followed by opportunity. The Board refers the matter to the Medical Sub-committee with a request of developing recommendations for the Boards consideration. • Membership Charter: Introduction of a new membership charter which will underline the code of conduct and establish minimum standards both from Club and England Boxing perspective. Our members will be clearer on what value and support the England Boxing brings to Boxing and will improve the relationship and level of communication progress The Membership Charter has been drafted and has been approved by the CMD subcommittee and will be circulated to Regional Secretaries and Registrars for feedback before release. <p>4.2 Recommendations by the Sub-committees requiring a Board decision</p> <p>The Board noted that with the appointment of Chris Boyd, the recommendation of the Communications Sub-committee that, finances permitting, the post of Comms Officer/Assistant be made into a full-time position, was already actioned. Chris will help, in particular, strengthen EB's video and social media output.</p> <p>The Communications Sub-committee asked if it could be incorporated into the overall strategies as to how we can commercialise some of EB's operations and also suggested adding in a strategy for a concerted membership push. This subject was included in the strategy discussion later in the agenda.</p> <p>The Board approved the 2022-2023 Rule Book. It was noted that some recent changes from the IBA rules need to be reviewed before finalising and releasing the document.</p>	D
5	<p>Board Vacancies</p> <p>The Board received the recommendations of the interview panel for the appointment of new Non-Executive Directors Board Members England Boxing.</p> <p>The follow new Directors were appointed:</p> <p>Dr Doniert Macfarlane – Medical Lead Sam Foster Chris Smith</p>	D

	<p>An induction process will now start for the new board member with the opportunity of the current Board members to participate as well. It was further agreed to introduce a board member buddy system and each new board member was assigned a current board member for support and information.</p> <p>It was further noted that one place remains vacant on the Board and it was agreed to follow up on applications and interests from Sub-committee members.</p>	
6	<p>CEO Reports</p> <ul style="list-style-type: none"> Commonwealth Games: The CEO highlighted the success of the Games that took place between Thursday 28th July and Monday 8th August, with the boxing tournament at the National Exhibition Centre (NEC) between Friday 29th July and Sunday 7th August, with a rest day and no boxing on Friday 5th August. Venue was excellent and the entire event was a perfect showcase for the sport. Total Medal count: 8 Medal breakdown: 2 x Gold, 3 x Silver & 3 x Bronze. Danny McFarlane, GB Olympic (2016) Referee / Judge: The CEO received correspondence from Danny McFarlane asking England Boxing/CEO to support obtaining clarification from IBA regarding its policy towards international appointments for Rio officials not involved in the reported irregularities. The CEO to follow up, investigating IBA reports and policies. 	I A
7	<p>Safeguarding</p> <p>The new Head of Compliance and Safeguarding, Danny Williams has started in the role. Regarding the Board responsibilities allocation: At the next meeting it needs to be confirmed/clarified which board member has the responsibility for the safeguarding portfolio.</p>	A
8	<p>International</p> <p>The Chair briefly explained the importance of the Congress in Yerevan where a possible re-run of the election for the IBA presidency is going to take place. England Boxing supports the challenging candidate, Mr Boris van der Vorst.</p>	I
9	<p>Finance – Head of Finance report</p> <p>The Board noted the July Management Accounts and the comments provided by The Head of Finance.</p> <p>The Board had a brief discussion regarding the depth of finance information that should be provided to the members and felt that the presentation to the AGM by the Head of Finance had been very informative. We should look at ways to present this information in a concise format through our website and social media.</p>	I

10	<p>AGM</p> <p>The AGM took place last night (12 September). The attendance was disappointing, and the meeting had to be postponed for an hour because no quorum had been achieved at the opening of the meeting. It was noted that the Special Resolution introducing the option of online meetings, was approved. The format of the meeting needs to be further considered going forward.</p> <p>Following on from the AOB request of an adding a member to the Technical, Rules & Officials Sub-committee of an IBA 3* Referee & Judge who is active on the domestic and international circuit.</p> <p>The Board decided that the make-up of this sub-committee is consistent with the other England Boxing sub-committees who operate on behalf of the Board. The Board monitors the situation with this and indeed all the subcommittees and should there be a change the Board would welcome and reconsider this application to join the Sub-committee.</p>	I A
11	<p>AOB</p> <ul style="list-style-type: none"> • We discussed previously the expense policy and in particular the Milage rate: An update was requested. To be referred to the Audit Committee. • Charlie Ford Head of Operations and Transformation will take up the post of CEO of Volleyball England in October. His last day with England Boxing will be 23 September. The Board thanked Charlie for the contribution to England Boxing, in particular for stepping in as interim CEO for a couple of months in the beginning of 2022. The Chair presented Charlie with a card and a small token of appreciation from the Board. 	
12	<p>Date Of Next Meetings</p> <p>13/12 London</p>	I

Part 2 – Strategy Session

13	<p>Strategy Overview - Summary</p> <p>The Head of Operations and the CEO gave an overview of the 22-27 strategy.</p>	
14	<p>Discussion</p> <p>A brief discussion was held regarding the Strategy. It was noted from the progress report that although early in the plan, clear positive results towards the targets are already visible. As part of the first phase, the staff structure has been strengthened in line with the strategy and have made a good start with the numerous projects.</p>	
15	<p>Confirmation – Amendments</p>	

	<p>Additional emphasis and priority was agreed on:</p> <ul style="list-style-type: none"> • Commercial: discovery if additional revenues can be derived from a recreational competition format like previously trialled 'for one night only' concept. Commercial Sub-committee to take the lead in further investigating the concept and establishing a business case. • Considering the strengthening of the database capabilities of the membership database, looking at digitising the processing of results, discipline, safety, medical and all other competition aspects. The office to re-search on the scope of the required software and to review possible existing products. • Changing the membership cycle to a rolling, continued system, instead of the annual re-association system as currently is used. • Events: Addressing the question should we look at hosting international events as part of our new High-Performance Strategy. • Coach Education: Removing barriers for completing level 1 and 2 courses. Review of the Course and course delivery in a time efficient way. Note: this was also commented on at the AGM! 	<p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>
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