



ENGLAND BOXING LTD

Board Meeting

Tuesday 13 December 2022

10.30 –14.00

Online Meeting

Minutes

1	Welcome attendance and apologies Present: Richard Brooke (RB) Chair, Anna Cain (AC), Sam Foster (SF), Ian Ireland (II), Mehul Kapadia (MK), Doniert Macfarlane (DM), Micky Norford (MN), Lawrence Selby (LS), and Chris Smith (CS). Jerome Pels CEO – (JP) Eric Lee (EL) – Head of Finance, for Agenda Item 6. Apologies received from: Felicity Barnard (FB), Alkit Patel (AP) Ian Ireland (II) The Chair reported that sufficient notice of this meeting had been duly given and that a quorum was present. The Chairman welcomed members who had joined the meeting via the Teams video conferencing system and reflected on a year of major change for England Boxing. The Chair continued by saying that the meeting was being conducted by videoconference today and usual arrangements would apply in terms of use of the chat function and electronic hand raising.	I = Info D= Decision A= Action
2	Declarations of interest Each director present at the meeting confirmed that they did not have any direct or indirect interest which they were required to disclose in addition to the disclosures already on the record.	I
3	Minutes of last meeting 3.1 The minutes of the Board meeting held on 11th October 2022 A draft of the minutes of the board meeting held on 11 th October was produced to the meeting. It was unanimously agreed to approve this draft without amendment and the chair was authorised to sign them as a complete record of the relevant meeting. 3.2 Matters arising	D

	<p>There were several matters arising from these minutes which were noted to be discussed later in the meeting.</p>	
4	<p>Board Members Areas of Responsibilities</p> <p>4.1 Assignment and confirmation of Board Members areas of responsibilities and Sub-committee chair positions.</p> <p>The Board received a paper the Chair report on Board and Committee review, dated November 2022.</p> <p>Meetings were held between the Chair and each of the EB directors between 27th October and 17th November 2022.</p> <p>The background is that 2022 has been a year of transition, with a new chair and CEO, new board members, and greatly increased support from Sport England meaning more resources are available to support EB's strategic plan. That makes this the right time to assess EB board leadership activity and its interaction with committees.</p> <p>The purpose of each meeting was to review current director portfolios, discuss the effectiveness of the director's committee, and agree priorities and approach for each director/committee.</p> <p>The committee chairs have agreed to schedule committee meetings to tie in with 2023 EB board meeting calendar so that issues/developments/recommendations can be brought to the board in a timely and transparent manner.</p> <p>The Coaching committee has been placed on hold for now pending review from the CEO and EB coaching staff to assess requirements.</p> <p>The chairman noted that article 78 of the Company's articles of association permit the Board to delegate any of their powers to a specialist sub-committee consisting of such of their number and such other persons as they think fit. Each and every sub-committee must be chaired by a Director who shall report directly to the Board, to whom the sub-committee will be accountable. It will be for the Board to appoint the chair and members of each sub-committee.</p> <p>RESOLUTION</p> <p>IT WAS THEREFORE RESOLVED THAT:</p> <p>The Committee Chair are confirmed and appointed as follows:</p> <ul style="list-style-type: none"> a. Legal and Compliance: Lawrence Selby b. Pathway and Talent: Chris Smith <i>Note: New members required</i> c. Communications: Mehul Kapadia d. Championships: Ian Ireland e. Equality, Diversity and Inclusion: Micky Norford 	D

	<p><i>Note: Aim to introduce new members to add to diversity</i></p> <p>f. Commercial: Felicity Barnard</p> <p>g. Medical: Doniert Macfarlane</p> <p>New Member approved by the Board: <u>Dr Jamil Shah Foridi</u></p> <p><i>Note: Membership further under review, likely to require new members</i></p> <p>h. Audit, Nomination and Remuneration: Alkit Patel</p> <p>Additional responsibility was allocated for Nominations and Remuneration with the same committee membership to cover these roles.</p> <p>i. Technical, Rules and Officials: Micky Norford</p> <p>j. Safeguarding: Anna Cain</p> <p>k. Clubs and Membership: Sam Foster</p>	
5	<p>5.1 Sub-committees Reports</p> <ul style="list-style-type: none"> - Communications Subcommittee Reported plans to interface with other committees, especially with the medical Subcommittee. - Competitions Subcommittee - Community Development Managers report Report was noted. - Membership Services Manager report Report was noted. Subcommittee focused on new members and a review of the terms of reference. - Talent Focus on recruiting new members and the plan/budget for 2023. <p>5.2 Workforce Development update - Sarah Collins</p> <p>Sarah gave a brief overview of the review of the Workforce programmes and expects plan to be ready and implementation to start in March 2023. A concern was raised for those programmes that were recently reviewed and changes are perhaps made too often. Sarah said this was taken on board and that the 'good' things are kept, and things are only adjusted where needed.</p> <p>Sarah further reported on the new staff now in place in the department.</p>	D

	<p>5.3 Recommendations by the Subcommittees requiring a Board decision</p> <p><u>Medical Subcommittee:</u></p> <p>To set up a training pathway which would be recommended to current doctors (or upgrade training offered to existing registered doctors) and new doctors interested in registering with England Boxing. <u>Decision: Approved</u></p> <p>The proposed minimum experience level and minimum qualifications as presented were approved in principle, subject to the details to be validated and an implementation plan with a phase introduction to be published.</p> <p>The Board further <u>approved</u> the introduction of a green lanyard for the ringside doctors and that the DBS checks for the doctors should be at least at the same level that applies for England Boxing coaches.</p> <p><u>Recommended target number of doctors to club ratio</u></p> <p>Proposed by the Sub-Committee: 1 doctor for every registered 10 clubs. eg for London with 110 active clubs there should be 11 active doctors to allow for the number of doctors to not being a rate limiting factor for: Medicals and Ringside provision at shows, given doctors rotas and general availability for shows alongside other aspects of life eg social events, personal illness and to provide resilience of the sport to these factors as well as avoiding the creation of “closed shops” in given regions where individual doctors, if retiring, can throw the schedule into disarray. <u>Decision: Approved</u></p> <p><u>Recommended fees</u></p> <p>The fees charged will be up to individual doctors, but England Boxing recommended fee structure is:</p> <p>Shows: £250 for a standard show within region up to 18 bouts £50 extra for any of the following each: Out of region Oxygen hire 19 bouts and over</p> <p>Medicals: £15 for re-medicals £20 for new medicals Potentially £15 for children 10 – 12 years at doctors’ discretion If having to load into a dual system, then potentially an extra £5 per medical. <u>Decision: Approved</u></p>	
6	<p>Finance CFO Report</p> <p>Regarding the full year outlook: The latest forecast gives a small deficit year-end position; the next full year forecast will be done after December 2022 and the aim is for a breakeven year.</p>	I

	<p>The budget planning process is in progress and a full year 23/24 budget will be presented to the Board at the January 23 meeting.</p>	
7	<p>CEO Report</p> <p>JP introduced the CEO Report, noting the areas of focus.</p> <p>In addition to the report, the Board noted the international success this year: Team England record haul of 45 medals in this calendar year from major international championships - previous best was 34 medals (38 if you count the Youth Olympics in the total too, although those boxers were actually boxing for GB). The Board recognises the hard work of the Talent England Boxing Pathway staff and the depth of talent emerging from our club structure.</p>	I
8	<p>Risk Management</p> <p>8.1 To review the Risk Management Matrix</p> <p>The new format was approved. SF to co-ordinate the updates to the Register.</p>	I
9	<p>International and IBA Matters</p> <p>The Board received an update.</p> <p>The relationship between IBA and the IOC is still a matter of great concern.</p> <p>The IBA congress was held on Sunday 11 December attended virtually by the CEO and the Chair.</p> <p>To note from the Congress:</p> <ul style="list-style-type: none"> - Using Technology for Scoring research. Chips in Gloves and Mouthguards - IBA Gaming platform – Virtual ‘World of Boxing’ - Bout review rules being tested. - Medical paperwork going online, with chipcard for Boxer to be scanned at Competitions instead of paper medical books - Women’s headguards abolished in 2023 - IBA courses and seminars for Coaches and Officials: More and better, - online and free of charge - Prize money for Coaches is being considered <p>- IBA are going to demand that the IBA World Championships 2023 are part of the Q System</p> <p>- IBA 9 million profit over the year</p> <p>- Gazprom invested 50 million Dollar of two year, President Kremlev announced that ‘subject to no objection from the membership’ he will renew the contract;</p>	I

	<p>Prof McLaren:</p> <ul style="list-style-type: none"> - IBA making good progress on Governance. Report centred on IBA's past with 'persons' that had uncontrolled power, created a culture of fear and of financial mismanagement. - Good progress on 'field of play governance' with vetting of all officials, using advanced technology. - McLaren: the behaviour of the IOC towards the IBA is 'Puzzling'. He criticised the IOC sending 'observers' to IBA events, but never make their findings public. - McLaren: Says he is investigating Weightlifting and says they are much worse, but the IOC seems to treat them differently compared to IBA. <p>New Constitution was approved:</p> <ul style="list-style-type: none"> - No fees for membership - 4 new Vice President positions created - Secretary General is going to be named CEO and it is mandatory for the CEO to be always at every meeting of the Board - Members cannot be involved in other international organisations unless authorised by the IBA - If a member (Country) is suspended the boxers still can compete in IBA championship, under but not under the country's colours. But no officials or coaches from that nation allowed. If necessary IBA will provide funding for those athletes to travel to the championships and provide support for competition. 							
10	<p>Safeguarding</p> <p>The annual NSPCC's Child Protection in Sport Unit review was scheduled for 7 December however, this is now postponed until 3 February. Liza Ware is the consultant undertaking the review. Danny Williams Head of safeguarding/compliance and the CEO will attend.</p> <p>A new safeguarding Subcommittee will be created with a focus on providing information and training. A level of coordination will be required between the new committee and the Legal and Compliance Subcommittee who will still be responsible for the legal and enforcing aspects.</p>	I						
11	<p>AOB</p> <p>There was no other business to consider.</p>							
12	<p>Schedule of EB Championships 2023 and Board Attendance</p> <p>The list of events is under item 12 of the Board pack. The Chair requested where and when possible for the Board members to attend events.</p>	I						
13	<p>Dates Of Next Meetings 2023</p> <table border="1" data-bbox="331 2011 1189 2049"> <thead> <tr> <th>Board Date</th> <th>Papers due by</th> <th>Venue</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Board Date	Papers due by	Venue				I
Board Date	Papers due by	Venue						

Tuesday 31st January	Monday 23rd January	London
Tuesday 28th March	Monday 20th March	London
Tuesday 23rd May	Monday 15th May	London
Thursday 20th July	Wednesday 12th July	Virtual
Tuesday 26th September (Strategy day)	Monday 18th September	Sheffield
Tuesday 28th November	Monday 20th November	London

Closing

There was no further business and therefore the chairman declared that the meeting was closed and thanked the members of the Board for their work and contribution to England Boxing in what has been an year of transformation and progress.