



2022 ANNUAL GOVERNANCE REPORT

1 General

- 1.1 England Boxing is set up as a Company Limited by Guarantee and not having share capita Company No 02817909 with its registered office at Coleridge Road, Sheffield, S9 5DA. The Company is run by an independent Board of Directors and we are committed to working in accordance with the principles of governance as set out in the (revised) Code for Sports Governance.
- 1.2 BDO Audit: England Boxing is a Sport England funded partner. Our Funding Agreement sets out that we can be selected for an independent review. Sport England have commissioned BDO In July 2022 to undertake a Governance Review and a report is expected to be finalised in January/February 2023.

2 Staff

- 2.1 The Induction files were renewed and brought into an easily accessible cloud based intranet. Checklist for all items and a default induction programme adaptable for each staff member has been developed.
- 2.2 In accordance with the strategic plan the Compliance Department was strengthened and restructured, and a Head of Compliance was appointed.
- 2.3 The CEO is responsible for the effective operation England Boxing, including the long-term strategic development of the organisation. In his capacity as CEO he is also responsible for ensuring that England Boxing meets all of the statutory duties associated with running a sports governing body. A new CEO was appointed and started on 18 April 2023.
- 2.4 A restructure of the staff was proposed by the new CEO and approved by the Board.
- 2.5 Remuneration levels were reviewed and adjusted for all staff in consultation with the Audit Subcommittee.
- 2.6 The annual Staff Survey was completed in December 2022.
- 2.7 A CEO Review Meeting took place on 13 October 2022.
- 2.8 The staff reviews are taking place in January/February 2023.

3 Safeguarding

3.1 The Board confirmed that the Board member with responsibility for Safeguarding is Anna Cain at the December Board meeting. However, the compliance/legal part is still within the scope of the Legal Subcommittee.

3.2 CPD – Staff Training on Safeguarding completed:

- The staff is set to complete CPD course on Child Protection in Sport and Active Leisure by February 2023.
- KO Discrimination – Completed 2 December 2022.
- 'LGBTQ+ Inclusion in Your Sport' E-learning module – October/November 2022.

4 AGM

4.1 An AGM was held on 12 September in Sheffield.

4.2 Change of Articles of Association:

- At the AGM a special resolution was passed allowing future AGM meetings could either be held virtually or via Hybrid method.

5 Board

5.1 England Boxing aims to have a diverse board of directors who are appointed on merit through an open recruitment process designed to provide the professional skills and experience necessary to formulate policy and make appropriate business decisions.

5.2 The Board Member positions are voluntary and receive no remuneration.

5.3 A new Chair was appointed in April 2022.

5.4 The Board of Directors met 7 times during the year. At the July meeting the required quorum was not present and the meeting was officially adjourned, but informal discussions continued. The minutes of the Board are published on the England Boxing Website.

5.5 Each Board Member is assigned specific roles and responsibilities and Board Members are appointed by the Board to chair the England Boxing Subcommittees.

5.6 The Board is supported by the following Subcommittees:

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|-------------------------------------|-------------------------------------|
| • Medical | • Communications |
| • Audit | • Championships |
| • Technical, Rules, and Officials | • Equality, Diversity and Inclusion |
| • Coaching | • Commercial |
| • Clubs, Membership and Development | • Compliance, Legal and HR |

- Talent

- 5.7** An induction session was held on 5 October for new (and existing) Board Members.
- 5.8** The Board currently has 10 members, with one position now reserved for an athlete's representative. Recruitment for this position is currently in progress.
- 5.9** The conflict-of-interest register is up to date and declarations confirming the Board Code of Conduct are in place. At each Board meeting the Board members are reminded to declare any possible conflict of interest in relation to the agenda of the meeting.
- 5.10** A review of the Board Members was undertaken by the Chair and presented and discussed at the December Board Meeting.

6 Strategy

The guiding principles of our work are set out in a strategy document currently the England Boxing Strategic Plan 2022-2027 'Inspiring and Transforming Lives through Boxing' which was launched in November 2021, and is structured around four objectives of:

- A Thriving Boxing Community
- An Inclusive, Diverse and Accessible Sport
- An Inspirational and Aspirational Talent Pathway
- A respected and valued NGB.

- 6.1** The strategy is being implemented following the yearly staff actions plans.
- 6.2** Progress towards the Strategic Plan objects in reported bi-monthly in the CEO/staff report and a progress dashboard is being monitored. England boxing reports to the membership annually at the AGM and through the Annual Report.

7 Finance

- 7.1** The Business of England Boxing is conducted in the interests of our Boxing Community stakeholders openly, accountable and with commercial prudence.
- 7.2** The Audit Subcommittee has the responsibility of providing the necessary financial oversight reporting to the Board of Directors.
- 7.3** The full financial statements were approved on the 11th of July 2022.
- 7.4** The independent auditors Sedulo Audit Limited, presented their Report to the Directors in respect of the financial statements for the year 2021/2022 in the October Board Meeting. It was reported that the audit went well and that the auditors did not encounter any significant difficulties during the audit and there are no significant findings from the audit to report to the Board.

- 7.5** The 2021/2022 Accounts were approved by the Board on the 11th of October 2022.
- 7.6** The Finance Policy was reviewed in July 2022 and approved by the Board following a recommendation from the Audit Subcommittee.
- 7.7** A tender procedure will be undertaken with a view to appointing new Auditors for the 23/24 financial year.

8 Risk Register

- 8.1** The risk register format and presentation was reviewed at the December Board meeting and subsequently the CEO and the Subcommittees reviewed the status of risks in their respective areas. The review and update of the risk management was assigned to a specific Board Member.

Version: 1.1	Approved by the Board	Date: 23-01-23
Public/redacted		
