



## ENGLAND BOXING LTD

### Board Meeting

Tuesday 31 January 2023

10.30 –14.00

Sport and Recreation Alliance, Holborn Tower, 137-145 High Holborn  
London WC1V 6PL

### Minutes

<b>1</b>	<b>Welcome attendance and apologies</b>  Present: Richard Brooke (RB) Chair, Sam Foster (SF), Ian Ireland (II), Mehul Kapadia (MK), Doniert Macfarlane (DM), Alkit Patel (AP), and Chris Smith (CS).  Jerome Pels CEO – (JP)  Eric Lee (EL) – Head of Finance, for Agenda Item 6.  Avoen Perryman (EP) – Head of Operations for Agenda Item 7.  Apologies received from: Micky Norford (MN), Lawrence Selby (LS) Anna Cain (AC), Felicity Barnard (FB)  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 in person and virtually.	
<b>2</b>	<b>Declarations of interest</b>  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.	
<b>3</b>	<b>Minutes of last meeting</b>  <b>3.1 The minutes of the Board meeting held on 13 December 2022</b>  A draft of the minutes of the board meeting held on 13th December 2022 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.  <b>3.2 Matters arising:</b>  The Chair mentioned the importance that a Schedule of Sub-committee	<b>I</b>

	meetings to tie in with EB board meetings been set up by each Committee and that a short meeting report should be submitted to the Board. In addition, clear set out recommendations from each Sub-committee can be dealt with by the Board following the Subcommittee meetings.	
4	<p><b>Report Investigations into Complaints, Mr R Fox, Mansfield Boxing Academy.</b></p> <p>The Board considered the report attached to the Agenda. The report produced by was discussed briefly and the conclusion of the independent investigator, Barrister Alex Radley, who concluded that that in this case under the 'England Boxing Disciplinary Procedure', English Boxing do not have a case to answer and that the matter should be resolved by way of no further action was noted.</p>	
5	<p><b>5.1 Sub-committees Reports</b></p> <ul style="list-style-type: none"> <li>- <b>Audit Sub-committee met 19 January, paper circulated</b></li> <li>- <b>Communications Sub-committee</b> Report was noted. Meeting to be held this Friday.</li> <li>- <b>Competitions Sub-committee</b> Meeting was postponed till after the Board Meeting.</li> </ul> <p>In addition, each of the chairs of the Sub-committee gave an overview of the activities and developments with each of the committee.</p> <ul style="list-style-type: none"> <li>• <b>Medical Sub-committee:</b></li> <li>• Development of a new doctor welcome pack when joining the England Boxing register;</li> <li>• AED training mandatory – Making sense with the new AED equipment policy;</li> <li>• Enhanced communication with the registered doctors – Newsletter, Forum</li> <li>• Online training resources being developed;</li> <li>• Review of the medical guidelines in progress;</li> <li>• Green Lanyard</li> <li>• Sub-committee dealing with questions/ interpretation of the rules;</li> </ul> <ul style="list-style-type: none"> <li>- <b>Performance Sub-committee</b></li> <li>• New Members being recruited and will attend the next meeting with a view to confirm the appointment at the March Board Meeting.</li> <li>• The Chair reported on the discussions around 'team leaders' and explained the need for job specification and selection criteria.</li> </ul> <ul style="list-style-type: none"> <li>- <b>Equality, Diversity and Inclusion</b> Committee has not met recently. The appointment of staff member for this area (Chloe Hawes)</li> </ul> <p><b>5.2 Recommendations by the Sub-committees requiring a Board decision</b></p> <p><b>'Changes to Sparring regulations'</b></p>	

	<p>A letter was received from the Eastern Counties Region. England Boxing is asked whether changes can be made to coincide with the Scottish regulations to tackle to current constraints coaches have when sparring boxers. It was reported that Boxing Scotland has introduced the new policy under which it is allowed sparring to be undertaken without the full need of a medical. The reason for the request is that it is believed that this would have a positive impact on developing of boxers and the sport withing their Region.</p> <p>Recommendation from the Medical Sub-committee is <b>not</b> to introduce this change and this position is supported by the Technical, Rules and Officials Sub-committee.</p> <p>Decision: Not approved: Insurance aspects need to be taken into account and the current rule should be clarified.</p>	
6	<p><b>6.1 Finance CFO Report</b></p> <p>Head of Finance, Eric Lee joined the meeting. He explained that as it currently stands the forecast for the running financial year ending 1 April is showing a £ 66,000 deficit. This is mainly caused by increase costs in the events area (security) and some staff restructuring costs.</p> <p>The Audit Sub-committee is asked to revisit the current reserves policy.</p> <p>The Head of Finance explained that the current reserves policy is based on 6 months expenditure minus the salaries.</p> <p><b>6.2 Budget 2023 – 2024</b></p> <p>The Board considered the proposed budget as recommended by the Audit Subcommittee and the CEO. The Board noted the proposed increases in fees charged by England Boxing and the memo from the CEO outlining the changes and the reasons behind it.</p> <p>The CEO informed the meeting that as with many sports organisations, we find ourselves in a situation where the inflationary issues impacting the nation's households and businesses are also affecting us too.</p> <p>Since inflation began rising sharply in late 2021, we have been seeking ways to mitigate the impact of operation without impacting on the quality of the delivery of our services, which included a membership fee freeze and later discount during Covid-19, as well as ongoing grant funding support through the Tackling Inequalities Fund, KO Covid-19 campaign, Together Fund, Clubs in Crisis Fund and others.</p> <p>However, inflation has continued to rise relentlessly in a way that could not have been predicted a year ago, further driven by the conflict in Ukraine, so that it is now at its highest level for 40 years.</p> <p>While England Boxing has not raised any prices for a long time, it has unfortunately come to the point that we must take the difficult decision to</p>	D

	<p>make adjustments, otherwise we will have to jeopardise the quality of what is delivered.</p> <p>We have done and continue to do some benchmarking exercises, looking at the costs and incomes, and the level of charges that other Sports Governing Bodies apply for similar products, boxing, even with these changes, still compares very favourably.</p> <p>Recent insight from our most recent club audit tells us that the average club (based on 16 competitive boxers and three coaches) will pay only an additional £32 per year in membership fees.</p> <p>The Board agrees with the proposals but emphasises this needs clear communication to our stakeholders. It is also important to communicate that will continue support clubs and members in the greatest need, with various help available, including free courses, grants for overheads and projects, and opportunities to recruit, train and develop club volunteers to increase club income.</p> <p>The CEO is further authorised to amend the fees as proposed, but that from the proposed structure it may be necessary and logically to change to 'round figures' to facilitate implementation.</p> <p>Decision: Proposed budget for 23/24 approved.</p>	
7	<p><b>CEO Report</b></p> <p>The Head of Operations, Avoen Perryman joined the meeting and gave an overview of some England Boxing Activities:</p> <ul style="list-style-type: none"> <li>• Strategy: - progress monitoring and action plan for year 2 being assembled</li> <li>• MP meetings: Growing interest from MP's on briefing meetings aimed at giving information about England Boxing, specifically around grass root programmes aimed at crime prevention, integration and sports participation in deprived areas.</li> <li>• Update on the development of the online membership database capabilities.</li> </ul> <p>The CEO report was noted and there were no further comments or questions.</p>	I
8	<p><b>Risk Management</b></p> <p><b>8.1 To review the Risk Management Matrix and Report</b></p> <p>4 of the 11 chairs of the Sub-committees have so far interacted with regards to submissions/changes to the risk register. The update register was noted and Board members/Sub-committee chairs were encouraged to review their areas and submit any proposed changes.</p>	I
9	<p><b>International and IBA Matters</b></p> <p>The Chair gave a short overview of the current status of the issues around the IBA and Olympic Boxing. It was further confirmed that the IBA policy on allowing Russian and Belarusian Boxers is rejected and that England</p>	

	Boxing will not participate with boxers or officials in events where Russian or Belarus are competing. This is in line with the IOC recommendations followed by almost all sports and per the information received regarding the UK government policy on this subject.																			
<b>10</b>	<p><b>Governance and Safeguarding</b></p> <p>Safeguarding - 3 Feb meeting and co-ordination of safeguarding committee with Legal and Compliance committee was held.</p> <p>It was further agreed that safeguarding training for the Board should be organised for a date in the near future. Action: CEO.</p> <p><b>10.1 To review the 2022 Annual Governance Report</b> The 2022 Annual Governance Report was noted and approved.</p>	<b>Attached</b>																		
<b>11</b>	<p><b>AOB</b></p> <p>The open position on the Board is envisaged for an athlete representative. The CEO to progress the process of applications for this position.</p>	<b>I</b>																		
<b>12</b>	<p><b>Schedule of EB Championships 2023 and Board Attendance</b> Board attendance is welcomed and encouraged!</p>	<b>I</b>																		
<b>13</b>	<p><b>Date Of Next Meetings 2023</b></p> <table border="1"> <thead> <tr> <th>Board Date</th> <th>Papers due by</th> <th>Venue</th> </tr> </thead> <tbody> <tr> <td>Tuesday 28th March</td> <td>Monday 20th March</td> <td>London</td> </tr> <tr> <td>Tuesday 23rd May</td> <td>Monday 15th May</td> <td>London</td> </tr> <tr> <td>Thursday 20th July</td> <td>Wednesday 12th July</td> <td>Virtual</td> </tr> <tr> <td>Tuesday 26th September (Strategy day)</td> <td>Monday 18th September</td> <td>Sheffield</td> </tr> <tr> <td>Tuesday 28th November</td> <td>Monday 20th November</td> <td>London</td> </tr> </tbody> </table>	Board Date	Papers due by	Venue	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	
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