



ENGLAND BOXING LTD

Board Meeting

Thursday 20th July 2023

10.30 –13.00

Online

Minutes – redacted – for publication

<p>1</p>	<p>Welcome attendance and apologies</p> <p><u>Present:</u> Richard Brooke (RB) - Chair, Felicity Barnard (FB), Sam Foster (SF), Mehul Kapadia (MK), Doniert Macfarlane (DM), Micky Norford (MN), Alkit Patel (AP), and Lawrence Selby (LS).</p> <p><u>In Attendance:</u> Jerome Pels - CEO (JP), Andrea Rankine (AR) – Performance Pathway Manager (Item 5), Eric Lee (EL) – Head of Finance (Item 9), and Michelle Maple (MM) – minutes.</p> <p><u>Apologies:</u> Anna Cain (AC) and Chris Smith (CS).</p> <p>The Chair confirmed that sufficient notice of the meeting had been duly provided and a quorum was present.</p>	<p>I= Info D= Decision A= Action</p>
<p>2</p>	<p>Declarations of interest</p> <p>Directors present confirmed that they had no direct or indirect interest which they were required to disclose, in addition to the disclosures already on record.</p>	<p>I</p>
<p>3</p>	<p>Minutes of last meeting</p> <p>3.1 The minutes of the Board meeting held on 23 May 2023</p> <p>It was unanimously agreed to approve the draft minutes from 23 May 2023 without amendment. The Chair was authorised to sign them as a complete record of the relevant meeting.</p> <p>3.2 Matters arising</p> <p>All matters arising had been completed or were covered on the agenda.</p>	<p>I</p>
<p>4</p>	<p>International and IBA Matters</p> <p>4.1 IBA – World Boxing & Application Pack</p> <p>Following the International Olympic Committee’s (IOC) decision to withdraw recognition of the International Boxing Association (IBA), the Board</p>	

considered the invitation for all National Federations to join World Boxing, a not-for-profit, alternative international federation established to preserve boxing's status as an Olympic sport.

The CEO confirmed that England Boxing was required by Sport England to be a member of an organisation recognised by the IOC, and Sport England had been advised of the formation of World Boxing as an alternative solution to the IBA. As such, Sport England had provided a permission letter confirming that England Boxing was the body to be affiliated to World Boxing to support the application.

Whilst England Boxing's constitution required it to retain membership of the IBA, the Board was permitted the discretion to join organisations that were in the best interests of the sport. Application as a founding member would also enable England Boxing to form part of the first Congress later in the year, and provide more beneficial voting rights.

Accordingly, the Board was asked to approve a recommendation to submit an application form to join the World Boxing federation.

[REDACTED]

[REDACTED]


[REDACTED]

[REDACTED]

Decision: It was unanimously resolved to authorise the CEO to submit an application from England Boxing to join World Boxing.

D

	<p>[REDACTED]</p> <p>[REDACTED]</p> <p><u>Medical Sub-Committee: Insurance</u> DM reported that obtaining insurance was becoming an issue for some (junior) doctors, which may require a central solution to be explored through England Boxing. Discussions were ongoing with an insurance broker to explore possible options and further details would be provided in due course.</p> <p><u>Medical Sub-Committee</u> DM and the Sub-Committee were thanked for the very good work on the new Medical Guidelines</p>	D
	<p>5.3 Performance Pathway Presentation</p> <p>The meeting was joined by Andrea Rankine, Performance Pathway Manager, who presented a detailed summary of the England Boxing Performance Pathway, comprising the performance programme for elite boxers and development programme for aspiring boxers.</p> <p>It was noted that a total of 301 boxers were currently on the pathway, covering school age to seniors. A series of camps were scheduled across the country, with senior camps taking place at Sheffield around GB activity, residential camps at Aldershot and camps in Leeds and Berinsfield to provide northern and southern based options for parents. It was hoped to have support from Sport England in the near future on the prospect of developing a permanent base for this activity at the EIS Sheffield.</p> <p>The Chair enquired how performance on the pathway was monitored. AR confirmed that performance was largely measured on success in international competitions. 200 contact days had been scheduled with participants, together with increased preparation time for major tournaments. Increasing female participation also remained a key target, with an approximate 50/50 split between males and females in the programme at present.</p> <p>[REDACTED]</p> <p>The Board thanked AR for a comprehensive update.</p>	
6	<p>Finance - CFO Report</p> <p>6.1 Management Accounts</p> <p>The meeting was joined by Eric Lee, who presented the management accounts for the period to May 2023.</p>	

	<p>A deficit of £465k was reported against the budgeted surplus of £436k, with this variance attributed to a delay in the receipt of Sport England core funding and B2022 legacy funding.</p> <p>An overspend of £124k was reported in the Events Department, due to increased costs in the NACs and Schools competitions. This was primarily due to overall inflationary rises in event costs and higher security charges. EL agreed to provide further detail on the percentage increases. A full year reforecast would take place to ensure an accurate assessment for the remainder of the year, and the Head of Finance and Competitions Manager had met to review the 2023/24 budget to prevent further overspends.</p> <p>9.2 Audit Committee Minutes</p> <p>The minutes of the Audit and Remuneration Sub-Committee from 14th July were noted.</p> <p>9.3 Appointment of Auditors</p> <p>It was noted that the onboarding process with the new audit firm was complete and the audit was scheduled towards the end of August.</p>	A - EL
7	<p>CEO Report</p> <p>The CEO report was noted, with key points highlighted as follows:</p> <ul style="list-style-type: none"> • Following the announcement that Victoria (Australia) could no longer host the 2026 Commonwealth Games, Sport England had advised that NGBs should continue with preparations whilst an alternative venue was sourced. • Commonwealth Games England had requested that a team leader be appointed as a point of contact for meetings and all logistics, who was closely linked to the technical staff based at Sheffield. It was agreed that Chris Connelly, Performance Director, be nominated to fill this position, with support from a 'Board Champion'. • The Regional Association Policy had been amended to require its Board and Committee members to be a member of England Boxing, thus ensuring jurisdiction over this roles and adherence to the Code of Conduct and disciplinary regulations. A revised Policy was attached for consideration under Item 7.1. 	D
8	Governance	

7.1 Regional Associations Policy

Decision: The Board approved the amendments to the Regional Associations Policy. It was agreed that staff training would also be required as part of the implementation of these policies.

D
A – JP

7.2 Board Effectiveness Review/Chairman review

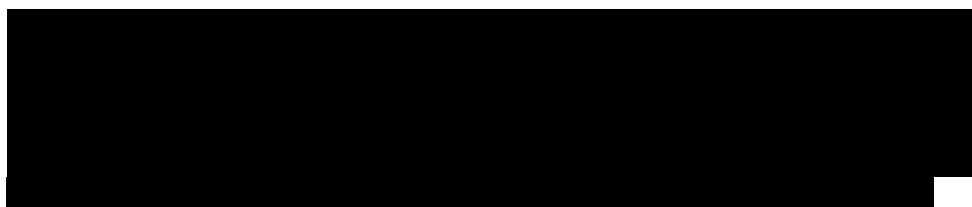
This review remained a work in progress and performance evaluation questionnaires would be circulated in due course.

7.3 Sub-committees: Proposed Restructuring of Committee Roles and Membership

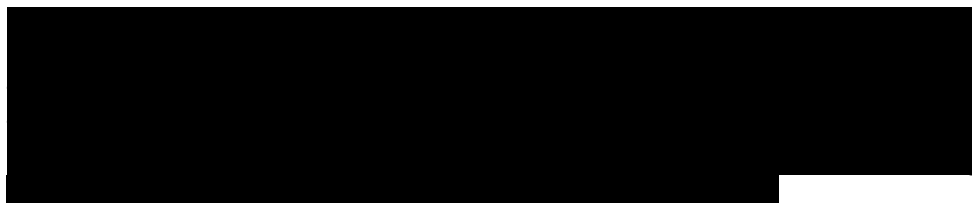
Further to BDO's Governance Review discussed at the previous meeting, the Chair presented the following proposals to adapt England Boxing's committee structure to better suit the organisation's strategic and operational objectives:

- The number of Board sub-committees would be reduced to three (Audit, Remuneration and Nominations), comprising solely of Board directors. The Nominations Committee would only be required to meet on an ad-hoc basis to discuss specific appointments as required.
- The role of the Compliance Sub-committee would need be maintained and enhanced and addressed in the final proposals
- The Technical, Rules and Officials Committee would continue to meet given its remit went beyond the operational focus of management and it played a vital role in leveraging external specialist expertise.
- All other committees would support, strengthen, and complement core operational activities and would be consolidated into two categories of Operations and Boxing Development.
- Members of the Boxing Development Committee would not serve simultaneously on the Technical, Rules and Officials Committee to avoid any potential conflicts of interest.

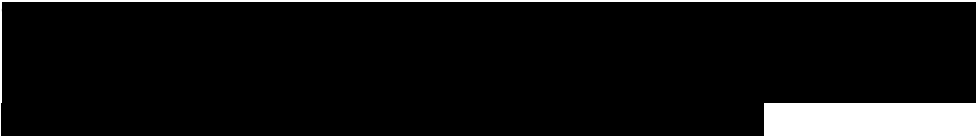

A paper depicting the proposed membership of each committee was also reviewed by the Board. It was intended that Board directors should chair the committees and that this would be rotated on an annual basis.



A - JP



A -

	<p>The Board recognised the considerable expertise and work undertaken by volunteers on committees and were keen to ensure that the proposed changes did not deter their participation going forward.</p> <p>Decision: The Board agreed the revised committee structure in principle, and to undertake an evaluation process at the appropriate time to assess its effectiveness. However, a more detailed proposal is needed and the Chair and the CEO are to produce a next draft, with consideration given to the points made in the discussion on the topic.</p>	<p>D A - RB</p>
<p>9</p>	<p>Safeguarding</p> <p>9.1 To note the Final Revised England Boxing Disciplinary Code</p> <p>Further to discussion at the previous meeting, the Board noted the final draft of the revised England Boxing Disciplinary Code. It was suggested that this should be accompanied by appropriate training for staff.</p> <p>9.2 To note the new Complaints Policy</p> <p>The Board reviewed and noted the new England Boxing Complaints Policy and Procedure.</p> <p>It was noted that any grievances against the Head of Compliance would be dealt with by the CEO. The Board felt that a similar process should be considered for the Compliance Manager to avoid any perceived lack of independence if the complaint was dealt with by the Head of Compliance as his line manager.</p> <p>8.3 The report of the independent investigator Charles Thomas into the death of Edward Bilbey</p> <p>The CEO advised that the report into the death of Edward Bilbey had yet to be released, and Board members would be informed once a date was confirmed. A draft press release had been circulated to the Board to be issued once the report was available from the independent investigator.</p> <p></p> <p></p>	<p>A – JP</p> <p>A – JP</p> <p>A – LS</p>
<p>10</p>	<p>Risk Management</p> <p>10.1 To review the Risk Management Matrix and Report</p> <p>Four changes had been proposed to the risk register within the last week, and an updated version would be circulated in the next week for review.</p>	<p>A - SF</p>
<p>11</p>	<p>AOB</p> <p>11.1 World Boxing</p>	

	<p>It was noted that Amanda Coulson had been appointed to the World Boxing Interim Sports and Competitions Committee, and the Chair had been asked to join the Finance and Audit Committee.</p> <p>MN queried whether England Boxing intended to put forward any nominations for the World Boxing board at its Congress meeting in November. It was agreed that this would be considered and discussed further at the Board Strategy event on 26th September.</p> <p>11.2 AGM</p> <p>The Board was informed that the AGM would take place virtually on the evening of 25th September at 18.00, with Board members invited to be in attendance in Sheffield. This would be followed by a Board dinner.</p>	A – All												
12	<p>Date Of Next Meetings 2023</p> <table border="1" data-bbox="331 763 1190 1016"> <thead> <tr> <th>Board Date</th> <th>Papers due by</th> <th>Venue</th> </tr> </thead> <tbody> <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	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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