



2023 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 was issued in March 2023. The Report made 15 recommendations for improvements. Unfortunately, the time from the review until the report was published the factual situation had already significantly changed. However, an action plan was developed to deal with the remaining recommendations and this work was 80% complete by the end of 2023.

2 Sport England Governance Compliance Review

- 2.1** Sport England started the first round of the compliance review of all sports governing bodies with regard to the new requirements introduced in the latest edition of the Code (December 2021) The questionnaire and the evidence was submitted to Sport England by the deadline the 1st of May 2023.
- 2.2** On the 4th of December 2023 England Boxing received the Code of Governance GAP analysis with additional request for information and updates on the recommendations as outlined in the BDO Report.
- 2.3** Further information and updates were provided to Sport England in January 2024 and on 5th of March an updated GAP analysis was received with now only 2 outstanding actions to complete in 2024. The action points to be completed are:
- External facilitated Board review (planned)
 - Annual discussion/information on the People Plan – (as part of the information/informal session of the AGM.

3 Staff

- 3.1** The Staff handbook has been updated with a new section that has been added to the covering the subject of conflicting interests. The Annual Appraisal procedure has been amended to include a yearly discussion on side jobs and or

other work/volunteer commitments that could be a conflict with a role within England Boxing.

- 3.2** The Finance Department was strengthened and restructured to deal with the increased volume of transactions within the organisation. Substantial savings were made due to enhanced capacity to prepare VAT claims and the turn-around times of expense claims have been improved significantly.
- 3.3** 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. The Head of Operations was identified as a possible 'second in command' in case of emergencies and dealing with emergency cover. The Succession Policy was amended to reflect this.
- 3.4** Remuneration levels were reviewed and adjusted for inflation of all staff in consultation with the Audit Sub-committee and the remuneration committee.
- 3.5** Two conduct cases were opened in December of 2022 and concluded in January 2023.
- 3.6** The annual Staff Survey was completed in December 2023 and the results were discussed in the Senior Management Team meeting.
- 3.7** A CEO Review Meeting took place on 7 March 2024.
- 3.8** The 2023 staff reviews were completed in March 2024 by the line managers and reviewed by the CEO who added comments where needed.
- 3.9** CPD Training Completed by all staff:
 - 1 June – Staff resilience training day, Sheffield
 - November – An Introduction to Effective Teamwork
 - October – Anti-Fraud, Bribery and Corruption
 - April – A practical Guide to GDPR
- 3.10** Two members of staff Danny Williams and Andrea Rankine Completed the UKAD Anti-Doping tutor training and are now certified to deliver Anti-Doping training for our Athletes, officials, coaches and support staff.

4 Safeguarding

- 4.1** The Board member with responsibility for Safeguarding is Anna Cain and a new Safeguarding Sub-committee was established in 2023. However, the compliance/legal part is still within the scope of the Legal Subcommittee.
- 4.2** England Boxing have gradually increased their safeguarding offer, we currently have 3 members of staff who support this area of sports governance: Danny Williams Head of Compliance (LSO), Paul Smith Compliance & Safeguarding

Manager, Gil White Compliance & Safeguarding Officer. Plus, there is a Board champion Anna Cain, 10 volunteer Regional Welfare Officers, and Chris Connelly is the Safeguarding Lead in Performance team.

4.3 The NSPCC - CPSU Audit was completed, and the rating achieved was 'MET'

4.4 CPD – Staff Training on Safeguarding completed:

- KO Discrimination – Completed 2 December 2022.
- Safeguarding Young People – May/June 2023
- The Prevent Duty – September 2023
- Equality and Diversity May 2023
- Safeguarding Adults – March 2023
- CPD course on Child Protection in Sport and Active Leisure - February 2023

4.5 The Safeguarding policies and procedures were updated approved by the Board and published. The new procedures have reduced the number of pending cases and cases are process time has been significantly reduced.

4.6 A complaints procedure was introduced which includes a Vexations Complaints section to deal with this specific issue.

5 AGM

5.1 An AGM was held online on Monday 25 September 2023 and a detailed annual report including the financial statements for the year 2021/2022 (audited) and 2022/2023 (draft) were presented to the membership.

5.2 The formal AGM agenda was preceded by information relevant to the club membership and included discussion/information regarding of aspects covered by the England Boxing People plan with regards to volunteers, officials and coaches.

5.3 Change of Articles of Association:

- At the AGM there were no changes to the Articles of Association proposed.

6 Board

6.1 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.

6.2 3 Vacancies were filled by following the Board Recruitment process as described in the Board Succession Policy.

6.3 Following the Governance Code Gap Report by Sport England, the Board Biographies are now published on the website as recommended by the Code for Good Governance.

- 6.4** The Board Member positions are voluntary and receive no remuneration.
- 6.5** The Board completed NSCCP safeguarding training on 5th December 2023.
- 6.6** The Board of Directors met 6 times during the year.
- 6.7** The Attendance Record of the Board of Directors (only current directors shown, new directors indicated by *):

	Sam Foster	Doniert Macfarlane	Anna Cain	Lawrence Selby	Paul Asare-Archer*	Richard Brooke	Felicity Barnard	Nathan Pearce*	Micky Norford	James Stebbing*	Chris Smith	Mehul Kapadia	Jerome Pels (CEO)
Meeting 1 - 23 January	x	x	0	0	n.a	x	0	n.a	0	n.a	x	x	x
Meeting 2 - 28 March	x	x	0	x	n.a	x	x	n.a	x	n.a	x	x	x
Meeting 3 - 23 May	x	x	x	0	n.a	x	0	n.a	x	n.a	x	0	x
Meeting 4 - 20 July	x	x	0	x	n.a	x	x	n.a	x	n.a	0	x	x
Meeting 5 26 September	x	x	x	x	n.a	x	0	n.a	x	n.a	0	0	x
Meeting 6 -28 November	x	x	x	0	n.a	x	x	n.a	x	n.a	x	x	x

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

6.9 The Board in 2023 was supported by the following Subcommittees:

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

6.10 The Committee Structure was reviewed and amended as recommended in the BDO Report. The number of Sub-Committees have been reduced as recommended and new Advisory Groups have been established to deal with projects or specific areas of interest.

6.11 The following changes were made to the Governance Structure:

New grouped 'standing committees':

Audit, remuneration and Nominations

Sub-committees changed to Advisory Groups:

Medical, Commercial, Communications, Clubs and Membership, Performance

New Committee:

Safeguarding -- Protection, Policy and Training Terms of Reference to be approved by the Board

Committees removed from structure:

Coach Education (Workforce Sub-committee)

- 6.12** The Board currently has 12 members (the maximum number of Board Members allowed by the Articles of Association).
- 6.13** 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.
- 6.14** A review of the Board Members was undertaken by an assigned member of the Board and presented and will be discussed at the March 2024 Board Meeting.

7 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.

- 7.1** The strategy is being implemented following the yearly staff actions plans.
- 7.2** Progress towards the Strategic Plan objects is 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.
- 7.3** The Board held a specific strategy session at it's September Board meeting where the progress was discussed, and possible amendments were considered.

8 Finance

- 8.1** The Business of England Boxing is conducted in the interests of our Boxing Community stakeholders openly, accountable and with commercial prudence.
- 8.2** The Audit Subcommittee has the responsibility of providing the necessary financial oversight reporting to the Board of Directors.

- 8.3** The independent auditors Knowles Warwick Limited, presented their Report to the Directors in respect of the financial statements for the year 2022/2023 to the Board on the 28th of November 2023. 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.
- 8.4** The 2022/2023 Accounts were approved by the Board on the 28th of November 2023.
- 8.5** A tender procedure has been undertaken with a view to appointing new Auditors for the 23/24 financial year. Following the tender, Knowles Warwick Limited were appointed as the new auditor for a period of 3 years.

9 Risk Register

- 9.1** The risk register format and presentation were reviewed at the December 2023 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. The Senior Management Team is also tasked with regular review of the risk management register and submitting amendments where necessary.

10 IBA – World Boxing

Our international governing body, the IBA, has finally lost its recognition by the International Olympic Committee and this seriously threatens boxing's Olympic status in the future. We have long had issues with the IBA and its governance and leadership. England Boxing Joined a new World Governing Body for boxing, World Boxing and was accepted as one of the founding members at their AGM on 24 November.

The new body that has been formed by like-minded nations who wish to keep boxing Olympic. This will pose many challenges and some considerable upheaval in the short term, but I believe that it is worth it for the future of the sport to keep the Olympic dream alive. Sport England was kept informed of this specific challenge and supported the application of membership to the new organisation, World Boxing. Matt Holt (GBR) was elected on the Board as a Vice President. Boris van der Vorst (NED) was elected the first President of World Boxing.

- 10.1** On 18 December England Boxing received a Notice of charges due to serious violation of the IBA Constitution and Regulations related to our membership application to World Boxing. A detailed response to the IBA with a view that no legal enforceable Constitution or Regulation was violated and IBA has no right to terminate our membership of IBA.

13 March 2024 – Approved by the Board of Directors 19 March 2024
