



## ENGLAND BOXING LTD

**Board Meeting**

**21<sup>st</sup> May 2024**

10.30 –14.00

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

### REDACTED Minutes – For publication

1	<p><b>Welcome attendance and apologies</b></p> <p><u>Present:</u> Richard Brooke (RB) - Chair, Paul Asare-Archer (PA), Felicity Barnard (FB), Anna Cain (AC), Sam Foster (SF), Mehul Kapadia (MK), Doniert Macfarlane (DM), Nathan Pearce (NP), Lawrence Selby (LS), Chris Smith (CS) and James Stebbing (JS).</p> <p><u>In Attendance:</u> Jerome Pels - CEO (JP), Avoen Perryman (AP) – Head of Operations, Michelle Maple (MM) – minutes.</p> <p><u>Apologies:</u> None</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>
2	<p><b>Declarations of interest</b></p> <p>LS declared his roles on the FA County Association Anti-Discrimination Chairman’s Panel and his directorship at the UKBJJA.</p> <p>The remaining directors confirmed that they had no direct or indirect interest which they were required to disclose, in addition to the disclosures already on record.</p>	I
3	<p><b>Minutes of last meeting</b></p> <p><b>3.1 The minutes of the Board meeting held on 19<sup>th</sup> March 2024</b></p> <p>It was unanimously agreed to approve the draft minutes from 19<sup>th</sup> March 2024 without amendment. The Chair was authorised to sign them as a complete record of the relevant meeting, with a redacted set to be publicised on the England Boxing (EB) website.</p> <p>A brief discussion took place as to whether the Legal and Compliance Sub-committee should be retitled the Integrity Sub-committee . It was agreed that JS should consider this further as the Sub-committee’s new Chair.</p>	I  A

	<p><b>3.2 Matters arising</b></p> <p>Progress was noted against the following matters arising from the previous meeting:</p> <p><u>IBA Headguard Ruling</u> The Board discussed the latest position on the implementation of headguards for female boxers. It was noted that the IBA had included this new ruling in their handbook for IBA championship and sanctioned events at elite level from 1<sup>st</sup> June onwards. There was general agreement that the Medical Sub-committee should continue to lead EB's review over the next few months and ensure full research and consultation with athletes took place. At present, no changes would be made to EB's rules to compel female boxers to wear headguards, and any future changes would be based solely on medical recommendations.</p> <p>It was recognised that athletes travelling for IBA competition would be subject to their rules.</p> <p><u>ED&amp;I Sub-committee Chair</u> Recruitment was underway for a new Boxing Director to join the Board, and it was hoped that the successful candidate would also chair the EDI Committee.</p> <p><u>HIV Review</u> It was noted that the Chair would be attending a meeting of the All Party Parliamentary Group on 12<sup>th</sup> June and would confirm EB's position that it did not wish to discriminate against anyone with HIV participating in the sport, but would be undertaking a full safety evaluation in the first instance.</p>	
4	<p><b>International and IBA Matters</b></p> <p><b>4.1 World Boxing</b> The Board was informed that the President of World Boxing had recently met with the IOC.</p> <p><b>4.2 Ukraine Support International Events Policy</b> Discussion took place on EB's policy not to send teams or officials to competitions involving Russian/Belarussian boxers competing under their respective flags or neutral flags. It was anticipated that Russia's war with Ukraine would continue for the long term, and it was felt that the current guidance had hindered the development of boxers and restricted their ability to compete in junior and youth world and continental championships, thus potentially impeding EB's ability to develop future Olympians.</p> <p>Accordingly, it was proposed that the Board consider adopting a revised policy to enable more flexibility, as follows:</p> <ul style="list-style-type: none"> <li>• EB competitors on the EB Performance Programme and England officials will not attend tournaments held in Russia or Belarus.</li> <li>• Where an EB competitor or official is participating in a boxing event outside the UK where Russian and Belarusian sportspeople are also participating, EB would expect that an approach aligned to the IOC / IPC neutrality framework should be in place, whilst</li> </ul>	

	<p>recognising that this would not be in the control of the competitor, official or EB.</p> <ul style="list-style-type: none"> <li>• EB will, where possible, avoid fixtures against Russian or Belarusian boxers, but where this is unavoidable not pull out (e.g. if costs have been incurred) whilst seeking to reduce risk as far as possible, and looking at mitigations.</li> <li>• The EB Performance Programme will allow boxers or coaches to withdraw if they wish and there should be full respect for their decisions on whether to compete or not.</li> </ul> <p>The CEO agreed to circulate the government guidance on this issue, and confirmed that the new policy remained in line with this guidance.</p> <p><b>Decision:</b> The Board approved the revised Ukraine Support International Events Policy</p>	<p>A</p> <p>D</p>
	<p><b>4.3 World Cup Finals Event Sheffield 2024</b> The GB Boxing report on the World Cup Finals Event in Sheffield from 25<sup>th</sup> to 30<sup>th</sup> November was reviewed and noted by the Board.</p> <p><b>4.4 2025 World Boxing Championships Bid</b> It was noted that EB had submitted a preliminary bid to host the 2025 World Boxing Championships, following an agreement from UK Sport to provide funding to support the event. If successful, the event would be run by a World Boxing organising committee, which would include EB participation.</p>	<p>I</p> <p>I</p>
<p><b>5</b></p> <p><b>5.1</b></p>	<p><b>Sub-committee Reports and Minutes</b></p> <p><b>Reports</b> Reports were received from the following subcommittees:</p> <ul style="list-style-type: none"> <li>• Championships Subcommittee – 14<sup>th</sup> May 2024</li> <li>• Media Advisory – 9<sup>th</sup> May 2024</li> <li>• Legal and Compliance Subcommittee</li> </ul>	<p>I</p>
<p><b>5.2</b></p>	<p><b>Specific issues raised from the Sub-committees</b></p> <p><u>Doctors Fees/Costs</u> Discussion took place on the appropriate remuneration for doctors at events, following a significant increase in fees from some doctors. It was recognised that fees may vary depending on different regions and components.</p> <p><u>Appointment of Officials</u> Following some recent concerns on discrimination around the appointment of officials, it was suggested that some clearer procedures were required.</p> <p><u>Micky Bradshaw</u> The Board acknowledged the recent passing of Selby Boxing Academy's Senior Coach, Micky Bradshaw. It was agreed that a notice would be</p>	<p>A</p> <p>A</p>

	issued on EB's website, along with any future notifications received from clubs.	
<b>6</b>	<p><b>CEO Report</b></p> <p><b>6.1 CEO Report</b></p> <p>The CEO report was taken as read.</p>	<b>I</b>
	<p><b>6.2 CRM System Update</b></p> <p>The Head of Operations provided a brief update on the rollout of EB's new CRM system The Locker.</p> <p>Initial concerns received during phase one had been addressed by the team. A soft launch took place on 20<sup>th</sup> May, with the site now live for members to explore before its official launch on 1<sup>st</sup> June, and a positive response had been received from the majority of members following recent circulation of the associated training video. Some interest had also been received from international boxing associations, who were keen to receive for further information on the system.</p> <p>It was recognised that the team had faced some criticism initially, and the Board felt that staff should be provided with the required support and protected from any unacceptable communication.</p> <p>It was agreed that a report on the phase one implementation would be issued to the next Board meeting.</p> <p>The summary of issues raised for consultation and the respective current position of England Boxing was noted and supported.</p>	<b>I</b>          <b>A</b>
	<p><b>6.3 Membership Policies</b></p> <p><b>Decision:</b> The Board approved the revised EB Club Membership Policy.</p>	<b>D</b>
<b>7</b>	<p><b>Governance</b></p> <p><b>7.1 Boxing Director Vacancy – Chair ED&amp;I Sub-committee</b></p> <p>As previously discussed, the Chair reported that recruitment was ongoing for a Boxing Director, who would also chair the ED&amp;I Sub-committee. The Nominations Sub-committee would lead this process and agree the optimum platforms for advertising the role.</p>	<b>I</b>
	<p><b>7.2 Board Effectiveness Review</b></p> <p>The CEO reported that the effectiveness review would be undertaken by the Sports and Recreation Alliance. Interviews would take place with individual members in the coming weeks, and an observer would attend the next Board meeting. A full report would be issued to the Board meeting in September.</p>	<b>I</b>
<b>8</b>	<p><b>Safety and Safeguarding</b></p> <p><b>8.1 To note the draft Sheffield Hallam Report on unregulated boxing</b></p>	<b>I</b>

	<p>The Board noted the report produced by Sheffield Hallam University on unregulated boxing.</p> <p><b>8.2 To receive the draft Abuse of Officials Policy</b>  The draft Abuse of Officials Policy was reviewed by the Board.  <b>Decision:</b> Subject to amendments, the Board approved the draft Abuse of Officials Policy.</p>	<b>A</b>
<b>9</b>	<p><b>Finance – CFO Report</b></p> <p><b>9.1 Finance Update</b>  The report outlining EB’s latest financial position was taken as read.</p>	<b>I</b>
<b>10</b>	<p><b>Risk Management</b></p> <p>The Board reviewed and noted the revised Risk Management Matrix and report.</p>	
<b>11</b>	<p><b>AOB</b></p> <p>There being no further business, the meeting closed at 13.25</p>	
<b>12</b>	<p><b>Date Of Next Meeting</b></p> <p>Wednesday 17<sup>th</sup> July 2024 – Online</p>	