



2024 ANNUAL GOVERNANCE REPORT

1 General

- 1.1** England Boxing is set up as a Company Limited by Guarantee and not having share capital. 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 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. By the end of 2024 all the recommendations were actioned or addressed.

2 Sport England Governance Compliance Review

- 2.1** In 2023, 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). 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.
- 2.2** Further information and updates were provided to Sport England in January 2024 and on 5th of March an updated GAP analysis was received with 2 outstanding actions to complete in 2024. The action points to be completed were:
- External facilitated Board review – Status: Undertaken Q4 of 2024 by the Sport and Recreation Alliance. Preliminary report was presented to the Board in December 2024, with the expectation that the final report be approved/ accepted by the Board in January 2025.
 - Annual discussion/information on the People Plan – Status: Was discussed as part of the information/informal session of the AGM held on the 16th of September 2024.

3 Staff

- 3.1** There have been no updates to the Staff Handbook in 2024. The Annual Appraisal procedure has been released in January 2025 with a note to include a

discussion on any follow up based on the outcomes of the Staff Strategy session held on the 5th of December 2024.

- 3.2** Work has initiated on the “Finance Guide for Non-Finance Managers”, this will provide guidance on budgeting, forecasting, spending tracking, a reminder of general finance processes and policies etc.
- 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 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 staff conduct cases were opened and concluded in 2024.
- 3.6** The annual Staff Survey for 2024 has been issued in January 2025.
- 3.7** A CEO Review Meeting has been completed on 23 January 2025.
- 3.8** The 2024 staff reviews are to be completed in January/February 2025 by the line managers and reviewed by the CEO who will add comments where needed.
- 3.9** 2024 CPD Training Completed by all staff:
 - An introduction to Motivation;
 - Safeguarding and Duty of Care: Working with Display Screen Equipment
 - Safeguarding and Duty of Care: Cyber Security;
- 3.10** In addition to Danny Williams and Andrea Rankine who Completed the UKAD Anti-Doping tutor training and certified to deliver Anti-Doping training for our Athletes, officials, coaches and support staff, Anthony Sheppard is also certified and has taken over as the England Boxing Anti-Doping lead.

4 Safeguarding

- 4.1** The Board endorses and promotes the Safeguarding Strategy and it’s plans, the Safeguarding policies and procedures. The importance of safeguarding is recognised by the Board by appointing a Duty of Care Champion (Anna Cain) with a routine safeguarding agenda item at Board meetings, keeping the Board informed in respect of safeguarding updates/concerns and decisions, where required. The Board is also responsible for a policy review annually, reaffirming commitments to safeguarding by the organisation.

- 4.2** The Chief Executive is responsible for making sure that England Boxing discharges its duties with respect to safeguarding and the organisation's policies & procedures. The Chief Executive is also responsible for a policy review annually, reaffirming commitments to safeguarding by the organisation.
- 4.3** Compliance & Safeguarding Manager left England Boxing; Anthony Sheppard joined the organisation in this role. With currently have 3 members of staff who support this area of sports governance: Danny Williams, Head of Compliance (LSO), Anthony Sheppard, 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.
- 4.4** New for 2024 are the Quarterly Virtual meetings for Regional Welfare Officers.
- 4.5** The NSPCC - CPSU review was completed on 20 August 2024 with a review on the progress of the England Boxing Safeguarding Implementation plan, and the rating achieved was 'MET'
- 4.6** CPD – Staff Training on Safeguarding completed:
- Child Neglect and its Causes;
 - Bullying and Harassment in the Workplace;
- 4.7** The Safeguarding policies and procedures were updated approved by the Board in 2023 and only minor edits were implemented in 2024. The new procedures have reduced the number of pending cases and cases are process time has been significantly reduced.
- 4.8** In 2023 the complaints procedure was introduced which includes a Vexations Complaints section to deal with this specific issue. The Vexations Complaints procedure has been used on several occasions during 2024.

5 AGM

- 5.1** An AGM was held online on Monday 16th of September 2024 and a detailed annual report including the financial statements for the year 2022/2023 (audited) and 2023/2024 (draft) were presented to the membership. The required quorum was not achieved at the start of the meeting and the required 1 hour postponement provision had to be invoked.
- 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. Several questions were submitted by the clubs and answered by Board members and relevant staff.
- 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** An induction session was held on 3 June 2024 for new (and existing) Board Members.
- 6.4** Following the Governance Code Gap Report by Sport England, the Board Biographies are published on the website as recommended by the Code for Good Governance.
- 6.5** The Board Member positions are voluntary and receive no remuneration.
- 6.6** The Board completed online safeguarding training: 'Child Protection in Sport and Active Leisure'.
- 6.7** The Board of Directors met 6 times during the year.
- 6.8** The Attendance Record of the Board of Directors

	Sam Foster	Doniert Macfarlane	Anna Cain	Lawrence Selby	Paul Asare-Archer	Richard Brooke	Felicity Barnard	Nathan Pearce	Samira Ali	James Stebbing	Chris Smith	Mehul Kapadia	Jerome Pels (CEO)
Meeting 1 - 24 January	x	x	x	0	n.a	x	x	n.a	n.a	n.a	x	x	x
Meeting 2 – 19 March	x	x	0	x	x	x	x	x	n.a	x	0	0	x
Meeting 3 - 21 May	x	x	x	x	x	x	x	x	n.a	x	x	x	x
Meeting 4 - 17 July	x	x	0	n.a	x	x	0	x	n.a	x	x	x	x
Meeting 5 – 17 September	x	x	0	n.a	x	x	0	x	n.a	x	0	x	x
Meeting 6 -20 November	x	x	x	n.a	x	x	x	x	x	x	0	0	x

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

6.10 The Board in 2024 was supported by the following Subcommittees:

Subcommittees:

- Audit
- Remuneration
- Nominations
- Technical, Rules, and Officials
- Compliance, Legal and HR
- Championships
- Equality and Diversity

Advisory Groups:

- Medical
- Communications
- Clubs, Membership and Development
- Performance
- Commercial

6.11 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.

6.12 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 is undertaken yearly by the Chair of the Board and presented at the March 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 its 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 Audit Subcommittee considered the need for the appointment of a Company Secretary. It was recommended that EB is not mandated to need one, and this should be reflected in the Articles for completeness.
- 8.4** The independent auditors Knowles Warwick Limited, represented by David Waterfall presented their Report to the Directors in respect of the financial statements for the year 2023/2024 to the Board on the 17th of September 2024. 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.
- 8.5** The 2023/2024 Accounts were approved by the Board on the 17th of September 2024. Given the loss for the year reported, the Board recognised the need for careful consideration of the strategy comments by the Finance Subcommittee with a continued focus of the Board on the issue of financial sustainability.

9 Risk Register

- 9.1** The risk register format and presentations were regularly reviewed at the Board meetings and subsequently the CEO and the Subcommittees reviewed the status of risks in their respective areas. The review and update of the risk management is 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

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 2024.

World Boxing held their Annual Meeting on 3rd of November 2025 and the overall membership has grown to 55 nations.

During the year, the Board discussed the appropriate time for EB to resign as an IBA member. It was anticipated that WB would become officially recognised by the IOC in February 2025. Therefore, it was agreed that EB should retain membership, but would not attend in person the forthcoming IBA AGM discussed the appropriate time for EB to resign as an IBA member. Following the IBA Congress and the discussion at our last Board meeting, and further discussion with Richard I like to update you on the latest developments.

IBA Congress 7th December 2024: A total number of 135 National Federations were present including 121 in-person and 14 online.

Significant decisions were the amendments to the IBA Constitution approved, including the guidance regarding dual membership of international boxing organizations, to allow flexibility for National Federations with athletes seeking to compete in events such as the Olympic Games. This dual membership ruling would be decided on a case-by-case basis by the IBA Board of Directors.

Other constitutional amendments include a streamlined format for new National Federations that can now apply for provisional membership quicker if a former National Federation from the same country or territory resigns its membership.

9 January 2025 – Approved by the Board of Directors on 23 January