



ENGLAND BOXING LTD

Board Meeting
23rd January 2025

10.30 –14.00

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

Redacted Minutes For Publication

1	<p>Welcome, Attendance and Apologies</p> <p><u>Present:</u> Richard Brooke (RB) - Chair, Samera Ali (SA), Paul Asare-Archer (PA), Felicity Barnard (FB), Anna Cain (AC), Sam Foster (SF), Mehul Kapadia (MK), Nathan Pearce (NP), Chris Smith (CS) and James Stebbing (JS).</p> <p><u>In Attendance:</u> Jerome Pels - CEO (JP), Eric Lee (EL) – Head of Finance (Item 5), Nabillah Akhtar – Communications Manager (Item 7), Michelle Maple (MM) – minutes.</p> <p><u>Apologies:</u> Doniert Macfarlane (DM)</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>Declarations of Interest</p> <p>The 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>Minutes of Last Meeting</p> <p>3.1 The minutes of the Board meeting held on 20th November 2024 It was unanimously agreed to approve the draft minutes from 20th November 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>	I A
	<p>3.2 Matters Arising Progress against the matters arising from the previous meeting was noted, with updates provided on the following issues:</p> <p><u>International and IBA/World Boxing Matters</u></p>	I

	<p>Further clarity was expected on World Boxing's (WB) IOC recognition in March 2025. Accordingly, communication would be issued to stakeholders after this time confirming EB's position on the international federations.</p> <p>The CEO reported that WB intended to set up a European Federation, and had produced a list of proposed events. Once this had been registered as an official entity, it was expected that there would be a call for members to join sub-committees. Additionally, this would provide an opportunity for officials to participate in more international competitions.</p> <p>It was noted that the IBA had now approved dual membership, enabling their members to also be part of WB.</p> <p><u>Board EDI Survey</u> The Chair requested that all Board members participate in the next EDI survey for 2025, following a limited response to the 2024 survey.</p>	A
4	<p>CEO Report</p> <p>4.1 CEO Report The CEO report was taken as read, with key points noted as follows:</p> <ul style="list-style-type: none"> • Membership numbers continued to increase, and additional functionality had been switched on for the Locker. The Board commended the team's achievement in delivering this platform, given the initial resistance from some members. • The 2025 Rulebook had been finalised and was recommended for Board approval. • Entries for the Championships were now running through the Locker. Regional show entries would also be incorporated next season. • DCMS had commenced a consultation process relating to White collar boxing and the changes to licensing act. A date for a round table stakeholder conference was due to be confirmed in the coming weeks. • Staff performance reviews were underway, and one misconduct case was ongoing. <p>It was suggested that Head of Performance, Chris Connelly attend a future meeting to provide a more in-depth overview of the funding allocation across the performance pathway.</p>	I
	<p>4.2 Membership The Board reviewed and noted the results from the recent EB Membership Survey.</p>	A

	<p>Discussion took place on the following proposed amendments to the Club and Individual Membership Policies, as recommended by the Membership Committee:</p> <p><u>Club Membership Policy</u></p> <ul style="list-style-type: none"> • Removal of Clause C.11(i)d: "A newly-formed Member Club in its first year of membership with EB may operate with a Level 1 coach as its head coach (provided that he/she obtains the Level 2 qualification as soon as is reasonably practicable and within the guidelines of EB's coaching programme). For the avoidance of doubt, however, no sparring or boxing may take place without a Level 2 coach present". • Removal of wording in clause D.13: "(or in the case of a newly formed club, a level 1 coach)". <p><u>Individual Membership Policy</u></p> <ul style="list-style-type: none"> • Addition of wording to Clause 2.(i): "All tier 3 members will be required to have an enhanced DBS recorded on the Locker from the start of the 2025/26 season". <p>The CEO reported that several clubs had been operating without a Level 2 coach for many years, thus breaching the current policy. However, clubs would now be required to have a Level 2 coach to be affiliated under the Locker. Clubs would be given the opportunity to qualify their coaches, and an Associate Membership package was being explored to enable new clubs to operate in the first year without a Level 2 coach, albeit with no sparring or competitive boxers on the Locker.</p> <p>In respect of the Individual Membership Policy, the compliance team had advised that most sports required all officials to be DBS checked due to their likely proximity to children, as opposed to just supervisors and referees. It was noted that several club shows had required officials to help out, thus requiring them to interact with young boxers.</p> <p>It was agreed that the matter would be referred to the Technical and Officials Sub-committee to agree the most efficient process for officials, but the Board mandated the adoption of the Membership policies as soon as possible.</p>	A
5	<p>Finance</p> <p>5.1 Full Year Forecast</p> <p>The Head of Finance joined the meeting to summarise the 2024/25 full year forecast position, following discussion at the recent Audit Sub-committee meeting. Key points were noted as follows:</p>	I

	<ul style="list-style-type: none"> • The final position indicated a deficit of £123k, an increase of £31k on the previous full year forecast. This was primarily attributed to an accounting treatment of membership income, requiring £69k to be deferred to the following financial year. • This would potentially result in a reduction of balance sheet reserves from £133k to £9.7k, which was considered to be an unsustainable position. 	
	<p>5.2 2025-2028 Budgets & Revenue Generation</p> <p>The Board reviewed the draft budget for 2025 to 2028, together with a detailed analysis of potential areas of cost reduction and revenue generation to ensure financial sustainability for the organisation.</p> <p>Key assumptions were noted as follows:</p> <ul style="list-style-type: none"> • The three-year budget was based on previous years and the same levels of Sport England funding. • Membership was expected to grow at 1% each year based on previous trends. No price increase had been factored into the budget. • A 3% increase in costs had been assumed for events, and the GB Three Nations would increase to Four Nations, with England hosting the event in 2027. • Performance core funding of £500k per year will remain the same, and £50k had been budgeted for the High Performance Gym. <p>The Directors reiterated their concerns regarding the sustainability of the financial viability of EB unless action was taken. Discussion took place on the revenue generation ideas presented within the paper. The Membership Sub-committee had been supportive of an increase in membership fees over a three-year period, which would result in an additional £46k in year one, £96k in year two, and £149k in year three.</p> <p>It was also proposed to increase the price of the Level 1 and Level 2 coaching courses over three years,</p> <p>There was agreement to move forward the draft three-year budget plan, with a more detailed 2025/26 budget to be presented at the next Board meeting.</p> <p><u>Decision:</u> The Board approved the increase to the membership fees.</p> <p><u>Decision:</u> The Board approved the increase to the coaching courses.</p>	

6	International and IBA/World Boxing Matters The Board noted the update on international matters, as discussed earlier in the meeting.	I
7	Communication Strategy The meeting was joined by Communications Manager, Nabillah Akhtar who presented a comprehensive overview of EB's Communications Strategy and activity across each social media channel. It was noted that a calendar was in place via the Locker with planned communications throughout the year. Opportunities to include more member content were also being explored. Board members suggested also exploring collaborations with influencers, together with a potential EB podcast with content from coaches and boxers, which could provide a potential new revenue stream. NA agreed to produce a regular report for the Board outlining the latest communications figures. The Board thanked NA for the informative presentation.	I A
8	Sport England Revised Goals It was agreed that this item would be deferred to the next Board meeting.	A
9	Governance 9.1 Board Effectiveness Review The report on the Board Effectiveness Review was reviewed and noted.	I
	9.2 2024 Governance Report The 2024 Governance Report was taken as read.	I
	9.3 2025 Board Action Plan The 2025 Action Plan was reviewed and noted.	I
10	Safeguarding 10.1 Update from the Safeguarding Sub-committee AC provided an update from the Safeguarding Sub-committee. It was noted that there had been excellent coverage and engagement during safeguarding week. The move to online courses was in progress and had been well received.	D

	Decision: The Board approved the new composition of the Safeguarding Sub-committee.	
11	Sub-committee Reports and Minutes 11.1 Reports Reports were received from the following sub-committees: <ul style="list-style-type: none"> • EDI Sub-committee – 8th January 2025 • Championships Sub-committee – 7th January 2025 • Technical and Officials Sub-committee – 13th January 2025 • Legal and Compliance Sub-committee – 17th October 2024 • Membership Sub-committee – 17th December 2024 	
	11.2 Recommendations from Sub-committees <u>Legal and Compliance Judicial Function</u> JS reported that the Legal and Compliance Sub-committee recommended the appointment of a voluntary independent judicial chair who could preside over the independent function. Decision: The Board approved the appointment of an independent judicial chair.	
12	Risk Management The Board reviewed and noted the latest risk register. The Chair encouraged all Board members to review the register before Board meetings and feedback any proposed amendments to SF.	A
13	AOB The Chair invited members to put forward interest to join the Remuneration Sub-committee, which would be required to meet on an ad-hoc basis. It was proposed that future meetings start at the earlier time of 10.00 am. The Chair agreed to discuss this suggestion further with individual directors.	
14	Date Of Next Meeting The next meeting date was confirmed as Thursday 20th March in London.	