



## ENGLAND BOXING LTD

### Board Meeting

Thursday 20 March 2025

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, Samera Ali (SA), 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 7), Chris Connelly (CC) – Head of Performance (Item 8) Michelle Maple (MM) – minutes.</p> <p><u>Apologies:</u> Paul Asare-Archer (PA), Doniert Macfarlane (DM)</p> <p>The Chair confirmed that sufficient notice of the meeting had been duly provided and a quorum was present.</p>	I= Info D= Decision A= Action
2	<p><b>Declarations of Interest</b></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><b>Minutes of Last Meeting</b></p> <p><b>3.1 The minutes of the Board meeting held on 23<sup>rd</sup> January 2025</b> It was unanimously agreed to approve the draft minutes from 23<sup>rd</sup> January 2025 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><b>3.2 Matters Arising</b> Progress against the matters arising from the previous meeting was noted, with updates provided on the following issues:</p> <p>The action list was reviewed, with all items either complete or on the agenda for discussion.</p>	I

4	<p><b>CEO Report</b></p> <p><b>4.1 CEO Report</b> The Board reviewed the CEO's report, with key points highlighted as follows:</p> <ul style="list-style-type: none"> <li>• Laura Sargeant had recently been appointed as Interim Workforce Development Manager and was progressing well in this role.</li> <li>• World Boxing recently received provisional recognised status from the IOC, and with boxing to now be reinstated in the 2028 Olympics programme. In addition, European Boxing will formally be established on 23<sup>rd</sup> March, and its associated sub-committees will be formed following the inaugural AGM.</li> <li>• Entry for the Championships has now been successfully implemented via The Locker. Avoen Perryman will attend the next Board meeting to present plans for the second phase of The Locker's implementation.</li> <li>• The Board's decision to increase fees has now been communicated to members with clear explanations for the reasons of the increase as well as details on 'how the money is spent'.</li> </ul> <p>A discussion took place on EB's representation at European Boxing committees. It was agreed that Board members would consider whether they could contribute to any of the sub-committees and submit their interest to the Chair/CEO, with a particular focus on officials to ensure a pathway was available for EB officials at European level. It was also felt that the latest position in relation to World Boxing and the IBA should be communicated to officials.</p> <p>It was noted that courses for officials were now available on The Locker, albeit the application of one set fee across all regions had not been well received, and had not been discussed within the relevant committees. Alternative solutions were being explored to address the concerns raised and ensure the courses were cost effective, with consultation to take place with the relevant committees.</p>	<p>I</p> <p>A</p> <p>A</p>
	<p><b>4.2 Matters Arising</b></p> <p><u>GB Boxing</u> The CEO reported that the GB Boxing Strategy had been approved at the GB Boxing board meeting held on 19<sup>th</sup> March. However, the board members had agreed not to deliver 'the Cause <b>for Change aspects</b>', thus significantly impacting the high performance funding to each home nation.</p> <p><u>Events</u> Board members were invited to attend the forthcoming National Championship events scheduled over the Easter period, and to note the dates of the World Boxing Championships in Liverpool from 4<sup>th</sup> to 14<sup>th</sup> September 2025.</p>	<p>A</p> <p>I</p>
5	<p><b>Sub-committee Reports and Minutes</b></p> <p><b>5.1 Reports</b> Reports were received from the following sub-committees:</p>	

	<ul style="list-style-type: none"> <li>• EDI Sub-committee – 4<sup>th</sup> March 2025</li> <li>• Championships Sub-committee – 4<sup>th</sup> March 2025</li> <li>• Technical Rules &amp; Officials Sub-committee – 4<sup>th</sup> March 2025</li> <li>• Club &amp; Membership Sub-committee – 18<sup>th</sup> February 2025</li> <li>• Workforce Development &amp; Safeguarding Sub-committee – 13<sup>th</sup> February 2025</li> <li>• Compliance, Legal &amp; HR Sub-committee – 13<sup>th</sup> January 2025</li> </ul>	
	<p><b>5.2 Recommendations by the Subcommittees requiring a Board decision</b></p> <p><u>Enhanced DBS Check for Officials</u> Following support at the previous meeting for a proposal from the Membership Working Group for all officials to require an enhanced DBS check, the Technical Rules &amp; Officials subcommittee had now been consulted on a timeframe, and agreed to announce this update later in the month, with a view to all officials undertaking an enhanced DBS check by 1<sup>st</sup> January 2026.</p> <p><b>Decision:</b> The Board approved the rollout of enhanced DBS checks for officials in accordance with the proposed timeline.</p> <p><u>Lanyard Digital Proposal</u> The Board considered a proposal to cease the printing of physical lanyards from 1<sup>st</sup> April for current coaches, with coaches instead using their electronic QR code and a nominated official checking codes and providing wristbands. This would reduce printing costs by approximately £25k.</p> <p>For officials and doctors, it was proposed to print a one-off lanyard to use for multiple seasons containing a QR code, and charge for replacement lanyards. Ties, cravats and badges were also being explored for officials to purchase at championships.</p> <p>It was recognised that coaches would be unable to take electronic devices into the field of play, thereby requiring a solution to validate them for the field of play.</p> <p><b>Decision:</b> The Board approved the cessation of printing physical lanyards for coaches from 1<sup>st</sup> April, subject to finding a solution for coach validation in the field of play, especially for shows at regional/local level.</p> <p><u>New Membership Policy (Associated Members)</u> It was agreed to defer this item to the next meeting.</p>	<p><b>D</b></p> <p><b>D</b></p> <p><b>A</b></p>
<b>6</b>	<p><b>Risk Management</b></p> <p>SF presented the latest risk register and summarised key changes.</p> <p>The Chair requested that the latest register be added to the Board papers for review.</p>	<p><b>I</b></p> <p><b>A</b></p>
<b>7</b>	<p><b>Finance</b></p> <p><b>7.1 Budget Presentation</b></p>	

	<p>The meeting was joined by the Head of Finance to present the 2025-28 budget, which had been endorsed by the Audit Committee and recommended for approval.</p> <p>The Chair queried how it was proposed to finance the cumulative deficit position for reserves. The Head of Finance confirmed that available cash within the company would be utilised. Whilst this brought a risk of the company running as insolvent by a small amount, by year three it was expected that this position would turn around and a surplus would be achieved.</p> <p>The Head of Finance advised that the three-year budgeting would be an annual process, looking at a rolling three-year period going forward.</p> <p><b><u>Decision:</u></b> The Board approved the 2025-28 budget.</p>	<p>I</p> <p>A</p>
8	<p><b>High Performance Briefing</b></p> <p><b>8.1 Presentation by the Head of Performance, Chris Connelly</b></p> <p>The meeting was joined by Chris Connelly, Head of Performance, who provided a comprehensive update on performance activity and achievements from 2022 to 2025.</p> <p>It was anticipated that the Commonwealth Games in 2026 would provide a significant opportunity for athletes, together with development of the high performance centre in Sheffield funded through Sport England. It was also hoped to monetise the centre's gym by making this available during the week.</p> <p>The Board thanked CC for his presentation. CC left the meeting for the remaining items.</p>	<p>I</p>

<b>9</b>	<p><b>Safeguarding</b></p> <p><b>9.1 Update from the Safeguarding Sub-committee</b> AC provided a report from the recent Safeguarding sub-committee, and an update on current cases being investigated.</p> <p>The Chair enquired whether any external forums were in place to enable sports organisations to share best practice from a safeguarding perspective. The CEO confirmed that, whilst no specific forum was in place, governing bodies were in regular discussions with one another on pertinent issues. It was noted that the Sports and Recreation Alliance was currently seeking to represent a coalition of national governing bodies on areas of mutual concern.</p>	I
<b>10</b>	<p><b>Anti-Doping</b></p> <p>The Board reviewed and noted the 2024 EB Annual Overview of Clean Sport Activities report.</p>	I
<b>11</b>	<p><b>Sport England Revised Goals</b></p> <p>Progress against the updated Sport England goals was noted.</p>	I
<b>12</b>	<p><b>AOB</b></p> <p>No additional items were raised.</p>	
<b>13</b>	<p><b>Date Of Next Meeting</b></p> <p>The next meeting date was confirmed as Thursday 22<sup>nd</sup> May in London.</p> <p><b>Meeting closed 2pm.</b></p>	