



ENGLAND BOXING LTD

Board Meeting
Thursday 22 May 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), Anna Cain (AC), Mehul Kapadia (MK), Doniert Macfarlane (DM), Nathan Pearce (NP), and Chris Smith (CS).</p> <p><u>In Attendance:</u> Jerome Pels - CEO (JP), Avoen Perryman (AP) – Head of Operations, Michael Glossop - Membership and Volunteer Manager (MG) – Item 9, Michelle Maple (MM) – minutes.</p> <p><u>Apologies:</u> Sam Foster (SF), James Stebbing (JS) Mehul Kapadia (MK).</p> <p>The Chair confirmed that sufficient notice of the meeting had been duly provided and a quorum was present.</p> <p>The Board was informed that Felicity Barnard had resigned for her position as a director, following her recent appointment as CEO of Ascot. Members expressed their thanks to Felicity for her significant contribution during her tenure, and it was noted that a Nominations Committee meeting would be convened in the coming weeks to appoint a new non-executive director.</p>	<p>I= Info D= Decision A= Action</p> <p>A</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 March 2025 It was unanimously agreed to approve the draft minutes from 20th March 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>	<p>I</p> <p>A</p>

	<p>3.2 Matters Arising</p> <p>No matters arising were raised from the previous meeting. The action list was reviewed, with all items either complete or on the agenda for discussion.</p>	I
4	<p>CEO Report</p> <p>4.1 CEO Report</p> <p>The Board reviewed the CEO's report, with key points highlighted as follows:</p> <ul style="list-style-type: none"> • Laura Sargeant had recently appointed been as Head of Workforce, and Anthony Sheppard has been offered the role of Head of Compliance, leaving a vacancy for his role as Compliance Manager. Recruitment has also commenced to replace Ashley Cooke as Events Manager. • A commercial deck has been created to present to prospective new partners and sponsorship contacts, and a more detailed session on EB's commercial proposition and products would be discussed at the next meeting. • The Liverpool 2025 World Boxing Championships steering group met on Thursday 24th April, with the group receiving a tour of the venue and detail on operational planning. • The Championships season concluded recently with a successful Schools Finals held in Newcastle earlier in the month. • The YEF funding application had been submitted on 24th April • The performance pathway had recently been discussed with GB Boxing, with recognition that further collaborative working was required with the home nations to ensure sufficient progression opportunities were in place for athletes. <p>Discussion took place on the notice periods for staff, and whether this was sufficient to allow an appropriate handover. The CEO reported that this required review, with differing notice periods for different contracts.</p>	<p>I</p> <p>A</p>

	<p>4.2 Matters Arising</p> <p><u>White Collar Boxing</u></p> <p>It was noted that DCMS had advised that they would no longer be running round table events to discuss White Collar Boxing, with the consultation to instead be undertaken online.</p> <p>The Board expressed concerns at the ongoing delays to the consultation, and the consequent risks to the sport should there be any incidents resulting in severe injury or death. The CEO confirmed that a change in legislation would be required to alter the current framework, requiring government intervention.</p> <p>It was agreed that the Chair would write to the Minister for Sport to convey the Board's concerns, stating that liability for any incidents should sit with DCMS whilst the consultation remained ongoing. Additionally, the CEO agreed to raise this issue with the reconstituted All Party Parliamentary Group for Boxing, with a view to encouraging MPs to become advocates for this issue.</p>	<p>A</p> <p>A</p>
	<p><u>Liverpool World Championships Community Impact Plan</u></p> <p>The Board reviewed the detailed overview of planning for the community/legacy aspect of the World Championships scheduled to take place in Liverpool on 4th September.</p> <p>It was agreed that the Board meeting should take place on Friday 12th September at 3pm ahead of the Championships that weekend, should Board members wish to attend the event.</p>	<p>A</p>
5	<p>Sub-committee Reports and Minutes</p> <p>5.1 Reports</p> <p>Reports were received from the following sub-committees:</p> <ul style="list-style-type: none"> • EDI Sub-committee – 13th May 2025 • Championships Sub-committee – 6th May 2025 • Technical Rules & Officials Sub-committee – 6th May 2025 • Membership & Development Sub-committee – 22nd April 2025 • Workforce Development & Safeguarding Sub-committee – 24th April 2025 • Compliance, Legal & HR Sub-committee – 12th May 2025 <p>The Board was pleased to note the appointment of Oluwaseun Awosola - to the EDI sub-committee and welcomed him to EB.</p> <p>Discussion took place on the EDI sub-committee's deliberations on disability boxing. It was suggested that the EDI sub-committee consider some options, and potentially consult with Paralympics GB on this issue.</p> <p>There was also general consensus that EB should be considering reasonable adjustments for Ramadan and any boxers fasting during this period. It was suggested that Wales and Scotland be approached to ascertain whether the Three Nations competition could be pushed back to July.</p>	<p>A</p>

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	<p>5.2 Recommendations by the Subcommittees requiring a Board decision</p> <p>Decision: The Board approved the updated EB Disciplinary Code.</p> <p>Decision: The Board approved the updated Regional Disciplinary Code.</p> <p>Decision: The Board approved the updated EB Safeguarding Procedure.</p> <p>Decision: The Board approved the New Membership Policy (Associated Members).</p>	<p>D</p> <p>D</p> <p>D</p> <p>D</p>
6	<p>International and IBA/World Boxing Matters</p> <p>The Board reviewed the report outlining the latest position on the IBA and World Boxing.</p> <p>Following the IBA's loss of recognition by the IOC, and the subsequent creation of World Boxing, it was recommended that EB terminate its membership of the IBA and EUBC on 1st July 2025, and redraft its Articles of Association to remove any references to the IBA and EUBC, and instead reference membership of the <i>"the International Federation for Olympic Boxing recognised by the International Olympic Committee"</i>.</p> <p>The draft Articles would be submitted to the Board meeting in July for approval, before being ratified at the AGM in September.</p> <p>There was general consensus that EB should seek to leave the IBA and only align with World Boxing, but should consult GB Boxing to ensure this did not result in any disruption for them. It was also agreed that the termination should take place with effect from the date of the Board meeting in July.</p>	A
7	<p>Risk Management</p> <p>The Board reviewed the latest risk register and key changes.</p>	I
8	<p>Finance</p> <p>The Board noted the report from the Audit sub-committee.</p>	I
9	<p>Membership Department and The Locker Briefing</p> <p>9.1 Presentation by the Head of Operations, Avoen Perryman, and Membership and Volunteer Manager, Michael Glossop</p> <p>The Board received an update from the Avoen Perryman and Michael Glossop on the latest activity on The Locker, together with a demonstration of its main features.</p> <p>Key points were highlighted as follows:</p>	I

	<ul style="list-style-type: none"> • From June onwards, data for all event permits would be available on The Locker, including risk assessments and emergency action plans. • Clubs would also be required to have a named Level 2 coach on The Locker to be affiliated going forward. • Data on The Locker was providing beneficial to enable marketing of products and services to members. • Going forward, it was proposed that discussion take place with the Board on charging a nominal fee through the events permit. • Ecommerce opportunities were being explored by the commercial working group to sell merchandise and apparel. • CPD and eLearning options were also under consideration. <p>Discussion took place on the prospect of creating a directors dashboard with key facts and figures to circulate ahead of each Board meeting.</p> <p>There was general agreement that The Locker represented a significant step forward for the sport and would be central to generating commercial opportunities and additional revenues for EB.</p>	A
10	Safeguarding 10.1 Update from the Safeguarding Sub-committee AC provided a report from the recent Safeguarding sub-committee.	I
11	Governance The Board noted the letter from Sport England confirming EB's compliance with the Code for Sports Governance, and noted the Code Assessment Gap progress tracker.	I
12	AOB NP expressed concern that some coaches were not declaring all their experience on The Locker and requested that an appropriate sanction be considered for these circumstances.	A
13	Date Of Next Meeting The next meeting date was confirmed as Thursday 24 th July. Meeting closed 2pm.	