



ENGLAND BOXING REGIONAL DISCIPLINARY PROCEDURE

Version 1.1 – 20 November 2025

Definitions

Behaviour – Acts by a participant that is physical, verbal, written or via digital media.

Breach – Behaviour that conflict with statements from within England Boxing's rules, polices, codes procedures or guidelines.

Compliance & Safeguarding Manager (CSM) – A person appointed and employed by England Boxing to manage disciplinary and safeguarding cases, and education.

England Boxing activity (EB activity) – Boxing, coaching, officiating, medicals or administration, via clubs, competition venues, places of work or remotely, at club, regional, national or international level, taking place under England Boxing rules, policies, codes, procedures and guidelines.

Low Level Misconduct – Misconduct allegations determined as low level will be able to be dealt with at Regional level and refer to behaviours that can be addressed under the Regional Summary Procedure in order to instigate a change in behaviour. Serious disciplinary concerns and all safeguarding referrals must be reported to England Boxing and the Compliance & Safeguarding Manager.

Participant – Members of England Boxing as well as others involved in Olympic boxing in England, including but not limited to boxers, coaches, officials, national/regional/club officers, clubs, gyms, regional associations, volunteers and parents/carers.

Regional Welfare Officer - A person appointed by the Region and approved by England Boxing to manage disciplinary and safeguarding referrals at a Regional level.

Respondent – Any individual, group or participant that has a misconduct complaint or charge notified to them.

1. Background

- 1.1. England Boxing (EB) is committed to providing a fair, consistent and proportionate approach to the handling of complaints and disciplinary matters and through this Procedure seeks to give autonomy to Regions to address low level misconduct.
- 1.2. In respect of this Procedure a misconduct complaint, referral or allegation is any communication to the Region or EB from which it appears that there has or may have been a breach of the rules, policies, codes, procedures or guidelines, and will be subsequently dealt with in line with the procedures contained in this Procedure, or escalated to be dealt with under EB's Disciplinary Procedure or Safeguarding Procedure.
- 1.3. This Procedure applies to all members of Regional clubs and gyms in England, including but not limited to boxers, coaches, officials, club officers, volunteers and parents/carers (or those with parental responsibility for members under 18 years of age) as well as to clubs and regions themselves.
- 1.4. Where a report, following investigation, is not considered a breach requiring formal disciplinary action, it may still be considered for such non-disciplinary action that EB deems appropriate at their absolute discretion.
- 1.5. In such cases as outlined in S1.4 where no formal action is to be taken, the RWO should consider notifying the complainant as to why there is no case to answer.
- 1.6. This Procedure shall apply to any low level misconduct or disciplinary matter that can be dealt with under the provision of the Regional Summary Procedure at S7 of this Procedure, at the sole discretion of the Region and RWO.
- 1.7. Allegations of serious misconduct or disciplinary matters should be referred to the Compliance & Safeguarding Manager (CSM) as per the processes provided for in the Complaints Policy.
- 1.8. **All safeguarding referrals must be referred to EB and the CSM as per the guidance set out in the Safeguarding Policy, Safeguarding Code and Safeguarding Procedure. These are not for management at Regional level.**

2. Jurisdiction & Powers

- 2.1. EB's Articles of Association, its rules, regulations and various conditions of membership, registration and affiliation require that all individuals outlined in S1.3 comply with regulations made by the Board and any of EB's rules, policies, codes, procedures or guidelines.
- 2.2. This Procedure provides an open and transparent process for the handling of misconduct complaints, referrals and allegations at Regional level. Other complaints that are not considered to be misconduct by the Regional Welfare Officer (RWO) or CSM, will be dealt with by EB under a separate complaint handling process.

- 2.3. Any low level misconduct at a Regional level that breaches EB's rules, policies, codes, procedures or guidelines, as well as general behaviour shall be subject to the processes outlined in this document.
- 2.4. The Region and EB has disciplinary jurisdiction over any participant defined within this Procedure and/or those defined by the Code of Conduct.

3. Statutory Authorities

- 3.1. England Boxing reserves the right to involve statutory agencies in appropriate matters and will support the police, LADO and any other relevant body with any resulting investigation in line with its legal obligations.
- 3.2. Where police involvement forms part of a misconduct investigation, the Region and RWO should refer concerns to EB and the CSM as per S1.8.
- 3.3. EB retains the right to continue its misconduct proceedings even though there may be a police investigation ongoing. EB will exercise its discretion when deciding whether to consider the alleged misconduct before any criminal proceedings have concluded and may liaise with the police and any other relevant body in this regard.
- 3.4. The fact that criminal action is being taken or considered does not prevent action continuing in line with EB's Disciplinary Procedure.

4. Powers of Enquiry

- 4.1. The Region, RWO and EB requires those outlined in S1.3 to co-operate in any investigation where requested, to participate in interviews, to provide information and/or statements or any other information believed to be in their possession or knowledge.
- 4.2. Any participant who fails to comply with these requirements, may themselves be subject to disciplinary action by EB.
- 4.3. EB shall delegate its power to act upon low level misconduct to the RWO, who has the authority under such delegation to raise charges as deemed appropriate.
- 4.4. Where an individual against whom a complaint is made is under 18 years of age or deemed to be an adult at risk when the matter complained of occurred, the matter will be dealt with under the procedures for children, young people and adults at risk in this Procedure at S6.
- 4.5. Only EB may amend these procedures as it sees fit from time to time. Any such amendments shall come into full force and effect upon the date specified for the amendment.

5. Disciplinary Rules & Provisions

- 5.1. The Region and the RWO may act at their sole discretion against any participant who is considered to be acting in breach of any rules, policies, codes, procedures or guidelines published by EB.
- 5.2. Participants are required to ensure their behaviour is appropriate at all times and they may be subject to a charge under this code where such behaviour falls below the standards outlined in the rules, policies, codes, procedures or guidelines, irrespective of whether that misconduct was committed during participation in EB activity.
- 5.3. A participant is always required to act in the best interests of England Boxing and shall not act, at the sole determination of the RWO, in any way that brings the sport, Region or EB into disrepute.
- 5.4. An EB affiliated club or gym is responsible for ensuring its boxers, coaches, officials, spectators and all those indicating support of the club, whether participants or not, conduct themselves in an orderly fashion and refrain from any behaviour that at the sole discretion of the Region and RWO brings the sport, Region or EB into disrepute.
- 5.5. Any member that makes an unreasonable, vexatious or malicious complaint may be charged by EB and the CSM for bringing the sport into disrepute in line with the Complaints Policy and EB's Disciplinary Procedure.
- 5.6. There is no provision for the Region or RWO to implement an interim-suspension as part of this Procedure. This can only be implemented by the CSM or nominee under EB's Disciplinary Procedure.
- 5.7. Any charge to a respondent in relation to a complaint, referral or allegation must be raised within 28 days of being notified of the incident.
- 5.8. All participants subject to this Procedure are reminded that the procedures of the Regional Disciplinary Procedure are not a court of law and are disciplinary, as opposed to arbitral, bodies.
- 5.9. The applicable standard of proof under this Procedure will be the civil standard of the balance of probability.
- 5.10. Any participant subject to a charge is entitled to be represented, including legally, by a person of their choice. Participants are responsible for their own costs in respect of their response to any charge.

6. Dealing with Children, Young People & Adults at Risk

- 6.1. When dealing with young people in an investigation, they must be dealt with in a manner considered appropriate for the person's age and understanding.

- 6.2. No person under the age of 18 can be fined but under S5.4 the club may be charged with misconduct.
- 6.3. Where there is a potential misconduct breach by a child under the age of 14, an alternative resolution to the Disciplinary Procedure should be implemented by the RWO in consultation with the CSM.
- 6.4. Where a witness under the age of 14 would be requested to provide evidence, the RWO should collect this evidence as a written statement or transcript from a verbal recording as appropriate. Written permission must be obtained from the parent/carer for a statement to be provided.
- 6.5. At the sole discretion of the RWO the procedures available to support a child or young person as a witness or respondent are also available for application in the case of an adult at risk at any age, in line with the Safeguarding Adults Policy.

7. Regional Summary Procedure

- 7.1. The Regional Summary Procedure may be applied if:
 - a. The behaviour relates to low level misconduct at a Regional level; and
 - b. The respondent admits the low level misconduct in the correspondence/communication between them and the RWO; or
 - c. That if the facts placed before the RWO are true and are not challenged by the respondent; and
 - d. The RWO is satisfied at their sole discretion that the outcome under the Summary Procedure suitably addresses this low level misconduct.
- 7.2. A Regional Summary Procedure outcome is where appropriate sanctions relating to the misconduct charge should be no more than:
 - a. An email of censure;
 - b. A fine not exceeding £100;
 - c. Education or training; and/or
 - d. A combination of any of the above.
- 7.3. At the sole discretion of the RWO, where the criteria from S7.1 are met, the RSM may invoke the Regional Summary Procedure and email the respondent stating the charge and that in the RWO's view, the low level misconduct outcome can be dealt with as a Regional Summary Procedure.
- 7.4. The RWO must seek the consent of the respondent via email to proceed under the Regional Summary Procedure and formally charge the respondent with misconduct, providing the respondent with the opportunity to reject the decision.
- 7.5. In reference to S7.4 it may also be necessary to communicate with the respondent via phone based on the participant's accessibility to written communication as defined on their Locker profile. Written communication should always be provided in addition to phone communication.

- 7.6. There shall be no right of appeal from the application of a sanction imposed by the RWO under the Regional Summary Procedure and consented to by the respondent.
- 7.7. Any Regional Summary Procedure issued by the RWO will be submitted to the CSM within 48 hours of communication to the respondent. This should be communicated in writing via email to the complaints@englandboxing.org email address.
- 7.8. If the respondent chooses to reject the decision, the charge will proceed as a referral to EB's Disciplinary Procedure under the Complaints Policy, where the evidence will be considered by the CSM or nominee.

8. Confidentiality & Publication

- 8.1. All low level misconduct proceedings shall take place in private and only participants and representatives, the RWO, Regional committee and CSM or nominee are expected to share information regarding the alleged misconduct.
- 8.2. The outcomes of a Regional Summary Procedure are private and confidential between the respondent, the Region, RWO and EB and are not published by the Region or on EB's website.

Version 1.0	Approved by the Board	22 May 2025
Version 1.1	Approved by the Board	20 November 2025

Review Schedule		
<i>Date of Review</i>	<i>Version</i>	<i>Summary of Changes</i>
22 May 2025	1.0	Completely new document
20 November 2025	1.1	Amendment to terminology to reflect 'child, young person and adult at risk'. Alignment of Policy, Procedure and Code document titles including the change of this document title from 'Code' to 'Procedure'.

Appendix 1 – Linked Policies

Code of Conduct

Complaints Policy

Disciplinary Procedure

Rule Book

Safeguarding Code

Up to date policies can be accessed via EB's website at:

<https://www.englandboxing.org/rules-regs-resources/forms-and-resources/>

Appendix 2 – Charge Letter Sample Text

Dear *[respondent name]*,

Following our previous communications regarding *[insert details of behaviours and low level misconduct]*.

Having admitted responsibility for the breaches identified to you on *[insert date]*, *[inset Region's name]* has determined to move forward under the Regional Summary Procedure in S7 of the Regional Disciplinary Procedure.

You are therefore charged with misconduct for *[inset behaviour identified as low level misconduct and the rules, policies, codes, procedures or guidelines which have been breached]*.

In line with S7.2 of the Regional Disciplinary Procedure the Summary Charge applied is *[inset details of sanction aligned to S7.2]*.

If you consent to proceed with the Summary Charge procedure, please confirm receipt of this email to *[insert email address]* and consent to proceed by *[insert date seven days after this communication]*. *[Insert any additional details regarding payments or additional training details etc..]*

This will formally close the case and no further action will be taken. You also have the option under S7.8 to reject this decision at a Regional level and have the complaint referred to England Boxing's Compliance Team for consideration under the Complaints Policy and England Boxing Disciplinary Procedure.

We recognise that this process may be a difficult one for you and we can therefore signpost you to national support groups through the England Boxing website at <https://www.englandboxing.org/wellbeing-and-mental-health-advice-and-guidance/> should you need to access them. Should you need any support in accessing the information in this email or any of the quoted policies, please contact me on *[insert phone number]*.

The outcomes of a Regional Summary Procedure are private and confidential between yourself, the Region, RWO and England Boxing and are not published by the Region or on England Boxing's website.

Yours sincerely,
[Insert RWO name]
Regional Welfare Officer