



## ENGLAND BOXING LTD

### Board Meeting

31<sup>st</sup> July 2025

10.30 –14.00

Via Teams

### Redacted Minutes for Publication

1	<p><b>Welcome, Attendance and Apologies</b></p> <p><u>Present:</u> Richard Brooke (RB) - Chair, Paul Asare-Archer (PA), Anna Cain (AC), Doniert Macfarlane (DM), Nathan Pearce (NP),) and James Stebbing (JS).</p> <p><u>In Attendance:</u> Jerome Pels - CEO (JP), Michelle Maple (MM) – minutes.</p> <p><u>Apologies:</u> Samera Ali (SA), Sam Foster (SF), Mehul Kapadia (MK), Chris Smith (CS)</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><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 22<sup>nd</sup> May 2025</b> It was unanimously agreed to approve the draft minutes from 22<sup>nd</sup> May 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> The action list was reviewed, with the majority of items either complete or on the agenda for discussion. Updates were provided on the following items.</p> <p><u>Board Vacancy</u> The Nominations Committee had yet to meet to discuss potential candidates for the current vacancy on the Board. The CEO reported that ten applicants had applied for the position and would be advised that interviews would take place following the Board meeting in September.</p>	A

	<p><u>EDI Sub-committee</u> Reasonable adjustments for Ramadan, including pushing the Three Nations competition back to July, had yet to be discussed with Wales and Scotland. NP reported that he had a forthcoming meeting with both nations to discuss rules, and agreed to raise this issue.</p> <p><u>Armed Forces Doctors</u> NP and DM agreed to discuss the optimum way to obtain medical data for Armed Forces professionals outside of the meeting.</p>	<p>I</p> <p>A</p>
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>• Membership statistics indicated a small decrease in individual membership numbers in June, and renewals remained in a stable position, despite the increase in membership fees.</li> <li>• The Youth Endowment bid application had been successful, and was recently launched to the media. Louise Vidor had moved across to manage the project on a three year, fixed-term secondment. Recruitment would take place for a Club and Community Manager in the coming weeks.</li> <li>• Jenna Perry had commended her role as Competition and Events Manager, joining from a similar role at Welsh Boxing.</li> <li>• A meeting had recently taken place with GB Boxing, moderated by an independent chair, to discuss alignment of the Olympics pathway with the Home Nations High Performance programmes. There was general agreement that a plan was required to establish an integrated approach, and a paper would subsequently be drafted by the end of October, with input from the respective Performance Managers.</li> </ul>	
	<p><b>4.2 Matters Arising</b></p> <p><u>White Collar Boxing</u> The Board noted the letter from Stephanie Peacock MP, Minister for Sport, Media, Civil Society and Youth Department for Culture, Media and Sport. The letter acknowledged EB's concerns at the lack of progress on the consultation for White Collar Boxing, and confirming that DCMS officials were working to launch the consultation as soon as possible, whilst also considering implications for other combat sports.</p> <p><u>Compliance Referrals</u> PA queried the increased number of compliance referrals. The CEO stated that the system was becoming a trusted resource for members, and referrals had increased as a consequence. However, some of the referrals had been found to be vexatious in nature.</p>	
5	<p><b>Sub-committee Reports and Minutes</b></p> <p><b>5.1 Reports</b></p>	

	<p>Reports were received from the following sub-committees:</p> <ul style="list-style-type: none"> <li>• Compliance, Legal and HR – 14<sup>th</sup> July 2025</li> <li>• Championships – 7<sup>th</sup> July 2025</li> <li>• Technical Rules and Officials – 21<sup>st</sup> July 2025</li> <li>• Membership and Development – 17<sup>th</sup> June 2025</li> <li>• Workforce and Safeguarding – 26<sup>th</sup> June 2025</li> <li>• EDI – 8<sup>th</sup> July 2025</li> <li>• Medical – 15<sup>th</sup> May 2025</li> <li>• Commercial – 1<sup>st</sup> July 2025</li> </ul> <p>Matters arising: NP: The Championship Sub-committee proposes to establish a working group of the Home Nations to discuss the format/details of the 3 Nations Championships. The Board agreed to the forming of such group.</p>	
	<p><b>5.2 Recommendations by the Subcommittees requiring a Board decision</b></p> <p><b>New Sub-committee Members</b> The Board considered expanding the Commercial sub-committee to five members. Whilst supportive of the principle of expanding the sub-committee, it was felt that further background information should be provided on any new candidates be appointed to sub-committees going forward, together with the reasons for their appointments.</p> <p><u>Decision</u> – The Board approved the appointment of Mickey Norford to the Championships Sub-committee.</p> <p><b>Boxing Abroad Policy</b> The amendments to the Boxing Abroad Policy were reviewed, with all references to the IBA being removed. JS suggested that it would be helpful to see the tracked changes in the documents. The CEO confirmed that the changes had been summarised in an email circulated to the Board.</p> <p>It was agreed that the Board would review the email and respond to confirm that they were happy with the proposed amendments.</p> <p><b>Individual Membership Policy</b> The amendments to the Individual Membership Policy relating to auto-renewal of membership were reviewed and noted.</p> <p>Discussion took place on references to disability boxing.</p> <p>It was agreed that some initial research on classifications should take place, with some thoughts as to how EB could develop recreational boxing for disabled participants to encourage inclusion. Notwithstanding this, there was general agreement that EB should make the distinction between recreational and competitive disability boxing, with the latter being available to participants.</p>	<p><b>D</b></p> <p><b>A</b></p>

		<b>A</b>
<b>6</b>	<p><b>International and IBA/World Boxing Matters</b></p> <p><b>6.1 Membership and Draft Changes to the Constitution</b>  The Board reviewed the report outlining the latest position on the IBA and World Boxing. The CEO reported that World Boxing (WB) had requested that EB change its constitution to confirm that it was no longer a member of the IBA.</p> <p>Accordingly, it was proposed to provisionally approve changes to EB's Articles of Association, referencing that EB was no longer a member of the IBA and was now affiliated to WB. The Articles would then be formally ratified at the AGM in September 2025. In addition, correspondence would be sent to the IBA confirming this position.</p> <p><u>Decision:</u> It was resolved to approve the amendments to the Articles of Association, removing references to the IBA, with a final version including any other changes to be submitted to the AGM in September for ratification.</p> <p>The CEO agreed to notify IBA of this decision.</p> <p><b>6.2 Communication Strategy - drafts</b></p> <p>It was agreed that Board members would review the proposed communication drafts and feedback any points to the CEO.</p>	<p><b>A</b></p> <p><b>A</b></p> <p><b>D</b></p> <p><b>A</b></p> <p><b>A</b></p>
<b>7</b>	<p><b>Governance</b></p> <p>The Board discussed the current gaps in governance and communication protocols in relation to the Board's interaction with the Executive. It was felt this required a more detailed discussion with the whole Board present at an in person meeting, with SLT members to potentially be invited once the Board had discussed this further.</p> <p>The Chair requested volunteers for a working group to prepare drafts, and to agree a vice-chair. Members were asked to email the Chair to confirm if they would be happy to be involved in the working group.</p>	<p><b>A</b></p> <p><b>A</b></p>
<b>8</b>	<p><b>Finance</b></p> <p>The Board joined by EL, who presented an overview of the latest management accounts and current forecast. It was noted that the Youth</p>	<b>I</b>

	<p>Endowment Fund would be reflected in the forecast once this funding had been received, and a more accurate forecast position would be presented at the next meeting.</p> <p>PA congratulated EL and the team for reaching a better forecast position. It was noted that there had been an overspend in the performance team, and that sanctions were being explored to prevent overspends in all areas going forward.</p> <p>The Board was informed that all directors now required identity checks at Companies House and would be required to complete this procedure to avoid EB receiving a fine.</p>	<b>A</b>
<b>9</b>	<p><b>Safeguarding</b></p> <p><b>9.1 Update from the Safeguarding Sub-committee</b></p> <p>AC provided a brief report from the recent Safeguarding sub-committee, and advised that the online safeguarding course had been well received and was bringing in some modest income.</p>	<b>I</b>
<b>10</b>	<p><b>Commercial Promo</b></p> <p>The meeting was joined by Richard Powers, who presented a comprehensive overview of the promotional video for EB to attract new commercial partners and revenue into the sport.</p> <p>It was noted that EB had secured some pro bono work to help market the video, with a view to potentially launching this at a future event to attract prospective sponsors.</p>	<b>A</b>
<b>11</b>	<p><b>Risk Management</b></p> <p>It was agreed to defer this discussion to September when SF was present.</p>	<b>I</b>
<b>12</b>	<p><b>AOB</b></p> <p>None</p>	
<b>13</b>	<p><b>Date Of Next Meeting</b></p> <p>The next meeting date was confirmed as Friday 12<sup>th</sup> September 2025 at 3pm.</p> <p><b>The meeting closed at 1pm.</b></p>	

