



## **ENGLAND BOXING JUDICIAL PANEL MEMBERS (DISCIPLINARY AND/OR SAFEGUARDING)**

England Boxing is the national governing body of the sport of boxing. An important part of its role is dealing with disciplinary issues and safeguarding referrals as they arise. To that end, from time to time England Boxing refers matters to independent tribunals constituted pursuant to the terms of its Disciplinary Procedure and Safeguarding Procedure. It maintains a Judicial Panel comprising independent individuals available to be appointed to its tribunals by the independent Judicial Chair of England Boxing.

The independent Judicial Chair, Brad Pomfret KC, and England Boxing are now seeking applications to join the Judicial Panel as follows:

- Applications from lawyers are sought for the disciplinary panel.
- Applications from lawyers and safeguarding professionals are sought for the safeguarding panel.

Suitably qualified individuals may apply to join both panels.

Panel hearings are conducted online, usually in an evening. Panel members will be asked to undergo training from time to time. Membership of the Judicial Panel is pro bono.

**Please apply by covering letter and CV to [hrapplications@englandboxing.org](mailto:hrapplications@englandboxing.org) by the closing date of 30 April 2026.**

If you require any reasonable adjustments regarding this process, please request a reasonable adjustment guidance via [hrapplications@englandboxing.org](mailto:hrapplications@englandboxing.org), which can then be completed and attached to your application.

Applications should address the candidate's interest in the role, the sport of boxing and the following criteria. Boxing is a diverse sport and England Boxing aims to have a Judicial Panel that reflects that.

### **Disciplinary Panel**

- Judge, barrister, solicitor or accredited arbitrator;
- Experience of sports disciplinary procedures, with experience of sitting as a member of disciplinary, arbitration or appeals panels desirable;
- Knowledge and understanding of disciplinary procedures in a sporting context;
- Involvement and/or interest in sport as part of legal practice and/or education;

- Expressed commitment to complete a minimum of four hours of relevant continued professional development training each year; and
- Applications will also be measured against current and potential needs of the Panel so as to fill gaps in experience and/or to meet diversity requirements.

### **Safeguarding Panel – legal member**

- Judge, barrister, solicitor or arbitrator of seven years' post qualifying legal experience;
- Knowledge of employment law and other relevant legislation which concerns equality, disability discrimination, human rights law, and the safeguarding of vulnerable groups;
- Knowledge of best practice in conducting disciplinary proceedings and in particular those of sports governing bodies;
- An understanding and appreciation of the support required for vulnerable witnesses and those accused of unsafe practice in working with children, young people and adults at risk;
- An understanding and appreciation of the impact which abusive behaviour can have on children, young people and adults at risk including the additional vulnerability to abuse of some young people and the impact of peer abuse;
- An understanding and appreciation of behaviour which is indicative of 'grooming' with the intention to abuse a child; and
- It is desirable that candidates have recent experience of chairing tribunals, panels or case management groups which have powers to decide on the suitability of individuals to work with children, young people or vulnerable adults.

### **Safeguarding Panel – specialist member**

- A nationally recognised professional qualification requiring expertise and skills in the safeguarding of children or adults, and/or management of offenders and risk; and/or
- A minimum of five years' experience of working in a safeguarding role.
- Recent experience of sitting on safeguarding tribunals, panels or case management groups which have powers to decide on the suitability of individuals to work with children, young people, and adults at risk;
- Recent experience of undertaking investigations and of compiling reports into safeguarding concerns and complaints;
- Recent experience of undertaking forensic risk assessments of individuals' suitability to work with children, young people and adults at risk;
- A basic knowledge of employment law and other relevant legislation which concerns equality, disability discrimination, human rights law, and the safeguarding of children young people and adults at risk;
- An understanding and appreciation of the impact which abusive or discriminatory behaviour can have on children and young people including the additional vulnerability to abuse of some young people;
- An understanding and appreciation of behaviour which is indicative of 'grooming' with the intention to abuse a child;
- An understanding and appreciation of the support required for vulnerable witnesses and those accused of unsafe practice in work with children and young people;

- Ability to work alongside other professionals including the legal profession, the police and social workers;
- Ability to assess and analyse a variety of evidence both written and in other forms;
- Knowledge of best practice in conducting disciplinary proceedings and in particular those of sports governing bodies;
- Knowledge of best practice in undertaking statutory investigations, including the interviewing of adult and child witnesses and the recording of statements; and/or
- Knowledge of best practice in undertaking forensic risk assessments of individuals' suitability to work with children, young people and adults with care and support needs.