



## **ENGLAND BOXING OFFICIALS' SELECTION AND UPGRADE POLICY 2025/26 SEASON**

### **Executive Summary**

This policy outlines the process by which England Boxing selects and appoints officials for the National Championships, international events, and progression to Grade A status during the 2025/26 season.

It also includes specific clauses for how the Technical Rules and Officials (TRO) sub-committee sanctions others in position of responsibility to exercise appointment on behalf of England Boxing for events licenced through England Boxing. Such powers are limited to England Boxing approved Regional Appointment Secretaries but may be granted to others (for example, for Box Cup Representatives) upon written appointment by the TRO.

This policy requires that all Box Cup appointments must be made by a suitably appointed England Boxing representative. The Box Cup itself may select their official of choice, provided that this is ratified in writing by the England Boxing TRO sub-committee. Officials must not accept appointments made outside of the appropriate England Boxing representation process. Doing so may result in the omission of future England Boxing appointments reflecting the increased risk profile for that official.

Selection is governed by the England Boxing Technical Rules & Officials Sub-Committee and delivered through a structured, values-led process that prioritises fairness, professionalism, and transparency. Officials are assessed on a range of factors, including technical and tactical ability, current form, conduct, and alignment with England Boxing's core values of integrity, respect, inclusivity, and excellence.

Appointments are made at the discretion of a formally constituted Selection Panel and are based on merit, performance evidence, and organisational need. While nominations may be submitted by regional representatives, final selection decisions rest solely with the National Governing Body.

Officials must meet all eligibility requirements and demonstrate a commitment to the development pathway. Non-selection does not constitute grounds for complaint or appeal,

as confirmed in Section 4.2 of the England Boxing Complaints Policy. Selection decisions are final.

Official appointments will be considered through a risk assessment process, considering both past and present behaviour of the official, the reputational risk to England Boxing, and the potential impact of such behaviour being exhibited upon appointment. England Boxing reserves the right exercise balanced judgement in this regard.

This policy reflects England Boxing's commitment to developing a high performing, respected officiating workforce and ensuring consistent standards across all levels of domestic and international competition.

### **Introduction**

This Policy sets out how the England Boxing Technical Rules & Officials Sub-Committee selects officials for the England Boxing championships and, international selections and the selection for upgrading to become a Grade A Official.

Selection of officials will be determined by the Selection Panel, subject first to the National and International selections representatives of England Boxing and the England Boxing Technical Rules & Officials Sub-Committee Director, agreeing on the number of places available at any given championship based on the importance of the event in question and the resources available to England Boxing.

Officials selected for major events will primarily be drawn from the A-grade and international cohorts. However, individuals who do not currently hold the requisite grade but have been highlighted for progression through the England Boxing Officials' Pathway; or identified by the selection panel as having strong potential for advancement, may also be considered.

The selection of Grade B officials to undertake the Grade A assessment and examination will be co-ordinated by the Technical Rules & Officials Sub-Committee on behalf of the National Governing Body (NGB). While Regional Officials Secretaries may nominate individuals on behalf of their respective regions, final selection authority rests with the NGB.

### **Selection Policy Aim**

For both events and upgrading to Grade A, England Boxing aims to select and develop officials who perform excellently, uphold the highest officiating standards, and positively represent the organisation at all levels of competition. The selection process seeks to identify individuals with the potential to progress to the highest tiers of the sport, ultimately representing England and Great Britain on the international stage. Through a fair and transparent pathway, England Boxing is committed to nurturing talent, supporting progression, and ensuring that

all selected officials embody the values and professionalism expected of national and international representatives.

### **Officials Eligibility**

All candidates for selection must:

- Be members of England Boxing (Registered on the Locker).
- Be members of a boxing club registered with England Boxing or with a region.
- Hold a valid record book (Registered on the Locker).
- For the National Amateur Championship selections, they must be active within their registered region three months before the championships that they are being selected.
- For finals selection, they must have officiated at one of the regional rounds and/or pre-quarter finals and quarter finals.<sup>1</sup>
- Fully meet any requirements imposed by England Boxing, the host nation, the event or any other organising or relevant body.
- For international selection, officials must be active at the national level during the season that they are selected.

### **The Selection Process**

As outlined below, the Selection Panel will consider various factors when reaching its selection decisions, including, but not limited to, the performances at previous events.

Officials wishing to be considered for selection to regional and national championship events should consider which events they are available for and let regional representatives know to aid in the selection process<sup>2</sup>.

International event selection and national selection<sup>3</sup> will be conducted by the panel on advice from the international selection representative.

### **The Selection Panel**

The Selection Panel will be made up of:

- The England Boxing Technical Rules & Officials Sub-Committee Director - This person will chair the Selection Panel and will have the casting vote should it be needed. Their primary role is to chair the meeting of the Selection Panel and ensure that the selection process is carried out fairly, following this policy.
- A senior member of staff from England Boxing or senior leadership (e.g., Chief Executive Officer, Head of Operations, or Workforce Development Manager). They will

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<sup>1</sup> Unless selected to represent at another event.

<sup>2</sup> Making a regional representative know availability is not a confirmed selection. Those selected will be notified by the Technical Rules & Officials committee.

<sup>3</sup> Including any events that the National team are present at and England representation at the National Championships

not have a vote on selection decisions. They ensure that the selection process is carried out fairly and following this policy.

Voting rights will be given to two nominated England representatives, with one vote each.

The selection panel is quorate if the Technical Rules & Officials Sub-Committee Director, two voting members and a senior member of England Boxing staff are present.

The Chair of the Selection Panel may also invite other individuals to attend meetings on a non-voting basis to provide information to the Selection Panel.

Such meetings may take place by telephone/video call and individual panel members may join face-to-face selection panel meetings by telephone/video call. Selections may also be proposed and approved by email.

### **The Selection Panel's approach to selection decisions**

Selections made by the England Boxing Selection Panel will be guided by the criteria set out in this policy. Where the Panel is required to choose between officials, this will involve the exercise of discretion and informed judgment. Such decisions are, by their nature, based on expert opinion and may require the balanced consideration of multiple factors. The Panel will, always, make decisions in a fair, reasonable, and rational manner, ensuring transparency and impartiality throughout the process.

When reaching its decisions, the Selection Panel will aim to have regard to the following factors:

### **England Boxing Values and Behaviours.**

The official's selection process is underpinned by England Boxing's core values of integrity, respect, inclusivity, and excellence. These values guide every decision made by the Selection Panel, ensuring that all officials are assessed fairly and without bias. The behaviour and conduct of officials, both inside and outside the ring, are integral to selection, as those chosen are expected to uphold the standards and values of England Boxing at every level of competition.

### **Record and performance**

Past performances and experience over the previous two calendar years, including at National Championships and when representing England or Great Britain (if applicable), will be taken into consideration although, the officials must still qualify for selection (See eligibility).

### **Current Form**

Current competitive form, as apparent from recent performances and results.

### **Selection Decisions and Notification**

England Boxing will communicate the outcome of the Selection Panel's deliberations to officials aspiring to selection within one week of the selection meeting taking place.

### **De-selection**

Officials may be removed from the event by the Selection Panel if they are no longer eligible for selection, or for reasons deemed necessary by the NGB in line with England Boxing policies and values.

### **England Boxing Policies**

Officials in breach of England Boxing policies and codes of conduct may be de-selected without prejudice to the generality of this provision. Officials may be deselected on the grounds of inappropriate behaviour or misconduct, including conduct of any kind that is contrary to the interests of the sport or of England Boxing, or which is liable to bring the sport of boxing, or England Boxing, into disrepute.

### **Finality of Selection Decisions**

All selection decisions are made by the England Boxing Selection Panel in line with this policy and guided by the organisation's core values of integrity, respect, inclusivity, and excellence.

Selection for events, representation, or progression opportunities is based on the Panel's expert judgement, performance evidence, and organisational requirements.

Selection outcomes are final; there is no right of appeal or complaint against non-selection. This approach is consistent with Section 4.2 of the England Boxing Complaints Policy, which states that selection decisions do not fall within the scope of the formal complaints procedure.

England Boxing encourages all officials to continue engaging positively with the Officials Pathway and development opportunities for future consideration.

## **Annex A: Upgrade Procedure & Officials' Pathway**

### **England Boxing Officials Upgrade Procedure**

England Boxing maintains a nationally co-ordinated but regionally delivered upgrade pathway to support the development and progression of boxing officials from entry level through to national and international appointments.

Responsibility for upgrades from Grade C to Grade B lies with Regional Associations, who manage this process in accordance with the standards and expectations set out the Officials' Pathway and the England Boxing Selection Policy. This ensures consistency, fairness, and transparency across regions while enabling flexibility to meet local needs.

Progression to Grade A is managed centrally by England Boxing, through the Technical Rules & Officials Sub-Committee, which oversees selection based on merit, performance, and potential. Regional Appointment Secretaries may submit nominations, but final decisions rest with the National Governing Body (NGB).

This structured approach ensures a clear development pathway for officials, supports quality and consistency in officiating, and aligns with England Boxing's commitment to integrity, inclusivity, and excellence across all levels of the sport.

### **Officials Pathway and Progression Standards**

England Boxing is committed to the development of high-quality officials through a structured upgrade pathway, aligned with performance, experience, and values. This pathway is managed regionally for upgrades to Grade B, and nationally by the Technical Rules & Officials Sub-Committee for progression to Grade A and international opportunities.

### **Minimum Age Requirements**

- Judge and Timekeeper: 16 years old
- Referee: 19 years old

### **Progression Requirements:**

Officials must provide documented evidence before being approved to attend the next level course in accordance with the Officials pathway. All upgrade requests must be submitted with verified bout logs and assessment records.

### **Refresher Requirements & Re-Examination**

To maintain the highest standards of officiating, officials may be subject to refresher training or re-examination under the following circumstances:

### **Refresher or Re-Examination May Be Required If:**

- An official has not been active for 18<sup>4</sup> consecutive months or more
- Performance concerns are raised by senior officials, educators, or assessors
- A breach of England Boxing policies, values, or codes of conduct is identified

In such cases, the official may be asked to attend a refresher session, complete a reassessment at their current grade, or repeat the relevant course content. This will follow a formal review of relevant evidence and a recorded decision from the Technical Rules & Officials Sub-Committee.

### **Standing Down or Downgrading**

Officials may be stood down temporarily or downgraded permanently by the Technical Rules & Officials Sub-Committee where evidence is presented in the following circumstances:

- Persistent failure to meet expected officiating standards
- Evidence of misconduct, safeguarding concerns, or behaviour bringing the sport into disrepute
- Failure to engage with required training, CPD, or policy updates
- Failure to comply with reasonable requests to officiate or attend mandatory events without valid reason

All downgrading decisions must be recorded in writing and submitted to the Technical Rules & Officials Sub-Committee for formal consideration of evidence and recording at committee meetings.

Downgraded or Stood Down officials will be contacted in writing by the TRO sub-committee with specific detail and examples of the reasons for their standing down or downgrading, as well as specific guidance and support on offer for the areas of improvement they should seek to address.

Officials may reapply for progression after a minimum of 12 months, subject to satisfactory refresher, retraining, and conduct criteria, unless stated by the NGB.

### **Officials' Pathway**

#### **Judge/Timekeeper Pathway**

- **Judge/Timekeeper Grade C to Grade B** -To become eligible to upgrade from Grade C to Grade B, a Judge/Timekeeper must be active within their Region with a minimum of 12 months experience and a minimum of 400 judged bouts. This experience must be evidenced in their Official's logbook. The Judge/Timekeeper must also have a regional recommendation to be eligible for upgrade.

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<sup>4</sup> Active is defined as working a minimum of 2 appointments at their current grade

- **Judge/Timekeeper Grade B to Grade A** - To become eligible to upgrade from Grade B to Grade A, a Judge/Timekeeper must be active within their Region with a minimum of 12 months experience and a minimum of 400 judged bouts at Grade B; 25% of these bouts must be at regional level. This experience must be evidenced in their Official's logbook. The Judge/Timekeeper must also have a regional recommendation to be eligible for upgrade.

### Referee Pathway

- **Judge Grade C to Referee Grade C** - To become a Referee, a Judge/Timekeeper must be active within their Region and have a minimum of 12 months experience and a minimum of 400 judged bouts experience. This experience must be evidenced in their Official's logbook.
- **Referee Grade C to Grade B** – To become eligible to upgrade from Grade C to Grade B, a Referee must be active within their Region with a minimum of 12 months experience and a minimum of 400 refereed/judged bouts (combined). This experience must be evidenced in their Official's logbook. The Referee must also have a regional recommendation to be eligible for upgrade.
- **Referee Grade B to Grade A** - To become eligible to upgrade from Grade B to Grade A, a Referee must be active within their Region with a minimum of 12 months experience and a minimum of 400 refereed/judged bouts (combined) at Grade B; 25% of these bouts must be at regional level. This experience must be evidenced in their Official's logbook. The Referee must also have a regional recommendation to be eligible for upgrade.

### Supervisor Pathway

- **Judge or Referee to Supervisor Grade C** - To become a Supervisor, a Judge/Timekeeper or Referee must be active within their Region and have a minimum of 12 months and 400 judged and/or Refereed bouts experience. This experience must be evidenced in their Official's logbook. They must be recommended by their Region to undertake the Supervisor's course and undertake a minimum of 10 appointments as Assistant Supervisor before final interview.
- **Supervisor Grade C to Supervisor Grade B** - To become eligible to upgrade from Grade C to Grade B, a Supervisor must be active within their Region, have a minimum of 40 Supervisor appointments and a further 5 Assistant Supervisor appointments at regional level. The Supervisor must also have a regional recommendation to be eligible for upgrade.
- **Supervisor Grade B to Supervisor Grade A** - To become eligible to upgrade from Grade B to Grade A, a Supervisor must be an active Official within their Region, with a minimum of 40 Supervisor appointments at Grade B, 50% of these must be at regional level. The Supervisor must have a regional recommendation to be eligible for upgrade. They must also be a minimum of a Grade A Judge/Timekeeper or Referee.

### Alternative Pathway

Officials may apply directly to the Technical Rules and Officials Sub-Committee if they feel that support from their Regional Association is being withheld unfairly. In such circumstances an independent assessment will be arranged in a neighbouring region.

Version 1.1	Approved by The Board	Date: November 2023
Version 1.2	Approved by The Board	Date 12/09/2025
Version 1.3	Approved by The Board	Date: 29/01/2026
Version 1.4	Approved by The Board	Date: 26/03/2026

Review Schedule		
<i>Date of Review</i>	<i>Version</i>	<i>Summary of Changes</i>
	1.1	Completely new and revised policy
01/09/2025 (TRO Sub-Committee meeting)	1.2	Updated terminology and wording to reflect updated official's pathway (100 bouts experience increased to 400) and removal of appeal process
12/01/2026	1.3	Paragraphs 2 & 3 added to first page reflecting appointment process for Box Cups within EB
02/03/2026	1.4	Update to wording of downgrading and standing down (pg. 7) to ensure the TRO have oversight of the process and follow a set procedure that is transparent and fair for officials