



## ENGLAND BOXING LTD

Board Meeting

Friday 12 September 2025

15.00 – 17.30

Leonardo Hotel, Liverpool  
Second Floor

### Minutes Redacted for Publication

I-Information A-Approval

<b>1</b>	<b>Welcome attendance and apologies</b>  Welcome and introduction  The Chair of World Boxing, Boris van der Vorst joined the meeting and addressed the Board. He gave a short overview of the journey of World Boxing in the last 3 years and the re-iterated the support by England Boxing and GB Boxing as founding members of World Boxing. Boris also expressed his thanks for hosting the World Boxing Championships here in Liverpool and reminded all of the importance of running a World Class event, being closely monitored by the IOC and setting the tone for a new Boxing Governing body that acts with professionalism and integrity.  <u>Present:</u> Richard Brooke (RB) - Chair, Paul Asare-Archer (PA), Samera Ali (SA), Sam Foster (SF), Mehul Kapadia (MK), Doniert Macfarlane (DM), Nathan Pearce (NP),) and James Stebbing (JS).  <u>In Attendance:</u> Jerome Pels - CEO (JP) also taking the minutes. Eric Lee (EL) CFO – for item 8 and 9 and Head of Performance, Chris Connoly for item 9. Boris van der Vorst at the start of the meeting.  <u>Apologies:</u> Anna Cain (AC)  The Chair confirmed that sufficient notice of the meeting had been duly provided and a quorum was present.		
<b>2</b>	<b>Declarations of interest</b>  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><b>3</b></p>	<p><b>Minutes of last meeting</b></p> <p><b>3.1 The minutes of the Board meeting held on Thursday 31 July</b></p> <p>Comments after the draft minutes were circulated were received from AC and JS. The suggested edits were incorporated in the draft attached to the agenda of this meeting. It was unanimously agreed to approve the draft minutes from 31 July 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><b>3.2 Note the action items register</b></p> <p>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>The Boxing Abroad Policy</u> The details on the changes were circulated, and the Policy was subsequently approved with no objections received.</p> <p><u>Applications Board Vacancy</u> Applications were received, discussion to take place under item 7.2 of the agenda.</p> <p><u>Adaptive Boxing</u> Report to be received under item 5.1(f)</p> <p><u>Changes to the Articles</u> Changes agreed are in the draft for the AGM. The Board discussed the amendment aiming at re-setting the clock for maximum time served on the Board when appointed as Chair. It was noted that a chair had to be 'independent' and that this requirement is separate in the Articles and not to be changed.</p> <p><b>3.3 Matters arising</b></p>	<p><b>A</b></p>	
<p><b>4</b></p>	<p><b>CEO Report</b></p> <p><b>4.1 CEO Report</b></p> <p>The Board reviewed the CEO's report, with key points highlighted as follows:</p> <p>The introduction of the registration of the Permits on the Locker has been rolled out, but we have received many reports of clubs who find the process difficult and need support. Some tweaks have been made to make things easier and to capture the essential information only. We also conclude that many clubs in the past may have not complied fully with requirements linked to permits for shows.</p> <p>Staff: The CEO reported on the staff recruitments.</p> <p>The officials seminar 30 August was well attended, and the programme was diverse and very informative, for new and experienced officials alike. The 'live' training in the ring was a new successful way of keeping the</p>		

	<p>attendees engaged. The ‘bystander’ training, delivered by our head of compliance and safeguarding was very well received! The World Boxing position was explained, and no questions were raised.</p> <p>A staff development day was held on August 28<sup>th</sup> to progress our EB Values and assess our strengths &amp; weaknesses and techniques on improving communication in the setting of co-operation.</p> <p>The good progress on the Club visits was noted, PA and JS asked questions on the scope of the visit and what follow-up could be expected. The CEO explained that we will review common issues/trends from the visits to incorporate in further action plans for club support. MK commented that the success of this project is a ‘good news story’ and perhaps could be a trigger of a more ‘behind the scenes and human interest’ themed stories to be developed.</p> <p><b>4.2 East Midlands Region – progress update appointed Management Board.</b></p> <p>On 4 June 2025, England Boxing appointed an interim Regional Management Board (RMB), concluding that, due to multiple concerns regarding the suitability and eligibility of candidates, it was not possible to conduct a fair and effective election at the AGM.</p> <p>The CEO reported that of the six appointed members, two had subsequently been asked to step down following a vote of the Management Board.</p> <p>Decision: The Board authorised SF and the CEO to explore the options presented, implement actions as appropriate, and provide regular updates on progress.</p>		
5	<p><b>5.1 Sub-committees Reports and Minutes</b></p> <ul style="list-style-type: none"> <li>• <b>(a) Compliance Legal Sub-committee</b></li> <li>• <b>(b) Championships Sub-committee</b></li> <li>• <b>(c) Technical and Officials Sub-committee</b></li> <li>• <b>(d) Membership Sub-committee</b></li> <li>• <b>(e) Workforce/safeguarding Sub-committee</b></li> <li>• <b>(f) ED&amp;I Sub-committee</b></li> <li>• <b>(g) Commercial Working Group</b></li> <li>• <b>(h) Medical Advisory Group</b></li> </ul> <p>SA: The EDI Subcommittee is progressing well on work on adaptive boxing, and it is requested to form a working group with members from</p>	I	

	<p>Medical, Rules and Officials and Events Sub-committees. SA to lead the group and continue the work with a view of presenting to the next Board Meeting.</p> <p><b>5.2 Recommendations by the Sub-committees requiring a Board decision.</b></p> <p>NP: Regarding the hosting of the Three Nations Tournament. During the week it had become clear that Scotland, contrary to an earlier position confirmed that it wants to host the Three Nations Tournament in 2026. In accordance with the roster, 4-year budget plan and performance preferences, Wales will host in 2007 and England in 2008.</p> <p><b>5.3 Amended Officials Selection and Upgrade Policy</b></p> <p>The update policy was reviewed and the enhanced requirement of the number of bouts for officials to progress (increase to 400). The new criteria was presented by the Technical Rules and Officials Sub-committee at the officials conference.</p> <p><b>5.4 2026 Rule Book Draft</b></p> <p>The draft was noted, and further comments were invited from the Sub-committees with the objective of approving the final 2026 Rule Book at the November Board Meeting. The Rule Book incorporated the change from IBA to World Boxing and will complete the transition to World Boxing.</p>		
6	<p><b>International and IBA/World Boxing Matters</b></p> <p><b>6.1 Membership of IBA/EUBC</b></p> <p>The CEO reported that the notification of termination of our membership was sent and that no confirmation was received.</p> <p><b>6.2 World Boxing Championship – news, progress</b></p> <p>The event has been a tremendous success from every perspective and in particular for us, England Boxing as one of the hosts. From the outset for us, there were three important goals:</p> <p>To host an event that demonstrates to the IOC that World Boxing is fully capable of managing International Boxing;</p> <p>To inspire our boxing community and to provide an opportunity for England's world-class athletes to perform at the highest level, in front of a home crowd.</p> <p>The Chair felt that we comfortably achieved these targets. The Championships have not only delivered immediate impact but also laid strong foundations that will benefit our sport for years to come. They have been instrumental in supporting the recovery and development of international Olympic-style boxing after a period of global uncertainty, and in setting new standards for the future.</p>		

7	<p><b>Governance</b></p> <p><b>7.1 Governance and Communication – Roles, Responsibilities, and Improvements</b></p> <p>PA introduced the paper developed by the working group and reported that there had been open and fruitful discussions with gaining insights in some of the challenges facing in particular the Boxing Directors and senior staff.</p> <p>The following recommendations were approved:</p> <ol style="list-style-type: none"> <li>1. SLT members should ensure that all BAU (business as usual) updates are made at Sub-committee prior to the Board;</li> <li>2. Any material out of cycle updates should be provided to the Board member (and discussed when necessary) prior to further cascade to the Board;</li> <li>3. All SLT Job Descriptions should be reviewed to ensure clear and appropriate accountabilities in place;</li> <li>4. Role Descriptions should be put in place for Board members to ensure clarity of accountability;</li> <li>5. Training should be provided to the SLT to enable them to understand the difference between asking for board permission for every operational decision (not required) and keeping the board informed and bringing them on the journey with the SLT, so there is less friction (desirable);</li> <li>6. A clear induction should be put in place for Board members and expectations on Board members should be clarified at the outset</li> <li>7. The SLT should be restricted to anyone reporting into the CEO. This will streamline decision making, enhance accountability and accelerate communication to the Board;</li> <li>8. The Board should arrange to meet with the SLT in an informal capacity to build relationships. Going forward this Working Group should also have representation from the SLT to ensure appropriate implementation of these recommendations.</li> </ol> <p>The recommendations were approved, and the working group is to continue to implement them, monitor progress and report back to the Board.</p> <p><b>7.2 Board Vacancies</b></p> <p>The Board was informed that Chris Smith had resigned for his position as a boxing director. Members expressed their thanks to Chris for his significant contribution during his tenure.</p> <p><u>Boxing Director and chair of the Technical Rules and Officials Sub-committee:</u> Temporary appointment of SF to chair the Sub-committee, review its operations and lead the recruitment and induction of a new Chair/Board Member.</p>		

	<p><u>Independent Director and chair of the Commercial Working Group</u>: MK, PA and JS to form the nominations Sub-committee for this appointment to determine a shortlist of candidates, run interviews and make a recommendation for appointment to the Board.</p> <p><b>7.3 Sport England (IPSOS) 36-month feedback on strategy</b></p> <p>Noted, but discussion deferred to next meeting.</p>		
<b>8</b>	<p><b>Finance - CFO Report</b></p> <p><b>8.1 2024-25 To Date Management Accounts Update</b></p> <p>EL presented the management accounts. The year-end estimate now projects a surplus of £38,265, representing a positive swing of £103,333 compared to the original budgeted deficit of £65,068. Further details will be shared at the next Audit Subcommittee and Board meeting. Although this is a positive result, it is still early in the financial year, and spending should continue to align with the budget in the months ahead.</p> <p><b>8.2 Audit Sub-committee Minutes</b></p> <p>PA commented that the Sub-committee had focussed on the financial aspects of the new England Boxing Performance Gym. Some points were arising which will mentioned under item 9.</p>		
<b>9</b>	<p><b>9.1 England Boxing Performance Centre</b></p> <p><b>Presentation by Chris Connelly, Head of Performance</b></p> <ul style="list-style-type: none"> <li>- The plan for a performance centre was presented by Chris Connelly and the presentation was circulated to the Board. The Board considered and reviewed the following aspects:</li> <li>- The Need for a High-Performance Centre</li> <li>- Location</li> <li>- The Building</li> <li>- Concept Design</li> <li>- Funding and Setup</li> <li>- EB Savings and Performance Savings</li> <li>- Operational Cost</li> <li>- Income Streams</li> <li>- Risks</li> <li>- Contingency Plan to Cover Financial Shortfall</li> </ul> <p>The Board approved the plans and asked to take the next steps and it was decided that a need for a 'charter' is to be developed on the purpose of the High-Performance Gym, to emphasize its importance for the Boxing Community and explain the why and how.</p>		
<b>10</b>	<p><b>Safeguarding</b></p>		

	<p><b>10.1 Update and dashboard</b></p> <p>The report was noted.</p> <p><b>10.2 Issues – questions?</b></p> <p>There were no further issues discussed.</p> <p><b>10.3 Enhanced DBS for Officials</b></p> <p>Decision: As AC is not present and given the lack of time, it is decided to defer this decision. The CEO is to work with AC to see if this can be dealt with by email vote to provide the necessary clarity.</p>	A	
11	<p><b>Risk Management</b></p> <p><b>11.1 To review the Risk Register/ receive a report regarding the risk register.</b></p> <p>Deferred.</p>		
12	<p><b>Date Of Next Meetings</b></p> <p><b>AGM – Online Date: Monday 29th September 2025 Start time: 6pm</b></p> <p><b>Thursday 20th November – London</b></p>		