



## ENGLAND BOXING LTD

### Board Meeting

20<sup>th</sup> November 2025

10.30 –14.00

Sport and Recreation Alliance, Holborn Tower, 137-145 High Holborn  
London WC1V 6PL

### Minutes Redacted for Publication

	<p><b>Welcome, Attendance and Apologies</b></p> <p><u>Present:</u> Richard Brooke (RB) - Chair, Samera Ali (SA), Anna Cain (AC), Sam Foster (SF), 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> Paul Asare-Archer (PA), Mehul Kapadia (MK)</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>
	<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>	<p>I</p>
	<p><b>Minutes of Last Meeting</b></p> <p style="text-align: center;"><b>1.1 The minutes of the Board meeting held on 12<sup>th</sup> September 2025</b></p> <p>It was unanimously agreed to approve the draft minutes from 12<sup>th</sup> September 2025, subject to the following amendment:</p> <ul style="list-style-type: none"><li>Item 7.2 to read “Chris Smith resigned his position”.</li></ul> <p>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>I  A</p>
	<p style="text-align: center;"><b>1.2 Matters Arising</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>	



5	<p><b>Sub-committee Reports and Minutes</b></p> <p><b>5.1 Reports</b> Reports were received from the following sub-committees:</p> <ul style="list-style-type: none"> <li>• Compliance, Legal and HR – 12<sup>th</sup> November 2025</li> <li>• Technical Rules and Officials – 3<sup>rd</sup> November 2025</li> <li>• Membership and Development – 21<sup>st</sup> October 2025</li> <li>• Workforce and Safeguarding – 23<sup>rd</sup> October 2025</li> </ul>	
	<p><b>5.2 Recommendations by the Subcommittees requiring a Board decision</b></p> <p><b>Amended Boxing Abroad Policy</b> <u>Decision</u> – The Board approved the amended Boxing Abroad Policy.</p> <p><b>Safeguarding Documents and Disciplinary Documents</b> The revised documents were reviewed by the Board, with consistent terminology now provided throughout.</p> <p>There was general agreement that the Membership Policy required review to ensure that any safeguarding or disciplinary issues were dealt with through their respective committee to prevent people refused membership appealing to the Membership Committee. It was agreed this would be discussed further outside of the meeting.</p> <p><b>Judicial Chair Terms of Reference</b> <u>Decision</u> - Were approved.</p> <p><b>Complaints Policy</b> <u>Decision</u> – The Board approved the Complaints Policy.</p> <p><b>2026 Rule Book</b> The Board reviewed the minor amendments to the 2026 Rule Book and the Also been through a lengthy process and move forward with this.</p> <p><u>Decision</u> – The Board approved the 2026 Rule Book.</p>	<p>D</p> <p>A</p> <p>A</p> <p>D</p> <p>D</p> <p>D</p>
6	<p><b>International and IBA/World Boxing Matters</b></p> <p><b>6.1 World Boxing Congress</b></p> <p>The Chair reported that he and the CEO would be attending the World Boxing (WB) Congress at the weekend and would provide a full report in</p>	I

	<p>due course. It was hoped that the IOC would make money available to appoint a Secretary General to run the organisation.</p> <p>It was noted that two candidates were currently standing for President of WB, and EB would be required to confirm its preferred candidate at the appropriate time.</p>	
<b>7</b>	<p><b>England Boxing Diversity &amp; Inclusion Process</b></p> <p>The meeting was joined by Chloe Hawes, Head of ED&amp;I, and Laura Seargeant. CH presented a comprehensive summary of the Diversity Inclusion Action Plan, including the current programmes, activity and events.</p> <p>It was noted that a Ramadan Policy was currently be produced and would be circulated for feedback. A draft Transgender Inclusion Policy was also being drafted, although legal position was continually changing.</p> <p>A proposal had recently been submitted to WB for two adaptive boxing competitive formats, including wheelchair boxing and single lower leg amputee boxing.</p> <p>The Board thanked CH and LS for attending, and they left the meetings for the remaining items.</p>	I
<b>8</b>	<p><b>Safeguarding</b></p> <p>AC provided a summary of the recent safeguarding audit, which had confirmed that procedures around safeguarding and compliance were robust, although there were some gaps around the current Welfare Policy. A strong action plan had been produced to address these gaps going forward.</p> <p>AC left the meeting for the remaining items.</p>	I  A
<b>9</b>	<p><b>Finance</b></p> <p>The Board reviewed and noted the latest management accounts and current forecast.</p>	I
<b>10</b>	<p><b>Governance</b></p> <p><b>10.1 Board INED Vacancy (Commercial)</b> The Chair provided feedback from his meeting with the preferred candidate, Jasmine Skee.</p> <p><b>10.2 Other Board Vacancies</b> SF agreed to take part in the Nominations Committee early in the new year to appoint a new boxing director to potentially chair the Technical Rules and Officials. It was agreed that proposals on how best to rebuild this committee and ensure diverse representation would be brought back to the next Board meeting for discussion, including the draft role specification.</p>	A  A

	<p><b>10.3 Board Leads</b> It was noted that Sport England required confirmation of a responsible Board member for anti-doping in January. NP agreed to take up this role.</p>	
<b>11</b>	<p><b>Risk Management</b> It was agreed that the CEO and executive team would lead this area going forward, taking over from SF.</p>	<b>A</b>
<b>12</b>	<p><b>AOB</b> JS reminded the Board of the importance of periodically revisiting the EB long term Strategic Plan with a view to checking and challenging progress.</p>	
<b>13</b>	<p><b>Date Of Next Meetings</b>   <b>29th January London</b>  <b>26th March Sheffield</b>  <b>21st May London</b>  <b>30th July (Possible) Glasgow</b>  <b>24th September Sheffield (+AGM night before)</b>  <b>26th November London</b>   <b>The meeting closed at 2pm.</b></p>	