



ENGLAND BOXING LTD

**Board Meeting
26th March 2026**

10.30 –14.00

England Boxing Office, English Institute of Sport, Sheffield, S9 5DA

Redacted Minutes for publication

<p>1</p>	<p>Welcome, Attendance and Apologies</p> <p><u>Present:</u> Richard Brooke (RB) - Chair, Samera Ali (SA), Paul Asare-Archer (PA), Anna Cain (AC), Sam Foster (SF), Mehul Kapadia (MK), Doniert Macfarlane (DM), Nathan Pearce (NP) and Jasmine Skee (JSk).</p> <p><u>In Attendance:</u> Jerome Pels - CEO (JP), Michelle Maple (MM) – minutes.– Item 8, Eric Lee, Chief Financial Officer (EL) – Item 8, Andrea Rankine, Performance Pathway Manager (AR) – Item 9.1, Nabillah Akhtar, Communications Manager (NA) and Chris Boyd, Communications Officer (CB) – Item 9.4</p> <p><u>Apologies:</u> James Stebbing (JSt)</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>2</p>	<p>Declarations of Interest</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>3</p>	<p>Minutes of Last Meeting</p> <p>3.1 The minutes of the Board meeting held on 29th January 2026 It was unanimously agreed to approve the draft minutes from 29th January 2026.</p> <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>3.2 Matters Arising The action list was reviewed, with the majority of items either complete or on the agenda for discussion.</p>	
<p>4</p>	<p>CEO Report</p>	<p>I</p>

4.1 CEO Report

The Board reviewed the CEO's report, with key points highlighted as follows:

- Membership numbers have risen to approximately 39,000, representing a significant increase, which was attributed to both the sport's popularity and improved monitoring through the Locker. MK requested a demographic breakdown of the data. The Chair also suggested that the number of recreational boxers be incorporated into future reporting.
- Recruitment had commenced to replace the Membership and volunteer Manager.
- Following EB's discussion with the CPSU about the initial audit results in January and delivery of additional evidence, the organisation had now achieved fully compliant status. The Board recorded its thanks to the team for their thorough and professional work on this matter.
- The recent International Women's day and Iftar events were successfully delivered, generating strong social media coverage.
- DCMS have indicated that a response to the White Collar Boxing consultation will be published in the summer. As you note, England Boxing has contributed to the DCMS consultation and has made a clear case for the need to strengthen the regulation of unlicensed boxing activity. We are currently awaiting the outcome of that consultation and any resulting recommendations before determining what the most appropriate way forward may be for England Boxing. At this stage, there is no single preferred solution, but EB's primary concern remains the safety and welfare of participants, alongside protecting the reputation and integrity of the sport as outlined in the Sheffield Hallam report.

As part of this process, we have provided input to DCMS on a range of potential measures, including considerations around event licensing and broader legislative frameworks. However, we understand that DCMS is now taking a more holistic view across all combat sports, assessing associated risks and how these can best be mitigated, including the role of the governing bodies.

- World Boxing organised an U19 event in Thailand as a pre-qualifier for the Youth Olympic Games, with six boxers successfully meeting the required standard to progress.
- National events are progressing positively, with an improved security presence and police representatives recently attending the Championships.
- A rise in conflict between coaches and officials has been observed in complaints submitted to the Compliance Team, with an increase in referrals in February during the Championship season. It was highlighted that many complaints lacked sufficient detail to allow appropriate follow-up, and it was recognised that a more comprehensive reporting of incidents to enable follow up with supervisors. The CEO also agreed that the Complaints Policy would be reviewed in the light of the 'deterrence' level of the sanctions currently imposed.

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	<p>It was noted that current regulations require a club to have a Level 2 coach in order to operate. However, if the designated Level 2 coach became unavailable, the club would be required to temporarily close. The Board felt it would be good practice for each club to have at least two Level 2 coaches to ensure continuity. The CEO cautioned that there was limited capacity within Level 2 coaching courses and not enough qualified coaches were being produced to meet this need.</p> <p>■ stated that, although coach development opportunities had been advertised, many individuals did not understand what the programme involved or its purpose, and increased communication was required to encourage participation. ■ suggested that the underlying issue might be that some prospective coaches did not feel welcome, and that some individuals felt they were not being selected for development opportunities.</p>	
	<p>4.2 East Midland Region</p> <p>The Board discussed the overarching principles of the ongoing governance review, noting that the current situation in the East Midlands situation highlighted that aspects of the election process appeared to be contributing to the current challenges.</p> <p>It was acknowledged that structural weaknesses within the wider governance framework were a core factor, thus requiring some long-term structural changes to resolve the regional issues being experienced.</p> <p>■ reported on the situation of the East Midlands Region specifically and informed the Board that even with the improvement through the measures implemented by England Boxing, continuation with the current structure is no longer viable. ■ proposed a re-allocation of clubs to other regions, which was supported by the Board in principle. It was further agreed that a consultation process would take place over the coming months.</p>	A
	<p>4.3 Sport England Five Year Plan</p> <p>The Board reviewed and noted Sport England's Uniting the Movement: Five-Year Plan (2026-2031) and acknowledged that the basis of a new funding round application by England Boxing should reflect the new strategy that already overlaps significantly with our own.</p>	I
	<p>4.4 England Boxing Membership Survey Summary</p> <p>The findings of the latest EB (club) Membership Survey were noted. The weakest area identified was club support, with the area of England Boxing Championships being given 'high marks'.</p> <p>Members were broadly satisfied with the Locker system.</p>	I
5	<p>Sub-committee Reports and Minutes</p> <p>5.1 Recommendations by the Subcommittees requiring a Board decision</p> <p>Updated Boxing Abroad Policy <u>Decision</u> – The Board approved the updated Boxing Abroad Policy.</p> <p>Ringside Care Code (Concussion) Guidance</p>	I D D

	<p><u>Decision</u> – The Board approved the Ringside Care Code (Concussion) Guidance.</p> <p>Code of Conduct <u>Decision</u> – The Board approved the Code of Conduct.</p> <p>DBS Policy <u>Decision</u> – The Board approved the DBS Policy.</p> <p>Safeguarding Adults Policy <u>Decision</u> – The Board approved the Safeguarding Adults Policy.</p> <p>Updated Officials Selection and Upgrade Policy <u>Decision</u> – The Board approved the updated Officials Selection and Upgrade Policy.</p> <p>Updated Club Membership Policy <u>Decision</u> – The Board approved the updated Club Membership Policy.</p> <p>Updated Regional Associations Policy <u>Decision</u> – The Board approved the updated Regional Associations Policy.</p> <p>■ provided a brief commercial update, reporting that a commercial partnerships document had been developed, with the membership team providing demographic insights to inform approaches to larger brands and strengthen EB’s commercial proposition. An Esports tournament had approached EB for a potential partnership, and a meeting will be arranged to explore the opportunity. The team will also conduct targeted outreach focused on generating revenue for the Performance Centre.</p>	<p>D</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>
6	<p>International and IBA/World Boxing Matters</p> <p>6.1 European Boxing U19 Early Europeans It was noted that this competition would now take place on an annual basis.</p> <p>6.2 Gender Rules World Boxing World Boxing (WB) had now established gender definition rules, and it was acknowledged that EB would need to consider how to approach this for its National Championships.</p> <p>The CEO reported that WB now comprised 150 members including Russia and Belarus, and had confirmed that members would no longer be excluded members due to unacceptable governments.</p>	<p>I</p>
7	<p>Governance</p> <p>7.1 Board Vacancies</p> <p>SF indicated that he did not wish to continue as chair of the TRO Sub-committee on a long-term basis, but would remain in place during the transition period for stability, with some changes required to the current membership.</p>	<p>I</p>

	<p>Level 1 Coaching Course Dividend was discussed; currently a profit share agreement to the 11 Regional Associations (legacy gentleman's agreement) 50% of the course profit is paid out to the Regional Associations. Income of £83k estimated for 25/26, Budgeting £102k for 26/27, £113k for 27/28 and £126k for 28/29 The Board supports exploring options in reducing or capping the amount of profit share paid back to the region and proposals should come forward from Management to the Board for the May Board meeting.</p> <p>8.2 2025-26 Budget <u>Decision</u> – The Board approved the 2025-26 budget.</p>	<p>A</p> <p>D</p>
<p>9</p>	<p>High Performance</p> <p>9.1 High Performance Gym The meeting was joined by Andrea Rankine, Performance Pathway Manager, who presented an update on EB's new High Performance Gym, together with the early stage design concepts. Key points were noted as follows:</p> <ul style="list-style-type: none"> • A large, open-plan gym area proposed with a shadow boxing zone, specified ring spaces, storage areas for events and training equipment, and boxing performance spaces prioritising lighting and acoustics. • The location was considered strong due to its excellent transport connections, availability of local amenities, and sufficient parking capacity. Space existed for installation of a lift in the future, if external funding could be secured. • Heads of Terms had been agreed and remain in the legal process. • The landlord was addressing several issues prior to tenancy handover. • Various revenue-generation discussions were being explored, including sponsorship, potential naming rights, local business partnerships, and technology and equipment providers. • Early discussions were taking place on launch strategy, with potential high-profile involvement from professional boxers <p>In terms of the next steps, a final structural report had yet to be produced, and the architects would develop a detailed visual pack. UK Sport would continue to support the procurement processes, and further cross-departmental involvement would be coordinated.</p> <p>9.2 MOU – GB Boxing The Board received the current draft. It was noted that the final draft agreement had yet to be agreed.</p> <p>9.3 Commonwealth Games Selection Policy The Selection Policy was noted for information.</p> <p>9.4 Communications Plan</p>	<p>I</p> <p>I</p> <p>I</p>

	<p>The meeting was joined by Nabillah Akhtar, Communications Manager, and Chris Boyd, Communications Officer, who presented upcoming priorities for 2026–2027, including strategic communications activity, the Commonwealth Games, and the launch of the new EB Gym.</p> <p>Th three core strategic aims incorporated informing and educating audiences, engaging and entertaining the membership and wider boxing community, and elevating EB as a well-respected NGB.</p> <p>Ahead of the Commonwealth Games 2026, content and storytelling opportunities were being explored with boxers throughout the Games, with a spotlight on England’s heritage, medal success, and diversity, together with human-interest stories for past medallists.</p> <p>The new EB gym would also be promoted as one of the most accessible and innovative global boxing facilities. The launch would target over three regional outlets to cover the facility and over 100 attendees expected, including community, VIPs, stakeholders, and media.</p> <p>The Board thanked the communications team for the update.</p>	
10	<p>Risk Management</p> <p>The Board reviewed and noted the latest risk register.</p>	I
11	<p>Safeguarding</p> <p>The safeguarding report was noted.</p>	I
12	<p>AOB</p> <p>12.1 Events</p> <p>Board members were invited to attend the National Amateur Championships 2026 Pre-Quarter Finals on 4th April at the Spice Ball Leisure Centre, Cherwell Dr, Banbury OX16 2BW.</p>	I
13	<p>Date Of Next Meeting</p> <p>21st May 2026</p> <p>The meeting closed at 2.30pm.</p>	