IN THE MATTER OF

ENGLAND BOXING

V

MICHAEL MCGUIRE

DISCIPLINARY HEARING
3RD JULY 2026

INTRODUCTION

This is the written decision of the Disciplinary Panel ("the Panel") in respect of the England Boxing case against Michael McGuire ("MM"). The case has been heard in accordance with the EB Disciplinary Procedure. The Panel for this hearing was as follows:

- Darren Snow (Chair)
- Kerry Norfolk
- Kathryn Hovington

The hearing was held remotely by Zoom on the 3rd July 2026.

England Boxing was represented by Graham Hurst. MM attended the hearing and represented himself.

Following hearing the case and submissions from the parties the Panel retired to make its decision in private and due to time constraints agreed that it would communicate is decision by email on the 6th July 2026 to EB. Our full written decision would then follow as soon as possible.

England Boxing ("EB") is the National Governing Body for boxing in England. It is a membership organisation. EB has the right to control its membership. All members will be expected to be aware of and abide by EB policies and principles – especially in respect of its approach to equality and diversity, anti-racism and LGBT rights. All members will be considered to be ambassadors for the sport of boxing and EB.

This is a rehearing of this disciplinary case following a separate panel's decision earlier this year. MM did not attend that hearing. MM successfully appealed that panel's decision and a rehearing was ordered. This is that rehearing. This panel, whilst aware of the history, approaches this hearing as a fresh hearing, previous findings on facts and/or sanction are not relevant, nor have we been influenced by any previous findings.

For this hearing we had the EB hearing bundle of 57 pages together with MMs undated additional statement specifically for this hearing. We were also provided with the appeal papers and decision but this was not considered relevant to our determination of this case. All papers were read by the Panel in advance of the hearing.

The burden of proof is upon EB and the standard of proof is the balance of probabilities. The formal rules of evidence and procedure do not apply to the EB disciplinary hearing procedure. No party was required to give evidence on oath but the expectation is that all parties addressing the Panel will have done so openly and honestly.

THE REFERRAL

Having worked our way through the EB hearing bundle we have been able to work out a basic chronology of events.

- On 2 December 2025, EB became aware as a result of a third-party referral that MM had been making what they believed were inappropriate comments online. EB contacted MM to ask him to refrain from making inappropriate comments. EB also state that they contacted his club, Seconds Out BA ("the club"). We understand from the EB evidence that the club spoke to MM who appears to have initially challenged the complaint and that he had not been posting inappropriate messages that could be "reasonably be described as misogynistic or transphobic".

- On 15 December 2025, the club reinstated MM to his role as welfare officer. On 16 December 2025, EB made further contact with the club to ask why they had reinstated MM to his role. EB had still not had any reply from MM from their earlier communication. EB spoke to the club explaining that MM had not responded to their efforts to contact him. EB communicated their view that MM should not be allowed to continue as welfare officer at the club.

- EB continued to obtain evidence of MM posting inappropriate content online. On 19 December 2025, EB informed the club that EB will remove MM from his club role and that the matter was closed but that his future posts would continue to be monitored. MM remained a member of EB.

- On 22 January 2026, EB contacted MM again enclosing images of offensive content that he had posted or commented on. MM replied to the correspondence stating, "*I have said nothing that I wouldn't say in person", "I have said nothing that would have detrimental effect on England Boxing", and "In my opinion, someone doesn't like me. It doesn't make them right*".

- On 27 January 2026, EB made a decision to refer MM's actions to a Disciplinary Panel.

THE ALLEGATION

In this hearing EB put to the Panel that MM has breached both the EB Social Media Policy and the Equality and Inclusion Policy in respect of multiple social media posts on his private social media. The relevant policies are set out below:

EB Social Media Policy S.6.11

> *The public in general, and England Boxing's employees and members, reflect a diverse set of customs, values and points of view.*
>
> *6.11.b You must not post any material that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate.*

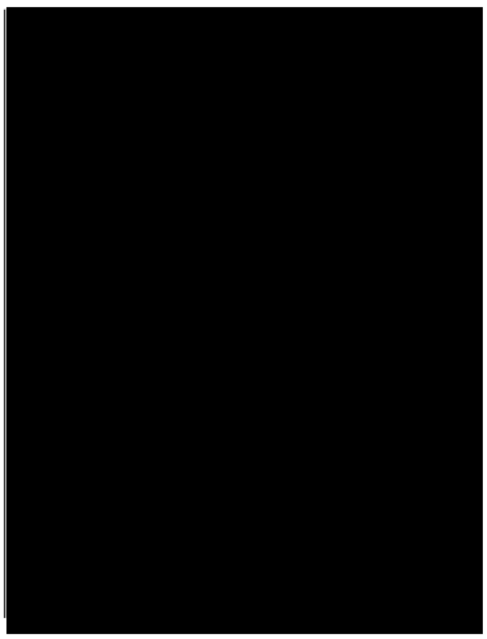
EB Equality and Inclusion Policy S4

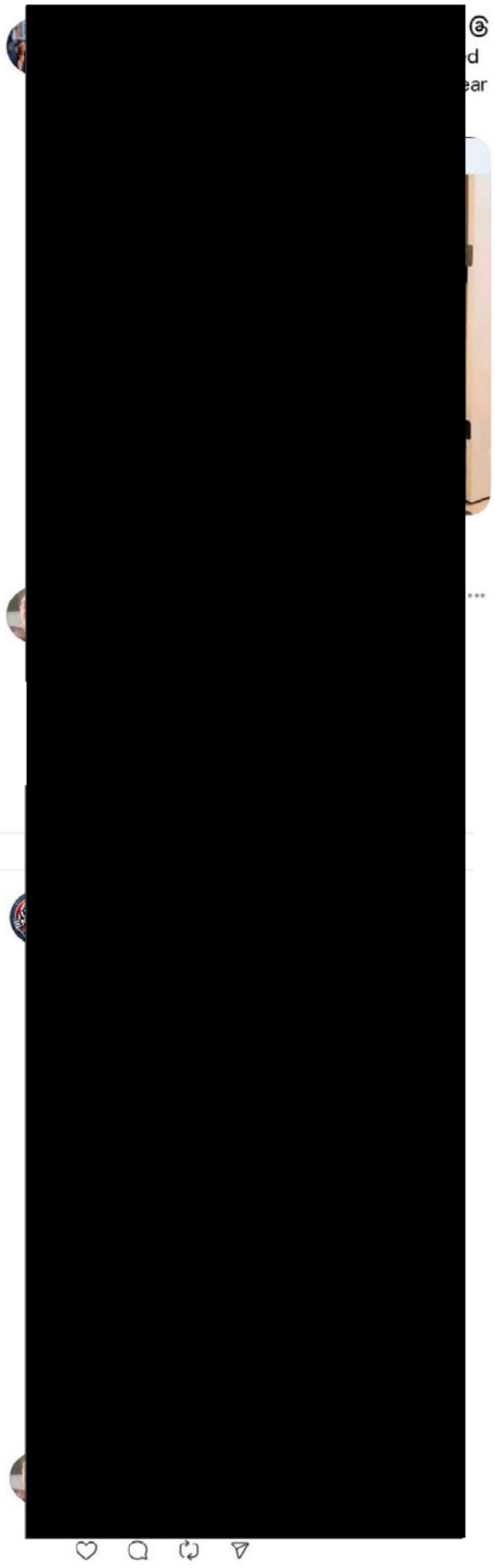
> *Discriminatory language and behaviour which offends or threatens colleagues, or any others is not tolerated. Where necessary, action to deal with such instances will be taken under England Boxing and / or the organisations disciplinary procedure.*
>
> *England Boxing is committed to equality, welcoming everyone into the sport and promoting an inclusive, respectful environment where diversity is valued and discrimination is not tolerated.*

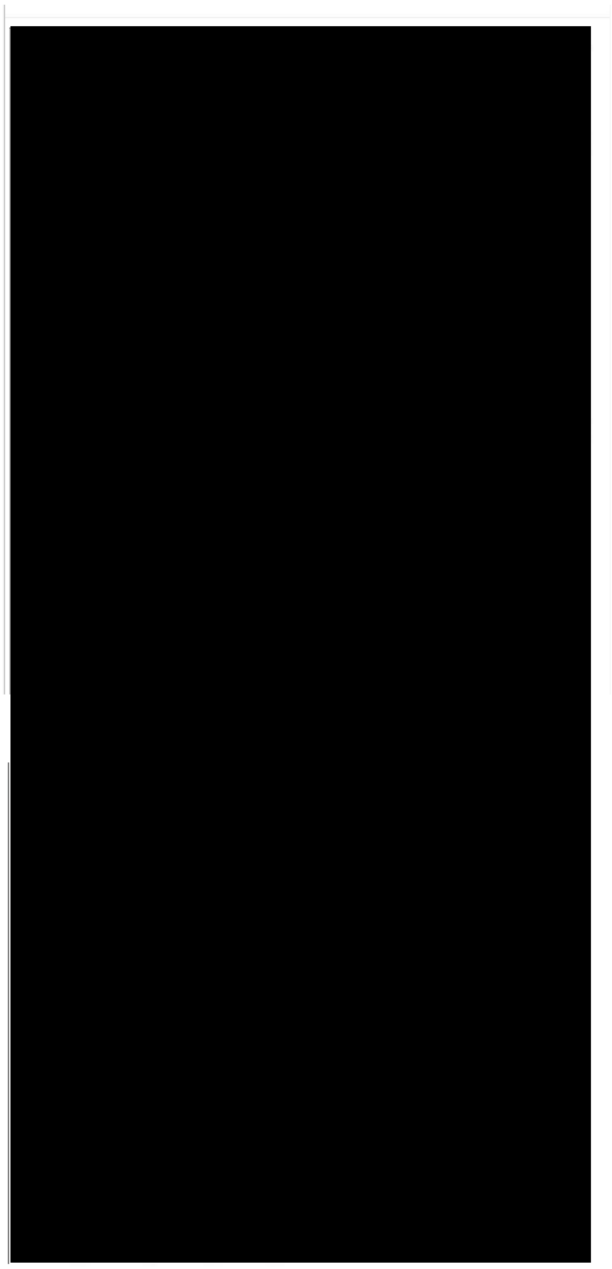
FACTS & SUBMISSIONS

The Panel read the evidence and heard submissions provided by EB and MM. There were no other witnesses. The Panel also considered MM's email correspondence with EB within the hearing bundle. We have viewed the posts for ourselves. The Panel was able to ask questions. MM fully engaged with the process and was in our opinion open and honest in his submissions and in answering all questions put to him.

The posts by MM which EB alleged to be offensive are in the hearing bundle at pg. 15-20 and 24-30. MM does not dispute these are messages on his social media account(s) nor that they would have been public at the material time. It is quite evident to the Panel that many of these posts are offensive to the public. Examples of the posts we are concerned with are as follows – but this is only a sample of those posted by MM.







EB set out their case focusing upon the posts exhibited and submitted that MMs actions were in direct conflict with EB policies and principles. The posts were in their submission sexist, homophobic, anti – transgender and racist. EB submit these posts reflect views that are incompatible with EB principles and polices. MM as a member of EB and as a welfare officer is an ambassador for the sport of boxing. The Panel agrees that such views risk undermining the publics views of the sport and in putting off many people from participating in the sport for fear that it is not all embracing and open to all. EB stated that in their view the conduct was incompatible with continued membership and/or involvement in any way with England Boxing.

MM set out his response to the allegations to us openly and honestly in our opinion. There is clearly some reflection by him and a degree of understanding now as to how some of his posts could be perceived. It is also clear that he did not think children would see his posts, as he believed children are not, or should not be on social media. He maintains that he is entitled to express his views and these are his views. It was evident he feels strongly on some issues – transgender as one example, clearly seeing it as a mental condition. The Panel recognises that this is a sensitive and somewhat fluid subject where even the Courts have struggled to tackle the issues it presents. However, his comments on these posts (for example “He looks like a pig wearing lipstick”) are clearly offensive. We felt that he rather underplayed those posts that could be seen as sexist and racist.

MM explained his long association with boxing, his strong and positive relationship with his club and its members - particularly the young people involved. His evidence suggested his club was a largely white working-class membership and as such by his own admission it was not a multi-cultural membership. He is a former police officer and from his submissions is clearly committed to the sport. He clearly wants to return to the sport and a role within his club and EB.

DETERMINATION

In reaching our decision on the allegations and on sanction we considered all of the evidence in front of us including the submissions made at the hearing. We have also considered the EB policies.

The Panel has considered the following:

- Did MM’s social media posts and comments contain words of offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate nature?

- Did MM’s social media posts and comments use discriminatory language and behaviour which offends or threatens colleagues or any others in breach of EB policies?

- Did MM realise his responsibilities as a role model & ambassador for EB, in particular in his role as a CWO, and for him to set a positive example for others, particularly young people when posting publicly online?

The Panel was unanimous in its decision that MMs posts are in breach of the EB policies. The Panel concluded that MM has breached both the Social Media Policy and Equality and Inclusion Policy.

We find that the content posted taken overall was offensive and/or inappropriate and, in some cases discriminatory and hateful on the grounds of transgender status or racial and/or ethnic origin. Such content is therefore in direct conflict with EB policies and principles. Such views have no place in the sport of boxing.

In terms of the 3 questions above, we have no hesitation answering yes to the first two. As to the third question we formed the view that MM really had little contemplation at the time of his posts as to the implications of his posts as an EB role model and ambassador. With his hindsight and the impact of these proceedings upon him, we could see some developing insight and understanding.

As a member of EB and having taken on the role of welfare officer in particular with his club, MM has accepted certain responsibilities, including compliance with the Social Media Policy in furtherance of EB's objectives as set out in the Equality and Inclusion Policy. Central here is the following EB statement:

> *England Boxing is committed to equality, welcoming everyone into the sport and promoting an inclusive, respectful environment where diversity is valued and discrimination is not tolerated.*

These are not simply words within a document to be filed away nor a tick box exercise in understanding and compliance. These are core values to the modern sport of Boxing to be followed, embraced and upheld by every member of EB.

MM is entitled to hold his opinions, but he has also accepted certain responsibilities under EB's rules and regulations regarding the expression of opinions. If MM – or any other EB member – fails to comply with those responsibilities or feels they cannot, then consequences will result.

EB would not be acting as a responsible regulator of its sport if it failed to enforce a breach, especially in challenging any member appearing to support publicly inequality and discriminatory views incompatible with EBs policies and principles.

As a welfare officer there is direct responsibility for welfare and safeguarding - that requires not only an understanding of EB policies but also a commitment to uphold and enforce them – including challenging others behaving inappropriately.

As a panel we must say we found MM to be a man of good character, committed to the sport and of good heart. We are satisfied his long-term engagement with his club and his support of its members has been with the best of intentions. There is absolutely nothing in his history before us to suggest

inappropriate behaviour within the club or a wider boxing setting. We can also understand his view that he was expressing his views online as a private person and there was no intention to link to his EB involvement. We also cannot ignore he is a former police officer. EB at club level relies upon volunteers and people like MM. There is no doubt in our mind that his boxing club provides an important role to young people and the local community. It may well suffer from his exclusion.

Having listened to MM address us, what is plain to see in our opinion is that MM has been rather left behind in terms of his understanding and appreciation of the modern approach to equality and diversity. He gave us the impression of really not understanding nor accepting modern standards in terms of what is acceptable and what may be abusive and offensive with use of social media and the need to be sensitive when positing anything online. He did not seem to appreciate the potential negative impact on EB or upon its membership, nor upon anyone considering joining his club by his posts.

The right to free speech and of free expression is of course a right of anyone but the issue here is where posts conflict with the principles and standards of an organisation you are a member. MM has clearly not appreciated that as a member of EB and, as a welfare officer, anything he posts is under scrutiny that expresses a controversial view or has the potential to be interpreted as racist, sexist or anti transgender. He is at all times as a member and club welfare officer, an ambassador for EB. Posts that appear in conflict with EB polices, especially on equality and diversity, even sent on personal forums and not directly linked to EB, will still risk damaging EBs reputation and the public confidence in EBs commitment to its own policies. That is the damage here and to be fair to MM, in our view he has simply not drawn the link, nor appreciated, not only the potential damage his posts may have to EB but also how, by adopting what may be seen as abhorrent positions online, he is expressing views that are incompatible with EB membership and as a welfare officer. That lack of understanding rather influenced his response to the allegations. However, we are pleased to have seen some signs of growing insight and reflection which is to MMs credit.

Things have moved on, what he may understand as having been tolerated in the past is no longer acceptable. Anyone involved with EB must ensure they understand their responsibilities and act at all times in a way that upholds EBs policies and principles. If a person feels unable to do that then they should either remove themselves from EB or seek out training to re-educate otherwise they risk facing the consequences of disciplinary action.

OUTCOME

MM's breaches are serious given the breadth and frequency of the misconduct, his role as a judge/timekeeper, his role as a welfare officer (for which providing a safe, welcoming, and caring environment for all participants irrespective of racial background or transgender or other status is paramount), and his apparent lack of understanding regarding his obligations and the potential impact of his conduct.

In mitigation we do accept that he has posted material with little, to no thought, to its potential impact on EB or how it may bring into question his suitability for continued involvement with EB. He has drawn no connection between what he considers to be private posts and their potential impact upon EB or affiliated members of the boxing community. It was quite evident in his mind he has always done a good job, taken welfare seriously and been fair in his treatment of everyone at his club. However MM was unable to show us sufficient understanding of the potential impact his posts may have on individuals who identify with protected characteristics nor how such content may undermine the affiliated members confidence in EB's commitment to providing a safe, inclusive and respectful culture across the organisation. We are prepared to accept MMs fair treatment of his club members may well be true but it is no defence and of limited mitigation to the allegations in this case.

EB submit that MM cannot remain a member of EB and seek his permanent bar from membership and participation in EB regulated activity. The panel has considered this case and our findings very carefully. In our decision on outcome and the appropriate sanction here, we do not go that far. Our decision on sanction is as follows:

i. MM is excluded from EB membership, coaching, officiating or volunteering at a Member Organisation or an Associate or at any event organised by a Member Organisation or an Associate for a period of **18 months** from the date of this Panel's decision on 3/7/26.

ii. Upon the expiry of the 18 Month period, MM will be free to apply to rejoin EB. He must comply with the following requirements prior to any application being granted: -

- Completion of an EB approved face to face safeguarding training course
- Completion of an EB approved face to face equality and diversity course.
- MM must provide an up-to-date DBS report

iii. MM must also complete an EB approved face to face welfare officer training course should he seek to work as a Welfare Officer with any club. The course provider must sign off that the course has been completed to their satisfaction and that they are satisfied MM understands the standards expected of him in that role and is felt capable of applying them.

iv. Upon return to any welfare or safeguarding role at any EB club, MM must have in place a regional or community welfare officer to act as mentor and that will be his responsibility to arrange.

COSTS

The Panel makes no order for costs as none was sought.

RIGHT OF APPEAL

A right of appeal is available to both England Boxing and MM in accordance with the EB Disciplinary Code.



DARREN SNOW
PANEL CHAIR
22nd JULY 2026