



**ENGLAND BOXING LIMITED
BOARD MEETING**

DATE: Tuesday, 2nd December 2014

Venue: Institute of Sport, Tottenham Court Road, London W1

Time: 11.00pm

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| <p>Item 1</p> | <p>Present Attendees:- C Hobbs (chairman) CH, H. Herbert (HH), D. Chapple (DC), G Brugnoli (GB), , L Leo (LL), D Newth (DN), M. Loosemore (ML), F. McKelvie (FM), T. Stemp (TS), C. Ward (CW), N Griffin (NG), M.Abberley (MA) -CEO & Company Secretary D Barnard (DB) – Secretariat & Operations Manager (DB) Oner Avara - MyNextMatch (Presentation)</p> <p>Apologies - M Byrne (MB),</p> | <p>I = Information D = Decision A = Action</p> |
| <p>Item 2</p> | <p>Declaration of Interests CH – BABA, GB- BABA, ML – BABA, LL – SABA, NG-Coaching , CW - MyNextMatch</p> | <p>I</p> |
| <p>Item 3</p> | <p>Minutes of last meeting, action points and matters arising Minutes from Nov 2014 ratified with following amendments:-</p> <ul style="list-style-type: none"> • Item 9 – agreed to add wording as follows - “and EB Assurance Processes” • Item 8 – agreed to add wording as follows– “ • Item 8 – increase amount requested to £7500 from T & R SC • Item 8 – add FM requested cost/benefit analysis re budget requests • Item 3 - LL stated that the minutes regarding an SE statement (page 1 & 3) did not reflect what had been said at the meeting, in that the CEO had then reported to the Board that the statement from SE had been circulated. This was disagreed with by the CEO and HH, who both thought that the minutes did reflect what had been said at the meeting, in that SE had “provided a statement”. A discussion took place regarding the statement, which DB stated that she had brought to the meeting in paper form for circulating at the meeting. Following the discussion it was agreed that the words - “SE statement had not been circulated before the meeting” would be added to the minute in item 3. • Item 8 - LL requested the following wording to be added to the minutes;- <i>LL confirmed that SABA no longer wished to meet with SE. LL said the Board did not need SE’s permission and had already voted on the matter had agreed to recognise and to commit to work with SABA. LL said it was his understanding that the purpose of today was to simply ratify the recommendation of Henry’s Sub-Committee. LL expressed his frustration at the delay surrounding this matter and reminded the Board that during a telecom in July 2014 specifically arranged to agree “quick wins” it had been agreed that EB would issue a press statement advising of EB’s intention to recognise SABA and commit to work with them. MA said this was not done because the meeting was not quorate. LL said that, in effect, an instruction of the Board had not been carried out.</i> <p>MA stated that his mandate was to action Board decisions made during quorate meetings and the Director telcon meeting had not been a formal, quorate meeting. LL stated that, in that case, any discussion items from that telcon should not have been acted on from that meeting</p> | <p>I</p> |

Associate Member Fees – SABA & NABG Associate Fees to be discussed and determined at a later date

Royal Foundation – CH has met with them. Main area of interest is around disenfranchised youth and there might be some potential (but not significant) funding to be levered from them in this area. A 2nd meeting is to take place. CH also has the issue of Patron under discussion with them.

Registrars & Secretaries – Good response re individual meetings with CH. CH has provided DB with variety dates for meetings. DB to make arrangements.

Sport England – CH referred to previous meeting and their statement regarding the future funding environment. CH reminded Directors that the priority areas SE/CH see as those for EB are CRM, Clubs and EB Box

CRM presentation – CH informed Directors that, irrespective of the IT/tech/CRM & media strategy the product to be presented appeared to tick all the boxes required for ML's use and that the Board needed to see if the technology on show also allowed strategic input. CH asked ML to inform the board of his requirements from a medical standpoint

ML stated that the company presenting had a remit from him to computerise the medical notes and enable direct contact with boxers and clubs. ML also had a medico-political issue he was looking at regarding how few injuries there were in boxing. The system was to be completed on a live basis at boxing events and could also be used at mass medicals. It fulfilled all of his requirements in those areas.

CH requested that the Board consider two angles for EB as follows:-

- How does the technology work
- It would be free to use for EB and could then be rolled out nationally & internationally

CH informed the Board that he had put on hold the Portas consultation in order for the Directors to review the technology today.

FM noted ML's requirements and requested that the requirements of the organisation also be drafted, with the outcome being put to tender as per EB's normal practice to ensure that EB are seen to be doing things above board. A brief discussion took place regarding other requirements of a CRM system in the organisation. CH stated that if something looked like it works EB should use it and requested that this be discussed following the presentation.

Coaching – A decision needed to be made today as to whether EB are to implement the proposal supplied by NG and what is the impact on the budget of that proposal

Talent & Performance – CH to meet with SE in Jan to discuss return of Talent & Performance work to EB. A separate session would be needed by the Directors prior to that meeting. TS asked what was meant by transfer back to EB and MA gave a brief summary on the current Talent & Performance funding/working mechanism with EB & GB.

A discussion took place regarding the Head of Talent role being a key funding factor, the unsuccessful recruitment process to date (based on the lack of the required strategic skills of candidates) and comparative roles in other Home Nations. MA informed the Board that UK Sport & Sport England's intention is to now identify and provide workforce training to a group of individuals (within the sport), to enable someone to take over the strategic lead in that area. DN stated that he was concerned that 2 recruitment drives, in which SE representatives had been involved, had resulted in no candidate being appointed and that he hoped SE were not being overly restrictive in relation to candidate selection/job specification. CH stated that he would be having a meeting with SE regarding talent and Performance, as already stated and that he would establish the way forward in this area with them.

Having already completed Item 5 CH asked to move next to Item 8 on the agenda

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| <p>Item 5</p> | <p>Board Administration</p> <p>Directors Term of Office – CH requested this be carried forward for resolving in Jan2015, AP: CH to address Directors ToO in Jan 2015</p> <p>Subcommittee (SC) Term of Office (ToO) DN stated that he had thought that this was a 2 year term until the AGM in 2016 and was stated in the Articles. MA reviewed the current Articles in situ but it referred only to Directors terms of office not the SC's. DB stated that under the 2013 Board it had initially been stated as 2 years for SC's but a proposal to increase this was made by a Director and approved by the Board in 2013 to extend it to 4 years. Terms to remain as agreed by the Board (4yrs) AP: DB to send out ToO letters for all SC members All agreed</p> | <p>A</p> <p>A</p> |
| <p>Item 6</p> | <p>Finance & SE Update</p> <p>Sport England – CH referred to the previous meeting and their statement regarding the future funding environment. CH reminded Directors that the priority areas SE/CH see as those for EB are CRM, Clubs and EB Box</p> <p>Secretaries & Registrar Honorarium 2014-15 DB sought Board approval for payment of these during December, as contained in the approved budget. AP: DB to process honorariums as approved by the Board</p> <p>Secretary – T & R SC DB mentioned that, although no direct approach had been made to her, she had been informed by a Director that day, stating that the above Secretary had asked if the previously removed Honorarium was to be reinstated for the above role. This had been removed several years ago, along with the Chairman's Honorarium. The consensus of opinion was that the Board were not considering reinstating that honorarium as members had formally voted on its removal at an AGM.</p> <p>See Reports to the Board in Section 8 for updates in this area re budget requests, budget approval</p> | <p>A</p> |
| <p>Item 7</p> | <p>Strategic Review Action Plan</p> <p>CRM presentation A presentation was made to the Board with a question and answer session afterwards</p> <ul style="list-style-type: none"> - Questions/points were raised on the following issues;- - Offline usage at events - DBS checking - Security of data and access - Data ownership - Commercial asset status and sharing of that asset - Communication aspects - Build language - Cross over period from old to new system - Various user issues <p>CH informed the presenter that EB will define its needs via independent analysis and he would introduce the presenter to the consultants</p> <p>See Reports to the Board for CEO & Subcommittee feedback re other issues in relation to ongoing strategic projects/plans.</p> | <p>I</p> |

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| <p>Item 8</p> | <p>Reports to the Board</p> <p>CEO report MA referred to his report circulated ahead of the meeting and highlighted the following:- Capital Investment levered into boxing via CSO's influence</p> <ul style="list-style-type: none"> - £2.2m since Apr 2014 and £5.5m during this WSP cycle to date - Significantly more invested into clubs from sources external to the WSP - This would be picked up in the Comms Strategy <p>DN asked if successful funding recipients could provide short videos for the website and YouTube. CH stated that this would be picked up within the Communications Subcommittee that he is going to propose later in the Agenda</p> <p>Satellite Club Programme</p> <ul style="list-style-type: none"> - There are £2k pots of funding to establish satellite clubs which are linked to existing clubs, with signposting from the Satellite to the club for those participants wanting to compete - EB have already achieved own WSP target - Boxing won 3 out of 9 Best Satellite Club awards across the country <p>Social inclusion</p> <ul style="list-style-type: none"> - APPG already recognises this as being a key element for the government - A policy move is being made from the issue of wider participation to societal issues - EB needs to prove the impact of these projects not just deliver them <p>EB Box</p> <ul style="list-style-type: none"> - Funds are being put into Box courses via Sportivate and projects such as Boxing in Mosques - EB have just affiliated their first Mosque based boxing club - SE want us to do more of this - Some work is to be done around Asian/Muslim Communities identifying risks around the more difficult to reach communities <p>A discussion took place around issues in relation to the above, from which the following points were made:-</p> <ul style="list-style-type: none"> - Beards – all boxers must be clean-shaven. Muslims may ask their Imam for permission to shave their beard. Not all grow beards. - Various ages involved with different targets/contractual outcomes for different groups - 2 potential Universities identified to enable analysis of Social Inclusion (SI) data, which is needed sooner rather than later. - SI data could be gleaned from those projects already using feedback from clubs involved - Possible potential to extend Social inclusion work through synagogues, catholic church, but EB needs to focus on achieving contractual outcomes in the first instance before moving into other areas. - Potential CSR investment in this area – but a good evaluation would be needed to lever in this type of funding - Some Directors had contacts with various individuals/organisations who could do analysis on these areas <p>AP: Directors to identify to MA any potential authors of analysis</p> <p>Medical Clinics</p> <ul style="list-style-type: none"> - 1000 boxers carded via this round of clinics. - Further clinics to take place Jan/Feb 2015 <p>DN stated that he had been informed of the potential for abuse of system whereby blank cards were being given to clubs, although this was stated, by another Director, as being no different to the previous ME1 system. CH stated that the presentation later may offer a resolution to this.</p> | <p>A</p> |
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| | <p>Regional Structure Regional Fee comparison figures were provided to the Board for affiliations and coaching, showing the variation across the country re Association charges. Differences highlighted that it could cost upto almost £1000 more for a club registered to an Association in one part of the country opposed to another . There is a lack of transparency in many areas as to where this money goes and who benefits from it. Members often believe they are paying more to the NGB than they actually are for their membership.</p> <p>Legal Advisor has been approached on the issue of unauditable sums of money going through Associations and an appropriate CRM Membership system could resolve this. Suggestion is to accelerate CRM/Centralised Membership for clubs as opposed to auditing to find an issue that is already known to exist.</p> <p>MA stated that clubs could pay directly to the NGB if the correct CRM system was used and ensures almost 50% of the affiliation funds would go directly to NGB, leaving only the individual member payments issue to resolve. HH stated that this would leave only the paper processes for registration to be handled within the Associations.</p> <p>DN asked how Association funding would be handled</p> <p>CH stated that funding to Associations would need to be debated once the CRM system and the Portas consultation had been reviewed.</p> <p>Strategic Outcomes for 14-25 yrs MA stated that he was in discussion with HH re college-age activity in this area</p> <p>Technical Rules, Championships, R&J's GB circulated and discussed the most recent recommendations from the SC meeting on 30th November. The following decisions were made;-</p> <p>Recommendation 1 (Medical cards) – Previously approved It has already been approved and instructed to all Associations, by formal notice in September, stating that all boxers on an ME3 can box in competitions upto Dec 2015, using a valid ME3 unless it is a National Championship. For those wishing to box in a National Championship, an annual, international style medical must be undertaken by anyone wanting to enter – as per previous instruction from the Tech & Rules Subcommittee. DB to re-circulate info to Secretaries with a note to provide the information to all Supervisors. DB also to circulate info to all supervisors on the list held by SC Secretary. AP: DB to obtain Supervisor contact list from M Budden AP: DB to recirculate medical instruction from to Secretaries and Supervisors on list obtained</p> <p>Recommendation 2 - (Coaches with a Professional Licence) – Approved Although no written confirmation received from AIBA it was agreed that Directors would review/approve wording of a draft notice to all Associations re progress at AIBA Congress re professional coaching/cornering now permissible in club shows. Draft notice to then go to lawyer for approval.</p> <p>Ampro registration type to be reinstated by EB, with fee to be left at Amateur level costs.</p> <p>Officials issue still unclear and to be addressed by AIBA in Jan 2015. No movement by EB on officials with professional licences until further information received from AIBA in 2015. AP: MA to draft notice re professional coach issue and circulate to Directors for input/comments on wording. Final draft to be approved by lawyer and circulated by DB DB: Update affiliations costs for Ampro status to amateur levels & order Ampro cards</p> <p>Recommendation 3 (Registrar meeting) – Approved ML to chair a meeting of registrars re medical process and amend if/where appropriate AP: ML to chair meeting of registrars re medical process</p> | <p>A A</p> <p>A A</p> <p>A</p> |
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| | <p>Recommendation 4 - (Losing Boxers replacing injured/sick boxers) – Approved AIBA events, which includes EB Elite, Youth and Junior National Championships (National Pathway Championships) must follow AIBA rules and a losing boxer cannot be re-entered or replace a winning, injured boxer.</p> <p>For all other (non-AIBA) EB Championships (BUCS, NAYBG, Development) the losing boxer may replace the winning boxer, should he/she be unable to proceed to the next stage due to sickness or injury. AP: DB to circulate to all Secretaries</p> <p>Recommendations 5/6 & 7 various weights, bout times etc – Approved with amendments Agreed that 2 championships can be run, one which is one age group for National Pathway Championships and another open one for those younger/lighter. MA/DC/GB to draft a communication for members info AP: MA to liaise with GB & Dc to draft a comms covering ages, weights, bout times etc for points raised in above 3 recommendations.</p> <p>CH asked if there was any movement in the 40 year limit and was informed that no change had been mentioned/discussed at AIBA Congress</p> <p>HR, Legal & Compliance Meeting held previous evening but no minutes as yet – would be supplied when completed. Issues to notify Board of were as follows;-</p> <p>CP/ Safeguarding – Board Training. – Approved To be completed by end of Jan 2015 AP: GV to arrange</p> <p>Delegated Authority – enable SC to act on behalf of Board - Approved Disciplinary procedures state that individuals can have cases referred to the Board where they are not satisfied with the outcome. The SC have asked if they, as a group, can deal with any cases raised, on behalf of the Board. AP: DB to add to Scheme of Delegation 2014-15</p> <p>Club Welfare Officers Training Costs - £25 subsidy per person – Approved Subject to being part of the budget previously submitted by the SC.</p> <p>One officer to cover 2-3 small clubs where feasible – Approved, where feasible/ appropriate</p> <p>Payment to Panel members General Panels - £150 per session per panel member – not approved as yet Sports resolution Panels - £1000 per panel sitting – not approved as yet GV & LL to scope annual costs re potential Panel sessions per year and FM will include it in the 2015-16 budget deliberations AP:SC to scope into budget and forward to Audit Subcommittee Chair for including in next budget discussions</p> <p>Youth Panel – NSPCC suggestion to set up – not yet approved Suggestion from NSPCC to set up Youth Panel for sense-checking on CP/Safeguarding procedures /processes etc. HH to speak to JN on Clubs/Membership SC re potential for young panel members. Any Youth panel member could sit within Clubs & Memberships SC AP: HH to speak to JN and report back to Board re discussions outcome</p> <p>R Case – no further comments/input from SC</p> | <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> |
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| | <p>JG case – no action from SC at this stage. GB informed the board that, from his discussions at Congress it would seem that White Collar Boxing is considered by other countries to be another combat sport as opposed to professional boxing.</p> <p>A discussion was held regarding amateur boxers being involved in other combat sports on becoming members since 01.01.14 and the requirement by AIBA for them to declare formally that they will not take part whilst being a member of our National Federation.</p> <p>Based on this it was agreed that a declaration should be drawn up, similar to the AIBA Eligibility Declaration, for officials to declare that they will not be involved in white collar boxing whilst being a member of England boxing AP: DB to draw up declaration</p> <p>GV also informed the Board of his other roles as National Compliance Manager, which included being the point of contact for Child Protection, Complaints and Anti-Doping. MA explained to the Board about the increased focus in some of these areas re issues being highlighted nationally, such as grooming</p> <p>Audit Subcommittee FM informed the Board of the timetable for the approval of the 2015-16 budget. MA & FM are to liaise with SC leads re their requirements for funds from that budget during January. Audit Committee will be looking for cost/benefit analyses. Budget will be finalised by the Audit SC in February and provided ahead of the March Board meeting for approval</p> <p>Medical SC No meeting has taken place since the last Board meeting</p> <p>Club and Membership Development HH informed the Board of his conversation with DN that morning and that DN would not be returning to the Club & Membership SC. He requested, as mentioned at the last meeting, that LL be approved to join this SC Approved</p> <p>Talent & Performance - Coaching NG presented his previously circulated report & budget in support of the Coaching Proposal delivered at the November Board meeting. FM stated that she had not received her email from the pre-circulation.</p> <p>The following questions were put to the Board;-</p> <ul style="list-style-type: none"> • Can the Level 1 role out be deferred until after April – approved <p>Can £13600 remaining from this year's £40k fund be rolled over to 2015-16 – not yet approved - MA stated that as £20k of the money came from GB/BABA he would have to liaise with them to request approval of that AP: MA to investigate potential roll over of GB/BABA investment and inform Board</p> <p>HH asked if Regional delivery of the coaching courses, fees etc would remain the same. NG confirmed that Associations would still undertake delivery but must use the proposed tutors, ensure that the proper, updated content was delivered and follow the remaining, updated procedures/requirements</p> <p>Talent & performance – Performance Pathway DC presented his previously circulated presentation</p> <p>A discussion was had around the content of the presentation in which;-</p> <ul style="list-style-type: none"> - ML stated that this programme was highly regarded and has been extremely successful | <p>A</p> <p>A</p> |
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| | <ul style="list-style-type: none"> - TS asked how the collaboration worked with GB/BABA and Dc confirmed that it worked well, that the Pathway was in place for the 10 years between 14 and 24 yrs of age and that GB wanted EB to have the funding back. - LL stated that he thought info required on the impact of funding at under 14 level could be obtained by considering the schoolboy info for the last 10 years and factoring that in/out - CH confirmed he was to have a meeting with SE on that issue <p>Communications CW talked through her previously supplied report, introducing her comments/ideas from her initial thoughts. She explained a path of comms from now upto a point where EB may be able to put on a campaign soliciting membership.</p> <p>CH asked how long she thought it would be before that point might be reached. CW stated that she thought realistically that it would probably be around 2 years, but if EB worked quicker to improve in the areas stated, then it could be 12-18 months.</p> <p>Commercial TS presented a possible outline of what our events budget could look like in the future but confirmed that this was reliant on EB knowing what it had for sale and being able to provide a “package” to potential partners. Several assumptions had been made and Sponsorship and commercials income forecasts made were based on industry standard percentages, using examples of known boxing events that had taken place</p> <p>He spoke about the GB package and the potential partnership currently under discussion and advised that EB should approach GB to discuss a revenue share with them. CH asked that an asset list be put together for the next Board meeting</p> <p>CH spoke of other events and suggested that EB build an ambassadorial network for EB to support commercial events. He explained about the potential of having a commercial head, salary plus commission based for a period of time to drive the commercial income, believing it would not fail and asked the Audit Chair to review the budget to see if it could be accommodated. DB stated that EB’s own income (affiliations) was currently only sufficient to cover operating costs and that the current staff salaries were covered by SE within the WSP award (for which there was no allowance for a commercial role). Based on that she thought that the funding for the role may have to come out of reserves. AP: MA to consult with TS and put together an asset list for the next meeting AP: FM to review budget to see what could be accommodated for a commercial role</p> <p>Subcommittees – General Tech & Rules DB raised an issue for the Tech & Rules SC regarding shortage of members and that previously it had been agreed that, given the broad scope of the work they could have a further 2 members on their SC. Approval given to advertise AP DB to put advert out for 2 SC vacancies</p> <p>Commercial Given that the Communications and Commercial Subcommittee now sat under CW, CH asked if the Board would formally approve a Chair of the Commercial SC. TS was put forward. – Approved</p> | <p>A A</p> <p>A</p> |
| <p>Item 9</p> | <p>Results of Executive Session Ch informed MA that a meeting would be arranged to conduct his review and set some objectives for the coming year. DB confirmed that a copy of the CEO appraisal had to be uploaded to the SE Self Assurance on completion AP: DB to provide Appraisal Template to CH AP: CH to provide Completed Appraisal document to DB for uploading</p> | <p>A A</p> |