

	<p>discussions today. Paper to be supplied to CH in 2 weeks</p> <ul style="list-style-type: none"> Funds for Commercial Role - to be considered during Budget Setting process CH has spoken to SE re CEO appraisal. Appraisal currently outstanding. AP CH to complete CEO appraisal 	A
Item 4	<p>Chairman's Update CH has met with Secretaries of western Counties, North West, Midlands & CSBA, remainder to be met by mid-March. Issues discussed/highlighted were;-</p> <ul style="list-style-type: none"> "Nation" paper to be delivered by Board Being kept in the information cycle Want to be included in decision making process. EB will not give back any voting rights Consideration to make key volunteers employees <p>Chair and Board of BABA (with CEO as an exception) are keen for Talent funding to go back to EB. SE want to delay this between 6-12 months. CH is meeting with SE representative (ER) today and will seek to return monies to EB within 6 months. AP: CH to report back to Board on outcome of meeting</p> <p>SE Meetings – SE want a tightening of EB strategic plan, with concentration of fewer key areas – they have identified 2 specific areas, these being CRM and BOX</p> <p>EB have missed a target is APS and there is a meeting in March to explain the strategy for achieving this. MA will brief Board during the meeting</p> <p>DCH stated that he will be giving a presentation to the Board which includes a transitional arrangements to ensure we have funding next year for talent & Performance. Time frame for handover in this plan is 6-12 months</p>	A
Item 5	<p>CEO Report MA referred to his and the SE report provided prior to the meeting and briefed the following areas;-</p> <p>SE Review meeting – 7 priority recommendations coming out of the meeting with a tightening up of the plan and focus on specific areas of work, as shown in the report. A discussion took place around the area of APS where a fall has been seen, identified as being 16+ participation. HH stated that through their SC he has seen an upturn in that group – not reflected in APS. MA stated that EB's own data contradicts APS in this area and also shows an upturn – EB has to highlight and focus on this. CH stated that EB is measured on APS so EB actions have to show what EB is doing. CH/MA & CSO's are to look at the methods used to survey – which currently appear to be landline only and not text/email, which might be more appropriate for this age group</p> <p>Financials – P & L and variables circulated prior to meeting. SE spend profile was completed and returned on Weds. Generally comfortable that there are no specific risks. Highlights to note in financials as follows;-</p> <p>Championship support (monies out, none come in) – over budget but 2 mitigating issues - EB did not use Echo Arena but Rainton Meadows, 2 remaining events look like break even Echo Arena.</p> <p>Budget Setting Process – Draft budget done, timeline set as stated in CEO report. SC Chairs requested by FM to provide budget requests for 2015-16 to her or MA by 14th February for consideration. Board and SC's need to focus on and input to process upto 10th March Board meeting</p> <p>Commercial – Asset base already discussed in item 3. Asset Challenges</p> <ul style="list-style-type: none"> Membership data is poor – only asset shown is 19k members (carded boxers, 	

	<p>coaches & Officials etc) – no clear sight of non-carded/licensed members</p> <ul style="list-style-type: none"> • Events – not under our clear ownership • Coaching/Box/Officials Pathways – only box under our control. NG's paper will address some issues around coaching <p>An energy provider (EON) is in discussions with EB with reference to potentially being able to reduce the energy costs for clubs. An MOU has been provided and is currently with lawyer (DS) for review.</p> <p>One of the Sponsors of the BOA (Fitness First) wants a Boxing Product and BOX is being offered</p> <p>Organisational Structure – EB to review direct affiliation . Lawyer (DS) has a clear legal process for doing this, but it requires a CRM to be in place to start that process</p> <p>CH gave an update on CRM, confirmed that OT (mynextmatch) had met with DM (Portas). CH asked MA to work on the CRM issue going forward. MA stated that he needed some clarity from the Board for Portas who have currently identified that OT's solution provided for matchmaking and medical requirements but that Portas had suggested getting a full brief, including OT's product. FM stated that in the Oct/Dec minutes £15-£20k had been ring-fenced for Portas to conduct a full CRM requirement review for EB.</p> <p>A discussion took place which highlighted the following points;-</p> <ul style="list-style-type: none"> • A day's work has been done (with Mynextmatch) and due diligence needed completing on it • SE are sympathetic to a system that is free but may need developing further • EB should define all of its actual needs/requirements, using the £15-20k allocated, before looking at any specific Tech Solutions • Scoped requirements should then be put out to tender and due diligence be done • Portas could define requirements but not the Technical Solution • EB may wish to accrue funds over 2015-16 to pay for CRM system, some have been identified and could potentially be rolled over for the system <p>The following was agreed;-</p> <ul style="list-style-type: none"> • MA to contact Portas on Monday and request details of a scoping exercise of EB requirements, to be completed within a 2-3 week timeframe • MA would provide scope of their work to Directors for signoff within 48 hours of Monday • Scope to be returned within 2 weeks • Technical assessment to be commented on with possible suggestions <p>CH asked MA to be clear to Portas that the budget limitations were £15-20k AP; MA to contact Portas on Monday and request details of a scoping exercise of EB requirements, to be completed within a 2-3 week timeframe. MA would provide scope of their work to Directors for signoff within 48 hours of Monday - Scope to be returned within 2 weeks</p>	A
Item 6	<p>Finance & SE Update</p> <p>Audit Committee – Important that budget is set by 31st march and timetable previously provided is adhered to</p> <p>Event Control – MA was mandated to produce an NGB financial model for domestic events. Historically EB has invested in events via Associations by providing accommodation for officials, medals for winners and coaches, additional moies for Junior and Schoolboy semis and finals. There is no income to EB from the Association hosted domestic championships.</p> <p>The model shows headline figures of £99k spend and £70k income, giving a total net EB</p>	

	<p>investment into Championships of approx £28k. Some SE money is allocated in the model to events for new entrants and young people (£16k to Jnr Nov and Snr Dev).</p> <p>Model is based on following venues;-</p> <ul style="list-style-type: none"> • Youths – North East venue • Juniors – EIS Sheffield • Schools – York Hall • Elite – Echo Arena (already taken place during 2014-15 financial year) <p>Potential venues for Elites (and costs) for 2015-16 have been identified/scoped as follows;-</p> <ul style="list-style-type: none"> • Echo Arena - £57350 • Copperbox - £89k • Olympia – not available this year but possibility for next year. <p>MA stated in summary that the event model works as set out and gives EB control of its assets with regards to domestic championships. This is a change of operational model from Association to NGB control and the Board needs to agree whether or not it wants control of its events/asset.</p> <p>It was agreed that the event model was to be circulated to the Board, along with the budget early next week for Directors to review the financials and vote for whether or not they want to accept the model as provided, to being events under NGB control.</p> <p>DN requested that the entry form be sent out and DB called the office to request it be circulated that afternoon, as the decision would not affect the entry forms being provided AP: DB to circulate model to the Board, along with the budget. AP: Directors to review the financials and vote for whether or not they want to accept the model as provided, to being events under NGB control</p> <p>Affiliation fees A discussion took place regarding the level of affiliation fees and the cost of covering the events/other EB responsibilities in which the following points were made;-</p> <ul style="list-style-type: none"> • Cashflow model to be considered re financial/events timings • Desired position is not to increase affiliations • Members are indicating they want to affiliate direct to NGB but be designated to Associations • Only 1 or 2 Associations do not add additional fees to the NGB affiliation fee, but the legal issue is that clubs in many areas think they are paying the extra monies to the NGB which in actuality they are not. <p>A vote was taken on maintaining the current level of affiliation fees for the 2015-16 financial year. Decision: All voted approval for affiliation fees to remain the same for 2015-16 – no increase AP: Comms to be requested re affiliation fees</p> <p>CH asked what the forecast revenue would be for media and MA stated that he will now be able to approach media companies (BT/Sky/Terrestrial channels) .CH gave his preference (BBC). It was agreed that the dates for the elite Finals were as per the original calendar.</p>	<p>A A</p> <p>A</p>
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Item 7	<p>Reports to the Board HR, Legal and Compliance Minutes circulated ahead of the meeting.</p> <p>Discussion took place regarding one particular case (R @ East Mids) for which a report had been circulated by the National Compliance Manager requesting approval from Directors for a particular course of action.</p> <p>CH updated the Board on conversations with East Mids representatives. A discussion took place in relation to the circulated report with the following points being highlighted;- Previously agreement by both parties (EMids and R) that any appeal allowed would be heard by an independent panel (Sports Resolutions) E Mids representatives have since reneged on that agreement and sought to reverse it No provision for a second appeal in procedures so any appeal allowed would be a final appeal Case is now putting EB at risk</p> <p>Directors were asked to vote to approve the recommendation put by the HR, Legal and Compliance Subcommittee, that the appeal be heard by an independent panel as previously agreed by the parties concerned and allowed by the EB procedures currently in place Decision: Subcommittee recommendation approved. Appeal to be put to Sports Resolution</p> <p>The Directors discussed the implementation of the updated and approved EB Disciplinary Procedures. Advice from the EB lawyer was to complete the current outstanding case (EM V R) and implement the procedure thereafter. Directors were asked to consider this issue and vote accordingly Decision: Lawyers recommendation approved. Updated procedures to be implemented on completion of current outstanding case.</p> <p>MA raised an issue from EMids regarding a staff member. Next SC meeting on Thursday (5th Feb)</p> <p>Technical Rules, R & J and Championship Subcommittee Four applications received for the 2 vacancies. The Directors considered the applications and reviewed the recommendations of the SC Chair. A discussion took place regarding applicants skillsets, conduct and behaviour, the modernisation programme of the organisation and the workload of the SC. Decision: Successful applicants (RC & NP) to be ratified. Remaining applicants not successful. AP: DB to write out to successful applicants. Once positions formally accepted remaining applicants to be notified a not successful</p> <p>GB confirmed that he had accepted the role of Secretary for the AIBA T & R Commission. Directors congratulated him on his offer and subsequent acceptance and were looking forward to hearing feedback from the next meeting due in February in Lausanne</p> <p>Championships Site visits due for venue for Youths.</p> <p>Meeting at EIS on 10th Feb with Young Boys and Girls Clubs to finalise a formula for the Championships, to benefit both them & EB. DN will report back to SC who will put any recommendations to Board thereafter</p> <p>Talent & Performance England Pathway</p>	A
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	<p>DCH made a presentation to the Board (copy to be circulated and added to back papers) throughout which the following points/issues were highlighted:-</p> <ul style="list-style-type: none"> • Transition period realistically 6-9 months • England pathway role will be modelled on current secondment role • Pathway role is not a Head of Talent/talent Spotter role it is a Pathway Manager • Quality and quantity of pathway – target 1 to 3 boxers on to WCP - EB Achieved 5 • Breadth and Scale of Pathway – 82 boxers to be in the EBTP and have contact with a further 100 boxers. Achieved 82 boxers in England Teams with 23 female, OTDs serviced more than 300 boxers (114 female and 176 male) • Progression through the pathway – target to win 5 to 8 medals - achieved 13 medals, 9 men and 4 women <p>Directors noted the following:-</p> <ul style="list-style-type: none"> • Excellent news and achievement for grassroots boxing • 50 coaches are now part of the Talent System • SE are pleased re open/permeable nature of bottom end of system • System is boxer centric – open for boxers (or boxers’ coaches) to nominate themselves – no Association involvement with nominations • Every group level (Jnr/Yth/Seniors/females etc) has 6 coaches and assistant group coaches) • Boxers response has been excellent • Most important phase – EB Pathway Manager recruitment • Next funding stream (Apr 2016) and award submission needs completion and sending out Jan – Apr 2016 • Award application must be ready by Dec 2015 • Pathway Manager will need 3-4 months in role before transition completed <p>Coaching NG had submitted a budget for his proposal. Draft press release re “EB Coaching Modernisation” sent to NG & RT for feedback. Press release to be circulated to Board on completion, prior to circulation to members AP: MA to provide completed Press release to directors and circulate to members</p> <p>Membership & Club Development SC</p> <p>No minutes available as yet but following issues ongoing:-</p> <ul style="list-style-type: none"> • Welcome Pack (Clubs) • Conference Calling • Young Officials • Youth Committee – important this is not tokenism, recommendation will come from next SC meeting 	A
Item 8	<p>Strategic Review – Action Plan See updates in Sections 5,6 &7 from Subcommittees/individuals working on areas of the strategic plan, in addition the following subjects were also raised/discussed:-</p> <p>Compliance & Assurance on training programmes with EB (eg Coaching, officials etc) - to be considered as part of programmes going forward but plan is for delivery of training to be undertaken by fully trained assessors in future.</p> <p>TASS Grants to University Students – EB do not meet criteria re England Boxers as this is about athletes identified in a Talent Programme (which is GB role). However, under England Pathway we will be able to do this and talks can commence with TASS on that basis</p> <p>Communications Charter (previously supplied by CW) Some Directors were disappointed at the content. CH commented that a communications strategy was needed. The following points were made:-</p>	

	<ul style="list-style-type: none"> • Issues with the Social media aspect – offer made to send the MOJ policy to CW for consideration as content was comprehensive and appropriate • Good news is not getting out – what are the reasons/blockages? • Press releases 5 days after is too slow • the “Brand” communications should be coming from a specific communication path • media forum needs to be separate • message to members and public needs to be professional and branded • a limited number of people should be acting as a “spokesperson” for the organisation • Press responses should be done by specific/identified individuals • there should be no “unofficial” announcements prior to “official announcements” • Directors should be asked for input • formal communications will be done via LM <p>AP: CH will discuss with CW with a view to having a full strategy drawn up before May 2015 and will speak to all re social media.</p>	A
Item 9	<p>Risk Register</p> <p>AIBA Eligibility AIBA have asked for an explanation of WCB – definition has been drawn up and will be provided to AIBA. AIBA response will be fed back to Board</p> <p>AP: MA to add to risk register</p>	A
Item 10	<p>Other Business</p> <p>Centre of Excellence LL has been approached with a view to “taking over” a gym and has been asked to formulate a proposal for its use. Venue could provide a presence/venue in London for delivery of Box/training courses. CH stated that it would be a good idea to see a proposal. Meeting to be arranged in March (Capco) re interest. LL to pass contact details to MA to discuss with RT</p> <p>AIBA Eligibility Concern has been raised by CSBA Secretary regarding the “converting” of other combat bout experience into meaningful information to determine classification of new members.</p> <p>AIBA requires those applying for membership, who have previous combat experience, to be given an initial classification by the NGB on their eligibility requests to AIBA. A discussion was held as to how different kinds of bouts can/should be translated (ie grappling sports, striking sports).</p> <p>It was agreed that the T & R Subcommittee should produce a matrix and provide this to DB for circulation to the Secretaries to enable all to be applying the same conversion levels to different types of combat bouts/experience (ie wrestling – no bout experience, kickboxing – each bout comparative to boxing bout, judo bout – half a bout equivalent). T & R SC could get new applicant involved (CSBA) as it was their query.</p> <p>AP: T & R SC to draw up combat bout conversion matrix for supply by DB to Secretaries asap</p> <p>Junior Entries XXXXXXXXXXXXX</p> <p>Removal/Rejection of Doctors from Approved List DB raised the issue of Doctors having to be taken off the approved lists due to the GMC having places Conditions/undertakings on record since the approval system had begun. A case had been highlighted recently where a doctor was not able to be in contact with any females unless specifically chaperoned by a female nurse/medic and that chaperone would also need paying if the doctor was used. The NGB has liaised with the GMC and head of the</p>	A

Medical Subcommittee on this issue/these types of cases, around the risk that this Dr's activity could not be fully policed by the NGB at all times. The decision reached in this particular case was that because EB could not be confident that this Dr would be policed at all times to ensure no contact with females, then the Doctor could not undertake any medical services in Boxing and they would be removed from the register.

DB also informed the Board that some Doctors had been removed from the list as their licences were no longer renewed or had been removed.

In all, to date 6 Dr's had been removed with another 2 under consideration/discussion.

The Directors voiced concerns on the issue of Dr's being used by Associations without the appropriate licence to practice and were not prepared to accept any risk in this area, therefore they approved the immediate removal of any Dr that had their license removed/not renewed. Those Dr's are not permitted to undertake any medical services in boxing unless their licences were reinstated, at which point any conditions/undertakings would also be reviewed.

In addition, Directors supported the future decisions of the Medical Commission in removing any Dr's who may pose a risk to EB if their conditions/undertakings either placed a burden on EB to police their activities or precluded them from working with any demographic within the EB Membership.