



England Boxing Ltd Board Meeting
Date: Tuesday 29TH January 2019
9 Bedford Row, London WC1R4BU
Time: 10:30 – 16:00

Item 1	<p>Present:</p> <p>1.1 Caspar Hobbs (CH) Chair, Alkit Patel (AP), Liz Norris (LN), Mike Loosemore (ML), Tove Okunniwa (TO), Hilary Lissenden (HL), Mickey Norford (MN), Darren Chapple (DC), Gio Brugnoli (GB), Gerry Wilmot (GW).</p> <p>Gethin Jenkins - CEO – (GJ)</p> <p>Apologies; Lawrence Selby</p>	<p>I = Info D= Decision A= Action</p>
Item 2	<p>Declaration of Interests:</p> <p>2.1 Caspar Hobbs – GB Boxing, Mike Loosemore – AIBA, GB Boxing, Gio Brugnoli – GB Boxing, AIBA, EUBC, Micky Norford – EUBC, Tove Okunniwa - London Sport.</p>	
Item 3	<p>Minutes of Last meeting:</p> <p>3.1 Minutes were reviewed, considered and approved.</p> <p>Matter arising:</p> <p>3.2. INED Position: It was reported that the first round of interviews had taken place at the recruiter's offices. A short list of three had now been confirmed and a second interview would now take place with a second current INED and a boxing director.</p> <p>3.3 Coaching Courses; It was confirmed that the process for the coaching courses prices had been agreed as £140 for the level 1, £160 for the level 2, and £75 for the refresher course with this being initially £50 for the first year. It was explained that the refresher course is being re-established. Time lines for the introduction of the Refresher Course were being reviewed.</p> <p>3.4 Medical; The Pregnancy declaration form was requested so that it could go in the rule book.</p>	
Item 4	<p>Chairman's Report:</p> <p>The Chair gave an overview of his report to the Board.</p> <p>4.1 AIBA / IOC: A discussion took place into the ongoing IOC / AIBA situation. It was reported that it was felt that the IOC letter published prior to Christmas had supported the position taken in the letter sent by England Boxing to AIBA.</p> <p>It was reported that given the statements by the IOC and the instigation of a panel to investigate the matter, the on-going situation between AIBA and the IOC meant that the threat to have boxing removed from the Olympics very much remained</p>	

	<p>It was reported that the final decision by the IOC would not be taken until June. After a further discussion, it was confirmed that the Boards position - that remaining in the Olympics was the overriding priority - remains the same.</p> <p>4.2 Headguards: A discussion was held regarding headguards. It was agreed to look to get the supporting research published as soon as possible.</p> <p>4.3 Club Membership: The Chairman highlighted the fact that the number of Clubs had reached 920 which was essentially the figure prior to the break away. Individual memberships had reached 16,364 plus 2,595 pending. This compared to 14,244 for the same time last season.</p> <p>4.4 The Chairman also highlighted the significant amount of community work being undertaken by the Clubs.</p> <p>4.5 The Chairman also noted the work undertaken by the England Boxing staff.</p> <p>4.6 Congratulations were extended to England Coach Mick Driscoll, who had won European Male Coach of the year.</p> <p>4.7 AIBA nominations: It was agreed that the following people would be nominated to AIBA Commissions:</p> <p>Gio Brugnoli - Technical and Rules; Mike Loosemore – Medical; Micky Norford - Refereeing and judging; Matt Holt- WSB, Rob Gibson- Youth, Amanda Coulson – Women’s, Mick Driscoll – Coaching.</p> <p>The issue of forward planning for the next round of nominations should also be implemented.</p> <p>4.8 AGM: It was confirmed that the AGM had been confirmed for Saturday 23 March at the Magna at the same time as the Junior National Championships. It was confirmed that the annual report would be produced.</p> <p>As it stands there would be no major proposals being brought forward to the AGM.</p> <p>4.9 Regions: It was reported that some clubs had requested that the establishment of a new region had be raised. It was explained that issue of significant additional finances, logistics and other practical considerations prevented this being easily achieved, not least the fact that it was stipulated in the Articles of Association. It was agreed that a meeting should be held to try and resolve the concerns under the current structure.</p>	
<p>Item 5</p>	<p>CEO Report:</p> <p>GJ gave an overview of the report circulated to the Board in advance of the meeting. The following items were discussed;</p> <p>5.1 Staffing / Office: It was confirmed that Eric Lee had been appointed as Head of Finance and would start on 18th February. Jessica Birtles had been appointed as a part time Membership Services Administrator in order to help facilitate member queries.</p> <p>5.2 Women’s Box Cup: It was reported that the Women’s Box Cup had received a total of 187 entries and had been well received by the membership. It was confirmed that the competition would be run again this year with an announcement on venue and dates being scheduled to coincide with International Women’s day in March.</p>	

	<p>5.3 Membership Regulations: The issue of a comprehensive and consistent membership rules for Clubs wishing to join England Boxing were lacking and had caused significant problems for England Boxing, Regions and Clubs. Draft Membership rules were presented to the Board.</p> <p>Agreed: that subject to highlighted amendments, that these be distributed to the Regions for consultation.</p> <p>5.4 Elite National Championships: A discussion took place regarding the plans for the Elite National Championships. It was explained that the competition had significant heritage and was part of a concerted effort to improve the delivery of the competitions and focus on the fact that we were producing the Champion Boxer of England. It was also confirmed that Manchester Central was the chosen venue for the final's day.</p> <p>Agreed: That the competition name be changed to England Boxing National Amateur Championships.</p> <p>5.6 Commercial: It was confirmed that the commercial inventory report being produced by Oaks was imminent. Initial discussions regarding the establishment of charity had started.</p> <p>Discussions were also being held to have them act as our commercial agents until the end of the year in order to test the commercial opportunities available to England Boxing.</p> <p>It was confirmed that the kit supply agreement expires in September and that initial conversations had been instigated as well as exploring the option to link with GB Boxing.</p> <p>5.7 Sport England: It was reported that discussion had started with Sport England around what funding was permitted to be rolled over in the funding cycle from year to year.</p> <p>It was reported that England Boxing was in the process of applying for a coach development grant from Sport England.</p> <p>5.8 Insight; Information provided by a recent Insight survey was presented to the Board. The survey and the results looked at location of the England Boxing Clubs and where the carded and recreational members came from. This information, it was confirmed, would be useful in helping obtain funding for Clubs.</p>	
<p>Item 6</p>	<p>Finance update:</p> <p>6.1 Annual Accounts: It was confirmed that the annual accounts had been filed in accordance with the statutory deadlines.</p> <p>6.2 ABAE Properties Ltd: It was confirmed that the process to shut this company down had been instigated.</p> <p>6.3 Budget: It was confirmed that the budget process had started in early January. It was reported that as per the separate emails, the subcommittee chairs should be linking in departmental managers to ensure that business as usual items were captured, plus new initiatives to take the organisation forward and ways of saving money should be considered.</p> <p>It was stressed that it was highly unlikely that additional items would be added to the budget after it had been passed, so it was essential they were captured during this process.</p> <p>A meeting with the accountants was scheduled for early February for a review of the requests and to look at income. It was also stressed that income was likely to flat line for the forthcoming year. Following this review the proposed budget would go to the Audit sub-committee.</p>	

	<p>6.4 Reserves Policy; It was reported that a reserves policy and potential employment liabilities were being looked into by the Executive and the Finance subcommittee.</p>	
Item 7	<p>Risk Register:</p> <p>7.1 An update of the Risk Register was presented to the Board following a review by DC and the CEO.</p> <p>The top four risks were highlighted, these included a lack of Head of Finance, which it was explained, had been addressed. Others included composition of specific subcommittees.</p> <p>7.2 It was confirmed that DC would link in with the respective subcommittee chairs to discuss the relevant risks,</p>	
Item 8	<p>Safeguarding</p> <p>8.1 Nothing to report not covered elsewhere in the meeting.</p>	
Item 9	<p>Recommendation from the Sub Committee Meetings:</p> <p>9.1 R & J Technical and Rules;</p> <p>i. Recommendation: Referees and Judges Pathway Ages - That the minimum age for commencement of training officials be as follows;</p> <ul style="list-style-type: none"> • Referees – 18 Years old • Judge / Timekeeper – 16 Years old <p>There was a discussion on this issue following a report by the safeguarding panel detailing that further consideration should be given to this proposal.</p> <p>Agreed; That due to the safety and safeguarding implications, that this be rejected and that safeguarding options in order to allow this to be permitted be sought.</p> <p>There was then a subsequent discussion on judging and refereeing. It was reported that a Respect campaign was in the process of being launched.</p> <p>It was recognised that more officials needed to be recruited but also agreed that this need to be done in conjunction with comprehensive reform of the officiating courses and pathway</p> <p>ii. Skills Bout – numbers at an event; The maximum number of skills bouts per Club Tournament be 4 unless the tournament is advertised as a skills tournament in which case no competition bouts will be allowed.</p> <p>Agreed; that the recommendation would be 4 but that 6 should be the Maximum.</p> <p>iii. Recommendation: that weights at the Elite Championships for men be adapted so where appropriate they match the proposed new Olympic weights.</p> <p>Agreed: That provided they were confirmed by the IOC / AIBA as the Olympic weights they would be introduced for the 209/20 season.</p>	

9.2 Championships;

- i. **Recommendation:** That the Championships SC members are agreed by the Board. After an extensive discussion and the stressing of the need to get members with suitable event experience appointed, the following was decided;

Agreed; that Louise Gibbs, Ian Ireland, Jerome Xavier, Dave Tipler, Danny Lynch, be appointed.
- ii. **Recommendation:** that the Championships Terms of reference are agreed by the Board.

Agreed; that they would be accepted once a reference to the need to develop the competition as an event was inserted.
- iii. **Recommendation:** That schools weight categories are adjusted to fall in line with the EUBC competitions. The recommendation involves separating the male and female weight categories and detaching the minors from the schools.

Agreed
- iv. **Recommendation** That an additional number of weight categories (probably three) are included at the lower end for the youth weights.

Rejected. Further consideration required as to the impact on scheduling and facilities required in order to accommodate this.
- v. It was noted that a competitions handbook was in the process of being produced.

9.3 Medical;

- i. **Medical Registration;** It was reported that the IT computerised medical records programme is nearly complete. It was confirmed that the system is to be trialled by Subcommittee Doctors before rollout plans are developed for the membership.
- ii. **Gender boxing;** It was noted that this should not be allowed at the moment for the safety of the boxer. Clarity is to be sort from AIBA / IOC.
- iii. **Head injuries:** Head injury gradual return to boxing advice sheet is being finalised before distribution as part of the Rule book.

9.4 Membership Services;

- i. A discussion was held on the upgrades to the Vault. It was agreed while there certainly was merit in the options presented, the host fees were looking to become significant.

Agreed; that further discussions with the CRM company should take place to see what could be done.

	<p>9.5 HR Legal and Compliance;</p> <p>i. Agreed; that the Club Membership Policy document should be issued to the Regions for consultation. See CEO Report.</p> <p>ii. Recommendation; That the Board issue guidance and / or consult with a view to deciding upon drafting and implementing a set of requirements for becoming a Member of EB.</p> <p>Agreed: that further consultations with the subcommittee would take place.</p> <p>iii. The issue of a BCR1 which had been retained and then referred to the subcommittee was raised, and the following recommendations made;</p> <p>Coaches, Matchmakers and Referees should be acutely aware of the importance in ensuring that boxers are evenly matched at all times;</p> <p>In the event that it transpires that there is a mis-match, the bout should be stopped immediately – this may be (a) before the bout – if concerns come to light before the bout has started; or (b) by the referee – if the bout has already started.</p> <p>NB. THE SAFTEY OF THE BOXERS IS IMPERATIVE</p> <p>Once a bout has been stopped, thought should be given to whether any/both BCR1s should be retained, by the Supervisor;</p> <p>Any BCR1, so retained, must be passed on by the Supervisor to the Regional Registrar, as soon as is reasonably practicable, and no later than within 7 days;</p> <p>On receipt of a BCR1, the Regional Registrar is to determine as soon as is reasonably practicable, and no later than within 21 days, whether:</p> <p>(In the event of no-wrong-doing,) the BCR1 can be properly returned to the boxer in question – in which case, this should be done as soon as is reasonably practicable, and no later than within 7 days;</p> <p>(In the event of suspected wrong-doing), refer the matter to the EB compliance manager to investigate further.</p> <p>On receipt of a referral, from a Regional Registrar, the EB Compliance manager will investigate the matter, pursuant to the EB Disciplinary Procedure.</p> <p>NB. Nothing in this recommendation would prevent the making of a complaint, per the EB Disciplinary Procedure, by someone other than the Regional Register.</p> <p>Agreed: to work through these recommendations for implementation</p>	
<p>Item 10</p>	<p>Talent Pathway and Competitions Update:</p> <p>10.1 The Board reviewed the Talent Paper. A presentation on the international season was also made by David Thorley, Mick Driscoll and Amanda Coulson.</p>	

	<p>10.2 A explanation was provided about how the coaching team operated and delivered the talent programme from entry into the programme (by winning the national championships, invited to a selection camp or open talent days) through to the podiums or international competitions.</p> <p>10.3 It was explained that there were three levels on the pathway namely; Excel, Challenger and Discovery. An explanation was also provided how they operate the camps and why they move around the country. The feeling was this had been well received by those who were able to facilitate the requirements of holding a camp and increased sparring opportunities.</p> <p>10.4 The lack of female coaches coming through the system was highlighted as one of the key issues.</p> <p>10.5 Both coaches were congratulated on their record-breaking year and it was noted that from the 38 medals won, 50% of these were females.</p> <p>10.6 Agreed: that Ryan Vickers be appointed to the Subcommittee.</p>	
Item 11	<p>AOB:</p> <p>11.1 The issues of Regions charging for membership of the Region was raised. It was noted that this was permissible provided it was proportionate and had been clearly agreed to at the appropriate AGM and that sufficient notice for the AGM etc had been provided.</p> <p>11.2 It was noted that next year would be the 140th anniversary of England Boxing. The Board were asked to consider appropriate ways of recognising the anniversary.</p>	
Item 13	<p>Future meeting dates:</p> <p>It was confirmed that the 23rd March had been earmarked for the AGM which would take place ahead of the start of the National Junior Championship Finals.</p> <p>Dates of the next Board meeting:</p> <p>30th April 25th June 3rd September 15th October - Manchester 3rd December</p>	