



England Boxing Ltd Board Meeting
Date: Tuesday 19th June 2018
House of Sport, 190 Great Dover Street SE1 4YB.
Time: 10:30 – 16:00

Item 1	<p>Present:</p> <p>1.1 Tove Okunniwa (TO) Chair, Alkit Patel (AP), Mickey Norford (MN), Liz Norris (LN) Lawrence Selby (LS), Gio Brugnoli (GB), Mike Loosemore (ML), Darren Chapple (DC).</p> <p>Gethin Jenkins - CEO – (GJ)</p> <p>1.2 Apologies: Caspar Hobbs, Gerry Wilmott, Hilary Lissenden</p>	<p>I = Info D= Decision A= Action</p>
Item 2	<p>Declaration of Interests:</p> <p>2.1 Gio Brugnoli – AIBA, Mike Loosemore – AIBA, Darren Chapple – Commonwealth Games, Micky Norford - EUBC, Tove Okunniwa - London Sport. Lawrence Selby - British Jujitsu / British Canoeing.</p>	
Item 3	<p>Minutes of Last meeting:</p> <p>3.1 Minutes reviewed, considered and approved.</p> <p>3.2 Accuracy - It was noted that in the previous minutes under line 3.4 instead of NSPCC it should read NPCC.</p> <p>3.3 The issue of the Per Diem for international officials was raised (covered under any other business) and then a general discussion on officiating followed. It was confirmed that subject to the budget being passed then an allocation of money had been made to re-model the officiating training courses and in order to hold a specific training seminar for supervisors.</p> <p>It was further explained that the Head of Boxing Development had been tasked with reviewing the officiating provision including a respect campaign, training and the official progression pathway.</p> <p>With regard to the specific issue concerning the intimidation of officials it was explained that the supervisors had the authority to stop a bout until the issue was addressed and this needed to be coordinated with the relevant security and stewards present. It was agreed the specific rule would be found and provided to the Board. This would be followed by issuing an update to the Clubs and members.</p> <p>3.4 It was confirmed that the AIBA survey had been collated as agreed and sent to AIBAs consultants via the Chairman of the Board. It was agreed a copy should be forwarded to the Board.</p> <p>3.5 It was confirmed that the issues surrounding the Golden Gloves tournament were still be progressed via the compliance manger and the disciplinary process.</p>	<p>GJ</p> <p>Chairman</p>

<p>Item 4</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>4.1 GDPR: It was confirmed that GDPR obligations had been met by the organisation ahead of the deadline and that recommended actions for clubs had also been issued to the member Clubs. Monitoring of this reequipment would be on going</p> <p>4.2 Stake Holder Engagement: It was reported that an invite had been extended to the CEO and a subsequent meeting had taken place with clubs and regional representatives of the Midlands region. The main topic of conversation had been addressing the issue of so called <i>white collar boxing</i>.</p> <p>4.3 FBT It was confirmed that a meeting had taken place with the Managing Director of FBT to discuss the ongoing partnership.</p> <p>4.4 Loughborough University / Student boxing: It was also reported that meetings had taken place with Loughborough University to discuss boxing there, as well as further meetings with BUCs the organisation responsible for student sport to discuss the development of their championships.</p> <p>4.5 Safeguarding: It was conformed that a meeting had taken place with the NSPCC / Sport England, CSP unit and that England Boxing had been awarded a green light (highest level) for its safeguarding procedures and processes.</p> <p>4.6 Sport England: It was reported that meetings had taken place with Greg Clements the lead for strategic relationships and partnerships and also with James Watmough to discuss England Boxings core funding targets. It was confirmed that a copy of the these would be forwarded to the Board.</p> <p>4.7 Independent SE Audit: It as reported that Moore Stephens had submitted their follow up independent audit report on EB to Sport England. The report recognised that good progress that had been made implementing their previous recommendations, although they stated the resignation of the Head of Finance had naturally set this progress back.</p> <p>4.8 Sport England Funding: It was reported that requests had been made to Sport England re the reallocation of funding and to look at more support for; reviewing the membership rules, recruitment of a new Head of Finance and engagement with an insight company in order to help monitor to Core funding targets (once set).</p> <p>4.9 Oaks Consultancy: It was confirmed that initial scoping and follow up meetings have been held with the Oaks consultancy who are reviewing the England Boxings overall commercial programme and inventory. It was confirmed that further meetings were planned, including speaking to various boxing clubs and regional representatives about their views on the matter.</p> <p>4.10 Membership Rules and Regulations: It was reported that work had also begun with Mishcon De Reya on updating the terms and conditions of the Vault and website, ensuring we are GDPR compliant and providing greater clarity as to what a boxer, coach and official etc. signs up to when becoming a member of England Boxing. Further work regarding the Membership rules and critical incident procedures were ongoing.</p> <p>4.11 Governance Code: It was confirmed that an invitation to tender to be the organisations independent auditors had been issued to five different accountancy practices. The deadline for return was 15 June.</p>	<p>LM</p> <p>GJ</p>
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Recommendation: It was agreed that a review of the tenders is undertaken by the Audit Sub Committee for email sign off by the Board, following which the start of the 17/18 audit would begin.

4.12 A follow up meeting has taken place with Inclusive Boards to review our on-going commitments to the Governance Code.

4.13 **Staffing / Office:** It was confirmed that Tony Bilbie has resigned and left the organisation on 11th May. He has, however, been retained as a consultant to help with any significant financial matters and items such as payroll.

It was explained that an advertisement for a replacement had been published, but the response had not been as expected. As detailed in 4.8 above, Sport England have been approached not only to see if we can use an underspend in order to allow us to engage a recruitment agency but also to see if they are aware of any interim options.

It was also confirmed that Gemma Field also resigned and left the organisation on 18th May. She is continuing as a consultant until 20th June to help with the development of the new website. It was explained that Monique Staunton has been tasked with helping to cover the Media role for the time being.

Dan Allen, the Midlands Club Support Officer, has also left the organisation to take up a role with the Midlands CSP. An advertisement has gone out to find a replacement.

Zoe McLean has been brought in to provide temporary cover in the talent and membership areas until 30 September.

4.14 **White Collar Boxing:** An extensive discussion was held on the issue of *white collar boxing* and specifically the "one time only charity events". It was explained that often these events could be unregulated, unaccountable, unsafe, badly miss-matched and without proper medicals.

It was felt that this not only can cause harm to the individuals participating, but also damage to the overall image of the sport. In addition to this, the number of white collar bouts being held was, it was felt, causing a financial impact to the clubs in our membership.

It was further explained that Spot Relief had demonstrated that one time only events - provided the boxers were under 40 - could take place within England Boxings current regulations and thus in a safe, well regulated, with appropriate medicals and well coached environment.

It was agreed that a paper should be presented at the next Board meeting looking at how the issues can be addressed and then the Board can review and potentially update its position on the issue. It was also agreed that the implications of changing the age limit of 40 would be investigated.

4.15 **England Boxing Offices:** It was reported that the review of the England Boxing office costs was still being undertaken. It was highlighted that space to accommodate the staff was becoming an issue.

4.16 **National Championships:** An update on the EB national competitions was provided to the Board. It was reported that the national finals had all been completed at the location and venue initially planned for them, which was regarded as progress compared to recent years.

There has also been improvement in the delivery and presentation of the finals. All finals days were streamed via YouTube and photos made available the finalists free of charge.

It was felt that whilst this was recognised progress, there was still a long way to go in terms of the delivery of the competitions, the venues utilised and the clear articulation of the rules & methodology for the draws etc.

The issue of safety of the boxers, officials and public especially in regard to the school's finals was also raised following disruption at the school's finals. It was confirmed that at the school's semi-finals and final there had been an increase in the security, barrier provision and, in the end, had one of the bouts delivered in effect behind closed doors.

It was explained that it remains difficult to prevent the deliberate disruption of the finals and it was noted that the Hull box cup had also had to be cancelled. It was confirmed that further advice would be sort and review through the summer will be undertaken and reported back to the Board in the Autumn.

It was reported that the Elite Championships were delivered in London. Attendance was lower than expected for the final day. This had been put down to the warm weather and clashing with the London Marathon which also impacted the clubs financially.

It was also explained that there had been significant issues with the York Hall. It is recommended that this venue is not used again for our finals, not least because it does not have sufficient or appropriate facilities for the boxers.

4.17 Agreed that the Elite Championships will be adapted so the finals are a stand-alone event with most likely the pre-quarters, quarter and semi-finals being held on one weekend. It was also confirmed that following feedback from the membership there would be a change in dates in order to ensure the final does not clash with the London and Marathon and in 2019 the Easter bank holiday weekend.

4.18 It was also confirmed that consideration is being given to amalgamating the school's semi-finals and the final all into one venue. It is felt that the costs savings from having to hire the venues can be reinvested into providing a more robust venue and better event experience.

4.19 Removal of the Facial Hair Ban: It was reported that this rule change had come into effect on 1st June and in general appeared to have been well received by the boxers.

4.20 Match Maker / Medical Data Base / The Vault: It was confirmed that the match maker programme has been launched, and there had been no significant issues reported to date.

It was also reported that work has been undertaken to ensure our terms and conditions and data management complied with GDPR regulations.

Changes to the Vault for the new season included the following:

- New format of ID card to make it easier for viewing at events
- One-page member application, moving away from tabbed membership
- Club renewal for memberships, clubs will be able to select which existing members are renewing for the season and pay in one transaction from the club profile.
- Next of Kin mandatory for under 18's

A meeting has taken place with 4 Global which included emphasising the need to for them to be flagging issues as they become aware of them during the role out of EB programmes.

	<p>Medical Module – It was reported that 4Global and My Next Match are still working on the enabling work, in order that the next part of the process can start. It was again raised that it was felt that the Medical Subcommittee should engage or provide material for EB to engage with the registered doctors on how to use the module. It was stressed that a full roll out plan will also be required. How to resolve the issue of boxers travelling abroad was also raised.</p> <p>4.21 Website Redevelopment: It was reported that this was on going.</p> <p>4.22 The Membership Services Managers Report: It had been confirmed that by the 31st May (end of season) the following were in membership of England Boxing: - Clubs 852 (16/17 - 825), Members 17,546 (16/17 15,320).</p>	
Item 5	<p>Finance update:</p> <p>5.1 Budget: The draft budget for the 18/19 financial year was presented to the Board. It was explained that the budget linked back to the strategy and differentiated between Sport England funding and that of funds raised from within England Boxing. The budget also included core market targets and commitments for the year ahead.</p> <p>It was confirmed that the budget in line with policy was a breakeven budget.</p> <p>Agreed; That the budget - as presented - be passed for the financial year 18/19.</p>	
Item 6	<p>Risk Register:</p> <p>6.1 It was reported that the Board director with responsibility for Risk – Darren Chapple – would now extract the relevant risks from the Sub Committee minutes.</p> <p>6.2 It was requested that the Risk register be placed in a cloud for ease of access.</p> <p>6.3 It was agreed that a risk register item should be placed as a separate agenda item on all the Sub Committee agendas.</p> <p>6.4 It was agreed that a review of the operational risks would be made. It was noted that all risks that had passed or been resolved would remain at the back of the register.</p>	<p>DC</p> <p>LM</p> <p>Chair of Sub Com.</p> <p>DC</p>
Item 7	<p>Recommendation from the Sub Committee Meetings:</p> <p>7.1 HR Legal and Compliance:</p> <p>7.2 Recommendation: Agreed that following the implementation of GDPR regulations, all EB Board and Sub Committee members should use an EB email address.</p> <p>7.3. Recommendation: Agreed that Safeguarding should be a separate agenda item at the Board meetings.</p> <p>7.4 Medical:</p> <p>7.5 It was noted that there were no specific recommendations but that the subcommittee had raised the point that Doctors didn't need DBS as this was already required for GMC registration.</p> <p>It was highlighted that these exemptions raised a consistency of application issue. It was agreed this would be reviewed by the Compliance manager and the safeguarding subcommittee.</p> <p>7.6 The subcommittee had stated they felt that £350 was the correct amount for a doctor for attendance all day at a tournament.</p>	<p>LM</p> <p>LM</p> <p>GV</p>

	<p>7.7 It was also highlighted that the adjudication of a beard length was not an issue for Doctors to decide on at boxing bouts.</p> <p>7.8 A discussion on disability boxing had also taken place at the subcommittee meeting. It was agreed that an overall review should take place on the issues stopping progress with the various stands of disability boxing. This would include wheelchair boxing, boxing for those with Parkinson's disease and other disabilities.</p> <p>7.9 Coaching: No recommendations.</p>	RT
Item 8	<p>Objection to EB Disciplinary Committee Decision:</p> <p>8.1 The board was presented with a report concerning the decision of the EB Disciplinary Committee. The committee's decision had subsequently been appealed. As a result, the process was for the decision and outcome of the subcommittee to be reviewed by the Board.</p> <p>8.2 After a discussion on the issue, the Board recommended that the original decision be upheld.</p>	GV
Item 9	<p>Talent Pathway and Competitions Update:</p> <p>9.1 The Board reviewed the Talent Paper.</p> <p>9.2 It was noted the recent success at the European Youth Championships which took place in Italy between 18-25 April. A team of 14 boxers returned 6 medals (3 gold, 2 silver and 1 bronze). As a result of winning gold, two boxers in the appropriate weight categories – Hope Price and Caroline Dubois - had qualified for the Youth Olympics which would take place in Buenos Aires later in the year. As a team England finished third with only Russia winning more gold medals.</p> <p>9.3 The success of the England team at the European Schools Championships which took place in Bulgaria was also noted. The team of 20 boxers returned with 10 medals (4 gold, 3 silver, 3 bronze). As a team England finished third.</p> <p>9.4 The paper reported that the updated pathway model has been introduced with boxers now being brought onto the pathway through performances at national championships, open talent days and scouting reports.</p> <p>9.5 Commonwealth Games: DC who was team manager at the Gold Coast Commonwealth Games, presented his report to the Board. It was highlighted the success of the team which returned 9 medals (6 gold, 1 silver and 2 bronze). It was agreed that the recommendations included lessons to be learned for 2022, should be collated and distributed to appropriate stakeholders as required.</p>	DC
Item 10	<p>AOB:</p> <p>10.1 Following discussions at the previous Board meeting regarding per diems for officials at internationals, a paper was presented to the Board looking at the implications for events in the UK.</p> <p>Following an extensive discussion, it was agreed to discuss further at the next Board meeting when further information had been obtained including what other payments occur at international level.</p> <p>10.2 It was reported that a Club had requested to change Region due to geographical location. It was agreed if a resolution could not be found, then the issue would be parked until completion of the membership rules review.</p>	GJ / DT GJ / LM

Item 11	Future meeting dates: 11.1 It was confirmed that the future Board dates had been confirmed as detailed below: Due to the CEO being away it was agreed to find an alternate date for the August Board meeting. The other two dates for the year were confirmed as follows: <ul style="list-style-type: none">• 16th October• 4th December It was noted the October Board meeting would be held in Manchester.	
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