



ENGLAND BOXING LIMITED BOARD MEETING
DATE: Tuesday 4th April 2017
9 Bedford Row, London, WC1R 4AZ
Time: 10:00 – 16:00

Item 1	<p>Present Attendees:- C Hobbs (CH) – Chair, T Okkuniwa (TO), H Lissenden (HLL Selby (LS), A Patel (AP), P Beard (PB)</p> <p>D Thorley (DT) – Head of Operations L Mayo (LM)- Secretariat</p> <p>Invitees C Colby (CC) – Sport England, N Pearce (NP) – on behalf of Technical and Rules Subcommittee</p> <p>Apologies - M Loosemore (ML), M Norford (MN), G Brugnoli (GB), D Chapple (DC)</p>	I = Info D= Decision A= Action
Item 2	<p>Declaration of Interests</p> <p>CH - GB</p>	I
Item 3	<p>Minutes of previous Board meeting</p> <p>CH thanked TO for chairing the last meeting on the 7th February in his absence. It was noted that this is the first meeting that CH has been unable to chair during his tenure.</p> <p>Minutes considered and approved by the Board.</p> <p>The following points were raised;</p> <ul style="list-style-type: none"> • Threat of violence to events and the importance of diminishing the risk for future events • Overview of legal position on current membership eligibility – LS to forward bullet points of outcome • Eligibility of membership for clubs and members should be considered on a case by case – Approved 	A
Item 4	<p>Chairman’s report</p> <p>CH advised the Board that a review of the agenda structure had taken place to make the Board meetings more strategic.</p> <p>CH asked all in the room to observe a silence in respect and to honour the memory of Eddie Bilbey who tragically died following a bout on Friday 24th March.</p> <p>CH outlined the tragic incident and advised that it had been 31 years since there had been a death in the ring during an amateur boxing event.</p> <p>It was noted that the coroner’s report had not yet been released.</p>	

	<p>Dr Mike Loosemore and the medical subcommittee have set up an investigation and will move forward once the coroner's report is made available.</p> <p>ML to supply terms of reference for the investigation.</p> <p>CH and DT outlined the steps which had taken place by the Board directly after the tragic death of Eddie Bilbey.</p> <ul style="list-style-type: none"> - Board calls taken place to discuss actions required to support family and people involved in the event - Calls made to family and people directly to offer EB support - Statement put on website and social media from the Board - Support options CRUSE and the Samaritans sent to family and relevant people, as an interim measure - DT, GB and LM attended a special meeting within East Midlands region – DT gave overview of the meeting - Eddie Bilbey foundation crowdfunding page set up with approval of family, the fund will be used to assist future boxers <p>It was agreed that EB need to have a set of operational procedures in place for the future. Gordon Valentine, National Compliance Manager will lead in this process.</p> <p>DT is working directly with counselling suppliers to offer support when the family are ready. EB will have a counselling option available for future use.</p> <p>CH asked CC if he had any advice on behalf of SE. CC discussed comparisons of other sports and agreed that he would put DT in touch with RFU to discuss how they deal with serious injury/death in sport incidents.</p> <p>CH discussed the EGM with the Board and why the EGM had been called. He asked that all directors attend the EGM.</p> <p>CH discussed the recent cancellation of the Junior Championships due to intelligence received from the Police in Basildon.</p> <p>The following items were discussed regarding the cancellations;</p> <ul style="list-style-type: none"> - Implications to clubs - Police information given surrounding the cancellation - Insurance – it was agreed that insurance for events should be explored for both EB and clubs by LM - Semi-finals have now taken place in Grantham and the finals have now been arranged <p>A Board strategy day has taken place and a full list of actions are currently being worked though. The Board evaluations have started.</p> <p>The Deputy chair will be announced by the next Board meeting in June.</p> <p>CH gave an update on the CEO interviews, which are to take place on 11th April.</p> <p>CH outlined that the EB Strategy was not late and EB were supported by SE by receiving an extension. The Strategy will be delivered in time.</p> <p>CH advised that he wants the monthly newsletter reinstated as soon as possible. TO/LM and HM to review and discuss.</p>	<p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>
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	<p>Grassroots new stories need to be promoted better. HM/LM to work on this.</p> <p>The medical module was discussed, it was agreed that LM, CH and LS were to meet with MNM to discuss moving forward on the module.</p> <p>CH commended Tony Davis on his actions at the Palace of Westminster, he showed speed of thought and action, acted selflessly and embodied in his conduct and action, acted selflessly and embodied in his conduct the essence of service.</p>	
Item 5	<p>Head of Operations report</p> <p>DT gave a review of the financial operations which had been put in place, to move away from the issues EB has faced in the past.</p> <p>The ongoing financial processes were discussed. DT/AP to investigate and implement the permanent finance structure.</p> <p>It was agreed that LM and DT can become signatories on the property account to move funds across.</p> <p>Tom Gilbert will give a full debrief paper to the Board on the cancellation of the Junior Championships.</p> <p>DT outlined that leadership and team meetings had been put in place. The leadership team now have set budget lines. Reports will be required for any variances.</p> <p>Before any large expenditures are made the budgets need to be approved by the Board and Audit Subcommittee.</p> <p>The meetings have been implemented as the first step to create a world class organisation. The object of the meetings is to enable the sharing of information in an informal environment, for staff to better understand the roles of other staff members and feel part of a team again.</p>	<p>A</p> <p>A</p> <p>D</p>
Item 6	<p>Risk Register</p> <p>DC has completed a new format for the risk register to be presented in. The Board thanked DC for this change as the document is better than previous versions.</p> <p>The risk register should be managed centrally, DC to train LM to maintain.</p> <p>It was agreed that the subcommittees should have recommendations for the risk register after each meeting.</p> <p>The follow areas should be added/amended;</p> <ul style="list-style-type: none"> - Colour sort of the highest risks to be at the top of the document - Threats of violence and fatalities at events should be added - Highlighting items on the register which are due to be actioned/resolved 	<p>A</p> <p>A</p> <p>A</p>

<ul style="list-style-type: none"> - Board to consider implementing own anti-doping testing – Approved - EB to prioritise a better governing structure of its Regional Associations – To be discussed at the next strategy day - Funding for training for new Disciplinary Panel and Subcommittee members – LS to collate quotes for training and send to AP to review 	<p>A</p> <p>A</p>
<p><u>TRRJ</u></p> <ul style="list-style-type: none"> - Officials to declare themselves fit to undertake duties, at the start of the season, by signing a declaration – Approved – the officials should also declare any changes during the season – LM/GB to action - Championship draws (excluding Elites) should take place before the event, to minimise needless travel – Approved (to be filmed for transparency) - Youth Championships should be conducted in similar fashion to the juniors – giving an opportunity for the ET pathway – Approved - Professional boxers should be able to return to EB under the following conditions: <ul style="list-style-type: none"> 1. Must prove to EB that they are fit to Box – it was agreed that a final medical should be carried out by the BBBC doctor and evidence of medical is provided 2. The boxer must provide evidence of the number of professional contests, which must not exceed 6 3. The boxer should relinquish professional licence. 4. Once criteria has been met the individual can affiliate via The Vault and complete as an EB boxer and enter the Elite Championships 	<p>A</p> <p>A</p>
<p>The above was approved in principal after the wording of the process is reviewed by LS initially and AIBA accept the change based on the current AIBA rules</p>	
<p><u>Medical</u></p>	
<p>No actions to be taken until coroner's report received regarding Eddie Bilbey's tragic death.</p>	
<p><u>Clubs, Membership and Development</u></p>	
<p>Report to be forwarded to Board</p>	
<p><u>Audit</u></p>	
<p>No recommendations</p>	
<p><u>Coaching</u></p>	
<ul style="list-style-type: none"> - The Coaching SC to be enable as necessary to consult EB's lawyers in aspects of the recruitment process for both the working group and enlarged coach educator cohort – As there are lawyers on the HR, Legal and Compliance SC it was agreed that items like these would be forwarded to review before working with EB lawyers 	
<p><u>Office</u></p>	
<ul style="list-style-type: none"> - Employ a permanent member of the team to assist with day-to-day administration – Approved one year contract initially 	

<p>Item 9</p>	<p>Talent and Performance update</p> <p>England Pathway</p> <p>DT overviewed Talent Programme, throughout which the following points/issues were highlighted;-</p> <ul style="list-style-type: none"> - Contractual outcomes update - Leadership update - International Competition update - Pathway update - System update - Budget requirements from EB <p>The following items were discussed</p> <ul style="list-style-type: none"> - Overview of the PMG - Staffing structure - A better understanding is required on the pathway, DT to create case studies to demonstrate the pathway. 	<p>A</p>
<p>Item 10</p>	<p>Commonwealth Games</p> <p>DT gave an overview of DC report. DC to give full overview at next Board meeting</p>	
<p>Item 11</p>	<p>BAB/Home Nations Memorandum of understanding</p> <p>DT gave an overview of memorandum.</p> <p>CH would like the Board to review before being signed.</p> <p>The Board would like clarity who the document is being signed with, once this has been done then signature is Approved.</p>	
<p>Item 12</p>	<p>EGM</p> <p>CH advised of the EGM format and the following items were raised;</p> <ul style="list-style-type: none"> - Chairman's report to be sent to Board for review before sending to all the membership via The Vault - Membership would like more contact with the Board - EB need to be transparent – expenses to be put on the website - Questions and Concerns can be answered by the Board - Common and submitted questions to be forwarded to Board - ID check 	<p>A</p>

Item 13	<p>Update of strategy development</p> <p>DT gave an update on the progress of the Strategy report.</p> <p>A meeting is to be arranged to go over strategy plan. LM/DT to arrange.</p> <p>The following items were discussed;</p> <ul style="list-style-type: none"> - Focus groups with membership to understand the membership trends - Insight driven focus - Development work – RT should be involved in this section of the strategy - Delivery of the plan - Defined timeline <p>CC will send assessment criteria, of 10 key areas.</p> <p>Renault Nissan meeting to be arranged by DT</p>	<p>A</p> <p>A</p> <p>A</p>
Item 14	<p>AOB</p> <p><u>Membership survey</u></p> <p>TO gave an overview of the membership proposals received and how EB would like to move forward.</p> <p>CC advised what EB should be aiming to achieve from the membership survey</p> <p>DT, LM and TO to look at budget to start the membership survey.</p> <p>EB would like to have results to analyse by end of June</p> <p>Wheelchair boxing to be explored and moved forward</p> <p>Home rules communication needs to be circulated if not done already.</p> <p>Current legal cases discussed. HCABA is now coming to a close and it was agreed that one further letter would be send regarding London.</p>	<p>A</p> <p>A</p> <p>A</p> <p>A</p>
Item 15	<p>Future meeting dates</p> <p>Next meeting planned for Tuesday 13th June, to be held in Sheffield.</p>	

Action Points from Meeting 04.04.17

Item	Details of Actions to be taken	Who by?	When by?
3	Bullet points of legal position on membership eligibility to be forwarded to Board	LS	30 th April
4	Terms of reference to be supplied to Board for the investigation in to Eddie Bilbey's death	ML	31 st May
4	Operational procedures to be put in place for the future	GV	31 st May
4	EB to have counselling option available for the future	DT	30 th April
4	Insurance for event cancellations to be explored	LM	30 th April
4	Deputy Chair to be announced in June Board meeting	CH	6 th June
4	Monthly Newsletter to be reinstated	HM	31 st May
5	Finance structure within the EB office to be reviewed	AP/DT	31 st May
5	Full debrief be supplied to the Board regarding the recent cancellation of the Junior	TG	15 th April
6	Subcommittees to put forward recommendations for the Risk Register after each meeting	All	Ongoing
6	Items to be added to RR as per minutes	DC/LM	15 th May
7	Expenses process to be reviewed early in the financial year	DT,AP, MS, HL,MN	31 st May
7	Insight Manager job description to be written	DP, AP	31 st May
7	Proposal to be written on how to use money which has been left to EB	DT	31 st May
7	Auditors tender to be started	AP,DT	31 st May
8	Regional structure to be discussed at next strategy day	All	9 th May
8	Quotes to be collated for new disciplinary committee training	LS	31 st May
8	Officials fitness declaration to be designed and implemented	GB/LM	31 st May
8	Professionals permission returning to EB needs to be reviewed in full	GB, LS	31 st May
9	Case studies to demonstrate England Pathway to be circulated	DT	31 st May
12	Common questions from membership to be circulated to Board ahead of EGM	LM	31 st May
13	Strategy plan meeting to be planned	DT	30 th April
14	Membership survey budget to be reviewed	TO, LM, DT	30 th April
14	Wheelchair boxing to be explored and moved forward	ML,GB	31 st May
14	Home rules communication to be sent to members	LM	30 th April
14	London legal case to be brought to a close	LM	8 th May

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