



England Boxing Ltd Board Meeting
Date: Tuesday 4th December 2018
House of Sport, 190 Great Dover Street, London, SE14YB,
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), Lawrence Selby (LS), Hilary Lissenden (HL), Mickey Norford (MN), Darren Chapple (DC), Gio Brugnoli (GB).</p> <p>Gethin Jenkins - CEO – (GJ)</p> <p>Apologies; Gerry Willmott</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, Gio Brugnoli - AIBA, GB Boxing, Micky Norford – EUBC, Lawrence Selby - GB Brazilian Jujitsu, British Canoeing, Tove Okunniwa - London Sport.</p>	
Item 3	<p>Minutes of Last meeting:</p> <p>3.1 Minutes were reviewed, considered and approved.</p> <p>3.2. INED Position: An update was provided on the INED vacancy. It was confirmed that initial interviews would take place at the recruiter’s offices in early January.</p> <p>3.3 Subcommittees: A discussion took place on the operations and function of the subcommittees.</p> <p>Specific conversations took place regarding the Membership subcommittee. It was also confirmed that some of the Competitions subcommittee members still had not been ratified by the Board.</p> <p>It was reported that the R & J subcommittee would soon advertise for new members. The advertisement would ask for skill sets and experience required to fill the gaps in the current committee.</p> <p>3.4 Rule Changes: It was confirmed that wherever possible and allowing for any specific safety changes, rule amendments would only be implemented at the start of the international year on 1st January and be incorporated into the Rule book. Where required an update and amendments could be introduced at the start of the domestic season – namely 1st June. It was confirmed that the Matrix would be sent out on the 2nd January.</p> <p>3.5. The appropriate medical forms were requested from the Medical chairman, so they can be incorporated in to the Rule book. It was also agreed there should be liaison between the Medical sub committee chair and Nathan Pearce who is producing the rule book.</p>	

<p>Item 4</p>	<p>Chairman’s Report:</p> <p>The Chair gave an overview of his report to the Board.</p> <p>4.1 Congratulations were extended to Gio Brugnoli who had been elected to the AIBA executive board at the Moscow Congress.</p> <p>Congratulations were also extended to Caroline Dubois, Hope Price and Karol Itauma who won gold and Hassan Azim who won bronze at the 2018 Youth Olympic Games. It was also noted that Caroline Dubois had won the Sports Aid one to watch award.</p> <p>4.2 AIBA Congress, Elections / IOC: A discussion took place into the AIBA Congress that had been in Moscow and specifically the Presidential and executive elections, the statute changes, the recent statement by the IOC and it continued suspension of AIBA.</p> <p>Agreed: That in light of the grave situation concerning boxings participation at the 2020 Olympics and the recent IOC statement, a letter is to be written to the President of AIBA asking for him to consider his position and express concerns of the lack of resolution to the significant and ongoing issues between AIBA and IOC.</p> <p>4.3 The Chairman highlighted the progress over the past year and the work undertaken on delivering the strategy.</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 Stakeholder Engagement: An update on various meetings with Regions, stakeholders and specifically Sport England was presented to the Board. An update was also provided on the current core funding arrangements, targets and the associated date collection requirements.</p> <p>5.2 Staffing / Office: It was confirmed that Matthew Halfpenny had started as communications manager. It was reported that the Head of Finance appointee had withdrawn from the process. Fresh interviews were scheduled to take place on the 7th December with an appointment hoped to be made before Christmas.</p> <p>The appointment of the communications manager would see a renewed emphasis on communication with the membership, especially with regard to social media and the relaunch of the website.</p> <p>5.3 Membership: It was reported that currently there were 890 clubs registered with a further 9 pending. This compared to the 816 at the same time last year. Membership currently stood at 15,074 with 2453 pending compared to 13006 last year.</p> <p>5.4 Strategy: A full review of the strategy and the progress to date was made by the Board. Included in the review was the forward view of targets for the coming year.</p> <p>A dashboard of bench mark figures detailed below was also provided.</p>	

Foreword Look:

- Comprehensive budgeting process for 2019/20.
- Completion and roll out of new coaching course syllabus – Refresher and Level 2 in early 2019 followed by Level 3.
- Referees, judges and supervisors training courses developed.
- Launch of the new Website with associated branding and utilisation of our heritage.
- Creation of a charitable trust.
- Membership / data survey.
- Continued improvement of the delivery, provision and profile of the National Championships & WWBC.
- Increase the number of sponsors / commercial partnerships.
- Implement new membership rules and review the permit system.
- Development of the Vault and the value-added provisions, including medical data base.
- Development of an anti-doping programme / strategy.
- Individual Athlete Plans developed.
- Athlete survey / Young person's focus groups.

Dash Board:

Membership:	May 2017	Nov 2017	May 31, 2018	Nov 2018
Clubs	825	816	852	890 + 9 pending
Members		13,006	17,546	17,527 (including pending and recreational).

England International Medals:
 2016 - 23 2017- 25 2018 - 38 (Inc YOG) 50/50 gender medal split

Level 1 coaching courses: 2017 – 57 courses, 2018 – 72 courses.

Women's Winter Box Cup Entrants - 2018 - 189

Social Media:

Facebook: -	Nov 17 - 20,284.	April 18 – 22,143.	Nov 18 - 23,000
Twitter: -	Nov 17 - 11,434.	April 18 – 12,562.	Nov 18 - 13,000
Instagram	N/A	N/A	Nov 18 - 3,600

Compliance:

2017 - 109 complaints, 6 hearings

2018 - 104 complaints to date, 13 hearings + 5 pending,

Community Grants:

April 2017 – Sept 17	51 grants,	£0.45m raised	CSO Influence 70.5%
Oct 2017 – March 18	61 grants,	£1.2m raised	CSO Influence 51%
April 2018 – Sept 18	119 grants,	£4.2m raised	CSO Influence 59%

<p>Item 6</p>	<p>Finance update:</p> <p>6.1 Annual Accounts: The draft accounts were presented to the Board by Sedulo, the company's auditors and having been recommended to the Board by the Audit Subcommittee.</p> <p>It was noted that a small profit had been made for reinvestment into the organisation following a loss the previous year.</p> <p>After questions and discussions, the Board unanimously passed the accounts. They were then duly signed and agreed to be lodged with Company's House.</p> <p>6.2 ABAE Properties Ltd: It was agreed to close this company down as it no longer fulfilled a need within the organisation.</p> <p>6.3 Budget: It was confirmed that the budget process would start in early January. Departmental managers would lead on their respective areas budget planning, linking in with the appropriate subcommittee chair to decide on the objectives and what was to be delivered in the coming year. Board members were reminded that budget planning needed to take into account the strategy.</p> <p>6.4 Terms of Reference: The new Audit Subcommittee terms of reference were presented to the Board and passed. It was confirmed that all subcommittees should review their respective terms of reference.</p>	
<p>Item 8</p>	<p>Risk Register:</p> <p>8.1 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, and the subsequent risks shown. It was confirmed these would be available by shared link.</p> <p>8.2 It was confirmed that DC would link in with the respective subcommittee chairs to discuss the relevant risks,</p>	
<p>Item 9</p>	<p>Oaks Commercial Report:</p> <p>9.1 It was reported that the Oaks commercial report was nearing completion.</p> <p>9.2 It was confirmed that one of the key outcomes would be the recommendation to set up an England Boxing Charity.</p> <p>Agreed: That the initial work to set up a charitable trust could be started.</p>	
<p>Item 9</p>	<p>Recommendation from the Sub Committee Meetings:</p> <p>9.1 Coaching;</p> <p>i. Recommendation: That the Board approve in principle the introduction of a mandatory Level 1 Refresher Course for all coaches holding a qualification that is older than 3 years. Final sign-off pending a cost proposal to be submitted by email.</p> <p>Agreed; Principle confirmed, final details to be worked out by the Head of Boxing Development, CEO and Subcommittee Chair.</p>	

- ii. **Recommendation:** That the Board approve the launch of a centralised EB Level 2 coaching course as of 1st January 2019, delivery to start in February 2019; together with a potential cost to candidates of £170 which includes tuition and resources. Cessation of Regionally run Level 2s will commence immediately upon the announcement to the membership.

Agreed; Principle agreed, final details including costing and launch date to be worked out by the Head of Boxing Development, CEO and Subcommittee Chair.

- iii. **Recommendation:** That the Board is asked to approve the suspension with immediate effect of all Police Community Clubs Police Leaders courses, and to approve a request by the Coaching SC to the PCC for submission of all documentation pertaining to the learning outcomes, syllabus/curriculum, delivery, qualification and assessment of the course for review.

Agreed.

- iv. **Recommendation:** The Board is asked to consider the Subcommittee's proposal that only members of the Police Community Clubs are permitted to register on and attend coaching courses run by the PCC – as is the case for the Combined Forces, for example.

Agreed to speak to the Police region about this issue.

9.2 It was requested that the Coaching subcommittee look into the provision of female only coaching courses.

9.3 Technical and Rules Sub Committee:

- i. **Recommendation:** Referees and Judges Pathway Ages -That the minimum age for commencement of training officials be as follows;

- Referees – 18 Years old
- Judge / Tkpr – 16 Years old

Agreed; That due to the safety and safeguarding implications that this be referred to the safeguarding committee for review.

- ii. **Recommendation:** That training for referees and judges Grade C officials be delivered to a set timetable and curriculum to be delivered by authorised and trained personnel. That the training for the tutors be delivered in a 2-day course in 2019.

Agreed.

- iii. **Recommendation:** That sanction for failure to declare experience be referred to the Compliance Sub Committee for discussion at the next meeting and that appropriate sanctions are considered for the boxers and clubs when boxers' experience is not fully declared on registration.

Agreed; It was also noted that in the National Championships failure to declare had seen boxers removed from the competition.

iv. Recommendation: That the number and age of those eligible to be involved in Skills bouts is adjusted to the following;

Minors – 4 skills bouts – 3 x 1 min rounds
(any bout with a 10-year-old 3 x 1 min rounds)
Schools – 4 skills bouts – 3 x 1.5 min rounds
Juniors – 2 skills bouts – 3 x 2 min rounds

The number of skills bouts are to be considered totals meaning that once a Minors or Schools boxer achieves the total of 4 skills bouts in either or combined across both categories they may have no more.

A Junior boxer may only have 2 skills bouts in total. If a Schools boxer has 1 skills bout and on age becomes a Junior boxer they may have a further 1 skills bout. If a school's boxers becomes a Junior Boxer having had 3 skills bouts they may not have a further skills bout.

Agreed; that after a discussion the issue be referred back to the Subcommittee for further clarification and confirmation whether the issue was the number of skills bouts the boxer participated in or the number skills bouts on any given card.

v. Recommendation: That for the 19/20 subcommittee budgets, the EB finance officer provides a written template which is made available to the Sub Committees well in advance of the returns date with a break-down of the previous FY expenditure and income.

Confirmed; that the department heads and subcommittee chairs would be written to regarding the budgeting process.

vi. Recommendation: That a respect campaign be produced by the Communications Manager for those who participate in boxing in order to garner the respect between boxers, coaches, officials, volunteers, families and spectators.

Agreed.

vii. Recommendation: That in regard to photography and videos at England Boxing Events the Compliance SC provides advice and direction on whether permission is required.

Confirmed; this is already provided for in the rules of membership and the competition rules.

viii. Recommendation: That a 1-day seminar be permitted to update all EB registered A grade Supervisors.

Agreed.

ix. Recommendation: that weights at the Elite Championships for men be adapted so where appropriate they match the proposed new Olympic weights.

Rejected: until the Olympic weights and qualification process is confirmed and so as not to change mid-season.

	<p>x. Recommendation: That the medical study regarding Headguards be published.</p> <p>Agreed; that the Medical Chair will look into facilitating this.</p> <p>xi. Recommendation: that the Medical Subcommittee provide input into permitting 40+ persons to participate in One Night Only Boxing events.</p> <p>Agreed; that the Chair of the medical sub committee produce a paper on the issues detailing the research, implications and the recommendations.</p> <p>xii. Recommendation: that the Emergency Action Plans presented to the R and J and Medical Chair be implemented.</p> <p>Agreed; With the amendment of the requirement for a mask. This would be included in the 2019 Rule Book.</p> <p>9.4 The following areas of discussion were raised.</p> <p>It was confirmed that the Computer scoring course had been held. This should mean sufficient operators were now available for them to be appointed, initially with mentor's, at the National Championships.</p> <p>It was confirmed that officials could receive a per diem payment in line with agreed policy for events in the Republic of Ireland.</p> <p>Points raised regarding the NABGCs were referred to the Competitions subcommittee.</p> <p>It was confirmed that a R&J pathway plan from grass routes to international was being produced by Karl Whalley. This should help and be used as part of recruitment drive.</p> <p>It was confirmed that for the Schools finals – the following officials would be selected; Eight 2 & 3 star officials from a total of 20 with the balance to be made up of 1 star and A level.</p> <p>It was confirmed that Micky Budden and Nathan Pearce were working on the 2019 Rule Book.</p> <p>Process for overturning an incorrect decision was to be reviewed by the subcommittee.</p> <p>The performance of officials at international tournaments was highlighted and noted by the Board.</p>	
<p>Item 10</p>	<p>Talent Pathway and Competitions Update:</p> <p>10.1 The Board reviewed the Talent Paper and the following points noted:</p> <p>10.2 It was noted that 38 medals (16 gold, 9 silver and 13 bronze) had been won in international tournaments during 2018 (including Youth Olympic Games). All the more pleasing was the fact that the medals were split by gender on a 50/ 50 basis.</p> <p>This also represented a 156.3% improvement on the previous three-year cycle.</p> <p>It was agreed to look to have an honours board incorporated into the new website for England Boxings international medallists. This would also recognise the success of the Clubs who had developed the boxers.</p>	

	<p>11.3 It was reported that the Talent and Performance Subcommittee had met for the first time. This replaced the Pathway Management Group.</p> <p>11.4 It was confirmed that following a recruitment process, Ivan Cobb and John Stubbs would become Assistant Performance Coaches, with Q Shillingford and John Warburton becoming Assistant Development Coaches.</p>	
Item 12	<p>AOB:</p> <p>12.1 It was noted that safeguarding should be a permanent feature on the Agenda. It was confirmed that in this instance there was nothing to report.</p> <p>12.2 It was agreed to progress the Vault development items highlighted in the membership services report. It was confirmed that any developments should include online entry for competitions.</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>Board members were urged to confirm future meetings which had been proposed as follows:</p> <p>29th or 30th January 30th April 25th June 3rd September 15th October - Manchester 3rd or 12th December</p>	

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