



## ENGLAND BOXING LTD

Board Meeting

17<sup>th</sup> July 2024

10.30 –14.00

Via Teams

### REDACTED Minutes – For Publication

<p><b>1</b></p>	<p><b>Welcome attendance and apologies</b></p> <p><u>Present:</u> Richard Brooke (RB) - Chair, Paul Asare-Archer (PA), Anna Cain (AC), Sam Foster (SF), Mehul Kapadia (MK), Doniert Macfarlane (DM), Nathan Pearce (NP), Lawrence Selby (LS), Chris Smith (CS) and James Stebbing (JS).</p> <p><u>In Attendance:</u> Jerome Pels - CEO (JP), Avoen Perryman (AP) – Head of Operations, Eric Lee (EL) – Head of Finance (Item 6.1), Vijaya Panangipalli – Sport &amp; Recreation Alliance (VP), Michelle Maple (MM) – minutes.</p> <p><u>Apologies:</u> Felicity Barnard (FB)</p> <p>The Chair confirmed that sufficient notice of the meeting had been duly provided and a quorum was present.</p>	<p>I= Info D= Decision A= Action</p>
<p><b>2</b></p>	<p><b>Declarations of interest</b></p> <p>The directors confirmed that they had no direct or indirect interest which they were required to disclose, in addition to the disclosures already on record.</p>	<p>I</p>
<p><b>3</b></p>	<p><b>Minutes of last meeting</b></p> <p><b>3.1 The minutes of the Board meeting held on 21<sup>st</sup> May 2024</b></p> <p>It was unanimously agreed to approve the draft minutes from 21<sup>st</sup> May 2024 without amendment. The Chair was authorised to sign them as a complete record of the relevant meeting, with a redacted set to be publicised on the England Boxing (EB) website.</p> <p><b>3.2 Matters arising</b></p> <p>Progress was noted against the following matters arising from the previous meeting:</p> <p><u>Integrity Committee</u></p>	<p>I  A  I</p>

	<p>JS confirmed that the Legal and Compliance Sub-committee members were in the process of reviewing its terms of reference and whether the forum should be renamed the Integrity Sub-committee.</p> <p><u>Government Guidance – Russia/Belarus</u> The Board reviewed the informal guidance circulated by the UK government to National Governing Bodies on the participation of Russian and Belarusian Sportspeople in a neutral capacity. The guidance had been applied at the recent European Youth Team Championships, with no issues arising from the participation of boxers from these countries.</p> <p>Whilst acknowledging the continued challenges in this area, it was agreed that EB would observe the current government guidance.</p>	
<b>4</b>	<b>Sub-committee Reports and Minutes</b>	
<b>4.1</b>	<p><b>Reports</b> Reports were received from the following subcommittees:</p> <ul style="list-style-type: none"> <li>• Technical Rules &amp; Officials– 11<sup>th</sup> July 2024</li> </ul>	<b>I</b>
<b>4.2</b>	<p><b>Specific issues raised from the Sub-committees</b></p> <p><u>Rules and Officials – Appointment Policy</u> Discussion took place on the draft policy setting out the process by which the EB Technical Rules &amp; Officials subcommittee would select officials at the England Boxing Championships, and international selections.</p> <p>CS reported that the policy proposed a Selection Panel comprising the Technical Rules director and three nominated England representatives to appoint officials. A senior member of EB staff would also sit on the Panel, albeit would not have any voting rights.</p> <p>There was general agreement that this would provide a fair and transparent system for the appointment of officials, and this process could potentially also be rolled out to regions at a later date.</p> <p><b>Decision:</b> The Board approved the selection policy.</p> <p><u>England Boxing 2024/25 Rule Book</u> The Technical Rules &amp; Officials sub-committee had also reviewed the 2024/25 Rule Book and were considering whether to change this to a handbook. Further work was required to complete the relevant sections, before this was brought back to the Board for approval.</p>	<b>D</b>
<b>5</b>	<p><b>CEO Report</b></p> <p><b>5.1 CRM System Introduction</b></p> <p>The Head of Operations provided an update on the launch of EB's new CRM system, The Locker. The system had accrued 10,500 members and 655 Clubs.</p> <p>Consultation with regions would continue on a monthly basis, with January's Championship entries and permits due to go live in the coming weeks.</p>	<b>I</b>

	<p>The Board also discussed the requirement from Sport England for EB to generate its own revenue away from government funding. As such, it was proposed that EB charge an entry fee of £5 for the Championships, given that EB bore all the costs but did not receive any income for this area. Regions had been consulted and were supportive of this proposal. Accordingly, The Locker would need to integrate this functionality.</p> <p>SF presented a summary of the key issues learned during the rollout of the new system, together with the following proposed actions:</p> <ul style="list-style-type: none"> <li>• Establish a regional interest group to build a cohort of EB champions within regions.</li> <li>• Continue to host monthly sessions with regional secretaries and registrars to encourage communication of key information.</li> <li>• CSO representation at all regional committees to ensure parties are kept informed and encourage knowledge transfer.</li> <li>• Pulse survey championship crowds to provide an immediate insight into any issues.</li> </ul> <p>It was acknowledged that the communications strategy had not been as effective as anticipated for the project's rollout, and this would be addressed going forward, with the next steps being the provision of greater support and training for regional associations. The CEO suggested that a Board member and senior EB staff member should visit a region every 24 months, potentially combining this with events when already travelling to that particular region.</p>	
	<p><b>5.2 White Collar Boxing Consultation Update</b></p> <p>Following the general election and subsequent change in government, the public consultation on the changes to the licencing act had been postponed. Correspondence from DCMS had been received requesting further time to enable new Ministers to settle in before continuing with the public consultation.</p>	
	<p><b>5.3 CEO Report</b></p> <p>The CEO report was taken as read, with key points noted as follows:</p> <ul style="list-style-type: none"> <li>• Recruitment for new roles was now complete, with the recent appointment of a new Senior Finance Assistant and a Compliance &amp; Safeguarding Manager.</li> <li>• An annual compliance and safeguarding review had been scheduled with CPSU.</li> </ul>	
6	<p><b>Finance – Finance Manager Report</b></p> <p><b>6.1 Finance Update</b></p> <p>The Head of Finance joined the meeting to summarise the company's latest financial position.</p>	

7	<p><b>Preparation Strategy Session Tuesday 17 September</b></p> <p>The Chair requested that each Board member prepare a brief overview ahead of the strategy session in September of the key priorities, issues and opportunities within their area of responsibility.</p>	A
8	<p><b>Governance</b></p> <p><b>8.1 Board Recruitment Update</b> The Chair reported that recruitment was ongoing for a new Boxing Director. Members were encouraged to put forward any potential candidates for the role.</p>	
	<p><b>8.2 Board Effectiveness Review</b> It was noted that ██████████ was observing the meeting as part of the Board effectiveness review being undertaken by the Sports Recreation Alliance.</p> <p>Board members were encouraged to provide feedback to VP via the recently issued survey, and 1-1 interviews would also be scheduled in the coming weeks.</p>	I
	<p><b>8.3 Company Secretary Vacancy</b> It was agreed that the Audit Committee would discuss whether EB required a Company Secretary. Whilst there was no requirement from a legal perspective due to the size of the organisation, it was felt that this may be beneficial from a governance perspective, particularly in relation to processes for the AGM.</p>	A
	<p><b>8.4 Compliance Regulations – Code of Conduct and Disciplinary Code</b></p> <p><b>Decision:</b> The Board approved the revisions to the Policies.</p>	D
	<p><b>8.5 To consider any changes to the Articles to be proposed at the September AGM</b></p> <p>No changes were proposed to the Articles ahead of the AGM.</p>	I
9	<p><b>Safety and Safeguarding</b></p> <p><b>9.1 Safeguarding Sub-committee Report</b> AC confirmed that a meeting had been scheduled to review the interface between compliance and safeguarding. Once complete, new members would then be recruited to the Safeguarding sub-committee.</p> <p><b>9.2 To note the coroner’s report Dominic Chapman case – charity white collar boxing events</b> The Board reviewed and noted the coroner’s report into the Dominic Chapman case relating to charity White Collar Boxing events.</p> <p><b>9.3 Safeguarding Policy Update</b> The Board noted the addition of the post-membership clause to the Safeguarding Policy and approved the change to the Policy.</p>	I  I  I

10	<p><b>Risk Management</b></p> <p>The Board reviewed and noted the revised Risk Management Matrix and report. No major risks identified during the period; however, it was felt that the Board should review the risk appetite at its meeting in September.</p>	A
11	<p><b>AOB</b></p> <p><b>11.1 Timekeepers</b> CS asked that the Board consider lowering the requisite age of timekeepers from 18 to 16, to offer another pathway for young people interested in becoming involved in the sport. There was general support for allowing younger officials, providing that a thorough risk assessment took place of any safeguarding risks.</p> <p><b>11.2 Board Meeting Sheffield</b> The CEO confirmed that further information would be circulated in the coming weeks on the venue and accommodation for the AGM. Attendees would be required to book their own transports.</p> <p><b>11.3 Lawrence Selby</b> On behalf of the Board, the Chair acknowledged LS's final meeting and expressed thanks to him for his significant contribution to the sport during his two terms as a Board member.</p> <p>There being no further business, the meeting closed at 1pm.</p>	
12	<p><b>Date Of Next Meeting</b></p> <p>Tuesday 17th September - Strategy Day, Sheffield</p>	