



ENGLAND BOXING LTD

Board Meeting

Tuesday 17 September 2024

9.30 –13.30

England Boxing Office

EIS - Sheffield

Redacted Minutes – For Publication

Part 1

<p>1</p>	<p>Welcome attendance and apologies</p> <p><u>Present:</u> Richard Brooke (RB) - Chair, Paul Asare-Archer (PA), Felicity Barnard (FB), Sam Foster (SF), Mehul Kapadia (MK), Doniert Macfarlane (DM), Nathan Pearce (NP), 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 8)</p> <p><u>Apologies:</u> Anna Cain (AC) and Chris Smith (CS)</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>2</p>	<p>Declarations of interest</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>3</p>	<p>Strategy</p> <p>3.1 Strategy view Subcommittees and Director Presentations</p> <p>3.2 Strategy amendments / additions / revision</p> <p>The table below summarises the discussed amendment and attention points for the strategy delivery for the next 12 months.</p>	

Strategy Focus and Actions:

Area	Action Item	Who?
Technical Rules and Officials	Attract new officials	Sub-committee
	Education and support officials	Sub-committee and workforce department
	Manage (international) pathways	Sub-committee
	Work on diversity of officials	Sub-committee and co-operation all
	IBA – World Boxing transition: Rules, Officials, Officials Pathway etc.	Sub-committee/ staff
Championships	Review purpose and delivery of 3 Nations (also financial considerations)	Sub-committee and High-Performance Department
	Re-branding – Look and Feel improvement	Sub-committee and Events delivery
	Video Delivery Review	Communications Department
	Explore commercial opportunities	Staff and Board
	Consider purpose Women Winter Box Cup	Sub-committees and Board
	Review security and stewarding arrangements	Sub-committee and Events Department
	Delivery new Locker functionality: Championships Entry – Permits - Matching	Office Team with Sub-committee support
Audit/Financial	Review Income Generation options, options reducing future losses	Sub-committee and Finance Manager
	Develop commercial revenues	Organisation Wide
	Review fee structures and model	Sub-committee and SLT, report to the Board
	Take stakeholders on the journey	All
Legal and Compliance	Consider new name of Committee	Sub-committee
	Review of Terms of Reference	Sub-committee
	Connect Sub-committee with work of the Office Compliance Team	Sub-committee (both)
	Review Panels – Procedures	Sub-committee

	Co-ordinate and re-adjust with the Safeguarding Sub-committee	Sub-committees
Membership	Transformation to more central lead delivery of services to the membership	Whole organisation
	Communication Strategy and stakeholder management importance to accompany change	Whole organisation
	Make the involvement of the Regions of the strategy delivery more visible/clear (weakness in current strategy document?)	Sub-committee draft to the Board
High Performance	England Boxing gym development	High Performance Department
	IBA – World Boxing transition	Whole organisation
Communications	Focus on engagement of the boxing community in addition to providing 'information' World Championships 2025 opportunity	Comms department
	Unlock the passion and emotion: Fall in love (again) with Boxing Human interest – the stories behind...	Comms Department
Commercial		
	Developing of commercial deck/presentation	SL Team - CEO
	Packaging and inventory of rights and sell opportunity	SL Team - CEO
	Continue to progress England Boxing specific funding opportunities: Grants, projects, but also commercialisation of delivery of service and utilising knowledge	SL Team - CEO
Medical	Dealing with the Headguards for female boxers (IBA) rule	Sub-committee
	Review Policy on HIV/HEPC competition inclusion	Sub-committee
	Improving Comms directly to the Doctors who are now on database	Sub-committee
	Locker implementation, successful for medical, but ongoing tweaks to improve	Sub-committee

	Fees, costs and insurance focus on improvements and solutions	Sub-committee and CEO

Part 2

4	<p>International and IBA Matters</p> <p>4.1 IBA – World Boxing – Congress – World Boxing 2025 World Championship</p> <p>The International developments were discussed. The Board concluded that with the development of World Boxing and the fact that now the 2024 Olympic Games has been concluded, the confirmation of the inclusion of boxing on the sports programme of the 2028 Olympic Games is of the highest priority. The IOC has confirmed that it will not run boxing at the Games and that the boxing community is responsible for establishing a representative International Federation that meets the criteria of proper governance.</p> <p>England Boxing is giving World Boxing all the support and we are one of the founding members. The transition from IBA to World Boxing is an ongoing process with work to be done in setting up regional associations, completing the international calendar of events, developing rules and policies and setting up structures for officials. This will take time (and money) and the transition time will come with it's challenges, but as the IBA has been expelled from the IOC, for a future in the Olympic Programme there is no alternative.</p> <p>Word Boxing Championship:</p> <p>England has been selected as the host for the inaugural World Boxing Championships 2025 for Elite men and women.</p> <p>The Championships, which will take place from 4 – 14 September 2025 at the M&S Bank Arena in Liverpool, will be the first Elite-level global championships hosted by World Boxing, and is part of our strategy to support World Boxing to ensure that boxing remains on the Olympic sports programme.</p> <p>The bid to host the World Boxing Championships 2025 was developed by a group of partners including England Boxing, GB Boxing, Liverpool City Council and the M&S Bank Arena and is supported by the National Lottery and UK Sport.</p> <p>The action will feature competition in 10 weight classes for both men and women and will be the first time ever that male and female boxers have competed in Olympic-style boxing for the title of world champion at the same event.</p> <p>The precise weight categories will be finalised in the new edition of World Boxing's Competition Rules which will be published following its forthcoming Congress in November 2024.</p>	I
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5	<p>5.1 Sub-committees Reports and Minutes</p> <p>It was unanimously agreed to approve the draft minutes from 17 July 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>The minutes of the Medical Advisory Group was noted.</p> <p>This meeting focussing on the strategy, there were no other issues arising from the Sub-committees and Advisory Groups.</p> <p>5.2 Recommendations by the Subcommittees requiring a Board decision.</p> <p>No issues arising.</p>	D
6	<p>CEO Report</p> <p>The CEO Report was noted and there were no further questions or comments.</p> <ul style="list-style-type: none"> • The Board noted that 957 clubs have paid their membership on The Locker which was almost identical to the number of clubs that had paid their membership this same time last year (955), whilst 21,075 individuals had paid their membership compared to 15,000 the same time last year, representing a 42% increase. • The CEO informed the Board that the office is extremely busy – even busier than in June. Phone calls, tickets and emails along with overtime tasks to help registrars and input data for the Locker. Clubs, coaches and boxers leave registration to the last minute putting additional pressure on the system. Also, the CEO highlighted the extra workload for the office as we now are printing the coaches and medical lanyards inhouse and we are verifying that qualifications are in place before issuing because of implementing the recommendations from the Thomas Report. 	I
7	<p>Governance</p> <p>7.1 Board effectiveness review</p> <p>The Sport and Recreation Alliance wasn't able to complete all the director interviews and surveys before your September board meeting. Given this, the Chair agreed not to rush the process, and everything should be ready for an update at our November board meeting.</p> <p>While the Sport and Recreation Alliance has received all the survey responses, she is still awaiting a final interview with one Board member. Once that is completed, the report will be completed.</p> <p>The Board the Board recognises the importance of the effectiveness review and need for a timely implementation of material recommendations.</p>	I

	<p>7.2 AGM: Any Matters arising</p> <p>The AGM took place on Monday 16 September. The required quorum was not achieved at the start of the meeting and the required 1 hour postponement provision had to be invoked. A discussion was held whether a change in the quorum requirement should be made, but it was concluded that the Articles should not be changed. The 1 hour waiting time was used for a presentation on the England Boxing people plan and a presentation on the England Boxing Championships programme by the Competitions and Events Manger. Several questions were submitted by the clubs and answered by Board members and relevant staff.</p> <p>7.3 Board Member Appointment</p> <p>The Nominations Group recommends to the Board the appointment for the vacancy on the Board and Chair of the Equality, Diversity and Inclusion Sub-committee the appointment of Samera Ali. The appointment was unanimously supported but is subject to the final interview with the Chair. Samera is a Level 2 England Boxing Coach, a Class C England Boxing Official, a member of the Women's Coach Development Programme and coach at Tamworth Boxing Club. Samera was the recipient of the England Boxing Female Coach of the Year Award 204.</p>	<p>I</p> <p>D</p>
8	<p>Finance - CFO Report</p> <p>8.1 2023/2024 Year End Accounts – for Board Approval</p> <p>The meeting was joined by the Head of Finance, who summarised the draft financial accounts for the year ended 31st March 2024. No further adjustments had been made since the accounts were previously presented to the Board. The audit revealed an immaterial accrual which was missed at year end, the auditor is not concerned as the value is 0.2% of the turnover.</p> <p>The meeting was also joined by David Waterfall, Audit Manager at Knowles Warwick, who summarised the recent audit process undertaken for the 2022/23 accounts. A clean audit was provided, with no significant issues identified. Subject to approval, the accounts would be circulated for signature via DocuSign.</p> <p>Given the loss for the year reported, the Board recognises the need for careful consideration of the strategy comments by the Finance Sub-committee with a continued focus of the Board on the issue of financial sustainability.</p> <p>Decision: The Board approved the 2023/2024 England Boxing Ltd accounts.</p> <p>8.2 Management Accounts</p> <p>The Management Accounts and the memo from the Finance Manager were received and noted. There were no questions. We finished the month with a surplus of £475,389, compared to the budgeted surplus of £426,134 giving a positive variance of £49,255.</p>	<p>D</p>

<p>8.3 Full Year Forecast</p> <p>Although the Management Accounts show a positive result, the forecast for the full year shows a concern of a deficit for the full year.</p> <p>8.4 Audit Committee Minutes</p> <p>Minutes were noted, no further questions were raised.</p> <p>9.3 Bank Mandate Update</p> <p>The Board received a paper by the CEO.</p> <p><u>Decision:</u> The Board Resolves that:</p> <p>The Bank is authorised to act on the following agreements/instructions (Instructions) entered into or given by Eric Lee, Jerome Pels, Richard Brooke and Paul Asare-Archer, - each a signatory and together signatories)</p> <p>That any two authorisers are authorised by the England Boxing Ltd to sign the mandate;</p> <ul style="list-style-type: none"> • That the following are authorised by the England Boxing Ltd to provide changes to the list of signatories, and the Bank may rely on such lists: <p>Any two authorisers together.</p> <p>The resolutions be communicated to the Bank, the relevant forms completed, and the resolutions remain in force until changed by a resolution passed by the Board.</p>	<p>D</p>
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