



ENGLAND BOXING LTD
Board Meeting
Wednesday 20th November 2024
 10.30 –14.00

**Sport and Recreation Alliance, Holborn Tower, 137-145 High Holborn
 London WC1V 6PL**

REDACTED Minutes – For Publications

1	<p>Welcome attendance and apologies</p> <p><u>Present:</u> Richard Brooke (RB) - Chair, Samera Ali (SA), Paul Asare-Archer (PA), Anna Cain (AC), Sam Foster (SF), Nathan Pearce (NP),) and James Stebbing (JS).</p> <p><u>In Attendance:</u> Jerome Pels - CEO (JP), Vijaya Panangipalli (VP) – Sport & Recreation Alliance (Item 5.1), Cameron Yorston (CY) – Sport & Recreation Alliance (Item 5.1), Eric Lee (EL) – Head of Finance (Item 8.1), Michelle Maple (MM) – minutes.</p> <p><u>Apologies:</u> Felicity Barnard (FB), Mehul Kapadia (MK), Doniert Macfarlane (DM), 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>The Board welcomed Samera Ali to her first meeting following her appointment as a Board director and chair of EB’s Equality, Diversity and Inclusion sub-committee.</p>	<p>I= Info D= Decision A= Action</p>
2	<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>
3	<p>Minutes of last meeting</p> <p>3.1 The minutes of the Board meeting held on 17th September 2024 It was unanimously agreed to approve the draft minutes from 17th September 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>I</p> <p>A</p>
	<p>3.2 Matters arising</p>	

	Progress against the matters arising from the previous meeting was noted, with all actions completed or on the agenda for discussion.	I
4	International and IBA/World Boxing Matters	
4.1	<p>World Boxing Congress</p> <p>The CEO provided an overview of the World Boxing Congress on 3rd November in Colorado. Overall membership had now increased to 55 nations, with approximately 45 present at the Congress.</p> <p>Discussion had centred on governance and voting. The Pacific Nations members were not in favour of a constitution whereby founding members would have more votes and had complained to the IOC, who had subsequently requested a change in voting rights to one per nation.</p> <p>A digital judging system had also been presented to members, with a view to considering AI technology in the future to manage the subjective nature of ringside judging.</p> <p>Further Congress events would take place on an annual basis, albeit it was agreed that these did not have to be in person.</p> <p>It was recognised that there was some confusion amongst boxers as to which events were IBA affiliated and recognised by EB. It was agreed that a working group should be established to consider the optimum strategy for international events and produce some clear guidance for boxers, and that there should be some communication to the membership on EB's current position.</p>	<p>I</p> <p>A</p> <p>A</p>
5	Governance	
	<p>5.1 Board Effectiveness Review</p> <p>The meeting was joined by Vijaya Panangipalli and Cameron Yorston from Sport & Recreation Alliance (SRA), who presented the initial findings from the Board Effectiveness Review. It was noted that a full report would be produced once all Board members had provided feedback and the review process was complete. <i>The final SRA report will be circulated to the Board for timely review in advance of the next meeting.</i></p> <p>Key findings were outlined as follows:</p> <ul style="list-style-type: none"> • The Board was considered to be strong with good knowledge and experience, with a collaborative relationship between the CEO/Chair. • The Board collaborated well with the Senior Leadership Team. • The structure of the Board agendas and CEO reports could be refined to initiate deeper and more engaging discussions. • The revised sub-committees were functioning well. • Board members would prefer face to face meetings, and would welcome opportunities to connect outside of meetings. 	I

	<p>Accordingly, some initial recommendations were presented for the Board to consider:</p> <ul style="list-style-type: none"> • Further improvements to be made to the minute-taking processes and administration for subcommittees, together with term limits for sub-committee members. • Board agendas and reports to include whether an item is for information, discussion or decision. • 18-month planner to be produced for Board meetings to align the strategy, vision and priorities of members. • Delegated authority framework to be established for the Board. • CPD opportunities to be explored for Board members, including chairing skills and safeguarding. • Board induction process to be revised. <p>The Board noted the initial findings and it was agreed that, in the first instance, some refinements would be made to the Board pack for 2025 meetings. The CEO confirmed that a Board planner had already been developed but was not yet published, with different themes across the six meetings per year.</p> <p>It was suggested that the final report should include some RAG ratings against the eight KPIs, and some benchmarking analysis.</p>	<p>A</p> <p>A</p>
	<p>5.2 Governance Code Compliance Update</p> <p>On completion of the final Board Effectiveness Review report, the CEO reported that EB has met the outstanding items of the gap report and EB would therefore be fully compliant with the Code for Sports Governance.</p>	
<p>6</p>	<p>Sub-committee Reports and Minutes</p> <p>6.1 Reports Reports were received from the following sub-committees:</p> <ul style="list-style-type: none"> • EDI Sub-committee– 30th September 2024 • Technical Rules and R&J’s Sub-committee – 9th October 2024 • Championships Sub-committee – 29th October 2024 • Compliance and Legal Sub-committee – 4th November 2024 <p>SA provided an overview of the more recent EDI sub-committee meeting, which incorporated a positive update on the women’s coach development programme, and initial discussions on the women’s official development programme. It was noted that data collection was taking place for female boxers, and it was anticipated that the Locker would provide a better platform from which to analyse this data.</p> <p>The Board was encouraged to complete the recent Sport England EDI survey on diversity. SF also encouraged participation from the EDI sub-committee members on the Membership Working Group, potentially on a rotation basis.</p>	<p>I</p> <p>A</p> <p>A</p>

	<p>A discussion took place on the requirement to marginally increase membership fees, and it was agreed that communication should be issued on the benefits associated with EB membership.</p> <p>NP reported that a proposal was being produced for a two-to-three-hour boxing event to encourage increased participation in events. This would be discussed further with the Board in due course.</p>	A
	<p>6.2 Recommendations from Sub-committees No recommendations were received.</p>	
	<p>6.3 Appointment of new Sub-committee members</p> <p>Decision: The Board approved the following appointments to sub-committees:</p> <ul style="list-style-type: none"> • Championship Sub-committee: Matt Donnelly, Western Counties, and Lee-Roy Quilter, Eastern Counties. • Membership Sub-committee: Simon Williams and Steven Goulding. 	D
7	<p>CEO Report</p> <p>7.1 CEO Report</p> <p>The CEO report was taken as read, with key points noted as follows:</p> <ul style="list-style-type: none"> • Insurances were recently renewed, with the combined renewal premium . Several items were removed from the asset list to reflect the increase in remote working, resulting in some cost savings. • Work had now commenced on the Youth Endowment Fund following some initial delays. • Phase one of The Locker rollout was now complete, with support requests and enquiries returning to a more manageable level. This system has also been marketed to other NGBs who may wish to adopt a similar approach. • The GB Boxing Board meeting took place on 19th September, with discussion on the team performance at the Paris 2024 Olympics, and how this could help to shape a new strategy. Discussions were ongoing on proposals to amend the three home nation directors to observer status to accommodate one male and female athlete and an independent director. • Confirmation had been received that Glasgow would host the 2026 Commonwealth Games, with boxing to be featured as one of ten sports on the programme. As previously confirmed, England Boxing Head of Performance will be appointed as Team Manager. Discussion with Commonwealth Games England is underway to discuss preparation and budget. • The U19 World Boxing Championships took place in Colorado, with EB winning the first gold medal in A World Boxing World Championship. • Following the switch to an improved streaming platform, revenues had increased and it was hoped to achieve a breakeven or small profit position from streaming. 	I

	<ul style="list-style-type: none"> A successful National Development Championships was recently staged involving four rings and a host of staff, officials and volunteers. <p>The rise in of sexual abuse related safeguarding cases was noted. AC felt this could be attributed to increased awareness and reporting of such incidents, in line with a more robust safeguarding process.</p> <p>The CEO reported that a paper would be produced for discussion at the next meeting outlining cost savings and any new opportunities to generate revenue, together with the impact on young boxers.</p> <p>The Board commended the increase in membership numbers, and the successful rollout of The Locker, despite some initial reluctance from members.</p>	
8	<p>Finance</p> <p>8.1 Management Accounts The Head of Finance joined the meeting to summarise the company's latest financial position.</p> <p>Discussion took place on the deficit position, with a £92k deficit projected within the four-year forecast. This would adversely impact the reserves, leaving approximately £50k left on the balance sheet.</p> <p>A draft three-year budget was being prepared for discussion at the January Board meeting, together with the aforementioned paper on revenue generation. The Head of Finance agreed to circulate an early draft to the Chair and CEO.</p> <p>Concern was expressed by the Directors regarding the long-term forecast in the event of a lack of progress on the diversification of revenue streams (noting that the topic will be revisited in January, in respect of which a revenue diversification strategy will be included in the Board pack for that meeting).</p>	<p>I</p> <p>A</p>
9	<p>Safeguarding</p> <p>9.1 Update from the Safeguarding Sub-committee AC provided a comprehensive overview of discussion from the recent Safeguarding sub-committee. It was noted that only eight cases remained open, with the majority of historic referrals considered to be unsubstantiated.</p> <p>The Board noted that EB's Safeguarding in Boxing Week was scheduled to take place from 6th to 10th January 2025.</p> <p>9.2 Thomas Report Action Plan update Progress against the Thomas Report action plan was noted.</p>	
10	<p>Risk Management Matrix The Board reviewed and noted the revised Risk Management Matrix and report.</p>	

11	Date Of Next Meeting Meeting dates for 2025 were confirmed as follows: Thursday 23rd January - London Thursday 20th March - London Thursday 22nd May - London Thursday 24th July - Online Thursday 18th September - Sheffield Thursday 20th November - London	
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