



Board and Management – Division of Responsibilities

The BABA acts in accordance with the Code for Sports Governance, and it is the policy of the BABA to apply the following principles and practices.

The BABA Board

Principle

The BABA Board is collectively responsible for the long-term success of the organisation and exclusively vested with the power to lead it. The Board shall be properly constituted, and shall operate effectively.

Practice

The Board of the organisation shall:

- (A) Be the ultimate decision-making body and accordingly exercise all of the powers of the organisation;
- (B) Be responsible for setting the strategy of the organisation; and
- (C) Maintain and demonstrate a clear division between the Board's management and oversight role and the executive's operational role as outlined below.

All directors must act in the best interests of the organisation, and in a manner consistent with their legal duties.

The BABA Board shall adopt policies and practices that:

- (A) Foster openness and debate amongst directors; and
- (B) Set out clear expectations with respect to the running of Board meetings and director behaviour.

Structure

The BABA Board, as outlined in the Articles of Association, will comprise the following directors:

- Independent non-executive chairman
- 4 independent non-executive directors
- 2 directors nomination by Boxing Scotland
- 2 directors nomination by Welsh Boxing
- 2 directors nomination by England Boxing
- BABA Chief Executive

Meetings

The BABA Board will meet 4 times per year. A record of Board Minutes will be maintained.

Remit

The Board has the following roles and responsibilities:

The Board will:

- Be responsible for setting and reviewing the organisation's Vision, Mission and Strategic Goals.
- Select, evaluate and support the CEO
- Approve the recruitment of the Performance Director
- Approve high level organisational goals and policies
- Make major decisions
- Oversee management and organisational performance
- Serve as external advocate
- Maintain a permanent Audit Committee
- Maintain Remuneration and Nomination Committees as required
- Confirm commercial sponsorship agreements
- Consider disciplinary matters where required
- Ensure a duty of care to the athletes and the staff

In specific reference to financial and risk governance, the board will:

- Adopt appropriate and proportionate finance policies and procedures and take all reasonable steps to ensure that these policies and procedures, where appropriate, are communicated to, and understood and followed by, its directors, staff and volunteers (where relevant). The Board will review and update them at least once every two years.
- Ensure compliance with legal accounting requirements and recognised accounting standards
- Ensure that audited annual accounts are published.
- Actively plan and monitor the financial position and performance of the organisation against an annually approved budget and 4 year financial forecast.
- Oversee a risk management system for the organisation.

The BABA Management

The CEO leads the management team in the day-to-day operation of the organisation in keeping with the Vision, Mission and Strategic Objectives set by the board. The CEO is the accountable officer to UK Sport for the World Class Programme Funding Award.

The management will:

- Be responsible for the day-to-day operation of the organisation and the World Class Programme in line with Board direction on Vision, Mission and Strategy
- Be responsible for the recruitment and management of all staff, except the CEO and Performance Director
- Update the board on the operational delivery of strategic objectives

- Keep the board educated and informed, and seek the board's counsel
- Recommend goals and policies supported by information and evidence
- Frame decisions in the context of the mission and strategy and bring the board well-documented recommendations
- Bring the board timely information and communicate with candour and transparency, and be responsive to requests for additional information.
- Keep the board in informed, bring recommendations and mobilise directors to leverage external connections to support the organisation.

In specific reference to financial and risk governance, the management will:

- Lead the day-to-day financial management of the company
- Provide quarterly financial reports and management accounts to the board