



**British Amateur Boxing Association Limited**  
**Simpson Thacher, City Point, One Ropemaker Street, London, EC2Y 9HU**  
**10.00 Thursday 29<sup>th</sup> June 2017**

**Board meeting minutes**

**In attendance**

Steven Esom (BABA Chairman)  
Matt Holt (BABA CEO)  
Rob McCracken (BABA Performance Director)  
Jason Glover (Independent)  
Simon Toulson (Independent)  
Lucy Walker (Independent)  
David Chadwick (Independent)  
Giorgio Brugnoli (England Boxing)  
Caspar Hobbs (England Boxing)  
John Macpherson (Boxing Scotland)  
Fraser Walker (Boxing Scotland)  
David Francis (Welsh Boxing)  
Phil Gallagher (UK Sport)  
Debbie Reilly (Taking minutes)

**1. Welcome and Introductions**

The Chairman welcomed everyone to the board and confirmed the meeting was quorate.

Further introductions were made by the Chairman to introduce new BABA board members LW, SF, and DC.

**2. Apologies for absence**

Apologies were received from Carl Pesticcio, Sara Symington, Tony Mallin and Dawn Brown.

**3. Declarations of interest**

There were no declarations of interest reported.

**4. Approval of minutes of the board meeting held on 14<sup>th</sup> March 2017**

The board approved the minutes of the last board meeting.

## **Approval of minutes dated 11<sup>th</sup> May 2017**

These were approved.

### ***Matters arising***

#### Governance Action Report

MH directed the board to section 7 of the board papers, which will be discussed in the Code of Governance for Sport – action plan update.

#### Food Project

MH updated the board that a proposal has been put forward by UK Sport for a new athlete dining area within the EIS-Sheffield.

A further update will be provided at the next board meeting.

### **Action MH**

#### Independent Directors

SE updated PG that the board are still very keen to have an athlete representative within the BABA. PG agreed to feedback to UK Sport for further consideration.

### **Action PG**

## **5. Minutes of Audit Committee held on 15<sup>th</sup> May 2017 for noting**

MH updated the board that the annual audit had taken place and that Mandy Seddon (Management Accountant) is currently working with the auditors to resolve any queries.

## **6. GB Boxing Strategy update**

MH directed the board to the strategy update papers in the board pack. MH provided a brief update on each strategy.

#### *Milestone Targets*

MH informed the board that GB Boxing now have a fully operational full-time Podium Potential squad.

MH updated the board that the BABA was successful in the recruitment process to find a seventh full-time coach, and have recently appointed Tony Davis.

#### *New Olympic weights*

MH informed the board that the AIBA Committee meeting will be held in July where it is expected the new Olympic weights would be agreed. An outcome of this meeting will be the confirmation of the additional women's weights for the Tokyo 2020 Olympic Games.

#### Boxer Retention

MH informed the board that the BABA have retained two male boxers from the team of twelve that went to the 2016 Olympic Games.

## Organisation

MH updated the board on the work being done by Kate Ludlam (Psychologist) and Rich Smith (Performance and Lifestyle) in relation to the programme values and behaviours.

The MOU was approved by England, Scotland and Wales. Each of the home nations signed the document.

### **Action MH**

## Commercial

MH updated the board that the launch of the BABA new kit by Lonsdale was scheduled to take place during July. However this may now be pushed back until August due to production time.

### *Employee benefits*

MH updated the board on the BABA's work with the Sheffield Chamber of Commerce. The BABA employees are now benefitting from the Westfield Health plan. MH informed the board that he has been looking into the potential of the BABA retaining a car partner. MH plans to keep progressing with this, and will keep the board informed of further progress.

### **Action MH**

### *Anthony Joshua*

MH inform the board that it has been agreed that Anthony Joshua will use the GB Boxing facilities as his base for preparation camps, ahead of upcoming tournaments.

A discussion took place on the training of professional boxers within the GB Boxing gym.

### *Independent Directors*

MH updated the board that all new member applications have been received. MH confirmed that Laura Ross will ensure records on Companies House are updated.

### **Action LR**

### *Charity of the Year*

MH asked the board to consider a proposal to identify a Charity of the Year for the BABA. The board agreed that this was an excellent idea.

### *BABA Accommodation*

MH updated the board that a full review into refurnishing the BABA accommodation is still taking place. MH explained that he is following up on the BOA deal with DFS to look at securing a deal on new furniture.

### **Action MH**

## Training System

MH directed the board to RE's paper on the boxing training system update. It was agreed that RE would present to the board on this at the next board meeting.

### **Action RE**

### Sport Science and Sport Medicine

MH directed the board to an update from Tom Stanton (Head of Performance Sport) in the paper.

### Pathway Strategy

MH updated the board on the women's pathway and the hope that the BABA's new relationship with the Army will deliver more female talent.

### International Relations

SE thanked JM and FW for their work on extending relations with AIBA and confirmed that the BABA board fully support this work.

### *World Series of Boxing*

MH informed the board that the BABA are currently going out to tender to find potential sponsors for the franchise.

MH and DC updated the board that any monies brought in for the franchise would be ring fenced and kept separate to the current funding for the BABA. Their work on this is still ongoing with regard to city bids for the preliminary stages and who would host the playoff stages. MH will provide an update to the board at the next meeting.

The board agreed that a wholly owned subsidiary of the BABA be formed to run the WSB franchise.

### **Action MH**

#### Boxer Retention

MH updated the board on the recent female trend towards professional boxing, and discussed mitigating this risk.

It was agreed that MH would work with the HNs to develop a policy that enabled GB Boxing to maximise medal potential. MH will report back at the next board meeting.

### **Action MH/GB**

#### Sky Scholarships

MH informed the board that two boxers have been short listed for Sky Scholarships and are waiting for the final decision from Sky.

#### Athlete repayment procedure

MH updated the board on the athlete repayment procedure. MH explained that the repayment with the respective boxer is still ongoing. RM confirmed that he is going to follow up on the repayments with the athlete's manager.

### **Action RM/MH**

#### Coaching System – presented by BABA Coach Education Manager

Chris Porter presented to the board on the coaching strategy. The board thanked CP for the presentation.

## 7. Code of Governance for Sport – Action Plan Update

MH updated the board that the BABA are well placed in relation to The Code of Governance for Sport. It was agreed that the AGM be brought forward to September, to allow the board to action the governance items needed to meet UK Sport's deadline of October.

### Action MH

#### Decisions required

### Action MH

In relation to The Sports Code of Governance the following was agreed:

- That the BABA adopt a target of 30% of each gender on the board;
- Proposed terms of reference of Audit, Remuneration and Nomination committee;
- Approval of scheduling of AGM for September 2018;
- Recommendation of External Board Review for June 2018;
- The BABA to define "independent director";
- Directors cannot return to the BABA in advance of a 4 year gap;
- The BABA appoint a Senior Independent Director, the position to be included within the constitutional documents;
- That the BABA follow the governance action plan in relation to the HN board nomination process with the exception of point 5. Instead the final nomination would be made by the HN;
- The BABA adhere to the Induction Process shown in the governance action plan.

It was also agreed that the following changes to Articles of Association be proposed for the September AGM:

- No director to return to the board in advance of a 4 year gap;
- Definition of independent director to be included in articles;
- Appointment of independent director to position of Senior Independent Director, and definition of senior independent director;
- Process for nomination/appointment of HN directors to be amended;
- Amend articles to remove ability of HN to re-appoint removed director.

HNs were invited to consider the following:

- Whether there should be term limits on HN directors

The following committee membership was agreed:

Audit: LW (chair)  
SE  
DC  
DF  
MH

Rem Co: SE  
GB  
LW

Nomination committee: *ad hoc*

## **8. Performance and Squad Report**

RM reported to the board on the current status of the squads, reporting recent success at the men's European Championships with one gold medal, six silver medals and one bronze medal. He also updated the board that GB Boxing successfully qualified a total of ten men for the World Championships, nine boxers from England and one from Scotland.

RM updated the board, since writing of the board report, that the following athletes have left the GB Boxing Programme:

- 49kg Harvey Horn
- 56kg Jack Bateson
- 91kg Kody Davis
- 60kg Chantelle Cameron
- 75kg Savannah Marshall

## **9. Finance Report**

MH directed the board to the three spreadsheets contained within the board report.

## **10. Safeguarding Update**

MH informed the board that there were no current updates on safeguarding.

## **11. Risk Register**

It was recommended by the board that LW carry out a complete risk review, looking at the current methodology and how the board approach it. MH confirmed that the next Audit Committee would meet on 13<sup>th</sup> July 2017 and during that meeting the committee would assess the methodology of the risk register.

**Action MH/LW**

## **12. Any other business**

No other business.