



**The British Amateur Boxing Association Limited
EIS, Sheffield, S9 5DA
11.00 Tuesday 13th September 2016**

Board meeting minutes

In attendance

Steven Esom (BABA Chairman)
Matt Holt (BABA CEO)
Rob McCracken (BABA Performance Director)
Jason Glover (Independent)
Tony Mallin (Independent)
Sara Symington (Independent)
Caspar Hobbs (England Boxing)
David Francis (Welsh Boxing)
John Macpherson (Boxing Scotland)
Fraser Walker (Boxing Scotland)
Laura Ross (Taking minutes)

1. Welcome and introductions

The Chairman welcomed everyone to the board.

2. Apologies for absence

Apologies were received by Carl Pesticcio, Dawn Brown and Giorgio Brugnoli.

3. Declarations of interest

There were no declarations of interest reported.

4. Approval of minutes of the Board meeting held on 7th June 2016

The minutes dated 7th June 2016 were agreed as accurate.

Matters arising

Northern Ireland Update

JM updated the board that Boxing Scotland Director Martin Henry, DF and himself had met with representatives from AIBA to establish if there was a route through for Northern Ireland boxers through GB. There was no decision agreed and the issue has not been raised since.

GB Boxing Strategy 2017-21

MH updated the board on the 2017-21 Strategy.

New professional ruling

MH informed the board that a working group was formed as directed by the board and a proposal will be provided during the meeting.

Commercial

MH updated the board on the revised contract with Lonsdale.

Finance report - Requested Nominal code breakdown

MH updated the board that at the previous meeting JG requested a detailed breakdown of mobile phone usage and domestic coaches' expenses. MH directed the board to the breakdown in the board pack.

Post-Rio party

JG enquired into whether consideration had been given to the Post Rio party and stressed the importance of the event. MH confirmed an event will be organised nearer the end of the year and it was agreed that the 2012 Olympians will also be invited.

JG suggested that all Olympians should have photos in the GB Boxing gym/offices, even if they did not win medals, to acknowledge their achievements of qualifying for the Olympic Games. This was agreed by the board.

Women's Boxing

MH updated the board that an update on women's boxing is included in the strategy to discuss later in the agenda.

Organisation – WSB update

MH directed the board to an update provided in the board pack.

5. Chief Executive Report

Staffing

MH updated the board on the recruitment of the Elite Performance Manager. A job description is ready. The EIS is also recruiting a Head of Sport Science and Sport Medicine. BABA will look to recruit both roles once EIS have confirmed the Head of SSSM role.

World Series Boxing

MH informed the board that BABA currently has a two year agreement with BMA UK, a subsidiary company of AIBA. At the end of season 2, BMA UK is currently in debt to BABA of approximately £46K. BMA UK have been struck off Companies House due to filing failure. DF updated the board that BMA UK have now submitted their files to Companies House and should be reinstated very soon.

Discover your Fight

MH informed the board on the UK Sport initiative 'Discover Your Gold'. Anthony Joshua helped launched this initiative and through this the project 'Discover Your Fight' has been developed. This is an initiative to add women to the talent pool who are interested in combat sports. Rob Gibson and Tom Stanton are currently working this into a SMART plan for BABA on women's boxing. MH informed the board since the initiative was advertised over 200 women have expressed an interest in boxing. SE enquired as to whether Nicola Adams and Savannah Marshall will be involved in the project. The board thought this was a good idea and MH will feedback to RG and TS to encourage these boxers to support.

Action: MH

GB Championships

MH informed the board the GB Championships will take place at EIS Sheffield on 8th December in the basketball hall. This venue holds approximately 1200 spectators. This event will be the Three Nation Champion v GB Select. A discussion took place on attracting TV to this event and whether it would be beneficial in hosting the post-Olympic celebration simultaneously. It was agreed MH would ask the BBC for viewing figures for boxing and compare against other Olympic Sports.

Action: MH

Performance

RM informed the board on the Olympic preparation for the boxers including the preparation camp in Belo Horizonte. RM explained sparring partners were taken to Rio and Belo to ensure the boxers were fully prepared. RM updated the board on the individual Olympic boxers' performances and some of the issues that arose. RM stated his view that ensuring athletes are seeded is important, ensuring they met the top nations further on in the competition. RM explained that retention is essential to seeding as the younger boxers coming through have the talent and by Tokyo will have the experience to perform well at major tournaments.

RM also expressed concern that incentives are needed for boxers to participate in WSB. WSB is a tough programme that helps to develop the boxers for the new style of boxing which is very physical as a result of the scoring system. Incentives are needed to retain boxers and motivate them to participate in WSB through a match bonus. There was a lengthy discussion on incentives for WSB and it was agreed it is important to use commercial funding to support this.

MH directed the board to post Olympic analysis provided in the papers regarding seeding from the analyst team. JG expressed how important it is to develop a strategy for retention.

Commercial

MH updated the board on the Lonsdale contract. A discussion took place around the revised contract. It was agreed once the final contract was in place a summary would be sent to the board for final sign off.

TM informed the board of a number of business individuals who are currently investing. TM will conduct research into this and find the right approach to discuss investment with these individuals.

Assurance

MH informed the board that in line with the UK Sport Audit and Assurance Programme for funded NGBs and partners, BABA is required to complete an offline self-assurance statement and directed the board to this statement for approval in the pack. The board requested a number of amendments. Once amendments have been made MH will circulate to the Board and submit to UK Sport for 31st October deadline.

Insurance

MH updated the board on the new insurance proposal from Sportscover and Hendersons. Both companies will offer BABA a fee freeze if a three year contract is signed. The board requested MH to enquire into a professional boxer waiver agreement, to cover any accidents suffered by professionals whilst sparring professionals and also to enquire whether an increase in the excesses would have any material impact on the insurance premium paid. The board agreed once these enquiries were made the insurance proposal could be signed off.

Independent Board Member Changes

MH updated the board that the independent directors JG, DB and TM are coming to the end of their second terms. MH sought approval from the board to seek the following portfolios to be replaced;

1. Finance
2. Legal
3. Commercial and PR, events and promotion.

The board approved the three portfolio areas. SE and MH will begin the process and invite the board to put forward individuals to apply. The nominations committee will consist of the CEO, Chairman and a home nation representative. The board nominated CH as home nation representative.

6. Future trends in Olympic boxing

MH informed the board TM had requested post-Olympic Games that this item to be added to the agenda. This provides an opportunity for open discussions by the board on the following issues and topics;

- Professional boxers in the Olympic Games
- Future of women's boxing at the Olympic Games (e.g. proposed increase to 5 weights)
- Olympic Boxing format – potential increase to 5 rounds
- GB international relations strategy – shaping future changes

Professional boxers in the Olympic Games

MH updated the board that the Pro boxing working group had met and decided to take the following stance on Pro boxers;

- The programme will continue with the *status quo* at this stage selecting home nation boxers. However, the option in future of recruiting a professional boxer would be retained on a needs basis.

GB international relations strategy

SE enquired into the process of home nation members being invited on to AIBA committees, which would help international relations. DF confirmed all AIBA committees will be reshaped in 2018. MH explained that UK Sport provide funding to BABA for international relations. This supported BABA and England Boxing in hosting the AIBA Commission in February 2016.

7. Post Rio Analysis

MH directed the board to a paper developed by the Performance Analysis team regarding trends and analyses of the Rio Olympic Games. MH explained the analysis shows a link between seeding and success, and that seeding is related also to retention.

8. UK Sport Tokyo Investment update

MH directed the board to the strategy update in the board pack. There was a lengthy discussion on the paper, which the board felt it was a good comprehensive document. MH requested permission from the board to continue work on the document and submit to UK Sport on the deadline. This document would then be circulated to the board. The board agreed with this action.

9. Finance report

MH updated the board at the end of July that there was a budget surplus of £100K against an actual of £7K. MH explained this was due to concentrating resources on the Olympic Games.

MH directed the board to the breakdown of coach domestic expenses and mobile phones which had been requested at the previous board meeting.

JG asked if there was an update on the food project. MH informed the programme is looking into the possibility of converting an industrial unit into a kitchen and dining area. MH is also liaising with the venue on the possibility of using the venue kitchens and will also be looking into Sodexo, who have been recommended by a number of sources.

10. Safeguarding Update

LR informed the board that the BABA is currently working towards the CPSU Safeguarding in Sport Intermediate Standards. As part of the Standards it is required that all staff including board members participate in a basic safeguarding course. The board agreed to participate in the NSPCC Safeguarding on line course.

LR also explained that to meet the Standards a board champion is required to proactively champion the safeguarding of children in the BABA. The board selected SS as the board champion for safeguarding.

LR directed the board to the updated complaints procedures that have been developed to include requirements of the safeguarding standards. The board approved these procedures.

11. Risk register

JG requested commercial income on the risk register to be amended to red. This will have an impact on retaining boxers and winning medals.

TM requested at this current stage that athletes turning professional be amended to red as this would impact on our Tokyo medal targets.

Action: MH

12. AOB

The next board meeting will take place on Tuesday 22nd November in London.