



**British Amateur Boxing Association Limited  
via Microsoft Teams  
Tuesday 16<sup>th</sup> June 2020, 10am**

**Board meeting minutes**

**In attendance**

Steven Esom (BABA Chair)  
Matt Holt (BABA CEO)  
Rob McCracken (BABA Performance Director)  
Simon Toulson (Independent)  
David Chadwick (Independent)  
Sara Symington (Independent)  
Lucy Walker (Independent)  
Giorgio Brugnoli (England Boxing)  
Chris Type (Welsh Boxing)  
Derek McAndrew (Welsh Boxing)  
Craig McEvoy (Boxing Scotland)

Laura Ross (taking minutes)

**Guests**

Rebecca Edginton (BABA, Performance Manager)  
Ian Gatt (BABA, HOPS Manager)  
Chris Porter (BABA, People Development Manager)  
Phil Gallagher (UK Sport)

**1. Welcome and introductions**

The chairman welcomed everyone to the board and thanked Phil Gallagher from UK Sport for attending.

**2. Apologies for absence**

Apologies were received from Fraser Walker.

**3. Declarations of Interest**

There were no declarations of interest reported.

**4. Approval of Minutes of Board Meetings held 24th February 2020, 27th March 2020 and 28th May 2020.**

The board approved the minutes of the last three board meetings. The minutes were approved for publication on the website.

**Action: MH**

**5. Audit Committee Minutes of 2nd June 2020 for noting**

LW updated the board on the upcoming audit. Due to COVID-19 the plan is to conduct the audit remotely.

**6. Performance Report**

RM updated the board that stage one return to training has now begun in Sheffield with week one starting on 8<sup>th</sup> June. RM explained to the board there is a real need to get more boxers back in the gym and focused with the first cohort of boxers having responded well. RM informed the board the programme will be working over the next three months to get the boxers back to full fitness and we will wait to learn more about the international competition calendar.

**7. GB Boxing Strategy update:**

***a. Strategic Objectives***

MH directed the board to the strategic objectives and took the paper as read.

***b. Organisation***

MH directed the board to the organisation strategy and took the paper as read. MH updated the board on commercial activities.

***c. Training System***

Rebecca Edginton, Performance Manager, updated the board on the training system strategy. RE praised the programme for adapting so quickly in lockdown, ensuring athletes had equipment to train at home, individualised programmes being sent out weekly and zoom training sessions taking place with the athletes helping the programme to stay connected as a team. RE informed the board that the programme is adapting the training in Sheffield to the constantly changing government guidance with the WCP still connecting well through zoom training for boxers who are not yet able to return to Sheffield. RE updated the board that the European qualifier is planned to resume in February or March next year and the programme is currently getting the boxers back to fitness in order to participate in training camps and competitions when it is safe to travel.

***d. Sport Science and Sport Medicine***

Ian Gatt, Head of Performance Sport updated the board on the sport science and sport medicine strategy. IG informed the board that the lockdown has given the sport science team the opportunity to review the European qualifier performance and develop new individualised strategies for each boxer.

***e. Pathway Strategy***

MH updated the board on the pathway strategy. MH informed the board positive conversations have taken place with all home nations during lockdown to determine the best support the programme can provide to them. MH is confident a mutually agreed approach can be determined by the October strategy submission. CT and CE reiterated positive discussions have been taking place.

#### ***f. International Relations***

MH directed the board to the papers in the board pack and took the report as read. MH updated the board that the IOC is retaining ownership of the Olympic qualification process despite the delay to the games.

MH updated the board that GB has resigned from the AIBA Executive Committee as requested by England Boxing.

MH sought advice from the board on a unified approach to the international relations funding grant from UK Sport. A discussion took place and it was agreed MH will share the international relations information from UK Sport with the home nations and for the home nations to come together to find a common ground with agreed principles and priorities to move this area of work forward.

#### **Action: MH/Home nations**

#### ***g. Boxer Retention***

MH directed the board to the paper in the board pack and took the report as read.

#### ***h. Coaching System***

Chris Porter, BABA People Development Manager updated the board on the coaching system strategy. CP explained there are three main areas to this strategy, which are:

- Legacy project: A project where the fulltime programme coaches will mentor and support new coaches
- Apprenticeship model: This will be designed and developed to provide a matrix to help with coach identification.
- England Boxing: CP is supporting EB to develop coaching and officials' courses.

GB praised CP on the work he is completing with officials in England Boxing on training resources with significant progress being made.

### **8. Return to Training – Step two**

MH updated the board that Stage One return to training is going well in Sheffield and has been positively received by boxers and staff. The programme would now like to move to Stage Two of return to training on Monday 22<sup>nd</sup> June. MH directed the board to the Stage two proposal in the board pack. The major difference between the stages is the move to contact sport with sparring and padwork. MH directed the board to the new medical protocols for this stage in the board pack and informed the board the physios will be in the training venue whilst sparring is taken place for safety. It is proposed to have small groups of sparring partners in order to limit risk.

MH informed the board that the training plan developed for this stage involves working with a maximum of 26 athletes on any one training camp. The non-socially distanced activity will be limited to 30 minutes per session per athlete with a max of 90 minutes per week. Accurate records will be kept on the interaction of boxers and coaches to keep track if a boxer were to have COVID symptoms. All boxers and staff will be provided with a verbal briefing and written guidance in advance of stage two and given the opportunity to opt in or opt out with no implications if they choose to opt out. MH informed the board all necessary PPE and equipment to deliver this in a safe environment has been procured.

MH sought approval from the board to move forward with stage two. The board approved the move to stage two and praised MH on keeping the board up to date on changes. CT requested the programme reiterate the key social distancing messages to boxers to take the right precautions outside of the training environment as well. MH agreed and explained the programme is doing everything it can to reinforce messages regarding social distancing away from Sheffield.

MH explained to the board for the first week of stage two the accommodation will not change with one person per house or flat. After this though the programme will look to accommodate more people per house or flat in line with government legislation on elite athletes training away from home. The board approved the changes to the accommodation policy.

## **9. London 2020 Olympic Qualification Event**

MH directed the board to the paper in the board pack and took the report as read. MH informed the board the event will resume on day four with the same boxers competing. PG updated the board that the UK Sport event team are in the process of developing a new strategy for the next 12 months and are keen to support this event.

## **10. 2021-25 Strategy and Paris Investment Process**

### ***a. Phase two feedback***

MH directed the board to the report in the board pack and took the paper as read. MH informed the board UK Sport have provided detailed feedback for the phase two submission which was well received. Areas for development before the October submission are:

- Further details on milestone targets to be identified
- Pathway strategy to be developed further to demonstrate collective approach.
- Increase of strategic priorities from the four currently proposed. Areas for further development include culture, women's boxing, training environment and a review of professional boxing.
- Budget currently over allocation. The programme should provide a rationale for the increase in investment overall.

### ***b. Phase three requirements***

## **11. Professional Boxing Risk**

MH directed the board to the paper in the board pack relating to the threat of professional boxing on the programme which was taken as read. The board agreed that the programme should be able to respond quickly and flexibly to any issues related to this area of work.

## **12. Anti-Doping Report**

MH directed the board to the papers in the board pack and took the report as read. MH informed the board that no visitors policy currently in place at the GB Boxing gym would clearly not extend to UKAD staff in respect of testing. The programme will ensure UKAD have the correct PPE requirements to protect the boxers.

## **13. Governance update**

MH directed the board to the papers in the board pack and took the report as read. MH informed the board the BDO report has been received. MH is currently working with Mandy Seddon, Management Accountant, on a management response and will provide a full report to the board at the next board meeting.

MH updated the board on the annual review survey that had taken place with board members. Overall the response and review of the board was very positive. Specific key issues from the survey for attention were:

- Lack of BAME representative on board
- Succession planning of chair 2021
- Implications for the business due to COVID
- Induction of board members

MH directed the board to the succession plan that was provided at the September 2019 board meeting and noted one board appointment is up for review in 2020. SE thanked the board for participating in the review and confirmed the elements will be picked up and reviewed. Over the next few months SE would pick up with those board members who are coming up to the end of their current term to determine their intentions. SE will then form a nomination committee to review board succession with diversity a key consideration.

**Action: SE**

## **14. Finance Report**

MH directed the board to the papers in the board pack and took the report as read.

MH directed the board to the revised budget for 2021 and highlighted where expenditure has been reallocated. The board approved the revised budget for 2020-21

## **15. Safeguarding and Diversity update**

LR updated the board that adult safeguarding policies are currently being developed for the new adult safeguarding standards. LR is also reviewing the safeguarding policies for children and the Diversity Action Plan and these will be presented to the board at the September board meeting.

**Action: LR**

## **16. Risk Register**

MH updated the board on four additional risks that have been added or updated due to the COVID impact. These risks are:

- COVID could have an impact on athlete and staff health with a performance risk if athletes are unable to perform. There is also a PR risk relating to any positive cases if the programme was considered to be not operating in a safe environment.
- Commercial income risk relating to the loss of income from Anthony Joshua who is currently unable to train in Sheffield.
- Professional boxing risk with the delay to the Olympic Games.
- UK Sport funding risk with two Olympics in one funding cycle and the risk of spending cuts that might come from government due to COVID.

MH informed the board more information on funding will be provided from UK Sport at the end of July.

### **17. Any Other Business**

There was no other business reported. SE thanked the team for keeping the programme running and connected during the pandemic.