



**British Amateur Boxing Association Limited
via Microsoft Teams
Tuesday 22nd September, 1pm**

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)
Caspar Hobbs (England Boxing)
Chris Type (Welsh Boxing)

Laura Ross (taking minutes)

Guests

Rebecca Edginton (BABA, Performance Manager)
Rob Gibson (BABA, Performance Pathway 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 Craig McEvoy and Derek McAndrew.

3. Declarations of Interest

There were no declarations of interest reported.

4. Approval of Minutes of Board Meetings held 16th June 2020

The board approved the minutes of the last board meeting.

5. Performance report

RM updated the board on the status of the squads. The men's and women's squads are currently participating in a training camp in Turkey. RM informed the board it is hoped to get all boxers out to a tournament between October and December to prepare for the European Qualifier, which will potentially be taking place in February. There are several tournaments available and the programme will confirm these nearer the time with the uncertainty of changes due to the pandemic.

6. GB Boxing Strategy update

Strategic Objectives

MH directed the board to the report and took the paper as read. MH updated the board that Senior Coach Paul Walmsley has left the programme. MH thanked Paul for all his work over the last 12 years.

Organisation

MH directed the board to the report and took the paper as read. MH sought approval from the board to cancel the 2020 GB Championships scheduled to take place in December. The home nations have had limited training activity due to Covid and at least one home nation would not be able to field a team. MH informed the board that the competitive landscape in Great Britain has been discussed at the Talent Commission with a proposal to consider replacing the GB Championships with an international event. The board approved taking this discussion forward.

MH praised the media team on PR and social media during lockdown. The communications department have worked hard to make sure the programme continues to promote quality content going forward. MH will provide a monthly PR update to the board.

Training system

Rebecca Edginton, Performance Manager, updated on the training system strategy. RE informed the board the programme is currently in the process of upgrading S&C provision in the boxing gym due to limited numbers being allowed in the EIS S&C Gym.

RE informed the board the focus until the end of the year will be on tournaments. The programme will look to participate in training camps in January to prepare for the qualifying events.

Sport science and sport medicine

MH directed the board to the report and took the paper as read. MH informed the board that Niall Farrell, a podium boxer, has participated in an athlete volunteering project as a case study. The project was very successful and was found useful by both the boxer and school participating.

Pathway Strategy

MH directed the board to the report and took the paper as read. MH informed the board the programme is currently looking for a process for assessments to ensure the WCP is able to recruit boxers for the Paris cycle and beyond.

International Relations

MH directed the board to the report and took the paper as read. MH thanked the home nations for their work on developing an international relations working group and the proposed terms of reference. MH asked the board for their views and approval of the proposed terms of reference. CT stated his wish for GB Boxing to be overseeing the working group.

With proposed amendments, the board approved the terms of reference.

Boxer Retention

MH directed the board to the report and took the paper as read. MH updated the board that the athlete agreement for the Tokyo cycle ends March 2021. DC and Kennedy's have kindly put a one-page extension together for Tokyo Olympic boxers to sign as extension to their contracts which will end after the Games. MH thanks DC and Kennedy's for facilitating this piece of work.

Coaching system

Chris Porter, BABA People Development Manager, updated the board on the coaching system strategy and the legacy programme.

7. London 2020 Olympic Qualification Event

MH updated the board that the audit of the GB Boxing Events accounts is in the process of being completed which will enable the programme to draw down any final retentions. MH informed the board he had been invited to attend the UK Sport Major Events panel in respect of funding to re-run the qualifier in London that was postponed midway through due to Covid.

8. 2021-25 Strategy and Paris investment process

Tokyo Games

MH informed the board the programme staff have a good relationship with the Boxing Task Force of the IOC, with MH sitting on the IOC Boxing Expert Group.

Paris investment process

MH explained to the board that phase three of the UK Sport submission for Paris investment is due in October. MH directed the board to the report that provides the requirements for phase three submission, which are:

- Performance Matrix
- Ambitions and Goals
- Budget
- Key changes from phase two
- Data on the number of athletes competitively engaging in the sport in the next 12 years.

Performance matrix

RE presented to the board on the performance matrix submission, which identifies the performance standards of what is required of athletes to demonstrate medal potential. MH thanked RE for all her work on this submission piece.

The board approved the performance matrix for submission.

Updated programme goals and ambitions

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

Budget

MH provided an overview of the proposal for funding new pathway initiatives from within the WCP budget, and the strategic interest in supporting activity in the home nations.

MH stated that it is very encouraging that this position has been reached. The programme is confident in making this investment that it will deliver more effective outcomes for the programme. MH thanked CT, CM and Gethin Jenkins for their support with the process. MH thanked Rob Gibson, Performance Pathway Manager for his hard work during this process and his work building relations over this cycle which has enabled each organisation to get to this position. SE confirmed it is a great achievement and will provide further steps to a unified pathway from the home nations into the WCP.

LW asked how the board would know the investment was delivering successful outcomes. MH explained this is the next step in the process to build a more detailed delivery plan, set KPIs and performance objectives.

The board approved the budget for phase three submission. MH thanked LR for her work on the budget.

Key changes from Phase 2

MH directed the board to the key changes report and took the paper as read.

A report on the number of athletes competitively engaging in the sport in the next 12 years.

MH directed the board to the report which shows the number of athletes who are competitively engaged in the sport, this is a new requirement from UK Sport for this submission.

The board approved all phase three proposals for October submission.

9. Antidoping report

MH informed the board that UKAD are back up and running with several visits to Sheffield having taken place with Covid safety procedures in place and agreed between UKAD and the BABA.

10. Governance update

SE informed the board that he and MH had met with the UK Sport governance team to review the governance of the organisation and ensure it is fit to be in receipt of public funds.

MH informed the board he had received Fraser Walker's resignation from the board and a nomination committee is required to manage the recruitment of a new Boxing Scotland nominee. MH would send a note around to the board asking for members to form the committee.

Action: MH

MH directed the board to the BDO UK Sport commissioned assurance report in the board papers. This report provides the findings from a review of the organisation's financial processes. Attached to the report is an implementation plan on the recommendations.

Appended to the board report were also the BABA financial information policy, BABA travel and subsistence policy that have been amended following BDO recommendations. MH sought approval for these amended policies. The policies and implementation plan were approved by the board.

11. Finance Report

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

12. Safeguarding and diversity update

LR directed the board to the new adult safeguarding policy included in the board papers for approval. The board approved the policy, and this will now be fully embedded into the organisation.

MH updated the board that the programme has received a grant of £5K from UK Sport to support equality and diversity work. The programme will use this grant to complete a review of the organisation and training in this area.

13. Risk Register

MH directed the board to the report in the board papers and took the paper as read. MH confirmed there were no changes to the risk register. LW informed the board a review of the BABA risk management processes and mitigating actions against risks identified would be undertaken. MH proposed identifying risk areas at the next BABA audit committee and reporting back to the board in December.

Action: MH/LW

14. Any other business

SE informed the board that his term as Chair comes to an end next year and he has really enjoyed his time with GB Boxing. MH informed the board that next year a nomination committee would be required to recruit a new Chair.