



**British Amateur Boxing Association Limited
via Microsoft Teams
Thursday 3rd June 2021, 10.00**

Board meeting minutes

In attendance

Steven Esom (BABA Chair)
Matt Holt (BABA CEO)
Rob McCracken (BABA Performance Director)
Simon Toulson (Independent)
David Chadwick (Independent)
Lucy Walker (Independent)
Christine Ohuruogu (Independent)
Craig McEvoy (Boxing Scotland)
Chris Roberts (Boxing Scotland)
Chris Type (Welsh Boxing)

Laura Ross (taking minutes)

Guests

Colin Metson (Welsh Boxing, CEO)
Chris Gibbons (Inside Inclusion)
Claire Stibbon (UK Sport)

1. Welcome and introductions

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

2. Apologies for Absence

Apologies were received from Giorgio Brugnoli and Caspar Hobbs.

3. Declarations of Interest

There were no declarations of interest reported.

4. Approval of Minutes of Board Meeting of 3rd March 2021

The board approved the minutes of the board meeting held on 3rd March 2021.

5. Audit Committee Meeting of 13th May 2021 – minutes for noting

LW directed the board to the minutes of the Audit Committee in the board pack for noting.

6. Performance Report

RM updated the board on the status of the squads and the upcoming European Qualifier. The board wished RM and the team best wishes for the qualification tournament which was currently taking place.

7. CEO Report

MH explained to the board that the operational plan would be reported to the board quarterly going forward giving the board more time to discuss broader issues. The board were happy with this process and found the summary table very useful.

MH sought approval from the board on the operational plan for 2021-2022, which was appended to the board papers and the board provided approval.

MH highlighted the key areas for discussion from the operational plan.

Performance ambitions

MH updated the board on the milestone target for Tokyo Olympics which was confirmed as three to five medals.

Backing the boxer strategy

MH informed the board a women's boxing working group is in the process of being set up with the intention of best supporting female athletes. The working group has agreed terms of reference and is scheduled to start taking place in September.

Athlete Consultation

MH directed the board to a proposal in the board pack for focus groups to engage all athletes' views on the world class programme. The intention is to learn more about the athletes and their views on the WCP and for athletes to feel better engaged. The first session is planned to take place in Autumn post-Olympic Games. MH informed the board that CO had provided feedback on the proposal and thanked CO for her work. The board was very supportive of the proposal and the culture work taking place from the Culture Health Check. LW expressed the importance of reporting to the athletes on the action and processes that have taken place from their feedback, and it was agreed to include this more explicitly in the proposal. The board felt a Board Champion was needed to oversee the process and MH would ask CO if she would be happy to take this role.

Action: MH/CO

Enhancing the system

MH updated the board on the branding of the facility, in particular the new S&C suite in the boxing gym.

MH informed the board a process has been developed for evaluating research projects. For projects to take place a written proposal is required and then presented to a panel which would make decision on the project. The first project piloted through this process looked at mouthguard technology.

SE asked if there was an update on potential catering for the programme. MH updated the board he is currently in talks with the UK Sport facilities team and the General Manager of the EIS on the opportunity of taking ownership of the EIS canteen. MH will keep the board updated on progress.

Coaching strategy

MH directed the board to the paper on succession planning of coaches developed by Chris Porter and the board took the report as read.

Pathway strategy

MH directed the board to the boxer retention strategy that has been developed and included in the board papers.

Strong organisation

MH updated the board on the commercial partnerships.

8. GB Boxing Culture Health Check

MH introduced Claire Stibbon (CS) of UK Sport to the board to present on the findings of the Culture Health Check. CS presented the key findings of the survey and gave an insight to the culture work of UK Sport. A discussion took place on the key findings in particular areas of development. It was agreed MH would draft a plan for areas of development and improvement and share with the board at the final board meeting of the year.

SE thanks CS for her insight and attendance.

Action: MH

9. COVID Report

MH directed the board to the papers and took them as read. MH informed the board of the COVID measures put in place to mitigate the risk to the team prior to the Paris Qualifier. MH noted and thanked the operations team for their incredible work in a quick turnaround of travel arrangements with the short notice of changes from the French Government.

10. Safeguarding and Diversity update

Chris Gibbons of Inside Inclusion presented on the key findings from the diversity and inclusion review of GB Boxing. The board were fully supportive of this work and agreed the next steps to move these findings forward was to put together a diversity steering group which would include a board member. This steering group would develop the strategies for diversity and inclusion within GB Boxing. SE invited all board members interested in being part of the steering group to contact MH directly. MH will update the board further in September.

LR informed the board a safeguarding champion and diversity champion from the board are needed and it was agreed board members would put their names forward to MH and these names will be confirmed at the September board meeting.

Action: MH

11. Anti-Doping Report

MH updated the board that there are no missed tests recorded by any member of the boxing squads and thanked James Hooper, Anti-doping Officer on his work to achieve this.

MH informed the board GB Boxing are currently working through the new UKAD assurance framework which is designed to ensure the programme complies with the national doping policy. As part of this framework an anti-doping board champion is required. Board members were invited to contact MH directly if they wished to be considered for this role and MH would update at the September board meeting.

Action: MH

12. Governance update

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

MH updated the board that CR has kindly joined the Audit Committee with the first meeting taking place in May.

LW updated the board on the recruitment and appointment of the new BABA Chair.

13. Finance Report

MH directed the board to the finance report in the board papers and explained it is highly unusual to have a high surplus going into the next Olympic cycle. This is due to COVID restrictions and UK Sport have agreed the surplus can be carried over into the next financial year.

14. Risk Register

MH updated the board on changes to the risk register. The COVID risk has been re-evaluated and increased in severity due to the lifting of lockdown amongst the general public.

15. Any Other Business

MH thanked the board on behalf of the programme for all their support over the last 18 months. The board wished the team the best of luck for the qualification event and for Tokyo 2020.