GB BOXING

MAKING HISTORY

GB BOXING ANNUAL REVIEW 2020/21

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GB BOXING

GB Boxing was established in August 2008 to manage the World Class Programme (WCP) for boxing and ensure the best male and female boxers from England, Scotland and Wales are provided with coaching, support and opportunities to enable them to develop, improve and go on to win medals at major international tournaments and the Olympic Games.

As the organisation which delivers the WCP, GB Boxing's primary role is to train and prepare the men and women in the Podium and Academy squads and identify and develop the next generation of boxers and coaches through its performance pathways and coach development activities.

The national governing bodies for boxing in England, Scotland and Wales are GB Boxing's principle stakeholders and are represented on its board along with an independent chairperson, GB Boxing's Chief Executive and four independent directors appointed for their particular expertise.

GB Boxing is based in a purpose-built training facility at the English Institute of Sport Sheffield and its largest source of funding is a grant from UK Sport, made up of contributions from the National Lottery and the Exchequer. It also receives revenue and value-in-kind contributions from a range of commercial partnerships.

OUR VISION

Inspiring the nation through Olympic boxing success

OUR MISSION

To build the world's best performance system enabling each GB Boxer the very best opportunity to achieve their full potential

FOREWORD

PROFILE RAISING IS KEY TO CAPITALISING ON HISTORIC SUCCESS OF TOKYO

CHRISTOPHER EVANS MP Chair
All Party Parliamentary Group for Boxing

For two glorious weeks in August, everyone you spoke to seemed to be a boxing fan. That the Great Britain team did so well on such a big stage was a joy to see. The boxers were among Team GB's best performers and caught the public's imagination as they delivered some of the standout moments of the Games.

The relaxed, nonchalant conversation between Galal Yafai and his older brother, Khalid (himself an Olympian and a professional world champion), live on the BBC immediately after he had won gold is one moment that sticks in my memory.

"I COULD NOT HELP BUT BE ENTHUSED BY THE FANTASTIC PERFORMANCES OF LAUREN PRICE ON HER WAY TO BECOMING THE FIRST BOXER FROM WALES TO WIN AN OLYMPIC GOLD MEDAL IN THE SPORT."

And as a proud Welshman, I could not help but be enthused by the fantastic performances of Lauren Price on her way to becoming the first boxer from Wales – male or female - to win an Olympic gold medal in the sport. Of course, it does help that Lauren hails from Caerphilly County Borough, which part of my constituency covers!

Lauren's victory and the bronze for her teammate, Karriss Artingstall, ensured the successes enjoyed by GB Boxing's women were at the forefront of the story.

Achievements like this, delivered to a large television audience by inspirational but down-to-earth role models, have the power to be transformative. And I have already seen with my own eyes the buzz Lauren's gold medal has created in my constituency and throughout the borough of Caerphilly.

Of course, professional boxing will always dominate the media and the public's attention. However, it is now time for amateur boxing to come out of the shadows. The big challenge now is to capitalise on this momentum in attracting new people into the sport and maintaining the profile of amateur boxing on television, in the news and on social media.

This was something we discussed at a recent meeting of the All Party Parliamentary Group for Boxing attended by Lauren, Karriss and GB Boxing coach, Dave Alloway, where all of the participants agreed that continuing to build the profile of the sport is vital to its future success.

The Commonwealth Games in Birmingham next year, when the boxers will compete for England, Scotland and Wales (rather than Team GB) live on the BBC, will provide valuable exposure and is a fantastic chance to highlight not just the quality of the boxers but also their characters, personalities and back stories.

It will be a great opportunity to showcase the sport to a large audience, many of whom may not be traditional boxing fans.

I send my best wishes to all the home nation boxers and look forward to seeing them deliver more medal winning performances and showing the sport at its best. It is fantastic to see it in such good health. I would like to thank all those who make boxing the greatest sport in the world!

CHAIR'S REVIEW

UNPRECEDENTED CHALLENGES HIGHLIGHT STRENGTH OF GB BOXING'S FOUNDATIONS

STEVEN ESOM Chair

To say the last year has been a rollercoaster would be an understatement.

From the worry and uncertainty, caused by the Coronavirus outbreak and subsequent postponement of the Olympic Games, to the triumph of winning six medals in Tokyo, it has been a journey of the kind of highs and lows that only elite sport can deliver.

That GB Boxing managed to successfully navigate its way through these challenges is a tribute to the robustness of the world class programme (WCP), the hard work of its employees and the quality of the leadership provided by Chief Executive, Matt Holt, and Performance Director, Rob McCracken.

"THAT GB BOXING MANAGED TO SUCCESSFULLY NAVIGATE ITS WAY THROUGH THESE CHALLENGES IS A TRIBUTE TO THE ROBUSTNESS OF THE WORLD CLASS PROGRAMME, THE HARD WORK OF ITS EMPLOYEES AND THE QUALITY OF THE LEADERSHIP."

Much of their work over the last 12 months has gone unseen, yet the Board and I are very much aware of the superb job Matt and Rob have done to keep the WCP on-track and ensure the boxers were able to pursue their Olympic dream.

The challenge presented by the Coronavirus outbreak and the introduction of a national lockdown, which meant that the boxers could not train in the GB Boxing gym for nearly three months, was not something we could ever have anticipated, so to come through this and qualify 11 boxers for the Olympic Games in 2021 was an amazing achievement in itself.

To go to Tokyo and turn this into six medals and deliver the best performance by a group of boxers from Great Britain in over a century was nothing short of incredible.

That this happened in my final year as Chair has been very poignant and led me to reflect on my eight-year tenure with GB Boxing and the lessons I have learnt from working in elite sport.

From a personal point of view, I am satisfied that I am handing over an organisation in very good health to the new Chair, Jason Glover.

The inevitable post-Games turnover of boxers will be a challenge. However this happens at the end of every Olympic cycle and, through its performance pathways activities, GB Boxing always has one eye on the future and ensuring that it identifies and develops the next generation of talent.

Close alignment with the national governing bodies in England, Scotland and Wales is absolutely central to this as the home nations produce the boxers which the GB Boxing coaches aim to mould into future Olympians.

Ensuring positive working relationships between GB Boxing and the home nations was one of my main priorities when I took on the role of Chair in 2013 and I am confident that over the last eight years we have made great progress in this area.

The success that GB Boxing has enjoyed at major championships and the Olympic Games in Rio and Tokyo would not have been possible without the great work of coaches, clubs and the national governing bodies in England, Scotland and Wales and I would like to personally thank the leadership of all three home nation associations for their support during my time as Chair.

Likewise, GB Boxing would not have been able to achieve anything like the success it has without funding and I would like to express my gratitude for the ongoing support provided by UK Sport, the Department for Culture Media and Sport and the National Lottery.

To be part of an elite sporting organisation has been a huge privilege which has enabled me to observe genuine world class performers at close quarters and, when I reflect on my time with GB Boxing, I think it is the lessons I have learned about accountability and responsibility that will linger most.

From my background in business, accountability can sometimes be a grey area, yet to see the way the boxers take responsibility for their performances and the results they produce has consistently impressed me.

One way this shows itself is in the hard work and dedication the boxers put into every single training session as they know that once they are in the ring and the bell sounds, success or failure ultimately comes down to them.

"TO BE PART OF AN ELITE SPORTING ORGANISATION HAS BEEN A HUGE PRIVILEGE WHICH HAS ENABLED ME TO OBSERVE GENUINE WORLD CLASS PERFORMERS AT CLOSE QUARTERS."

It is a mindset that influences the whole organisation and has helped to create a culture of accountability whereby every member of staff at GB Boxing takes responsibility for what they are expected to deliver. It is one of the main reasons why GB Boxing has achieved so much success over the last decade and why I believe it will continue to deliver even more in years to come.

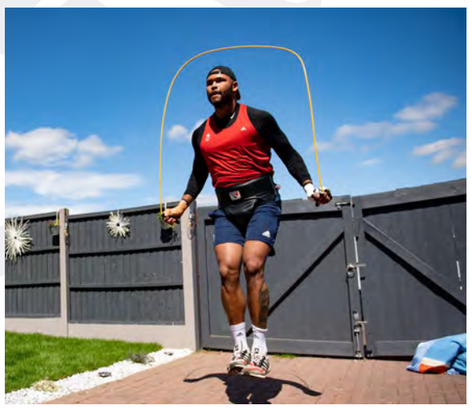
PERFORMANCE REVIEW

The start of 2020-21 was a period of huge uncertainty for GB Boxing as the outbreak of Coronavirus and the IOC's decision to postpone the Tokyo Olympics by 12 months combined to create significant doubts over the immediate future of the world class programme (WCP).

Delivering the WCP during a pandemic

The introduction of a national lockdown in March 2020 prevented the squad from coming into the gym so all of the boxers were provided with kit and equipment to enable them to train at home. Individualised training plans were developed which reflected each boxers' requirements and included the type of work they would do in a normal camp, such as running, strength and conditioning and boxing technique.

Coaching sessions were delivered by Zoom and the sport science team provided a range of services remotely including medical consultations, injury rehabilitation, nutritional advice and the delivery of food packages.



Protecting the mental health and wellbeing of the boxers was a priority during this period of uncertainty and GB Boxing's Performance Director, coaches and psychologist all maintained regular contact with the squad and put in-place measures to ensure they remained connected as a group.

"INDIVIDUALISED TRAINING PLANS WERE DEVELOPED WHICH REFLECTED EACH BOXERS' REQUIREMENTS."

At a national level, GB Boxing's Chief Executive and Performance Director, worked closely with UK Sport and the Government on its Return to Training (RTT) plan for elite sport and, when the lockdown eased after 11 weeks, boxing was one of the first WCPs to return.

Return to training

The first training camp in the GB Boxing gym after lockdown began on 8 June 2020 and featured 12 boxers and four coaches. Sparring was not permitted during the three-day camp which was held under strict social distancing guidelines and incorporated a range of safety measures including daily wellness monitoring and regular temperature checks. Coaches wore masks and personal protective equipment (PPE) at all times and the gym was reconfigured to limit mixing and enable boxers to train in separate zones.

Two weeks later, contact training was introduced which meant the boxers could spar in limited groups and do pads with the coaches.

The number of people allowed in the gym was permitted to increase gradually over time and by the end of 2020, up to 35 boxers, coaches and staff were able to take part in weekly training camps in the gym.

Return to competition

Restarting international competition was the final part of the returning process and began in October 2020 at the Alexis Vastine Memorial Tournament in France where five members of the GB Boxing squad won a medal. Although it was a low-key affair, the tournament was an important milestone as it showed international, multi-nation, boxing tournaments could be staged safely in Europe.

The Bocskai tournament in Hungary in February 2021 was the first time any of GB Boxing's Tokyo prospects competed in over a year and marked a successful return to action as Frazer Clarke and Lewis Richardson won gold and Lauren Price took silver. Seeing three of the team's Tokyo prospects return to winning ways after an extended lay-off provided a major boost to the WCP.

Over the next three months, boxers from the squad successfully competed at a series of competitions in Serbia and the Czech Republic. It meant that all 12 men and women that were due to take part in the Olympic qualifier got to experience competitive action as part of their preparations for this critically important event.

Boxing Road to Tokyo Olympic qualifier

The Boxing Road to Tokyo Olympic qualifier which took place in Paris from 4-8 June 2021 was a continuation of an event that had initially been staged in London in March 2020 but was suspended after three days due to Coronavirus. 176 boxers from across Europe took part in the qualifier which resumed where the first event left-off and was based on the original draw from London.

The Paris event proved to be a triumph for GB Boxing as the team qualified four women and seven men for the Tokyo Olympics. Eleven was the highest number of qualifiers secured by any country at the event, which saw Great Britain secure nine medals made-up of two gold, five silver and two bronze.

"THE PARIS EVENT PROVED TO BE A TRIUMPH FOR GB BOXING AS THE TEAM QUALIFIED FOUR WOMEN AND SEVEN MEN FOR THE TOKYO OLYMPICS."

To deliver such an outstanding performance and qualify 11 boxers for Tokyo 2020 after everything the squad had been through was a massive achievement. It was a reward for the hard work, dedication and resilience of everyone connected with the WCP and augured well for the possibility of more success when the Olympic Games took place in the summer of 2021.

MAINTAINING A LONG-TERM FOCUS

Long-term planning is central to the on-going success of the WCP and, despite the challenges of Coronavirus, GB Boxing has continued to make progress in two key areas of work over the last 12 months.

Performance pathways

Identifying new talent with the potential to break into the squad is central to the ongoing success of the WCP and in the last 12 months GB Boxing hosted 10 training camps at its gym in Sheffield to assess new talent. Coaches and pathways staff also took part in similar camps hosted by Boxing Scotland and Welsh Boxing.

Changes to the structure of the performance pathway have been implemented with the creation of a new Emerging Talent group and the re-naming of the Podium Potential group as the Academy squad. The Emerging Talent group is made-up of men and women that have demonstrated the potential to one day join the WCP. The group takes part in periodic, Thursday to Sunday, training camps in the GB Boxing gym in a move which is designed to connect them with the WCP from an early stage in their career and give the boxers an opportunity to learn from the coaches and develop an understanding of what it takes to become a full-time member of the squad.

Coach development

Developing the next generation of high performance coaches is central to the ongoing success of the WCP and last year, GB Boxing launched a new education programme, 'Coaching in High Performance Sport', to support the development of up-and-coming coaches.

The curriculum for the 12 month programme contains input from UK Sport and the English Institute of Sport (EIS) and is based on high performance coaching standards from the Chartered Institute for the Management of Sport and Physical Activity (CIMPSA).

The online programme is focused on coaching in international boxing, the development of coaching craft and working with sport science and all participants are expected to produce a portfolio of work. The first cohort was recruited at the start of 2021 and includes men and women from GB Boxing's pool of Performance Coaches and others from a background working with the home nation associations.

The Tokyo 2020 Olympic Games

The boxing tournament at Tokyo 2020 was held at the Kokugikan Arena and featured eight weight classes for men and five for women. Four women and seven men from the GB Boxing squad represented Team GB and, in a historic achievement, won six medals to deliver the best performance in more than a century by boxers from Great Britain.

Featherweight Karriss Artingstall was first to box, in what turned-out to be a mixed opening day, as the delight at her victory over Keamogetse Kenosi of Botswana was dimmed by the disappointment of a defeat for Peter McGrail, who lost to Thailand's Chatchai Butdee.

"THE SIX MEDAL HAUL CONFIRMED GB BOXING'S STATUS AS ONE OF THE UK'S MOST SUCCESSFUL WORLD CLASS PROGRAMMES."

It proved to be a rare setback as the next three days saw Galal Yafai, Ben Whittaker, Charley Davison, Caroline Dubois and twin brothers, Pat and Luke McCormack, successfully enter the competition. The only disappointment was a narrow split decision loss for heavyweight, Cheavon Clarke.

By day five, Team GB had the opportunity to secure its first medal of the boxing tournament and Karriss Artingstall did not disappoint as she defeated Australia's 2018 Commonwealth Games champion, Skye Nicolson, to guarantee a bronze and become the second British woman in history, after Nicola Adams, to win an Olympic medal for boxing. A gunner in the British Army, she also became the first member of the armed forces to win a medal for boxing at the Olympic Games.

Spurred on by Artingstall's achievement, super-heavyweight, Frazer Clarke, and middleweight, Lauren Price, recorded wins on their Olympic debuts as four men and four women made it into the quarter-finals for Team GB. The only casualty was Luke McCormack who was unfortunate to draw Cuba's eventual gold medallist, Andy Ruiz, in the round of 16.

On the biggest stage of their careers the British boxers delivered a series of superb performances which saw Galal Yafai, Pat McCormack, Ben Whittaker, Frazer Clark and Lauren Price secure victory and join Artingstall in guaranteeing themselves at least a bronze. Sadly it was not to be for Caroline Dubois and Charley Davison, who both agonisingly lost by the narrowest of split decisions (3-2) in their medal contests.

It meant the team was guaranteed six medals and had delivered the biggest haul by a group of boxers from Great Britain since 1920.

Of the six medallists, Artingstall and Clarke had to settle for bronze as both lost to the eventual champions in their semi-finals. However four of their teammates went on to contest the Olympic final in their weight class.

At welterweight and light-heavyweight, Pat McCormack and Ben Whittaker, both faced previous Olympic champions from Cuba in Roniel Iglesias and Arlen Lopez respectively. The British pair acquitted themselves well but could not quite match the know-how of their hugely experienced opponents and finished the competition with silver medals.

"PRICE WAS A STRONG FAVOURITE IN THE FINAL AND CONFIRMED HER STATUS AS THE DOMINANT MIDDLEWEIGHT IN WOMEN'S BOXING WITH A UNANIMOUS VICTORY."

Having disposed of a Cuban opponent in his quarter-final, Galal Yafai, was not in a mood to be denied and set a ferocious pace in the flyweight final as he inflicted a standing count on Carlo Paalam of the Philippines in round one.

It set the tone for a contest which was never in doubt as Yafai coasted to the gold medal. It was a fitting reward for the loyalty and commitment shown by the Birmingham boxer who was competing in his second Olympic Games.

The final bout of the women's boxing tournament saw Wales's Lauren Price take on Li Qian of China. Having defeated her long-time Dutch rival, Nouchka Fontjin, by the narrowest of margins in their semi-final where the judges voted her the "preferred winner", Price was a strong favourite in the final and confirmed her status as the dominant middleweight in women's boxing with a unanimous victory over the number two seed to win Team GB's final gold of Tokyo 2020.

It meant Great Britain topped the boxing medal count table and finished with two gold, two silver and two bronze.

The six medal haul confirmed GB Boxing's status as one of the UK's most successful world class programmes. Out of a team of 376 athletes, the boxers won more than 10 per cent of Team GB's medals at Tokyo 2020 and secured a place on the podium in six out of 11 weight classes. Of all the sports which received funding from UK Sport across the Tokyo cycle, boxing was the best value-for-money with the lowest cost-per-medal ratio.

"HAVING DISPOSED OF A CUBAN OPPONENT IN HIS QUARTER-FINAL, GALAL YAFAI, WAS NOT IN A MOOD TO BE DENIED AND SET A FEROCIOUS PACE IN THE FLYWEIGHT FINAL."

The achievement of the boxers and the quality of GB Boxing's world class programme was lauded in media coverage of the Games. In The Times, Rick Broadbent wrote: "Price put the gloss on a brilliant Olympics for Rob McCracken's team. Price's win, and Galal Yafai's flyweight title, are the standout moments, but to win so many medals from a team of only 11 fighters constitutes some return."

GB BOXING ANNUAL REVIEW 2020/21

OPERATIONS REVIEW

As a performance focused organisation, GB Boxing's number one priority is the delivery of services to support its boxers. At the same time, it recognises the importance of its wider operations and that being a well-managed and respected organisation is central to the successful delivery of the world class programme (WCP) as activities outside of the gym impact on what happens inside.

"BEING A WELL-MANAGED AND RESPECTED ORGANISATION IS CENTRAL TO THE SUCCESSFUL DELIVERY OF THE WORLD CLASS PROGRAMME AS ACTIVITIES OUTSIDE OF THE GYM IMPACT ON WHAT HAPPENS INSIDE."

The events of the last 12 months have illustrated this emphatically and there is no doubt the strong leadership and positive working environment at GB Boxing played a vital role in enabling it to emerge from an extremely challenging period in a position of strength.

It has been a testing time, yet the underlying durability and organisational resilience of GB Boxing has enabled it to maintain continuity in the delivery of the WCP and, at the same time, secure a number of achievements in its operational activities over the last year.

Financial management

From a financial point of view, GB Boxing's revenues were largely protected during the pandemic as its major source of funding is a grant from UK Sport. The reduction in activity resulting from the lockdown meant that international training camps and competitions did not take place in the first half of the year and led to a drop-off in commercial revenues but this was offset by a fall in expenditure. It meant that the organisation was able to operate successfully throughout the Coronavirus outbreak and exited the financial year in a healthy position as shown in the Financial Review section of this document.

Commercial partnerships

Although the operating environment last year was not conducive to securing new commercial partnerships, GB Boxing's relationships with its existing partners, Sting and Powerday, remained strong and a number of activities were executed to raise awareness of these relationships.

A collection of short films were jointly produced by GB Boxing and Powerday to amplify the latter's sponsorship of the team at the Olympic qualifier in Paris. These featured several boxers from the squad taking part in a series of 'GB Boxing versus Powerday' challenges which were released on social media over a period of weeks in the build-up to the Paris qualifier.

GB Boxing's relationship with Sting delivered financial and equipment benefits as the kit supplier developed a set of personalised, bespoke gloves for every member of the Podium squad while the medal winning performance of the team in Tokyo triggered a series of bonus payments. Promotional activities to showcase the partnership included a number of photoshoots and the production of a short film to showcase the scope of GB Boxing's relationship with Sting.

Communications and reputation

From a communications point of view, the initial lockdown and subsequent suspension of international tournaments presented a major challenge, as competition is GB Boxing's main source of news. However the team overcame this to ensure the organisation retained a healthy media profile and continued to grow its following on social media.

In the first part of the year activities focused on telling the story of how GB Boxing was continuing to deliver the WCP in the face of the pandemic and the lockdown. Tonally, communications were designed to reflect the public mood during this period and demonstrate empathy with the fact that many people were facing serious difficulties.

Stories were placed with press and broadcast media showing the boxers training at home and several members of the squad produced 'home work-out' films to support Government driven initiatives such as #StayInWorkOut from Sport England and the Youth Sports Trust's #Haveago campaign.

A series of graphics were produced to amplify the government message to 'Stay at home, Protect the NHS, Save Lives' and in May 2020, boxers and coaches participated in a short film produced by GB Boxing to thank key workers for their efforts during the pandemic.

In addition to these broader public health activities, boxers from the squad also supported a range of campaigns by partners and stakeholders. Cheavon Clarke appeared in the #IamTeamGB campaign to mark one year until the Tokyo Olympics and Galal Yafai took

"GB BOXING'S RELATIONSHIP WITH STING DELIVERED FINANCIAL AND EQUIPMENT BENEFITS AS THE KIT SUPPLIER DEVELOPED A SET OF PERSONALISED, BESPOKE GLOVES FOR EVERY MEMBER OF THE PODIUM SQUAD WHILE THE MEDAL WINNING PERFORMANCE OF THE TEAM IN TOKYO TRIGGERED A SERIES OF BONUS PAYMENTS."

part in a range of promotional activities, including a city-wide poster campaign, to promote the 2022 Commonwealth Games in Birmingham.

Once the boxers returned to the gym, stories were placed to showcase how the WCP was successfully adapting to the new training conditions and highlight the measures put in place to control the virus and protect the health of boxers, coaches and staff.

"BY TAKING A PRO-ACTIVE APPROACH TO COMMUNICATIONS GB BOXING CONTINUED TO GENERATE MEDIA INTEREST, DESPITE THE CHALLENGES OF CORONAVIRUS AND A POSTPONED OLYMPIC GAMES, AND MAINTAINED A POSITIVE PUBLIC PROFILE THROUGHOUT THE YEAR."

When the boxers returned to competition in the latter part of 2020, Covid-19 protocols meant the number of journalists allowed in the gym was very limited so activities such as media days, team announcements and interviews were delivered using a combination of in-person and remote activity, such as Zoom press conferences.

By taking a pro-active approach to communications GB Boxing continued to generate media interest, despite the challenges of Coronavirus and a postponed Olympic Games, and maintained a positive public profile throughout the year.

From the start of April 2020 to the end of March 2021, GB Boxing received 206 enquiries from press and broadcast media and generated hundreds of pieces of positive press and broadcast media coverage. This increased markedly in the run-up to the Paris qualifier and during the Olympic Games when the boxers received hours of positive broadcast media coverage on mainstream news and sport programmes. In terms of press and online, figures provided by an independent media tracking company, Meltwater, revealed that in the three months from June to August 2021, GB Boxing appeared in more than 6,600 newspaper articles globally.

In digital communications and on social media GB Boxing increased its reach and, in the 12 month period covered by this report, the GB Boxing website had more than 7,500 views every month. On social media GB Boxing's aggregate following grew by just under 10 per cent to nearly 100,000 across its three main platforms. Instagram continued to be the largest with the number of followers growing by over 12 per cent to 36,182.

These figures increased significantly through the qualification period and during the Tokyo Olympics where GB Boxing gained nearly 15,000 new followers and made more than 28 million impressions from June to August 2021.

Impact on society

GB Boxing is committed to having a positive social impact and although the last 12 months has included numerous constraints, the boxers continued to be active in the community while the organisation has supported a range of causes and campaigns.

Despite the lockdown and social distancing measures being in place for a large part of the year, boxers from the squad still managed to make 107 appearances at schools and community projects on behalf of the National Lottery.

On a personal level, several of the squad have been involved in a charitable activities linked to their boxing clubs or local community groups. Niall Farrell is an ambassador for a homeless charity and in 2021 he was part of a group that helped to set-up, Support Futures, a non-profit organisation that helps rehabilitate and educate young people in the Black Country through sport. Delicious Orie, Kerry Davis and Conner Tudsbury are ambassadors for a Manchester based charity, Maverick Stars Trust, which uses boxing as a tool to develop young people and address issues in the community.

During the pandemic, Cheavon Clarke linked-up with The Body Kitchen in Kent to provide meals for NHS workers and staff in care homes while Ben Whittaker visited a gym in Birmingham to promote the importance of physical activity as part of Mental Health Awareness Week.

As an organisation, GB Boxing has used its platforms to support a number of causes and campaigns in the last 12 months. In addition to its support for Government public service messages during the pandemic, it also backed an NSPCC campaign to raise awareness of its telephone helpline, made boxers available for UK Sport's #PositiveMentalHealth campaign during Mental Health Awareness Week and used its social media platforms to amplify the work of the home nation associations in highlighting the plight of boxing clubs affected by the pandemic.

Governance and culture

Continuing to deliver the WCP in the face of all the challenges it has faced over the last 12 months has been a major achievement that has underlined both the quality of the leadership and the strength of the culture at GB Boxing.

The critical importance of a positive working environment has been central to much of the success that GB Boxing has achieved in recent years and the quality of the organisational culture and the strong working relationships that exist between boxers, coaches and employees was highlighted again this year in UK Sport's 2021 Culture Health Check of GB Boxing.

The Health Check is based on an independent assessment of feedback from boxers, employees and stakeholders and revealed 97 per cent of respondents were proud to be part of the WCP and 94 per cent agreed staff and athletes worked effectively as a team. 71 per cent said they felt happy to give feedback without fear of the repercussions and 100 per cent agreed measures had been taken to improve the mental health and wellbeing of boxers and employees.

While GB Boxing is rightly proud of its culture, it is committed to continuously improving all aspects of its working practices and in 2021 it deployed an independent consultancy, Inside Inclusion, to review diversity and inclusion in the WCP.

"AS AN ORGANISATION, GB BOXING HAS USED ITS PLATFORMS TO SUPPORT A NUMBER OF CAUSES AND CAMPAIGNS IN THE LAST 12 MONTHS."

The review looked at inclusion policies and practices across a range of areas covering governance and leadership, learning and development, culture and values, data and policies and communications and campaigns.

It concluded the culture "is generally open and inclusive" and made a series of recommendations for how GB Boxing can embed diversity and inclusion throughout the organisation. A Diversity & Inclusion Action Plan 21-25 has been produced to deliver these and a Steering Group has been set-up to oversee this area of activity.

All of these achievements add up to a year of major operational progress for GB Boxing. It has overcome significant and unforeseen challenges to continue delivering the WCP and create a working environment that has enabled the boxers and coaches to maintain their focus on training and preparation and ultimately go on to deliver a historic performance at the Tokyo Olympic Games.

At the same time it has showcased the organisation positively in a way that reflects its culture and values, maintained excellent relationships with key partners and created an environment that has enabled GB Boxing and its boxers to have a have a positive impact on society. All of this has contributed to the long-term sustainability of the WCP and ensuring that GB Boxing is in the best possible position to continue to be successful at the next Olympic Games and beyond.

FINANCIAL REVIEW

The Financial Review contains extracts from the audited accounts for the year end March 2021. It includes details of GB Boxing's board members and their sub-committee functions along with a summary of the Profit and Loss Account for the year and a copy of the Balance Sheet.

These condensed financial statements do not comprise statutory accounts within the meaning of section 435 of The Companies Act 2006. These accounts were reported upon by the company's auditors, PFK Smith Cooper, and delivered to the Registrar of Companies.

The report of the auditors was unqualified, did not include a reference to any matter to which the auditors drew attention by way of emphasis without qualifying their report and did not contain statements under section 435 and 498 (2) and (3) respectively of the Companies Act.

The responsibility for the management and oversight GB Boxing sits with its board of directors which is comprised of an independent chairperson, the Chief Executive of GB Boxing, two representatives from each of the three home nations and four independent directors appointed for their particular expertise.

GB Boxing board of directors

The people listed here denote those who served on the board of GB Boxing for the period 1 April 2020 – 31 March 2021.

Board member	Sub-committee function
Steven Esom, Chair	Audit, Remuneration (Chair) and Nominations Committees (Chair)
Matthew Holt, Chief Executive Officer	
Giorgio Brugnoli, England Boxing	Remuneration and Nominations Committee
Caspar Hobbs, England Boxing	
Craig McEvoy, Boxing Scotland	
Fraser Walker Boxing Scotland (Resigned 9 September 2020)	Audit Committee
Chris Roberts (Appointed 3 March 2021)	Audit Committee
Derek McAndrew, Welsh Boxing	
Chris Type, Welsh Boxing	
David Chadwick, Independent	Audit Committee
Christine Ohuruogu (Appointed 3 February 2021)	
Sara Symington, Independent (Resigned 6 November 2020)	
Simon Toulson, Independent	
Lucy Walker, Independent	Audit (Chair), Remuneration and Nominations Committee

The make-up of the Nominations Committee is as required for appointment to the board. The Appeals and Disciplinary Committee is constituted according to the procedures for dealing with disciplinary matters.

Matthew Holt	Company Secretary
PFK Smith Cooper Audit Ltd	Auditors

Detailed profit and loss account for the year ended 31 March 2021

	2021	2020
	£	£
Income	**2,580,597**	3,404,015
Direct expenses	**(1,081,249)**	(1,761,771)
Gross surplus	**1,499,348**	1,642,244
Other operating income	**24,684**	30,762
Less: overheads		
Administration expenses	**(1,600,355)**	(1,627,665)
Operating (deficit)/surplus	**(76,323)**	45,341
Interest receivable	**577**	1,610
Tax on (deficit)/surplus on ordinary activities	**(3,275)**	(5,717)
(Deficit)/Surplus for the year	**(79,021)**	41,234

GB BOXING ANNUAL REVIEW 2020/21

Schedule to the detailed accounts for the year ended 31 March 2021

Income	**2021**	2020
	£	£
UK Sport income	**2,463,722**	3,039,933
Foreign nations and other recharges	**15,460**	184,172
Sponsorship and other income	**101,415**	179,910
	2,580,597	3,404,015

Direct expenses	**2021**	2020
	£	£
Podium boxers	**157,546**	301,575
Development boxers	**9,365**	37,135
Female boxers	**45,885**	129,319
Talent Group ID	**745**	31,573
Venue hire	**228**	34,957
Equipment and clothing	**21,768**	20,185
Coaches	**147,796**	365,453
Camps	**81,915**	229,632
Sports science and sports medicine	**499,373**	485,195
Cost of boxers' accomodation	**116,628**	125,178
UK Sport international relations	**-**	1,569
	1,081,249	1,761,771

Other operating income	**2021**	2020
Rents receivable	**24,684**	30,762
	24,684	30,762

Administration expenses	**2021**	2020
	£	£
Directors salaries	**98,871**	95,229
Directors pension costs - defined contribution schemes	**17,689**	16,665
Staff salaries	**862,078**	809,440
Staff national insurance	**93,450**	86,642
Staff pension costs - defined contribution schemes	**53,742**	55,018
Staff training	**1,101**	12,861
Hotels, travel and subsistence	**1,252**	24,922
Consultancy	**53,542**	56,049
Printing, postage and stationery	**8,994**	8,075
Telephone	**12,462**	15,914
Legal and professional	**18,912**	24,185
Auditors' remuneration	**8,515**	10,613
Equipment hire	**2,676**	3,373
Bank charges	**623**	850
Bad debts	**55**	987
Difference on foreign exchange	**(141)**	(1,103)
Sundry expenses	**10,080**	7,491
Rent and rates	**217,556**	175,540
Management charges	**-**	60,945
Insurances	**21,346**	22,214
Repairs and maintenance	**5,632**	8,162
Depreciation	**47,892**	56,100
Profit/loss on sale of tangible assets	**130**	-
Disallowable input VAT	**46,315**	58,931
Credit card charges	**314**	342
Tickets	**17,269**	18,220
	1,600,355	1,627,665

Interest receivable	**2021**	2020
	£	£
Bank interest receivable	**577**	1,610
	577	1,610

Balance sheet as at 31 March 2021

		2021	2020
Fixed assets		**£**	£
Tangible assets		**1,156,107**	1,158,567
Investments		**1**	1
		1,156,108	1,158,568
Current assets			
Debtors: amounts falling due within one year	**251,285**		125,065
Cash at bank and in hand	**181,739**		439,417
	433,024		564,482
Creditors: amounts falling due within one year	**(181,901)**		(236,798)
Net current assets		**251,123**	327,684
Total assets less current liabilities		**1,407,231**	1,486,252
Net assets		**1,407,231**	1,486,252
Capital and reserves			
Profit and loss account		**1,407,231**	1,486,252
		1,407,231	1,486,252

THE PATH TO PARIS

BIGGEST CHALLENGE FOLLOWS GB BOXING'S GREATEST ACHIEVEMENT

ROB MCCRACKEN MBE Performance Director

To win six medals at Tokyo 2020, after everything that had happened in the previous 18 months, was a once-in-a-lifetime achievement by the boxers, coaches and everyone connected with GB Boxing.

Delivering Great Britain's best medal haul since 1920 was a historic performance by a fantastic group of boxers and to be part of the team that helped them to achieve this was, from a personal point of view, one of the most enjoyable experiences I have had during a 30 year career in sport.

To win an Olympic medal in boxing requires skill, sacrifice and a remorseless work ethic and to see Galal Yafai, Lauren Price, Pat McCormack, Ben Whittaker, Karriss Artingstall and Frazer Clarke secure their place in history at Tokyo 2020 was brilliant.

"WHILE THE LION'S SHARE OF THE CREDIT FOR THE TEAM'S HISTORIC PERFORMANCE IN TOKYO MUST GO TO THE BOXERS, IT WOULD NOT HAVE BEEN POSSIBLE WITHOUT THE COACHES AND ALL THE STAFF THAT HAVE UNDERPINNED THE PERIOD OF SUSTAINED SUCCESS WE HAVE ENJOYED AT GB BOXING."

It was the culmination of many years of hard work by a large number of people and a well-deserved reward for everyone's determination in coming through an extremely challenging final 12 months when it sometimes seemed like the Games may not go ahead.

It is important to enjoy these moments, yet if I am honest, it was around the time the boxers guaranteed our sixth medal that my mind began to drift forward and contemplate the scale of the challenge we now face at GB Boxing with only three years to go until the next Olympic Games in Paris.

The break-up of a team at the end of an Olympic cycle is something we have come to expect as many of the boxers choose to pursue careers in the professional ranks.

The coaches and I plan for this throughout every Olympic cycle and one aspect of our job that often goes under the radar of everyone but the most committed boxing fans, is the work we do to develop the next generation and ensure we have a new cohort of men and women ready to take the places of those boxers that choose to leave the world class programme.

A key part of this development process is taking the boxers to international tournaments and training camps around the world. However the Coronavirus pandemic meant this has not been possible over the last 12 months and has denied this current group the exposure to different styles and opponents that is so helpful in accelerating development.

It means that we face a huge challenge as we look forward to the next Olympic Games in three years. However it is one that we will do all we can to meet.

While the lion's share of the credit for the team's historic performance in Tokyo must go to the boxers, it would not have been possible without the coaches and all the staff that have underpinned the period of sustained success we have enjoyed at GB Boxing for over a decade.

They are responsible for the foundations on which our achievements have been built and as we head into the next Olympic cycle, I know that as long as we work hard together as a team and give our all every day, we can continue to deliver more success for GB Boxing.

"TO WIN AN OLYMPIC MEDAL IN BOXING REQUIRES SKILL, SACRIFICE AND A REMORSELESS WORK ETHIC."

GB BOXING

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