



Annual Governance Statement 2021

Scope of Responsibilities

Our ambition is to demonstrate that we have the necessary governance to maintain a sound system of internal control and support our policies, objectives and strategic priorities.

The BABA intends to ensure that it is always fully compliant with Tier 3 of A Code for Sports Governance. This annual governance statement is prepared as part of the Code requirements and outlines our progress to date.

The BABA Board is responsible for the overall governance of the organisation and continues to work to ensure the organisation meets the highest standards as required by the Code.

The governance framework of the BABA

The BABA Board has the following governance format:

The BABA consists of the following directors:

- Independent Chair
- 4 independent directors
- 2 directors nominated by England Boxing
- 2 directors nominated by Boxing Scotland
- 2 directors nominated by Welsh Boxing
- The GB Boxing CEO (ex-officio)

These directors are also the members of the organisation and therefore the BABA Board is the highest decision-making organ of the organisation.

There are also three sub-committees of the board, which are as follows

- Audit Committee
- Remuneration Committee
- Nominations Committee

The Audit Committee meets twice per year, the Remuneration Committee once per year, and the Nominations Committee on an *ad hoc* basis as required.

The BABA also has a wholly owned subsidiary, GB Boxing Events. This company manages events run by GB Boxing, which this year included the suspended qualification event in London for Tokyo 2020. GB Boxing Events has the same board of directors as GB Boxing and operates under its management.

Finance

For the financial year 2020-21 the BABA Accounts were audited by Smith Cooper and approved without qualification. The accounts for GB Boxing Events were also approved without qualification.

Director Appointments and Resignations

The following directors were appointed in 2021:

- Christine Ohuruogu was appointed as Independent Director on 3rd February 2021.
- Chris Roberts was appointed as a Home Nation Director for Boxing Scotland on 3rd March 2021.
- Jason Glover was appointed as Independent Chair on the 1st October 2021.
- Micky Norford was appointed as Home Nation Director for England Boxing on the 1st November 2021
- Colin Metson was appointed as Home Nation Director for Welsh Boxing on 9th November 2021

The following directors resigned in 2021:

- Derek McAndrew resigned as Home Nation Director for Welsh Boxing on the 17th March 2021.
- Steven Esom resigned as Independent Chair on the 30th September 2021.
- Giorgio Brugnoli resigned as Home Nation Director for England Boxing on the 30th September 2021.

Diversity and Inclusion Review

In 2020 GB Boxing commissioned Inside Inclusion to conduct a Diversity and Inclusion Review which was completed in 2021. This involved a review of all the organisation's relevant documentation and interviews with boxers, board members and staff across the organisation.

An action plan has been agreed which will focus on the following areas:

- Raising awareness of D&I across GB Boxing and link to GB Boxing's values
 - Developing a learning and development plan for the GB Boxing workforce and athletes
- Understanding GB Boxing's diversity
 - Implementing a regular collection and analysis of equality monitoring data for GB Boxing's workforce and athletes
- Communicating GB Boxing's commitment to diversity and inclusion
 - Reviewing GB Boxing's approach to internal and external communications through a D&I lens
 - Reviewing GB Boxing's approach to recruitment and selection through a D&I lens
- Encouraging a diverse performance pathway for Boxing
 - Working with boxing's home nations to ensure equal opportunity for all athletes to fulfil their potential
- Compliance with the equality framework, and specifically achieving the standards of the revised Equality Standard for Sport (when it launches in 2022) and the UK Sport Code of Governance.

We will continue to work with UK Sport and Inside Inclusion to ensure the organisation meets its strategic commitments to "promote and support diversity and inclusion at all levels of GB Boxing" and to "create a motivating environment that is open and welcoming and seeks to ensure that anyone who comes into contact with GB Boxing has a positive and welcoming experience".

GB Boxing Strategy 2021-25

Our new 4-year organisational strategy was published this year, and the strategy will inform all our work for the coming cycle and contains the following strategic objectives:

- 1) Backing the Boxer
- 2) Enhancing the System
- 3) Coaches of the Future
- 4) A Unified Pathway
- 5) A Strong Organisation
- 6) A Winning Culture

The strategy can be found at the following [link](#).

Risk Assessment

The BABA has identified both strategic and operational risks to ensure any risks to the organisation and identified, managed and mitigated. The risk register and risk map are reviewed quarterly by the board and also on a twice-yearly basis by the Audit Committee. All risks have been mapped according to level of likelihood and impact and with a monitoring/action plan in place.

Governance Issues

No extraordinary governance issues were identified by the board in 2021.

The BABA will endeavour to meet the highest standards of governance within the organisation and is confident that it will continue to meet the requirements of the Code to ensure the boxers continue to benefit from being a part of an organisation that is effectively governed and managed.

Signed on behalf of GB Boxing



Jason Glover, Chair

Matthew Holt, CEO