



**British Amateur Boxing Association Limited
Simpson Thacher, London and via Zoom
5th December 2023, 10.15am
Board meeting minutes**

In attendance

Jason Glover (BABA Chair)
Matt Holt (BABA CEO)
Simon Toulson (Independent)
David Chadwick (Senior Independent)
Lucy Walker (Independent)
Christine Ohuruogu (Independent)
Richard Brooke (England Boxing)
Micky Norford (England Boxing)
Colin Metson (Welsh Boxing)
Paul Thorogood (Welsh Boxing) – via Zoom
Craig McEvoy (Boxing Scotland)

Fran Houghton (UK Sport, Performance Advisor)
Rob McCracken (BABA Performance Director) – via Zoom
Rebecca Edginton (BABA Performance Manager) – via Zoom
Vijaya Panangipalli (Sport and Recreation Alliance, Head of Governance and EDI) – via Zoom
Laura Ross (taking minutes)

1. Welcome and Introductions

The Chair welcomed everyone to the board and confirmed the meeting was quorate. The Chair welcomed Fran Houghton from UK Sport and Vijaya Panangipalli from Sport and Recreation Alliance to the board meeting. The Chair explained to the board that Vijaya will be observing the board meeting as part of the board review process.

2. Apologies for Absence

No apologies were received.

GB BOXING

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

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ENJOYMENT
AMBITION TEAMWORK**

3. Declarations of Interest

Declarations of interest were received from ST and MH in relation to their respective roles with World Boxing. MH will complete a new declaration of interest form to take into account his new role with World Boxing.

Action: LR

4. Approval of Minutes of Board meeting of 28th September 2023

The Chair reviewed and updated on the actions from the last meeting.

The board approved the minutes of 28th September 2023 board meeting.

5. Audit Committee minutes of 4th October 2023 for noting

The Chair directed the board to the recent Audit Committee minutes for noting.

6. Performance Report

RM updated the board on the status of the squads. All boxers have been competing in November at the Cologne World Cup, Tammer Tournament and Boxam. RM updated the board that the second Olympic Qualifier is taking place in Italy in February. Selection for this qualifier will take place after the World Boxing Cup in Sheffield. RM updated the board on all weight categories.

MH updated the board on the status of the World Boxing Cup taking place in January in Sheffield hosted by GB Boxing and England Boxing and invited all board members to attend.

7. LA 2028 UK Sport Investment Process

MH directed the board to the UK Sport LA investment paper in the board papers and explained the process.

MH directed the board to the draft LA Performance strategy and goals in the board papers including budget. These documents are required to be submitted to UK Sport by 12th January. Feedback has



been provided by UK Sport on these draft documents and GB Boxing is currently going through the feedback. The Chair confirmed a special board meeting will be arranged to approve the final strategy prior to submission on 12th January.

Action: MH/ Chair

MH explained to the board that additional to the LA funding application, UK Sport has given all sports an opportunity to secure additional funding based on making “a cause and case for change”. MH directed the board to the proposal in the board papers. MH confirmed to the board that the cause and case for change proposal is also required to be submitted to UK Sport on 12th January.

8. International Relations

MH provided an updated on the World Boxing Congress and the election of Boris Van Der Vorst as President of World Boxing. MH informed the board that he had been elected as Vice President alongside Ryan O’Shea from Canada and Dinah Glykidis from Australia. The Executive board was also elected.

9. Safeguarding and Diversity Update

LR updated the board on the safeguarding and diversity action plans. Equality monitoring has recently been conducted with all board, staff and athletes. It is hoped to use this data alongside that of the home nations to determine any project initiatives GB Boxing can support the home nations with in 2024. The Chair expressed the importance of this agenda item and requested it to be moved up the agenda for board meetings next year.

Action: LR/MH

10. Anti-doping Report

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

11. Finance Report

MH directed the board to the report in the board papers and took the report as read. MH directed the board to the cashflow forecast for UK Sport submission and sought board approval. The board approved the cash flow forecast.

12. Governance Update

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

MH directed the board to the following policies in the board papers which had been reviewed in August by the Governance Committee. MH sought approval from the board of these policies:

1. Capability policy
2. Disciplinary policy
3. Employee code of conduct
4. Flexible working policy
5. Fraud policy
6. Grievance policy
7. Holiday and Leave policy.
8. Hours of work and working time regulations policy
9. Maternity, paternity, adoption and parental leave policy
10. Personal records policy
11. Remuneration and benefits policy
12. Social media policy
13. Training and development policy
14. Unpaid leave policy

The board approved the policies.

MH explained to the board that every four years GB Boxing is required by UK Sport to undertake an external board review which is currently being completed by Sport and Recreational Alliance. Vijaya Panangipalli explained the review process to the board and the stages involved. VP presented the findings from stage one to the board including a summary of the recent board review and skills audit. VP confirmed to the board that she will be in touch individually to start interviews for stage three.

Action: VP

MH updated the board that GB Boxing is currently going through a UK Sport financial review audit which is being completed by BDO.

13. Risk Register

MH provided to the board an update on the risk register which had been reviewed by the Audit Committee in October. The Audit Committee proposed three amendments to the risk register for board approval.

- Risk 10 Covid: severity to be reduced from 3 to 2.
- Risk 11: Diversity and Inclusion, Discrimination and Welfare. Safeguarding to be included in this risk and no longer as a stand-alone item.
- Risk 5: Boxer injury and illness – this risk is to be reviewed every six months by the medical team in line with best practice.

The board approved these amendments to the risk register.

14. Any Other Business

The Chair thanked LR and Rebecca Edginton for all their support whilst MH was recovering from injury over the last couple of months.

MH informed the board that the 2024 board meeting dates will be circulated later that week with the first being in Sheffield on 6th March.

MN updated the board that his tenure with England Boxing will come to an end in May 2024.

ST informed the board that he will be resigning from the GB Boxing board from 5th December, given his new role as Secretary General of World Boxing. ST thanked the board for their support and expressed that it has been a real pleasure to work on the board. The Chair on behalf of the board thanked ST for all his work and support over the last 7 years.

ENDS