



**British Amateur Boxing Association Limited
Simpson, Thacher & Bartlett
3rd December, 10am
Board meeting minutes**

In attendance

Jason Glover (GB Boxing Chair)
Matt Holt (GB Boxing CEO)
David Chadwick (Senior Independent Director)
Lucy Walker (Independent Director)
Christine Ohuruogu (Independent Director) via zoom
Richard Brooke (England Boxing)
Colin Metson (Welsh Boxing Director)
Paul Thorogood (Welsh Boxing Director)
Craig McEvoy (Boxing Scotland Director)

Rob McCracken (GB Boxing, Performance Director) via zoom
Rebecca Edginton (GB Boxing, Performance Manager) via zoom
Laura Ross (taking minutes)

1. Welcome and Introductions

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

2. Apologies for Absence

Apologies were received from Chris Smith.

3. Declarations of Interest

Declarations of interest were received from MH in relation to his role with World Boxing.

4. Approval of minutes of board meeting 19th September 2024.

MH updated the board on the actions from the September board meeting.

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

**GIVING OUR ALL RELATIONSHIPS
ENJOYMENT
AMBITION TEAMWORK**

The board approved the September board minutes for publishing on the website.

5. Audit Committee minutes of 15th November 2024

The board noted the minutes of the recent Audit Committee in November. These minutes would be approved at the next Audit Committee.

6. Performance Report

RM directed the board to the performance report in the board pack and took the paper as read.

RM updated the board on the recent World Boxing Cup that took place in Sheffield in November. It was a very beneficial tournament for the GB boxers competing and also for the boxers on camp that week with international sparring. The tournament provided the opportunity for boxers to experience the different styles from Asia and South America with teams competing from Japan, China, Thailand, Chinese Taipei and Brazil. Sparring took place daily with countries working together well. RM expressed his frustration for the boxers in the 92kg category, in particular Isaac Okoh, who did not box during the tournament. This was due to there being only three boxers at this weight category and the German finalist withdrawing with injury. RM explained this is where a round robin structure would have been very useful to allow boxers travelling from around the world and for GB boxers not to miss out on bouts. A discussion took place on the competition structure.

MH informed the board that GB Boxing had provided to UK Sport its interest in international hosting opportunities in the next cycle and would continue to update the board in due course.

A discussion took place on the forthcoming World Championships in September 2025. CM informed the board that Welsh Boxing will be hosting a holding camp before the championships. MH confirmed the performance team will consider how GB Boxing might utilise the training opportunity in advance of and during the championships. The board expressed the importance of all home nations being aligned in maximising the World Championship opportunities for as many boxers as possible from within the pathway. RE confirmed this could be coordinated using the performance sub-group as a vehicle.

Action: RM/RE

RM updated the board on the status of the Paris Olympians. RM updated the board on the status of the current squad boxers.

7. CEO Report

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

A discussion took place on the recent November board strategic review and it was agreed PT would chair the International Relations Group. The board also agreed for PT to lead the commercial group, which includes the three home nations and GB to explore commercial opportunities.

MH directed the board to the athlete voice report detailing how GB Boxing has engaged athletes throughout the year. The Chair stated that now that the board restructure has been approved by the AGM a nominations committee will be brought together and JDs for the roles will be drafted. Approval would be sought via a special board meeting if GB Boxing plans to move forward sooner than the March 2025 board meeting. The board expressed how important it was to include development opportunities in the athlete representatives JD and that there will be opportunity for mentoring through the process by the Chair and the CEO. The Chair advised the board it would be important to engage CO in the process for recruitment of the athlete representatives.

MH updated the board that GB Boxing had recently completed a "Walk the Floor" Culture Health Check with the academy squad, similar to that completed earlier in the year with the podium squad. MH is awaiting a full detailed report from UK Sport, and findings will be shared at the next board meeting in March.

A discussion took place on the athlete exit interviews that are completed by the Performance Lifestyle coach and it was agreed for James Hooper, GB Boxing Performance Lifestyle coach to present at the next board meeting in March.

Action: MH/James Hooper

MH directed the board to the draft Sting agreement in the board pack with negotiations currently taking place for the next Olympic cycle. MH will update the board once the agreement terms are finalised.

Action: MH

MH informed the board that Jamie Mitchell GB Boxing Physiologist will be leaving at the end of December. This role will not be replaced before the end of this financial year.

8. Athlete Health

Ian Gatt, Head of Performance Services presented to the board on the injury data from the Paris Olympic cycle. A discussion took place on the data and the current steps in place to monitor injuries including weekly hand grip testing and wellness monitoring.

9. Finance Report

MH directed the board to the finance report and took the paper as read. MH provided the board with an overview of the annual management accounts and a discussion took place regarding reserves. MH informed the board that GB Boxing is still awaiting advice from UK Sport regarding the reserves policy. PT raised a question regarding obligations on directors who are required to mitigate the risks with no reserves in place. MH will update the board as soon as UK Sport respond.

Action: MH/UK Sport

10. Governance

MH directed the board to the governance report in the board pack and took the report as read. MH sought approval from the board for the 12 policies listed below which were also included in the board pack. These policies have been reviewed extensively and approved by the governance committee:

- Health and Safety policy (plus risk assessment form)
- Accident and Incident reporting procedures (plus reporting form)
- Overtime policy
- Gifts and Hospitality policy
- Risk policy
- Procurement policy (plus waiver form)
- Complaint policy
- Computer use policy
- Mobile device management policy
- Data retention policy
- GDPR Website privacy policy
- GDPR Privacy policy employees

The board approved the policies. MH informed the board there are two outstanding policies that will be approved at the March board meeting these were:

- Travel and Subsistence Policy (to be reviewed at next governance committee meeting.)

- Reserves Policy (We still await advice from UK Sport on this, so it is yet to be finalized.)

11. International Relations and Events

MH directed the board to the report in the board papers and the board took the paper as read. MH updated the board on the recent World Boxing Congress.

12. Safeguarding and Diversity

LR directed the board to the report and took the paper as read. LR updated the board that a bespoke boxing elite coach safeguarding course will be taking place in March 2025 for the GB Boxing coaches. There will also be refresher safeguarding training for board members, staff and athletes throughout 2025. CM asked for a collaborative approach to safeguarding from GB/home nations to support home nations who are just starting the adult safeguarding processes with support and guidance.

LR thanked the home nations for providing their diversity and inclusion data. GB Boxing will meet the home nation leads for diversity on a six-monthly basis to discuss alignment of data and to collaborate on projects to support diversity within the pathway. The 2025 D&I action plan will be presented at the March board meeting.

Action: LR/LW

13. Anti-doping

MH directed the board to the report in the board papers and took the paper as read. MH directed the board to the anti-doping strategy for approval and the strategy was approved by the board.

14. Risk Register

MH directed the board to the risk register in the board papers and highlighted the changes approved by the Audit Committee. The board approved the risk register.

15. Any Other Business



The Chair informed the board of the provisional dates of the 2025 board meetings. Board members were requested to email the Chair as soon as possible if there were any concerns with the dates. The proposed dates were:

- 19th March 2025 – Sheffield
- 17th June 2025 – London
- 30th September 2025 – Sheffield
- 3rd December 2025 – London

Action: Board members

There was no other business.

ENDS

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

GIVING OUR ALL RELATIONSHIPS
ENJOYMENT
AMBITION TEAMWORK