



Amateur Boxing Scotland Limited Board Meeting

Minutes of the Board meeting of ABS Ltd held at 6pm on 26.01.2011 in Livingston

In Attendance

Richard Thomas (RT), Willie Burns (WB), Frank Delaney (FD), Andy Caulfield (AC)

Present

Alan Clark (ACL) sportscotland, Fraser Walker (FW)

1 – Apologies/Declarations of Interest

No declarations of interest or apologies were given.

2 – Minutes of the ABS Ltd Board Meeting held on 19.09.2011

The minutes were read and discussed. FD proposed and WB seconded the minutes.

3 – Actions from ABS Ltd Board meeting held on 19.09.2011

There were no actions from the previous meeting.

4 – Matters Arising

4.1 Elgin Office Closure

It was explained that the office had closed on 30 November 2010. Staff based in Elgin have opted to take redundancy rather than relocate to the Livingston Office. Work is ongoing regarding redundancy payments and all equipment and paperwork currently located in Elgin will be transported down to Livingston at the earliest opportunity.

A member of the administrative staff reported ABS for allegedly breaking National Minimum Wage legislation. Following an extensive investigation and a face to face meeting with the HMRC, HMRC agreed that the matter stemmed from the member of staff drafting their own contract of employment. To avoid doubt, it was the same member of staff who initially identified and requested their specific salary level to sportscotland

4.2 Staff Reports

It was agreed that ABS staff will produce balanced reports for future Board meetings and these will focus on progress being made against key objectives.

The Board requested that an afternoon is set aside for a Disclosure/Protecting Vulnerable Groups briefing session.

ACTION – Jimmy Dunn will be responsible for this and District secretaries will be invited.

It was agreed that signatories should be informed of who is being disclosed and letters will be issued by the collator to inform them of this.

4.3 Commonwealth Games

The Board extended its congratulations to the Boxers and Coaches who attended the 2010 Commonwealth Games in Delhi. In winning a Gold, Silver and Bronze medal it was noted that this was one of the most successful Boxing teams in recent years and the team's preparation had been excellent prior to the games.

A performance group has now been established and this consists of sportscotland, Institute and ABS representatives. The focus of the performance group is to discuss the performance programme that will focus on Youths and Seniors.

A draft selection policy has been produced for the 2011 Commonwealth Youth Games which will be held in the Isle of Man in September 2011. The policy had been sent to Commonwealth Games Scotland for ratification. Commonwealth Games Scotland will take 43 team members and Boxing will be allocated six spaces on the team. The Coaches nominated are Mike Keane and Tony Kerr.

4.4 Clubs

With the appointment of James Docherty, ABS Coach and Club Development Officer, an audit questionnaire to gather coaching and club development needs of existing member clubs has been posted to all club secretaries. This has been met with some hostility. The audit was simply to gather information on the health of ABS member clubs and identify areas of work where the post can provide support and funding which is in line with the current ABS articles and byelaws.

ACL suggested that ABS should look at its membership scheme and the recording of non-member recreational boxers rather than just registered boxers.

Boxer Health and Safety needs to be well documented in clubs. Advice and support is available to clubs from ABS-website and through staff support.

4.5 Development Commission

A discussion took place on an incident involving a staff member at the Novice Championships on Saturday 30 October 2011. It was agreed the future investigation of incidents will be the responsibility of the COO.

The Board agreed that it needs to reward the loyalty of its Development Commission coaches and the Development Coach role should focus exclusively on Schoolboys and Juniors until the completion of the fixed term contract.

There is a need to identify a training calendar for the Development Commission and put a clearly defined structure in place.

RT noted the leadership and commitment Danny Lee has shown as Development Commission Head of Coaching. It was recommended a system is set up to allow for part time posts within the Development Commission. Danny Lee (through discussion with ABSL and the Development Commission) will propose, select and or appoint Development Commission coaches as the Head of Coaching.

4.6 Documentation Audit

This piece of work is a must to meet current legislation and the AIBA statutes. This will include a review and update of the Articles of Association, production of volunteer agreements, and a comprehensive update of current ABS policies and procedures.

A legal consultant will carry out this work following a tender for services and Districts and Clubs will be consulted during this process.

4.7 National Coach

It was noted there had only been two applicants for this post and the level of interest less than expected following a successful Commonwealth games. One of the main failings of the National Coach post in the past had been a lack of line management. This will be addressed in future.

The board proposed a technical role moving forward and attempt to appoint someone who has experience of coaching at an Olympic level.

RT re-iterated that he was mindful of the excellent job Mike Keane and Tony Kerr had done with the preparation of the 2010 Commonwealth Games team.

4.8 High Performance Centre

FD gave an update on the facility ABS will have free use of as an interim high performance centre in Shotts. The facility needs to be furnished and ABS is awaiting an investment decision from sportscotland to allow the purchase and fitting of equipment.

This has been agreed in principle by sportscotland and a stage 2 facilities programme application has been submitted for investment. An ABS contract will be brought to the board for approval.

The Bridgeton High Performance project is progressing and there is now a heads of agreement document in place which ABS will feedback on.

FW has expressed concerns over the potential costs that could be incurred and space available through the Bridgeton facility. ABS does not want to commit to a project it cannot afford nor is fit for purpose. RT will meet with the sportscotland CEO to propose a workable solution and report back to the Board.

ACL pointed out that the facility will be very close to the new National Indoor Sports Arena and will be useful for accessing support services for the boxers.

4.9 District Matters

It was explained letters have been issued to two members of the Northern District inviting them to investigation meetings. This is following alleged comments made at the most recent Northern District meeting and the accuracy of the minutes taken.

It was discussed and agreed that Districts are the operational arms of ABS and are responsible to ensure good governance of the sport under the leadership of the Board. This includes delivering ABS strategies and policies of growing clubs and the sport in general.

It was agreed that the District Executive has to have clearly defined roles and responsibilities. We need to standardise and modernise the Districts operational model and also need to examine the payments of Honoraria, and the effectiveness of the the executives in dealing with governance in the districts.

It was agreed Directors and Staff will attend District meetings during February 2011.

5 – Equity

It was explained ABS is currently seeking to achieve the Equity Foundation standard working in conjunction with sportscotland. A target date of completion has been set for 31 March 2011. The ABS Coach and Club Development Officer will work closely with sportscotland to achieve this.

Overall actions are:

- 5.1 Design an Equity audit and questionnaire.
- 5.2 Conduct the audit
- 5.3 Review and update the existing ABS Equity policy
- 5.4 All clubs to have a copy of the policy
- 5.5 Collate the audit results into a report for sportscotland

6 – AOCB

WB tabled a letter from Glenrothes ABC which was seeking permission to host two shows on 18 and 20 February 2011. A Cyprus select team will be travelling to Scotland as opponents at the two shows.

It was agreed that the system for such requests should be Clubs must approach ABS for permission to hold or attend International or Inter Nation tournaments before making any arrangements. If permission is granted the club should then apply to its District for a permit. This rule will apply to Home Nations also. This is an area that requires tightening up on.

It was agreed to grant Glenrothes permission to go ahead with the two shows subject to the conditions of the permit granted by the Eastern District.

Date of the next meeting would be agreed following the National Championships and would be circa the end of April 2011.