



**Amateur Boxing Scotland Limited Board Meeting
5 Nasmyth Court, Houston Industrial Estate, Livingston EH54 5EG
27 February 2013 17:00hrs**

Present: Willie Burns (WB), Frank Delaney (FD), Richard Thomas (RT), Kevin Bell (KB), Andrew Caulfield (AC)

In attendance: Fraser Walker (FW)

1 – Apologies

Peter Evans (PE) offered his apologies.

2 - Conflict of Interest

There were no conflicts of interest noted.

3 – Approval of Minutes of the ABS Ltd Board Meeting held on 17 December 2012

FD approved and WB seconded the minutes.

4 - Chairman's report

The Chairman and FW attend a meeting with the **sportscotland** senior management team on 26 February 2013 and there was agreement that both parties need to reach a mutually agreeable solution on the Bridgeton High Performance Centre and increased performance investment. It was explained to **sportscotland** that the ABS stance had not changed on the High Performance Centre, would not be used as a permanent office base and the need for increased performance investment to allow ABS to deliver its Glasgow 2014 medal targets.

We need to adopt a measured approach and FD, FW and Mike Keane will revisit the performance plan to calculate what additional performance investment will be required to deliver it and inform **sportscotland** in due course.

The Chairman congratulated KB on the work he has carried out in relation to the British Amateur Boxing Association (BABA)

KB explained that a resolution had been submitted to BABA to call an AGM to attempt to remove the current BABA Chairman from his post and as a Director. Copies of the resolution have been sent to England and Wales and the meeting must happen within 28 days. It will be up to the Home Nations to vote and the motion can be passed on just 50%. The Amateur Boxing Association of England has stated it will back the motion.

The Chairman acknowledged the fantastic performances of the boxers that competed in the 2013 ABS Scottish Championship Preliminaries and also to FD on Scott Forrest's performance in the 2012 World Youth Championships.

5 – Official Development Correspondence

The Chairman referenced a letter dated 10 January 2013 from the Eastern District and an email from Paul O'Connor expressing frustration and concern over the continuing absence of a National training programme for Referees and Judges.

AC provided his account of the measures he has put in place for the development and examination of District and National officials following the 26 September 2012 Board meeting.

The Chairman expressed his disappointment over the fact there are no documented processes in place for the development of officials. ABS is currently at the stage now where it is no further forward than it was two years ago with regards to developing and up skilling its Referees and Judges. The situation is now absolutely critical and ABS will not be able to send teams to international tournaments without suitably qualified AIBA Referees.

The Chairman enforced the need for ABS to professionalise and improve its systems and processes for the development of all its officials. The Chairman questioned AC on whether he has the necessary time to devote to the Technical Director role given other AIBA and WSB commitments

After a debate amongst the Directors, the Chairman tasked the Chief Operating Officer to produce an operational plan to address the development of officials.

The Chairman expressed a strong view that regardless of someone's volunteer status, if a role is taken on, it should be properly fulfilled. The Chairman, with the support of the other directors, agreed to make the position of Technical Director redundant and AC would remain as an ABS director until further notice.

6 – Operational Report

6.1 Legal (For Information)

KB informed the meeting that ABS had received reports of a registered ABS coach behaving in a manner, during the 2013 Intermediate Championships, which may be deemed to have brought ABS into dispute in accordance with its Articles.

The coach in question has been invited to attend an investigatory meeting to discuss the reports further and to decide whether the matter should escalate to disciplinary proceedings.

6.2 Performance (For Information)

Overview

Training over the last few months has been quieter due to the festive season and also the World Youth Championships.

ABS is in the process of developing a coaching rota which will allow training sessions to be held most Sundays at the Springhill ABC. This will give more boxers the opportunity to come along and be assessed by the Pool Coaches working on any particular weekend.

Generic residential camps have continued since the start of the year.

Key Objectives and Targets

The short term objective is to attend as many International Tournaments as possible with the restricted finance we have available.

No short term performance targets have been set but ABS aims to send as many Youth and Senior boxers to as many Tournaments in line with the Performance plan and soon to be published Glasgow 2014 selection policy, funding permitting.

What is of major concern is the scenario that could easily arise because the current a lack of investment – ABS fails to adhere to the Glasgow 2014 selection policy because it exhausts all of its performance investment half way through the 2013 – 2014 season and it is unable to send its boxers to the required tournaments to be nominated for selection.

ABS desperately needs to appoint another salaried coach as it will be impossible for one paid Coach to manage the entire performance programme and attend every tournament detailed in the performance plan and Glasgow 2014 selection policy.

G.B. Programme

Joe Ham has been released from the G.B. Programme due to recent performances and weight management.

Robbie McKechnie remains a Development boxer but also has weight management issues and may be de-selected.

Josh Taylor and Aston Brown continue to compete in the AIBA World Series Boxing circuit.

Mark McKeown was invited to Sheffield for assessment but declined the offer.

Competitive Summary

Scotland V England 22nd December 2012

Team Scotland had three Senior and one Youth boxer competing - Jack Turner (Youth 1995) 49kg, Joe Ham 56kg, Stewart Burt 69kg and Brian Peacock 75kg. Joe Ham won a close contest on points and Brian Peacock also won on points.

England V Scotland 12th January 2013

Team Scotland travelled down by Minibus to Durham for this early in the Year Dual we took 11 boxers down a mixture of Youth and Senior boxers. Scotland won the Dual by 6-5 which was very encouraging away from home.

Scotland V Ireland 25th January 2013

There were 8 senior bouts contested at this Home International with Scotland ending up comfortable winners seven points to four against some very capable Irish Boxers.

Institute Support

Two boxers have been removed from Institute Support because of poor attendance - James Dickie and Robbie McKechnie. Utilisation of Institute services by other supported boxers has been encouraging – particularly at strength & conditioning sessions and physiotherapy.

Letters have been issued to boxers explaining non-attendance at pre-arranged Institute sessions will result in removal. Weight management continues to be problematic and boxers have been reminded that they will not be selected for tournaments until they can demonstrate discipline

Glasgow 2014 Selection Policy

Following a number of meetings with Commonwealth Games Scotland, this document is almost complete subject to further discussion and approval by the Commonwealth Games Scotland Board. ABS has been encouraged to make the document as objective as possible to ensure a fair and transparent selection process is followed.

6.3 Talent ID (For Information)

Training

Following the last report the Talent ID coaches have been busy with squad training, attending shows searching for new talent and talking to club coaches.

Competition

The Talent ID squad's first dual contest was against England at Ravenscraig Regional Sports Facility on Saturday 22nd December 2012 with a final score of Scotland 7 England 8. Our second dual contest was against Ireland again at the Ravenscraig Regional Sports Facility on Friday 25th January 2013 with a final score of Scotland 7 Ireland 4.

6.4 Cashback for Communities (For Information)

Update

The Cashback Amateur Boxing Academy witnessed significant growth during the last quarter of 2012, with no fewer than 30 clubs being inducted into the programme by the end of the year.

In conjunction with the club increase, numbers of young people attending on a weekly basis increased, from an average of 350 attending in September 2012 rising to circa 500 in December 2012.

Over the course of the last quarter, a number of meetings were held with Inspiring Scotland, whom Government charged with the coordinating and monitoring of all Cashback organisations.

ABS is delighted to report Inspiring Scotland made very positive comment on the outcomes produced on completion of the first year. What became apparent however was the monitoring system in place would not prove suitable for the club growth witnessed at the end of 2012.

Therefore, the decision was made in December to put all session delivery on stand-by until a new strategy was devised, which would enable a more robust monitoring procedure to be put in place and better value for money.

New Strategy

The 2 phase non-contact coaching programme will still form the foundation of the new strategy, as the programme is tried and tested and has proven successful throughout all clubs involved.

Essentially the new strategy will comprise of 3 key components as follows:

Club 'Open' Day: All clubs wishing to participate will conduct a club 'open day' (providing a start point for the programme), whereby local young people will be invited to visit the club and meet the coaches and boxers. Clubs will be directed on demonstrating typical Academy sessions, highlighting the non-contact aspect, along with the benefits of improving fitness and general well-being.

Each club will be assisted on the marketing of their open day to ensure maximum exposure within their local community.

The main aim of the open day is to attract new young people into the Academy, in line with the Cashback ethos of providing diversionary activities to those most at need within their local community.

A key part of this day will be to record the necessary monitoring information required on the young person wishing to start the programme; capturing this within the open day environment will ensure more accurate information rather than during a 'typical' club session.

Essentially, each individual will register to join the Cashback Academy, thus creating a robust membership scheme which will also provide a vehicle to portray the growth of amateur boxing in addition to registered boxers only.

Club Session Delivery: Whereas before clubs were directed to deliver the Cashback sessions out with their club training times, clubs will now deliver to individuals / groups within their club sessions.

Therefore, this will remove the need for additional hall hire etc., and will also relieve the burden of coaches having to give up more of their personal time. Academy boxers will continue to receive their sessions at no cost.

Once all the open days have taken place (during a predetermined timeframe), all clubs will start session delivery at the same time ensuring all clubs progress through the programme simultaneously.

Academy boxers within each club will then be tracked through the 2 Phases, with the clubs recording the attendance week by week.

Crucially, ABS will have immediate access to a snap shot of Academy progress, with information on individuals such as completion of Phase 2, date of becoming a registered boxer, first contest etc.

Assessments: The assessments carried out during 2012 proved to be very successful, in particular the regional 'show piece' assessments at venues such as Ravenscraig Sports Facility. However, after carrying out a case study of the various elements in the programme, it was found that the assessment did not appeal to the older ages and in most cases actually discouraged them from becoming involved in the programme. Therefore, it has been decided that the regional end of phase assessments will cease.

However, clubs will be encouraged to conduct their own assessments if this meets the needs of their individual group, thus eradicating the 'one size fits all' approach adopted last year.

(Funding allocation: Each club will receive funding to offset the cost of the recruited youngsters who attend the sessions for the course of the programme. Whereas before clubs

received payment on a monthly basis on receipt of their monitoring and attendance registers, the new strategy will be more geared towards a reward scheme e.g. how many young people completing Phase 1 and 2 from initial open day recruitment.

Sessional delivery within Schools

The delivery of non-contact boxing within schools has proved extremely successful thus far, with Camstradden and Antonine primary schools in Drumchapel recently progressing into Phase 2 of the non-contact programme.

As previously reported, nominated ABS coaches are delivering the non-contact boxing sessions in accordance with the Cashback coaching guide during school curriculum time.

The delivery is currently funded by Glasgow Life who have stated that a number of other schools throughout Glasgow wish to participate in the initiative.

Recent communication has also been made with Active Schools Managers in both Glasgow and Aberdeen, with a view of the Active Schools providing the coordination and funding to assist in the sustainability of the project.

The strategy to deliver non-contact boxing within other Local Authorities throughout Scotland will be developed in the lead up to the school summer term.

Academy 'Boot' Camp

The next Cashback Academy 'Boot' Camp will take place during the school summer term 2013, location and exact date to be confirmed.

Targeting Deprived Areas

Extract from The Scottish Government Website, Statistics Section:

"The Scottish Index of Multiple Deprivation identifies small area concentrations of multiple deprivation across all of Scotland in a consistent way. It allows effective targeting of policies and funding where the aim is to wholly or partly tackle or take account of area concentrations of multiple deprivations.

*The SIMD ranks small areas (called data zones) from most deprived – ranked 1 – to least deprived – ranked 6,505. **People using the SIMD will often focus on the data zones below a certain rank. For example, the 5%, 10%, 15% or 20% most deprived data zones in Scotland.***

Targeting the most deprived areas remains a key priority within the Cashback programme, and clubs within the most deprived areas will continue to be given priority for involvement in the programme.

Future Developments

The new strategy will assist future development in the following key areas:

- Value for money
- Accurate monitoring of the young people engaged within the Academy
- Raised awareness within the local community
- Robust evidence of increased amateur boxing activity across the country
- Enhanced opportunity of further funding, due to the more accurate monitoring procedures tracking young people on their individual pathway

6.5 Coach and Club Development (For Information)

Coach Development

On Saturday 15th December, ABS delivered the 6th Introduction to Coaching course at the Bellahouston Sports Centre, Glasgow. The ITC course was once again fully subscribed with 41 coaches in attendance, which takes the total number of ABS Affiliated Club Coaches through the ITC qualification to 230 (67% of all registered coaches).

Coach Registration

ABS now has 300 (86%) fully registered coaches from circa 350. The new logging and processing system as well as assistance from all three District Secretaries is proving successful and will assist ABS in achieving its target of having 95% of active ABS coaches registered at any one time. The upcoming ABS Scottish Championships will be the first set of event where coaches will not be permitted to enter the Field of Play without displaying their ABS Coach Registration Badge. This will become a mandatory requirement for all ABS championship events from herein and will also be filtered down District and club shows to ensure best practice is followed at all times.

Minimum Operating Requirements

All affiliated clubs have been contacted since the previous Board meeting regarding meeting the ABS minimum operating requirements (MORs).

Affiliated clubs have been provided with a self-assessment checklist and a list of evidence requirements that will evidence MORs scores. Both documents are returned to ABS to allow an assessment to be carried out against clubs in accordance to the MORs checklist. Clubs will also receive a phone call from ABS to verify certain areas of the MORs checklist and clubs with premises issues may require an ABS visitation to verify their MORs scores.

From the 30 clubs visited, a total of 9 have met the overall ABS MORs score of 2180. All ABS affiliated clubs have been contacted regarding the completion of the MORs self-assessment checklist and the evidence requirements document to verify their MORs scores.

Despite a 01 February 2013 deadline being set for the completion and return of the MORs checklists, only 14 clubs have returned their completed MORs checklists. So far, no club has provided all the required evidence with their MOR's checklist to verify their scores. This makes accurately scoring score clubs without the required evidence, i.e. copies of child protection certificates, evidence of an annual risk assessment more difficult.

ABS aims to have completed MORs self-assessment checklists for every affiliated club by 1st March 2013, although this target can only be achieved if every club is co-operative and responds in a timely manner.

Constitution

Work on a standardised ABS Club Constitution template has been temporarily suspended, due to MORs work and as this will potentially require some legal input during its development.

Registered Boxers and Affiliated Clubs

ABS had 1439 registered competitive boxers at the end of the 2011-2012 season and 363 partaking in Cashback activities giving a total of 1802.

As of 21st February 2013, ABS had 1477 competitive registered boxers, 486 registered Cashback boxers and 113 affiliated clubs for the 2012-2013 season.

PVG/Child Protection (For Information)

PVG

ABS has 216 individuals PVG certified through 29 separate affiliated clubs. Since the last Board meeting held on 17 December 2012, 22 individuals have been PVG certified.

Child Protection

Following a number of meetings and in line with guidance received from PE, the ABS database has been further developed to now include columns to identify child protection training for coaches and CPO's.

A list of CPOs still to attend the relevant workshops has been compiled and S&PC and In Safe Hands workshops will be arranged in coming weeks over to ensure they are fully qualified. The S&PC Tutors Joe Brannan and Paul O'Connor will deliver the courses and a training calendar in will be produced as soon as venues are secured.

6.6 Equality (For Information)

Equality Standard – Preliminary

ABS is in the process of collating equality information from 2012/2013 equality monitoring forms, included in club affiliation packs, for the next Equality review, with a view to achieving the next level of the Equity Standard (Preliminary Standard) – An achievable target date has yet to be identified for this.

All volunteer application forms that are issued include an equality monitoring form that must be completed and data is recorded upon return.

6.7 Finance (For Information and Discussion)

FW presented an accounts summary to 31 January 2013 and also a cash flow forecast to 30 April 2013.

7 Risk Management (For Information)

FW presented the Risk Register and advised that this will be updated following the April 2013 Board Meeting.

8 Appendices (For Information and Approval)

The following appendices were discussed:

Appendix A – Copy of draft Articles submitted to AIBA 05 February 2013

The Chairman noted the importance of having the draft articles reviewed and supported by AIBA and the members voting to accept the changes. If the proposed changes are not

supported by the members ABS may face an AIBA suspension resulting in boxers being unable to compete internationally.

Appendix B – 2013 Talent ID Calendar

This content of Appendix B was noted and FW instructed to discuss it further with Mike Keane.

Appendix C – Email received from Paul O'Connor – 28 January 2013

The content of Appendix C was noted under section five of the minutes.

9 - Date of Next Meeting

The date of the next meeting was provisionally agreed for 24 April 2013.

ACTIONS

Number	Responsibility	Details
1	Fraser Walker	The agenda should be changed to correspond to the numerical order of the board pack.
2	Fraser Walker & Mike Keane	Revisit the performance plan to calculate what additional performance investment will be required to deliver it and submit to sportscotland .
3	Richard Thomas	Reply to the Eastern District correspondence of 10 January 2013, thank it for its thoughts on the development of officials and explain that ABS will be developing proposals for Board approval and implementation.
4	Fraser Walker	Further discuss and cost the programme detailed within the Talent ID Calendar – Appendix B