



**Amateur Boxing Scotland Limited Board Meeting  
5 Nasmyth Court, Houston Industrial Estate, Livingston EH54 5EG  
14 March 2012 19:00hrs**

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

In attendance: Fraser Walker (FW), Alan Clark (ACL) **sportscotland** Partnership Manager, Kristi Long (KL - Equality Standard Adviser).

### **1 – Apologies**

Andrew Caulfield (AC) and Peter Evans (PE) offered their apologies.

### **2 - Declarations of Interest**

There were no declarations of interests.

### **3 – Approval of Minutes of the ABS Ltd Board Meeting held on 14 December 2012**

ACL objected to the minute relating to sportscotland's investment process under section 5 – Chairman's report, paragraph four. The Chairman and KB felt this was an accurate reflection of the conversation.

ACL suggested the way the paragraph was phrased was wrong and the term 'the best response offered' was removed.

Subject to these changes the minutes were approved.

### **4 – Actions from ABS Ltd Board meeting held on 14 December**

One action arose from the December 2011 Board meeting – The production of a how to start a club document. This has been completed and posted on the ABS website.

### **5 – Equity Presentation**

KL, Equality Standard Adviser, presented on the Equality Act 2010, the Equality Standard and what these mean for ABS as an employer, service provider and as a recipient of public funding.

ABS needs to ensure equality of access to any part of the organisation or its services and promote fair practices within amateur boxing in Scotland. It must also recognise that inequalities exist in sport and take adequate actions to address these.

KL commended the equality work ABS as undertaken in the past six months which will result in it achieving the Equality Foundation Standard.

The Chairman described some of the barriers ABS faces regarding equality. Boxing has many clubs in economically and socially deprived areas and questioned what additional investment is available to address inequalities.

The Chairman also questioned the sportscotland equity policy and why ABS currently receives no investment for its Women Boxers. KL explained there are other ways to access investment to address equity issues such as funding for diversion & health promotion and the Women's Sport and Fitness Foundation.

The Chairman noted that ABS will commence work with ethnic minorities and deprived groups in Glasgow – a radical funding solution to assist with this could be corporate social responsibility sponsorship.

The Chairman concluded that it is unfair to ask ABS to provide equal opportunities, identify and address problem areas while there is a lack of funding available to do so.

The Director's unanimously accepted the draft Equality Policy contained within the Board pack.

## **6 – Chairman's report**

The Chairman provided his report and explained staff were extremely busy with the delivery of the 2012 ABS championships. These had been well subscribed with circa 200 Senior Championship entries.

WB explained he received numerous emails from coaches praising ABS for the professional organisation and delivery of the championships. These were read out at the March 2012 Eastern District meeting and it is encouraging coaches are now being more vocal.

### **sportscotland**

The Chairman briefly covered the on-going situation as ABS continues to re-establish a sound working relation with sportscotland. There needs to be stability as ABS continues to seek greater clarity on sportscotland processes especially with regards to how performance investment is awarded.

### **Bridgeton**

The Chairman summarised his visit to the Bridgeton site on 21 December 2012. Following a tendering process a consultant, Penny Lockhart of PMR Consultants, has been appointed to develop an income generation/business plan.

ABS will meet with the consultant to start and input to this process and the Board will be kept informed of progress.

### **GB Programme and Scottish Championships**

The Chairman expressed his delight that Joe Ham and Robbie McKechnie had been selected onto the GB Development Programme. Significant strides are being made as ABS now has three boxers on the GB plan which is its best representation in recent years.

Encouraging two Women boxers have been invited back to Sheffield for further assessment following an initial screening in February 2012.

The Chairman also noted the encouraging increase in entries at the 2012 Intermediate Championships and the fantastic boxing at the 2012 Prelims.

### **Cashback**

The Chairman praised Craig McEvoy for his excellent management of the programme to date. ABS has also received highly positive feedback from Cashback for Communities staff on the quality of the documentation, content and delivery of the ABS Cashback Programme.

The Chairman has officially sought sportscotland's feedback and constructive criticism on the programme and has been encouraged to send its staff to an ABS Cashback session to witness the programme in action.

### **Official Development**

The Chairman confirmed there are on-going issues with the training and development of referees and judges. There is general acknowledgement of how important well trained officials are and ABS is working hard to develop a standardised training programme despite limited resources.

ABS has applied to Glasgow 2014 for Official Development funding. Having suitably experienced and qualified officials is a key part of the performance plan as without them ABS cannot send teams to international tournaments.

## **7 – Operational Report**

### **Legal**

KB confirmed that, based upon the case put forward and evidence provided, HMRC have dropped any action against ABS Ltd for breach of National Minimum Wage legislation following the complaint raised by Ms. Moira Roy.

As we are outside the statutory limits set by tribunals Ms. Roy is now unable to raise any other tribunal claim against ABS Ltd.

### **Disciplinarians**

Two boxers remain suspended because of pending court cases against them.

### **Performance**

FW provided an operational update on the Performance programme.

There is currently great frustration within ABS due to being unable to run residential camps because of financial restraints. Some camps have been cancelled because of under investment in the performance programme and the good will of volunteer coaches helping deliver the performance programme will not continue forever.

Other significant developments included Josh Taylor's elevation to the GB Podium Squad, Scotland's victory over England in the first ever amateur show to be staged in the St Andrews Sporting Club in February and the commencement of Scottish Institute support for 15 named boxers scheduled for 01 April 2012.

### **Development Talent ID**

FW provided an operational update on the Development Talent ID programme.

Sessions continue to be very well attended and there has been little impact from having various District and National championships being held concurrently.

January 2012 saw the introduction of co-ordinated Regional Development Talent ID training sessions in the North, East and West. These have been very well received.

There has been little opportunity for competitions because of the heavy training schedule and the various championships. A team travelled to North East England prior to Christmas and suffered a 12-4 defeat at the hands of a strong North East England select. This was a great experience for our young boxers nevertheless.

## **Cashback**

FW provided an operational update on the Cashback programme.

The Cashback Amateur Boxing Academy session delivery started in the week commencing 09 Jan 12.

Specific club visits to have been conducted to ensure all coaches involved are in possession of the Academy coaches guide and had received instruction on the monitoring and reporting procedure.

From the original 18 clubs who agreed to start the program, 11 clubs have successfully implemented Cashback sessions and secured additional club hours to deliver Cashback sessions. Other clubs have been unable to commence delivery of Cashback sessions for a number of reasons

The clubs involved with the program to date are:

Northern District: Aberdeen ABC, Byron ABC, Lochaber Phoenix ABC, Nether Lochaber ABC and Peterhead ABC.

Eastern District: Holyrood ABC, Meadowbank ABC and Zetland ABC.

Western District: Argo ABC, Duries ABC and Greenock ABC.

The Cashback Programme will be split over 2 phases. Phase 1 consists of 9 sessions being delivered over 9 consecutive weeks with a new skill being taught each week, followed by an assessment which allows participants to demonstrate all the skills they have been taught.

The Academy will take a break over the Easter period, re-commencing mid-April to begin Phase 2. Phase 2 will then incorporate more advanced skills over the same period of time. The participants will be awarded with a Cashback bag containing such items as a hooded top and a water bottle on completion of these assessments.

The numbers participating have exceeded initial expectations since the programme commenced with week one attracting 132 young people.

Phase 1 assessments have now been confirmed and will take place as follows:

20 March 2012 – Caol community centre, Fort William (Assessed clubs – Lochaber Phoenix ABC and Nether Lochaber ABC).

21 March 2012 – Sports village, Aberdeen (Assessed clubs – Aberdeen ABC, Byron ABC and Peterhead ABC).

23 March 2012 – Meadowbank stadium, Edinburgh (Assessed clubs – Holyrood ABC, Meadowbank ABC, Zetland ABC, Argo ABC, Duries ABC and Greenock ABC).

Future plans are currently being developed to help with the sustained delivery of the programme over the summer.

### **Coach and Club Development**

FW provided an overview on Coach and Club development.

Two Introduction to Coaching courses have now been held. The course held on 11 February 2012 received extremely positive feedback from the 33 coaches in attendance. Work is on-going to develop a coach education training calendar.

There are currently 147 registered coaches with ABS. A target has been set to have every active ABS coach currently working within amateur boxing in Scotland to be registered through the new coach registration scheme by 01 June 2012.

A record number of clubs are now affiliated to ABS. During the 2011-2012 season, ABS had 111 affiliated clubs and, to date for the 2012-2013 season, it has 115. All ABS affiliated clubs and personnel have been added to a newly developed ABS database.

A series of Club Visits have commenced and ABS aims to visit every affiliated club by the end of 2012.

These will allow ABS to gather data on every affiliated club via a development questionnaire to ascertain whether all clubs meet minimum operating requirements and are operating in the correct manner.

The data gathered will allow ABS to identify and assist with each club's development needs with a view to developing a national club development model/programme.

During these visits, clubs will be asked to complete a club focus questionnaire which will be published on a monthly basis on the website.

### **Child Protection/PVG**

FW provided an operational overview and it was noted there are no key issues.

### **Finance**

There was no finance report due to an IT malfunction.

### **8 – AOCB**

The Chairman explained ABS was currently engaged in stopping all white collar boxing and unlicensed fights taking place. There are currently ABS affiliated clubs involved with outside agencies which promote white collar events. A has been letter issued via the ABS website explaining any club associated with white collar boxing or unlicensed fighting will be suspended.

There was no further competent business.

**9 – Date of Next Meeting**

The date of the next meeting was provisionally agreed for 16 May 2012