



**Amateur Boxing Scotland Limited Board Meeting
5 Nasmyth Court, Houston Industrial Estate, Livingston EH54 5EG
17 December 2012 17:00hrs**

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

In attendance: Fraser Walker (FW)

1 – Apologies

Andrew Caulfield (AC) offered his apologies.

2 - Conflict of Interest

The Chairman noted a conflict of interest in relation to agenda item 7 – Operational Report (Finance).

3 – Approval of Minutes of the ABS Ltd Board Meeting held on 26 September 2012

PE approved and WB seconded the minutes.

The Chairman recommended that an actions list is now included on the last page of the minutes.

4 – Chairman's report

The Chairman congratulated KB on the birth of his new daughter, Emily.

sportscotland/Bridgeton High Performance Centre – For Discussion and Decision

The Chairman asked if the directors had all the relevant information required to proceed with the very important decision on whether to accept **sportscotland's** non-negotiable performance investment and Bridgeton High Performance Centre support offer as presented on 08 November 2012.

The Chairman asked FW to leave the room at this stage of the discussion as this was solely a decision for the Board.

The Directors confirmed they had all the necessary information required to proceed. They unanimously decided to decline the non-negotiable offer of performance investment and the Bridgeton High Performance Centre support offer for the following reasons;

- The offer of increased performance investment was solely tied directly to ABS accepting option 3 only of the PMR Leisure business plan, namely a full office relocation to Bridgeton, Glasgow;
- The amount of time taken for **sportscotland** to make an offer of increased performance investment compared to the unacceptably short timelines offered to ABS for acceptance – circa ten months in comparison to one month.

- The closeness to the 2014 Glasgow Commonwealth Games and whether increased investment so late in the cycle would have any significant impact;
- ABS was consistent in its view that Bridgeton would not permanently house an ABS office and the only requirement would be for touchdown/hot desks for staff. **sportscotland** did not object to this approach at the start of the project yet the non-negotiable offer insisted on this;
- The offer of increased performance investment bore no resemblance to the initial figures identified in the ABS Performance Plan – the offer for 2013/2014 was 59% less than requested and the offer for 2014/2015 68% less;
- **sportscotland**'s offer included reference to an unspecified women's programme – this was despite the fact ABS submitted a request for modest investment to develop a female programme in May 2011 which was unsuccessful;
- The investment offered to allow the appointment of a Technical Coach was substantially less than requested;
- No consideration or thought was given to current ABS staff and the considerable additional costs they would incur should the ABS office relocate to Glasgow and the subsequent instability this would create in an organisation that has worked hard to stabilise and deliver targets within a relatively short period of time.

It was agreed the Chairman would inform **sportscotland** of the Board's decision by way of a formal letter.

FW was asked to re-join the meeting.

GB Programme – For Discussion and Decision

KB explained the current Home Nation unrest in relation to the management and running of the British Amateur Boxing Association (BABA). There is a belief that the Chairman is using the current BABA Articles of Association to manipulate the GB Programme moving forward. There is also concern over the impartiality of certain non-executive GB Boxing Directors.

It was further explained that the present BABA Board structure should consist of a board of statutory directors with a management board reporting into them. However, there are now four recently appointed non-executive directors attempting to shape policy and make strategic decisions. It was noted that the non-executive BABA directors are very supportive of the BABA Chairman.

The matter has been referred to UK Sport due to Home Nation dissatisfaction. The GB boxing programme recently received circa £14 million investment for the 2013 – 2017 Olympic cycle. UK Sport has stated that funding may be jeopardised if the changes being proposed by BABA are not accepted by the Home Nations. These changes include the dilution of the current shareholding split equally between the Home Nations to each Director on the statutory board having a share.

It was recommended that ABS does not support the changes the BABA is proposing to its articles. They should be reviewed by external solicitors and agreed by statutory members – Scotland, England and Wales. There should also be a full review of the current non-executive director posts and removal of the BABA Chairman to restore trust and confidence in the BABA Board.

The Chairman fully supported the recommendations and noted how important it is to bring parity and fairness to the GB Programme.

The remaining Directors unanimously supported the recommendations made by KB.

5 – Director Reports

5.1 Coach Education – For Information

WB provided a brief overview of the sixth ITC course held on 15 December 2012 in the Bellahouston Sport Centre, Glasgow. Once again, the course was widely praised both on its delivery and content.

WB explained that the ABS Coach Education focus will now change in the next twelve months with a drive to develop and deliver a nationally recognised ABS coaching qualification

WB expressed his concerns over who will be responsible for delivering future ABS Coaching qualifications and courses – Already discussions have moved on to the next stage with the SQA on the development of a nationally recognised coaching qualification and resources are key critical to ensure effective delivery. The Chairman concurred and noted that ABS should receive increased funding from investors to deliver coaching and club development outcomes. There will be considerable supplementary costs that need to be covered above and beyond salary costs.

The Chairman acknowledged the importance of having a recognised ABS coaching qualification and also noted that such projects need to be fully costed and have appropriate resources to effectively deliver them.

5.2 Performance – For Information

FD provided a summary of all training and competitive activities delivered through the performance plan since the last Board meeting held on 26 September 2012.

Competition

Tammer 16th - 22nd October 2012

A team of 5 boxers attended the AIBA rated A Class Tournament. Only one Scottish boxer progressed in the Tournament, Stewart Burt, all others lost in their first contest.

Army Dual 1st November 2012

This was a dual against the British Combined Services held in Pirbright, Surrey. Scotland won the dual 4 – 3 with winning performances coming from Scott McCormack, Connor Law, Aston Brown and Craig MacIntyre.

Army Dual 16th November 2012

This was held in the S.A.S Base Herefordshire with the eventual score ending up 4-2 to the Army hosts.

World Youth Championships Armenia 25th November – 8th December 2012

Four boxers travelled to Yerevan, Armenia to take part in the 2012 AIBA World Youth Championships – Craig McIntyre (56kg), Mark McKeown (60kg), James Dickie (69kg) and Scott Forrest (81kg).

The Chairman congratulated Scott Forrest on winning a silver medal, which many considered could have been a gold, in the 81kg weight category beating the World number one and three boxer on the way to the final.

FD agreed and enforced how much the Scotland and Russia residential training camp was exactly what Scottish boxers require to compete in such competitions. It was a great experience and made a big huge difference to our boxer's preparations.

Training

Training sessions have been well attended with a total of 52 different boxers attending the pre-arranged sessions in Springhill since September. Boxers now realise that to gain selection for International events, attendance at National training is a must and gives the National Coach essential selection criteria data.

Residential training before International events has proved to be very effective as they give the Coaches more time to work on specific areas with the boxers and also a chance to enhance any of the skills that they already have. The boxers and coaches are unanimous that this sort of camp should be a pre-requisite prior to any major international competition.

Russian Youth Team Residential Training Camp 15th-29th October 2012

This was a great coup for Amateur Boxing Scotland with some of the World number one boxers visiting Scotland to train alongside our boxers.

Training went very well with the Kingdom Gym being the preferred venue due to unlimited access and two rings being available. ABS encouraged as many Open class boxers to get involved as possible and both our and the Russian boxers enjoyed some excellent sparring.

The Russians were very appreciative of the hospitality extended to them and also got to visit many tourist attractions during their visit. They are very keen to reciprocate with either a competition or a training camp which will be very beneficial in preparation for Glasgow 2014.

5.3 Official Development

There was no Official Development report due to apologies received from AC.

6 – Operational Report

6.1 Legal – For Information and Decision

FW informed the Board of the allegations of assault ABS had received in relation to a registered boxer. The Chairman reminded fellow Directors the zero tolerance approach ABS would take whenever allegations of assault were being made against registered ABS boxers. The Board must be seen to be acting in the best interests of the sport and it should not matter if a boxer has one bout of competitive experience or is a World Champion.

WB felt ABS may be penalising an innocent prior to the case being heard by the Procurator Fiscal – PE concurred and felt somewhat uncomfortable that ABS could be deemed to be making a very public statement by withdrawing a registration card prior to a court case.

The Board agreed that any allegations of assault or physical violence levied against registered boxers will be fully investigated if it comes to the attention of ABS. In all instances, ABS will retain registration cards until investigations are complete.

6.2 Performance & Talent ID – For Information

FW provided an operational summary on the Performance and Talent ID programmes.

Performance

- Due to on-going uncertainty over performance investment, no short term performance targets can be set. However, the long term ABS target of winning more than three medals at the 2014 Glasgow Commonwealth Games looks unlikely, at best, unless existing performance programme investment and coaching resource is increased to attend more tournaments and camps. This in turn will allow SMART performance targets to be set.
- Assessments for all Elite Youth and Senior boxers are vital to enable the National Coach and the other pool coaches to choose the best boxers for any International Tournament's. Monitoring data will be collected and logged at every training session ABS holds and information will be referred to when there is decisions to be made regarding selection. Residential camps continue to be key and should be held for as long as finances will allow.
- ABS had five boxers attend GB assessments in Sheffield – these were Reece McFadden, Sam Ball, Stewart Burt, Lewis Benson and Charlie Flynn. To date, none of the five have been offered a place on the GB programme with Lewis and Charlie still to attend one further session. Joe Ham and Robbie McKechnie remain on the GB Development programme and Josh Taylor and Aston Brown have become full time W.S.B boxers.
- Institute Support continues with Strength and Conditioning sessions being held twice weekly for the supported Boxers. Physiotherapy services have proven to be valuable to boxers with injuries however this is a support service that could be further utilised at residential camps and international competitions.

An information giving session was provided to all supported Boxers, parents and coaches on Tuesday the 20th November 2012 in the Glasgow Palace of Arts. Presentations from the Physiotherapist, Nutritionist, Strength and Conditioning coach and the physiologist were given. Feedback from Coaches and parents was very positive. Similar type sessions will be arranged for a later date.

- Following a number of meetings with Commonwealth Games Scotland, the Glasgow 2014 selection policy 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.

Talent ID

- Since the last Board meeting on 26 September 2012 there have been a total of eight weekend training sessions have been held for Talent ID boxers on a regional and national basis.
- A total of 11 Talent ID boxers are focused on Saturday 22nd December 2012 when a Home International versus England at Ravenscraig Regional Sports Facility, Motherwell will take place.
- The recent closure of the Kelty ABC means there is no longer an East Region Talent ID Coach. The Chairman noted this would be an excellent opportunity for newer coaches to become involved. WB offered to investigate further.

6.3 Cashback – For Information

FW provided an operational overview on the Cashback programme for information.

- The Cashback Amateur Boxing Academy has continued to grow significantly since the last report dated 26th September 2012. At present, there are now 30 clubs set to deliver the Academy programme, with a further 3 clubs expressing an interest to participate in the programme.
- Numbers of young people attending on a weekly basis has also risen, from an average of 350 attending in September 2012 this figure increased to an average of 420 at the end of October. In addition to this coach involvement has also increased, with an average of two coaches delivering sessions per club there are around 46 coaches participating.
- The delivery of non-contact boxing within schools is now underway in 3 schools in the Drumchapel area of Glasgow. Nominated ABS coaches are delivering 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.
- A number of other educational establishments have communicated their interest in introducing non-contact boxing as part of their curriculum, including the Bridges High School in Fife, which develop services for young people with additional support needs in Fife. Its aim is to include pupils within their school and local communities who might otherwise be at risk of exclusion. A meeting has been scheduled to take place in December with a view of delivering sessions within their school curriculum.
- Extract from The Scottish Government Website, Statistics Section:

“The Scottish Index of Multiple Deprivation (SIMD) 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.”**

Currently 75% of clubs delivering Cashback sessions fall within the government's top 5% most deprived areas (MDA).

The Chairman informed the Board of the meeting he and FW had attended with Derek Grieve of the Scottish Government following receipt of information from Inspiring Scotland further Cashback funding may be available.

The Government was unable to provide confirmation of this. The Chairman concluded that if no further Cashback funding is forthcoming then ABS will wind the programme down gradually by April 2013.

6.4 Coach and Club Development – For Information

The Chairman noted that there needs to be a greater focus on Club Development delivery rather than coach development administrative tasks. FW needs to ensure that JD is focused on club development and that administrative tasks are removed from what is a developmental role.

Well run, well governed clubs are the foundation of ABS and the focus will now be to ensure all clubs meet minimum operating requirements identified by ABS.

6.5 Child Protection - For Information

A logging and processing system has been developed to ensure all clubs receive their Child Protection Officer posters. Work is on-going to deliver the next ABS Safeguarding & Protecting Children workshop to take place before the end of 2012.

PE has made several recommendations on how to improve the ABS Child Protection procedures, policies and provisions for clubs. The aim is to implement these recommendations before 31st December 2012

PE reviewed the child protection data ABS holds with James Docherty (JD) and was not impressed with the fact he was unable source which child protection officers had undertaken relevant training. The recording of this data needs to be improved and linked to ABS minimum operating requirements for affiliated clubs.

PE recommended it would also be prudent to arrange additional in house child protection training and/or refresher workshops for currently qualified child protection officers.

6.6 Equality – For Information

There were no updates on Equality.

6.7 Finance - For Discussion and Decision

The Chairman commended PE on his suggestion that a cash flow forecast should accompany the accounts summary within each Board pack. He also noted that as the financial year progresses the forecast will become more accurate. It was agreed this information would now be included within each Board Pack

FW explained that to ensure appropriate segregation of duties relating to the payment of invoices ABS has ceased making electronic payments and reverted back to payment by cheque which requires dual signatories. The Board agreed that this was a sensible and appropriate method of ensuring that funds are safeguarded against potential risk.

7 – Appendices – For Discussion and Approval

The following policies were presented;

Appendix A Risk Management (including Risk Register)

Appendix B Health and Safety

These were further policies presented for approval in line with recommendations contained within the 2012 KPMG final audit report. Both policies were approved by Directors.

8 – AOCB

8.1 Glasgow 2014 Commonwealth Games Selection Policy

FW explained he attended a meeting with Commonwealth Games Scotland (CGS) on 14 December 2012. At the meeting a final Glasgow 2014 selection policy was produced which was now being tabled. CGS required this to be approved by the Board prior to the final version being published in early 2013. The Board felt it had not been given enough notice and requested that the period for any feedback and approval was extended to 15 January 2013.

8.2 KPMG Audit – Potential Conflicts of Interest

FW explained that, in line with the KPMG audit recommendation, greater consideration is required at Board meetings with regards to potential conflicts of interest under the existing standing agenda item and also finance.

When a potential conflict arises during a Board meeting, Directors with an interest must leave the meeting during the discussion of the relevant items. The Chairman left the room at this point as the discussion focused on the use of the current office premises.

KPMG recommended that where there may be recurring transactions with an organisation, the Board should approve annual expenditure levels for specific suppliers together with pre-authorised expenditure limits (previously agreed at the Board meeting held on 26 September 2012).

PE asked whether ABS is certain it is achieving best value for money with the current office and storage.

FW explained at the time of moving to Livingston, other options including Caledonia House and sites within the central belt and quotes were considered, but Livingston proved to be the most geographically suitable and cost effective option. Other factors that made Livingston the most favourable option were factors such as storage space for competition equipment & boxing kit, 24 hour access for competition rings and readily available meeting space on weekdays, evening and weekends.

PE then enquired how often should the Board carry out value for money evaluations for specific suppliers where there is a potential conflict of interest? The Board felt it would be prudent to conduct these on an annual basis. FW provided generic office rental and storage

costs from the previous financial year and Directors unanimously agreed to the continued use of the current office location in line with 2011 – 2012 expenditure levels.

The Chairman re-joined the meeting.

9 - Date of Next Meeting

The date of the next meeting was provisionally agreed for 27 February 2013.

ACTIONS

Number	Responsibility	Details
1	Andrew Caulfield	<p>As per the previously minuted action identified at the Board meeting held on 26 September 2012, AC is required to summarise and present his plans for the development of Officials</p> <p>This should take the form of a half hour presentation which will detail National and District development as well as plans for National level referees sitting AIBA exams. By doing this, it will be clearer to Investors, Glasgow 2014 which is providing a grant of £18,000 for Official development, how these plans will be delivered and all officials will be trained (especially those being nominated for AIBA examinations). Only then can the AIBA exams be arranged.</p> <p>As AC offered his apologies at the 17 December 2012 Board meeting, the presentation will now take place at the next Board meeting scheduled for 27 February 2012.</p>
2	William Burns	Further investigate within the Eastern District if there are any coaches interested in becoming involved in the ABS Talent ID Programme.
3	James Docherty	Develop the current ABS membership database to record qualified Child Protection Officer qualifications and those yet to partake in the In Safe Hands course.

