



**Amateur Boxing Scotland Limited Board Meeting
5 Nasmyth Court, Houston Industrial Estate, Livingston EH54 5EG
14 December 2011 19:00hrs**

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

In attendance: Fraser Walker (FW), Alan Clark (ACL) **sportscotland** Partnership Manager.

1 – Apologies

There were no apologies.

RT welcomed the newly co-opted ABS Directors Kevin Bell and Peter Evans

FW and KB were commended on the ABS Ltd Board packs which were produced to provide directors with more information, updates on current work being delivered and to further strengthen governance within the organisation.

2 - Declarations of Interest

There were no declarations of interest.

3 – Approval of Minutes of the ABS Ltd Board Meeting held on 13.10.2011

Proposed by AC seconded by WB.

4 – Actions from ABS Ltd Board meeting held on 13.10.2011

There were no actions arising

5 – Chairman's report

RT provided his Chairman's Report

sportscotland investment

RT informed the Board of the current relationship between ABS sportscotland which has been very challenging in recent times. A number of small factors such as issues around the Bridgeton High Performance Centre have contributed to increasing tension. RT confirmed this will be addressed and the relationship re-established

RT attended a meeting with Shona Robison, the Minister for Commonwealth Games and Sport relating to this and to request an increase in performance funding. It was anticipated this would be a catalyst for sportscotland to further engage and support the request. ACL responded sportscotland had received feedback on the meeting and will work to resolve the current relationship issues. ABS must have a robust, budgeted performance plan moving forward.

ACL explained ABS will have to produce a fully budgeted performance plan but cannot guarantee this will result in increased investment. All sports must now produce budgeted performance plans.

RT confirmed ABS will produce a costed robust performance plan and asked if there a set formula for allocating sportscotland investment to individual sports and how are funding decisions made? Other sports don't produce costed performance plans so there is inconsistency.

ACL answered historical ABS investment was based on governance. Current and future investment will be based on performance and stability. ABS governance continues to improve, however, ABS is moving quicker than sportscotland can cope with in relation to further increased investment. Comparing other sports investment is understandable but set criteria are difficult to apply because there are so many anomalies in sport. Governing Bodies deliver on a range of outcomes and performance is only one of them. sportscotland invests in governance, development and performance. Bigger performance budgets can also for investing in regional development structures and it can be complex.

PE disagreed with the statement it is difficult to compare sports with others. This is not how the media perceive the situation and it appears sportscotland is making matters too complicated. ACL was unsure sure how to answer but agreed ABS is a much stronger organisation. Three or four years ago there would not have been the same level of investment.

RT concurred that ABS has demonstrated consistency and marked improvement and there is no reason for not increasing performance investment. ABS investment was due for review in November 2011 but this has been postponed until post London 2012 without explanation.

ACL highlighted Scotland is a small country with a limited pot of money. Sportscotland would like to react to sport specific demands but ABS doesn't have a costed plan to allow it to understand increased funding needs.

RT stated his belief that sportscotland doesn't fully understand boxing because there are no other sports where athletes turn professional. Boxers are progressing well now towards 2014 could be potentially lost to the professional ranks at any time. The 2011 Commonwealth Youth Games are excellent examples of this.

Bridgeton High Performance Centre

RT explained the initial Bridgeton lease document presented ABS with a potential liability of £1m. Support was sought via sportscotland for external resource to write a business plan – this was not forthcoming and internal resource was offered instead. ABS was of the belief that no sportscotland employee had written a facility income generation plan.

ACL believed ABS failed to engage at all until start up investment was made clear. Furthermore, sportscotland has recently discussed the matter internally it is possible up to £50k additional investment will be made to assist with Bridgeton year one start up costs.

RT explained the matter had been put to the Board as the Bridgeton project should not saddle the ABS with a huge liability and a legacy must be left. ACL concurred and wishes to work with ABS make the Bridgeton High Performance Centre a success.

London 2012 Olympic Test Event and AIBA Awards Dinner

RT offered congratulations to Josh Taylor on beating the Swedish Olympic qualifier Anthony Yirgit at the London 2012 test event. Josh will now attempt to qualify for the London Olympics in 60kg weight category.

RT attended the AIBA awards dinner provided an excellent forum to progress international relations and further opportunity to discuss Scotland's status and Glasgow 2014 with the AIBA President and Executive Director. Promising discussions were had with C. K. Wu regarding host major international events prior to Glasgow 2014.

GB Programme and Senior Championships

RT explained concern continues to be raised with BABA regarding its current relationship with the Home Nations.

RT has been asked to form a working group to review how BABA and the Home Nations can best utilise collective expertise to further the interests and objectives of all organisations.

FW wrote a letter to Matt Holt, GB Programme Director, noting his concerns on the officiating and running of the 2011 GB Senior Championships and a response has yet to be received.

Cashback Press Launch and Introduction to Coaching Course

RT summarised the official Cashback Press launch which was very successful. Overall the launch received significant positive media coverage. Levels of enthusiasm surrounding the programme have been encouraging since the press launch.

PE enquired on how the Cashback programme will be monitored. FW provide a Cashback pack and monitoring sheet. PE will speak to FW for further information if required and will meet up with WB for a club visit to get a better flavour of Cashback.

ACL offered sportscotland's support towards the ABS Cashback. He has received numerous enquiries from clubs in the North on the Cashback Initiative and whether there are links to active schools.

RT explained the Government has instructed ABS to grow numbers taking part in boxing first and then explore facilities facility development and other links in due course.

6 – Operational Report

Legal

KB explained the situation regarding former employee Moira Roy. Ms Roy has raised a complaint with HMRC regarding her salary breaching national minimum wage legislation. Ms. Roy was put forward for a part time administration role in 2007 by Mr. Donald Campbell on a salary of £10,000 per annum based largely on the fact that until then all her efforts had been on a voluntary basis. Upon investigation, it was discovered that Ms. Roy had drafted her own contract of employment and had inserted full time working hours when in fact it was only ever a part time position. Ms. Roy wrote to FW in November 2010 threatening HMRC involvement unless ABS paid her £5,001.75. This was refused. HMRC have raised proceedings against ABS in the Employment Tribunal for £2,675.43 on Ms. Roy's behalf based largely upon

the inflated hours within Ms. Roy's contract of employment. The matter is being defended and is due to call on 19th/20th January 2012.

RT asked whether Directors were comfortable this issue was made public which was unanimously agreed. WB highlighted that Ms. Roy's position was only ever meant to be part time.

It was explained the potential financial risk to ABS is £2675.43.

Disciplinary/Investigatory proceedings

There are a number of disciplinaries ongoing but these will remain confidential. ABS needs to be better informed of such cases as they are appearing in the media before we know about it. It was agreed that those bringing the sport into disrepute must be dealt with.

Performance

Mike Keane was commended on providing a comprehensive report on both training and competitive results since the previous Board meeting.

FD commented that attendance at squad training has been good since the opening of the Interim High Performance centre. RT noted the considerable volunteer effort in assisting with the deliver the programme which is encouraging.

ACL added ABS now has a National Coach who has been in post for seven months and Institute support should be available to ABS boxers in January. There has been no Institute support because sportscotland did not know who the national coach was and it will not work with sports without national coach. RT highlighted there was no written or costed programme when previous National coaches were in post yet the Institute supported circa fifteen boxers. ABS believes the Institute has no specific expertise in boxing and is now visiting GB programme to find out more. The sooner the support is provided the better.

Two boxers have been asked back for second assessments with the GB programme. There has been no documented feedback from the assessments but Mike Keane can provide feedback to coaches where necessary. It was felt GB should be more proactive in visiting Home nations and engaging with our boxers.

Development/Talent ID

The Development Commission will now be called will now be called Development Talent ID.

Danny Lee provided a report on both training and competitive results since the previous Board meeting.

It was acknowledged that attendances and the general programme is working well and the coaches and boxers must be commended.

WB noted the recent excellent development programme results in achieving a draw against Ireland at Ravenscraig on 27 November 2012 and a 12-5 victory over England in Manchester on 04 December 2012.

Cashback

FW provided an operational overview of the Cashback programme and it was noted there are no key issues.

Coach and Club Development

WB provided an overview on the Introduction to Coaching course was well received and oversubscribed. Seventy coaches enquired and 33 attended. The nature of the course was introductory and to demonstrate fundamentals. A further course will be delivered February 2012.

WB is still eager to establish a national qualification and engage with the SQA to endorse this. Suitably qualified tutors will be needed to deliver the course and there will be three levels.

WB feels coaches have an important role to play in Amateur Boxing and ABS should investigate establishing a coaching forum. At moment coaches cannot attend District meetings, the AGM be a Director. Club Delegates also need to report back to clubs to ensure coaches are kept abreast of issues.

FW provided an update on the amount of affiliated clubs and registered boxers there were as of 30 November 2011.

Action – A document needs to be produced and published on how to start a club.

Child Protection/PVG

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

Equity

FW provided an operational overview of work on achieving the equity foundation standard programme. ABS has received positive feedback on work done to date and is on target to achieve foundation level as per its 2011/2012 investment targets.

Finance

FW presented a spreadsheet and explained the finances to 30 November.

7 – AOCB

There was no other competent business.

8 – Date of Next Meeting

The date of the next meeting was provisionally agreed for 15 February 2012.