



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

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

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

1 – Apologies

KB offered his apologies.

2 - Conflict of Interest

There were no conflicts of interests in relation to the meeting agenda.

3 – Approval of Minutes of the ABS Ltd Board Meeting held on 27 June 2012

WB approved and FD seconded the minutes subject to a reference to the current BABA Chairman under AOCB being removed.

4 – Actions from ABS Ltd Board meeting held on 27 June 2012

ACTION - ACL from sportscotland was to provide absolute clarity on the sportscotland investment process and the roles its SMT and Board play in making funding decisions.

The Chairman confirmed this query had been addressed and exhausted prior to the meeting.

5 – Chairman's report

The Chairman provided his report.

sportscotland/Bridgeton High Performance Centre

Following a meeting with PMR Leisure, the Chairman provided Directors with an update on the options presented through the Bridgeton Business Plan to the Board for consideration and decision.

The options are as follows;

- 1 ABS will only use the facility to train and prepare its Elite Boxers. The facility will remain empty at all other times;
- 2 The Facility will be remotely managed from Livingston. It is our understanding that sportscotland will source additional investment to allow the employment of a development officer who will attract users to the facility during the day.

- The facility will operate as a High Performance Centre on select week day evenings and weekends as per option 1.
- 3 The ABS office in Livingston will close and fully relocate to within the Bridgeton High Performance Centre in Glasgow. This will require all staff to consider their position with ABS and whether they will remain with the organisation and commute to Glasgow on daily basis. This option represents a huge risk to the business continuity of ABS.

The Chairman explained that there needs to be further detailed discussion with PMR Leisure regarding the production of a final draft plan which captures every possible financial risk to ABS and the correct level of detail. The Directors should then meet to discuss the contents and sign off a final version.

ACL explained he and sportscotland would be delighted if ABS takes ownership of the Bridgeton plan. He has visited the facility twice in the last six weeks which looks fantastic. On behalf of **sportscotland**, ACL was unable provide any further indication on likely investment levels it may provide to cover potential costs.

ACL also informed the Board that the heads of term document had been re-examined by **sportscotland** legal expertise to try and provide ABS with comfort specifically around the five year break clause contained within it.

The Chairman summarised the situation by stating the Board needs to ensure that whatever decision is taken on Bridgeton must be 100% right for the sport. There was generic agreement that the concept of a High Performance Centre, in principle, is sound for the sport of Amateur Boxing in Scotland.

It was agreed that paid employees should not dictate nor shape any final decision should they decide they do not want to work in Glasgow. However, there is a need to produce an anonymised questionnaire that explores what staff would expect, financially or otherwise, from ABS should the move to Glasgow happen.

The Chairman recommended that a sub group of Directors be appointed to assist with the production and collation of the anonymised survey findings.

ACL suggested that a meeting could be held in Bridgeton with Directors and Staff present to discuss the potential options available to ABS. The Chairman noted that ABS needs to be very realistic in terms of how it uses its current resources in relation to Bridgeton.

ACL informed the meeting that he believes ABS is making positive progress with the High Performance Centre project. Without explaining the obviously benefits, ACL stated explicitly that it is his and **sportscotland**'s clear preference for ABS to relocate its office and staff to Glasgow.

ACL concluded by stating **sportscotland** now has a better understanding of ABS concerns relating to the Bridgeton High Performance Centre than it did a year ago, having explored these concerns thoroughly.

GB Programme

A GB programme update can be found in section four of the Board pack.

Cashback

A Cashback activity report can be found in section six of the Board pack.

Directors Reports

The Chairman explained the Technical Director, Coach Education Director and Performance Director would provide verbal updates on their specific areas of expertise under agenda item number 6.

6 – Director Reports

Coach Education

WB explained that the historical development and education of coaches within ABS had been negligible. The newly established Introduction to Coaching (ITC) course is now being delivered and has exceeded expectations in terms of its success. Five have been delivered to date across all districts.

The courses have created a thirst for further knowledge with over 180 coaches now through the course.

ABS is currently looking to develop the next level of coach education and is engaging with external partners to develop a nationally recognised three level coaching qualification. ABS plans to work with the SQA to ensure any qualification gains national recognition.

Timescales are critical and ABS will aspire to roll out level one of the new course by no later than December 2013 with other levels to follow by spring 2014. An ABS working party has been established to assist with this.

The Chairman commended WB's work and his and his vision for the future. WB then commended Craig McEvoy for his effect delivery of the ITC course.

Technical Development

AC re-iterated that finance is key to the development of officials and ABS has not previously had the appropriate personnel or finance to implement an effective Officiating development programme in.

Circa £18,000 has been received to assist with the development of Officials from Glasgow 2014 which is fantastic. ABS has a plan to invite AIBA examiners/assessors to Scotland to conduct AIBA exams at the 2013 Scottish Championships.

AC explained an exam paper had been produced to help progress District R&J development and it was hoped that training and exams for probationary officials would happen by the end of October 2013.

The Chairman informed AC of the need for absolute clarity on what is being proposed for the development of officials.

ACTION AC should summarise his plans for the development of Officials into succinct bullet points to be shared with the District Secretaries.

WB re-iterated that the overall aim should be to have nationally delivery of official development. The production of exam papers should always be supported with the appropriate training and all R&J paperwork should be held centrally in the ABS office.

Performance

FD provided a summary of all activities delivered through the performance programme since the last Board meeting held on 27 June 2012.

FD highlighted he would like to see more opportunities for quality training and sparring camps but as always there were financial limitations associated with these.

7 – Operational Report

Legal

There are no on-going legal matters at present.

Performance

FW provided an operational summary on the Performance programme to Directors for information and sought Board agreement proposed ABS tournament selection criteria for elite boxers.

- Josh Taylor performed extremely well in the 2012 London Olympics against World class opponents;
- ABS boxers continue to attend GB assessment camps with seven scheduled to visit Sheffield in coming weeks;
- With this in mind, the GB programme poses a significant risk to the ABS performance programme if Scotland's best boxers are selected onto the GB programme;
- ABS teams have competed in the GB Youths, Golden Glove in Serbia and Brandenburg with some excellent performances;
- Effective and frequent training has been held including a very useful camp in Aldershot with the Army and Wales. However, there is still a need to hold more residential camps;
- Institute support is well underway. Adherence to this has not been as good as expected for some boxers and some boxers may be removed and replaced as a result.

FW also sought Board agreement on the proposed ABS tournament selection criteria for elite boxers that were detailed in section 4.6 of the performance report;

- Boxers must rigorously adhere to the ABS weight management guidelines identified by the National Coach;
- Sparring and competition performances will be closely monitored by the National Coach and pool coaches;
- Boxers must demonstrate high fitness levels which will be closely monitored by the National Coach and pool coaches;
- Performances against opponents ranked GB top four or better will be considered for selection purposes;
- Attendance at ABS Training sessions is mandatory and will be monitored. Attendance records will be considered for selection purposes;
- Utilisation of sportscotland Institute support will be monitored and feedback from support service providers will be considered for selection purposes;
- Boxers will be provided with every opportunity to prove themselves at international tournaments. Should a boxer lose and/or fail to medal three consecutive times, a review meeting will be held between the National Coach, boxer and personal coach to discuss future programme involvement and suitability;
- The National Coach, in consultation with pool coaches and based on all above, will be ultimately responsible for the selection of all Youth and Senior Boxers to represent Scotland;

The Board unanimously endorsed and supported the criteria.

Talent ID

FW provided an operational update on the Talent ID programme for information.

- Seven quality regional and national training sessions have been held since the previous Board meeting and attendances have been extremely encouraging.
- Two tournaments – the GB Schoolboys and a Home International v Ireland – were attended. Four gold and ten silver GB Schoolboy medals were won in Wales and Team Scotland narrowly lost 8-6 against Ireland in Kilkenny.

Cashback

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

- The Cashback programme continues to grow significantly. At present there are sixteen clubs set to deliver the Academy programme, with another 5 clubs expressing an interest to participate in the programme. In the next two months ABS aspires to grow the number of active Cashback clubs to thirty.
- Numbers of young people attending on a weekly basis has also risen, from an average of 250 attending in June 2012 this figure increased to an average of 323 before the 2012 school summer break.
- In addition to this coach involvement has also increased, with an average of two coaches delivering sessions per club there are currently 30 coaches participating.
- Assessments which have been held within each district since January 2012 are as follows:

Date	District	Location	Participating Clubs	Academy Boxers Assessed	Spectators
19 March 12	Northern	Kinlochleven	Nether Lochaber ABC	24	60
20 March 12	Northern	Fort William	Lochaber Phoenix ABC	30	100
21 March 12	Northern	Aberdeen	Byron ABC, Peterhead ABC	48	90
23 March 12	Eastern	Meadowbank	Argo ABC, Duries ABC, Greenock ABC, Meadowbank ABC, Zetland ABC	82	120
09 June 12	Western	Ravenscraig Sports Hall	(As above inc Forgewood ABC)	87	140
13 June 12	Northern	Byron ABC	Byron ABC	28	12
TOTAL				299	522

- After a series of meetings with Glasgow Life and Active Schools, the delivery of non-contact boxing within identified schools in Glasgow looks set to get underway in the coming months. The current plan is for nominated coaches to deliver the Cashback Academy sessions within the schools which are located in the Drumchapel area of Glasgow. The venture will not form part of ABS's Cashback programme, however the coaches delivering will be coaching using the Cashback Academy coach's guide.
- The Cashback Academy 'Boot' Camp took place in Kinlochleven (Highlands) from Monday 16th July to Friday 20th July 2012. The aim of the Boot Camp was to provide the opportunity for 28 young people aged 13 – 16 years to take part in outdoor activities as well as receiving non-contact boxing tuition during the week long camp.

The week was a resounding success, with all the young boxers participating in both boxing tuition and various adventure activities including orienteering, ice climbing and trekking Ben Nevis.

- In line with the aims of the Cashback programme, targeting socially and economically deprived areas for session delivery continues to be a high priority. As can be seen from the following table, the majority of clubs presently involved in the Academy are within the 5% most deprived areas of Scotland. 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 Scottish data zones.***

NO	LOCAL AUTHORITY	CLUB	SIMD % MOST DEPRIVED AREA (MDA) CLASSIFICATION (0 – 5%, 5 – 10%, 10 – 15%, 15 – 20%, 20 – 100%)
1	ABERDEEN CITY COUNCIL	Byron ABC, ABERDEEN AB16 7LL	5% MDA WITHIN 1 MILE
2	HIGHLAND COUNCIL	Lochaber Phoenix, FORT WILLIAM PH33 6PR	20 – 100% MDA
3	HIGHLAND COUNCIL	Nether Lochaber ABC, KINLOCHLEVEN PH50 4SH	20 – 100% MDA
4	ABERDEENSHIRE COUNCIL	Peterhead ABC, PETERHEAD AB42	5% MDA
5	EDINBURGH CITY COUNCIL	Holyrood ABC, EDINBURGH EH16 5AP	5% MDA WITHIN 1 MILE
6	EDINBURGH CITY COUNCIL	Leith Victoria ABC, EDINBURGH EH6 7EF	5% MDA WITHIN 1 MILE
7	EDINBURGH CITY COUNCIL	Meadowbank ABC, EDINBURGH EH7 6AE	5% MDA WITHIN 1 MILE
8	FALKIRK COUNCIL	Zetland ABC, GRANGEMOUTH FK3 9JX	5% MDA WITHIN 1 MILE
9	FIFE COUNCIL	Cardenden ABC, LOCHGELLY KY5 0BW	10 – 15% MDA WITHIN 1 MILE
10	FIFE COUNCIL	Kingdom ABC, KIRKCALDY KY1 3AE	5% MDA WITHIN 1 MILE
11	WEST LOTHIAN COUNCIL	Livingston & District ABC, LIVINGSTON EH54 5JE	5 – 10% WITHIN 1 MILE
12	GLASGOW CITY COUNCIL	Argo ABC, GLASGOW G15 5PB	5% MDA
13	SOUTH LANARKSHIRE	Duries ABC, RUTHERGLEN G72 7TS	5% MDA WITHIN 1 MILE

14	INVERCLYDE COUNCIL	Greenock ABC, GREENOCK PA15 2BN	5% MDA WITHIN 1 MILE
15	NORTH LANARKSHIRE	Forgewood ABC, MOTHERWELL ML1 1TY	5% MDA WITHIN 1 MILE

- Key areas of club growth, coach participation, regional end of phase assessments, Boot Camps have all been identified as being key to the future development of the programme:

Coach and Club Development

FW provided an operational overview on Coach and Club development for information.

- The fourth ABS Introduction to Coaching course took place in Aberdeen on 08 September 2012. A further course will take place in Edinburgh on 22 September 2012.
- Subject to the completion of the courses 185 or 50% of ABS affiliated coaches will have partaken in the Introduction to Coaching course.
- ABS currently has 227 registered coaches as of 19 September 2012
- ABS has 87 affiliated member clubs as of 19 September 2012.
- 25 clubs have been visited as part of the Club Focus initiative. Visits will continue in order to identify the development needs of member clubs.
- ABS had a total of 1802 registered boxers at the end of the 2011 – 2012 season. 1439 competitive boxers and 363 Cashback boxers. As of 14 September, ABS has 682 registered boxers for the 2012 – 2013 season.

Child Protection

FW provided an operational update on Child Protection for information.

- The new Child Protection policy and 10 Step guide was included in the 2012 Club pack issued to all members.
- 5 Safeguarding courses have been delivered across all three districts this year.

PE requested to attend a meeting with James Docherty, Jimmy Dunn and Dougie Arneill of Safeguarding in Sport to further discuss ABS Child Protection matters.

Equality

FW provided an operational update on Equality for information.

Finance

FW presented a spreadsheet and provided a verbal narrative on the accounts summary to 31 July 2012. It was explained no budgeted figures had been included in the summary because of the late receipt of 2012/2013 **sportscotland** investment.

PE requested that a Cash flow forecast to the financial year end was provided with the next accounts summary.

The Chairman agreed that this information was important and should be provided. Operational costs are straightforward and remain static however competition costs are more difficult to identify due to fluctuating travel and accommodation costs.

Appendices

The following policies were presented to Directors for discussion and approval;

Appendix A Conflict of Interest Policy;

Appendix B Code of Conduct for Amateur Boxing Scotland Ltd Board Members;

Appendix C Leaver Policy and Procedure;

Appendix D Travel and Subsistence Policy & Guidelines;

Appendix E Purchase Control.

The policies were presented for approval in line with recommendations contained within the final KPMG audit report and FW explained there would be further updated polices presented at future Board meetings.

Board members unanimously approved the presented policies.

8 – AOCB

ACL provided a an overview on the new club investment funding streams that will be available to Scottish Governing Bodies of Sport.

9 - Date of Next Meeting

The date of the next meeting was provisionally agreed for 17 December 2012.