



Boxing Scotland Limited Board Meeting
5 Nasmyth Court, Houston Industrial Estate, Livingston EH54 5EG
29 March 2017 16:00hrs

Present: Kevin Bell (KB), William Burns (WB), Frank Delaney (FD), John Macpherson (JMac), Martin Henry (MH) Caroline Stewart (CS).

In attendance: Fraser Walker (FW), Mike Keane (MK), Chris Robison – sportscotland Partnership Manager (CR), John Lunn – sportscotland Head of Sporting Pathways (JL)

1 – Apologies

There were no apologies.

2 – Conflict of Interest

There were no conflicts of interest.

3 – Approval of Minutes of the Boxing Scotland Ltd Board Meeting held on 21 December 2016.

These were approved subject to a minor alteration within section 5.4.

4 – Actions

It was noted that following actions arising from the 21 December 2017 Board meeting had been completed:

Number	Responsibility	Details
1	FW/MH	Meet to discuss the completion of the outstanding Equality Standard Preliminary Health check document.
2	MK	Produce a proposal regarding the non-return of BSL kit.

5 – Operational Report

5.1 Chairman Introduction

JMac opened the meeting & expressed his gratitude to fellow Directors on his recent appointment as Chairman of BSL.

5.2 Investment Overview

FW provided a summary of sportscotland investment received during the 2015 – 2019 investment cycle to date, what has been committed in principle up to 31 March 2019 and details of recently imposed investment cuts.

5.3 Investment Reduction Briefing

JL provided a briefing to the Board as he was central to the whole investment process for SGBs. He prepared & delivered the presentation/recommendations to the **sportscotland** Board regarding investment cuts to all funded sports.

A summary of the briefing is as follows:

- Following confirmation of the level of exchequer and Lottery funding available to **sportscotland**, confirmed levels of investment for Scottish Governing Bodies of Sport (SGBs) were made in early March 2017;
- **sportscotland** is facing a 20 per cent reduction in combined National Lottery and Scottish Government investment levels from 2015/16 to 2017/18;
- The Scottish Government currently spends just £0.14 on sport from every £100 spent from its current health budget;
- **sportscotland** has prioritised and adjusted the level of investment into SGBs based on the amount of resource available aligned to its outcomes and investment principles;
- Where possible, cuts have been concentrated on programme investment rather than investment in staff to help safeguard jobs in the sector;
- **sportscotland's** investment in SGBs for 2017-18 has been reduced by £2,000,000;
- **sportscotland** has mitigated the impact of cuts, where possible, by considering implications across its core investment areas (effective organisation, development, performance). The aim is to protect the integrity of the World-class sporting system and the professional staffing infrastructure that underpins it;
- **sportscotland** followed the process below to allocate £2m in budget cuts across SGBs:
 - In Spring 2016, SGBs at the mid-point or end of their four-year strategy received one of two letters (mid or long term) inviting them to present to **sportscotland** senior staff;
 - BSL was considered a **mid-term** sport and invited to present on progress towards its agreed long term outcomes so far, actions being taken if they are not on track, opportunity to request additional investment for specific activity or to re-align existing 'in principle' investment for the remainder of the cycle;
 - Reviews with 35 SGBs were held between September and October 2016. The remaining 15 SGBs were either not at a mid or end point of their strategy or receive annual investment from **sportscotland**;
 - The total additional investment request from SGBs was 20% higher than the investment committed by **sportscotland** for the previous four-year cycle;
 - Following each meeting staff held an immediate review and made outline recommendations;
 - Following completion of all review meetings senior staff and **sportscotland's** Senior Management Team held a review to ensure consistency and agree final

recommendations to be approved by the **sportscotland** board in December 2016.

- Under normal circumstances SGBs are notified of their 'in principle' investment following **sportscotland's** board in December.
- Once advised of the Scottish Government budget reduction and projected National Lottery downturn, this step was delayed as **sportscotland** undertook a further review of individual SGB investment.
- **sportscotland's** investment principles continued to underpin decision-making, along with the following additional principles:
 - Any planned increases to programme investment would not be implemented;
 - Aiming to spread the cuts across a large number of sports;
 - In the interests of inclusion and equality of opportunity, continued investment in a range of small SGBs;
 - Where possible, protection afforded to performance programmes for the Commonwealth Games 2018 and the Winter Olympics and Paralympics 2018;
 - Protect staff investment where possible and focus cuts on programme investment areas;
 - Apply a degree of proportionality and relative scale to any reductions, where it is considered that the SGB can absorb the reduction without significantly impacting on the agreed outcomes;
 - Consider the impact the total reduction will have across the sport and not just the **sportscotland** invested activity area;
 - Any previously identified underspend by an SGB that had been recovered in the previous two years would be removed from 'in principle' investment going forward.
- SGB partnership managers inputted to this process using the above additional principles in January 2017;
- SMT reviewed the revised investment figures prior to the final version going to board in February 2017 where they were approved.

Impact on BSL

- This will allow BSL to explain the reasons why an outcome or target may not be achieved. It also provides an opportunity to demonstrate which elements of the planned programme will have to be removed and the impact this may have;
- Any potential modification of an outcome or target can then be discussed with the relevant information available;

5.4 Sponsorship Proposal

Due to the unusually high number of pressing agenda matters, FW will circulate to the Perceptive Communicators sponsorship paper to Directors for comment following the meeting.

FW & MK left the meeting.

5.5 Appointment of Directors

Further discussion took place about appointing a Director with financial expertise in accordance with the 2016 KPMG audit recommendations. It was agreed the first step is to scope out the role of the audit committee. Thereafter, potential candidates could be co-opted onto the audit committee with a view to full appointment if deemed suitable. Appoint MK as a company director was also discussed.

5.6 CEO Appointment

There was a general discussion and agreement that the appointment of a CEO would be open and transparent. The Board acknowledged that as a result of budget cuts, BSL will be unable to employ both C.O.O and C.E.O. It was agreed that the initial stage of the process was to scope out the post thoroughly.

FW & MK re-joined the meeting at this stage

5.7 2018 Gold Coast Commonwealth Games Team Manager

FW explained the need to avoid the situation that arose with regards to the 2014 Glasgow Commonwealth Games Team Manager appointment.

Following discussions with Commonwealth Games Scotland (CGS), the two options available to BSL were:

1. The position is openly advertised for the 2018 Gold Coast Team Manager;
2. All BSL employees are asked to submit a note of interest, an internal selection process takes place and the most suitable candidate is recommended to CGS (which will undertake a further confirmatory interview).

The Board decided on 2 as its preferred option.

5.8 Constitutional Documents – Articles & Byelaws review

JMac explained this is a considerable piece of work which will take some time to complete. JMac offered to speak to corporate lawyers in order to find someone willing to undertake the work.

5.9 Leap Sport – Gypsy Queen

MH provided details of a boxing related play that Leap Sport is involved in putting on this play on in Glasgow at the CCA on 7th June as part of its Festival Fortnight this year. Boxing Scotland has been asked to be key a partner in the event.

The Board agreed to the proposal and MH will represent BSL at a Q&A session on the same date.

CEO Report

5.10 Finance

FW presented the finance report in a revised, more detailed format. JMac highlighted the need to show actual spend against forecast budget. FW explained the report did up to 28 February 2017 with just one month of the year left.

The Board approved the presented 2017/2018. It was noted that there will be limited performance programme expenditure between January – March 2018 due to the reduction in performance programme investment.

FW explained a new 'real time' Purchase order system had been implemented and the next financial report will have actual spend v forecast spend up to 30 June 2017.

5.11 Performance Report

MK presented the Performance report which taken as read and re-iterated his concerns over the decrease in performance investment in the build up to the 2018 Gold Coast Commonwealth Games.

5.12 Development Report

FW provided executive summaries of both the East and North RDO reports and noted the commendable work both officers have produced since being appointed. This has led to the continuation of sportscotland investment for the two positions until at least 31 March 2018.

5.13 Investment Targets – 2016/17 & 2017/18

FW provided a summary of the agreed 2016/2017 investment targets of which two out of twelve hadn't been achieved. The Board agreed proposed the 2017/2018 investment targets subject to further discussions with sportscotland and the impact reduced funding may have on achieving them.

5.14 KPMG Audit Update

The update was taken as read. CR informed the meeting the next KPMG audit is likely to take place in May 2018.

5.15 GB Boxing Memorandum of Understanding

The document was approved by the Board.

5.16 Legal/Disciplinary Update

FW provided a summary of the ongoing legal situation concerning UWCB and also a recent disciplinary matter which during the 2017 BSL Elite and Youth Preliminaries.

5.17 ICT Proposal

The proposal was produced as a result of one of the KPMG audit recommendations.

FW explained the need for the following and associated costs:

- An improved internet connection;
- A move to a cloud based back up system;
- Server warranty renewal;
- Approval of a server digital certificate;
- Consideration of a future ICT strategy and budget for 2018.

The board approved the proposal.

5.18 Parliamentary Visits

JMac and FW informed the Board of recent visits to both the Scottish Parliament and the House of Commons.

5.19 Equality

MH/FW provided an overview of equality work conducted since the previous Board meeting and of plans to commence work towards the Equality Standard for Sport Intermediate level.

5.20 Membership Statistics Update

The report was taken as read and CR noted how the encouraging the recreational and fitness statistics were. FW suggested that future statistics will also highlight which clubs are located within SIMD areas for more effective reporting.

5.21 Irish Boxing - UK School Games

FW recommended this was not supported based upon cost and the fact it does not feature on the BSL performance calendar.

5.22 AIBA – President Wu Visit

FW explained that planning for the President’s visit progressing positively and under budget. The agenda requires further development and this was being done in full consultation with AIBA.

JMac stated we must be clear on what we want from President Wu’s visit.

5.23 Bridgeton HPC

CR provided a verbal update in line with the action assigned at the last meeting. **sportscotland** has a strong desire for BSL to remain in the HPC. However, the Board aired its concerns over the fact funding to cover service charges expires in March 2018 and this may place at serious financial risk.

It was agreed that further dialogue should take place between Clyde Gateway, **sportscotland** and BSL in the near future to discuss viable options.