

1 Minutes of Previous Meeting (Information and Approval)



Boxing Scotland Limited Board Meeting 5 Nasmyth Court, Houston Industrial Estate, Livingston EH54 5EG 11 March 2015 17:00hrs

Present: Richard Thomas (RMT), William Burns (WB), Kevin Bell (KB), John Macpherson (Jmac) via conference call.

In attendance: Fraser Walker (FW) and Chris Robison (CR) **sportscotland** Partnership Manager

1 – Apologies

Peter Evans offered his apologies.

2 – Conflict of Interest

No conflicts of interest were declared.

3 – Approval of Minutes of the Boxing Scotland Ltd Board Meeting held on 11 December 2014.

The minutes were approved subject to JMac being noted as in attendance via conference call.

4 – Actions

CR still to provide a comprehensive list of all **sportscotland** expert resource which/who can benefit BSL as requested at the 11 December 2014 Board meeting. All other actions arising from the 11 December 2014 Board meeting were noted as complete.

5 – Chairman's Report

The Chairman provided the Board with an update following confirmation from **sportscotland** of BSL's 2015 – 2019 investment award.

The total investment figure into BSL for the 2015-2019 cycle will be £2,578,000. This represents a significant increase of £797,000 (44.7%) on the 2010-2014 cycle with notable increases under performance and development.

The Chairman commended the refreshing approach taken by **sportscotland** and noted the transparent and open process adopted. The strategic plan was ambitious, robust and has provided **sportscotland** the confidence to award a significant increase.

Investment will be split into four annual investment amounts of:

2015-16: £667,000

2016-17: £667,000

2017-18: £647,000

2018-19: £597,000

The Chairman explained the distribution of investment is front loaded under performance to ensure effective preparations for the 2018 Gold Coast Commonwealth Games which take place in April 2018.

CR thanked the Chairman for his comments and confirmed that the investment figures are accurate.

The Chairman explained two members of staff had recently left BSL and there was now provision to appoint a CEO, a Performance Director and two Regional Development Officers. This should be seen as a positive for the organisation as we move into to a new investment cycle.

FW was asked to leave the meeting by the Chairman.

KB assumed the role of minute taker and a discussion took place regarding future staffing positions.

FW was subsequently asked to rejoin the meeting by the Chairman.

The Chairman requested it be minuted that FW had done a fantastic job in the role of Chief Operating Officer over the past 5 years. The role has was at the time very challenging and seen Fraser carry significant responsibility and work many hours overtime.

6 – Presentations

6.1 FW provided a brief presentation on planned development work with North Lanarkshire, the Equality in Sport Preliminary Level and long term investment targets.

6.2 MK provided an overview of the performance programme which included updates on the GB programme, Scottish Institute support and current boxer preparations.

6.3 WB provided a high level presentation on BSL coach development and courses, highlighting the success of the ITC course and explaining the soon to be introduced SQA endorsed level one course.

It was explained that upskilling qualified tutors to deliver the level one course is vital and the course was still on target to be delivered by the end of 2015.

It is anticipated the level 2 course will be delivered in 2016 and the Level 3 course in 2017.

The Chairman thanked WB for his ongoing commitment to coach education and confirmed he has seen a marked improvement in behaviour, education and coaching standards.

CR enquired on which member of staff will be responsible for coach education. The Chairman explained there options available. More importantly the key deliverable to have 25 qualified coaches in year one is realistic and that operational details would be fleshed out in due course.

CR noted that it would be more realistic to develop the planned level 3 for delivery in year four of the new strategic plan.

7 – Legal

KB explained to the Board the ongoing legal situation relating to a former member of Staff.

This was discussed at length with actions and direction taken with regards to progression the matter.

8 – Equality

FW explained the progress being made on achieving the Equality Standard Preliminary Level and that all necessary documentation & evidence had been submitted for assessment. The outcome should be known by mid-April at the latest and the Chairman commended FW for his work on this.

9 - Finance

The finance report was taken as read.

10 – Appendices

The Board noted and approved the following appendices:

Appendix A – Boxing Scotland Preliminary Level Information

Appendix B – Boxing Scotland Equality Monitoring Report

Appendix C – Boxing Scotland Recruitment Policy

Appendix D – Boxing Scotland HR Audit

Appendix E – Boxing Scotland Communications Audit Good

Appendix F – Training Analysis Document

Appendix G – Boxing Scotland Equality policy

Appendix H – Boxing Scotland Equality Action Plan

11 – AOCB

The Chairman asked fellow directors for their recommendations/suggestions on how BSL attracts a female director on to its Board. These will be used to ensure the right person with the correct skill set in co-opted as a director.