

Boxing Scotland Annual Report 2016



A YEAR IN REVIEW

2015 - 2016: A review

The past year has been a year of extreme highs and lows.

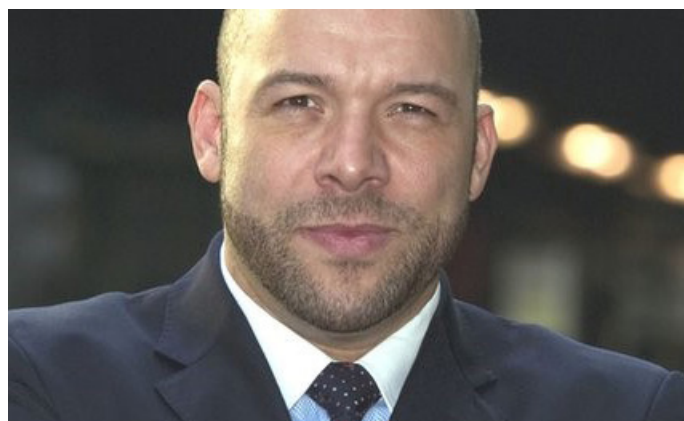
It is impossible to start anywhere else other than to reflect on the passing of our Chairman Richard Thomas, in March 2016 which shocked, upset and saddened everyone within the Boxing Scotland family. As a lifelong boxing fan and keen boxer himself, Richard first joined the then Amateur Boxing Scotland in 2009 as or-ganisa-tional director at a time when the sport's fortunes were at an extremely low ebb.

On becoming Chairman in 2010, Richard went on to oversee a complete structural overhaul of the organisation resulting in unparalleled medal success for our elite boxers, stability and much needed improvements in our sport's governance levels.

With the support of many others whom he was never slow to praise and recognise, Richard led the way and his input transformed boxing in Scotland. Incredibly, such was his love for the sport, Richard gave his time to Boxing Scotland as a volunteer devoting several unpaid hours every week while running his many businesses.

He is sorely missed and his legacy will never be forgotten.

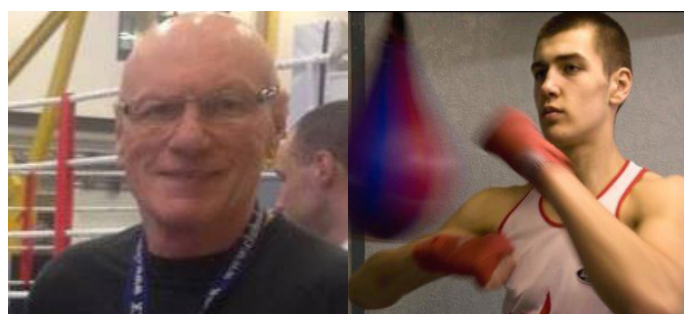
We must also take time to remember some of the other members of the BSL family that are no longer with us, namely Albert 'Abby' Hills, Willie McLelland, Frank McMahon and boxer Jack Knorz who all sadly passed away within the last 12 months.



Above: Richard Thomas, Chairman.



Above Right: Willie McLelland
Above Left: Albert 'Abby' Hills



Above Right: Frank McMahon
Above Left: Jack Knorz

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We should also take time to think of two boxers in particular - Daniel Flaherty who sustained a life threatening head injury following his 2015 Novice Championship 75kg final bout and 2015 Novice Champion Lee Welsh who was diagnosed with Hodgkin lymphoma.

The brilliant news is Daniel is on course to make a full recovery and Lee has been given the all clear following an intensive course of chemotherapy.

We now find ourselves in the second year of our four-year strategic plan and as referenced in last year's annual report, it continues to be of paramount importance that we strike the correct balance between grassroots boxing in order to grow the sport, and performance in order to continue to attract record amounts of investment.

Despite having lost in the region of 30 boxers to the professional ranks since the Glasgow 2014 Commonwealth Games, the success of our performance programme continues unabated. Yet again we must congratulate our boxers for a number of terrific results at the very highest level.

Highlights included the Scottish Boxing team being the only one of eight sports to return with a 100% medal haul from the 2015 Samoa Commonwealth Youth Games, there were fantastic performances from our boxers in the European



Daniel Flaherty

Youth and Junior Championships and our record Gold medal haul that was achieved in the GB Elite Championships which, staged in Scotland for the first time in at least 10 years.

We must also recognise the huge contribution club coaches make by preparing our boxers domestically and our National, Technical, Emerging Talent and voluntary pool coaches who then prepare our boxers technically and tactically to go up against the World's best boxers.

Of course, as many if not all members will have seen in the press, the International Boxing Association (AIBA) convened an Extraordinary Congress in Lausanne, Switzerland in June to amend Article 13 (J) of the AIBA Statutes. At the time, press reporting focussed on the fact that the effect of this change was to allow professional boxers to participate in the Olympic Games.



Lee Welsh

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It is more accurate to say that the rule change gives national governing bodies the right to decide themselves who is eligible to box for their country in AIBA sanctioned events and to include non-AIBA professionals in that selection process. That will require professional boxers putting themselves forward and affiliating with Boxing Scotland Limited and AIBA. At this stage, it is impossible to know whether any professional boxers will wish or indeed will be legally able to make themselves available for selection.

In the meantime, it remains our view that there will be no short term changes to our sport following the vote. Members will be kept updated if there are to be any further changes or we receive any additional information from AIBA.

The Scottish High Performance Centre remains critical to our ongoing international success and we are currently exploring options as to how we install a world class strength & conditioning suite. It has also played a vitally important part in the development and delivery for our new Level one coaching course.

Last year's report referenced the fact we wish to provide richer experiences for all our boxers, coaches, officials and volunteers through our member clubs by:

- Establishing closer links with external partners such as Local Authorities who can provide additional development resources;
- Delivering our new nationally recognised level one coaching course;
- Launching our new online Membership and Affiliation system;
- Implementing our new Club Accreditation Minimum Operating Requirements scheme;
- Providing ongoing mentoring and training to our Officials and the opportunity to become AIBA certified.

We are pleased to report that significant progress on all of the above (more detail in the main report) and we will be looking to host a further AIBA one-star assessment course for our R&J during next year's Elite Championships.

After taking a slight down turn during the 2014 - 2015 season I am pleased to report that our membership increased with a total of 1944 registered individual members. Of the 1944, 1390 were male boxers, 122 female boxers (an increase of 37% from 2014 - 2015) and 369 coaches.

At the time of writing, a revised membership scheme has yet to be considered by the Board of Directors. Should the Board approve the proposal, it will broaden the membership categories currently available and with the aim of capturing others involved in boxing who currently benefit from the membership services

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that BSL offer i.e. fitness & recreational users. Officials will also be required to undergo annual registration for the first time under the new proposals.

The inclusion of a recreational and fitness user membership strand is vital if we are to grow our membership base with a view to sustaining our sport longer term in line with our 2015 - 2019 Strategic Plan. Understanding the needs of the broader boxing community will enable us to better support growth in the sport and may help clubs in attracting new volunteers and committee members.

The introduction of our national recognised Level one coaching course has been a massive positive. Developed exclusively in partnership with the Scottish Qualifications Authority (SQA), it is the first of its kind in Scottish sport with every successful candidate gaining a National Progression Award (NPA) which is the equivalent of the old SVQ. To date every course has been oversubscribed and we aim to deliver in the region of 8-10 level one courses per year. Work is about to begin developing our level two course so please keep your eyes peeled for that.

The delivery of our National Championships remains strong. That said, it was somewhat of a disappointment to see entry numbers and attendances down from last year at our Scottish Championship events. The GB Elite Championships, held in Dunfermline at the end of May 2016, was one of the most extremely poorly attended events BSL

has staged since the new Board was appointed in 2009. We would urge all members and clubs to support BSL Championship and GB three nation events in this coming year as all boxers appreciate your support.

Implementing our new Membership and Affiliation at the start of last season system was relatively smooth but not without the usual teething problems. It has without question helped clubs and removed the huge amount of paperwork there used to be at the point of annual affiliation. It is also an extremely useful tool for ensuring all our clubs adhere to our revised Minimum Operating Requirements, which just about all are. Further tweaks have been made to the system over the summer including the introduction of a new BSL boxer matching facility which we hope will be live for 01 September 2016.

Combined, Our Social media pages (Facebook and Twitter) have just short of 50,000 individual followers and we will make an even greater effort to publicise our boxers and sport through these pages.

Our club network continues to grow with 110 affiliated clubs - this is a figure we can expect to nudge 120 for the coming season with a number of new and former clubs looking to join BSL. This growth will be supported by our two Regional Development Officers (RDOs) in the East and North. Funded by sportscotland, our RDOs allow us to work more closely with targeted clubs to assist them with generic development needs whilst working in partnership with Local Authorities. We will also be looking

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to secure further **sportscotland** investment to allow the appointment of a West RDO.

It is clear that the additional resource invested by sportscotland last year for this four-year cycle continues to allow us to develop at pace and it is crucial that we now consolidate what we do well, in addition to raising the bar even higher. With that in mind, please be assured we welcome your thoughts, opinions and even revolutionary ideas to help shape the future of our fantastic sport, at any time.

Our Board continue to provide strong leadership, but these voluntary positions are time limited, and so we said a fond farewell to Peter Evans (four years of service) in December 2015. We commend Peter for his contribution and say thank you for his unwavering effort and commitment to the organisation. We will look to recruit a new Chairperson over the summer months with a view to having the position filled early in the new season.

BSL was subject to a further KPMG development audit in February 2016. The purpose of these audits is to assist sportscotland in determining the extent to which governance arrangements are suitable to safeguard public investment and deliver outcomes. Having been rated as having 'no assurance' and being completely unfit for purpose as recently as 2009, we were delighted to score our best ever audit rating which 'satisfactory (with comments)'.

As we look forward to the 2016 - 2017 season, we want to finish by saying thank you. Thank you to all our registered boxers, coaches, officials, volunteers, parents and supporters. It is because of you and your efforts, that boxing is such a great sport to be part of.

Best Regards,



Fraser Walker
Interim Chief Executive Officer

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Performance

Last year at this stage, we were just at the point of announcing our 2015 Samoa Commonwealth Youth Games team.

Little did we know our small team of four would return as the best performing team out of eight sports with a 100% medal return! Sean Lazzerini and John Docherty were victorious in the 75 and 81kg weight categories with a great silver and bronze medal for Billy Stuart and Kieran McMaster respectively. Quite simply a fantastic achievement considering the other sports which were Aquatics, Archery, Athletics, Bowls, Squash, Tennis and Weightlifting.

There has been little else other than the usual graded tournaments such as the Tammer and Golden Gloves in Serbia on the Elite Calendar this past 12 months and no Rio Olympic involvement. As a result, the focus has been more firmly on our up and coming Youth and junior boxers as they make the transition into the Elite ranks ahead of the 2018 Gold Coast Commonwealth Games where we have an extremely challenging target of winning 5 medals or more.

We are less than 2 years out from the beginning of the Gold Coast games and we now begin to focus and sharpen our Performance Squad to ensure the boxers who are supported are the ones that demonstrate true medal potential.

Their preparations have been significantly boosted with the announcement of **sportscotland** Institute athlete personal awards (SAPAs). These will undoubtedly help us achieve our

goal in making sure all our team are best prepared, both physically and mentally.



sportscotland has allowed us to utilise our investment and make our Emerging Talent Coach full time. This in turn will allow us to up our efforts to unearth new talent ahead of the Tokyo Olympics and 2022 Durban Commonwealth Games.

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Performance

As mentioned previously in the report, our 10 or so pool coaches continue to be a very valuable asset to our performance programme. We will be adding a further four AIBA starred coaches this summer to our existing pool - Alastair Chisholm, David Cowan, Paul Gordon and Willie Leckie will all travel down to Wales in July to sit their one-star assessment and we are pleased to confirm all four are now AIBA one star coaches.

The ability to send more teams, more often to the best international competitions continues to be possible through the Technical and Emerging Talent Coaching positions Craig McEvoy and Ray Gibson hold. They do a great job assisting our National Coach Mike Keane and bring great levels of experience, commitment and technical knowledge to the performance programme and our coaching team.

Our performance programme continues to be as busy as it ever has and our boxers continue to well and truly punch above their weight at international level.

Our performance programme continues to thrive and our boxers continue to well and truly punch above their weight at international level thanks to our significantly increased performance investment from sportscotland.

With more international activity than ever, there is increased expectation and scrutiny on how we spend our performance investment. As a result, boxer reviews have been taking place

over the course of the summer to assess individual boxer's suitability for the performance programme. Given the 2018 Commonwealth Games are less than two years away, we must ensure that we focus the majority of our time and energy on those boxers who unquestionably demonstrate the potential to medal in the Gold Coast games, especially with our target of five or more medals firmly in mind.



Ray Gibson



Craig McEvoy



Mike Keane

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Performance

A summary Team Scotland's activity and medals won can be found in the summary below:

July 2015 - Golden Glove Serbia

8 Boxers competed and won total of three medals (in brackets):

- Dylan Arbuckle 49kg;
- William Stuart 56kg (Gold);
- Lewis Hay 60kg;
- Kieran McMaster 64kg;
- John Docherty 75kg (Bronze);
- William Hutchison 75kg;
- Sean Lazzerini 81kg (Bronze);
- Mitchell Barton 91+kg.



September 2015 - Samoa Commonwealth Youth Games:

4 Boxers competed and won a total of 4 medals:

- Alex McCormack;
- Declan Duffy;
- Ryan Ball;
- Callum Stuart;
- Tyler Jolly;
- Lewis Johnstone



- John Docherty 75kg (Gold);
- Sean Lazzerini 81kg (Gold);
- William Stuart 56kg (Silver);
- Kieran McMaster 64kg (Bronze).

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September 2015 - Feliks Stamm Tournament, Poland:

5 Male and 2 Female Boxers competed and won a total of 5 medals:

October 2015 - Queens Cup, Germany:
3 Female Boxers competed and won no medals;

- Stephanie Kernachan;
- Lynn Calder;
- Gardner Moore



Aqeel Ahmed

- Aqeel Ahmed (Gold);
- Lee McGregor (Bronze);
- Stephen Boyle (Silver);
- Dennis Broadhurst (Silver);
- Ross Welsh (Bronze);
- Stephanie Kernachan;
- Lynn Calder.



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November 2015 - European Youth Championships, Poland:

6 Boxers competed and won two medals:

- John Docherty (Silver);
- Sean Lazzerini (Bronze);
- William Stuart;
- Lewis Hay;
- Kieran McMaster;
- Mitchell Barton.



November 2015 - Tammer Tournament, Finland:

3 Boxers competed and won two medals:

- Aqeel Ahmed (Gold);
- Calvin McCord (Bronze);
- Martin Harkins.



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Performance

March 2016 - Nikolay Pavlukyov tournament, Russia:

6 Boxers competed:

- Dylan Arbuckle;
- William Stuart;
- Callum Stuart;
- Tyler Jolly;
- William Hutchison;
- Mitchell Barton



April 2016 - Belgrade Winners, Serbia:

7 Boxers competed and won 6 medals:

- John Docherty (Gold);
- Lee McGregor (Gold);
- Aqeel Ahmed (Silver);
- Reece McFadden (Silver);
- Dennis Broadhurst (Bronze);
- Sean Lazzerini (Bronze);
- Josh Sandford.



April 2016 - GB Youths/Junior Wales

14 Juniors (2 female) took part and Stephen McKenna and Stephen Black won gold medals. 10 Youths (2 female) took part and Mark Reid, Tyler Jolly, William Hutchison and Mitchell Barton all won gold medals.



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May 2016 - GB Elite Championships,
Dunfermline

21 elite boxers took part in this event which was held in Scotland for the first time in at least 10 years

The following boxers won gold resulting in Scotland's best ever performance in the GB Elite Finals

- Aqeel Ahmed;
- Reece Mcfadden;
- Lee McGregor;
- Sean Spence;
- Boris Crichton;
- Scott Forrest.

June 2016 - European Youth Championships,
Anapa, Russia

7 Boxers took part in the event and three boxers reached the quarter final stages:

- Dylan Arbuckle (Q/F);
- Billy Stuart;
- Mark Reid;
- Tyler Jolly;
- Darren Johnstone; (Q/F);
- Willie Hutchison;
- Mitchell Barton (Q/F).

June 2016 - Junior European Championships,
Hungary

5 Boxers competed and the team won 2 medals:

- Sam Hickey (Silver);
- Lewis Johnston (Bronze);
- Nicholas Devlin;
- Reece Lynch;
- Stephen McKenna.



Lewis Johnston

Sam Hickey

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Performance

June 2016 - GB School Championships, Doncaster, England:

17 boxers competed (13 male & 4 female) with Sean Coyle and Cameron White winning gold medals

- 2015 Novice championships - 52 Entries (up 13);
- 2016 Intermediate Championships - 11 Entries (up 5);
- 2016 Open Championships - 26 Entries;
- 2016 School & Junior Champs - 32 Entries (up 11);
- 121 entries in total (Up 29 from 2015).



There were 3 Elite Female final bouts at the 2016 Boxing Scotland finals (two call offs) and five female boxers competed in the 2016 GB Elite Championships held in Scotland.

Our female Talent ID programme takes place mainly at the Novice and School/Junior Championship. Figures from 2014/15 show that a total of 30 schoolgirls and Junior Girls took part in the two aforementioned BSL Championships.

In 2015/2016 this figure rose to 61 (26 Novice and 35 School/Juniors) - this represents a significant increase of 51% in female participation thanks to our existing national competition structure.

Female Boxing

Development and participation levels of Females in boxing continues increase and we have enjoyed significant growth in the last year.

We registered 122 Female boxers during the 2015 - 2016 season which is our highest amount ever and up 37% from the 89 who registered during the 2014 - 2015 season.

We also received the highest amount of female entries for our 2015 - 2016 national championship events, details of which are as follows:

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Female Boxing

In terms of female performance programme activity, the following took place during the 2015 - 2016 season:

Training

- 2015/2016 5 Junior/School open days;
- 2015/2016 3 Open training days for all ages;
- 2015/2016 5 Junior/Schools open training days;
- 2016 3 Open session & assessments Elite /Youth;
- 2016 GBs Youth&Junior Championships preparation 2x2 weekend camps;
- 2016 GB Elite Championships 3 x 2 day residential weekend preparation camps;
- 2016 GB School Championships 2x2 weekend preparation camps;
- 2016 8 Technical Sessions held;

Bespoke Camps/Competition

- Sept 2015 Feliks Stamm;
- Oct 2015 Queens Cup;
- Jan 2016 England select v Scotland select;
- Feb 2016 Joint Scotland - Wales training camp;
- May 2016 Joint Scotland - Irish training camp;
- May 2016 GB Junior & Youth Championships;
- May 2016 Scotland select v Wales select;
- May 2016 GB Elite Championships;

Our performance coaching team use a 3 stage assessment process to both grade the female boxers in relation to International boxing and determine a ranking system (where there was more than 1 boxer at any weight).

Using the data gathered during the above assessment process, at the start of this season the Boxing Scotland Performance Team selected 4 females onto the **sportscotland** Institute Support (SIS) programme, with those boxers forming part of the High Performance Squad (unfortunately 1 of the 4 removed herself from the programme due to personal reasons).

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Female Boxing

Working in a collaborative partnership with the National & Technical Coach, the combined team of Scottish Institute of Sport practitioners and coaches work together to manage and deliver individually tailored and cutting edge programmes for the boxers.

For all athletes on this programme, the following services are provided:

- General High Performance management
- Programme planning
- Sports medicine
- Sports science
- Strength and conditioning
- Performance analysis
- Performance lifestyle guidance

In order to accelerate the development of our female boxers, the Performance Team decided upon the following 2 key strategic areas:

1 Amalgamate the female & male performance training programme (as much as practically possible)

Our coaches felt that due to the lack of domestic competition / sparring opportunities, amalgamating both programmes would greatly assist the female boxers.

In addition, when preparing for competition, the selected squad would conduct the preparation process together. A good example of this is when a team of 5 male boxers & 2 female boxers competed in the Feliks Stamm competition in September 2015.

2 In conjunction with the performance programme activity, advise & promote the boxers / clubs to attend "Box Cup" events which frequently take place all over Europe

For the most part, the Box Cup events are club level competition, where the competition is categorised by experience i.e. under 5 contests etc, therefore providing the female boxers with increased competitive experience.



During the 2016 programme planning phase (conducted in December 2015), and using performance analysis from 2 International Competitions that our boxers attended, the Performance Team decide that the first half of 2016 (January - June) should focus on the female development within the training environment, in particular sparring camps with other Nations.

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Female Boxing

With this in mind, our High Performance Team successfully organised two Joint Sparring Camps, on the proviso that the visiting teams had female boxers in attendance:

- Scotland & Wales Joint Camp;
- Scotland & Northern Ireland Joint Camp;

In addition, as a member of the SIS programme, the 3 female boxers also received 1 on 1 tuition via "Technical Clinic" sessions, which are led by our Technical Coach. In the second half of this reporting period, the female boxers were prioritised to attend these sessions. The sessions focus on individual development on the following specific areas which are highlighted during each boxer's 6 month review:

- Technical ability
- Tactical ability
- Physical (boxing specific i.e. agility, coordination & balance)
- Alignment to Boxing Scotland's What it takes to Win model (WITTW)

Total Technical Clinic Sessions delivered 19

Point to Note: January - June 2016, where the female sessions were prioritised sessions delivered 11. Average attendance for the females was 4, average attendance for males was 2.

The strategy of the Technical Clinic sessions is to assess a specific area as highlighted above during one session, with the boxer being given specific drills to practice in their own time before attending the next session, where the level of improvement would be measured by both

visual and video.

To conclude, and in relation to the 3 previously utilised assessment processes reported on last year, all boxers attending any training activity / sessions are continually assessed using the Boxing Scotland High Performance programme WITTW model.

This model is an ever evolving piece of work as it has to adapt and change in accordance with the ever evolving sport of AIBA Open Boxing, in particular with the consistently changing rule changes which clearly alter the training thus assessment process.

All female boxers, whilst in the High Performance Centre / Environment receive the necessary Technical & Tactical training to develop the following areas relating to the WITTW model. This ensures every boxer understands every element that they are constantly assessed on: (visual over page).

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WITTW

Individual

- Physically robust
- Psychologically robust
- Athletic ability
- Good punch mechanics with high accuracy rate
- Preparation of attack
- Consistently in a punching position
- Coordinated & agile
- Positive Defence
- Flow, Rhythm & flair

Competition

- Be selected & Make Weight
- 5 judges – 10 Must system
- No of blows, technical / tactical domination, competitiveness, rule adherence*
- Win up to 5 times
- Fuelling
- Recovery
- Weight management
- Etiquette & presence

AIBA

- Scoring System (Subjective)
- Head guard removal
- Cuts
- No appeals
- International standing
- International relationships

GB Boxing Programme

Currently we have two boxers receiving GB Boxing programme assistance. John Docherty (Byron) and Lee McGregor (Meadowbank) are both supported at Podium Potential level with a firm focus on the 2020 Tokyo Olympic games.

Boxing Scotland also had two representatives appointed on to the GB Boxing Board of Directors in June 2016, meaning Scotland is fully represented once more.

Following a recent round (June 2016) of GB programme assessments, our current Scottish and British heavyweight champion Scott Forrest has been invited to Sheffield for a further assessment and we will continue to send boxers for consideration (male & female) through-out the course of the forthcoming season.



Lee McGregor

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sportscotland Institute of Sport

Our Boxers continue to receive means that they will be able to access additional programme support for areas such as strength and conditioning, physiotherapy, nutrition and performance lifestyle.



These additions will be invaluable to our best boxers and they will also benefit from a "Fast Track" system where the Boxer can access either physiotherapy or medical services at short notice to allow to be dealt with as soon as possible.

Boxers currently supported by the Scottish Institute of Sport are as follows:

- Aqeel Ahmed;
- Dylan Arbuckle;
- Reece McFadden;
- Lee McGregor;
- Billy Stuart;
- Lewis Hay;
- Kieran McMaster;
- Dennis Broadhurst;
- John Docherty;
- Willie Hutchison;

- Sean Lazzerini;
- Ross Welsh;
- Connell McDonald;
- Mitchell Barton;
- Callen McCauley;
- Stephanie Kernachan;
- Lynn Calder

We are currently engaged in negotiations to install a Strength & Conditioning suite at the far end of our High Performance Centre. This will make it a "one stop shop" where all the Insti-tute strength and conditioning work can be carried out in our own facility. This will enable us to have more contact with our Boxers and work closely with the Institute to ensure we prepare our Boxers to their full potential.



In March 2016, 32 Scottish high performance athletes with the potential to make the podium at the Commonwealth Games on the Gold Coast or with winter Olympic ambitions for Pyeongchang were boosted with the news that they were among the latest recipients of individual sportscotland Athlete Personal Awards (SAPAs).

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sportscotland Institute of Sport

£192,000 was allocated in the first year of a two-year investment to athletes in eight sports to provide additional support for training, competition and living expenses for the next two years.

This initiative was introduced for London 2012, Sochi 2014, and Glasgow 2014, and proved extremely successful with 30 medallists at the Glasgow Commonwealth Games having received SAPAs.

sportscotland has now invested almost £1.5 million and supported well over 100 high performance athletes through this initiative, which provides financial assistance targeted at athletes deemed to show medal winning potential. Individual beneficiaries from the latest round of awards included the following Scottish boxers:

- Reece McFadden;
- Aqeel Ahmed;
- John Docherty;
- Lee McGregor;
- Sean Lazzerini;
- William Hutchison;
- Stephanie Kernachan;
- Mitchell Barton;
- William Stuart.

Speaking at our Scottish High Performance Centre in Bridgeton, Glasgow, where the awards were announced, Director of High Performance at sportscotland Mike Whittingham said:



"The sportscotland Athlete Personal Awards have made a significant difference to our athletes with podium aspirations, and it's great to be able to boost the prospects of 32 athletes who are vying for 2018 Commonwealth and Olympic places."

"SAPAs are designed to help athletes who are in the development stage of their high performance career and need additional support to help them train and compete at the right level as they approach competition."

"They help ensure that Scottish athletes can focus and concentrate on their ideal training, recovery, and injury prevention strategies. The smallest performance increment can make all the difference when competing at Commonwealth or Olympic level and that requires meticulous preparation and support."

"These athletes know they have the support of Commonwealth Games Scotland, the British Olympic Association, their governing bodies and World-class services from the sportscotland institute of sport's team of coaches, scientists, and experts in addition to this financial award. Together we are the 'team behind the team'; and with them all the way."

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sportscotland Institute of Sport 2015 GB Three Nation Championships

2015 GB Elite Champion Stephanie Kernachan said at the time:

"This award gives me the additional support I need to represent my country and make my dreams of winning on the world stage achievable. The support I have received from Boxing Scotland and the sportscotland institute of sport has allowed me to go to warm weather training camps and the sports science support from the institute is really making a difference.

"I am now completely focused on qualifying for the Commonwealth Games in 2018. I know I can compete at that level and my aim is to be Scotland's first ever Commonwealth Games female boxing medal winner. The SAPA takes some of the pressure off, allowing me to concentrate on my training and do."

The GB Three Nation Championships took on a slightly different dynamic during the season gone.

For the first time, the Juniors and Youths were amalgamated and held over the course of the same weekend in Cardiff, Wales on 30 April and 01 May 2016.

A team of 25 boxers travelled to these championships and gave a tremendous account of themselves winning ten bronze, nine silver and six gold medals.



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2015 GB Three Nation Championships

The Gold medal winners were as follows:

- Stephen Black;
- Stephen McKenna;
- Mark Reid;
- Tyler Jolly;
- William Hutchinson;
- Mitchell Barton.

Next on the GB three nation event calendar was the return of the GB Elite Championships to Scotland for more than ten years since and it was a pleasure to do so in the slight more unusual setting of the Dunfermline Alhambra Theatre.

Team Scotland did not disappoint and produced its best ever performance in winning six gold medals. The overall medal tally was 7 Bronze, 8 Silver and 6 Gold won by the following boxers:

- Aqeel Ahmed;
- Reece McFadden;
- Lee McGregor;
- Sean Spence;
- Boris Chrighton;
- Scott Forrest.

Well done to all the boxers involved in this tournament!



Boris Chrighton

Finally, it was the turn of our best Schoolboy and Girls to go on their travels. A team of 17 boxers made the journey south to Doncaster to compete in the 2016 GB School Championships trying to emulate the considerable success of their older team members.



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2015 GB Three Nation Championships

They did not disappoint and collected a total 2 Gold, 8 Silver and 6 Bronze medals - the two gold medal winners were Sean Coyle and Cameron Whyte:



2015 GB Three Nation Championships

A table summarising results from the last four years of GB Three Nation Championship events can be viewed in the following table:

Event	Date	Country	Gold	Silver	Bronze
2013 GB Schoolboys	26th & 27th April 2013	England	16	8	3
Scotland		Scotland	10	13	18
		Wales	1	6	18
2014 GB Schoolboys	9th & 10th May 2014	England	10	2	1
		Scotland	2	3	5
		Wales	1	8	2
2015 GB Schoolboys	13th&14th June 2015	England	10	2	0
Wales		Scotland	5	3	3
		Wales	2	11	20
2016 GB Schoolboys	1 & 2 July 2016	England	21	14	9
HOST - England		Scotland	2	8	6
		Wales	2	11	20
2013 GB Juniors	14th&15th June 2013	England	20	3	12
England		Scotland	4	4	12
		Wales	0	6	15
2014 GB Juniors	20th & 21st June 2014	England	6	3	2
England		Scotland	5	4	3
		Wales	1	4	6
2015 GB Juniors	2nd & 3rd May 2015	England	6	3	2
Scotland		Scotland	3	8	12
		Wales	3	0	7
2016 GB Juniors	30 April - 01 May 2016	England	15	4	5
HOST - Wales		Scotland	6	9	6
		Wales	0	9	12
2013 GB Youths	7th&8th June 2013	England	12	4	1
Wales		Scotland	5	8	2
		Wales	2	3	12
2014 GB Youths	7th & 8th March 2014	England	6	3	1
Scotland		Scotland	3	3	3
		Wales	1	3	2

2015 GB Three Nation Championships

A table summarising results from the last four years of GB Three Nation Championship events can be viewed in the following table:

Event	Date	Country	Gold	Silver	Bronze
2015 GB Youths	18th & 19th April 2015	England	11	10	4
England		Scotland	2	4	5
		Wales	1	1	6
2016 GB Youths	30 April - 01 May 2016	England	5	5	1
HOST - Wales		Scotland	4	5	1
		Wales	0	9	12
2015 GB Elite	23-24 May 2015	England	11	13	7
HOST - England		Scotland	2	2	7
		Wales	4	2	7
2016 GB Elite	27 - 28 May 2016	England	7	5	2
		Scotland	6	8	7
		Wales	3	3	5

Investment and Organisation Change

Our current levels of funding from our main investor, sportscotland, remains key critical if we are to the long term targets identified in our 2015 - 2019 Strategic Plan.

With the 2018 Commonwealth Games less than two years away, 2015 - 2019 cycle, we must intensify our pursuit of excellence towards the 2018 Gold Coast Commonwealth Games as we have set an extremely ambition target of winning more than five medals in Australia. This means we must now focus more closely on the elite boxers on our performance programme that demonstrate medal potential and realistically can achieve a top 6 finish (which Commonwealth Games Scotland deem to be medal winning potential).

With our focus more firmly on development and with two Regional Development Officers (RDOs) now employed, the interest in boxing from the wider community, schools and local authorities has never been greater. With our RDOs carrying our significant foundation work in the past 8 or so months, our sport should benefit from some considerable growth in the coming season.



To provide further context, the following table demonstrates the progression of the core annual investment amounts received annually from sportscotland over the past nine financial years.

Funding Year	Performance	Development	Strong Partners	Total
2008-2009*	£100,000	£0	£75,000	£175,000
2009-2010	£205,000	£35,000	£95,000	£345,000
2010-2011	£240,000	£35,000	£95,000	£370,000
2011-2012	£240,000	£35,000	£95,000	£370,000
2012-2013	£240,000	£35,000	£95,000	£370,000
2013-2014	£373,000	£35,000	£95,000	£503,000
2014-2015	£373,000	£70,000	£95,000	£538,000
2015-2016	£400,000	£160,000	£107,000	£667,000
2016-2017	£400,000	£160,000	£107,000	£667,000

* Investment stopped because organisation/General Council found to be un-fit for purpose

It is important at this juncture to thank **sportscotland**, and its Institute of Sport, for their continuing support and the vital nature of its financial investment which underpins the delivery of our strategic objectives.

As we approach the midpoint of our strategic and funding cycle and reflect on the progress so far, we have been invited by sportscotland to present and discuss our development to date.

A YEAR IN REVIEW

Investment and Organisation Change

As a sport on the 2015-19 cycle, the following process and timescales apply to Boxing Scotland :

- August 2016 - Submission of any proposed mid-point updates or changes to the BSL Strategic Plan that covers the period 2015-19, including subsequent changes to annual plans and budgets.
- September 2016 present and discuss changes to the BSL strategy, progress towards agreed long term outcomes and any emerging challenges or opportunities.
- December 2016 - **sportscotland** board meet to consider changes to SGB 2015-19 investment.
- Feb/March 2017 - **sportscotland** board meet to confirm changes to SGB 2015-19 in principle investments.

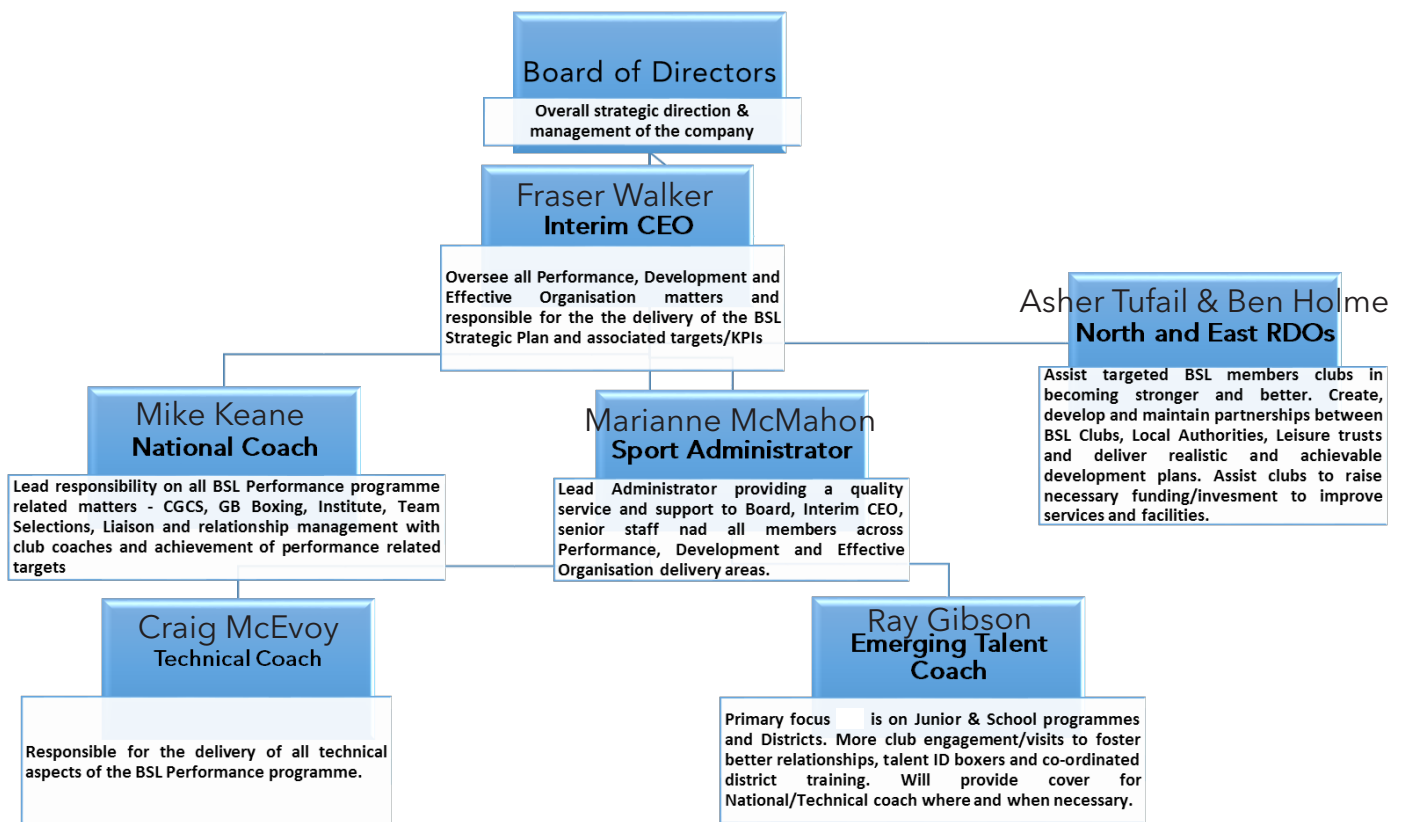


We do not foresee any significant changes to the plan other than seeking permission to appoint a West Region RDO subject to continued RDO programme investment.

A YEAR IN REVIEW

Investment and Organisation Change

The current BSL structure is as follows:



A YEAR IN REVIEW

Investment and Organisation Change

The following table highlights the annual investment targets Boxing Scotland were set by sportscotland prior to the 2015 - 2016 season:

KEY DELIVERY AREA	TARGET	ACHIEVED	NOTES
1 - Effective Organisation	Appoint one female board member	YES	Caroline Stewart appointed in June 2015.
	Establish a new membership management system	YES	A new membership system was launched on 02 September 2015 and has removed the need for a paper based affiliation process.
2 - Development	25 Coaches to complete level one qualification	EXCEEDED	29 Coaches passed the BSL level one course in March 2016.
	3 clubs achieve BSL Enhanced (Silver) MORs	EXCEEDED	Achieved - 27 Clubs have achieved Silver level MORs.
	Increase registered boxing membership from 1485 to 1700 (14%) by 30 June 2016.	EXCEEDED	The total registered boxing membership was 1944 on 30 June 2016 - this comprised of 1512 registered boxers, 63 registered Club Cubs and 369 registered coaches.
	Registered Females increase from 83 to 100	EXCEEDED	The final figure for the 2015 - 2016 was 122 - an increase of 37% from the 2014 - 2015 season.
3 - Performance	One new GB Podium or Podium Potential boxer.	EXCEEDED	Two new boxers selected onto GB Podium Potential in August 2015 - John Docherty and Lee McGregor.

A YEAR IN REVIEW

Investment and Organisation Change

The following table highlights the annual investment targets Boxing Scotland were set by sportscotland prior to the 2015 - 2016 season:

KEY DELIVERY AREA	TARGET	ACHIEVED	NOTES
3 - Performance	1 or more medals in the 2015 CYG, Samoa	EXCEEDED	100% medal return - Gold for John Docherty (75kg) and Sean Lazzerini (81kg), Silver for Billy Stuart (56kg) and Bronze for Kieran McMaster (64kg). Boxing the most successful sport out of the 8 representing Scotland - Archery, Athletics, Boxing, Lawn Bowls, Swimming, Squash, Tennis & Weightlifting.
	Win 2 Gold in the 2015 GB Championships	EXCEEDED	2 Gold won in the GB Elite Championships, 2 Gold won in the GB Youth Championships, 3 Gold won in the GB Junior Championships and 5 Gold in the GB Schoolboy Championships.



A YEAR IN REVIEW

Investment & Organisational Change

Revised Membership Scheme

Over the last year, BSL has considered its options with regards to the creation of a sustainable membership scheme model with the aim of underpinning a successful future for our sport and organisation. Furthermore, thoughts and feedback from members has also been gathered at a number of national championship events.

A review of best practice models in other Governing Bodies of Sport has also been undertaken. The result is a revised BSL membership scheme which we anticipate will be of benefit to all members and individuals involved within the Boxing Scotland family, or who wish to join it.

Background

The BSL Membership Scheme has not materially changed since the new Board was appointed in February 2009. Registration/membership fees have not been reviewed since our 2011 Annual General Meeting (AGM). This has meant that, in real terms, BSL membership income levels have stagnated, given membership numbers have moderately increased but costs and activity have significantly risen.

Had BSL affiliation/registration fees increased in line with inflation there would have been circa 21% additional annual membership income coming into the sport since 2011.

Our key stakeholder and investor, **sportscotland** (the National Agency for Sport) has frequently voiced its concerns over the ratio of its annual investment against our annual membership income which currently stands at a ratio of circa 80%/20%.

There is an ever present risk to all Governing Bodies of Sport that **sportscotland** investment could be withdrawn at any time. This would have a potentially catastrophic impact on the operations of BSL and therefore its ability to grow the sport, support and develop its boxers, coaches, officials and volunteers as well as providing support & guidance to clubs. All Scottish Governing Bodies are now expected to plan with a view to becoming self sustaining, and ensure that membership services and benefits for existing and new members is not wholly subsidised by public funding.

sportscotland - the importance of membership growth

As our primary investor, **sportscotland** invests in, and with partner organisations to contribute to the delivery of the outcomes in the **sportscotland** Corporate Plan. Strategically these outcomes sit within the Scottish Government policy contexts of Reaching Higher and Lets Make Scotland More Active. One of the principle outcomes within these strategies is to increase participation within sport in Scotland.

sportscotland's Corporate Plan outlines the contribution to developing and supporting a World class sporting system that will allow our partners, people and athletes to continue to grow and develop.

A YEAR IN REVIEW

Investment and Organisation Change •

sportscotland invests in Scottish Governing Bodies of Sport (SGBs) and the contribution they can make in developing the world class sporting system. Investment is not an entitlement and is based on robust plans and tangible outcomes in line with a set of investment principles, which are as follows:

- System Approach - Focusing on partners who are committed and connected to the development of a World class sporting system for sport at all levels in Scotland;
- Impact - Supporting and working with partners that deliver significant impact against the changes we seek and can clearly show how our investment will contribute to these;
- Sustainability - Supporting activities that have a long term approach resulting in sustained access, opportunities and outcomes;
- High Standards - In line with guidelines, policies and good practice; specifically around governance, ethics, equality, safeguarding, planning, budgeting, monitoring and evaluation;

Additionality - In line with National Lottery guidelines, we will only invest to support additional impact over and above what would otherwise be achieved, adding to and not replacing other funding sources.

SGBs must clearly demonstrate an outcome focus which aligns to national priorities as set out in the documents mentioned above. sportscotland's outcomes for SGBs in the area of development are:

- retaining and where applicable increasing membership through a systematic approach to development;
- demonstrating the impact of their sporting pathway by providing inclusive opportunities for athletes to learn and compete at their respective age and stage;
- These will, where relevant, be underpinned by:
 - o increasing the number and improve the quality of what clubs offer to better meet the needs of participants; and
 - o up skill, develop and increase the number of coaches, officials and administrators through education, support and development opportunities.

A YEAR IN REVIEW

Investment and Organisation Change

Within the investment agreement between the SGB and **sportscotland**, will be agreed specific long term outcomes and annual targets which should link to these outcomes. These targets will be tracked to measure the impact of the public investment received from **sportscotland**.

One of these is the growth of membership within the SGB and its clubs. This is important for the following reasons:

- it allows the SGB to establish a relationship with its membership and clubs to provide appropriate support and information;
- an effective service provided to members by the SGB and Clubs is likely to improve retention of members;
- **sportscotland** recognise the value of diversity and are committed to addressing discrimination, promoting equal opportunities and fostering good relations between diverse groups in the context of sport. By understanding the demographic of its membership the SGB can meet these outcomes;
- Increases in participation through membership of the SGB and its clubs can be accurately Measured;

- one of the investment principles is that of sustainability. **sportscotland** support activities that have along term approach to being able to sustain their activities; and
- **sportscotland** reports to Scottish Government on its outcome of retaining and increasing membership. Accurate data is essential in being able to justify public investment in sport and SGBs.

4 Insurance Implications

Until now Boxing Scotland's Public Liability Insurance for its member clubs was in place to cover its legal liability to the general public. This covered both registered boxers with clubs, as well as those individuals who were not registered competitive boxers. New membership tiers called 'Basic' and 'Recreation & Fitness' have been introduced to cater for those individuals who simply wish to train and keep fit in our member clubs and these will both be free during the 2016 - 2017 season.

Our insurers (Aviva) would have to be contacted regards the widening of our current Personal accident cover to include 'basic' and 'recreation & fitness' membership strands. This would considerably reduce the costs of clubs doing so on an individual basis, but would require BSL to provide accurate numbers of such new members to allow our insurers to establish the extra exposure a new fitness/recreational user membership will bring. This in turn will

A YEAR IN REVIEW

Investment and Organisation Change

proportionately effect our premium but it is anticipated this will be offset by individual recreational/fitness users being required to pay an annual membership fee.

The New Membership Scheme

In line with other sports, BSL has developed a revised membership model which aims to broaden the membership categories available to boxers but also includes others involved in boxing who currently benefit from the membership services that BSL offer.

It is not reasonable to cover the cost of the services currently delivered to the entire Boxing Scotland family by simply increasing the membership fees for the current group of registered boxers, coaches and member clubs.

The inclusion of a recreational and fitness user membership strand is vital if we are to grow our membership base with a view to sustaining our sport longer term in line with our 2015 - 2019 Strategic Plan. Understanding the needs of the broader boxing community will enable to better support growth in the sport and may help clubs in attracting new volunteers and committee members.

Under the revised BSL membership scheme, member clubs will be expected to encourage every individual using/participating in their gym to register and become an individual BSL member. Individual non BSL members, even if

they are boxing/training in member clubs or under the instruction of registered BSL coaches will NOT be afforded the insurance benefits of members.

The Revised Membership Categories

It is recommended that there will now be six categories of membership available to individuals wishing to register with BSL:

i. Basic - is a new membership strand for fitness users, newcomers to the sport and boxing enthusiasts who simply just wish to enjoy the health and social benefits of boxing - personal accident insurance will cover all registered 'Basic' boxers who train in and use a registered BSL club facility and this will be free to everyone who registers.

ii. Recreation & Fitness - is similar to 'Basic' but includes a number of member benefits. This membership strand will be free to everyone during the 2016 - 2017 season but will come at a cost (TBC) per season thereafter. All Recreation & Fitness members will be issued with a BSL member pass which must be used to access member benefits.

iii. Club Cub - for young aspiring boxers between the ages of 7 and 10. The BSL club cub scheme is designed to encourage the development and skills of young boxers, via a non-contact programme of activity, in a safe controlled affiliated club environment. All club cub boxers benefit from full BSL medical provision and insurance cover.

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iv. Registered Boxer – for competitive boxers aged between the ages of 11 and 40. BSL operates a registration and medical scheme for all competitive boxers who are given the opportunity to compete in club shows, District and National Championship events;

v. Registered Coach – for all Scottish boxing coaches involved with BSL affiliated clubs. The BSL coach registration scheme operates to ensure that all coaches are qualified, active, meet the minimum standards BSL deem are required to coach in the sport, have the required PVG certification to coach and stay current by regularly undertaking continuing personal development either through BSL or Local Authority training and education programmes.

vi. Registered Working Official – Is a new membership strand for all Scottish Boxing Referees & Judges (also including supervisors and timekeepers). The BSL Working Official operates to ensure that all working officials are active, meet the minimum standards and have the necessary experience/knowledge required to officiate at club shows, district and national championships and possess the required PVG certification.

Membership benefits such as the right to vote will not change i.e. one member club, one vote in accordance to BSL article 17. In order to receive the benefits of BSL membership, an individual must register with BSL.

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Investment and Organisation Change

A table can be viewed on the next pages which details the annual costs and benefits associated to each of the BSL membership strands;

	Basic	Recreational & Fitness	Club Cub
For	Fitness, recreational & newcomers	Fitness, recreational & newcomers	Young aspiring boxers looking to develop and hone their skills
Age Range	Any subject to club head coach & individual completing a PAR Q questionnaire.	Any subject to club head coach & individual completing a PAR Q questionnaire.	Boxer's no younger than 7 years of age and no older than 10 years of age.
Annual Fee	Free of Charge Membership form to be sent to the BSL office annually by club secretaries.	Free for the 2016 - 2017 Season. An annual registration fee of TBC will be payable to BSL thereafter. PAR-Q and Annual registration pro-forma to be sent to BSL office for processing	£10 for initial registration. £5 for re-registration. Completed SME1 Medical forms must accompany all initial registrations.
Benefits	<ul style="list-style-type: none"> • Personal accident insurance cover for all registered members. 	<ul style="list-style-type: none"> • Public Liability & Personal Accident Insurance cover; • Expert tuition by BSL registered and qualified coaches; • Safe training environment in BSL MORs accredited club; • Access too exclusive BSL member discounts; • Ability to progress to become a registered boxer; • 20% discount on national championship entry fees. 	<ul style="list-style-type: none"> • Comprehensive individual member insurance cover; • Non-contact activity designed to develop & hone skills • Compete in up to 6 skills bouts per annum; • Expert tuition by BSL registered and qualified coaches; • Safe training environment in BSL MORs accredited club; • Access too exclusive BSL member discounts; • Ability to progress to become a registered boxer; • Subject too stringent BSL medical examinations; • 20% discount on national championship entry fees.

Investment and Organisation Change

A table can be viewed on the next page which details the annual costs and benefits associated to each of the BSL membership strands;

	Competitive Boxers	Coaches	Working Officials
For	Competitive boxers from club to international level	All active coaches within affiliated BSL clubs	All active referees, judges, supervisors, time-keepers within affiliated BSL clubs
Age Range	Boxers born 2005 – 1976. Changes to no younger than 11 and no older than 40 years of age as of 01 Jan 2017.	18 years of age upwards.	18 years of age upwards.
Annual Fee	<p>£20 for initial registrations and £10 for re-registrations.</p> <p>Completed SME1 medical forms must accompany all initial registrations.</p> <p>Boxers who have not been medicalled/boxed for more than 12 months must undergo a mandatory medical examination before being allowed to compete again.</p>	<p>£5 – completed forms must be sent annually to the BSL office for processing.</p> <p>Every registered BSL coach will be provided with a season long coach registration lanyard which must be worn at all competitions at which they second.</p>	<p>£10 – completed forms must be sent annually to the BSL office for processing.</p> <p>Every registered BSL working official will be provided with a season long official registration lanyard which must be worn at all competitions at which they second.</p>
Benefits	<ul style="list-style-type: none"> • Comprehensive individual member insurance cover; • Access to BSL competition pathway – Club Shows, District & National championships; • Potential to compete for Scotland at International level; • Expert tuition by BSL registered and qualified coaches; • Safe training environment in BSL MORs accredited club; 	<ul style="list-style-type: none"> • Comprehensive individual member insurance cover; • Coach education opportunities via the BSL level one coach course and exclusive registered coach discount; • Registered coach discount for BSL level one coaching course; • Access too free and discounted CPD via Local Authority & Leisure Trust partnerships facilitated by BSL; • Potential involvement with the BSL performance programme; 	<ul style="list-style-type: none"> • Comprehensive individual member insurance cover; • As of 01 September 2016, free spectator entry to all BSL national championship events; • Issued with free BSL officiating attire on an annual basis at the point of registration;

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	Competitive Boxers	Coaches	Working Officials
Benefits Continued	<ul style="list-style-type: none"> • Access too exclusive BSL member discounts; • Subject too stringent BSL medical examinations; • Potential Scottish Institute programme support & Bridgeton High Performance Centre; 	<ul style="list-style-type: none"> • Attendance at international tournaments as part of the Scottish Team; • Ability to become an AIBA starred international coach; • Enhanced Boxer matching opportunities via the new BSL online matching facility; • Access too exclusive BSL member discounts; 	<ul style="list-style-type: none"> • Ongoing CDP via BSL Officials training; • Opportunity to officiate at club, district, national and international level; • Ability to become an AIBA starred official; • Attendance at international tournaments as part of the Scottish team; • Access too exclusive BSL member discounts.

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6 New & Exclusive Member benefits

Boxing Scotland membership provides individuals with a range of rudimentary membership benefits as detailed in table 5.2.

Increased membership will help us grow boxing in Scotland by helping us deliver additional support to clubs, add more and better events to our calendar each year and steer our best boxers towards international medal success.

As well as comprehensive insurance cover for all members, being an individual member registered with BSL will now, for the first time, entitle everyone registered to a number of new discounts and offers.

Over the past 6 months, Boxing Scotland has working behind the scenes to establish and develop relationships with companies we can provide our members with the following;

6.1 Seconds Out Boxing Store/Supplier



Introduction

At Seconds Out the customer is put first with a focus on providing quality products from the world's best brands in combat sports. It's store is based in Edinburgh about 10 minutes from Waverly train station and online at www.seconds-out.co.uk.

Since opening in September 2014 it has built strong relationships with a lot of Boxing Scotland gyms, supplying them with great deals on equipment for their gym. The hope is now to formalise a partnership, to become the official fight store of Boxing Scotland, which would include setting up uniformed pricing to give clubs and Boxing Scotland a one stop shop for all their equipment requirements via a framework pricing agreement. This will ensure that all clubs and members benefit from the same pricing and discounts while getting excellent service.

Benefits

There will be lots of great benefits from a Boxing Scotland and Seconds Out partnership including;

Uniformed deals for clubs - Clubs would have the peace of mind that they are getting the best possible deal and paying the same as other Boxing Scotland club members.

One stop shop - Second's out is aiming to provide simplicity for clubs so they have one single location to purchase all their equipment needed for the gym, boxers and events. Taking the hassle and time out of purchasing equipment.

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Sponsor for Scottish Championships - Displaying banners at the Scottish Championships would be great exposure for the store and possibly setting up a merchandise table would give boxers and coaches the opportunity to purchase equipment, especially for the guys who are outside Edinburgh and more remote. In return, Boxing Scotland would also look for a monetary contribution towards the delivery of its championships.

Email/text mailer - on occasions Second's out get an extra special deal from the brands it works with, or get told about a new product hitting the market it thinks its customers would love. To give clubs the opportunity to save that a little extra each Boxing Scotland club will get the chance to register 2 email addresses or phone numbers to be contacted from time to time by Seconds Out with new and exciting genuine bonus deals which would benefit their club.

Honest & genuine advice - Simply put Seconds Out doesn't sell any rubbish! Everything in store is great value and quality. All products stocked are checked before selling them and provide free impartial advice can be given on the right equipment where needed. Second's out is simply there to provide honest, fair, im-partial and genuine advice.

Exclusive brochure & pricing - Each club will be provided with a Seconds Out Boxing Scotland exclusive discount brochure offering

a range of great products at discounted prices. This will contain product images, RRP prices and discounted prices so clubs can easily see their savings.

Delivery Methods - At present with the majority of gym orders are deliver everything in person. This would continue, however there may be some cases due to location a courier would need to be used. Within around 100 miles of Edinburgh large orders like punch bags can be delivered in person meaning there is no waiting for couriers during the day and everything gets delivered direct to the gym. This also gives a chance to meet everyone and continue to build relationships.

What is sold

There is a clear focus on only stocking the best quality and value products to suit all budgets. Some of the products that will be included in the Member/gym brochure will be:

Boxing Equipment - Competition AIBA/ Sparring Gloves & Head guards, Punch bags, Brackets, Boxing Rings

Accessories - Hand wraps, Groin Guards, Skipping Ropes, and Mouth Guards

Club Apparel - Print or embroidery of items including T-Shirts, Hoodies, Tracksuits, Vests and Shorts.

Fitness Equipment - Kettlebells, Barbells, Dumbbells, Gym Mats, Running Machines, Medicine Balls

Event Equipment - Trophies, Clocks/Timers, Medical Supplies, Adrenaline

Supplements - Whey Protein & Bars

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Investment and Organisation Change

6.2 Crerar Hotels Group

Crerar Hotels are a leading privately owned hotel company in Scotland and Yorkshire where its “family of hotels & inns” are recognised for quality delivered through a “Heart & Soul” ap-proach to traditional hospitality. Each of its 13 hotel’s personalities are inspired by their traditional design, location and local influences, meaning our guests experience true hospitality complemented by the idyllic surroundings of the great outdoors.

Crerar Hotels specialise in leisure destination breaks which include dinner deals, spa breaks, walking, fishing and golfing breaks plus weekends away and midweek escapes for single travellers or the romantics out there. Anyone looking for an action packed activity break in Scotland or North England, many of the rural locations are well suited to many outdoor pursuits, and perfect for small leisure or corporate groups.

The full list of Crerar hotels can be found below:

- Ben Wyvis Hotel, Strathpeffer, Highlands
- Chevin Country Park Hotel & Spa, Otley, Yorkshire
- Eight Acres Hotel & Leisure Club, Elgin, Moray
- The Craiglynn Hotel, Grantown on Spey near Aviemore
- Isle of Mull Hotel & Spa, Isle of Mull
- Loch Fyne Hotel & Spa, Inveraray, Argyll and Bute

- Oban Bay Hotel & Spa, Oban
- Scotland’s Hotel & Spa, Pitlochry, Perthshire
- Thainstone House Hotel, Inverurie, Aberdeenshire
- The Deeside Inn, Ballater, Aberdeenshire
- The Glencoe Inn, Glencoe, West Highlands
- GoGlasgow Urban Hotel, Glasgow
- Golf View Hotel & Spa, Nairn, near Inverness

C R E R A R
— H O T E L S —

Following negotiations, the Crerar Hotel Group has agreed to offer a 20% discount off its best available rates for all the hotels, excluding Glasgow to BSL individual members. The reason Glasgow being excluded is due to the special rate already in place in that hotel.

6.3 The Fitness Food Company

THE
fitness food
COMPANY

The Fitness Food Company is dedicated to providing the leanest meats, fish, fruit and veg, all delivered fresh from the farm to its customer’s doorstep.

It recognises that nutrition is a key component to optimal performance; whether in sports, at the gym or just general day to day activities.

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Investment and Organisation Change

The link between good nutrition and performance cannot be underestimated.

And when it comes to good nutrition, the Fitness Food Company certainly knows what it is talking about! Its family history has its roots firmly in butchery with over 25 years' experience supplying some of Scotland's top restaurants and hotels. In fact, it is one of a very few butcheries to have its own Dry Ageing Facility, giving customers the best tasting beef around!

An arrangement has been put in place whereby individual BSL members will be supplied with a code which will allow them to place an order online on the Fitness Food Company website. They would then simply enter the code at the checkout to receive a 10% discount off their order.

The food is delivered via courier in Fitness Food Company temperature controlled boxes.

The Fitness Food Company currently sponsors a number of high profile individual athletes, including two of our performance programme boxers - Reece McFadden and Stephanie Kernachan.

As our membership grows, we anticipate being able to attract further partners and potential sponsors whose products and services we hope to pass on by way of membership benefits.

Domestic Championships

The quality and delivery of our domestic championship events remains unparalleled with another extremely successful set of tournaments delivered. Entries were down in comparison to the 1020 we received in the 2014 - 2015 season.

Once again, we must extend our thanks - must always go to our Boxers, Coaches, Officials, Parents, Supporters, Volunteers and Boxing Scotland Staff that make our championship events such a success.

As always, our 2015 Novice Championships started the season off with a whopping 401 entries. Our most heavily subscribed championship event never disappoints and resulted in 182 contests being completed over the course of two weekends. In total, new 62 Scottish Novice Champions were crowned.



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Domestic Championships

Our Intermediate Championships followed early into 2016 at the end of January 2016. Over the course of the weekend, 73 bouts were completed resulting in 29 new intermediate champions.



Our stars of tomorrow gathered for our Schoolboy/Girl and Junior championships which were extremely well subscribed with a total of 251 entries - down by 18 from the previous season. Our champions of tomorrow provided a veritable feast of boxing throughout the 119 bouts contested and a total of 53 boxers won titles.

A full set of championship statistics and growth can be viewed in the following table:

Our Senior and Youth Championships attracted 165 entries including our equal highest ever total for female entries of 26. Over the course of the three weekends our Open Championships 96 bouts were staged with 8 youths and 10 elite boxers crowned 2016 Scottish Champions.

2013/2014 Novice Championships

Schoolboy	163
Junior	83
Youth	44
Elite Men	112
Schoolgirl	10
Junior Girl	4
Youth Female	3
Elite Women	11
TOTAL	433

2014/2015 Novice Championships

Schoolboy	137
Junior	77
Youth	43
Elite Men	106
Schoolgirl	7
Junior Girl	11
Youth Female	4
Elite Women	17
TOTAL	402

2015/2016 Novice Championships

Schoolboy	136
Junior	67
Youth	43
Elite Men	103
Schoolgirl	19
Junior Girl	7
Youth Female	8
Elite Women	18
TOTAL	401

2013/2014 Intermediate Championships

Schoolboy	43
Junior	55
Youth	33
Elite Men	59
Schoolgirl	0
Junior Girl	0
Youth Female	0
Elite Women	9
TOTAL	190

2014/2015 Intermediate Championships

Schoolboy	48
Junior	26
Youth	23
Elite Men	47
Schoolgirl	0
Junior Girl	0
Youth Female	0
Elite Women	0
TOTAL	149

2015/2016 Intermediate Championships

Schoolboy	41
Junior	32
Youth	29
Elite Men	63
Schoolgirl	2
Junior Girl	0
Youth Female	0
Elite Women	9
TOTAL	177

2013/2014 Elite Championships

Schoolboy	148
Junior	103
Youth	54
Elite Men	96
Schoolgirl	11
Junior Girl	6
Youth Female	4
Elite Women	12
TOTAL	434

2014/2015 Elite Championships

Schoolboy	161
Junior	87
Youth	68
Elite Men	106
Schoolgirl	11
Junior Girl	10
Youth Female	4
Elite Women	22
TOTAL	469

2015/2016 Elite Championships

Schoolboy	133
Junior	79
Youth	46
Elite Men	93
Schoolgirl	22
Junior Girl	14
Youth Female	5
Elite Women	21
TOTAL	413

What has been continues to be evident is the growing amount of Female boxers entering our Championships year on year. Numbers have increased by 75%, 30% and 32% respectively over the course of the last three annual championship cycles.

We will continue further opportunities, resource and investment which allows us to provide more development and performance programme opportunities for all our female boxers ahead of the 2018 Commonwealth Games and beyond. We are certain sure these numbers will continue to grow.

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Regional Development

Asher Tufail joined the boxing family in November 2015 and has carried out some great work in his role as East Region Development Officer. There has been a generic approach to development since the turn of the year, with focus on:

- **Growing** the sport through the Active Schools network, community projects and supporting the establishment of new clubs.
- Increasing club **sustainability** through support with funding and encouraging better governance. The recently launched Level 1 Coaching Course will also aid sustainability by increasing both the quantity and quality of coaches with in clubs.
- Creating **Better clubs** by supporting facility improvements and the development of better Boxers by increasing club networking.



Asher Tufail

Success in these areas has been achieved largely through establishing relationships with key partners, such as local authority sports development teams, Active Schools teams and other relevant parties within the East Region.

Relationships and engagement from clubs have been achieved through club visitation and/or cluster-club forums.

A YEAR IN REVIEW

Summary:

Active Schools & Community Projects

The BSL Strategic Plan 2015-2019 sets a target to have established Active Schools projects in 7-8 local authority regions across the country.

By June 16, there were projects established in 6 local authority regions within the East District alone. Likewise, additional community projects are encouraged, and are at various stages of planning.

New Clubs

It is a fundamental goal to grow the sport. Support has been given where there has been opportunity to do this. Although these are at different stages, there has been enquiries regarding opening new clubs from individuals in Kelso, 2 x clubs in Fife, 2 x clubs in Edinburgh and one possible conversion from a community project in Glasgow to become an affiliated club.

Coaches

Growing the sport is dependent on growing the number of coaches and volunteers required to do this. The new BSL Level 1 Coaching Course has been successful to date, and will continue to be encouraged and promoted with a view to increasing the number of club coaches.

Funding

Many clubs have enquired about, or require funding mostly for restoration/maintenance of current facilities and/or new equipment as per life cycle requirements.

This year, 4 clubs have obtained £81,000 from 13 different funding streams, with other significant contributions (e.g. materials) coming from around 25-30 local sponsors.

There are pending funding applications for a further 6 clubs across the East Region.

Better governance and club networking

To be successful in obtaining funding there is a need to be well governed. Therefore, as funding applications commence, it is likely that several clubs will progress from 'Bronze' to 'Silver' as per the BSL MOR's.

This better governance and organisation has also helped encourage closer club networking.

Future Development

Following future collective discussion, it is envisioned that future development will generally be prioritised as per the following areas:

1. Junior, School and Youth: Male & Female
2. Senior: Male & Female
3. Coaches and Officials
4. Facilities and Funding
5. Club Development

A YEAR IN REVIEW

Summary

6. Community engagement
7. Increased data gathering

Each priority area has targets detailed in the BSL Strategic Plan. To achieve these, there will be a shift towards creating and implementing a structured approach to achieving these goals.

Local Authority	Club	Summary
Scottish Borders	Hawick	Delivered 4 x 1 hour Active School sessions across 12 schools. To be continued winter 2016 Obtained circa £8,000 to refurb and move into new facility.
	Chirnside	Final stages of obtaining £31,000 from sportscotland, coupled with £5,000 from Borders Council, £3,000 from Live Leisure, £2,500 from local charity and £15,000 self-raised to purchase and refurbish current facility.
	Galashiels	Significant refurbishment completed on the facility through support from local sponsorship. Further £25,000 obtained from the landlord for bespoke maintenance.
Fife	Glenrothes	New Active Schools programme to commence Aug 16
	Cardenden	New Active Schools programme to commence Aug 16, reaching all 3 Primary schools in the village
	Kingdom	Funding applications pending
	Dunfermline	Discussions commenced regarding possible alternative facility
Edinburgh	Clovenstone	12 week Active Schools project delivered in Forrester High School - to be reviewed Aug 16
	Craigmillar	Delivered 'Health Week' in local Primary. Working with CEC and FM team to obtain long-term lease of facility.

A YEAR IN REVIEW

Local Authority	Club	Summary
West Lothian	Fauldhouse	Reached 400 pupils in 7 schools across West Lothian through an extensive Active Schools programme.
	Livingston	In process of securing 25 year lease. Funding applications pending.
Midlothian	Midlothian	New Active Schools project to commence Aug 16
East Lothian	The Bronx	New Active Schools project to commence Aug 16
Stirling	Jonesy's	Obtained funding to convert previously derelict building into a bespoke boxing gym - discussions with Stirling Council commenced regarding obtaining second, larger facility.
Other		2 x Community projects commenced in Easterhouse allowing access to those living in SIMD areas.

In June 2016, we also appointed Ben Holme as North Region Development and look forward to providing an update on Ben's progress in next year's annual report.

A YEAR IN REVIEW

Coach Development

Our newly developed level one is now providing coaches all over the country with a solid foundation and qualification towards becoming international level Olympic style boxing coach-es. This in turn, will result in a better quality of training and experience for our boxers whilst our coaches meet their responsibilities to their boxers and their sport.

BSL is extremely proud of the fact this is the first EVER Boxing Coaching Course in the UK to be developed together with and endorsed by a national qualification authority - The Scottish Qualifications Authority (SQA). All successful candidates on our Level 1 course will gain a SCQF Level 4 National Progression Award (NPA).

The 3 Principle Aims of the course are as follows:

1. Ensure the candidate promotes safe and ethical sport under guidance, ensuring a healthy and safe environment for all participants during an activity session whilst promoting the relevant code of practice / conduct for the sport;
2. Enable the candidate to prepare for the delivery of a coaching activity, by creating a coaching activity plan for Boxing under guidance whilst planning efficient use of resources;
3. Ensure the candidate can conduct and review the delivery of a coaching activity, from undertaking

3. Ensure the candidate can conduct and review the delivery of a coaching activity, from undertaking pre-activity checks to allow for meaningful and safe activities to actual delivery and subsequent evaluation;



As our Coach Education programme and drive continues to flourish, we are absolutely delighted to announce another major milestone has been reached in our quest to deliver the most professional and innovative educational pathway for boxing coaches throughout Scotland.

After successfully completing the qualification process for our SCQF Level 4 accredited Level 1 Coaching Course, the next step was to become a Scottish Qualification Authority (SQA) "Approved Centre", essentially providing us with the permission to deliver & assess SQA qualifications.

A YEAR IN REVIEW

During the initial approval stage, the SQA thoroughly checked that we had the management structure and quality assurance systems to support the delivery, assessment and internal verification of SQA qualifications.

After an almost forensic examination of our systems and processes, Boxing Scotland has once again made history in successfully achieving this SQA Approved Centre status.

We look forward to continuing the delivery of our level 1 course to coaches all over the country as we move to a more regionalised delivery model.

We will stage a further two courses - One in July once again in Glasgow and another in Inverness in the middle of September. We will then look to adopt a more regional delivery model to allow us to use our member clubs in the delivery of our coaching courses.

Our coaching statistics for the 2015 - 2016 season were as follows:

369 Coaches registered during the 2016 Season

- 114 in the East (31.2%);
- 55 in the North (15.1%);
- 193 in the West (52.1%). = 362

The introduction of our new online membership system has improved our ability to record more accurate data.

There has been progression on the number of AIBA certified coaches we have since the last annual report was published. We currently have the following:

- 18 AIBA One Star Certified Coaches (4 newly qualified in June 2016);
- 2 AIBA Two Star Certified Coaches;
- 2 AIBA Three Star Certified Coaches.

Affiliated Clubs

During the 2015-16 season, we recorded a total of 110 affiliated clubs – up five from the 2014/2015 season.

The North

Aberdeen Uni.
Arbroath
Byron
Claymores
Dundee
Dundee Uni.
Elgin
Fair City
Granite City
Highland BA
Insch
Inverness City
Kincorth
Kingswells
Lochaber Phoenix
Lochee
Perth Railway
Peterhead
Robert Gordon's Uni.
St Andrews Uni
St. Francis
Wellmeadow

The West

Argo
Auchengeich
Barrhead
Bellahouston
Blantyre Miners
Bobby Keddie
Bravehearts
Broadwood
Cambusnethan
Clydebank Osprey
Clydeview
Dennistoun McNair
Doon Valley
Doonhamers
Drumchapel
D-Unit
Dunoon
Durie's
Forgewood
Forsyth's
Four Isles
Garnock Valley
Glasgow Phoenix
Glasgow University

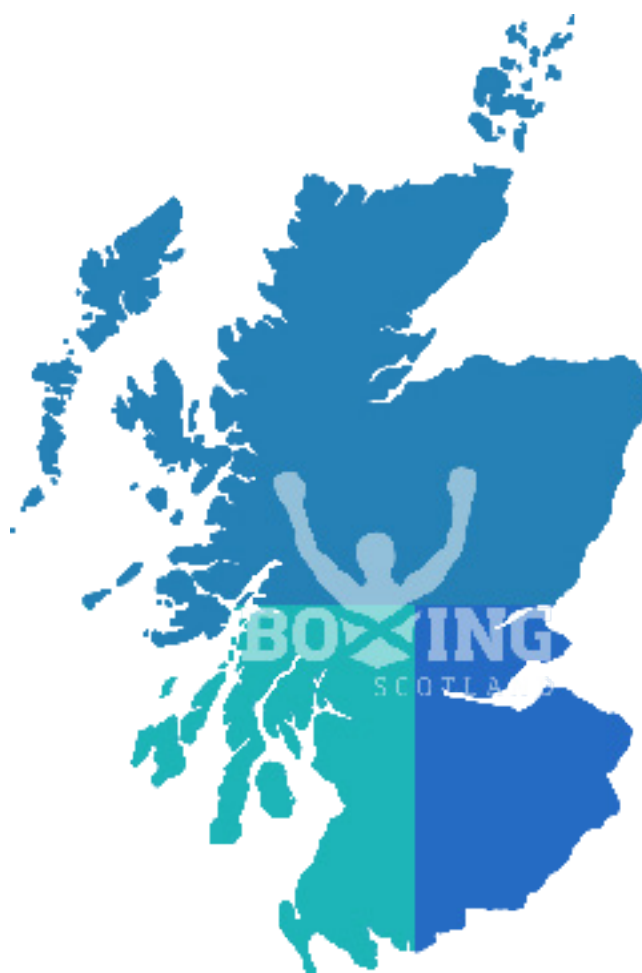
Greenock
Hamilton
Hayfield
Irvine Vineburgh
Jackton
Keir Hardie
Kelvin
Kilsyth
Kirkintilloch
Larkhall
Linwood

Millennium
Newarthill
Nith Valley
Noble Art
North Glasgow
North West
O'Neil's
Partick
Port Glasgow
Victoria
Priestfield

Renfrewshire
Renton
Robroy
Solway Spartans
Southside
Springhill
Summerhill
Team Shire
The Barn
Viewpark

The East

1314
Alloa
Bathgate
Bannockburn
Broxburn
Cardenden
Chirnside
Clovenstone
Craigmillar
Denbeath
Dunfermline
East Lothian
Edinburgh Uni.
Fauldhouse
Galashiels
Glenrothes
Hawick
Heriot-Watt Uni.
Jonesy's
Kingdom
Leith Vic
Livingston
Lochend
Madison
Meadowbank
Midlothian
Sparta
The Bronx
Zetland



A YEAR IN REVIEW

Affiliated Clubs

As members will be aware, the new BSL online affiliation system was launched on 02 Sep-tember 2015. As expected there were some initial teething problems with this however it has proved to be a very valuable tool since its launch.

We are currently in the throes of making several improvements to the system which will include a new BSL boxer matching database for the forthcoming season.

The information below summarises all relevant 2015 - 2016 affiliation and MORs information up to 01 July 2016.

	East	West	North	Total
Bronze Affilia-tion	23	40	14	77
Silver Affilia-tion	6	14	6	26
Gold Affilia-tion	1	0	0	1
Total	30	44	20	105

Bronze Affiliated Clubs	
Aberdeen	Fair City
Aberdeen Uni	Fauldhouse
Alloa	Forgewood
Arbroath	Garnock Valley
Argo	Glasgow University
Auchengeich	Granite City
Bannockburn	Greenock
Bathgate	Hamilton
Bellahouston	Hawick
Blantyre Miners	Heriot-Watt
Bravehearts	Inverness City
Broadwood	Irvine Vineburgh
Broxburn	Jackton
Byron	Jonesy's
Cambusnethan	Kelvin
Cardenden	Kilsyth
Chirnside	Kincorth
Claymores	Kingdom
Clydebank Osprey	Kirkintilloch
Craigmillar	Keir Hardie
Denbeath	Larkhall
Dennistoun McNair	Linwood
Doon Valley	Livingston
Dundee University	Lochaber Phoenix
Dunfermline	Lochee
D-Unit	Logan
Dunoon	Madison
East Lothian	Midlothian
Edinburgh Uni	Newarthill

A YEAR IN REVIEW

Affiliated Clubs

Bronze Affiliated Clubs	
Nith Valley	Sparta Grangemouth
North Glasgow	Springhill
O'Neils	St Andrew's Uni
Partick	Stewart's Melville
Peterhead	St. Marys
Port Glasgow	Team Shire
Renfrewshire	The Barn
Renton	The Bobby Keddie
Rob Roy	The Bronx
Robert Gordon's Uni.	Viewpark
Southside	Wellmeadow
Solway Spartans	Zetland

Silver Affiliated Clubs	
Cleland	Leith Victoria
Clydeview	Lochend
Doonhamers	Meadowbank
Drumchapel	Millennium
Dundee	Nobleart
Durie's	North West
Forsyths	Perth Railway
Glasgow Phoenix	Priestfeild
Glenrothes	Southside
Hayfield	St. Francis
Highland	Team Shire
Insch	The Barn
Kelvin	1314
Kingswells	



Gold Affiliated Clubs
Galashiels



A YEAR IN REVIEW

Registered Boxers

Our registered boxer numbers increased slightly from last season and we anticipate this will exceed our biggest number ever this season with the introduction of our Club Cub scheme and the number of enquiries we have received from clubs looking to affiliate as new clubs or many who wish to re-join.

A breakdown of our registered boxers for the season gone can be viewed below:

Category	Male	Female	Total	District	Male	Female	Total
2005 School	40	4	44	East	387	44	431
2004 School	100	6	106	North	297	24	321
2003 School	92	6	98	West	707	53	760
2002 School	94	6	100	TOTAL	1391	121	1512
2001 Junior	108	11	119				
2000 Junior	113	16	129				
1999 Youth	116	4	120				
1998 Youth	102	6	108				
Senior 19-40	626	62	688				
TOTAL	1391	121	1512				



A YEAR IN REVIEW

Registered Club Cub Individual Boxers:

Category	Male	Female	Total	District	Male	Female	Total
2006 (10 years)	33	0	33	East	18	0	18
2007 (9 years)	18	0	18	North	5	0	5
2008 (8 years)	10	0	10	West	38	1	39
2009 (7 years)	0	1	1				
TOTAL	61	1	62	TOTAL	61	1	62

A YEAR IN REVIEW

Online Membership System Officiating

At the time of writing, our new online Membership and affiliation system will have been launched removing the need for a paper based system and the administrative burden on our members.

The system has been developed exclusively to allow members to affiliate online and effectively manage all club data electronically. This will speed up the annual affiliation process, save having to submit the same information to BSL year after year and allow the accurate collection & collation of membership data.

As intimated in a number of communications to members, we will be providing as much early life support to all member clubs in order to make the transition to the new system as easy as possible.

We still have the aspiration of every member club in Scotland having an active working official (Referee, Judge, Supervisor, Assistant Su-pervisor, Computer Operator, Time Keeper, Recorder).

It is primarily at club level where we struggle with numbers due to the high amounts of clubs shows during the season. Once again we would encourage those clubs that do not have working officials to their very best to actively recruit at least one in the coming season.

It goes without saying that without the volunteer time and commitment our current officials contribute to the successful running of events, we would have no shows and District/National championships so sincere thanks must go to all who have contributed in the past season.

The Officials Working Group will continue to drive the education and ongoing training of all our Officials and we are currently involved in developing a standardised R&J exam for all our officials throughout the country.



A YEAR IN REVIEW

Officiating

We will provide comprehensive R&J training in September as part of our ongoing commitment to the development of all our Officials.

Our current quota of AIBA certified officials who represent BSL at international tournaments are as follows:

- 1 x 3 Star (George Brown);
- 1 x 2 Star (Norman Watt);
- 4 x 1 Star (Paul Coleman, Ravi Rai, Donald Campbell & Adam Scott).

We have been in touch with AIBA with a view to hosting a further AIBA course at our 2017 National Championships. We hope to provide the opportunity to as many of our eligible National level Officials to progress to the next stage of their career and become AIBA certified.

Medical Commission

The health, safety and welfare of remains our primary concern. Our medical commission is constantly review our practices and procedures to ensure they are as effective as they can be.



At its meeting on 15 May 2016, the BSL Medical Commission met and agreed the following recommendations which will be implemented and operating for the start of the 2016 - 2017 season:

- All boxers following all bouts are now subject to a post bout examination. A post bout examination form has been

A YEAR IN REVIEW

Medical Commission

- Continued....
produced for this very purpose. Following the 2015 Novice Championships, there is a requirement for medical examination paperwork to be as robust and comprehensive as possible. It is recommended BSL compiles physical evidence should any medical incidents occur;
- As well as the customary pre bout medical, a form will now be completed by each doctor following each medical. All boxers (no matter their age) and their coaches sign the form (over 16 signed by boxers, under 16 to be signed by coaches and boxers).
- Doctor(s) present at any club show, District or National Championship event will inform the Supervisor(s)/Recorder(s) to hold boxers cards until post bout medicals have been conducted. Cards will then be released to boxers and/or coaches upon instruction from the Doctor who has conducted the examination. This must be enforced after every bout no matter the level of event;
- BSL will retain medical examination information (pre & Post) for all club, district and national championships for 3 months via electronic scans. For non-national championship events, there will be a requirement for the information to be returned electronically with all other SME4 paperwork by the supervisor of show/event.
- BSL will issue the pre-bout forms to all District Secretaries who will be responsible for the printing and distribution to all club show supervisors;
- Commission members will collate information for circulation around all member clubs with the aim of raising the profile and seriousness of head injuries. BSL will issue this on behalf of the Commission;
- Each District must purchase at least one oxygen canister (at least one) for use at district and club shows. It is mandatory to have oxygen present at every District Championship event and club show. Districts have been encouraged purchase their own defibrillators;

A YEAR IN REVIEW

Medical Commission

- The Commission has produced a list of approved doctors all clubs can use and that has been validated. District Secretaries will be asked to forward on the details of all doctors currently being used ahead of the new season commencing;

KPMG Development Audit

As a publicly funded sport, BSL was once again subject to a KPMG audit at the beginning of February 2016. As our key investor **sportscotland** engages KPMG to conduct assessments of specified Scottish Governing Bodies of sport ("SGB").

The purpose of these assessments is to assist sportscotland in determining the extent to which governance arrangements are suitable to safeguard public investment and deliver outcomes. Such audits are also intended to be used as a tool to assist all SGBs in their continued development. KPMG has provided observations on certain fiduciary and reputational matters to assist sportscotland and recommendations which are intended to support SGBs in their continued development.

KPMG uses the following ratings to define organisational risks:

A YEAR IN REVIEW

KPMG Development Audit



Satisfactory.

Low

The organisation achieved a total score in excess of 80% for its self-assessment and verification score. There were no significant discrepancies between organization and verification results. There are no substantive comments in respect of the organisation



Satisfactory (with comments).

Medium

The organisation achieved a total score between 65% and 80% for its self-assessment and verification score. There may have been some discrepancies between organisation and verification results. Matters were identified which do not activities, processes or controls as reviewed. Low priority recommendations may have been identified.



Performance improvement needed.

High

The organisation achieved a total score between 50% and 65% for its self-assessment and verification score. Significant discrepancies may have been observed between organisation and verification results. Improvements are necessary in one or more significant areas or, while no, or limited critical financial or operating weaknesses were observed during our assessment, high priority financial and/or operating weaknesses were observed.



Unsatisfactory.

Critical

The organisation achieved a total score of less than 50% for its self-assessment and verification score. Significant discrepancies were observed between organisation and verification results, or there are deficiencies in significant areas which cannot be readily resolved or which have given rise to loss or error.

KMPG confirmed that BSL had been rated as being Satisfactory (with comments) - our best ever audit rating.

A YEAR IN REVIEW

KPMG Development Audit

The organisation was audited on 8 key areas which were as followings:

1. Governance;
2. Financial Management;
3. Risk Management;
4. Planning and Reporting;
5. Human Resource Management;
6. Policies & Procedures;
7. Communication;
8. ICT.

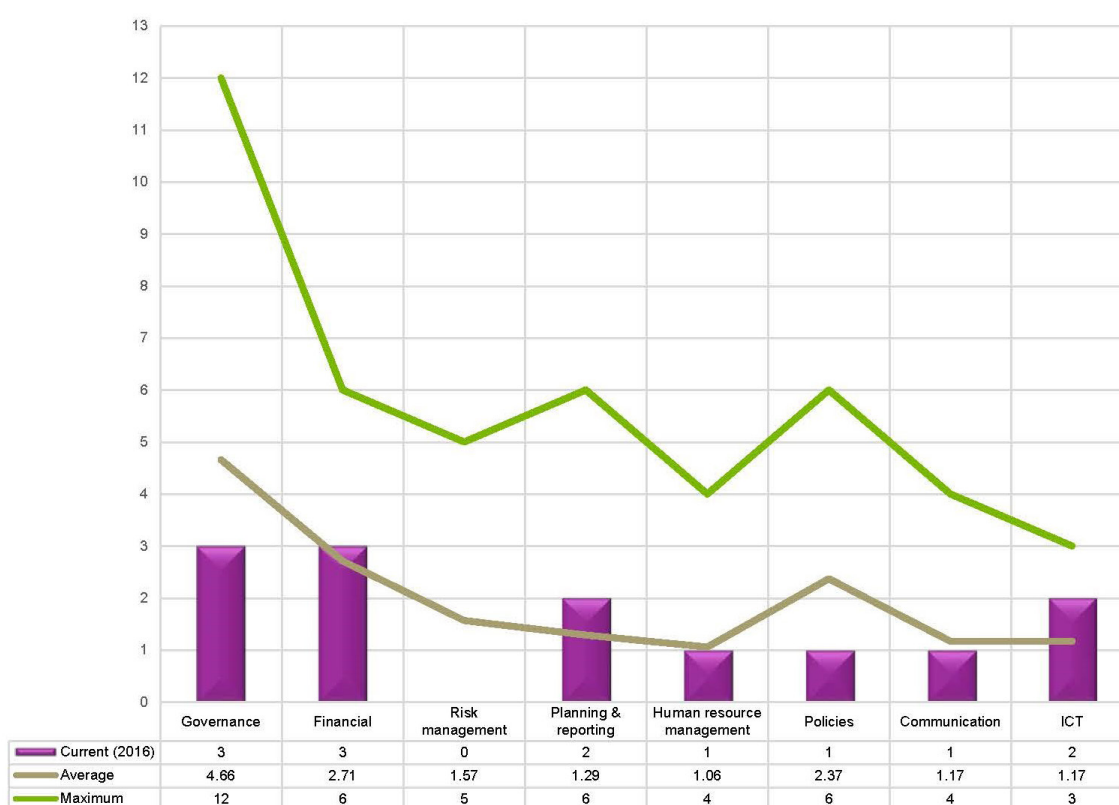
In total, 170 separate criteria were subject to testing. Of the 170, only 5 green and 4 yellow recommendations arose from the whole audit and the Board and senior staff are currently working to implement/address the recommendations.

Of the 8 key areas audited BSL was below the average of all other SGBs assessed in 5 and slightly above average in 2 as demonstrated in the diagram below. The green line shows the worst performing SGBs, the bronze line the average and purple the current status of BSL:

In total, 170 separate criteria were subject to testing. Of the 170, only 5 green and 4 yellow recommendations arose from the whole audit and the Board and senior staff are currently working to implement/address the recommendations.

A YEAR IN REVIEW

KPMG Development Audit



According to KPMG scoring, BSL achieved a total score between 65% and 80% for its assessment and verification score. In actual fact, BSL scored 93% (443 out of a potential maximum of 477) but was placed into the 65 - 80% rating because there were some medium priority (yellow) findings made. This took the overall rating for BSL down to satisfactory (with comments), despite the higher percentage score.

A YEAR IN REVIEW

Equality



Introduction

Knockout continues to serve as a vehicle that acts as a means for the LGBT (lesbian, gay, bi-sexual and trans) community in Glasgow to engage in boxing, as well as providing other positive aspects such as increasing fitness levels and confidence of participants.

The club has now been running for a total of six months for a trial at Partick ABC, held at Glasgow Club John Paul. Many members are trying boxing for the first time and there still exists a small group of regular attendees who are committed to the club and are keen to see Knockout to become further developed. However, the club has seen many participants that have attended once and then not returned for another session.

There is much anecdotal evidence that Knockout is a place that members can feel welcome and free from prejudice, and some very positive feedback has been received. Furthermore, it has managed to help the sport of boxing and

the Partick ABC Club to reach out to equality groups in a new and successful way. Training sessions are held twice a month and continue to draw an average of nine or ten members

Promotion

Promotional activities continue to be carried out via Knockout's Facebook page and Gumtree. A small charge was used by Facebook for boosted promotional activities of this event. The club does continue to receive enquiries on a regular basis, although only around one in five of the inquirers attended. The last event publicised on Facebook had 102 people invited, mainly through existing friends of the group. Case studies of members have been created and used.

There also continues to be promotion around more specialist LGBT sites such as Kaleidoscot. LEAP Sports, an LGBT sports inclusion organisation, also promote the activity around their networks and provide guidance and support for the club. Organisations such as LGBT Youth Scotland and Terrence Higgins Trust have promoted the club to their social and support groups.

Posters now advertise the club around the commercial gay scene as well as some key areas such as the Glasgow Women's Library. It is hoped to acquire more publicity material through a grant application once a community bank account has been set up.

A YEAR IN REVIEW

Equality

LEAP Sports are also in the stages of producing a Sports Inclusion resource. One of the Facebook case studies, Sami Smith, has agreed to be included in this resource as it was felt her story of feeling included in the group was particularly strong.

An author, Stephen Millar of a forthcoming book focusing on social groups in Glasgow, Tribes, contacted the club to include a section on Knockout. Members discussed attendance and had photos taken. The photos had a great response and were used to promote Knockout's activities. Boxing Scotland are also being mentioned in the article.

Session

Each session either offered a focus on conditioning or technique. It has now been planned to mix up the sessions and combine the two elements. Optional sparring has been introduced, and around four members spar at each one, and the other members focusing on bag-work/conditioning.

Feedback

Members were asked to say one aspect of the club that they enjoyed and one aspect that they felt Knockout could work on. The majority commented they enjoyed very much the club sessions for different reasons, but there seemed to be an agreement that the location of the club was not very suitable to those not living in the

West End/North side of Glasgow.

"I really like the knockout (as the session) gives me a full workout every time as well as practical boxing training. Joe's good at pushing everyone which I think is good but it's no problem either if you go as far as you want to push it exercising or sparring and then stop."

"Good thing: the really supportive atmosphere. Another good thing - it's a *proper* workout! "

"I really enjoyed it when Joe mixed it up a bit. I really like the fact that you can take the class at your own pace, it means people can comfortably take part regardless of their fitness level. And I like the social side of the group where people are invited out for a coffee soon."

"I enjoyed doing the most amount of exercise since leaving school, whilst feeling like I was not bullied into anything but could work at my own pace."

"I've really enjoyed the pace of the boxing. Starting slow then building up the technique every week. I think the coach is really helpful and doesn't make it stressful or intimidating when he's helping to support you. I've enjoyed the one on one sparring and would like to do more of it in the sessions. The people are friendly and there's a really good atmosphere in the place. I like that it's for all ability levels and you can take it at your own pace."

A YEAR IN REVIEW

Equality

"I really enjoy how the events are relaxed and fun but we still make really good use of the time we have available. I also like that the coach makes sure it is challenging for everyone while remaining inclusive for those of us"

"I enjoy the sessions with the group because it's a form of training I find interesting and challenging. The coach is very knowledgeable and has a great teaching technique. The group has a good dynamic and as someone that's involved in the fitness industry I think these kind of communities are important to bring together people who usually may shy away from a training environment."

