



**Boxing Scotland Limited Board Meeting**  
**5 Nasmyth Court, Houston Industrial Estate, Livingston, EH54 5EG**  
**Tuesday 12<sup>th</sup> December 2017, 16:00hrs**

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

In attendance: Fraser Walker (FW), Mike Keane (MK), Chris Robison – sportscotland Partnership Manager (CR), Marianne McMahon (MM) minutes.

**1 Apologies**

No apologies were received.

**2 Conflict of Interest**

There were no conflicts of interest.

**3 Approval of Minutes of the Boxing Scotland Ltd Board Meeting held on 09 August 2017**

Section 4.2 – CR requested the reference to sportscotland be changes to Scottish Government.

Section 4.3 – JMac questioned “expanded upon” wording.

Section 4.4 – KB didn’t think the second paragraph made sense

Section 5.1 – JMac raised concerns naming specific individuals – The Board agreed.

JMac reinforced the need for accurate and succinct minutes for publishing.

The minutes of the 09 August 2017 Board meeting were approved subject to the noted changes above.

**4 Boxing Scotland Senior Positions**

**4.1 West Regional Development Manager**

FW explained the thinking behind an additional Regional Development role and reasons for appointing an East & North RDO over a West RDO when additional investment was made available in 2015.

It was suggested BSL appoint an East & West RDO in the first instance and the appoint a senior position from within. MH agreed with this approach.

KB questioned the likelihood of investment being available to fund a West RDO. CR confirmed there was capacity to do so because of a development investment underspend. CR also noted the positive impact the work of existing RDO’s has had and agreed the role being specifically developed is key.

FW confirmed a projected 2017/2018 underspend of circa £17,000 and given the current funding and political climate, performance investment may shrink and development increase.

KB asked CR to confirm sportscotland's 2018/2019 investment budget. CR explained he couldn't presently as the Scottish Government's 2018/2019 settlement figure was still unknown. There has been a significant reduction in National Lottery funding over the past two years and a clear budgetary position will be provided circa January or February 2018.

KB suggested FW produce a funding proposal for board information for a West RDO position.

#### **4.2 Boxing Scotland Chief Executive Officer Role**

JMac asked FW to leave the room.

CS explained the role scoping exercise she had undertaken and that the existing COO and proposed CEO role were very similar bar one or two differences.

It was noted there is no financial capacity for BSL to employ both a CEO and COO. CR confirmed this and KB suggested the Board meet as soon as possible to agree a clearly defined role description as a target completion date had been missed by over three months.

KB suggested FW complete a gap analysis exercise upon completion of the role description and a confirmatory interview.

FW re-joined the meeting

JMac asked FW to organise a date and venue for the board to meet and discuss the CEO role.

A five-minute recess was called.

#### **5 AIBA Position & 2018 Extraordinary Congress**

FW explained an agenda with further details will be issued by AIBA by 27<sup>th</sup> December 2017 and that and informal Confederation Meeting has been added to the itinerary on 26<sup>th</sup> January 2018.

All federations can send up to 3 delegates with only entitled to vote should the need arise. KB questioned whether BSL should send anyone. MH agreed and suggested the matter be revisited once the agenda/further information is issued.

FW briefed the Board on new interim AIBA positions and will seek to source additional GB Boxing IRIS funding to assist with the costs of attending the congress in Dubai.

#### **6 Demarcation of strategic and operational matters /decisions**

KB was of the opinion FW must feel empowered to make operational decisions now and in future if appointed as CEO. JMac seconded this and the rest of the Board agreed.

#### **7 GB Boxing & Home Nation Federation relationship**

In light of sending a letter to AIBA regarding the ongoing President Wu situation in October 2017, KB voiced concerns that JMac may have felt under duress by GB Boxing staff to do so without fully consulting the BSL Board. KB stated that BSL must at all times do what is best for Boxing in Scotland. The Board agreed.

JMac subsequently provided an update on his reasons for joining the GB Boxing Board – It is an opportunity to influence and have an asset present.

MH noted the GB Boxing Board doesn't supersede the BSL Board and FD questioned what difference GB board representation makes to any Home Nation Federation other than England.

FW advised it may be prudent for the three Home Nation federations to adopt a more joined up approach with GB Boxing when agreeing the MOU for the next Olympic funding cycle.

KB asked whether there was merit in sending two BSL representatives to GB Boxing Board meetings. JMac advised of a growing rift between GB Boxing and Boxing England over shared office space and a desire from England Boxing to regain its identity.

MK feels it will be GB Boxing who will be taking the English team to the 2018 Commonwealth Games rather than England Boxing and that this is common perception within England too. Meetings with GB Boxing and UK Sport were held in 2014 to try and avoid this situation arising again but it appears to have been to no avail.

KB felt when he served as a GB Boxing Director, he was told what had happened, what was going to happen and had very little input on decision making. KB confirmed these were the reasons why he resigned from the GB Boxing Board.

KB and MH suggested a pros and cons exercise be conducted regards BSL ongoing involvement on the GB Boxing Board of Directors. It was explained BSL had re-engaged with GB Boxing after being encouraged to do so by sportscotland and as part of a UK Sport governance exercise.

JMac invited KB to produce a resolution - KB agreed to do so with FW and MK's assistance following a pros & cons exercise.

CS also suggested JMac raise the BSL Board's concerns with the GB Boxing CEO and Chair in order to report back at the next BSL Board meeting.

CS and FD informed JMac they had to leave the meeting at 7pm to attend other commitments.

JMac enquired as to whether either had any items of other competent business – FD did and this is covered under section 12: AOCB of the minutes.

## **8 HPC Incident, 05 August 2017**

JMac thanked MH, KB and CS for their time and commitment in producing a comprehensive report and set of recommendations.

All present agreed the situation had been overly long and a drain on staff & directors time.

KB and CS re-iterated their belief that the whole matter should have been dealt with operationally.

MH updated the board on revisions to various codes of conduct and communication policies.

## **9 HPC/HQ future location**

JMac suggested FW and MK undertake a feasibility study to find a suitable venue that can house both BSL offices and a performance programme gym.

KB suggested there may be merit in identifying both interim and more permanent venues.

CR asked whether BSL plans to invoke the five-year break clause in the Bridgeton HPC – KB confirmed that was the intention. FW advised this must be done by no later than 16 June 2018 and that relations between BSL, landlord Clyde Gateway and the managing agent GVA are at an all-time low.

JMac noted BSL must consider all its options and to invest in a permanent venue/facility is the most sensible option.

CR informed the Board he will be required to inform his line manager and the sportscotland CEO of BSL's plans.

FW re-iterated discussions from 2013 when BSL clearly stated the Bridgeton HPC must be cost neutral for it to work. This will not be the case moving forward with project annual costs of circa £50,000 per annum including service charges and related insurance costs.

## **10 Finance & Audit Committee**

JMac advised that he had made contact with Frank McMorrow who showed no interest in getting involved.

KB highlighted the need for a robust terms of reference a that committee is appointed which can be added to at a later date if need be. FW agreed and highlighted this was a key recommendation from our last KPMG audit.

JMac explained that would approach an external accountant with a view to getting involved on the BSL Finance and Audit committee.

## **11 Articles of Association – Draft Revisions**

JMac will liaise with Boxing England to source its articles to assist with updating BSL's articles and report back at the next BSL Board meeting.

JMac suggested KB assist in the production of new draft BSL articles & KB agreed

## **12 CEO Report**

The report was previously circulated and the contents were all taken as read.

The following were approved by the board:

- Up Clothing Partnership;
- Updated Codes of Conduct;
- Electronic Championship Entry System Proposal;
- BSL Sub-committee findings and recommendations.

FW also provided an update on the 2018 Gold Coast Commonwealth Games 81kg Box-off which Sean Lazzarini won.

FW also provided an update on the smooth 2018 Gold Coast nomination process and thanked everyone for their input and support throughout.

## **13 AOCB**

### **13.1 BSL R&J Training and Education**

FD explained he was unhappy over the decision to use Andrew Caulfield (AC) to deliver R&J training and education. As far as he was concerned no decision had been taken on this matter.

FW reiterated he was assigned an action to source a suitably qualified R&J instructor at little or no cost to BSL.

AC is an AIBA instructor who currently travels the World delivering training and assessing R&J. AC has agreed to do this for BSL and will only be reimbursed the cost of his travel expenses which will be minimal.

FW explained there aren't many individuals more qualified than AC and that his experience & knowledge will be of much benefit to BSL's ongoing R&J training and development programme.

FW advised the matter of recruiting a suitable individual was entirely an operational one so he proceeded on that basis.

### 13.2 Minister of Sport Meeting Update

JMac explained the Scottish Government is keen on the development of a narrative supporting grass roots participation.

JMac to produce a questionnaire and distribute to all member clubs re the impact of boxing as a sport within the community. Grant Kerry to be involved in assisting with the development of the questionnaire.

FW explained Scottish Athletics had been through a similar exercise which had been received very positively.

MH suggested findings could be built into the BSL Equalities Action Plan.

CR agreed that being in a position to provide statistics on those who are inactive and become active through sport can be very powerful.

KB asked CR if such statistics are a factor in apportioning **sportscotland** investment and does it publish details of how much it invests and where with regards to the Social Index of Multiple Deprivation (SIMD).

CR answered yes, details are published on the **sportscotland** website annually.

The meeting closed at 7:45pm and the date of the next meeting was agreed as 07 March 2018.

#### Actions from previous Board meeting

Action	Responsibility	Notes
1	FW	Produce a funding proposal and detail the pros and cons of a West RDO.
2	FW	Organise a date & venue for the Board to meet to discuss the CEO role.
3	MK	Undertake feasibility study to find a suitable venue to house the BSL offices and performance programme gym.
4	FW/KB	Produce a robust TOR for the proposed Finance & Audit Committee.
5	JMAC	Production of draft revision of the BSL articles.
6	KB	Produce a resolution with regards to GB Boxing following a pros & cons exercise.
7	JMAC	Raise the BSL Board's concerns with the GB Boxing CEO/Chair.