



**Boxing Scotland Limited Board Meeting  
Mercure Hotel, Almondview, Livingston, EH54 6BQ**

**Tuesday 22<sup>nd</sup> January 2019, 17:00hrs**

Present: Kevin Bell – Chair (KB), Frank Delaney (FD), Martin Henry (MH); Willie Burns (WB)

In attendance: Fraser Walker (FW)

**1 Apologies**

Caroline Stewart (CS), Ewen Cameron – **sportscotland** Partnership Manager

**2 Declarations of Interest**

There were no declarations of interest

**3 Chairman's Position**

The Board unanimously approved KB's permanent appointment as Boxing Scotland Chair.

**4 CEO Position**

A brief conversation ensued on the appointment of the Boxing Scotland CEO on a permanent basis. It was agreed KB and MH will liaise to progress the matter in coming weeks.

**5 Previous Minutes and Actions**

MH asked for the female performance update as per the previously noted action. FW explained that he had met with Mike Keane (MK) and FD regarding the pathway programme and that MK will provide a detailed update upon his return from Annual Leave.

The minutes from the 08 August 2018 Board meeting were approved and actions noted as complete.

**6 AIBA Congress**

FW provided a brief update on the AIBA congress held in Moscow in November 2019.

An accompanying report had been previously circulated and was taken as read.

**7 BSL Complaints Policy**

KB confirmed that the policy had been reviewed and updated accordingly. Complainants must now pay an initial £50 fee that will be refunded should the complaint be upheld. A further £100 must be paid for any subsequent appeal to be heard.

MH agreed to forward wording updates and the policy was approved.

**8 Anti Bribery/Corruption Policy**

KB advised fellow Board members to forward any suggested changes FW by Friday 25<sup>th</sup> January 2019. The policy was approved subject to any further changes.

## 9 KPMG Audit

KB noted his disappointment as all areas requiring improvement had been previously raised with both **sportscotland** and KPMG. It was acknowledged all areas had significantly improved since last being audited aside from HR.

FW provided a brief update on the Boxing Scotland management response.

## 10 Equality Impact Assessments

FW explained the importance of these in attaining the Equality Standard for Sport Intermediate Level and the Board approved all Equality Impact Assessment documentation.

## 11 **sportscotland** Investment Meeting

KB and FW provided an update on the investment meeting held on 08 November 2018. Initial indications suggest a reduction in performance investment but this may be counterbalanced by an increase in development funds.

FW added Institute representatives had suggested working more closely with GB Boxing given the likely performance investment reduction.

KB updated on the positive meeting between Matt Holt (GB Boxing CEO), Stewart Harris (**sportscotland** CEO) on 14 January 2019 and how all parties can work together more effectively to achieve shared outcomes.

## 12 National High-Performance Centre Migration

MM explained that this had been completed glitch free by the beginning of November 2018 – almost one month ahead of schedule. All office equipment had been sourced for free, greatly reducing the overall cost.

## 13 GB Board member recruitment

KB explained that as part of UK Sport's good governance agenda, it is recommended GB Boxing has two Home Nation directors on its Board.

Scotland currently has one and recommendations/CVs from existing Board members must be forwarded to the GB Boxing nominations panel for further consideration.

## 13 Articles of Association

FW explained a copy of the draft revised articles have been forwarded to Clyde and Co. solicitors. KB would like this action completed as soon as possible.

## 14 Board Recruitment

KB stated that after conducting a skills gap analysis exercise, CVs will be welcome from applicants with a background in:

- Marketing and Communications;
- Finance and Accounts.

FW to contact the three candidates who have already show interest. It was agreed that any interviews should be conducted on a formal basis with a **sportscotland** representative present.

## **16 Finance**

FW provided an update on the finances to December 2018 and noted that a modest profit is forecast for the end of the financial year.

FW/KB have worked hard to improve reporting and forecasting procedures and explained that actuals to date will be produced no later than 15 days after the preceding month end with forecast to go being discussed within a week.

## **17 AOCB**

**17.1** FW asked for clarity regards District Presidents sitting on the Boxing Scotland Board of Directors.

KB advised as per the Articles of Association, this was not possible.

**17.2** MH asked for the BSL Board Meetings to be fixed and this was unanimously agreed. FW to examine weekend dates. MH stated that BSL Board meetings should now take place within the HPC Board Room.

**17.3** MH raised a point from the most recent IPAG regarding the overly masculinised BSL Logo.

MM to contact a graphic designer in order to develop a gender-neutral logo with all suggestions welcome.