



# ANNUAL REPORT 2019



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# FOREWORD

Welcome to our 2018 – 2019 Annual Report which I hope you enjoy reading.

It is an exciting time to be part of the Boxing Scotland family as we find ourselves at the beginning of our new four-year Commonwealth Games cycle.

The past year has been generally positive on all fronts and it seems like no time ago that our Elite boxers were returning from 2018 Gold Coast Commonwealth Games with two medals along with, of course, all of our other activities aimed at growing the sport to make it as inclusive and diverse as possible.

That said, we enjoyed our best ever medal return at a major Elite tournament with Sean Lazzerini winning silver and Vicky Glover bronze in the European U22 Championships in March this year. A massive congratulations to both Sean and Vicky on their performances.

One of the most significant pieces of work we embarked on during the last 12 months was the production of our new 2019 – 23 strategic documentation which includes:

- **Overall Strategic Plan: On the Front Foot;**
- **Performance Plan: The Next Generation;**
- **Development Plan: Building New Foundations;**
- **Growth and Sustainability Plan; and**
- **Bridgeton High Performance Centre Business Plan (internal document).**

These documents played a pivotal role in helping secure our vital sportscotland investment for the 2019 – 2023 funding cycle.

Not only that – this is the first time Boxing Scotland, as an organisation, has had such a ‘suite’ of strategic documentation which clearly articulate our plans, targets and direction for the sport to the end of this new cycle. We plan to add to the aforementioned documents with Equality and Communications strategies which should be produced and published in the next 12 months.

Our new Strategic Plan “On the Front Foot” identifies our new vision, mission and strategic objectives which are:

## OUR VISION

- **To include**
- **To influence**
- **To inspire**

## OUR MISSION

To promote and develop physical health & wellbeing; mental health & wellbeing; and social cohesion through the delivery of boxing in Scotland.

## OUR STRATEGIC OBJECTIVES

1. **To increase the number of people of all ages and abilities participating in boxing;**
2. **To support and develop stronger, more sustainable clubs;**
3. **To enhance participation from grassroots to performance level;**
4. **To ensure continuous improvement in the governance of boxing in Scotland.**

Anyone wishing to read our strategic documents can do so via our website: [www.boxingscotland.org.uk](http://www.boxingscotland.org.uk)

In terms of investment, which will be covered in more detail later in the report, we were successful in securing total core funding of £587,100 for 2019 – 20 split between our investment towards:

- **Effective Organisation;**
- **Development; and**
- **Performance.**



# FOREWORD

I am pleased to report we have been set a more realistic medal target of 3 medals for the 2022 Birmingham Commonwealth Games.

There has been a shift in investment priorities towards participation and grassroots and our investment award reflects this.

We have been given an uplift in our Development investment to allow us to appoint a West Regional Development Office and we are currently engaged in the recruitment process at the time of writing. This position will give the West region a much-needed boost allowing us to assist existing clubs with their development needs, new club affiliations and getting more people involved in the sport of boxing. It also worth mentioning that after a period of some uncertainty, we now have stability with regards to our current staff and board members which is re-assuring. Everyone is fully committed to the delivery of our strategic plans to make our sport even greater and stronger.

Our RDO's will commence the delivery of regional road shows during the next 12 months to increase engagement & the flow of information to clubs and will also provide relevant training where and when possible.

In terms of our performance programme there has been a much-needed change with the advent of our Elite Boxing Group (EBG) which officially commenced on 21 May 2019. The aims of the EBG are to promote a culture of excellence, raise the bar in terms of performance and to provide more opportunities for our best boxers to train and develop at our Bridgeton High Performance Centre (HPC) on a more 'full-time' basis especially during the week.

Our HPC will form a crucial part of our boxers preparations ahead of the Birmingham 2022 Commonwealth Games and we are currently in negotiations with sportscotland with regards to the installation of a world class strength & conditioning suite. For the first time ever, our EBG boxers have been required to sign up to an Athlete Agreement to ensure they are fully committed to the programme and there has also been a conscious move to engage much more with EBG boxer's club coaches to recognise the work they do and ensure continuity in boxer preparation.

As the summer period kicks in and things quieten down at club level, our staff are busy behind the scenes readying themselves to work in accordance with our strategic plans. The aim is to take the sport of boxing in Scotland to the next level in terms of performance and development to ensure greater medal success, growth, diversity, participation, inclusion and to take further strides towards Boxing Scotland's mission. It is an exciting time and I hope that everyone within the Boxing Scotland family will join us on the journey for the next four years.

Thanks to all existing and new members for making it last season so memorable once again as we look forward to yet another exciting one in terms of further growth, more inclusion and better medal success.

Best Regards

**Fraser Walker**  
Chief Executive





# PERFORMANCE

## 5-18 MARCH 2019 EUROPEAN U22 CHAMPIONSHIPS

Boxing Scotland travelled to Vladikavkaz, Russia with a Team of 3 Boxers

Vicky Glover	57kg	Female
Tyler Jolly	69kg	Male
Sean Lazzerini	75kg	Male

In terms of medal success, this turned out to be one of our best major tournaments ever with Vicky Glover winning against 2 very good opponents from Ireland and Latvia then losing against full time GB Programme boxer Ellie Scotney. Despite this, Vicky became Scotland's first ever female medal winner at a major international tournament - a truly tremendous achievement for Vicky who is only 19 years of age and was the youngest qualifier.

Sean Lazzerini won a fantastic silver medal after following four hard fought contests against Lithuanian, Bulgaria, Armenian and Russian opposition. A truly incredible performance by Sean who bounced back from a relatively disappointing performance in 2018 Commonwealth Games to win his first ever medal in a major elite tournament.

Tyler Jolly also won his preliminary contest with the fastest stoppage of the tournament against his Polish opponent but unfortunately lost his quarter final bout against a Hungarian boxer on a split decision.



## 22 MAY TO 02 JUNE 2019 EUROPEAN CHAMPIONSHIPS, ROMANIA

Boxing Scotland sent a team of 5 Boxers:

- David Quinn
- Gerald McTaggart
- Isa Akram
- James Sweeney
- Chloe Bodwick

There were many praiseworthy performances from our boxers during this extremely tough competition which provided them with great and necessary experience. It was Isa Akram who produced the Scottish performance winning a great bronze medal after controversially losing his semi-final against a Belgian boxer.

## 31 APRIL – 02 MAY 2019 3 NATION YOUTH AND JUNIOR CHAMPIONSHIPS WALES

A very encouraging total of five Gold Medals were won at this event by the following boxers:

- Ewan Caldwell
- Destiny Robertson
- Gerald McTaggart
- Shazman Parnez
- Amit Kaur

A huge well done to all five boxers



# PERFORMANCE

## 7-9 JUNE 2019 3 NATIONS SCHOOLBOY/GIRLS CHAMPIONSHIPS ENGLAND

An eighteen strong team of boxers 18 Boxers travelled to Barnsley for this event and ended winning a terrific 6 Gold medals from:

- Billie Bailie
- Brooke Neilly
- Madison Clarkson
- Sonny Kerr
- Patrick Paton
- Nathan Lundie

Once again, a huge well down to the boxers and it is especially worth noting that our girl boxers won an incredible 3 golds from 3 boxers! It is also extremely encouraging to see our female boxers starting make their mark at such prestigious tournaments.

## 7-11 MAY 2019 ST PETERSBURG GOVERNORS CUP RUSSIA.

8 Male Boxers travelled to St Petersburg for this traditionally tough tournament where some of the World's Top nations all competed Cuba, Uzbekistan, Kazakhstan Russia were all in attendance meaning Scotland returned with no medals.

## 25 & 26 MAY 2019 GB 3 NATIONS ELITE CHAMPIONSHIPS

Having been let down at the last minute by North Lanarkshire Leisure, we delivered this event at the fantastic Oriam facility in the picturesque surroundings of Heriot Watt. However, despite the world class facility, the support in terms of attendance at this was a poor as the team's performance with Vicky Glover winning Scotland's one and only gold medal.

## 14 JUNE 2019 - ENGLAND DUAL MATCH

Eight EBG boxers travelled to Barnsley to take part in a well matched Dual against England. It was the English that ended up the winners by 5-4 close contests all round – Nic Campbell, Ryan Carlin, Marc Johnstone, Darren Johnstone, Harry McGrenra, Vicky Glover, Sean Spence and Sam Hickey.

## UP AND COMING EVENTS

- [Serbia Golden Gloves Youth Tournament](#)  
8th – 15th July  
4 E.B.G Male Boxers – Ryan Carlin, Marc Johnstone, Harry McGrenra and Reese Lynch (already selected)
- [Balkan Female Multi Nation Tournament Bulgaria](#)  
1st – 7th August
- [European School Championships Georgia](#)  
2nd – 11th August
- [European Female Championships Madrid](#)  
22nd August – 1st September
- [European Youth Championships Bulgaria](#)  
2nd – 10th September
- [World Male Elite Championships](#)  
7th – 21st September
- [World Female Elite Championships](#)  
3rd – 13th October
- [Tammer Elite Tournament Finland](#)  
21st 25th November



# TRAINING

More sessions than ever have been held in Bridgeton with the Coaching staff utilising the gym through the week for any boxers that are available. The sessions have been mainly for GB 3 Nation preparation.

Our plan going forward with the coaching team is to have our EBG boxers training in our Bridgeton HPC on Tuesdays, Wednesdays, Thursdays along with Saturday and Sunday every week, with Tuesday and Thursday being late finish to catch Boxers that have other commitments through the day. This is in order to try and attempt to emulate other similar sized countries that have adopted this approach and enjoyed considerable success.

In terms of training camps, many EBG Boxers attended a preparatory camp prior to the Governor's Cup – Sean Lazzerini, Sam Hickey, Sean Spence, Robbie McKechnie, Nic Campbell, Scott Forrest, Stephen Newns and John Casey.

Prior to the European Junior Championships, the selected boxers were sent on a pre-arranged 10-day camp in Romania where they benefitted from some excellent sparring with Romania, Hungary and Lithuania was a tremendous success boxing wise with all boxers feeling they benefitted greatly from the experience.

A group of four boxers Ryan Carlin, Marc Johnstone, Harry McGrenra and Reese Lynch will attend a pre-Golden Glove Serbia Training Camp at the end June in Serbia.

Our Bridgeton HPC will be the venue and will host a few countries for a pre-World/Women's European Championship and will involve all our EBG boxers.

# GB BOXING PROGRAMME

We continue to enjoy a good relationship with GB Boxing through attending it's Board meetings and being part of the GB Talent Commission.

Currently we have three boxers that are funded by GB Boxing: Sean Lazzerini, Scott Forrest (Podium level) and Aqeel Ahmed who reached the quarter final stages of the European Games where he was representing Team GB.

As a result of his fantastic European U22 performances Sean Lazzerini has now been elevated podium level status on the GB Boxing programme and shows real potential for Tokyo 2020 Olympic selection.



# INVESTMENT

As previously alluded to, there is a change in funding focus towards inclusion and participation meaning we will be able to appoint a much needed West Regional Development Officer (RDO). Interviews shall take place at the end of June and we hope to have appointed the successful candidate for the start of the new season.

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

From the table below, it is also worth noting that the performance investment figures from 2015 - 2018 was allocated against a 2018 Commonwealth Games medal target of 6. This equates £66,666 per medal.

Our 2018/2019 performance investment has been set at £303,000 per annum and with a Birmingham 2022 Commonwealth Games target of 3 medals, this now equates to £101,000 per medal.

sportscotland also operates supplementary investment streams/programmes and we were grateful to receive £13,600 from the Women's and Girl's fund. We are currently negotiations with various partners regards the installation of a world-class strength and conditioning suit within our Bridgeton HPC. We anticipate will see us in being awarded a further £55,000 of supplementary sportscotland investment to allow the project to proceed.

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
2017 - 2018	£388,333	£173,333	£95,334	£657,000
2018 - 2019	£388,333	£173,333	£95,334	£657,000
2019 - 2020	£303,000	£200,100	£84,000	£587,100

It is still important at this juncture to thank sportscotland, and its Institute of Sport, for continued support and the vital nature of its financial investment. We are also pleased to report that our relationship with it is at an all time high and this is something we wish to continue for years to come.

It is also worth noting that Boxing is one of only six sports that is subject to additional assistance from sportscotland which aims to bring added value by way of human expert resource. This is a new initiative that has been introduced to help at performance level especially where sportscotland Institute staff members work closely on site in Bridgeton with our EBG boxers.



# ORGANISATIONAL CHANGE

Our Board of Directors has been subject to one significant change which was the appointment of a new Chair, Mr Kevin Bell. Kevin has been a Boxing Scotland Director for several years and assumed the role following the resignation of the previous incumbent.

Our governance took significant strides forward this year with the appointment of two new non-executive directors – Lesley Anne Junner and Darryl Broadfoot. Lesley-Anne is Director of Finance and Corporate Services of Linstone Housing Association and brings with her 20 years of financial and management expertise in both the private sector and third sector.

Lesley-Anne has extensive third sector experience in finance, governance and strategic development from her time at Scottish charity Neighbourhood Networks and private sector experience from nine years with KPMG Audit. She is a member of the Institute of Chartered Accountants.

**She said:** "I am excited to bring my experience in the finance and corporate services sectors to Boxing Scotland. I am a passionate sports fan and have been impressed by the board's commitment to equality and inclusion within amateur boxing in Scotland. I look forward to helping the chief executive and executive team implement an exciting strategy that will both develop a diverse participation base and also cultivate the enviable record of achievement of the country's most promising elite boxers."

Darryl will help oversee a marketing and communications framework for Boxing Scotland's strategic vision. He is Head of Sport at Frame, Scotland's fastest-growing integrated creative agency, and is also a regular media contributor and commentator.

Darryl spent six years as Head of Communications and Corporate Affairs at the Scottish FA and was previously a chief sportswriter at The Herald, covering boxing and football.

**He said:** "Boxing has long been a passion and I am grateful for the opportunity to make a contribution to the sport which has produced a pipeline of world-class amateurs, many of whom have gone on to become world champions and national icons.

"The recent success of Josh Taylor in winning the IBF super-lightweight world title in Glasgow, and the progression of Vicky Glover, our first-ever female Commonwealth Games boxer, should inspire current and future generations to take up boxing, whether as a potential career or as part of a healthy lifestyle.

"Boxing can have a positive impact on individuals and communities, and I look forward to amplifying the many ways in which the sport can improve society."



# FINANCES

After reporting a £42,000 loss during the 2017/18 financial year, we are delighted to inform members that we achieved a profit of circa £22,000 during the 2018/2019 financial year and a healthy cash at bank situation at the end of the reporting period.

Both the Chair and CEO have worked tirelessly during the last 12 months to improve and develop our financial monitoring systems and these will be further improved with a financial expert on the Board.

The fact we, as an organisation, have had to assume additional annual costs of circa £60k for our Bridgeton means we must continue to live within our means. That said we plan to use the HPC as a means of generating additional income which will be referenced later in this report.

Boxing has drastically changed over the last two (2) Commonwealth Games Cycles – not only have the Technical and Tactical capabilities of the world's best boxers increased in line with significant funding increases, but the physicality aspect has evolved exponentially, so much so that every successful Olympic Nation now have Physical Preparation Suites embedded within their Technical Training facilities.

Boxing Scotland must now implement a Centralised Training Model within our High Performance Centre (HPC) in order to create the required World Class Training Environment for our recently selected "Elite Boxer Group" (EBG) and facilitate a world class sporting environment that delivers consistent success on the world stage.

To complement our 2019 – 2023 Performance Plan, it is essential our most talented boxers are provided with a world class "One Stop Shop" environment within our HPC with the most advanced physical preparation suite available. This will allow Bridgeton to become the principle boxing training facility within Scotland and the place that all athletes strive to attend.

## SECONDARY OBJECTIVE:

In addition to the High-Performance aspect, we have identified the need to generate revenue and become a truly self-sustaining sport and offset the additional operating expenditure associated with the HPC.

Creating a real state-of-the-art facility, with the purchase and introduction of a cutting-edge strength and conditioning suite, would not only address the primary objective within our HPC Business Plan, but will also address a secondary objective of an extremely marketable training facility for public and community access in the heart of Glasgow's East End.

Therefore, an HPC Business Plan has been compiled to request sportsScotland Capital Investment for the purchase and construction of:

1. A Physical Preparation Suite;
2. Internal construction works separating the office space from the gym facilities; and
3. Video analysis equipment to compliment Boxing Scotland's What It Takes to Win Model and their Technical and Tactical Training.

Negotiations and work are still ongoing between our various partners, but we hope to have the strength and conditioning suite fully operational by the end of 2019. However, this may be dependent on various structural issues being resolved within the HPC.

# STRUCTURE

## CURRENT BOXING SCOTLAND STRUCTURE



BSL HIGH PERFORMANCE CENTRE BUSINESS PLAN BRIDGETON  
THE HOME OF SCOTTISH BOXING



## 2018/2019 Annual Investment Target Progress Report (up to 31 March 2019)

The following table highlights the annual investment targets BSL were set by sportscotland prior to the 2018 – 2019 season

KEY DELIVERY AREA	TARGET	RESPONSIBILITY	ACHIEVED	NOTES
<b>1</b> Effective Organisation	Achieve the intermediate level of the Equality Standard for Sport by 31 December 2018	FW/MH & RDOs	🟡	Work remains ongoing. Boxing Scotland's assessment date was pushed back by the assessor Plan4Sport and we will present to a panel on 28 August 2019.
	Achieve an assessment of Satisfactory (with comments) in the Development Audit by 30 September 2018	ALL	🔴	KPMG final rating given as performance improvements needed. However, as noted within the finalised management report, sportscotland and KPMG were advised in January 2019 of all amber rated issues. These related to a lack of line management for the interim CEO and a failure to conduct Board appraisals.
<b>2</b> Development	Qualify 15 new BSL Level 2 coaches by 31 March 2019	FW/CMcE	🟢	Achieved
	45 Boxing Scotland Limited Clubs achieve silver level of MORs by 31 March 2019	FW/RDOs/MM	🔴	The BSL RDO's will be responsible for a full review of the MORs. Once completed they will conduct a full audit of all previously accredited clubs to ensure prior levels have been maintained or improved. New ratings will be given accordingly.
	Increase the membership of the Boxing Scotland Limited recreational membership scheme from 1,907 to 3,000 (57%) members by 31 December 2018	FW/RDOs	🟢	There are currently 4077 individuals on the BSL recreational membership scheme. All clubs affiliating will now be required to provide up to date information on these individuals and our RDO's will update stats on a quarterly basis. Achieved and currently baselining figures for the 2019 – 2021 season.
	Increase registered boxing membership from 2,043 to 2,200 (8%) by 30 June 2018	FW/RDOs	🟢	The BSL registered competitive boxing membership stood at 2277 as of 30 June 2018.
<b>3</b> Performance	Increase registered female boxers from 189 to 200 (6%) by 30 June 2018		🟢	The BSL registered competitive female boxing membership stood at 204 as of 30 June 2018.
	5 medals or more at Gold Coast Commonwealth Games 2018	MK/CMcE	🔴	Two Bronze medals won by Reece McFadden at 52kg and John Docherty at 75kg. Lee McGregor performed best with a 1/8 preliminary defeat – 1 round away from a top 8 finish.
	1 or more new Scottish athletes selected onto GB Boxing World Class Podium Programme	MK/CMcE	🟢	Sean Lazzarini elevated to Podium post European U22 Elite Championships silver medal. Achieved – Sean Lazzarini commenced on the podium potential programme on 01 May 2018.
	1 or more new Scottish athletes selected onto GB Boxing World Class Podium Potential Programme	MK/CMcE	🟢	Vicky Glover and Sam Hickey due to attend further GB Boxing assessments at the time of writing.
	1 or more Top 8 placings at 2018 European Youth Championships (Male or Female)	MK/CMcE	🟢	Sam Hickey won a Bronze medal in the 69kg weight category and in doing so gained selection for the World Youth Championships later in the year.
1 Top 8 placings at 2018 European Championships Women's.	MK/CMcE	🟡	No team sent due to a clash with the GB Elite Championships. The date of the Europeans was changed shortly before. BSL intends to send up to three boxers to the World Championships later in the year where a top eight may be achievable.	



# DOMESTIC CHAMPIONSHIPS

Our National Championship events continue to go from strength to strength. That said, we have been delivering these tournaments at Ravenscraig in the same format for the last five or so years now. We are keen to find out from clubs, boxers and coaches if there is anything that can be improved in terms of delivery or format (such as do we need the Intermediate championships, what should be the bout limit for the Novice Championships) and our RDOs will be asking these questions once the new season begins.

The 2018/2019 national championships were yet again well subscribed and our thanks once again go out to all the boxers, coaches, officials, parents, supporters, volunteers and BSL staff that make our championship events such a success.

The Novices were first up again this year and attracted another fantastic entry of 472 boxers. Over the course of the two weekend a whopping 263 bouts were completed and 85 new champions crowned which is a remarkable feat considered the whole four days were incident free.

Our Intermediate Championships were staged over the last weekend of January 2019. A total of 45 contests were completed and 19 new champions crowned. As mentioned previously with the report, we are keen to find out if the Intermediate Championships have a future given it is the least subscribed tournament in our national championship 'suite'. Is there a better format for it?

A new record was set for our School & Junior championships which broke the 300 entry mark for the first time. This is very encouraging for the future of our sport!

Our Elite and Youth Championships attracted 167 entries and culminated in 13 Youth Champions being crowned and 9 Male and 4 Female Elite boxers becoming Scottish Champions. Well done to everyone involved in this years championships especially the boxers who showed so much bravery and skill whilst competing.

It is with some sadness that we must also say goodbye to three of our Medical Commission doctors – Ronnie Sydney, Tom Carter and Mark Balavage who have/are moving on to bigger and better things professional. Without their invaluable support towards the health and safety of our boxers over the years, we would have struggled to put on as many shows and championships. With that, thanks from all the Boxing Scotland for your collective contributions. The good news is that we have recruited a number of new doctors in the past twelve months to ensure we can still provide the very best medical provision at our events.



A full set of three-year championship statistics can be viewed in the following table:

2016/2017 Novice Championships		2017/2018 Novice Championships		2018/2019 Novice Championships	
Schoolboy	152	School	197	Schoolboy	174
Junior	69	Junior	96	Junior	90
Youth	37	Youth	63	Youth	50
Elite Men	99	Elite Men	116	Elite Men	95
Schoolgirl	13	Schoolgirl	23	Schoolgirl	18
Junior Girl	13	Junior Girl	9	Junior Girl	7
Youth Female	0	Youth Female	2	Youth Female	8
Elite Women	18	Elite Women	18	Elite Women	30
<b>TOTAL</b>	<b>401</b>	<b>TOTAL</b>	<b>524</b>	<b>TOTAL</b>	<b>472</b>

2016/2017 Intermediate Championships		2017/2018 Intermediate Championships		2018/2019 Intermediate Championships	
Schoolboy	36	Schoolboy	52	Schoolboy	56
Junior	30	Junior	26	Junior	33
Youth	15	Youth	19	Youth	23
Elite Men	54	Elite Men	66	Elite Men	52
Schoolgirl	0	Schoolgirl	3	Schoolgirl	0
Junior Girl	0	Junior Girl	2	Junior Girl	8
Youth Female	0	Youth Female	2	Youth Female	2
Elite Women	10	Elite Women	7	Elite Women	8
<b>TOTAL</b>	<b>145</b>	<b>TOTAL</b>	<b>177</b>	<b>TOTAL</b>	<b>182</b>

2016/2017 Open Championships		2017/2018 Open Championships		2018/2019 Elite Championships	
Schoolboy	154	Schoolboy	155	Schoolboy	184
Junior	88	Junior	90	Junior	92
Youth	51	Youth	47	Youth	59
Elite Men	109	Elite Men	101	Elite Men	74
Schoolgirl	17	Schoolgirl	17	Schoolgirl	12
Junior Girl	18	Junior Girl	12	Junior Girl	12
Youth Female	8	Youth Female	5	Youth Female	11
Elite Women	20	Elite Women	20	Elite Women	23
<b>TOTAL</b>	<b>465</b>	<b>TOTAL</b>	<b>447</b>	<b>TOTAL</b>	<b>467</b>

# DEVELOPMENT EAST & WEST REGION

The past 12 months have flown by and during this time there has been a focus on learning and understanding the different processes involved within the organisation and the role. Developing a knowledge and understanding with the member clubs and external organisations has also been vital.

## There has been a drive towards development in the East and West Districts, with a focus on;

- Writing and delivering Boxing Scotland's First Boxing Scotland Development Strategic Plan 2019-23;
- Supporting new clubs affiliating to the National Governing body. Growing the sport of Boxing in Scotland;
- Establishing a working relationship with both the Eastern and Western District;
- Encouraging better governance through the BSL MOR's;
- Widening the reach and appeal of Boxing through various programmes to target groups and communities that are not engaged fully with the sport;

- Visiting clubs in order to grow stronger more sustainable clubs. Build a rapport with clubs by advising clubs about development and informing and assisting clubs with funding applications;
- The development team were successful with a women's and girls' fund bid in March 19 to a tune of £13,600. The programme began early May and will continue to until the end of the year.

Work is ongoing to build good/better working relationships between Boxing Scotland and the membership across both regions. This also includes working to build a solid network of contacts across the Local Authorities, various Partnerships and the Active Schools Clusters which operate across the different regions.

## The following is a summary of work carried out with the East and West Region for the twelve Months:

This focus mirrors objectives detailed in BSL's strategic plan but also incorporates wider objectives, aligning with strategic aims of both sportscotland and the Scottish Government.

<b>Future Planning Goals</b>	Writing and delivering the first Boxing Scotland Strategic Development Plan for 2019-23. Then breaking down the plan into a functionality programme.
<b>Growth: New Clubs</b>	Working with 8 potential new clubs that had expressed an interest to complete an affiliation with Boxing Scotland for the 19/20 season. (2 East, 6 West) To date 3 New East Clubs affiliated, 2 West clubs. Which includes a new partnership with Rock Steady Boxing which opens the demographic of those using Boxing to either keep fit, participate competitively or for medical reason.
<b>Participation</b>	<p>Within the East and West Region figures have recorded a total of Total 3096 Club members recorded to date, from 25 Clubs. A figure gathered to be submitted to sportscotland through the MySport data page. To date we have also captured a further 555 individuals that have taken part in planned and delivered boxing sessions by 7 Clubs/Organisations.</p> <p>A large number recorded from a total of 25 club. These figures drastically increase the participation in Boxing as a sport and a method of staying Physically Active. It is my intention to retrieve figures from all clubs across the region in order to show Sport Scotland the power and reach of the sport.</p>

# DEVELOPMENT EAST & WEST REGION

## GROWTH

### New Clubs

Having stated in the 2017/18 Annual Report that it was a fundamental goal to grow the sport by creating new clubs. BSL have welcomed three new clubs in the East and three in the West – Stirling City MXP, Stirling University, with High Valleyfield with the East Region. Govan began the season in the west and subsequently Rock Steady Boxing – Day 7 and Rivals Boxing Club affiliated during the season.

BSL continues to receive interest from several potential new clubs for affiliation during the 19/20 Season. Nine clubs have been in touch 2 in the East and 7 in the West. Of these clubs there is strong potential to have another four ready to affiliate by the start of the forthcoming season. The remaining four require further assistance as they work towards MOR's for affiliation.

D&L are close to completing affiliation in the west and already have strong links with local schools and have previously ran a Move2Improve programme within Pollock area. All coaches have completed the BSL Level 1 Coaching course. This is a particularly exciting club to bring onboard with strong links to the community.

Undoubtedly, this increase in the number of clubs will significantly grow the sport, providing increased opportunity to participate at all levels of Boxing.



Minister for Public Health, Sport and Wellbeing Joe Fitzpatrick and sportscotland CEO Stuart Harris during a club visit

## MEMBERSHIP

### The membership within the East and West Region has grown over the last year.

The total number of registered boxers within the East Region currently stands at 759 which is an increase of 42 compared to last year. The total number of registered boxers within the West Region currently stands at 1076 which represents an increase of 23 from last year.

To date there is a recorded total membership figure through sportscotland My Sport reporting page of 3046 from 24 clubs across the East and West Regions. So Recreational memberships numbers stand at 2157 from those 24 reported clubs. A significant increase when added to the Northern Districts reported figures.

In addition to the registered club members a further 569 recorded members have been reached through different initiatives since the start of the season. These include Active Schools, Holiday Camps, and Holiday initiatives such as the food programme run by the Voluntary Action Fund that feed young participants through the holiday period. (Noble Art Boxing Club).

We believe this is only the tip of the iceberg and total membership numbers from all clubs will greatly increase this figure. We know that other clubs have run various sessions throughout the year but have fail to report these figures to the NGB. We are making inroads to talk to clubs, but it remains a slow process getting out to visit clubs.

Clearly the growth of the 'Basic' and 'Fitness & Recreation' members within the East and West Region continues to grow – BSL will continue to support clubs to complete accurate returns on an annual basis.

# DEVELOPMENT EAST & WEST REGION

## BETTER CLUBS: DEVELOPMENT

### Governance & Funding

sportscotland has recently shifted its focus to more community-based initiative with the Change to the Thrive Plan-Do-Review process and the Changing lives initiative. The Changing Lives through Sport and Physical Activity Fund is a core element of the wider Changing Lives work and provides short term additional resource into the sporting and community sector to better address wider individual and community needs through sport & physical activity and support them to become and stay active. This will require clubs to have closer ties to its communities

### What is Changing Lives?

Sport & physical activity have the power to change lives.

Evidence shows that being active brings about positive changes beyond participation and can impact positively on the health and wellbeing of individuals, on their skills and learning, and on communities, ensuring a more inclusive and healthier nation.

Sporting and non-sporting organisations can proactively use sport & physical activity as an intentional tool to achieve both increased participation and wider social outcomes.

These positive changes are most likely to happen if the organisations delivering sport and physical activity demonstrate the following;

A clear understanding and commitment to the social outcomes the organisation wants to achieve.

- commitment to building organisational capacity
- thorough understanding of their community
- a person-centred approach
- the right staff & volunteers with the right skills set and values
- commitment to working in partnership
- commitment to removing barriers to participation and ensuring equality and inclusion

sportscotland, Scottish Government, The Robertson Trust and Spirit of 2012 are working together to deliver a wide programme of support and funding which aims to support organisations to use sport and physical activity as a driver to achieve positive individual and community change as a core element of the existing World Class Sporting System.

The Boxing Scotland Development Team are actively involved in both projects to ensure we can support our membership with the latest funding opportunities that come our way.

## Changing lives through sport & physical activity partners:



# DEVELOPMENT EAST & WEST REGION

## Better Clubs: Funding

Across the Scottish Regions support was given to 9 clubs, who received over 80,000 from different funding streams. (The Changing lives initiative also relates in the funding received by Noble Art from the Voluntary Food Fund for the amount of £28,000. The Club will deliver boxing training sessions and on completion support the children in local community throughout the year delivering meals for those involved covering half terms, Easter and Summer Holidays).

Clearly this investment into club level/grassroots Boxing will have a significant impact on how clubs can operate and on the activities that they can offer – There is no doubt that this funding will contribute towards creating increased opportunity to participate in Boxing at all levels.

## MINIMUM OPERATING REQUIREMENTS

There are currently 4 clubs in the East Region who have achieved 'Gold' MORs status, 6 whom have achieved 'Silver' and 23 'Bronze' clubs. This is an additional of 1 Gold since the beginning of the season. There will be continued focus and support to help clubs enhance their MORs status.

There are currently 0 clubs in the West Region who have achieved 'Gold' MORs status, 14 whom have achieved 'Silver' and 38 'Bronze' clubs. This is no change since the beginning of the season. I believe there is currently a possibility of 2-3 Gold clubs in the West but need to support these clubs to reach the Gold level. There will be continued focus and support to help clubs enhance their MORs status.

It is our opinion that MORs requires a major overhaul to now cope with the delivery of the Boxing Scotland Strategic Plan going forward and the revised version will be rolled out to members over the next 12 months.

Once updated there will be a renewed effort to get more clubs to achieve a higher level thus opening more opportunities for funding.

Boxing Scotland is contributing through the development team to the new initiative.

Firstly, to ensure we stay in tune with the new initiative and grab opportunities that present itself to the organisation. Secondly, Boxing is a sport that can reach across different areas and communities that other sports cannot reach and are very envious of. The reach and interaction of the sport in these communities is paramount when ensuring that our clubs have strong sustainable links with the local community councils and organisations. Stronger links offer clubs more diverse funding opportunities

## VOLUNTEER SUPPORT AND DEVELOPMENT

There has been one Disability awareness session and three Child Protection courses delivered across the two regions with a plan to run further sessions through the summer and leading into the new season.



Coaches attending a recent Child Protection Course at Bridgeton High Performance Centre

# DEVELOPMENT EAST & WEST REGION

## OFFICIALS

The National Officiating Programme is beginning to move forward with appointment of a National body across the districts to help deliver a clear and transparent pathway for Officials education. This will speed up the current time it takes to become a working official. Thus, increasing numbers is an area. This has been a missed opportunity in the past with the organisation losing out on several volunteers due to the unknown training pathway.

The total number of Officials across Scotland is 71. There are 25 registered working Officials within the East Region, 21 in the West.

A total of 476 Coaches have affiliated to date this includes 86 newly registered coaches the breakdown of which is 21 from the east, 41 from the west. There is a total of 181 registered coaches within the East Region.

It will be mandatory for all officials and coaches to be registered with Boxing Scotland from now on in for child protection and boxer welfare purposes and this is a matter that will be policed closely.

The Level 2 coaching course is now well established and over the next 12 months, additional coaches will be encouraged to complete the Level 1 course to continue this development. By extension, the Level 3 Coaching Course will be live within the next 8 months, providing an opportunity for coaches to continue their development, and to grow their skills and knowledges moving forwards.

## BOXING ACTIVITY AND AGREEMENTS

### Scottish Association for Mental Health

Boxing Scotland is committed to ensuring that Mental Health awareness is a priority. Boxing Scotland has signed up to the SAMH Charter. We are working with Robert Nesbitt for Boxing Scotland to work towards becoming a full Charter member.

#### To become a signatory our organisation must:

- Create an action plan (as part of your action plan could encourage those sporting organisations that you work closely with to also sign up to the Charter);
- Complete a declaration of your support detailing your actions and return it to [mhc@samh.org.uk](mailto:mhc@samh.org.uk)
- Promote your involvement in the Charter through partners, relevant stakeholders, and online
- Be actively involved in the Scotland's Mental Health Charter Network.

Robert Nesbitt, who is head of Physical Activity for SAMH, will work with the development team as Boxing Scotland moves forward working towards becoming a full charter member.

### Rock Steady Boxing

Rock Steady Boxing (RSB) is a first-of-its-kind, Indianapolis based non-profit gym founded in 2006 to provide an effective form of physical exercise to individuals living with Parkinson's disease. Though it may seem surprising, this non-contact boxing inspired fitness routine is dramatically improving the ability of people with Parkinson's to live independent lives. Boxing Scotland is working at establishing a partnership with Rock Steady Glasgow the first RSB programme in the UK.

Rock Steady have established an affiliated club with coaches conducting the level one course. We will also look to generate income by utilising the HPC at Bridgeton. Once established Rock Steady Glasgow will eventually be looking at developing the programme nationally the number of referrals increase.

# DEVELOPMENT EAST & WEST REGION

## Scottish Disability Sport

Scottish Disability Sport continue to deliver sessions for the Inclusive Coaching Course. The last course was delivered by S.D.S representatives Heather Lowden and Richard Brickley MBE with the aim of BSL coaches delivering the course in the future. The evening was coordinated and delivered in partnership between Boxing Scotland and Scottish Disability Sport (SDS). The sessions are being delivered to increase the awareness of opportunities in boxing clubs across Scotland, and for club members with an impairment to progress and develop within the sport.

#### The course focuses on several areas including:

- Perceptions;
- Understanding the participant;
- Divisioning within disability sport;
- Sports Inclusion model;
- Putting Theory into Practice;
- Terminology;
- Communication;
- Pathways within Disability sport;

The feedback from individuals attending the event has been positive, with all expressing they were more aware and learnt much regarding disability inclusion from the evening's activities. It remains our intention to stage three of these courses every year a mix of evening and weekend sessions across the districts. Contact with Heather is ongoing, and we will be looking how we can move our relationship forward allowing Boxing Scotland to deliver their own sessions.

## Combat Stress

### The UK'S leading charity for Veteran's Mental Health

For a century we've been helping former servicemen and women deal with issues like post-traumatic stress disorder (PTSD), anxiety and depression. Today we provide specialist treatment and support for veterans from every service and conflict to give them hope and a future. Links to Combat Stress have been established and how we can work together going forward is being looked at.

## OPPORTUNITY & PARTICIPATION: GRASSROOTS ACTIVITY

### PEEK – Possibilities for Each and Every Kid Crownpoint Sports Complex Glasgow

A local project in the High-Performance catchment area of Bridgeton.

With the head office move from Livingston to Bridgeton, Boxing Scotland Development team began looking to engage with local communities to promote the profile of Boxing in the Local Community. PEEK recently held its 18th Anniversary. All too often children and young people across Glasgow and Scotland are not experiencing the childhood they need and deserve. For many of them access to quality outdoor play and creative opportunities can be difficult as many barriers are put in their way. PEEKs aim is ensuring that children across Glasgow can have life changing opportunities. Steven Mann the POC within PEEK has previously completed a level one Coach course and already delivers boxing sessions within the Crownpoint sports complex. We are both looking at how we can establish a closer working partnership between the organisation.



# DEVELOPMENT EAST & WEST REGION

## Bearsden Academy and Govanhill School

Interestingly we have had two enquires from schools that currently run boxing clubs expressing an interest at moving forward with Boxing Scotland. We shall be continuing to look at how we can develop the schools link further and have Schools Boxing Clubs affiliated with Boxing Scotland

## Scottish Student Sport (SSS)

A relationship has been established with SSS with a view to increasing student engagement during the season. The Scottish Student Championships took place in March 19 – With an increased input from SSS, it is hoped that this can continued to be used as a catalyst moving into the 19/20 season. It is envisioned that BSL and SSS will meet with all SSS representatives in order to share best practice to improve the University Championships and University Boxing in general. We have close links to many East Universities and currently working with Glasgow Caledonia University who wish to affiliate for the 19/20 season.

## East Lothian Works

J&L Boxing in Prestonpans continues offer support to young people through East Lothian works through delivery of boxing training sessions. The intentions of this project are to provide both Boxing as a vocational activity out with the school curriculum and marrying the benefits that Boxing has on these individuals with further employability support with the Youth into Work Scheme.

The Boxing sessions are delivered on alternate weeks from within The Bronx Boxing Club in Tranent. During the other weeks, the same participants attend bespoke employability and skills development sessions with the East Lothian Works staff.

## ACTIVE SCHOOLS

### Active Schools delivery continues to be across the regions.

This has allowed over 564 pupils to be introduced to the sport of Boxing for the first time. A summary of activity over the last 12 months.

This activity along with other initiatives can be seen below:

This is not an exhaustive list merely a snapshot of what's happening with East and West Clubs.



**SCOTTISH  
STUDENT SPORT**

east lothian  
**works**

# DEVELOPMENT EAST & WEST REGION

Active Schools and Bring Back Boxing, along with other initiatives can be seen in the table below:

CLUB	SUMMARY
Galashiels	Continued support to the local community and schools. Programme began early this year in conjunction with high school to deliver boxing training to several disenfranchised young people
Dunfermline	Continued support to the local community and schools. Completed a programme in conjunction with Queen Anne High School to deliver boxing training to several disenfranchised young people. Women & Girls fund
J & L	East Lothian Works see above Education and Into Work programme
Leith Victoria	Women's and Girls Fund
Clovenstone	Have consistently delivered activity in 2 local high schools – In addition to this, the club has hosted sessions specifically for users in Schools which have programmes running include; St Augustine Cluster, - Forrester High School Learning disabilities
Noble Art	St Pauls Secondary School in Pollock working with disruptive Students in association with the onsite Campus Police and the Women's and Girls Fund
Bellahouston	Holyrood Secondary School boxing sessions delivered with S1-S6. Women's and Girls' Fund
Southside	Ola primary 6 weeks programme Hollybrook Disability School 7-week programme Toryglen primary 6 weeks programme Merrylee primary school 6-week programme Blackfriars primary school 6-week programme Kings Park secondary learning support unit 4-week programme Easter Holiday Camp Women's and Girls Fund
Alloa	Female Summer Camp Women's and girls' Fund
Trench	Punch Beyond Pilot

# DEVELOPMENT EAST & WEST REGION

## LOOK AHEAD

- A new National focus on Development from the new 2019/23 Development Strategy;
- Boxing Scotland is currently supporting a new initiative with Police Scotland, Criminal Justice System and Active Schools. This initiative is known as 'Punch Beyond' (working title), which is moving from the Development and Pilot stage to implementation in Sept 19. It is hoped this initiative can be replicated across different areas and clubs throughout Scotland. Below are details of the concept;

The aim is to run an initial 8-week pilot programme enrolling pupils of secondary school age, who are exhibiting violent/aggressive behaviour, disengaging with the school curriculum and those impacted by the trauma of domestic violence. This group will be a mix of male and female students;

- The Development Team are looking at how a Boxing Instructor/initial training course can be made available for delivery to Active Schools and individuals who wish to broaden their Boxing Knowledge. This will result in a form of income generation as it is our intention to certificate the course to Boxing Scotland. The course will be initially be directed at Active Schools and Parents, Teachers wanting to help deliver the sport in order to broaden its appeal;
- Continuing to investigate developing an award scheme for young boxers linking accreditation across possible SQA and eventually work towards gaining recognition through the JASS award scheme. Initial discussions have taken place with SQA and the work with the basic Boxing Instructor/Basic course will become the foundation for the Boxing Leader Course.

The course will be aimed at 13 years + dependant on SQA advice. Funding is available for this initiative to support delivery. (It has been advised that the Pupil Equity Fund would support such an initiative as it already supports other sports running similar Leadership initiatives).

- As a Development Team we are look at developing and implementing an auditable club visit document. Offering the current members support and assistance to maintain compliance with the NGB in areas such as Child Wellbeing, and Club governance. Clearly, this reinforces the benefits that Boxing can have on individuals – We endeavour to work with clubs moving forwards to ensure that there is a commitment to becoming wholly accessible for all users;
- Improve the usability of the Club Database. Although MORs was updated at the start of the season the online Club Database needs an overhaul to work alongside the MORs. It isn't currently cost effective to continually improve the database, which I believe requires better functionality for the membership. Further discussions about online services are ongoing with the board;
- As a development team we are continually looking at how we can help our Volunteers with training opportunities and recruit new individuals into the sport. An are we need to build upon is raising awareness of our Officials. Including to try and actively encourage clubs to find individuals who wish to pursue this avenue in the sport;



# DEVELOPMENT NORTH REGION

In the past 12 months, there has been a varied approach to development in the North District, with a focus on;

- Growing the sport through the supporting of new clubs, with two new clubs added to the District and support continuing for a further potential 11 clubs in the North.
- Direct support for North District clubs to help them become stronger and more sustainable, with more than £100,000 in funding received for clubs.
- A focus on social projects, most notably the Woman and Girls project that began earlier this year after a successful funding application to sportscotland.

## GROWTH

### New Clubs

For the third successive season, the North District has welcomed new affiliated clubs to its ranks. Sheddocksley Boxing Club (Aberdeen) and Evolved Boxing Club (Blairgowrie) both completed the affiliation process to Boxing Scotland to bring the number of new clubs in the North to eight in just under three years.

Unfortunately, three clubs did not reaffiliate for the 2018-19 season, namely Peterhead BC, Westhill BC and Claymores BC. However, the recent growth in clubs is only expected to accelerate moving into the coming season with Boxing Scotland currently supporting 11 potential new clubs with the affiliation process in the North District alone. Excitingly, these include various locations where there is not currently an affiliated boxing club, including: Shetland, Orkney, Stornoway, Gairloch, Brechin and Crieff.

These new clubs play a huge part in growing boxing across the country by providing the opportunity for communities to participate in the sport who otherwise would not have been able to do so, and potentially unearthing new talented boxers.



## Boxing Membership

The number of registered boxers in the North District rose dramatically in 2018-19, up to 561. This was a rise of 54 competitive boxers from the 2017-18 season.

Indeed, these figures represent the impact that new clubs have had on the District, with the eight new clubs who have affiliated in the past three years registering 80 competitive boxers this season.

The number of recreational members in the North District also rose for the second straight year, with clubs providing 981 members for the 2018-19 season. This is up significantly from the 627 recreational boxers recorded last season and the 438 recorded when the scheme was launched in the 2016-17 season.

However, while there has been a significant increase it is apparent that the full picture of the possible recreational membership in the North District is still not being captured. With that in mind, RDO's are working on a streamlined way to help clubs accurately capture this data, with this to be communicated to clubs early in the 2019-20 season.

## Coaches/Officials

Much like with registered boxers, there was a significant jump in the number of registered coaches in the North District, with a more than 40% increase on the season before. In total, 111 coaches were registered from the District this season, as opposed to 78 from the 2017-18 season.

This also followed a pattern of increasing year on year, with 66 registered coaches in 2016-17 and only 52 coaches having been registered the previous season, in 2015-16.

This increase in volume of coaches ensures that the sport becomes much more widely accessible, with more people than ever before have the opportunity to be trained by a qualified boxing coach.

# DEVELOPMENT NORTH REGION

Meanwhile, not only the quantity but the quality of coaching is improving with more than 50 coaches from the North District having now completed the Boxing Scotland Level One coaching course since it was launched in 2016. This SQA accredited course will help to increase the standard of coaching in the North District and thus lead to better trained boxers.

However, while there has been a big rise in all other membership strands over the past few years, the number of officials in the North District has not vastly increased, with only a modest increase from 26 to 28 this season.

More work needs to be done to make the opportunities and pathway to volunteer as an official in boxing more widely known both internally to Boxing Scotland club members and to the wider public.

## GOVERNANCE

The North District continues to lead the way with regards to quality governance, with more clubs than ever before having attained the enhanced level of Boxing Scotland's Minimum Operating Requirements.

The number of clubs to have reached that standard increased from 16 to 19 over the past season, meaning that more than 70% of the District's 28 clubs have now met that level.

Boxing Scotland's Development Officers have been working to update the MOR's, with a view to these coming into effect at the beginning of the 2020-21 season. This has been done in order to modernise the MOR's and to create a clearer pathway for members to follow in order to develop their club. These changes will be communicated early in the new season, with Development Officer's on hand to support clubs with these changes before the 2020-21 season.

## COMMUNITY AND SOCIAL PROJECTS

There have been some truly remarkable community and social projects to take place in the North District in the past couple of years which Boxing Scotland have been proud to work with and support. These projects have worked with groups including: Looked After Children, the LGBT community, children with autism, alcohol and drug rehabilitation, the homeless community, the police and the prison service, to name a few.

Over the past 12 months many of these projects have continued, while there have also been some new additions in the District. These include;

## DISABILITY PROJECTS

Boxing Scotland has been proud to support Grampian Disability Sport with their 'Get out Get Active' project, with boxing a part of this programme for the first time at events in Peterhead and Aberdeen, thanks to support from Aberdeen University Boxing Club. The Uni club also supported an Inclusive taster event held through the University of Aberdeen.

Boxing Scotland is currently in talks with Grampian Disability Sport to host a free Disability Inclusion Training for boxing coaches in the North District, with this likely to take place in Aberdeen in September. Exact details will be communicated once confirmed.

# DEVELOPMENT NORTH REGION

## WOMAN AND GIRLS FUND

Following on from a pilot project that was carried out in 2018 in the North District, Boxing Scotland was successful in receiving £13,600 from the sportscotland Woman and Girls Fund to carry out a 12-month national project from April 2019 to boost female participation in the sport.

Last year's pilot project saw clubs in Dundee (Lochee BC), Aberdeen (Byron BC) and Inverness (Highland Boxing Academy) host five regional female sessions which attracted 96 participants. The idea behind these was to bring female boxers, both registered and recreational, together to train with the aim of providing training opportunities that might not be possible in their own club due to a lack of female members, as well as role models for those aspiring to progress to competitive level.

The current project has expanded in terms of both scope and geographically, with 10 clubs across Scotland carrying out the programme of activity. The clubs, which include four represented from the North District (Lochee BC, Highland Boxing Academy, Granite City BC and Wellmeadow BC), will carry out female only Active Schools sessions within their local community both before and after the summer school break. This will allow the project to reach people who have never previously been given a chance to try the sport in an environment that will encourage them to participate.

Following on from these sessions, with each club scheduled to host 16 each, the clubs will host a regional female session once a month in their own gym from October 2019-March 2020. Like the previous pilot project, this will be completely open to any female participant, with the intention being to allow those who have taken part through the Active Schools side of the project to be able to mix with those who are already competing in the sport.

These sessions will be completely free for participants and will be open for members from any clubs to take part. Dates for when these sessions will be held will be communicated in the new season.

## UNIVERSITY CHAMPIONSHIPS

Boxing Scotland once again supported the delivery of the Scottish University Championships in conjunction with Scottish Student Sport (SSS), with the competition returning to be held at Aberdeen University for a second successive year. The Championships have grown considerably since they were revived in 2017, when only six bouts were held in a one-day event at Dundee University.

This year's competition saw more University clubs enter than ever before, with 21 bouts taking place over two-days at the Hillhead campus, with a further six bouts that had to be carried over to take place later. With yet more University clubs to affiliate to Boxing Scotland, this event looks likely to continue to grow in the new season.



# DEVELOPMENT NORTH REGION

## CHANGING LIVES PROGRAMME

Earlier this year our North RDO Ben Holme was successful in securing a place on sportscotland's Changing Lives Champions Learning programme. This new 12-month programme aims to educate key people from several different sports across Scotland to be able to help support clubs and community organisations to better use sport and physical activity to intentionally bring about positive change for individuals and communities.

Boxing has long had a history of being a force for good for communities and there have been several successful social and community projects in the North District in the past three years. Ultimately, this programme will allow me to become better equipped to support and help those people, communities, projects and clubs that Ben works with.

## GOLDEN GAMES FESTIVAL

Boxing participated in the Golden Games Festival in Aberdeen for the first time thanks to Byron Boxing Club. The ninth annual event is aimed at those enjoying their retirement and gives them a chance to try a wide range of sports and activities for free over a 10-day period for free in order to encourage them to stay active. Byron BC's coaches put the Golden Oldies through their paces at Aberdeen Sports Village in June 2019, with more than 60 people taking part.

## TUTOR AWARD

Earlier this year Ben spent a three-month period working towards attaining a Professional Development Award in Sport Educator Tutoring, which he successfully received in April 2019 along with our East RDO Paul Coleman. Moving forward, this means that the pair can now be trained to deliver several educational workshops directly to the Boxing Scotland membership, such as Child Protection training.

This means that we will have greater ability as an organisation to provide CPD training to members, rather than having to rely on signposting clubs to Local Authorities, where there can often be a wait for the correct training to be held. Having qualified staff will allow us the flexibility to put on courses where and when we please to meet the demand from the membership.



# MEMBERSHIP STATISTICS UPDATE

Effective and accurate reporting of our membership statistics to our key stakeholders, investors and ultimately the Scottish Government has become vitally important.

As a result, the collation of fitness and recreation boxers using our member clubs becomes all the more key. We believe if we can evidence our clubs positively impact on the health and wellbeing of individuals in Scotland's most socially and economically deprived areas, the better chance we have of securing additional investment to help clubs develop, strengthen and grow.

Many member clubs assisted BSL by providing fitness and recreation membership statistics during the 2018 – 2019 season. Particularly within the East region. We estimate that with the appointment of the new West Regional Development Officer these statistics will dramatically increase due to consistent engagement within all three regions. RDO's will assist clubs as much as possible in providing this valuable information and clubs will be asked to provide last season's totals as a benchmark at the point of affiliation.

We want to make boxing as rewarding as we can for you. This means making sure Boxing Scotland can plan for the future as far as possible making sure that the sport is accessible to everyone who wants to take part. It's also vital that we work as hard as we can to eliminate anything that might prevent people from participating fully especially inequality or any kind of negative discrimination or unfair treatment.

To help us do this we would like to know more about our membership and will be introducing a new "Getting to know you" equality survey that we will ask all our boxers, coaches and officials to complete at the point of registration or re-registration (forms to accompany registration/re-registration paperwork).

This information will allow us to shape Boxing Scotland to meet the needs of our members but also helps us to remove any barriers that might exist which deter others from participating fully and getting the best possible experience from what the sport has to offer.

It will also be extremely helpful to us in representing Boxing Scotland to others and attracting investment and funding to grow the sport.

Pleasingly, we have continued our steady growth in our numbers across the sport during the 2017/2018 season:

## COACHES

**442 Coaches registered during the 2018 – 2019 season:**

- 153 in the East (34.6%)
- 100 in the North (23.1%)
- 189 in the West (42.7%)

What became apparent last season was that not all individuals receiving PVG certificates were registering to become coaches, officials and volunteers.

All individuals who are active as a and registered as coach, official or volunteer MUST have valid PVG certification in line with recent Government & Children First child protection recommendations and be registered with Boxing Scotland.



# MEMBERSHIP STATISTICS UPDATE

## BSL COACHING COURSE

Delivery of our nationally recognised level 1 and level 2 coaching courses have gone from strength to strength over the last 12 months. To date we have delivered the following courses:

- **LEVEL ONE COACHING COURSE:**  
17 courses delivered, 292 Male passes & 37 Female passes
- **LEVEL TWO COACHING COURSE:**  
4 courses delivered, 58 Male passes & 3 Female passes

We will also be turning our focus on developing a new boxing basics course that can be delivered to individuals such as PE teachers in order to help with the delivery of boxing activity through the Active Schools programme (as mentioned earlier in the Development section of the report).

## CHILD PROTECTION

The issue of child protection continues to be of utmost importance to all our members and it is only right that this matter receives continuous scrutiny at a club, district and national level.

An absolute zero-tolerance approach will be taken during the 2019 – 2020 season and all BSL member clubs must register CPO details (including relevant training/qualification details) otherwise face having their affiliation suspended until they comply.

- 109 Clubs have registered CPOs;
- 4 Universities have no CPO (as they have no registered under 18 boxers);

It will be compulsory for all clubs to have a CPO/Welfare officer in place in order to affiliate to Boxing Scotland during the 2019/2020 season. Clubs unable to evidence they have a CPO will not be permitted to affiliate to BSL.

The safety and wellbeing of children playing sport in Scotland is being further strengthened with the introduction of a new approach during the 2018/2019 season.

The new Standards for Child Wellbeing and Protection in Sport, developed by sportscotland and Children 1st who aim to enable sports organisations to adopt best practice, values and behaviour in this critical area for children.

They build on the current safeguarding system to help create a culture in sport that promotes, supports and safeguards children's wellbeing. The new Standards also see a strengthening of the existing Minimum Operating Requirements (MORs).

BSL representatives were present at the launch of the new Standards in December 2017 and both Boxing Scotland and our member clubs will have work to do to ensure the MORs are being met in the next few years.

## BSL CLUB AFFILIATION AND MINIMUM OPERATING REQUIREMENTS

The table below summarises all relevant 2018 – 2019 affiliation and MORs information up to 01 July 2019.

	East	West	North	Total
Bronze	25	39	16	79
Silver	6	14	10	30
Gold	3	0	1	4
<b>TOTAL</b>	<b>34</b>	<b>52</b>	<b>27</b>	<b>113</b>

As we aspire to have a full complement of RDOs in the 2019/2020 investment year, it is recommended that a full MORs audit is undertaken by the RDOs in conjunction with the Sport Operations Manager and CEO who wrote the original MORs. The aim will be to review all club's current ratings with a view to increasing the amount of Silver and Gold accredited clubs as possible.

# MEMBERSHIP STATISTICS UPDATE

There will also be a stronger focus on collecting membership data at the point of affiliation – Therefore, a number of changes will be made to the online membership system and clubs will only be allowed to affiliate upon supplying the following information:

- Number of planned registered coaches for the season ahead (M/F);
- Number of planned registered working and or probationary officials for the season ahead (M/F);
- Number of active club committee members for the season ahead (M/F);
- Number of active recreational/fitness users within the gym (M/F) based on maximums from the previous season;

In terms of individuals or members of members, it will be mandatory for:

- All active coaches to be registered with BSL and have valid PVG certification and have undertaken the Child Wellbeing and Protection in Sport Qualification;
- No coach will be permitted to second at any show without a valid lanyard/pass stating the season they have registered for;
- All working officials and probationary officials must be registered with BSL and will not be permitted at any show or tournament with a valid lanyard/pass stating the season they have registered for;
- All individuals to provide a fully completed "Getting to know you" equality monitoring form with their registration application – Boxers, Coaches and Working Officials.

Clubs will also be asked to provide the name of at least one individual who can volunteer at club shows, district championships and national tournaments in order to assist BSL in achieving its goal of every member club having a working official/volunteer.

## AFFILIATED CLUBS

BSL has welcomed 8 newly affiliated Clubs from the since the beginning the 2018/2019 season:

- East – Stirling University, Stirling City MXP and High Valleyfield
- North – Evolved Training and Sheddocksly BC
- West – Govan Community BC, Rock Steady and The Rivals



## 2018/2019 Registered Competitive Boxing Statistics

CATEGORY	MALE	FEMALE	TOTAL	DISTRICT	MALE	FEMALE	TOTAL
School & Club Cub	530	44	574	East	676	83	759
Junior	282	20	302	North	522	39	561
Youth	219	19	238	West	974	102	1076
Elite	1141	141	1282				
<b>TOTAL</b>	<b>2172</b>	<b>224</b>	<b>2396</b>		<b>2172</b>	<b>224</b>	<b>2396</b>

The total of 2396 represents an increase of 119 (5.2%) from the 2017/2018 season.

113 clubs affiliated during the 2018 – 2019 season and are listed below (MORS level indicated in colour):

NORTH (26)	EAST (35)	WEST (56)	
■ Aberdeen	■ Alloa	■ Argo	■ Linwood
■ Aberdeen Uni	■ Bannockburn	■ Auchengeich	■ Larkhall
■ Arbroath	■ Bathgate	■ Barrhead	■ Logan
■ Byron	■ Broxburn	■ Bellahouston	■ Newarthill
■ Caithness	■ Cardenden	■ Blantyre Miners	■ Nith Valley
■ Declaration 1320	■ Chirnside	■ Bobby Keddie	■ Noble Art
■ Dundee	■ Clovenstone	■ Bravehearts	■ North Glasgow
■ Dundee University	■ Craigmillar	■ Broadwood	■ North West
■ Elgin	■ Denbeath	■ Cambusnethan	■ O'Neils
■ Evolved	■ Dunfermline	■ Cleland	■ Port Glasgow
■ Fair City	■ Fauldhouse	■ Clydebank Osprey	■ Priestfield
■ Granite City	■ Galashiels	■ Dennistoun McNair	■ Renfrewshire
■ Hands of Stone	■ Glenrothes	■ Doon Valley	■ Rivals
■ Highland	■ High Valleyfield	■ Doonhamers	■ Rob Roy
■ Insch	■ Hawick	■ Drumchapel	■ Rock Steady
■ Inverurie	■ J&L Boxing Club	■ D-Unit	■ Southside
■ Inverness City	■ Jonesy's	■ Durie's	■ Springhill
■ Jacobite	■ Kingdom	■ Easterhouse Phoenix	■ Team Shire
■ Kincorth	■ Leith Victoria	■ Forgewood	■ The Barn
■ Kingswells	■ Livingston	■ Forsyths	
■ Lochaber Phoenix	■ Lochend	■ Four Isles	
■ Lochee	■ Madison	■ Govan	
■ Perth Railway	■ Meadowbank	■ Glasgow City	
■ Sheddocksley	■ Midlothian	■ Glasgow Phoenix	
■ St. Francis	■ McTaggart Scott	■ Greenock	
■ St. Marys	■ Rosyth	■ Hamilton	
■ Wellmeadow	■ Sparta BA	■ Hayfield	
	■ St Andrew's Uni	■ Irvine Elite	
	■ Stewart's Melville	■ Irvine Vineburgh	
	■ Stirling Uni	■ Jackton	
	■ Stirling City MXP	■ Keir Hardie	
	■ The Bronx	■ Kilsyth	
	■ The Edinburgh BA	■ Kirkintilloch	
	■ Trench		

# EQUALITY

It is a requirement for all governing bodies of sport to comply with the Equality Standard for Sport. This means achieving certain compliance ratings in line with the following:

- Foundation;
- Preliminary;
- Intermediate;
- Advanced

Having spent the last 12 months preparing for the Intermediate level, we are currently waiting to be assessed by an external evaluator which will decide if we have the necessary equality and inclusion provisions in place to achieve intermediate level.

To provide some further context on the work involved, we have produced an Equality Action Plan & Strategy (soon to be published) along with completing an equality survey analysis and assessment.

Through our Equality Strategy, we convey the belief that our sport should be open to everyone who wants to take part. We believe boxing is a sport that everyone can enjoy and strive to remove any barriers so that anyone can be part of the boxing family.

Boxing is well placed to make a significant contribution to the nation's health and wellbeing and to helping our communities and those who live in them become healthier and stronger.

Our Equality Strategy sets out our plans to make sure that those who might have found it difficult to participate in the past can now become and stay involved. Our vision, our mission and our values are all about making sure that boxing is a sport where everyone can give their best and get the best in return. No matter who they are.

## BACKGROUND

We recognise that, in the past, like some other sports, we haven't always been as accessible to as many people as we should have been. This has been for a range of reasons such as people feeling that they couldn't take part because of where they live or the background they come from. Others might have felt less welcome because of their gender or sexual orientation or perhaps their ethnic background. Traditionally sports like boxing may not have been seen to be open to people who have particular physical or mental health challenges or disabilities or who felt 'too old' to get involved. Because we believe boxing has so much to offer to make lives and communities better, Boxing Scotland has set out to change the culture of the sport to make sure no-one is excluded.

The changes we are making include making sure the governing body as well as our clubs reflect the sort of diversity and inclusion that can make our sport successful.



# EQUALITY

We have put in place an Equality Action Plan (2019-22) which forms the basis for our Equality Strategy as well as changing our policies, processes and arrangements. Spanning all of this is the need to change our culture, the way we think and behave, so that full inclusion and wide diversity are embedded both in what we do and how we do it.

In this way boxing can play a full part in the sporting success of Scotland and in the life of our nation. We will also be able to see clearly the positive effects we have on the lives of those who become involved, the success of Boxing Scotland and the winning performance of our athletes.

Our aims and objectives set out in our Equality Strategy and therefore dependent on the full commitment and involvement of everyone who is part of Boxing Scotland working together with our Board, staff, coaches, officials, clubs, volunteers, registered boxers and recreational participants to make sure everyone has a place and everyone is valued and respected as part of the same sporting family.

## OUR VALUES

The core values in the Ethical Framework of Boxing Scotland are:

- Trustworthiness
- Respect
- Responsibility
- Fairness
- Caring and
- Good Citizenship

These form the basis for all our activities and decisions and therefore are the foundation for implementing all of the objectives and actions contained in this Strategy.

## EQUALITY STRANDS

The 'equality strands' included in our action planning and development work are:

- Age
- Disability
- Gender
- Race/ethnicity
- Religion/Faith
- Sexual Orientation

The Equality Strategy is for the period 2019 to 2022 and while we aim to address all aspects of equality our priority planning and activities within this period will focus on the following target groups:

- Gender
- Disability and
- LGBT communities



# INCLUSION

## INCLUSION AND PARTICIPATION

We recognise that inclusion has been an important feature of the history of boxing in Scotland in the past. Through boxing young men who were born into or grew up in families and communities marginalised by poverty and social deprivation were able to achieve their potential, reach goals and win success frequently denied them in most other walks of life. Similarly, those who struggled with mental health problems and addiction have found ways of building strength and esteem, overcoming challenges and achieving recovery and stability through participating in the sport.

However, this hasn't been the case for a lot of other people. Many who might have benefitted or brought important success have been denied involvement because of an, often real, sense of exclusion. Women and girls, as athletes or volunteers or officials or coaches, have not been encouraged or permitted to play a full role in the sport. LGBT people have experienced particular exclusion and sport remains an area of life where this remains prevalent.

We also have a lot to achieve in ensuring equality of access and participation for people from black and ethnic minorities especially asylum seekers and refugees.

Boxing has been challenged to expand and develop as a sport so that those with physical and learning disabilities or experiencing ill health can become involved and active.

At a recent GB Boxing Board meeting, our Boxing Scotland representative suggested having further discussions between all the Home Nations and GB Boxing, in order to try and establish an effective classification system and a competitive structure for para-boxing in partnership with the British Paralympic Committee (BPC) and International Paralympic Committee (IPC). This was positively received and will be discussed in full at the next GB Boxing meeting.

Due to exclusion and inequality, we are denying significant numbers of people the chance to enjoy the vital benefits that boxing can bring as well as opportunities to potentially achieve sporting success for Boxing Scotland, their communities and their country.

# IN MEMORY

Lastly we come to the part of the annual report when we remember the current and former members of the Boxing Scotland family that are sadly no longer with us.

## **Bradley Welsh – Holyrood Boxing Gym**

The Boxing Scotland family and the wider community were shocked and appalled to hear of the tragic murder of “Edinburgh’s son” Bradley Welsh in April this year.

Brad was well known for being Scottish and British champion as a youngster, then establishing the Holyrood Boxing Club and delivering free boxing activities to children all over Edinburgh through the Helping Hands initiative.

He also worked closely with Boxing Scotland to deliver Scotland’s biggest ever outdoor show in 2011 to over 2000 people in Edinburgh’s Princes St Gardens. He was a one of a kind and will be very sadly missed.

## **George Dykes – Northwest Boxing Club**

George’s friends at the Northwest club said that George always gave 110% with no exceptions. He was a gentleman who had time for everybody, whether he was gaining knowledge from the more experienced boxers or passing his knowledge onto the younger team members, he was always enthusiastic and humble. His sudden passing has left a massive hole in the heart of the Northwest Boxing Club.



## **Connor Law – Glenrothes Boxing Club**

We were all devastated when the news of Connor Law’s sudden and tragic passing broke.

Connor was a former Scottish Elite champion and represented Scotland at numerous international competitions including the prestigious Finnish Tammer tournament which he won in 2013. Connor was also extremely unlucky not to qualify for the 2014 Glasgow Commonwealth Games and is pictured above shortly after our Bridgeton HPC had opened.

Connor was undefeated as a professional boxer which he had been for 5 years.

All three are gone far too young but will never be forgotten.

