



# ANNUAL REPORT 2020



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# FOREWORD

Dear Members

Welcome to the 2020 Boxing Scotland annual report.

At the time of writing, we find ourselves still firmly in the grip of the COVID-19 Global Pandemic which I'm sure none of us could have predicted this time last year.

I speak on behalf of everyone at Boxing Scotland in hoping you and your loved ones have managed as best you can through these uncertain times. The sporting sector was at the forefront in closing down as the seriousness of the situation rapidly unfolded which has also resulted in the cancellation of our Elite and Youth Championship for the first time ever since Boxing Scotland was formed in 2000!

It has also been great to see that while organised sport has been suspended, the Boxing Scotland family has innovated to encourage people to stay active in their homes and outdoors. We recognise that the pandemic has may have caused a financial strain on many clubs and our RDOs have done a sterling job in assisting clubs to secure the best part of £250,000 from a variety of grants and funds such as the Third Sector Resilience Fund, Business Support Grant, the Wellbeing Fund and Awards for All.

We know that the health and wellbeing of you and your members along with the financial stability of your club will be your top priorities. We also recognise that you will want to keep your members engaged and active, and that in time your attention will turn to preparing for sport after restrictions are lifted. We will be here with you to help you through that journey.

While we still don't have all the answers in this rapidly changing landscape, we do want you to know that we're here and we will support you. Please stay in touch and feel free to pick up the phone to any of the Boxing Scotland staff members if you have any questions.

Stay safe.

Best Regards



**Fraser Walker**  
Chief Executive Officer Boxing Scotland



# PERFORMANCE

As we now reach the half-way stage of our 2018 – 22 Commonwealth Games Cycle, the last 12 months has witnessed our Performance Programme grow from strength to strength. As previously reported, our first ever Elite Boxer Group (EBG) was formed in May 2019 upon completion of our first ever Pathway Programme Cycle which commenced in October 2018.

We have now completed two full Cycle's, with Cycle 3 postponed (awaiting Regional Assessment) due to the COVID-19 Global Pandemic. As the Pathway Programme has provided us with a clear and transparent route from Grassroots to Performance Boxing, it is imperative every Club in Scotland both recognises and understands the process from start to finish.



Later this year, a communication strategy will be put in place to raise awareness of the Pathway Programme. In normal circumstances, each Cycle is delivered over a 6-month period, staged as follows:

- 1 Regional Training Syllabus**  
**(Delivered in clubs on a rotational basis)**  
Baseline Data collected on each Boxer. Minimum number of sessions must be completed to progress to Regional Assessment (demonstrates commitment and discipline at the first step of the Pathway)
- 2 Regional Assessment**  
Boxers assessed against the BSL "What it Takes to Win" model.
- 3 Centralised Assessment**  
**(comprised of Boxers passing Regional Assessment)**  
Comprised of Boxers who passed Regional Assessment. Assessment conducted in BSL High Performance Centre.
- 4 National Championships\***  
\*Performances in National Championships are taken into account during the November to April Cycle i.e selections finalised upon completion of the Championships. For the May to October Cycle, selections are completed after the Centralised Assessment\*

Upon completion of Stage 3/4\*, successful Boxers are selected onto the EBG. Those unsuccessful are selected onto the Development Group (DG).

It is important to note that there is no limit on Boxers attending Stages 1 & 2.

PERFORMANCE

PERFORMANCE PATHWAY PROGRAMME – TRACKING INFORMATION

The following table illustrates the Pathway Tracking Information (Regional Training to Elite Boxer Group) in terms of numbers attending / being selected.

	Regional training attendance *BSL registered boxers Aug 18 = 1400	Passed regional assessment Centralised assessment	EBG Elite Boxer Group	DG Development Group	NG Next Generation (Long Term)
Cycle 1 (Nov 18-Apr 19)	101	49	24	25	N/A
Cycle 2 (May 10 - Oct 19)	85	15	24 (21M, 3F)	21 (16M, 5F)	8 (5M, 3F)
Cycle 3 (Nov 19 - Apr 20)	66	?	21 (19M, 2F, 14SIS)	?	?

(Please Note: M = Male Boxers, F = Female Boxers, SIS = Sportscotland Institute Support)



PERFORMANCE

The following is a tournament summary from the past year:

Tournament – Group	Location & dates	Boxers
Golden Gloves – Youth	SERBIA 01 – 14 July 2019	Reese Lynch GOLD Harry McGrenra Ryan Carlin Marc Johnstone
European Female Championships – Elite	SPAIN 23 August – 05 September 2019	Megan Reid (Qtr-Finals)
European Championships – Youth	BULGARIA 03 – 14 September 2019	Reese Lynch Ryan Carlin
European Championships – School	GEORGIA 01 – 12 October 2019	Alan Perrie GOLD Patrick Paton SILVER Kian Govan Sonny Kerr Brooke Neely Madison Clarkson
World Female Championships - Elite	RUSSIA 02 – 14 October 2019	Megan Reid (Qtr-Finals)
HSK Box Cup – Junior	DENMARK 12 – 14 October 2019	Ger McTaggart GOLD Colin Cairney SILVER James Sweeney SILVER
Le Szek Drogosz Memorial - Elite	POLAND 20 – 26 October 2019	Sam Hickey BRONZE Matty McHale BRONZE Sean Spence John Casey Stephen Newns
Indian Boxing League - Elite	INDIA 01 – 24 December 2019	Scott Forrest GOLD
GB Best of British Championships	05 December 2019	Tyler Jolly GOLD
Danas Pozniakas	LITHUANIA 09 – 14 March 2020	Gerrard McTaggart Marc Johnstone Colin Cairney

PERFORMANCE

The following is a training camp summary from the past year (focus on first ever Training Camp in Asia):

GENERAL PHASE TRAINING CAMP, THAILAND  
12TH – 27TH JANUARY

This Camp proved to be a great success. In addition to the elevated Training Process and stimulated responses witnessed from all Boxers in attendance, the positive messages resonating from both within the Camp and externally throughout the Boxing community were unprecedented. Main headlines were as follows:

- 1st ever Camp in Asia
- Long Haul Travel experience (Intelligence suggests Asian countries will be hosting more AIBA events in the future)
- Environment, Climate & Culture acclimatisation prior to competing in future competitions – exposure to conditioning training under high temperature and humidity
- Access to Russian Physical Prep expertise / Combat Sport athletes (joint training)
- A multitude of differing Training environments, from back street Mui Thai gyms to state-of-the-Art centres.
- Physical, Mental & Technical preparation before commencing Specific Phase Training
- Change of environment
- Differing Training Stimulus on a daily basis
- Full (24 / 7) Contact with Boxers
- Physiological Adaptations (see below)In addition, it is

important to recognise the recruitment, retention and aspirational piece that this Camp provided. With the creation of the Elite Boxer Group, we are now requesting Boxers as young as 16yrs old to fully commit to the EBG (upon selection). As present programme funding does not have the capacity to pay EBG Boxers, high calibre International Camps go some way in compensating our athletes.

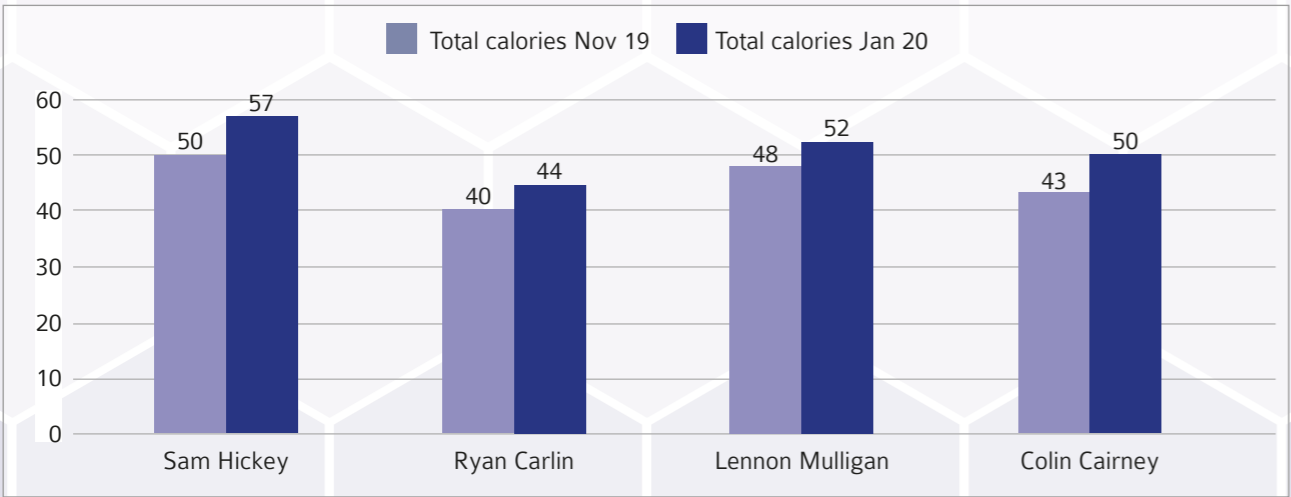
Physiological Adaptations

Based on the 3-minute Time Trial Test performed before and after travelling to Thailand, we can conclude that the Camp played a very important role in relation to the following outcomes:

- Improved aerobic power, key performance marker for the sport.
- Increased ability to exert mechanical power, factor that relates to force production, which is a key component for athletic development.
- Improved scores on relative power production (Watts/kg of body weight), which plays a massive role given the weight categories within the sport.

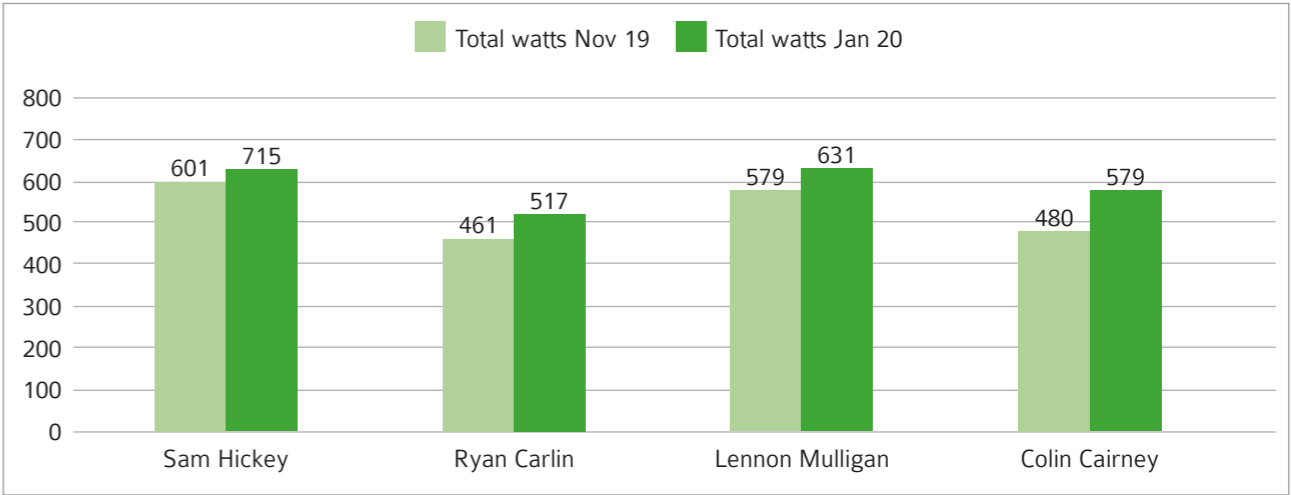
(Please Note: We use the Assault Bike 3’ TT test to obtain a marker that correlates with the boxer’s aerobic power, a

3 min time trial on assault bike - total calories



PERFORMANCE

3 min time trial on assault bike - total watts



key capacity for their overall performance. From this test we can also gather the total amount of mechanical power that the boxers are able to exert on the bike over the duration of the trial, expressed in Watts)

GB SPARRING CAMP, 4TH – 06TH FEBRUARY

Upon completion of the General Phase Camp in Thailand, February saw the EBG enter the Specific Training Phase, with a visit to GB WCP in Sheffield to commence the Sparring process. Important to note, our 3 Youth Boxers listed above attended were in attendance, with the secondary objective of placing them on the GB “Radar” for future selection.



ULSTER / IRELAND SPARRING CAMP (BS HPC)  
14TH – 17TH FEBRUARY

A large squad of 21 Boxers travelled across the Irish Sea to train and Spar alongside members of our EBG, DG & NG. For the first time ever, we allowed the public to spectate the Test Match Sparring which took place on the 16th. Not only did this assist achieve the objective of replicating actual competition, it also created Petty Cash from entrance revenue, which paid for the additional minibus and driver. Very positive feedback was also received, both from Boxers and spectators in the audience. Referees and Timekeepers also conducted development training whilst officiating the Test Matches.

BRITISH ARMY SPARRING CAMP (BS HPC),  
21ST – 24TH FEBRUARY

As above.

## GB BOXING PROGRAMME

This remains the same as the last reporting period with 3 Scottish boxers Aqeel Ahmed 49kg, Sean Lazzerini 75kg and Scott Forrest 91kg members of the GB World Class Programme.

Unfortunately, no Scottish Boxer has been selected for the European (Olympic) Qualifiers which commences on Saturday 14th March in London. 75kg Sean Lazzerini was arguably in pole position towards the end of 2019, unfortunately however Sean sustained a Hand Injury whilst competing in December and is still on prescribed training and rehabilitation.



## SPORTSCOTLAND INSTITUTE OF SPORT

The EBG daily training environment continues to grow from strength to strength, with our SIS Physical Preparation Coach (Carlos) now working in the HPC 4 days per week. In addition, our Centralised "One Stop Shop" model is positively evolving with all SIS practitioners attending throughout the week, with weekly management meetings taking place every Thursday.



## HIGH PERFORMANCE CENTRE (HPC)

### GYM REFURBISHMENT

We are delighted to announce our success in receiving funding from Sportsotland to carry out a refurb of our HPC. Boxing Scotland received £82,500 which will provide a State-of-the-Art Functional Training Area, additional physical training apparatus and aesthetic improvements which will include a partition wall.

### VIDEO ANALYSIS

In addition to the above Capital Investment funding received, a £15k Video Analysis system has been installed in our HPC.



# INVESTMENT AND ORGANISATIONAL CHANGE



As a result of the COVID-19 pandemic, we do face uncertainty with regards to ongoing sportscotland investment. Like all other sports, our performance programme has virtually ceased apart from online training sessions hosted by our national coaches. At the time of writing, invites to international tournaments have started to arrive but we must be very mindful of the restrictions that are in place and not to break them. It means that we must re-budget for the drastic changes in the international boxing calendar.

We referenced the need to appoint a West RDO in last year’s Annual Report and I am delighted that after a rigorous

recruitment process, we were able to appoint Stewart Ferguson in September last year. After some internal discussions, it was felt that Stewart was best placed to assume the role of East RDO with Paul Coleman making the switch to West RDO.

To provide further context with regards to our annual funding, the following table demonstrates the progression of the core annual investment amounts received annually from sportscotland over the past twelve financial years.

Funding Year	Performance	Development	Strong Partners	Total
2008-2009*	£100,000	£0	£75,000	£175,000
2009-2010	£205,000	£35,000	£95,000	£345,000
2010-2011	£240,000	£35,000	£95,000	£370,000
2011-2012	£240,000	£35,000	£95,000	£370,000
2012-2013	£240,000	£35,000	£95,000	£370,000
2013-2014	£373,000	£35,000	£95,000	£503,000
2014-2015	£373,000	£70,000	£95,000	£538,000
2015-2016	£400,000	£160,000	£107,000	£667,000
2016-2017	£400,000	£160,000	£107,000	£667,000
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
2020 – 2021	£303,000	£200,100	£84,000	£587,100

# INVESTMENT AND ORGANISATIONAL CHANGE

It is vital at this point to thank sportscotland for its continued support and the essential nature of its financial investment in Boxing Scotland. Due to the COVID-19 pandemic, sportscotland had waived all investment targets for the first six month of the financial year and is likely to do so for the second half of the year. That said, we are keen to achieve as many of our stated targets as possible which are detailed within our strategic documentation.

We remain one of the six sports that is subject to added assistance from sportscotland which aims to bring added value by way of human expert resource. This is a recent 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.

## THE CURRENT BSL STRUCTURE IS AS FOLLOWS:



# INVESTMENT AND ORGANISATIONAL CHANGE

The following tables highlight the annual investment targets BSL were set by sportscotland prior to the 2019 -2020 season:

## EFFECTIVE ORGANISATION

Achieve the Intermediate Level of the Equality Standard for Sport by 31 May 2019	Presented 23 August 2019 and confirmed 07 October 2019
Appoint two new Directors for Finance and Marketing and Communications by 30 June 2019	Achieved
Develop and implement a Marketing and Communications Strategy by 31 December 2019	Ongoing
Develop and implement an Equality Strategy by 31 December 2019	Ongoing Development achieved by 31st December 2019 - Implementation ongoing
High level recommendations 3,5 and 6 from the 2018-19 SGB Development Audit report to be met by 30 September 2019	Achieved
Successfully implement all recommendations from the 2018 SGB Development Audit by 31 December 2019	Complete
To be fully compliant with the Standards for child wellbeing and protection by 31 March 2020	Will be 100% as of 28 March 2020

## DEVELOPMENT

Baseline and establish an accurate recreational membership monitoring system by 31 August 2019	Completed and established at 4591
Develop and implement a Volunteer Strategy by 31 December 2019	Draft included in 28 March 2020 Board Pack
Develop and implement an introductory coaching qualification for use within Active Schools by 31 March 2020	Complete
Develop and launch a recognised Level 3 Coaching Qualification by 31 March 2020	Complete
Increase registered boxing membership from 2,277 to 2,350 (3%) by 30 June 2019	Achieved – 2362
Increase registered female boxing membership from 204 to 214 (5%) by 30 June 2019	Achieved - 234

# INVESTMENT AND ORGANISATIONAL CHANGE

## PERFORMANCE

1 or more new Scottish athletes gaining selection onto UK Sport World Class Podium funded programmes by 31st March 2020	Not achieved Although Aqeel Ahmed and Sean Lazzerini were elevated to Podium by the GB World Class Programme, they are not listed on the UK Sport WCP Podium List due to a limited number of Podium funding slots
1 or more new Scottish athletes gaining selection onto UK Sport World Class Podium Potential funded programmes by 31st March 2020	Achieved Aqeel Ahmed & Sean Lazzerini (See above)
1 or more Scottish athletes retained on UK Sport World Class Podium/	Achieved Scott Forrest
40% of BSL Elite Boxing Programme boxers achieve grade 7 or above at identified training camps in accordance with BSL assessment protocols between 1st Apr 2019 – 31st Mar 2020;	Achieved
40% or more of BSL Elite Boxing Programme boxers selected for multi-nation events win a medal between 1st Apr 2019 – 31st March 2020;	Not achieved 37.2%. 8 Boxers won a medal between 01st Apr 19 – 31st Mar 20. There were 24 Boxers on EBG on 1st Apr 19, as at 31st March 20 there were 19 Boxers on EBG. Using 21.5 as the median (no of Boxers), 8 medals from 21.5 = 37.2%. In addition, a Youth Multi Nation Tournament scheduled for 26 – 30th Mar 20 was cancelled due to COVID-19, therefore impacting the target of 40% being achieved).
Establish and implement BSL Elite Boxer Programme (Tier 1 & Tier 2) against agreed plan by 31st March 2020.	Achieved

# INVESTMENT AND ORGANISATIONAL CHANGE

## SPECIFIC CONDITIONS OF INVESTMENT (2019-2020)

EFFECTIVE ORGANISATION Develop a Business Plan for Bridgeton HPC prior to investment being released.	Complete
DEVELOPMENT Develop clear role and responsibility specifications for the Boxing Scotland Regional Development Officer (West) prior to investment being released.	Complete
PERFORMANCE A new updated UK Anti-Doping plan and education programme to be developed and in place by 31 March 2020;	Complete
Evidence to be provided of the Bridgeton HPC being used as a daily training environment	Complete

# FINANCE

I am delighted to inform members that we achieved a profit of circa £1,200 during the last financial year and a healthy “cash at bank” situation at the end of the reporting period.

Significant work has went into improving and developing our financial monitoring systems and these will be further improved with a financial expert on the Board and the introduction of a Finance & Audit committee as per the recommendations that arose out of our last KPMG fit for purpose audit.

We have also been successful in securing an additional £82,500 to allow us to install state of the art strength and conditioning equipment within our Bridgeton High Performance centre and also a further £30,000 per annum for the next two years through the Scottish Institute of Sport’s Coaching Futures programme.



# HIGH PERFORMANCE CENTRE

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.

## PRIMARY OBJECTIVE

Boxing Scotland has implemented 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 High-Performance Centre (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, Boxing Scotland has identified the need to generate revenue and become a truly self-sustaining sport and offset the additional operating expenditure associated with the Bridgeton High Performance Centre.

Creating a real state-of-the-art facility, with the purchase and introduction of a cutting-edge strength and conditioning suite 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.

# DOMESTIC CHAMPIONSHIPS

The COVID-19 pandemic has decimated our 2020 national championships.

For the first time ever, since the inception of Boxing Scotland in 2000, we had to make the decision to cancel our 2020 Elite & Youth championships. This was not a decision that was taken lightly but it was the correct one with the health, safety and welfare of everyone in mind.

The viability of the 2020 Novice Championships will have to be examined in due course too and there will be further communication on these in the coming weeks. If restrictions have not been fully lifted by October 2020 then we may look to move the Novice Championships to January 2021 and stage them instead of the Intermediate championships which are due to be held then.

Our 2019 Novice Championships was a monster with 577 entries received. This was by far and away our biggest ever national championship event and so big that we were forced to make changes to how we stage out events as we were in danger of not being able to complete the tournament.

Some of the changes brought in were the removal of double entries, the publishing of the draw prior to the tournament starting and boxers only having to weigh in on the day(s) that they are boxing. These alterations have resulted in the far smoother delivery of our championships and also means that spectators, fans, coaches and boxers know what days they need to be present much more in advance.

Our intermediate championships attracted 147 entries and our School & Junior championships at the end of February had a total entry of 232 – slightly down on previous years but as a direct result of there not being double entries.

We are always keen to hear from Boxers and Coaches on how we can improve the delivery of our championship events and were delighted by the positive feedback we received after introducing a number of changes at our Intermediate championships this year.



# DEVELOPMENT

## BOXING SCOTLAND DEVELOPMENT TEAM STRATEGIC OBJECTIVES (BASED ON THE BOXING SCOTLAND 2019-23 STRATEGIC DEVELOPMENT PLAN: BUILDING NEW FOUNDATIONS)

KPI's relating to Strategic Objective One	Responsibility	Current Season Targets 2019-20	Current Season Actual	Breakdown of current stats	Next Season Targets 2020-21
Increase to 2,650 registered Boxers/ Coaches/Officials by 2023	Development Team	2,350	2,405*	Boxers – 1,802 Coaches – 505 Officials – 98	2,450
Increase to 4,000 Recreational members by 2023	Development Team	3,289	4,973*	North – 1,125 East – 1,623 West – 2,225	3,589
Increase Clubs to 135 by 2023	Development Team	124	127*	New clubs in 2019-20  North – 4 East – 6 West – 9	127
Establish working partnerships with 16 local authorities/trusts by 2023	Development Team	4	15*	North – 4 East – 6 West – 5	8
Develop and deliver an introductory coaching qualification (2019 - 21 – Develop; 2021-21 - Deliver)	Performance/ Development Team	Develop		Currently in development by national coach Craig McEvoy	Develop

KPI's relating to Strategic Objective Two	Responsibility	Current Season Targets 2019-20	Current Season Actual	Breakdown	Next Season Targets 2020-21
65 Clubs Achieving Silver MOR's Status by 2023	Development Team	45	37	North - 16 East - 7 West - 14	52
10 Clubs Achieving Gold MOR's Status by 2023	Development Team	5	4	North -1 East – 3 West - 0	7

\*All membership stats achieved by March 20th with a loss of four months due to COVID-19.

DEVELOPMENT

KPI INFORMATION

The Registered membership for Boxing Scotland has increased from 2281 in 2018/19 to 2405, an increase of 124 (5.2%).

The Recreational membership for Boxing Scotland has increased from 3038 in 2018/19 to 4973, an increase of 1935 (39%)

19 New clubs to affiliate to Boxing Scotland in the 2019/20 season; +15% increase:

- NORTH DISTRICT – Brechin, Nairn, Skyaxe, Shetland.
- EAST DISTRICT – AAA, Artur, Borders, Beath, Falkirk Phoenix, The Royal.
- WEST DISTRICT – Antonine, Ayr, Bluevale, DL, Garnock Valley, Port Glasgow, Queensberry, Solway Spartans, The Edge.

MINIMUM OPERATING REQUIREMENTS

There has been a major focus on upgrading and developing the MOR’s this past season. We will concentrate and strive to help clubs achieve the enhanced MOR’s in the forthcoming season.



DEVELOPMENT TEAM PROJECT UPDATES

Woman and Girls Fund Project

Boxing Scotland successfully received £13,600 of funding from sportscotland’s Woman and Girls Fund in March 2019 to meet the programme outcome. ‘More woman and girls are participating in sport and physical activity’.

10 affiliated boxing clubs from across Scotland were recruited into the project to fulfil a programme of activity that included; 16 female-only Active Schools sessions and six Regional Female Training sessions each, equating to 160 Active Schools sessions and 60 Regional Female Training Sessions in total.

Before the sporting world was shutdown because of the coronavirus pandemic, the clubs had successfully held 164 Active Schools sessions across 21 schools and 18 Regional Female Training sessions from April 2019 to March 2020. These sessions had a combined total of 1,261 female participants, which was broken down to 515 distinctfemale participants, more than 90% of whom were under the age of 18.

So far 27 of these participants have gone on to become members of the affiliated club, including Inverness High School pupil Sarai Grant, who tried the sport for the first time in May 2019 with Highland Boxing Academy and would become Scottish champion just nine months later at the Boxing Scotland School and Junior Championships in February 2020.

There has been an increase in the amount of average daily exercise of the participants thanks to the project. Only 50.1% of surveyed participants were managing at least one hour of exercise per day before the project, but this had risen to 60.5% by the end of the project.

Additionally, 91.67% of surveyed participants reported they felt healthier because of the project, while 78.72% reported they felt more confident because of the project.

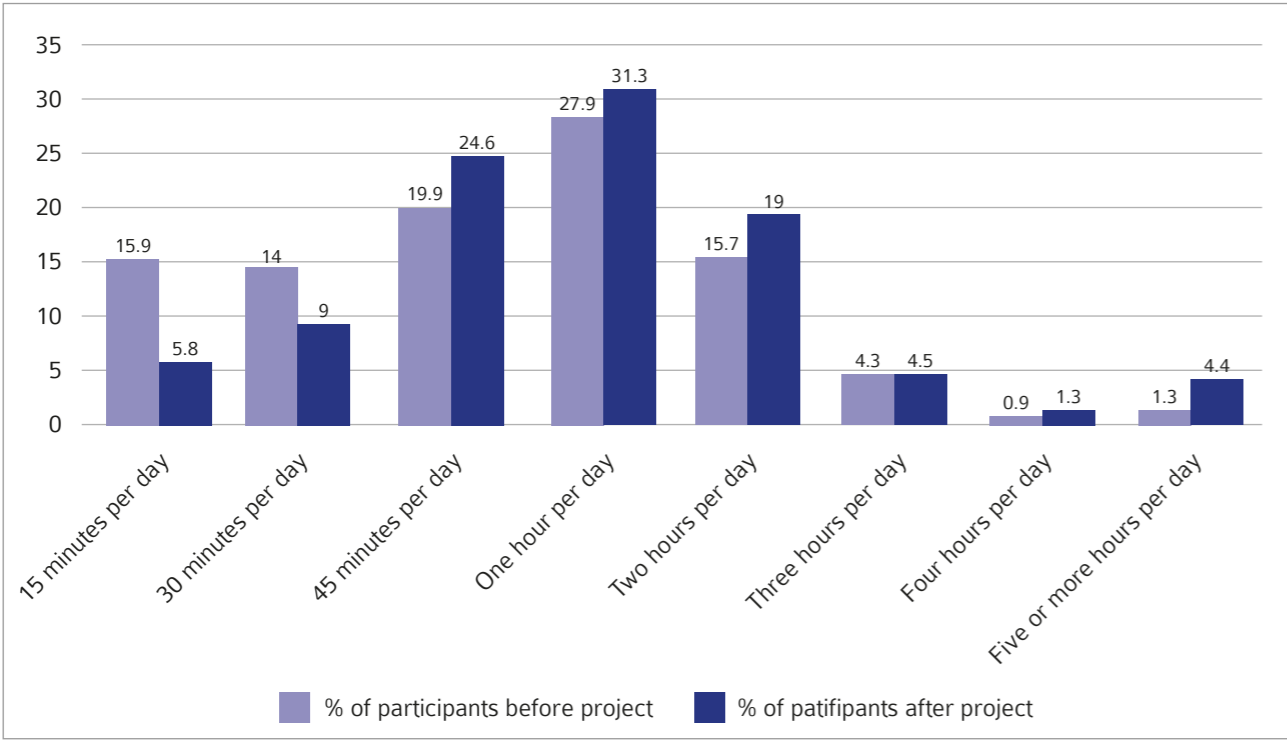
DEVELOPMENT

Club	Total participants	Distinct participants	Active schools sessions delivered	Number of schools delivered to	Regional Female Training sessions delivered	Number to transition from project to join club
Alloa Boxing Club	44	16	10	2	0	3
Bellahouston Boxing Club	108	36	21	1	3	1
Dunfermline Boxing Club	267	73	12	2	0	0
Granite City Boxing Club	169	54	20	6	2	1
Highland Boxing Academy	316	114	20	4	3	13
Leith Victoria Boxing Club	63	21	26	1	0	0
Lochee Boxing Club	37	21	5	2	1	0
Noble Art Boxing Club	130	91	32	1	3	4
Southside Boxing Academy	120	85	16	1	6	5
Wellmeadow Boxing Club	7	4	2	1	0	0
Totals	1,261	515	164	21	18	27

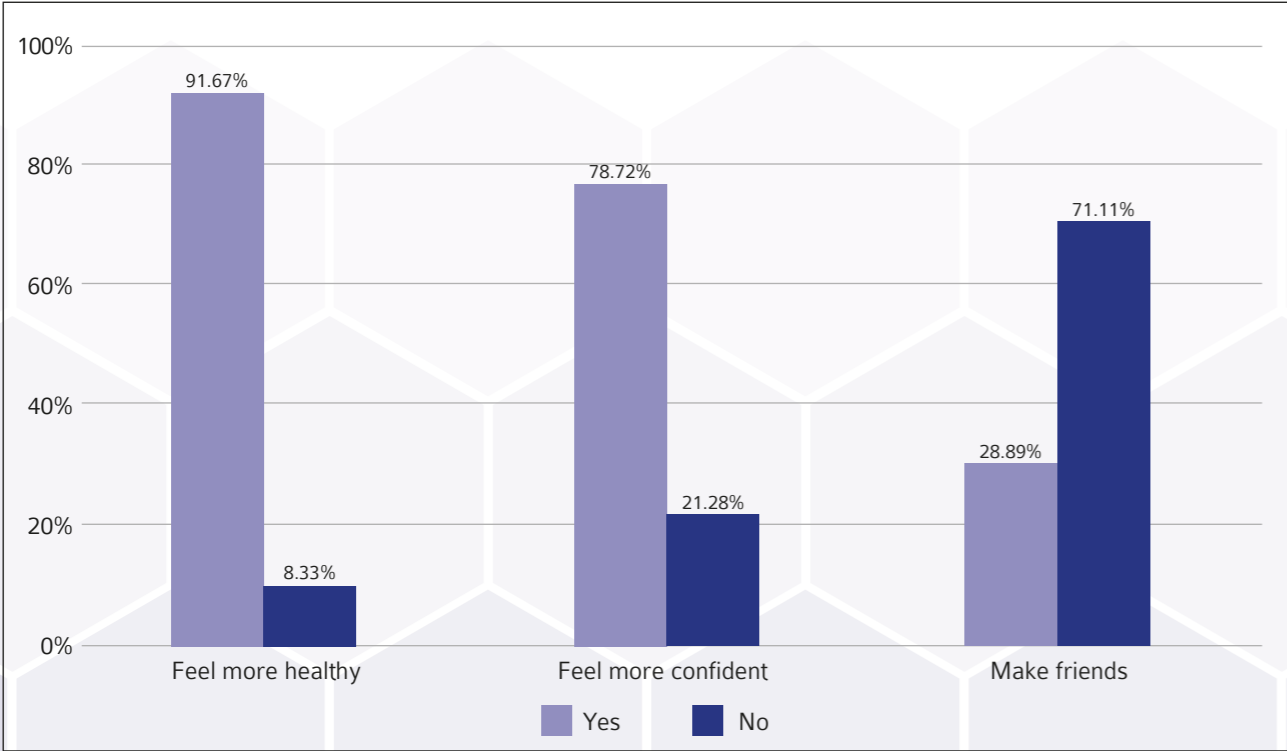


DEVELOPMENT

Time per day for participants in the Boxing Scotland Women and Girls



Do you feel this project has helped you?



DEVELOPMENT

PARKINSON’S/ROCK STEADY

Rock Steady Glasgow continues to be a BSL affiliated club and has this year has increased to 41 members who attend at various sessions at the club. We are continuing to explore ways of collaborative working.

We will also explore Parkinson’s UK and identify how we can deliver a form of Parkinson’s training to Coaches in Scotland. Rock Steady Glasgow are currently assisting with their expertise with the forth coming BSL Disability Tool Kit.

PUNCH BEYOND

Punch Beyond had just entered its third term before COVID 19 brought the initiative to an abrupt halt. BSL has attended a meeting with Police Scotland, Punch Beyond and Active Schools at Dunfermline Police Station to discuss expanding the project across fife utilising BSL affiliated clubs. The project currently has Trench Boxing club covering the four high schools from Dunfermline and Beath Boxing Club working with Cowdenbeath High School.

We have also been exploring with the expansion of the project into Glasgow. Boxing Scotland and partners have had an initial meeting with PC Lynn Donnelly who is the Campus Police Link, Safer Communities Department, Greater Glasgow Division. We have also had success with Inspector James Mann from the Local Problem-Solving Team in Glasgow South East. He wants to introduce the programme into the Castlemilk area of Glasgow and is in the process of applying for Project funding through the Assistant Commissioner’s fund.

To date Punch Beyond has reached out to 71 pupils from Dunfermline and the Inverkeithing area. The split between male and female 42 males - 59% and 29 females - 41%.



## DEVELOPMENT

### COVID-19 RESPONSE

The Development team have reached out to all 127 affiliated club to offer support and to ascertain their current position in relation to the coronavirus pandemic. They have been offering support and guidance to those most affected by the current situation.

Congratulations go to our affiliated clubs, as mentioned approximately £250,000 of funding has been awarded during this unprecedented period. The successful funding was achieved from a variety of grants and funds such as the Third Sector Resilience Fund, Business Support Grant, Awards for All, Wellbeing Fund.

Working to develop back to boxing framework. These guidelines have been developed by Boxing Scotland for boxing activities within Scotland and were produced in conjunction

with sportscotland and the Scottish Government. The document shall remain fluid and shall be updated as further phased guidance is released by the Scottish Government regarding Covid-19 and our route from lockdown.

The purpose of the roadshow is better communication and more club engagement. In June Development team commenced the first set of roadshows attended by 44 individuals from 34 clubs.

The first Roadshow covered the following topics: COVID-19, Minimum operating requirements, Child protection training and updates, finishing with Q&A. A feedback survey has been sent to those that attended the presentation on aspects of the event to help shape and forge the next set roadshows in September/October.

## VOLUNTEERING STRATEGY

Our army of 1000 plus volunteers have played an integral role in keeping the sport of boxing alive in our communities for many years. We have seen, the incredible impact that our volunteers can have on our boxers, clubs and our communities and we are extremely grateful for the contribution they make.

Our vision is a boxing community that supports each other to be the best – and our volunteers are integral to this. we recognise we could not function without the many volunteers who give up their time to teach, coach, officiate and administrate in our clubs.

As an organisation we will produce a volunteer strategy which will help us achieve our volunteer/growth/participation and inclusion goals.

It sets our commitment to recruit, involve, and develop excellent and committed individuals seeking to invest time and talent for the benefit of our boxers, clubs, services, and our communities.



# EQUALITY, DIVERSITY & INCLUSION

Boxing Scotland is committed to promoting boxing and making the sport open to everyone in Scotland. Our commitment moving forward includes:

- Being aware of our current internal and external position in terms of equality;
- Creating and implementing a robust Equality Action Plan and Equality Strategy that actively promotes equality, inclusion and increases participation;
- Identifying and implementing relevant training for all Board members, Staff, Elite Boxing Group (EGB) boxers, Coaches, Officials and Volunteers;
- Conducting/reviewing Equality Impact Assessments (EIAs) on policies, strategies and procedures on a ongoing basis;
- Prioritising specific Equality Target Groups during 2019 - 2022

This will be accomplished by ensuring equality and inclusion in all aspects of our work. We will audit and monitor our activities regularly and take appropriate steps if it appears that our commitment to equality and inclusion is not being delivered effectively.

As part of this commitment we have a rolling plan to collect data on the profile of our board, staff (paid and unpaid), coaches, officials and members/participants. Without this data it will not be possible to identify any current areas of under-representation or potential inequalities, and as such, it will make it much more difficult for us to tackle these issues. It is vital that Boxing Scotland, our stakeholders and partners can see the progress we are making towards full inclusion and participation.

This work was carried out to enable everyone to enjoy the benefits of participating in boxing activity and as part of our responsibilities under the Equalities Act 2010 and as part of the accreditation process for Intermediate level of the Equality Standard for Sport.

## METHODOLOGY

The audit took place by issuing the Boxing Scotland “Getting to Know You” equality survey primarily to those who were registering as boxers, coaches and officials (along with Staff & Board) during the period of October – December 2018. All returns were fully anonymised; no identifying details were entered on the form and although a coding system was used to organise and analyse the returns this did not permit identification of individuals. Clubs sent their completed forms back to Boxing Scotland. The information was used as part of our assessment towards achieving the Equality Standard for Sport Intermediate level with I am delighted to say we did in August 2019.

Boxing Scotland administrative staff collated the returns. A total of 2000 forms were issued. 747 forms were returned representing a return rate of 37.35% - our highest ever since commencing Equality audits. This compares extremely favourably with our previous approach in issuing 2500 paper surveys and a Survey Monkey questionnaire which only resulted in 458 surveys being returned – 18.32%.

Two surveys were undertaken – one for adults (11 questions) and another for people under eighteen years of age (5 questions).



# EQUALITY, DIVERSITY & INCLUSION

We apply good practice principles in equality data collection which will help us to:

- Make boxing in Scotland as equal and inclusive as possible;
- Identify under-represented groups in order to provide greater opportunities for them to participate in boxing activity;
- Standardise the data collected so it can be compared now and in future;
- Compare our profile against local demographic data collected via National Censuses;
- Identify a current snapshot of our organisation for comparison with future profiles to gauge progress within the organisation;
- Consider how representative our organisation is of local communities and protected characteristics;
- Plan positive action to encourage more involvement and participation by different communities;
- Apply for further bespoke funding for Equality Target Group boxing activities and projects.

## HEADLINE FINDINGS – 2018 “GETTING TO KNOW YOU” SURVEY

- A total of 747 surveys were returned – 419 adult and 328 U18. The return rate was considerably higher than in 2015 (37.35% against 18.32% in 2015) and way above the accepted 10% return rate;
- 629 (84.2% in 2018, 83.8% in 2015) respondents were male, 114 (15.3% in 2018, 14.8% in 2015) were female and 4 (0.5% in 2018, 1.4% in 2015) preferred not to state their sex/gender identity;
- U18’s were not asked to state whether they identify as transgender, their sexual orientation or their religion as these were considered complex and intrusive issues for young people in a survey of this nature. It is likely that we will re-visit this issue in the design and conduct of future equality survey activity.
- Boxing Scotland Board Members returned the following information:
  - 57% (4) are aged 35-44, 29% (2) are aged 65-74 and 14% (1) is aged 75+;
  - 71% (5) are male and 29% (2) are female;
  - 14% (1) Director identified as LGBT;
  - 14% (1) declared a disability;
  - 86% (6) declared as white Scottish and 14% (1) declared as mixed multiple ethnic origin (Scottish);
  - 57% (4) hold no religious beliefs, 43% (2) are Church of Scotland and 14% (1) is Roman Catholic.
- Boxing Scotland Staff Members returned the following information:
  - 14% (1) is aged 24-34, 28% (2) are aged 35-44, 28% (2) are aged 45 – 54 and 28% (2) are aged 55-64;
  - 86% (6) are male and 14% (1) is female;
  - No staff members identified as Trans or LGB;
  - No staff members declared a disability;
  - 72% (5) declared as white Scottish and 28% (2) declared as other British;
  - 86% (6) hold no religious beliefs and 14% (1) is Roman Catholic.



# EQUALITY, DIVERSITY & INCLUSION

- Ethnicity:
  - A total of 568 respondents (76.0% in 2018, 85.2% in 2015) were white Scottish Caucasian;
  - Overall, 87.4% of respondents declared themselves to be within the White Ethnic Group compared to 91.3% in 2015;
  - 5.7% of respondents declared themselves to be within the Asian Ethnic Group compared to 4.4% in 2015;
  - 3.1% of respondents declared themselves to be within the African, Caribbean, Black & Other Ethnic Group compared to 0.6% in 2015
- Religion:
  - 43.7% of respondents held no religious beliefs compared to 44% in 2015;
  - 24.6% of respondents were Church of Scotland compared to 22.3 in 2015;
  - 26.0% of respondents were Roman Catholic compared to 20.6% in 2015;
  - 3.3% of respondents were Muslim compared to 2.8% in 2015;
  - 1.2% of respondents either preferred not to specify their beliefs or held others.
- Sexual orientation:
  - Overall, 6% of respondents identified as gay, lesbian or bi-sexual:
  - 2.1% of respondents identified as gay compared to 0% in 2015;
  - 2.9% of respondents identified as lesbian compared to 1.7% in 2015;
  - 0.95% of respondents identified as bi-sexual (no data collected in 2015);
  - 1.43% of respondents identified as other compared to 0.3% in 2015;
  - 1.9% of respondents preferred not to state their sexual orientation compared to 10.3% in 2015;
  - 90.7% of respondents identified as heterosexual compared to 87.7% in 2015.

- Disability (insert percentages):
  - Overall, 39 (5.2%) of respondents reported having disabilities;
  - 2 respondents identified deafness;
  - 3 respondents identified learning disabilities;
  - 4 respondents identified leaning difficulties;
  - 4 respondents identified physical disabilities;
  - 3 respondents identified mental health conditions;
  - 8 respondents identified long term illnesses;
  - 15 respondents preferred not to specify their disability/ies.

## COMPARISONS WITH NATIONAL AND LOCAL DEMOGRAPHICS

When compared with national population statistics the following groups are most under-represented within Boxing Scotland:

- Females 15.3% (52% of the Scottish population are female [National Census 2011]);
- Disabled people 5.2% (19% of the Scottish population are physical/learning disabled [National Census 2011]);
- People aged 65 years and over 1.3% (17% of the Scottish population are 65 years of age and over [National Census 2011]);

However, in comparison, Boxing Scotland has made significant progress in representation of the following groups:

- Non-white people 8.8% compared with 5.0% in 2015 (4% of the Scottish population are non-white [National Census 2011]);
- 6% of gay, lesbian or bi-sexual people are actively involved in Boxing Scotland compared to 1.7% in 2015 (Stonewall estimates there are between 5 and 7% gay, lesbian or bi-sexual people currently living in Scotland).

# EQUALITY, DIVERSITY & INCLUSION

## RECOMMENDATIONS INCLUDING AREAS FOR IMPROVEMENT:

- In addition to the 2019 – 2022 Boxing Scotland Equality Action Plan an Equality Strategy has been developed aligned with all other strategic plans;
- Equality targets, progress and information will be embedded within the Communication Strategy being developed by Boxing Scotland;
- Closer links will be developed and fostered with communities and the Active Schools programme by introducing non-contact boxing activity and relevant coaching qualifications to increase the participation of young people from all backgrounds across Scotland;
- Mandatory equality and inclusion training for all current and new CPOs within affiliated clubs (as part of the Boxing Scotland MORs);
- Continued involvement in the SGB Equality Standard Support group and continued guidance from the Boxing Scotland Inclusion and Participation Group;
- Introduction of rolling Equality Impact Assessments for targeted strategies, policies, procedures and projects;
- Introduction of an Equality Action List which will be produced in line with any concerns arising out of the rolling EIA assessments;
- Review of current membership monitoring systems and processes to ensure accurate equality and inclusion reporting;

In terms of our presentation for the Intermediate Level Equality Standard for Sport, we presented to sportscotland and an external assessor who acknowledged the following strengths within the organisation:

- It was fully recognised the considerable journey that the sport has been on to improve its operational and governance structures in the past few years. There is a clear commitment to equality by the Board Lead and CEO and the increases in BME and women members reflects the changes in the perception of Boxing and the SGB as a whole;
- The Equality Action Plan sets out a clear series of actions which, if delivered successfully, will further improve and embed equality across the whole sport;
- Boxing Scotland has presented a compelling submission with good practice visible at board level, and long-term commitments to integrate equality and diversity into its business operations. The Board Champion is knowledgeable, highly enthusiastic and fully committed to the principles and practice of equality.
- Of particular note is that the Boxing Scotland Board all share the responsibility for equality and that the SGB is encouraged to focus its resources on the priority groups of women, disability and LGB and not allow funding to determine what projects Boxing Scotland delivers. The SGB should consider its work across these three themes not simply to include members/ boxers but also to increase representation within the staff team, Board, coaches and officials to reflect these priorities.

# EQUALITY, DIVERSITY & INCLUSION

## TEAM SCOTLAND

### First Ever Stars Winner – Kevin Brooks

In July 2020, Nairn Boxing Club coach Kevin Brooks won the inaugural Team Scotland Stars individual award, while Boxing Scotland finished runners-up in the Group/Organisation category.

With the Covid-19 Coronavirus pandemic meaning that life is very different for all of us, the Team Scotland Stars is a new monthly award to recognise those going above and beyond to help others through these difficult times.

The expert judging panel of former First Minister for Scotland, Jack McConnell, badminton star Kirsty Gilmour and Team Scotland Youth Trust Board Director, Denise Holmes had the difficult task of narrowing it down to just four in each of the two categories to go forward to the public, with thousands of votes cast.

Kevin was recognised for his dedication and selfless actions through the challenging times of the past few months, with the North District club delivering free online Zoom training to the community since the lockdown began in March. Kevin beat off competition from James Cairns from Bishopton Military Fitness Club, Lothian Disability Sport Archery Co-

ordinator Richard Vallis and City of Edinburgh Volleyball Development Officer Emma Waldie to win the award.

Meanwhile, Boxing Scotland finished as runners-up in the inaugural Team Scotland Stars Group/Organisation category after being noted for our commitment to improving communities physical and mental well-being.

## SCOTT DYER

### Midlothian Boxing Club

Midlothian Boxing Club Coach Scott became unwell in early February 2020 and was eventually diagnosed with meningococcal septicaemia and pneumonia.

Scott had both legs amputated below the knee along with 8 of his fingers. For most people this would be have been catastrophic however Scott intends to return to coaching with his main goal to start skipping again. This is testament to his passion for Boxing and for everyone involved in the sport. Scott has been coaching at Midlothian Boxing Club since 2017 and has been encouraging members via social media to remain active during lockdown from his hospital bed.

Scott has been an inspiration to many people and continues his battle in hospital. Scott is a great ambassador for the sport of Boxing and Boxing Scotland would like to wish him all the very best in his recovery.



# IN MEMORY

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

## COLIN MCEWEN

### Granite City Boxing Club

Colin had a lifelong association with the sport having boxed competitively, worked as an official and Council/Board member and latterly as the Northern District Treasurer.

## JOSEPH CROMBIE

### Kingdom Boxing Club

Joe was a member of the Kingdom Boxing Club from the age of nine and boxed twenty two times becoming Eastern District Champion, Scottish Champion, Scottish Internationalist & a British Champion and had his last bout at Pettycur Bay in 2016.

## NEIL MCINTYRE

### Dennistoun McNair Boxing Club

Neil was a true servant to Boxing Scotland working at many National Championships as a computer operator and official.

## JAMES MEECHAN

### Kirkintilloch Boxing Club

James is sadly missed by everyone at the Kirkintilloch Boxing Club where he spent countless hours developing young boxers that competed in the West District and National Championships.

## MAGDELEN BERNIS

### Edinburgh University/Holyrood Boxing Club

Magdalen was a pioneer for both women's boxing and university boxing in Scotland, and she was a member of Scotland's first female boxing squad in 2011.

Magdalen initially represented the University of Edinburgh while training at Leith Victoria in 2009-2011 before moving on to Holyrood Boxing Gym in 2012. She was the first Scottish boxer to compete in, and win, the Haringey Box Cup in 2010 and the Golden Girl Championship in 2011. In 2011, Magdalen also won the British Universities Boxing Championships and boxed in the finals of the Scottish elite championships.

Most recently, Magdalen was a boxing coach for the University of Edinburgh.

## RAB BANNAN

### The Barn Boxing Club

Rab was a community Champion and became a local legend within Coatbridge for his efforts at The Barn boxing club, where he helped and supported youngsters to stay on the straight and narrow for decades. Rab dedicated his life to boxing and trained many Champions across all age and weight categories also achieving acclaim in the Professional world setting three-time world champion Ricky Burns on the road to stardom. Rab was recognised for his tireless work with the BBC Unsung Hero award in 2015, a real honor.

He was a true gentleman and leaves a huge void in our sport. God bless and rest in peace.



