



ANNUAL REPORT 2018



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FOREWORD

Dear Members, what a great year 2017/2018 was for the Boxing Scotland family during which we enjoyed:

- Great competitions and events with a record number of entries;
- Continued growth in membership – both boxers and clubs;
- Continued and significant international medal success including preserving our record as the only Scottish sport to have won medals at every Empire and/or Commonwealth Games;
- Our best ever “away” GB Three Nation Elite Championship performance;
- Development and introduction of our level 2 coaching course;
- Our ongoing equality, inclusion and participation work;
- Further development and improvement of our online membership system.

The above list is by no means exhaustive and the last twelve months have seen us make yet more significant progress through the successful achievement of the majority of our annual investment targets.

The highlight of this year was always going to be the 2018 Gold Coast Commonwealth Games and given our 2014

Glasgow performances, expectations were high. While the overall outcome of 2 Bronze medals wasn't quite what we'd hoped for, we still had eight out of 11 boxers reach the quarter final stages and on another day, the outcome of at least two of those bouts could have been medals.

It was a year where there were considerable demands on our funding. This comes on the back of improving our own internal processes, tight financial management, and a continued focus on our costs.

Funding remains an issue and it seems that the current funding environment for all sports is not going to improve meaning we will have to be more creative in raising funds from both public and private sectors to allow us to deliver the programmes we want in the years to come.

Our Regional Development Programme continues to go from strength-to-strength with growth with core funding for RDO positions confirmed for the foreseeable future. Our staff are driving the growth in membership and participation across the country and we hope to add a further West Regional Development officer to our team over the next 1-2 months.



FOREWORD

A key focus for us all this year is the accurate monitoring of membership numbers, which will help us to assist clubs in understanding the profile of their members, reporting back to key stakeholders such as sportscotland and the Government and hopefully to secure additional sources of funding for our member clubs.

We are currently engaged in a comprehensive review of our MORs accreditation scheme which we anticipate will help all member clubs deliver best practice to their members and which will make boxing a sport that is accessible to everyone.

At the time of writing, we have commenced the process for the production of our 2019 – 2023 strategic plan which will be underpinned by 5 documents:

- A performance plan;
- A regional development plan;
- An equality action plan;
- A growth and sustainability plan; and
- A communications strategy.

OUR NEW VISION WILL BE:

Boxing Scotland: To Include, Influence & Inspire

OUR NEW MISSION WILL BE:

To promote and develop through the delivery of boxing in Scotland:

- **Physical health & wellbeing;**
- **Mental health & wellbeing; and**
- **Social cohesion.**

We would also like to hear from our members on what they think the future strategic direction of Boxing Scotland should look like and will be holding a membership consultation session after the conclusion of our 2018 AGM.

As always, I would like to say thank you to all the Boxing Scotland boxers, coaches, volunteers, officials, parents and supporters for their continued support - without you none of this would be possible.

Best Regards



Fraser Walker

Interim Chief Executive Officer Boxing Scotland



PERFORMANCE

As we enter into the last year of our four-year strategic plan, we have much to be proud of having enjoyed our best ever medal success over the 2014 – 2018 period.

That said, this was somewhat tempered by a disappointing 2018 Gold Coast Commonwealth Games which saw us pick up just two Bronze medals – Reece McFadden winning his second flyweight bronze medal and John Docherty adding to his Commonwealth Youth Games gold medal with a Bronze in the Middleweight category.

Our pre-games preparations went very well with an excellent team environment, facilities & support at the Twin Waters resort in the Sunshine Coast. We were also guests of the Shamrock boxing club in Maroochydore who were fantastic to our team and provided great hospitality with 24 hr access to their gym throughout our stay there.

On paper this was one of our most talented teams ever but the loss of Lee McGregor to the professional ranks just months before and some very questionable decisions (Vicky Glover Q/F & Reece McFadden S/F) mean the outcome could easily have been much more positive.

The standard of boxing at these games seemed to be higher than before with more boxers now able to adapt and box at a higher level than before. African/Emerging nations in particular have advanced considerably over the years and are now consistently challenging the other leading nations. Much of this improvement has been attributed to increased (financial) resourcing of programmes allowing international coach recruitment, considerable individual athlete funding, recruitment of specific experts (sports science, strength & conditioning etc) and attendance at the best international tournaments/training & sparring camps.

With our focus currently on producing a new 2019 – 2023 strategic plan, it is absolutely imperative that we write a performance plan to underpin it which details how we are going to achieve continued medal success at major international competitions.

On completion of the 2018 Commonwealth Games, BSL High Performance Team conducted a SWOT analysis of the current Performance & Development programme.

The table below summarises Team Scotland's performances in the 2018 Gold Coast Commonwealth Games



BOXER	RESULT	OPPONENT PLACING
49kg Aqeel Ahmed	Lost in Quarter Final: Split	Silver Medal
52kg Reece McFadden	Won 2, Lost in Semi Final: Split	Silver Medal
60kg Nathaniel Collins	Won 1, Lost in Quarter Final: Unanimous	Gold Medal
64kg Robbie McKechnie	Lost in the Last 16: Unanimous	Silver Medal
69kg Stephen Newns	Won 2, Lost in Quarter Final: Unanimous	Bronze Medal
75kg John Docherty	Won 3, Lost in Semi Final: Unanimous	Silver Medal
81kg Sean Lazzerini	Lost in last 16: Split	Bronze Medal
91kg Scott Forrest	Won 1, Lost in Quarter Final: Split	Bronze Medal
91+kg Mitchell Barton	Lost in last 16: Unanimous	Bronze Medal
48kg Megan Gordon	Lost in Quarter Final: Unanimous	Gold Medal
57k Vicky Glover	Won 1, Lost in Quarter Final: Split	Bronze Medal

PERFORMANCE

Although BSL has achieved its most successful Performance period over the last 2 CWG cycles, there were several areas highlighted during the SWOT analysis that require attention, discussion and action. The 4 main points relating to weaknesses & threats are as follows:

- 1 Lack of strength and depth of "Performance Talent" on the development pathway
- 2 Technical & Tactical standard of boxers attending Open Invitational sessions in the High Performance Centre
- 3 Lack of engagement by certain clubs / boxers
- 4 2017/18 GB 3 Nation Results, in particular School / Junior groups

In order to combat the areas listed above and strengthen the BSL High Performance & Development programmes, a modified method of programme delivery is being proposed in order to keep our current momentum.



AIMS & OBJECTIVES

The aims and objectives of the proposal are to increase and improve the talent emerging from our clubs, in order that we collectively:

"Deliver a world class, dynamic and well supported High Performance programme to consistently achieve the highest international success"

The proposed programme delivery is divided into Short, Medium & Long-Term Goals with the short-term goals for next 12-month period being:

- Increased training / development / Talent ID opportunities within each district;
- Create and deliver a Training Syllabus aligned to the BSL WITTW model, mirrored throughout all districts;
- Communicate and execute a clear development pathway onto the High-Performance Programme, with Centralised Training acting as a key milestone for each age category, rather than "Open Invite" sessions;
- On completion of a set period of District level training, boxers identified to form a Performance "Group" (covering all age categories) via a dynamic Assessment process;
- SWOT analysis at end of term.

The next 12 months must be spent on talent identification of boxers who can qualify and win medals at the 2022 Birmingham Commonwealth Games. After the initial 12-month period i.e. 3 years out from Birmingham, a core squad must be identified, ring fenced and aspirationally placed on a full-time programme.

This squad will be reviewed every 6 months; however, boxers can be added as well as removed at any time due to loss of form, fitness, performance etc. Boxers selected on the "2022 Team" will be based on ability only, so if there are only 4 initially, then so be it.

This group will work towards a 3-year plan, exposing them to the highest standard of training and competition. Discipline and lifestyle must be second to none.

PERFORMANCE

NOTABLE ACHIEVEMENTS – GLASGOW 2014 TO GOLD COAST 2018

Despite the disappointment of the 2018 Commonwealth Games results, it must not be forgotten the progress our boxers have made on the international stage following the Glasgow 2014 Commonwealth Games. The 4-year period is still BSL's most successful and a summary of our most notable results can be found to the right:



2014

Tammer Tournament:	2 Gold and 2 Bronze;
European Youth Champs:	1 Quarter finalist;
European Junior Champs:	1 Gold;

2015

Nikolay Pavlyukov Russia:	2 Silver;
Belgrade Winners:	2 Gold, 2 Silver, 2 Bronze;
European Juniors:	2 Bronze;
Lah Minana, Kosovo:	5 Gold 2 Silver;
Samoa Commonwealth YG:	2 Gold, 1 Silver, 1 Bronze;
Feliks Stam, Poland:	1 Gold, 2 Silver, 2 Bronze;
European Youths:	1 Silver, 1 Bronze;

2016

Belgrade Winners:	2 Gold, 2 Silver, 2 Bronze;
GB Elites:	6 Gold;
European Juniors:	1 Silver, 1 Bronze;
European Youths:	3 Quarter finalists;
Danube Cup:	4 Gold, 1 Bronze;
Tammer Tournament:	2 Gold, 2 Silver, 2 Bronze;
World Youth Champs:	1 Gold;
Golden Gloves:	2 Gold, 2 Silver, 1 Bronze;

2017

Belgrade Winners:	3 Gold, 2 Silver, 2 Bronze;
European Championships:	3 Quarter Finalists;
Bahamas Commonwealth YG:	1 Gold, 1 Silver, 3 Bronze;
Silesian Women, Poland:	2 Silver, 1 Bronze;
World Championships:	1 Quarter finalist;
Tammer Tournament:	2 Gold, 2 Bronze;

2018

Gold Coast CG:	2 Bronze, 6 Quarter Finalists;
European Youth Champs:	1 Bronze, 3 Quarter Finalists.

PERFORMANCE

The following is a detailed summary of performance programme activity from August 2017 to July 2017:

MONTH	EVENT	NO OF BOXERS	LOCATION	NOTABLE RESULT(S)
July 2017	European School Championships	5	Romania	Marcus McKenzie Bronze
July 2017	Commonwealth Youth Games	8	Bahamas	Tyler Jolly Gold
August 2017	Men's World Championships	3	Hamburg	Lee McGregor, Quarter Finals
August 2017	GB Programme Sparring Camp	3	Sheffield	N/A
Sept 2017	Silesian Female Open Tournament	8	Gliwice	Billie Denholm, Gold
Sept 2017	Boxam Youth Male Tournament	4	Finestrat	Ryan Reekie, Bronze
Sept 2017	European Junior Championships	5	Albena	Reece Lynch, Quarter Finals
Oct 2017	European Youth Championships	4	Antalya	2 Preliminary 1/8
Nov 2017	Tammer Tournament	9	Tampere	2 Gold & best boxer (S Forrest)
Nov 2017	WITTW Commonwealth Potential Camp	20	Bridgeton	N/A
Dec 2017	Best of British Tournament	4	Rotherham	Matty McHale, Gold
Dec 2017	4 x Schoolboy/Girl Training days	42 per session	Various	N/A
Jan 2018	General Conditioning Camp Gold Coast	11	Kirkcaldy	N/A
Jan 2018	4 x Schoolboy/Girl Training days	42 per session	Various	N/A
Jan 2018	Youth & Junior Training	16 M, 2 F	Bridgeton	N/A
Jan 2018	Youth & Junior Training	10 M, 2 F	Bridgeton	N/A
Feb 2018	GB Programme Sparring	8	Sheffield	N/A
Feb 2018	Gold Coast training camp	11	Kharkiv	N/A
Feb 2018	Youth & Junior Training	15 M, 2 F	Bridgeton	N/A
March 2018	Pre Gold Coast preparatory camp	11	Twin Waters	N/A
March 2018	Youth & Junior Training	23 M, 2 F	Bridgeton	N/A
March 2018	Youth & Junior Training	20 M, 3 F	Bridgeton	N/A
March 2018	Youth & Junior Training	22 M, 3 F	Bridgeton	N/A
March 2018	Youth & Junior Training	4	Middlesboro	N/A
April 2018	2018 Commonwealth Games	11	Gold Coast	2 Bronze, 6 Quarter Finalists
April 2018	European Youth Championships	4	Roseto Degli Abruzzi	Sam Hickey, Bronze
April 2018	Belgrade Winners Tournament	10	Belgrade	1 Silver, 3 Bronze
May 2018	Youth & Junior Training	23 M, 3 F	Bridgeton	N/A
May 2018	GB Youth & Juniors	36 M, 7 F	Ravenscraig	6 Gold, 14 Silver
June 2018	GB Three Nations Elite Tournament	11 M, 4 F	Rotherham	6 Gold & 4 Silver

PERFORMANCE

PERFORMANCE PROGRAMME STAFFING

Ray Gibson, our Emerging Talent coach recently left for pastures new and we now have Niall Clark doing a sterling job as a new addition to our coaching team.

As many of the Boxing Scotland family will be aware, our Technical Coach, Craig McEvoy moved to part-time employment in October 2017 after accepting an offer of a coaching role in Russia.

As BSL are now transitioning into a new Commonwealth Games planning cycle and subsequent strategic planning exercise, it is prudent to provide our members with further detail on how this arrangement will be able to continue in order that Craig can continue to fulfil his role as BSL Technical Coach in a part-time capacity.

First and foremost, and as has been the case since October 2017, Craig frequently returns to Scotland with the exact dates being determined by both BSL and Russian commitments. All return dates are provided 3 months in advance, with an average return frequency of every 4 / 5 weeks for a period of 8 – 10 days.

Prior to and including the 2018 Commonwealth Games, Craig was on duty with Team Scotland for approximately 3 months and did not receive a wage from Russia. In addition, all travel costs to & from Russia are being personally met by Craig.



GENERAL BENEFITS

At the time of the proposal being considered, much thought went into the many benefits that this “placement” in Russia could potentially bring BSL with regards to our strategic aims and objectives, for example:

- Development as a coach, which in turn develops the Performance Programme coaches and ultimately develops the BSL Performance Programme, through experience and knowledge gained from working in one of the World’s best boxing nations;
- Continued forging of international relations with boxing’s World Leaders, for example, through attending tournaments at which Olympic teams from Uzbekistan, Cuba & Kazakhstan have been competing. There will be numerous opportunities to attend training camps with leading nations too, including a camp in Uzbekistan in September. Uzbekistan is currently rated as one of the very best boxing nations in the World;
- Continued assistance with BSL’s preparation for competition. For example, prior to the Youth World Championships starting on 20th August 2018, working with Sam Hickey to help him prepare with the Russian National Team in Sochi;
- Intellectual Property from Russia / other countries to shared and transferred across to the BSL performance programme.

ONGOING ROLES & RESPONSIBILITIES

Key work objectives have been agreed along with a selection of (but not exhaustive) related tasks. As had been the case in recent months, a significant part of the Technical Coach can be and is conducted remotely:

Key Work Objective 1: PERFORMANCE

Plan and assist to deliver a periodisation programme for the Elite & Youth Performance programme, ensuring all athletes are fully prepared for the main target competitions.

- Daily communication with the National Coach discussing all current Programme issues and Weekly Skype call with NC / PD;
- Continuous management & updating of Performance Calendar Spreadsheet;
- Planning and delivery of Competition & Training Camps throughout periodised cycles;

PERFORMANCE

- Frequent communication (including weekly skype call) with SIS Physical Preparation Coach
- Continuous collating of training methods and processes being implemented by World Leaders i.e. Russia, Uzbekistan, Kazakhstan;
- Upskilling of Programme coaches & boxers and delivery of Programme training sessions during returns to Scotland;
- What It Takes To Win (WITTW) Model – consistently work in progress as continuously being updated as boxing / scoring system etc evolves;
- Coordination & organisation of WITTW assessment camps.

Key Work Objective 2:

Plan and assist in the delivery of Individual Training Programmes where boxers are selected for Major Competition (to include targeted Junior Boxers who can qualify for 2022 CWG).

Example: Sam Hickey – attending 2018 Youth World Championships on 20th August 2018.

- Weekly communication with boxer, managing and advising on training load etc;
- Video of specific training techniques for boxer to utilise;
- Designed Physical Preparation Programme, including new functional exercises exposed to in Russia;
- Administration:
 1. Communicating with Russia Federation to arrange Sam attending Camp
 2. Coordination and completion of visas
 3. Organising accommodation / internal travel etc
- Daily coaching / training whilst in Russia.

Key Work Objective 3:

Continued research to develop and deliver a Talent ID Training Syllabus, also to be utilised across the Performance Programme for development and assessment

- Draft proposal plan produced with subsequent amendments currently being discussed and developed;
- Design and manage the Talent ID Training Programme;
- Production of a Video Library to support all the necessary skills required for the Talent ID syllabus / programmes (Pilot video completed);

- Production and monitoring of Talent ID programme reporting & assessments.

Key Work Objective 4:

Assist, coordinate & consult on development projects linked to Boxer / Coach Education

- Assistance and consultancy to RDO's with Active Schools / Development projects;
- Designing and delivering Boxing Tutor course specifically for School Teachers (tbc);
- Coordination of BSL Cutman Level 1 & Level 2 course (first course scheduled for 11th August);

Key Work Objective 5:

Research & develop BSL Level 3 Coaching Course, continued delivery of Level 1 & Level 2 courses

- Circa 200 Coaches have passed the Level 1 course to date (SQA quoting the BSL Coach Education system as one of their recent successes);
- 2 x Level 2 courses delivered to date with many more planned;
- Continued delivery of Level 1 & 2 courses throughout the cycle;
- Strategic Planning of Level 3 course to commence in August and recruitment/training of BSL course tutors.

SUMMARY

BSL see Craig's technical coaching role in Russia as an unprecedented move for a Scottish coach and it was an extremely testing and challenging initial 3 months. However, as has always been the case since joining BSL in January 2012, Craig remains fully committed to his role and responsibilities and will always go that extra mile to complete all work objectives to the best of his abilities.



FEMALE BOXING

Very encouragingly, female participation and registration continued its upward trend during the 2017 – 2018 season.

We recorded 204 registered & competitive female boxing members during the 2016 – 2017 season which is our highest amount ever and up 7.6% from the 2016 – 2017 season total of 189.

The GB Championships is a good measure and step up from Scottish level. This year represented our best medal winning opportunity yet with a number of our boxers in with a realistic chance of winning a Gold Medal. This proved to be the case with Vicki Glover and Lynn Calder each achieving gold medals in their respective weight categories.

Winning the GB Three Nations Elite Championships allows boxers to compete in the prestigious “Best of British” Event later in the year, which in turn, allows GB to assess them for future potential programme boxers

Our Female programme is still developing but we are delighted to have sent two Female Boxers to the 2018 Commonwealth Games. We also sent a Youth Female to the European Championships in April 2018 and two Females to the World Youth Championships last year where Vicky Glover narrowly missed winning a medal at her first major international tournament. At the time of writing, we are now considering attendance at the Women’s World Championships in November 2018.

All boxers are now given the same level of support coaching and training for all age groups both Male and Female, and tournament entry is and will be based on individual capability and future progression needs. There will be many more opportunities in the next 12-month period as including two possible camps and as well dual matches and competition.

FEMALE CHAMPIONSHIPS

We also equalled our highest ever amount of female entries for our 2017 – 2018 national championship events, details of which are as follows:

2017 Novice championships	53 Entries
2017 Intermediate Championships	14 Entries
2017 Open Championships	25 Entries
2017 School & Junior Champs	29 Entries
121 ENTRIES IN TOTAL	

Our 2018 Elite finals once again showcased our best females and included 5 Women’s final bouts. So far this year, and not including the yet to be contested GB School Championships, we have had our highest ever representation in the GB Nation Championships with eleven Women boxers competing so far.



GB BOXING PROGRAMME

Two male Scottish Boxers were selected onto the GB Boxing Programme during the 2017 – 2018 season.

Aqeel Ahmed from the Kier Hardie club and Sean Lazzerini from the Bellahouston club are now confirmed as Podium Potential boxers and Scott Forrest has recently been elevated to Podium level as a result of his recent performances.

Unfortunately, our recent Commonwealth Games bronze medallists John Docherty and Reece McFadden have decided to turn professional and both leave us with our very best wishes having been terrific ambassadors for the sport and BSL.

We continue to have representation on the GB Boxing Board of Directors meaning Scotland is fully represented accordance with the British Amateur Boxing Association's constitutional documentation.

We hope to have several further boxers visit Sheffield in the coming 12 months to be assessed and included on the GB boxing programme with the ultimate aim of having at least one boxer selected for the 2020 Tokyo Olympics.



SPORTSCOTLAND INSTITUTE OF SPORT

The way in which our boxers attended the Strength & Conditioning will be changing and it will now only be available at specific times.

SUPPORT SERVICES

- Reduction in Boxing Scotland's SIS support service allocation reflective of evidence of utilisation and impact.
- Most notably Physical Preparation has been amended to reflect where it has been utilised effectively. SIS have reviewed where individual boxers have demonstrated >80% attendance against planned attendance and identified training slots that accommodated these boxers training patterns.

Physical Preparation will now be allocated via fixed slots. These slots have been identified as 4-6pm on Tuesday & Thursday at Emirates. Other support will still be available but it will be reduced via dialogue with the BSL performance coaches.



2017 – 2018 GB THREE NATION CHAMPIONSHIPS

It was the turn of Scotland to host the amalgamated GB Three Nation Youth & Junior championships this year and these took place in May at our now traditional championship venue of Ravenscraig.

One of our biggest ever teams of 36 Males and 7 Females took part in the event winning a total of six gold, fifteen silver and twenty-two bronze medals. This a great performance and experience for all our younger boxers.

Shortly after hosting the Youth & Junior Championships, it was the turn of our Elite boxers to shine in the GB Three Nation Elite Championships which were staged in Rotherham at the beginning of June. The team did indeed shine and produced an equal best ever performance winning six gold medals. This was all the more remarkable given this was an 'away' tournament and the only other time such a medal tally had been achieved was 2016 when the same championships were staged in Dunfermline.

As well as the aforementioned two golds in the female boxing part of the report, the four male boxers below also performed out of their skins to win Gold.

From top left clockwise – Matty McHale, Sean Spence, Sean Lazzerini & Tyler Jolly.

The whole team performed with considerable distinction winning a total of 6 gold, 5 silver and 4 bronze medals. Well done to everyone who took part.

The 2018 GB Three National School Championships take place in Wales at the end of July where our team hopes to replicate the success of our other teams at this year's GB Three Nations Championships.



Matty McHale



Tyler Jolly



Sean Spence



Sean Lazzerini

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

EVENT	DATE	COUNTRY	GOLD	SILVER	BRONZE
2015 GB School HOST – Wales	13 & 14 June 2015	England	10	2	0
		Scotland	5	3	3
		Wales	2	11	20
2016 GB School HOST – England	1 & 2 July 2016	England	21	14	9
		Scotland	2	8	6
		Wales	0	1	6
2017 GB School HOST – Scotland	3 & 4 June 2017	England	12	5	2
		Scotland	3	8	16
		Wales	2	4	3
2018 GB School HOST - Wales	28 & 29 July 2018	England	10		
		Scotland	6		
		Wales	2		
2015 GB Juniors HOST – Scotland	2 & 3 May 2015	England	6	3	2
		Scotland	3	8	12
		Wales	3	0	7
2016 GB Juniors HOST – Wales	30 April & 1 May 2016	England	15	4	5
		Scotland	6	9	6
		Wales	0	9	12
2017 GB Juniors HOST – England	8 & 9 April 2017	England	19	13	13
		Scotland	2	4	10
		Wales	1	5	6
2018 GB Juniors HOST – Scotland	19 & 20 May 2018	England	12	2	3
		Scotland	3	10	15
		Wales	2	6	2
2015 GB Youths HOST - England	18 & 19 April 2015	England	11	10	4
		Scotland	2	4	5
		Wales	1	1	6
2016 GB Youths HOST - Wales	30 April & 01 May 2016	England	5	5	1
		Scotland	4	5	1
		Wales	0	9	12
2017 GB Youths HOST – England	30 April & 01 May 201	England	12	12	10
		Scotland	1	5	5
		Wales	4	0	4
2018 GB Youths HOST – Scotland	19 & 20 May 2018	England	6	2	2
		Scotland	3	5	7
		Wales	2	4	2
2015 GB Elite HOST - England	23 & 24 May 2015	England	11	13	7
		Wales	4	2	7
		Scotland	2	2	7
2016 GB Elite HOST - Scotland	27 & 28 May 2016	England	7	5	2
		Scotland	6	8	7
		Wales	3	3	5
2017 GB Elite HOST - Wales	17 & 18 May 2017	England	10	5	1
		Scotland	3	8	4
		Wales	3	3	15
2018 GB Elite HOST – England	2 & 3 June 2018	England	12	11	11
		Scotland	6	5	4
		Wales	0	2	1

INVESTMENT AND ORGANISATION CHANGE

We are pleased to inform members that there is somewhat better news with regards to our funding and we have not been subjected to any further investment cuts this financial year.

It is still important at this juncture to thank sportscotland, and its Institute of Sport, for their continued support and the vital nature of all financial investment.

As our primary investor, sportscotland has been in contact with us regarding the Scottish Governing Body (SGB) Investment Process for sports following the 2019-23 cycle. It is aware that we will be finalising the process that will lead to the development of our new strategic plan for the upcoming 2019-23 investment cycle. When that process has been completed, it has invited us to present our new strategy, with a view to securing agreement to in principle investment.

It is anticipated the review meeting will take place on 8 November 2018 at sportscotland's Stirling office.

The process and timeline for this review is outlined below;

- **28 September 2018** – Submission of the new BSL strategic plan that covers the period 2019-23, including draft budget covering core areas of activity;
- **8 November 2018**, sportscotland offices in Stirling – Opportunity, where appropriate, for the BSL Chair and/or CEO to present a review of our previous and new strategic plan;
- **12 December 2018** – sportscotland board meet to consider SGB 2019-23 in principle investment;
- **Feb/March 2019** – sportscotland board meet to confirm SGB 2019-23 in principle investment.

sportscotland has also outlined its proposed investment principles for 2019 onwards.

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.

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

INVESTMENT AND ORGANISATION CHANGE

STRATEGIC CONTEXT

The strategic context for these principles is the 2015-19 sportscotland Corporate Plan. This is currently being reviewed, and as these principles have been developed as part of sportscotland's planning process, they may change as time progresses. A final version of the principles will be incorporated into the sportscotland Corporate Plan for 2019 onwards.



WHAT IS INVESTED IN

These principles apply to all sportscotland investment and both organisations and individuals are invested in, both directly and through programmes. Examples of investment in each of these are outlined below:

- Organisations: E.g. Scottish governing bodies of sport and Scottish local authorities
- Individuals: E.g. Coaches receiving subsidies for UKCC qualifications and athletes receiving sportscotland athlete personal awards
- Programmes: E.g. Direct Club Investment and the Sport Facilities Fund

INVESTMENT PRINCIPLES

These principles will guide and inform all of sportscotland's investment decisions.

Investment is not an entitlement. While investment is not dependent on meeting all the principles, where possible, it is expected that they are met.

All organisations and individuals that receive investment are expected to demonstrate a commitment to the development of the world class sporting system. Within the principles, when outcomes are referred to, these are

outcomes that align and contribute to the world class sporting system.

sportscotland expect organisations and individuals that it invests in to be committed to the following:

- Planning: Developing outcome based plans that are robust, sustainable and realistic;
- Collaboration and partnerships: Working with others to achieve shared outcomes;
- Impact: Delivering enhanced or additional impact with our investment. There must be a clear need for our investment, it cannot replace other investment.
- People and organisation development: Continuous improvement by developing a positive culture, practicing good governance, and developing people and leaders.
- Equalities and inclusion: Driving the changes needed to address inequalities and ensure everyone has the opportunity to get involved in sport and physical activity.

Below the principles, for each type of organisation, individual or programme, there will be:

- Criteria that covers specific requirements or standards that need to be met before investment is awarded;
- Outcomes that specify what we will invest in. These align and contribute to the world class sporting system;
- Conditions that investment recipients need to comply with after investment is awarded.

These are described in more detail within the supporting documentation for each type of investment.

We plan to have produced a first draft 2019 – 2023 strategic plan by the end of July 2018. Members in attendance at our August 2018 AGM will be given the chance to input and comment on the draft. As an organisation, we will then be required to submit a final version of the plan to sportscotland on 28 September 2018. We will find out early next year how successful we have been in securing further 4-year investment.

INVESTMENT AND ORGANISATION CHANGE

Our new Strategic plan will be underpinned by a number of more detailed plans including:

- A Performance Plan;
- A Regional Development Strategy;
- An Equality Action Plan;
- A Communications Strategy; and
- A Growth and Sustainability Strategy.

BOXING SCOTLAND HIGH PERFORMANCE CENTRE (HPC) - BRIDGETON

Scotland's first ever Boxing HPC officially opened on Wednesday 29 January 2014 following an intensive three years of discussions, negotiations and consultations between BSL, sportscotland and Clyde Gateway. This followed the signing of a 20-year tenancy agreement in December 2013.

Prior to the HPC opening, Boxing Scotland's International Team Boxers trained in a variety of facilities across Scotland. The realisation of the HPC was part of BSL's vision to enable its most promising talent to achieve international medal success and thrive through improved facilities coach support.



With significant investment from sportscotland (£250,000) and the whole Olympia building re-development costing £10 million, it was envisioned that the HPC would provide BSL with adequate office facilities along with space that could host Strength & Conditioning (S&C) equipment and the staging of educational courses/seminars.

Prior to signing the 20-year tenancy lease, BSL insisted that a 5-year break clause be inserted given the potential financial liability associated with being a tenant and a one year break clause every year thereafter.

CURRENT SITUATION

BSL's continued tenancy within the Olympia Building has been discussed on an ongoing basis at Board meetings since December 2016.

BSL had the autonomy to invoke the break clause by notifying Clyde Gateway by no later than 16 June 2018 in order to vacate the facility exactly six months later. Other potential venues were investigated in the early part of 2018.





However, sportscotland had objections to BSL moving to another facility which were noted. Background political pressure was also taken into our account along with our ongoing relationship with sportscotland.

A meeting took place between BSL, sportscotland and Clyde Gateway in the middle of May during which issues and potential solutions to our longer-term tenancy were discussed.

As a result, the BSL Board considered the various options available to it in June 2018 and took the decision to complete a full move into Bridgeton by the end of 2018 meaning the closure of the Livingston office.

There will be a clear focus on using the HPC as a means to generate income and for securing additional sponsorship in order to reduce service charge costs. It is anticipated that the move will be completed by December 2018.

The following table highlights the annual investment targets BSL were set by sportscotland prior to the 2017 – 2018 season

KEY DELIVERY AREA	TARGET	RESPONSIBILITY	ACHIEVED	NOTES
1 Effective Organisation	Evidence work has commenced towards the Intermediate level of the Equality Standard by 31 December 2018	FW/MH & RDOs		Work ongoing includes – regular internal meetings between Board & Staff, Establishment of BSL I&P advisory group (Please see terms of reference within Board Pack), agreement from external agencies to be part of it, meetings with other SGBs to discuss inclusion, greater participation and equality. Significant inroads being made and on target to be achieved.
	Appoint a permanent CEO by 31 August 2017	JMac/BOARD		To be discussed further at the 07 March 2018 BSL Board meeting. Not achieved at the time of writing 23.02.2018
	Complete the recommendations from the Development Audit of February 2016 by 30 November 2017	FW/MH		Ongoing with a small amount of recommendations still to be addressed.
2 Development	Qualify 25 new BSL Level 2 Coaches by 31st December 2017	FW/CMcE		Achieved – 26 Coaches passed the initial BSL level 2 course held on 9/10 December 2017. 2 coaches were unsuccessful in passing.
	Increase the numbers of registered individuals on the BSL recreational membership scheme to 1,200 by 31st March 2018	FW/RDOs/MM		There are circa 3000 registered individuals on the BSL recreational membership scheme.
	Increase registered competitive boxing membership from 1,512 to 1,800 (19%) 30th June 2017	FW/RDOs		The BSL registered competitive boxing membership stood at 2043 as of 30 June 2017. For the 2017-2018 season this currently sits at 2016 as of 23 February 2018.
	Increase registered competitive female boxing membership from 122 to 160 (32%) by 30th June 2017	FW/RDOs		The BSL registered competitive female boxing membership stood at 189 as of 30 June 2017. As of 23 February 2018 this figure sits at 165.
3 Performance	1 or more new Scottish Boxer gains selection onto the GB Boxing World Class Podium Programme	MK/CMcE/RG		Achieved by John Docherty of the Aberdeen Byron Club and Lee McGregor of the Edinburgh Meadowbank Club (who has now turned professional)
	1 or more new Scottish Boxer gains selection onto the GB Boxing World Class Podium Potential Programme	MK/CMcE/RG		Achieved by Scott Forrest of the Edinburgh Lochend Club. Aqeel Ahmed confirmed onto the GB programme, following assessment and subject to agreement by the IOC on Olympic Weights. Sean Lazzarini to be included as of 01 May 2018.
	1 or more top eight placings at the European Elite Championships	MK/CMcE/RG		Achieved – Boxing Scotland enjoyed its best ever success in a European Elite Championships with three quarter finalists (top 8) – Aqeel Ahmed, Lee McGregor & Sean Lazzarini. All gained selection for the 2017 World Championships taking place in Hamburg August 2017.
	1 or more top eight placings at the World Elite Championships.			Lee McGregor performed best with a 1/8 preliminary defeat – 1 round away from a top 8 finish.

DOMESTIC CHAMPIONSHIPS

The quality and delivery of our National Championship events remains slick, professional and with the health, safety and welfare of our boxers firmly in mind at all times.

We enjoyed our biggest ever national championship subscriptions by quite a considerable margin during the 2017 – 2018, beating our previous best ever 1011 entries with 1148 this year.

Once again, we must extend our thanks to our Boxers, Coaches, Officials, Parents, Supporters, Volunteers and BSL Staff for making our championship events such a success. Thanks to everyone for their support.

As always, our Novice Championships started the season off with an all-time high 524 entries. Our most heavily subscribed championship event never disappoints and resulted in 245 contests being completed over the course of two weekends. In total, 85 new Scottish Novice Champions were crowned.

Our Intermediate Championships attracted 177 entries and were staged over the last weekend of January 2018. A total of 60 contests were completed and 27 new champions crowned.

A review of our Intermediate championships will take place later in the year to assess the effectiveness of the event.

There was another very healthy entry to our 2018 School & Junior Championships. 275 of our champions of tomorrow entered to produce a fantastic weekend of boxing which saw 92 bouts contested in two days and 42 new champions crowned.

Our Elite and Youth Championships were somewhat diluted by the fact that 11 of our Elite boxers were over in Australia competing in the Gold Coast Commonwealth Games. However, those boxers who competed in our 2018 Elite & Youth championships put on a great show and the tournament attracted 172 entries. In total, 98 bouts were contested, with 11 youth champions and 14 elite champions crowned.

Our 2018 Elite finals were very poorly attended compared to previous years. Nevertheless, it was still a slickly presented event and once again showcased our sport extremely well through the BBC live stream.



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

2015/2016 Novice Championships		2016/2017 Novice Championships		2016/2017 Novice Championships	
Schoolboy	136	School	152	Schoolboy	197
Junior	67	Junior	69	Junior	96
Youth	43	Youth	37	Youth	63
Elite Men	103	Elite Men	99	Elite Men	116
Schoolgirl	19	Schoolgirl	13	Schoolgirl	23
Junior Girl	7	Junior Girl	13	Junior Girl	9
Youth Female	8	Youth Female	0	Youth Female	2
Elite Women	18	Elite Women	18	Elite Women	18
TOTAL	401	TOTAL	401	TOTAL	524

2015/2016 Intermediate Championships		2016/2017 Intermediate Championships		2016/2017 Intermediate Championships	
Schoolboy	41	Schoolboy	36	Schoolboy	52
Junior	32	Junior	30	Junior	26
Youth	29	Youth	15	Youth	19
Elite Men	63	Elite Men	54	Elite Men	66
Schoolgirl	2	Schoolgirl	0	Schoolgirl	3
Junior Girl	0	Junior Girl	0	Junior Girl	2
Youth Female	0	Youth Female	0	Youth Female	2
Elite Women	0	Elite Women	10	Elite Women	7
TOTAL	167	TOTAL	145	TOTAL	177

2015/2016 Open Championships		2016/2017 Open Championships		2016/2017 Elite Championships	
Schoolboy	133	Schoolboy	154	Schoolboy	155
Junior	79	Junior	88	Junior	90
Youth	46	Youth	51	Youth	47
Elite Men	93	Elite Men	109	Elite Men	101
Schoolgirl	22	Schoolgirl	17	Schoolgirl	17
Junior Girl	14	Junior Girl	18	Junior Girl	12
Youth Female	5	Youth Female	8	Youth Female	5
Elite Women	21	Elite Women	20	Elite Women	20
TOTAL	413	TOTAL	465	TOTAL	447

DEVELOPMENT EAST REGION

Many members will be aware that Asher Tufail decided to leave BSL for pastures new on 01 December 2017.

It is only right to start this particular part of the report by thanking Asher for his significant contribution to BSL's development over the two and a half years he was employed with us.

Interviews took place over the course of January in order to find Asher's replacement. In the end, the interview panel decided to offer the East RDO position to Mr Paul Coleman.

Paul will be a familiar to many of the Boxing Scotland family and has had a near 40-year involvement in Boxing as a boxer, coach and more recently as a Referee & Judge (AIBA one star certified). Paul played a huge part in the running of boxing clubs down south in his former posting with the Navy and also within Faslane where he was more recently based prior to retirement.

In 2016 Paul was awarded for Meritorious Service Medal in the 2016 Queens New Year Honours for his services to Naval boxing.

Paul formally retired from the Navy as of 31 March 2018 and commenced his employment with BSL on 01 April 2018.

Paul has begun to re-establish the numerous links & partnerships Asher had made before his departure. Over the 3-month period Paul has been in post, he has been specifically focused on:

- Growing the sport of Boxing in Scotland;
- Providing opportunity and increasing participation;
- Supporting the creation of 'Better Clubs'.

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

GROWTH

New Clubs

Having stated in the 2016/17 Annual Report that it was a fundamental goal to grow the sport by creating new clubs, BSL has welcomed three new clubs – J&L Boxing Club, KABO – in the East Region. Easterhouse Phoenix in the West.

BSL has had interest from several new clubs looking to affiliate during the 18/19 Season. Ten clubs have been in touch – 6 in the East and four in the West. Of these clubs there is strong potential to have five of them affiliated by September. The remaining five require further work or were individuals investigating the potential to open a Gym.

To summarise successes and impacts of development within the East Region over the last 12 months:

Growth: New Clubs	Working with potentially 10 new clubs that have expressed an interest to complete an affiliation with Boxing Scotland for the 18/19 season. (6 East, 4 West)
Opportunity	Strong & established partnerships created grassroots opportunity with over 3000 individuals introduced to boxing activity through grassroots projects throughout Scotland.
Participation	Over 2000 new (fitness/recreational) members registered with Boxing Scotland, in line with new membership structure across Scotland.
Better Clubs: Funding	Across the Scottish Regions, support was given to 28 clubs, who received over £244,218 from 32 different funding streams

DEVELOPMENT EAST REGION

DL boxing from Pollock, Glasgow are one of the clubs that wish to affiliate. They already have strong links with local schools and run a Move2Improve programme within Pollock area. All coaches have completed the BSL Level 1 Coaching course and currently run this programme in conjunction with sportscotland (Active Schools) and the Local Authority. 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.

BETTER CLUBS: DEVELOPMENT

Governance & Funding

The impact of increased club governance via the revised BSL MORs can be evidenced in the total funding obtained by clubs over the last 12-month period - Funding can only be obtained if a club can evidence good governance and good practice.

In the East Region alone, since the arrival of the Development Officer in January 2016 a total of £167,218 has been obtained by 13 clubs from 17 different funding streams.

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

There are 2 clubs in the East Region who have achieved 'Gold' MORs status, 8 that have achieved 'Silver' and 26 'Bronze' clubs. There will be continued focus and support to help clubs enhance their MORs status over the next 12 months.

Clubs that currently have issues with premises are Fauldhouse and Alloa which are both are a work in progress. Although the council has given a reprieve to the Bowmar Community Centre Alloa use for at least another season, the club is actively seeking a way to alleviate current issues.

Coaching

There are 159 registered coaches within the East Region. This is an increase from last season's 110. 13 additional to the 19 already qualified from the East have now passed the new BSL Level 1 Coaching Course – Undoubtedly this will contribute towards better quality of coaching – Naturally, better quality coaches will produce better quality boxers.

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

OPPORTUNITY & PARTICIPATION: GRASSROOTS ACTIVITY

Partnerships: Rural & Urban Training Scheme & Scottish Traveller Education Programme (STEP)

Following initial discussions with both RUTS and STEP, a partnership was proposed to work cohesively to deliver boxing in areas of deprivation (as per the SIMD) and to the traveller community/traveller groups.

Fundamentally, this partnership will marry the benefits of boxing with recognised vocational training and employability support to offer young people the opportunity primarily to:

- 1 Become physically active;
- 2 Engage in safe, meaningful, social interaction;
- 3 Obtain recognised vocational qualifications;
- 4 Become more employable/Gain employability skills and knowledges.

To support this, funding was sought from sportscotland via its Supplementary Funding for Equality and Inclusion. This application was successful, and this funding was used for programme delivery and the purchase of relative equipment and staffing costs.

DEVELOPMENT EAST REGION

Key objectives/targets of the project will include delivering over 300 hours of activity to at least 150 participants (30 of which are female), and for at least 15 of these participants to progress to and complete the BSL Level 1 Coaching Course (and therefore obtain a recognised vocational qualification) (3 of which are female). It is envisioned that an additional 15 participants will also complete RUTS existing SQA vocational qualification (SCQF Level 4 NPA).

ACTIVITY AGREEMENTS

Junior Awards Scheme for Schools

Essentially this is similar to the activity offered by East Lothian Works (referenced later in the report. The partnership is offered as an alternative to regular school curriculum. So far one block has been delivered in Midlothian. Feedback was very strong and also in discussion about how we continue this in the future. Small amounts of funding are available for this initiative to support delivery (Pupil Equity Fund)

Community Renewal for Craigmillar

This initiative was delivered in line with Activity Agreements and a block of activity was delivered to challenge youths in Craigmillar.

The first Activity Agreement clients have commenced activity in Edinburgh at Clovenstone Boxing Club. In addition, bespoke activity has been/will be delivered in Magdaline and Bingham (Edinburgh), and West Pilton (Edinburgh).

Continued opportunity to participate is offered to all clients via club membership, and support is provided where possible.

Scottish Student Sport (SSS)

A relationship has been established with SSS with a view to increasing student engagement in the new season. The Scottish Student Championships took place in March 18 – With increased input from SSS, it is hoped that this can be used as a catalyst moving into the 18/19 season. It is envisioned that BSL and/or SSS will meet with all student club committees at the beginning of the new academic year to ensure that the clubs are operating appropriately and are

aware of the development pathways available for their club members. New Clubs from Stirling University and Napier (Engage) will affiliate for the forthcoming season.

East Lothian Works

Activity continues through our partnership with East Lothian Works. The intentions of this project were 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.

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

Pupils from all 6 High Schools in East Lothian are participating in this initiative, and already the multi-faceted benefits that this has had on these individuals has been widely accepted by the partners and the schools involved. J&L Boxing in Prestonpans continues offer support to young people through East Lothian works through training sessions delivered by the club. East Lothian works wish to continue and develop the partnership further which will be finalised through and into the 2018/19 season. Discussions are ongoing between East Lothian Works and the RUTs partnership on how we can develop this relationship.

Active schools & Bring Back Boxing

Active Schools delivery continues to be a success in line with the Bring Back Boxing Academy.

This has allowed over 3000 pupils to be introduced to Boxing for the first time. That said, we have merely scratched the surface of the potential the Active Schools programme has for boxing.

DEVELOPMENT EAST REGION



"A fantastic Club promoting the sport of Boxing in the borders. They are a huge part of the community, building and maintaining relationships with local Schools and other exciting Community Projects"

EQUALITY

Essentially, the objectives of these partnerships are to increase activity and participation – By extension of this, BSL has a strong desire to make Boxing open and accessible to all.

We are pleased to report on activity that stands out as having a real impact, evidencing Boxing as an inclusive and powerful sport. Two specific examples include:

1 Galashiels

Above is feedback from Lori Lee, Club Development Officer at Live Borders, at a recent presentation made toward the conditioning suite now in operational at the club.

2 Look Ahead

i. Look into developing an award scheme for young boxers linking accreditation across possible SQA, DoE or JASS award scheme.

ii. Look at developing and implementing an auditable club visit across the current members offering support and assistance to maintain compliance with the NGB in areas such as Child Protection, 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.

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. Will begin a programme in the new year in conjunction with high school to deliver boxing training to several dis-enfranchised young people.
Alloa	Female Boxing Coach supplied to the Active Girls week through summer holidays catching 8-16 year olds delivered by Clackmannan Council
J & L	East Lothian Works see above
Bronx	East Lothian Works see above
Clovenstone	Club Coach Rab McEwan has consistently delivered activity in 3 local high schools since October 2016 – In addition to this, the club has hosted sessions specifically for users in homeless accommodation/social care and users with a history of alcohol and substance abuse.
Midlothian	In addition to regular community activity delivered via the local CSH, the club delivered activity within the local high school – Continuation of activity is offered via club membership A new partnership first block delivered to Junior Awards Scheme for Schools. Discussions ongoing about developing further.

DEVELOPMENT NORTH REGION

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

- Growing the sport through the supporting of new clubs;
- Creating better clubs through increased coach education, encouraging better governance through the BSL MOR's and assisting clubs with funding applications;
- Widening the reach and appeal of the sport through various programmes to target groups and communities that are not engaged fully with the sport.

NEW CLUBS

For the second successive season, the North District welcomed three new affiliated clubs to its ranks. Declaration 1320 Boxing Club (Arbroath), Westhill Boxing Club and Inverurie Boxing Club all completed the affiliation process in late 2017. Their introduction means that the North District has now grown from 23 to 29 clubs since the start of the 2017-18 season.

It is likely that this growth will continue once again into the 2018-19 season with Boxing Scotland currently supporting potential new clubs in Aberdeen, Dundee, Perthshire and Shetland.

GOVERNANCE

There has been a large focus on strengthening the governance of clubs through working to achieve the enhanced BSL MOR's. This in turn will lead to better run, more sustainable clubs. Over the past 12-months six clubs have achieved the enhanced level MOR's, raising the total to 16 in the North District, which accounts for more than 50% of all clubs in the District.

FUNDING AND FACILITIES

Assisting clubs to obtain funding to improve their facilities and to replenish equipment remains a critical element of development in the North District. More than £80,000 has been raised by 14 clubs from 15 different funding streams in the North District since the beginning of the 2017-18 season.

COACHING

There was once again a significant increase in the number of registered coaches in the North District from the previous

season, from 78 to 97. This figure is up from 52 registered coaches at the end of the 2015-16 season.

Meanwhile, not only the quantity but the quality of coaching is improving with 46 coaches (more than 50%) from the North District having now completed the BSL Level 1 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 boxers.

FEMALE BOXING

BSL organised five regional female training sessions in the North District in February and March 2018. The purpose of the training sessions was to help increase opportunities for girls and woman to participate in the sport, and hopefully to raise the number of female competitors in Scotland. The sessions were offered free of charge and were open to participants of any standard, over the age of 10, whether they were already an active registered boxer or had just begun their involvement in the sport. The training gave a chance for female competitors to train alongside each other and also to give them opportunities that may be limited within their own club due to a lack of female members, such as sparring. The first session took place at Lochee BC in Dundee for a four-hour session that was held jointly by BSL and Lochee BC's coaches. The second session took place at Byron BC in Aberdeen and was two hours in length and was taken by AIBA star coach Tony Kerr. Two further sessions were held at both Lochee and Byron in March, while there was a fifth session at Highland Boxing Academy in Inverness. Overall the five sessions attracted 96 participants.

ACTIVE SCHOOLS

Around one third of all clubs in the North District have taken part in Active Schools activities in the past two years. However, this avenue remains underutilised due to a lack of coach availability to meet the demand that there is from schools to carry out this activity. BSL is currently working on a plan to train up new coaches through a Boxing Basics coaching workshop to help deliver this activity.

DEVELOPMENT NORTH REGION

UNIVERSITY CHAMPIONSHIPS

BSL once again supported the delivery of the Scottish University Championships in conjunction with Scottish Student Sport (SSS). The Championships made a return last season after an absence of two years at Dundee University, attracting 20 entries from four institutions. However, this year's, held at Aberdeen University, saw 40 entries from seven institutions, with the boxing taking place over two days instead of one. It is hoped that this event can continue to grow in the coming season, with more Universities keen to affiliate a boxing club to BSL for the 2018-19 season.

COMMUNITY PROJECTS

Homeless Project

Fair City Boxing club continued their project engaging with people who are suffering from homelessness. The project, which is run in partnership with Perth and Kinross Council and the Homeless Voice Association, sees the club host two one-hour boxing sessions each week.

The planned outcome behind the project is that those people involved are able to take part in safe and purposeful activities that will improve their physical and mental well-being. This has been achieved, while there has also been an observable reduction in the participants use of alcohol and illegal substances, in addition to their involvement in criminal and anti-social behaviour being reduced to almost nil.

LGBT Project

Aberdeen University Boxing Club continued their successful project for the LGBT community in September 2017. The club offered an introductory boxing class for a period of four-weeks for a second time, with the aim to break down potential barriers to participation for the LGBT community in the North-east of Scotland.

The project was fully funded by LEAP Sports, an LGBT organisation, which allowed the class to be offered to participants for free. Plans continue to expand this project out to other University clubs in the 2018/19 season.

Disruptive Children Project

Granite City Boxing Club continued their project for a second year which sees them target disruptive children at a local school through a bespoke boxing programme. The Aberdeen based club launched the class with St Machar Academy in February 2017, whereby pupils were brought to the boxing gym during school hours and given an opportunity to use their energies in a positive fashion.

The children who could benefit from the class were identified by the school and by Sport Aberdeen's Looked After Children development officer, with around 10 pupils taking part every Wednesday afternoon.

Operation Smallwood

Aberdeen BC completed a 12-week project, known as Operation Smallwood, in partnership with Police Scotland in late 2017. The project saw head coach Leroy Smith deliver one-hour boxing sessions to youths aged 11-16 in the Torry area of Aberdeen in a bid to keep them off the streets and reduce anti-social behaviour in the area over the winter months.

Alcohol and Drug Rehabilitation Project

Byron BC launched a 12-week programme of boxercise for up to 30 individuals who are recovering from alcohol and drug addiction, in conjunction with Aberdeen based Alcohol and Drugs Action (ADA), in the summer of 2017. A further 12-week programme of activity was delivered in early 2018.

Children with Autism Project

Jacobite Boxing Club launched a new coaching session for children who are on the autism spectrum. The Nairn club had an overwhelming response from the local community since offering the free classes, with 15 children aged from five to 16 regularly coming to the class which is held at their gym every second Sunday and taken by coach Kevin Brooks.

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 is 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 2017 – 2018 season. However, we estimate that we haven't even collected 50% of the data. With that in mind, we will be doubling our efforts this season to assist clubs as much as possible in providing this valuable information and clubs will be asked to provide last season's totals as a bench mark 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

460 Coaches registered during the 2016 – 2017 season:

- 159 in the East (34.6%);
- 97 in the North (21.1%);
- 204 in the West (44.3%).



MEMBERSHIP STATISTICS UPDATE

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 and registered as a coach, official or volunteer MUST have valid PVG certification in line with recent Government & Children First child protection recommendations.

BSL COACHING COURSE

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

- **LEVEL ONE COACHING COURSE:**
13 courses delivered, 206 Male passes & 32 Female passes;
- **LEVEL TWO COACHING COURSE:**
2 courses delivered, 35 Male passes & 1 Female pass.

We are about to commence the development of our level 3 (advanced) coaching course which we hope will be ready to launch in the second half of 2019.

We will also be turning our focus towards developing a new boxing basics course that can be delivered to individuals such as P.E. 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. Last season, only 113 clubs registered details of their Child Protection Officers (CPOs) and 8 clubs had no CPOs and/or failed to register CPO details.

An absolute zero-tolerance approach will be taken during the 2018 – 2019 season and all BSL member clubs must register CPO details (including relevant training/qualification details) otherwise face having their affiliation suspended until they comply.

The safety and wellbeing of children playing sport in Scotland is being further strengthened with the introduction of a new approach during the 2017/2018 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 we will all 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 2017 – 2018 affiliation and MORs information up to 01 July 2018.

	East	West	North	Total
Bronze	27	40	12	79
Silver	7	16	16	39
Gold	2	0	1	3
TOTAL	36	56	29	121

MEMBERSHIP STATISTICS UPDATE

As we aspire to have a full complement of RDOs later in the 2018/2019 investment year, a full MORs audit is currently being undertaken by the RDOs in conjunction with the 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.

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, officials and volunteers must be registered with BSL and have valid PVG certification as referenced previously in the report;

- No coach will be permitted to second at any show without a valid lanyard/pass that states the season they have registered for (2018/2019);
- All working officials and probationary officials must be registered with BSL and will not be permitted work at any show or tournament with a valid lanyard/pass that states the season they have registered for (2018/2019);
- All individuals must provide a fully completed "Getting to know you" equality monitoring form with their registration application – Boxers, Coaches and 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 5 newly affiliated Clubs from the since the beginning the 2017/2018 season:

- KABO - East
- J&L - East
- Declaration 1320 - North
- Westhill Boxing Club – North
- Inverurie Boxing Club – North

2017/2018 Registered Competitive Boxing Statistics

CATEGORY	MALE	FEMALE	TOTAL	DISTRICT	MALE	FEMALE	TOTAL
School & Club Cub	572	56	628	East	656	61	717
Junior	262	32	294	North	469	38	507
Youth	443	20	463	West	948	105	1053
Elite	796	96	892				
TOTAL	2073	204	2277		2073	204	2277

The total of 2277 represents an increase of 234 (11.5%) from the 2016/2017 season.

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121 clubs affiliated during the 2016 – 2017 season and are listed below (MORS level indicated in colour):

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

AIBA

In May 2017, the now former AIBA President made a historic first ever visit to Scotland. The visit was a great success and gave us the chance to showcase our sport and organisation.

Unfortunately, matters within the AIBA Executive Committee took a turn for the worst shortly thereafter, with Ching Kuo Wu stepping down from his role.

As a result of the turmoil within AIBA, an Extraordinary Congress was called and held in Dubai on 25-28 January 2018 in order to address a number of extremely important matters.

A full summary of the congress can be read below.

PRESIDENCY STATUS

Franco Falcinelli, interim President of AIBA, confirmed he would be stepping down with immediate effect. In accordance with AIBA statutes, Gafur Rakhimov of Uzbekistan, as longest serving Vice President of AIBA, now assumes the role of interim President until an election at the AIBA Ordinary Congress in Moscow on 2-3 November.

AIBA MANAGEMENT

There have been several new appointments within the AIBA executive staff, including a new Senior Legal Manager and Anti-Doping Officer. Several members of staff had either left or been dismissed from AIBA over the last six months.

A presentation on the future AIBA management plan was delivered by BM Sports (a Swiss sports management consultancy commissioned to undertake work in devising a new strategy for the federation). The three key aims are better governance, greater collaboration and better promotion of the sport.

GOVERNANCE

Statute Changes

There will be a full review of the current statutes in advance of the next Congress. Various amendments to AIBA statutes were presented and approved at the meeting (although these had not been provided to National Federations prior to the meeting). Notable amendments were the following:

- Executive Committee members increased from 24 to 28. It was mandated that at least one elected member from each of the continental representatives on the EC should be female. Relevant elections will take place at the next Congress.
- Creation of a new position of Executive Vice President.
- Chairs of Committees will no longer be invited to sit on EC.

Ethics

A new AIBA Ethics Commission (chaired by Ulrich Haas) will be set up, with five members due to be appointed imminently.

Given the alleged violation legal and financial ethics, it was confirmed that the IOC Chief Ethics and Compliance Officer, Paquerette Girard Zapelli would be conducting a review of AIBA's previous and current practices. The IOC have also requested an official report from AIBA on the progress made in rectifying the governance, financial and legal issues by 30 January.

Finance

It was reported that there had been a settlement agreed over the \$10m USD Benkos loan to reduce the cash repayment with no payments due until 2021. This settlement had been brokered by Mr Rakhimov.

AIBA's sponsorship arrangement with AliSports will be terminated with a business plan put in place to replace any lost revenue by virtue of exiting this agreement.

It was confirmed that the IOC had suspended the final tranche of payments relating to TV revenues but the vast majority of monies had already been paid post-Rio.

AIBA

SPORT

Weight Categories Debate

A large proportion of the Congress was devoted to discussions around the Boxing competition programme at the Tokyo 2020 Olympic Games. The EC claimed that a decision was taken to accept the reduction of men's weight categories to 8 and increase women's categories to 5.

As such, the current AIBA management have made a formal request to the IOC that this be revised so that 10 men's weight categories remain on the programme. National Federations were asked to sign a letter which outlined the rationale in support of this proposal. AIBA also suggested that, to mitigate against a female boxer having to only win one bout to guarantee a medal, a bronze medal match could be introduced in the women's boxing competition.

Kit McConnell (IOC Sports Director) presented at the Congress providing context to the decision-making process for the Olympic programme across all sports. He explained that, in accordance with the principles of the IOC's Agenda 2020 (e.g. gender balance, number of medal events etc.), and considering the timelines and processes for confirming the Olympic programme, it would not be possible to make any amendments to the original proposal for the Boxing programme.

Qualification Pathway

Separate conversations with David Luckes (Head of Sumer Sport IF Relations) who also confirmed that the vast majority of qualification systems for Tokyo would be approved at the IOC Executive Board during the Winter Olympics. He also confirmed that there were still a small number of sports who still needed to finalise their general qualification systems (including Boxing). Qualification systems would be released in early Q2 2018.

Technical Rules and Regulations

It was confirmed that there would be a complete review of the formation, officiating and oversight at all AIBA competitions. Further to this there would be a re-evaluation of the scoring system and a proposal to re-introduce the ability to make protests using a Boxing Video Analysis Review system (with official trials of this system to start imminently).

Other key developments since the Congress have included:

31 January 2018

AIBA's newly named Interim President (Gafur Rakimov) and Executive Vice President (Franco Falcinelli) announced that an out-of-court settlement has been reached to end a legal fight over a critical \$10 million loan by one of the biggest creditors to WSB Americas Operation that had been guaranteed by the International Boxing Association (AIBA).

04 February 2018

The International Olympic Committee (IOC) Executive Board decided to maintain its financial suspension of AIBA and demanded a new report on AIBA governance by April 30th.

The decision was made despite AIBA's fulfilment of the IOC's request to submit a Progress Report outlining all steps AIBA was asked to take and continues to take to improve its governance. Tom Virgets was also appointed as AIBA Executive Director, replacing William Louis-Marie.

AIBA expressed its disappointment and hoped the IOC Executive Board would have been more sympathetic with regards to the processes necessary to implement more effective governance measures.

Over the next six months AIBA plans to conduct a complete organisational review, which will lead to a new AIBA Foundation Plan. The plan and the recommendations produced will be discussed during the AIBA Executive Committee meeting in July and an update will be provided to the IOC in the requested April 30th report.

14 February 2018

Following the presentation and approval of the proposed amendments to the AIBA Statutes by the AIBA Extraordinary Congress held on January 27, 2018 in Dubai, the Statutes have been rewritten taking all amendments into consideration.

On February 12, 2018, the AIBA Executive Committee approved the new version of the AIBA Statutes and these have subsequently been published.

AIBA

04 May 2018

AIBA announced that it had delivered its second report to the IOC executive board on 30 April 2018 and the IOC had recognised AIBA's progress.

28 June 2018

The AIBA Interim President issued a further communication which addressed matters such as:

... the AIBA Executive Committee Bureau held an important meeting on June 3rd in Dubai, UAE during the upcoming Youth Men's and Women's World Championships were discussed. It was agreed to increase the quota per continent which was positive for Scotland in that Reece Lynch will now also compete along with Sam Hickey.

Another important point raised was gender equality and recently, AIBA announced the successful implementation of new policies in favour of gender equality in boxing. It is anticipated that by nurturing and promoting female leaders in our boxing in and out of the ring, AIBA will ensure the continued development boxing in the future.

13 July 2018

AIBA launched its New Foundation Plan following the unanimous adoption of the plan by the AIBA Executive Committee.

The New Foundation Plan was developed to lay the foundation for a stronger future for AIBA and Olympic Boxing while at the same time implementing short-term corrective measures. The New Foundation Plan is a plan will allow the new AIBA leadership, due to be elected in November 2018 at the 2018 AIBA Congress in Moscow, a fresh start with a smoothly running organisation.

The New Foundation Plan consists of five pillars: governance, events, rules, development, and communication. In addition to the activities already accomplished by AIBA, the plan outlines key priorities and action items that are necessary to implement and consider in the lead up to a new AIBA strategy. The New Foundation Plan was developed with the input of the wider boxing community and experts, through surveys and meetings.

In the meantime, National Federations (including Boxing Scotland) have been receiving communications from the President of the World Boxing Association (WBA), Gilberto Jesus Mendoza, who is backed by Wladimir Klitschko.

From the communications issued, it would appear that the WBA is seeking to unify professional and amateur boxing and is offering itself as an alternative to AIBA. As such, the WBA has asked federations to register with it and has went as far as issuing a resolution on 12 July 2018 in which it declares itself as a professional and amateur organisation. Interesting times ahead!

As of 30 June 2018, BSL has the following certified AIBA coaches and officials:

- 18 AIBA One Star Certified Coaches
- 2 AIBA Two Star Certified Coaches;
- 2 AIBA Three Star Certified Coaches.
- 10 AIBA One Star Certified R&J
- 2 AIBA 2 Star Certified R&J
- 1 AIBA 3 Star Certified R&J
- 2 AIBA ITO's

At the time of writing, we await to hear the outcome of a 3-Star R&J certification course and are also looking to send a number of targeted coaches to a 2-star coaching course being held in Wales later in the year.

EQUALITY

Since January 2017, BSL staff & board members have met a number of times to discuss matters relating to the development of a new BSL Equality strategy, which will tie in with our ongoing work towards achieving the Equality Standard for Sport Intermediate level.

EQUALITY STANDARD FOR SPORT

The Standard is owned by the 5 Sports Councils (England, Northern Ireland, Scotland, UK Sport & Wales) through the Sports Councils Equality Group (SCEG).

The first ever equality Standard for sport was launched in November 2004. It was last updated and re-launched by SCEG in March 2012 to ensure it remained fit for purpose and reflected the latest equality legislation.

INTERMEDIATE LEVEL

The three outcomes that we need to meet in order to achieve the Intermediate level are outlined below.

- Outcome 1 – BSL can demonstrate that it is implementing and reviewing the equality action plan and has collected updated profile data;
- Outcome 2 – BSL's internal policies and procedures consider the impact on people who share protected characteristics;
- Outcome 3 – BSL is working towards increasing the diversity of people participating / using its services (members/ participants).

As an organisation, we remain on target to achieve the Equality Standard for Sport Intermediate Level and key dates are as follows:

- Final submission of all supporting documentation and evidence by 30 September 2018;
- Presentation to an assessment panel by 31 October 2018;
- Notification of the outcome of our assessment by 31 December 2018.

Part of our work towards Intermediate level has been the production of an Equality Action Plan. We are currently developing this and will publish it as and when it is complete. What it will detail is that our three key target areas in terms

of equality and inclusion will be:

- Women's Boxing;
- LGBTI Boxing;
- Disability Boxing.

INCLUSION AND PARTICIPATION GROUP (IPAG)

We are one of the only Scottish Governing Bodies of Sport to have its own internal and external inclusion and participation groups.

Our IPAG as it is known consists of individuals from the following groups:

- Scottish Women in Sport
- Leap Sports
- Bemis
- Step

SCOTTISH
WOMEN
IN SPORT

LEAP
sports

BEMIS
Empowering Scotland's Ethnic and
Cultural Minority Communities

STEP

EQUALITY

The Advisory Group will assist the Board of BSL and the CEO in exercising their responsibility to:

- Promote equality, diversity and inclusion throughout Boxing Scotland and the wider boxing family in Scotland
- Ensure implementation of all policies and directives related to equality, diversity and inclusion
- Ensure that the governance, policies and operations of Boxing Scotland reflect our full commitment to equality, diversity and inclusion through a clear, evidenced and deliverable Action Plan
- Monitor and report on compliance with legislation relevant to equality, diversity and inclusion
- Design and implement appropriate standards and indicators for monitoring and evaluation purposes
- Ensure that Boxing Scotland and the wider boxing family in Scotland is continually made aware of issues of equality, diversity and inclusion and how these relates to the delivery, success and enjoyment of boxing in Scotland
- Propose and review policy and procedure relevant to equality, diversity and inclusion
- Support BSL in progressing through and sustaining Equality Standard for Sports at all levels

Recently, one of our IPAG members, Maureen McGonigle (founder of Scottish Women in Sport) wrote and published the following article in the National Newspaper:

SCOTTISH BOXING PACKS A PUNCH WHEN IT COMES TO EQUALITY

With more funding cuts, extremely loud rumblings from GB basketball players and accusations of favouritism for one Scottish runner, it is definitely the summer of discontent for sport.

UK Sport cut the budget for several Winter Olympics sports – short track speeding, bobsleigh, figure skating, and wheelchair curling – and all four are set to be “transitioned off” funding.

The basketball players accused the home nations organisations of cutting funding to “save money while large salaries are paid to managers”. Meanwhile, Lynsey Sharp accused British Athletics of breaking the rules and showing favouritism to Laura Muir.

All the drama seems to be happening “off court” at the moment, especially if you take the small matter of the World Cup out of the equation!

Many of our sporting bodies are run entirely through the “thank you” system. By that I mean if you have been there long enough, you will be rewarded for the length of your commitment to the sport by being given a seat on the board.



EQUALITY

No matter what your strengths are, or whether you can add to the business side of sport, this is a reward for longevity.

This is one of the reasons women are not “invited”, or indeed may not want to, take a seat at the top table as it can be an extremely frustrating task trying to change the mindset of those who are still living in the Dark Ages.

However, at least one body is making good progress “off the court” and that is Boxing Scotland. We often hear the phrase “just ticking a box” and with the sporting equality agenda that has perhaps been the norm for quite a while. But things are changing and an example of that is Boxing Scotland. They have created an Inclusion and Participation Advisory Group, which I am proud to say I am a member of.

With a membership of more than 200 registered women boxers, the feeling within the boxing community is that there are many women and girls who would enjoy and benefit from participating in a boxing club and they aim to ensure that they can offer them an opportunity to do so. This sounds like a knockout idea to me!

DISABILITY/IMAS

Since the middle of May 2018, we have been developing partnerships and exploring ways to ensure that people with disabilities are able to enjoy boxing in the same way as any able bodied person, and that they have opportunities to achieve in the sport.

Many clubs throughout Scotland have been doing outstanding work to ensure that the experiences they offer are fully inclusive. We know that clubs would like to be more inclusive but don't know where to begin or would like some support so they can feel confident in the work they are doing.

We have developed a draft Disability Action Plan, which aims to encourage more disabled participants to take part in boxing by providing more opportunities for both individuals and clubs.

This will include:

- Delivery two disability awareness training sessions per annum which will be open to all registered BSL coaches and delivered by Scottish Disability Sport (S.D.S);
- Recruiting our own coaches to deliver future, in house disability awareness training;
- Engaging with individuals such as Rhys McCole (a successful boxer with disabilities, role model and also as a recently qualified level one BSL coach) to help and input to our work with people with disabilities;
- Making contact with all affiliated boxing clubs to invite boxers with disabilities along to an initial training and assessment session in September 2018. These will then be held on a monthly basis to assist and develop selected boxers on specific areas. To be delivered by current BSL performance coaches to start with;
- Meeting with International Mixed Ability Sports (IMAS) to explore what potential partnership opportunities there may be to work together with and England Boxing. IMAS have confirmed they will be willing to deliver their mixed ability training course in Scotland once it has been piloted in October 2018.
- In terms of Performance, we will look to support any talented/international potential boxers through the existing performance pathway in the usual way;
- Developing policies and procedures that encourage inclusion within boxing for boxers with disabilities and making reasonable adjustments.

UP CLOTHING PARTNERSHIP

Unique Physique Clothing is a company that strives to supply high-performance fitness clothing. Its materials and collections are cultivated and curated with the individual in mind, the products of intensive human research, development, and compassion. It believes fitness wear should be transitional and durable; tailored for high-intensity workouts while maintaining enough of the standard casual aesthetics to wear across a range of engagements.

Unique Physique Clothing was founded in 2015 as a fitness wear brand. UP's signature minimalist design is combined with subtle colour palettes to create a brand identity that was born out of an aspiration to create garments that we always craved but could never find; products that were classic yet contemporary, universal yet unique.

We formed a new partnership with UP early last autumn and the great news is that we have completed stage one of the project and have now secured new, modern national team kit consisting of the following:

- Polo shirts;
- Bespoke T-Shirts;
- Sweat Shorts;
- Track Suit;
- Boxing Vests & Shorts.

We will now work together with UP Clothing to establish a commercial partnership to sell its BSL branded apparel on a wider scale, Phase 2 of the project, during the 2018/2019 season and hope to have an exclusive range of clothing on sale to our members.



IN MEMORY

Last but not least, it is only right that we remember the great BSL servants & stalwarts that are no longer with us.

It deeply saddened us to inform members of the passing of one of Bellahouston Boxing Club's most well-known coaches, George Gallacher.

George was a very well-known face within Scottish Boxing and gave many years of dedicated service to the Bellahouston club and its boxers.

We were also extremely saddened to hear that Willie Douglas passed away after losing his battle with Alzheimer's Disease.

Wee Willie, as he was known, was a legend in Larkhall and was known by everyone and worked with many boxers at the club, passing on not only Boxing skills but also life skills. He was a well-respected man in and out of Boxing and was known for his forthright views and honest but kind approach. Both are gone but not forgotten.



