

Board Meeting: 3 March 2022

Board Members

Paul Thorogood (PT), John Davies (JD), David Dulieu (DD), Helen Arnold-Richardson (HAR), Tom Horrocks (TH), Katie Langan (KL)

Invited: Colin Metson (CM), Rachel Sansom (note-taker)

Apologies: Allan Bennett (AB), Stephen Jones (SJ), Jared Lougher (JL), Richard Brice (RB) and Rem Noormohamed (RN)

ITEM	NOTE	
1.0	PT welcomed everyone to the meeting and apologised for not attending in person, due to the train strike. There were no Declarations of Interest. PT confirmed the meeting was quorate. Apologies had been received from AB, SJ, JL, RB and RN. PT confirmed he will contact RN.	PT
2.0	TO RECEIVE MINUTES & REPORTS	
2.1	<p>The minutes from the 19 January 2022 meeting were accepted as a true record.</p> <p>All matters arising had either been completed or were on the agenda except the following, to be picked up outside the meeting:</p> <ul style="list-style-type: none"> Discussion with AB offline regarding his role and responsibilities. <p>Sub-committee meetings were also received.</p>	PT/AB
3.0	STRATEGIC DIRECTION	
	<p>PT gave an overview of the recent Strategy Working Group meeting. It was confirmed the 'In the Red Corner' Strategy is good. Discussions included the range of questions that would support the strategy including what does a boxing club look like and how does our commercial and communication strategies fit in. CM confirmed that the governance consultant has produced a conceptual document on how WABA aligns with Welsh Government, Sport Wales, etc. There will also be mapping with the current clubs and a community consultant has been appointed to gather data and listen to the membership.</p> <p>The board consensus was to gather information, this will also support a commercial and communications strategy to approach sponsors, particularly with a community selling point.</p> <p>A discussion about possible money-raising events followed, including branding, an awards event and a boxing event. DD shared the Commercial Report paper. DD offered time from his works team to discuss a communication plan and the board asked DD and RB to progress the commercial strategy.</p>	DD RB/DD
4.0	INVESTIGATION & COMPLAINTS	
	<p>CM and TH gave an update on the Investigation discussed at the last board meeting. The next stage is that an offer of an appeal should be made to the individual. CM will arrange this with the individual and the Chair of the Disciplinary Panel.</p>	CM

	<p>In relation to the resulting correspondence from a former board member, it was agreed no further reply is required</p> <p>CM and RS left the meeting and the board discussed two on going complaints.</p> <p>CM and RS both re-joined the meeting.</p>	JL/HAR
5.0	<p>COVID REPORT</p> <p>The COVID Report had already been shared and accepted as read.</p> <p>The proposed Vaccination Policy was discussed and agreed, with the removal of the line “Welsh Boxing believes the vaccines are an appropriate tool for preventing the spread of Covid19 and will protect people from acquiring and transmitting the disease.”</p>	CM
6.0	<p>GOVERNANCE REPORT</p> <p>The Governance Report had already been shared and accepted as read.</p> <p>CM confirmed the closing date for the expressions of interest for the post of Finance Director had passed and that there had been applications from Acorn Recruitment and LinkedIn. There was some discussion on the selection process. The decision was made that KL and CM would read through the applications as a first step, the appropriate candidates would then be asked to interview virtually with a panel made up of PT, SJ (if available), KL and an independent, preferably from finance. A final in-person interview of the preferred candidates would follow.</p> <p>JD said both the Governance & Leadership Review and the Board Evaluation Process will take place over the summer months, although reviews including about the chair will take place in 2023. PT was asked to get feedback from Board directors and provide an informal report to JD.</p> <p>CM confirmed the Sport Wales Capability Framework had been submitted and accepted.</p> <p>JD said that the current sub-committee structure is to be reviewed to see if it was fit for purpose. CM felt that some sub-committees were not adhering to the Terms of Reference. A formal Governance Working Group will be established including JD and CM. All agreed there is an opportunity to engage and inspire a diversity of interest in sub committees that could, ultimately, support succession management.</p> <p>CM confirmed that Sport Wales has accepted our revised Gender Parity Action Plan, which shows progress towards gender parity.</p> <p>The following policies were approved:</p> <ul style="list-style-type: none"> • Disciplinary Regulations and Disciplinary Procedures – the TOR for the Disciplinary Panel was removed • ICT Policy • Email Policy • Complaints Handling Policy <p>The Board also approved a six-month extension to the Expenses Policy and TOR of the Remuneration Committee.</p> <p>Welsh Boxing also approved the WABA/AIBA Regulations.</p>	<p>KL/CM</p> <p>PT</p> <p>JD/CM</p>
10.0	<p>CEO REPORT</p> <p><u>AIBA/EUBC</u></p> <p>This agenda item was brought forward. CM referred to his email dated 2 March and asked for a board discussion. In the near future, Welsh Boxing will be sending a tutor to an R&J Training Course in Croatia, along with a candidate. The tutor will be paid by IBA, the candidate by Welsh Boxing. And it has been made known that a Russian will be attending the course. The Board</p>	

	<p>discussed the position that Welsh Boxing should take in light of recent events in Ukraine. The Board advised that there should be no support of any event that has a Russian participant. This was expanded to cover impending tournaments that boxers will attend. The Board confirmed that if a Russian, or Belarussian, competitor is known to be attending then the squad should not go. If they attend and a fighter is opposing a Russian, or Belarussian, representing their nation or under a neutral flag, the Welsh boxer should not compete. The Board confirmed that if, to the best of knowledge, there is no Russian attending, then the participant(s) should attend. If the situation changes at the event, the Welsh representative(s) should leave. The position is clear, this decision is to express WABA's abhorrence of Russia's actions against Ukraine, not the IBA.</p> <p>KL and HAR left the meeting.</p> <p>CM also updated the board on the recent proposed visit to the UK by the IBA President as well as the correspondence between the IOC and IBA and now the correspondence between the Common Cause Group and the IBA.</p> <p>The board agreed that the CEO should attend the EUBC Congress as well as the IBA Congress.</p>	CM
7.0	<p>FINANCE REPORT</p> <p>The Finance Report had already been shared and accepted as read.</p> <p>CM confirmed Welsh Boxing is solvent, has positive cashflow and there are no concerns.</p> <p>Due to the absence of SJ, CM said the Budget for 2022/23 will be circulated at a later date.</p>	CM
8.0	<p>RISK REPORT</p> <p>The Risk Report had already been shared and accepted as read.</p> <p>Due to the absence of RN, there was a brief discussion. CM highlighted the changes. The main concern is about the possible financial risk of boxing being removed as an Olympic event. It was suggested a risk assessment be carried out to assess the possible impact of this, particularly the impact on the revenue received from Sport Wales. Discussion will include Sport Wales, GB Boxing, England Boxing and Boxing Scotland.</p>	RN/CM
9.0	<p>SAFEGUARDING & EQUALITY</p> <p>The Safeguarding and Equality Report had already been shared and accepted as read.</p> <p>CM updated the board on the Insport submission, which is now June. Also, CM confirmed there has been an 18-month review of the Equality Standard by Sports Structures.</p>	
10.0	<p>CEO REPORT</p> <p>The CEO Report had already been shared and accepted as read.</p> <p>CM updated the Board on the status of the welsh boxers and that 9 boxers have qualified for the Commonwealth Games.</p> <p>CM shared the Inclusion Pathway and Guidance and this was accepted. CM will ask the Welsh Boxing Medical Officer to assess the threshold of acceptance.</p> <p>The board recommended that future correspondence from the ex-chair should be 'noted'.</p>	CM CM
11.0	<p>ANY OTHER BUSINESS</p> <p><u>Board meeting timing</u></p> <p>The Board confirmed that a day meeting is preferred but would rather an afternoon or morning timing to support other commitments. It was also discussed about the opportunity to view the Board pack in a different way and this will be explored. Also, it was agreed that some aspects of</p>	Office Office

	the decisions will be reviewed – such as agreeing policies where the Board will be given the policies by write around or in advance.	Office
	<u>Ex-Chair Communications</u> As requested, CM shared the communications received by Mr McAndrew. The Board acknowledged receipt of these. No further action is required.	CM
	The next meeting is on Wednesday 15 June, 1.30pm start. The meeting closed at 3pm.	