

Board Meeting: 22 February 2023

Board Members

Paul Thorogood (PT), John Davies (JD), Helen Arnold-Richardson (HAR) and Mark Williams (MW).

Invited: Colin Metson (CM), Adam Park (AP), Colin Jones (CJ), Susie Osborne (SO) from Sport Wales and Rachel Sansom (notetaker).

Apologies:

Jared Lougher (JL), Adam Thompson (AT), Katie Langan (KL), Richard Brice (RB) and David Dulieu (DD).

ITEM	NOTE	
1.0	<p>PT welcomed everyone to the meeting. He took a declaration of interest from MW regarding IBA discussions. PT expressed concerns on the level of attendance as the meeting was only just quorate with four members.</p> <p>PT suggested WABA identifies what professional expertise is required for the board. HAR confirmed that the operational and strategic lines have been blurred due to lack of resources. PT asked CM to identify need and then PT will speak to each board member to check their commitment. Once done, any vacancies can be filled.</p> <p>After discussion about the importance of the suitable board members and how to progress, the meeting agreed that CM and PT should work on what the ideal board will look like.</p> <p>ACTION: PT liaise with CM on possible board make-up and speak to existing board members regarding their level of commitment.</p> <p>PT suggested that some members are struggling to attend in the day. To facilitate the retention of the members of the current board it was proposed that of the four meetings each year, these are moved to evenings and two will be virtual. PT endorsed that meetings in person are still important but JD and HAR confirmed the use of technology during lockdown posed no issues. The possibility of another task day, similar to the one held in January was also suggested.</p> <p>ACTION: RS to change arrangements of 2023 meetings, change 14 June 2023 to virtual, evening meeting.</p>	<p>PT and CM</p> <p>RS</p>
2.0	<p>TO RECEIVE MINUTES AND REPORTS</p> <p>Actions from the previous board meeting minutes were confirmed as done. All meeting minutes accepted.</p>	
3.0	<p>INTERNATIONAL RELATIONS</p> <p>PT informed the board that he had been accepted onto the BABA board. Each home nation has two representatives, previously it was the Performance Director with CM.</p>	

	<p>CM updated the meeting on the issues regarding the IOC and IBA. He confirmed the stance being taken by GB Boxing. The IOC has not changed its position and the next announcement is due in the late autumn.</p> <p>CM discussed the paper in the board pack. He confirmed that a number of nations have not entered boxers into the Womens' World Championships, some because Russian or Belarussian boxers will be competing under their national or neutral flag. CM confirmed the current position that the team do not attend any event where this is the case. PT said that he understands the Government not wanting to get involved in sport but the reasons why the UK and other countries are unhappy with this position have been documented. PT confirmed that decisions have to be made. If the Government give guidelines, we are Government-funded and should follow them. The board asked for CJ to provide his input and the consensus of opinion is that if there is any chance of a Russian or Belarussian competitor to be at an event then the team do not attend. If they attend and a Russian or Belarussian competitor is at the event, the whole team withdraw. A vote was taken on the three proposals and all three passed.</p> <p>The meeting was advised that IBA are contacting boxers directly to invite to events, offering an entry as individuals, not as national federation representatives. Concerns were expressed over this and the proposal that communications be sent out to clearly state the position</p> <p>For the part of the paper linked to officials, MW addressed the meeting and clarified the role of an IBA official, confirming that they do not represent a particular country but are listed at the event as their country of origin. The role of the official is to be impartial. MW left the meeting as PT outlined the need to decide if the rule for coaches and officials would be the same as that for boxers, that they should not participate in an event with Russian or Belarussian boxers. It was decided that the whole board should have the opportunity to vote. MW was invited back into the meeting</p> <p>ACTION: CM to contact all board members except MW for a decision. ACTION: CM to communicate agreed policy to all stakeholders.</p>	<p>CM</p> <p>CM</p> <p>CM</p>
4.0	<p>UPDATE ON PERFORMANCE PROGRAMME</p> <p>CJ confirmed that two boxers had left the programme, both on good terms. He added that it has been a difficult start to the year and the added international pressure will impact on the international events. The fact that less events will be available will mean that GB Boxing will attend ones that the home nations may have entered, it is not ideal to have boxers up against home country competitors. CJ confirmed he is happy as the physio is in place, a doctor is available and the performance analyst work is being picked up by Amy Garrett. The only issue is the lack of vehicles. CM confirmed the difficulty is in the supply chain, but it is a priority to get this resolved.</p>	
5.0	<p>PERFORMANCE LEAD ROLE</p> <p>AP was asked to leave the meeting. The meeting discussed the business case paper and the requirement for a Head of Performance. It was made clear that this role is not a replacement for a Performance Director, but an interim role overseeing performance and developing a strategy. The board endorsed CM's confidence in AP's ability to carry out this role for an interim period. PT advised the importance of providing terms of reference and the job specification. The board agreed unanimously, in principle, to the proposal that AP be appointed in the interim.</p> <p>ACTION: CM to develop further the job description and person specification.</p> <p>AP was asked to return to the meeting.</p>	<p>CM</p>

	Discussions continued on a secondary part to the paper, that a performance sub-committee be formed. The board discussed the importance of the terms of reference and that the group was not to be intrusive in the detail but provide advice and support. It was agreed that there should be some governance expertise and the appointment of a board member for performance.	CM
6.0	<p>CEO REPORT</p> <p>The CEO Report had been shared in the board pack and accepted as read. CM highlighted the items for a decision.</p> <p>The first item was regarding pay bands. CM said that although the HR Board Lead and Finance Director were not in attendance, both had seen the paper. CM asked for approval in principle. CM explained the process that is being carried out with staff and the formalisation of pay bands and job roles. The board agreed on the importance of a clear and open structure and gave the pay bands their support in principle.</p> <p>The appointment of a Head of Community Boxing was discussed, and PT impressed upon the meeting that the right candidate with a strong sports development background be identified to such a crucial role.</p> <p>The business case paper for a competitions and events role was discussed. The ambition to grow events was supported. JD and HAR were keen to give clear targets to measure over a six-month period. The board agreed to this role being filled.</p> <p>PT confirmed he wanted it noted that he had sent a thank you to Derek McAndrew for the introduction to David T C Davies, a previous president and now Secretary of State for Wales, who expressed his wish to be invited to an event in the near future and his support for Welsh Boxing.</p> <p>The business case for a Coach Education role was discussed. The need for additional tutors was raised. AP outlined that a consultant was currently being used but only available one day a week and this is insufficient to deliver the new strategy. HAR queried if this role could show any returns in six months as the strategy needs more initial input. CM agreed.</p> <p>The board agreed that both roles offer potential for income and should be pursued.</p> <p>CM said that GBDB are again asking for Welsh Boxing support and he had met Chris McEwen on a couple of occasions lately. The board felt that any partnership with GBDB, a commercial organisation, should be the decision of the new Head of Community Boxing and such support was thus not given.</p> <p>CM shared the WABA action plan.</p>	<p>CM</p> <p>CM</p>
7.0	<p>FINANCE REPORT</p> <p>The Finance Report had already been shared and accepted as read.</p>	
8.0	<p>SAFEGUARDING & EDI REPORT</p> <p>The Safeguarding and EDI Report had already been shared and accepted as read.</p> <p>HAR highlighted the letter and response to the Equality & Human Rights Commission as included in the board papers. CM and HAR are to attend a Sport Wales safeguarding meeting on 8 March 2023.</p>	
9.0	AOB	

	CM confirmed that a letter of congratulation had been received from UKAD on Welsh Boxing achieving compliance on anti-doping. Another submission will be due in April 2023.	
	The next meeting will be via Teams online on 14 June 2023, 7.00pm start. The meeting closed at 4.30pm.	