



**British Amateur Boxing Association Limited**  
**GB Boxing meeting room, Sheffield**  
**19<sup>th</sup> March, 1pm**  
**Board meeting minutes**

**In attendance**

Jason Glover (GB Boxing Chair)  
Matt Holt (GB Boxing CEO)  
David Chadwick (Senior Independent Director) via Teams  
Lucy Walker (Independent Director) via Teams  
Christine Ohuruogu (Independent Director)  
Colin Metson (Welsh Boxing Director)  
Paul Thorogood (Welsh Boxing Director)  
Craig McEvoy (Boxing Scotland Director)  
Jerome Pels (England Boxing, CEO, Observer) via Teams

Rob McCracken (GB Boxing, Performance Director)  
Rebecca Edginton (GB Boxing, Performance Manager)  
Laura Ross (taking minutes)

Presenting  
Alan Lynn (British Swimming)  
Charlie Miller (UK Sport)  
John Muddeman (Events Manager, World Boxing Championships)  
James Hooper (Performance Lifestyle Advisor, UK Sport)

**1. Welcome and Introductions**

The Chair welcomed everyone to the board and confirmed that the meeting was quorate.

**2. Apologies for Absence**

Apologies were received from Chris Smith.

**3. Declarations of Interest**

Declarations of interest were received from MH in relation to his role with World Boxing.

**GB BOXING**

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#### 4. Approval of the minutes of board meetings of Tuesday 3<sup>rd</sup> December 2024 and Monday 3<sup>rd</sup> February 2025.

The minutes of both the December and February board meetings were approved by the board.

#### 5. Culture Health Check - Academy

Alan Lynn from British Swimming and Charlie Miller from UK Sport presented to the board regarding the feedback from the Academy Walk the Floor initiative which they had conducted in January 2025. The key themes emerging from the review were as follows:

- Leadership and Continuity
- The Defined Role of the Academy
- Holistic Athlete Development
- Gender Specific Support
- Alignment and Transitions
- Balancing development with competition

The following recommendations were presented to the board and a discussion took place on each recommendation:

- Enhance Purpose and Identity
- Gender-Specific Support
- Transparent Pathways
- Increase Competitive Opportunities
- Promote understanding of what success looks like
- Improve Communication

MH informed the board that the programme has already begun working towards implementing these recommendations. The Chair requested that the recommendations and corresponding actions be documented in a traffic light system report, to be presented at future board meetings to ensure effective implementation.

**Action: MH/Executive**

The Chair thanked AL and CM for all their work on the Academy Walk the Floor.

## 6. GB Boxing Strategy 2025-29

MH directed the board to the strategy document included in the board papers and provided a summary and overview of its development. The development of the strategy involved the following steps:

1. Staff consultations and debriefs
2. Debriefs with the home nations
3. An operational review of the World Class Programme
4. Feedback from both the Podium and Academy Walk the Floor surveys
5. The board review and strategy day
6. A review by the Senior Management Team

MH also presented how the outputs from the board's strategic review day have been incorporated into the strategy, offering assurances to the board that these have been integrated into the final documentation.

REH provided an update and an overview of the themes emerging from the debriefing process. MH directed the board to the KPI measures included within the strategy report, which outlined measures established to enable the board to track progress effectively.

The board approved both the strategy and the associated KPI measurements.

A discussion took place regarding the development of the strategy beyond performance, with the recognition that a robust performance strategy requires solid organisational foundations. These foundations include:

- Strong governance and financial management
- Effective communications and stakeholder relations
- A comprehensive international relations strategy

The board requested the development of KPIs for these three areas to facilitate effective tracking of progress.

### **Action: MH**

FH provided an observation to the board that the team faces a significant workload in relation to these KPIs and that workload would be worth reviewing annually to ensure the team can manage this.

Craig McEvoy addressed the board, highlighting the challenges GB faces in developing boxers given home nation programme funding challenges. Colin Metson emphasized that a robust pathway is one



of the five strategic priorities. PT raised the issue of how the available funds can be utilised to maximize the impact of the Academy and funds being allocated in the most effective manner to produce the greatest outcomes.

JP informed the board it is essential to have quality boxers coming through from the home nations to the GB programme.

The Chair clarified that GB Boxing remains committed to exploring ways to collaborate more effectively with the home nations. It was agreed that further discussion should take place on pathway options for supporting both the home nations and the Academy. The group will report back to the board by June, with a final update no later than the September board meeting.

**Action: MH/HNs**

The board approved the LA strategy and budget.

## 7. Performance Report

RM provided an update on the squads and their performances at the recent Boxam Tournament in Spain and the Strandja Tournament in Bulgaria. REH directed the board to the performance report included in the board pack, which was taken as read. The board also requested that the information on top boxing nations in tournament reports be presented separately for male and female categories.

**Action: REH**

## 8. CEO Report

MH directed the board to the CEO report included in the board pack and took the report as read.

MH also highlighted the operational plan update in the board pack. MH informed the board that Lee Pullen, Senior Podium Coach, has decided to retire from GB Boxing. MH also informed the board that physiotherapist Sean Hannon will be leaving the programme, and recruitment is underway for his replacement.

MH provided an update on commercial partnerships. A deal has been signed with Nike for supply of boxing boots and trainers.



LR provided an update on GB Boxing's social impact project. Since its launch in September 2024, boxing training sessions have been delivered to 45 young refugees and 20 homeless young people, led by staff and athletes. In 2025, the aim is to host monthly sessions for 15-20 young people per session. GB Boxing also provided youth volunteering opportunities at the World Boxing Cup in Sheffield, where volunteers assisted with field of play and back-of-house operations. Additionally, staff have participated in two fundraising events: Gary Hutt participated in "Sleep Out to Help Out" and James Hooper/Elliot Sharp participated in the Sheffield 10K. A joint social media plan for 2025 has been developed with charity partners, focusing on the following key themes:

1. Positivity and Strength
2. Mental Well-Being
3. Overcoming Obstacles
4. Harnessing Sport for Positive Change
5. Raising awareness of charity partnerships

LR further updated the board on GB Boxing's involvement in the UK Sports Environmental Sustainability Accelerator Programme. This initiative helps National Governing Bodies calculate their carbon footprint and create an environmental sustainability action plan. LR directed the board to the GB Boxing Environmental Sustainability Action Plan, which requires board approval. Upon approval, the plan will be submitted to UK Sport and published on GB Boxing's website. The board approved the plan for submission.

MH updated the board on the Podium to Pro programme. Lauren Price and Karris Artingstall both competed and won in March at the Royal Albert Hall, with Lauren unifying her world title by defeating Natasha Jonas.

MH presented the new UK Sport APA framework to the board and informed the board that the senior leadership team are currently working through the new GB Boxing APA matrix to align to this framework.

MH informed the board that REH was nominated to the British Olympic Association as Team Leader for the LA Olympics. The board congratulated REH on her selection.

## 9. Finance Report

MH directed the board to the finance report included in the board pack. MH presented to the board the monthly accounts which were included in the report and the full year forecasted accounts.

MH directed the board to the 12-month estimated cashflow included in the report. This was discussed further by the board and it was agreed that the 12-month cashflow would be included in all future board papers.

## 10. Athlete health

MH directed the board to the athlete health report included in the board pack and took the report as read.

## 11. Athlete voice

James Hooper, GB Boxing Performance Lifestyle Adviser presented to the board on the feedback from the athletes that has been collected through athlete voice sessions as well as the wider programme strategy for engagement with the athletes. JH also presented on how feedback is collected and the plan for the next 12 months.

## 12. Governance

MH informed the board of three governance items requiring approval. The first item was the appointment of a new member to the Audit Committee, following Richard Brooke stepping down as a director. CS has been invited to join the Audit Committee, and board approval for this nomination was sought. The board approved the appointment of Chris Smith to the Audit Committee.

The second item for approval was the review of contracts by the Management Accountant and the Chair. MH directed the board to the review included in the board pack, and the board approved the contracts presented.

The final item was the approval of the boxer and staff travel and expenses policies, which were also included in the board pack. These policies had been reviewed by the Governance Committee, and the Committee was seeking board approval. The board approved the policies.

MH provided an update on advice received from UK Sport regarding the reserves policy. LW emphasised the importance of the board having visibility of the GB Boxing cashflow, and as such, a 12-month cashflow forecast will be included in future finance reports to the board. This will provide assurance that reserves are being adequately maintained. A discussion took place regarding cashflow, and it was agreed that monitoring cashflow should be included in the audit terms of reference. MH will amend the terms of reference for board approval.



#### **Action: MH**

The Chair provided an update on the current recruitment process for an independent director. Interviews will take place on 22nd May with six candidates.

### **13. International relations and events**

John Muddeman, Event Director for the World Boxing Championships taking place in Liverpool in September, presented to the board on the financial risks associated with the event.

MH updated the board on the status of World Boxing and the confirmation of its provisional recognition by the IOC. The Chair expressed gratitude to the board for their commitment and courage in supporting World Boxing from the outset.

### **14. Safeguarding and Diversity**

LR directed the board to the Diversity & Inclusion (D&I) report and the Safeguarding report, both of which were included in the board pack. LR also highlighted the Annual Diversity and Inclusion Action Plan (DIAP) report, which, in accordance with the Code for Sports Governance, is required to be submitted to UK Sport and published on the GB Boxing website. The report provides an overview of GB Boxing's D&I initiatives to date, outlines the strategic objectives for 2025-2029, and details the actions planned for 2025. Once approved by UK Sport, the document will be redesigned to be a public-facing document, though the content will remain unchanged. LR sought approval from the board for submission of the report to UK Sport and publishing on the website. The board approved the Annual DIAP report for submission and publication.

#### **Action: LR**

### **15. Risk Register**

MH directed the board to the Risk Management report and risk register included in the board pack. MH proposed to the board that changes to the following risks should be considered in context of change in circumstances:

- 1a – it is proposed that this risk is removed should boxing be confirmed on LA programme.
- 1b – it is proposed that this risk be revised to “reduction in funding during LA cycle”.



- 2a – it is proposed that this risk and wording be reviewed by the board.
- 2b – it is proposed that this risk and wording to be reviewed by board.

The board on reviewing the risks and wordings approved the changes to be made to these risks on the risk register.

#### 16. Any other business

There was no other business.

ENDS

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