



# RIISING TO THE CHALLENGE

GB Boxing Annual Review 2019/20

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# GB BOXING

GB Boxing was established in August 2008 to manage the World Class Performance Programme (WCPP) for boxing and ensure the most capable male and female boxers from England, Scotland and Wales are given the best possible opportunity and support to develop, improve and win medals at major international tournaments and the Olympic Games.

GB Boxing's primary role is to train and prepare the elite boxers in the men and women's Podium and Podium Potential squads and identify and develop the next generation of boxers through its performance pathways activities.

The national governing bodies (NGBs) for boxing in England, Scotland and Wales are GB Boxing's principle stakeholders and are represented on its board along with an independent chairperson, GB Boxing's Chief Executive and four independent directors appointed for their particular expertise.

GB Boxing is based in a purpose-built training facility at the English Institute of Sport Sheffield and its largest source of funding is a four year grant of £14.6 million from UK Sport, made up of contributions from the National Lottery and the Exchequer. It also receives revenue and value-in-kind contributions from a range of commercial partnerships.

### VISION

To be recognised as the leading Olympic boxing nation, inspiring ever more people to box.

### MISSION

To continue to enhance the world's best performance system to enable each GB Boxer the very best opportunity to achieve his or her full potential.



# WORLD CLASS ENVIRONMENT BREEDS SUCCESS AT HOME OF GB BOXING

## Sally Munday MBE, Chief Executive, UK Sport

### FOREWORD



When I started at UK Sport in September 2019 one of my priorities was to meet the Chief Executive of every sport and as many as possible in their own environment, so I was very pleased to have the opportunity to go to the home of GB Boxing in the early months of my tenure.

I use the word home deliberately as the sense I got when I first walked into GB Boxing's training centre at the English Institute of Sport Sheffield was not just that I was entering a boxing gym, but that I was stepping into the home of a sport.

The gym is an undeniably impressive facility. It looks and feels like a world class performance environment and in conversation with boxers, coaches and staff it was very clear they have a huge sense of pride in their place of work.

It is an inspiring environment and dotted around the wall of the gym are posters of Olympic medal winning boxers dating back to 1956. That some of the recent medallists, most notably a global superstar like Anthony Joshua, continue to train in the GB Boxing gym and share their experience with the current generation of boxers adds to this. It shows it is a place where top athletes want to be and reinforces the sense of home and family that is so prevalent in the gym.

I know from my experience of leading a national governing body that delivering consistent success is not easy. The environment has to be right, because when you get that right it can breed success.

And when you consider the achievements of GB Boxing, which has won 11 medals at the last three Olympic Games despite losing some of its best boxers to the professional ranks, it is clear there must be something in the culture and environment of the organisation that helps to drive this success.

It is a culture that impacts on people beyond performance and has an influence on the way that many of the boxers conduct themselves in their lives away from sport.

When I met GB Boxing's Chief Executive, Matt Holt, and Performance Director, Rob McCracken, it was clear that part of the ethos of the world class programme is that it should enable people to be the best they can be.

They both want the boxers to benefit from their time with GB Boxing as people and not just as athletes. One aspect of this is that the boxers are encouraged to be active in their community and I know of one member of the squad who has spent time volunteering at a local care home helping residents with dementia.

**"...it is clear there must be something in the culture and environment that helps to drive success."**

He clearly believes that giving back to the community is part of his role as an athlete and I have no doubt this outlook is partly the result of being immersed in a nurturing environment that is focused on enabling people to be the best they can be.

As this year has progressed and we have all had to face the unforeseen challenge presented by the Coronavirus situation, the positive feeling I had on that first visit to the home of GB Boxing have been reinforced by the way I have seen the organisation adapt to this unprecedented state of affairs.

Through a combination of Zoom coaching sessions and supplying the boxers with the kit and equipment to follow individualised programmes at home, GB Boxing managed to keep its athletes training throughout lockdown. And even though, as a combat sport, it faced a significant set of challenges, boxing was one of the first world class programmes to return to training.

The return to training was a project on which I personally worked closely with many of the sports we fund and I was very impressed with the adaptability and professionalism shown by the leadership at GB Boxing in getting its athletes, coaches and support staff safely back into the gym.

As we face an uncertain future, I think the sports that will be most successful are those that have the agility and resourcefulness to adapt quickly to changing circumstances.

My experience of the environment at GB Boxing gives me every reason to believe it will be one of those sports and my colleagues and I look forward to working closely with the world class programme for boxing over the next 12 months as we countdown to the Tokyo Olympic Games.



# CHAIRMAN'S REVIEW



**Steven Esom, Chairman**

It is a truism in any walk of life that we learn more about ourselves in adversity than we do when circumstances go in our favour. This is certainly true of our experience at GB Boxing over the last 12 months which, it is fair to say, has not turned out quite as we expected. For the first three quarters of the year, our boxers continued to enjoy great success, winning 16 medals at three major championships.

The prospect of the first Olympic qualifying event being held in London was an added bonus and all of the boxers and staff were excited at the prospect of competing on home soil in such an important tournament.

Sadly things did not turn out as planned as the Boxing Road to Tokyo qualifier in London was brought to an abrupt end after three days due to the Coronavirus situation. The suspension of the event and subsequent lockdown was a massive challenge, yet I can say with both pride and satisfaction that it is one that everyone at GB Boxing has dealt with – and continues to deal with – superbly.

The team's response to this situation has shown that the world class performance programme (WCPP) has extremely robust foundations and is able to adjust to the most challenging of circumstances.

Central to this is the culture of the organisation which has been created over a number of years. GB Boxing is an organisation with an overriding sense of purpose and a formidable work ethic, yet still manages to retain a family feeling.

The boxers, coaches and staff all genuinely enjoy coming to work in the GB Boxing gym. And it was noticeable when the boxers returned to the gym after the lockdown that many of them said they had missed training in Sheffield and that the enforced break had made them realise how much they appreciated it.

A workplace culture and personal bonds as strong as this do not happen by accident and are the result of hard work and effort by a lot of people over a number of years.

It is evident in every aspect of the organisation from the way boxers and staff are inducted onto the WCPP to the behaviours and values we expect people to live and breathe each day.

It even extends to the way people leave the organisation and one of the things we always say to boxers when they depart is that they remain a part of the GB Boxing family.

The fact that so many former boxers, including Olympic medallists and world champions like Anthony Joshua, Joshua Buatsi and Khalid Yafai are welcomed back to train and provide sparring opportunities for our current squad shows there is real meaning to this sentiment.

**"...For the first three quarters of the year, our boxers continued to enjoy great success, winning 16 medals at three major championships"**

It all contributes to making GB Boxing a special place to be and when I reflect on this turbulent period in our recent history, I have no doubt that it is the strength of this culture that has enabled the team to keep the WCPP operating in these most challenging of circumstances.

To continue to deliver individualised training plans and coaching to the boxers during lockdown and then be one of the first UK Sport funded programmes to return to training is a tremendous achievement by Matt Holt, Rob McCracken and all of the coaches and support staff.



**"...GB Boxing would not have been able to achieve anything like the success we have enjoyed in recent years without the great work of Boxing Scotland, England Boxing and Welsh Boxing."**



And while priorities have inevitably focused on our senior Podium squad boxers and Tokyo prospects, this has not been at the expense of long-term considerations and planning for Paris 2024.

**"...as we look to the future and the prospect of an Olympic Games in 2021 I am confident that the strength of our culture and the quality of our people will ensure GB Boxing will overcome any challenges that lie ahead and continue to be successful."**

GB Boxing always has to keep one eye on the future and over the last 12 months we have developed ever closer working relationships with the national governing bodies (NGBs) in Scotland, England and Wales to ensure we continue to identify the best young, up-and-coming talent.

The seamless transition of the reigning Youth Olympic Champion, Caroline Dubois, from the England Boxing talent programme to GB Boxing's Podium squad in the latter part of 2019 is an example of how well this process works.

The home nations play an important role when it comes to developing elite international boxers and GB Boxing would not have been able to achieve anything like the success we have enjoyed in recent years without the great work of Boxing Scotland, England Boxing and Welsh Boxing.

They are a key part of our work and their continued support will be an important factor in helping us to navigate the challenges ahead. The early months of 2020 have been a very difficult period for everyone and at GB Boxing and we know there will be more obstacles to overcome.

The outlook is more uncertain than it has been for some time, however GB Boxing has shown that it has the resilience and adaptability to deal with the most difficult of circumstances.

The organisation is stronger for the experience of the last few months and as we look to the future and the prospect of an Olympic Games in 2021 I am confident that the strength of our culture and the quality of our people will ensure GB Boxing will overcome any challenges that lie ahead and continue to be successful.

# PERFORMANCE REVIEW



Despite the challenges and disruption presented by the Coronavirus situation, 2019-20 has been a year of significant progress for the world class performance programme (WCPP) in which the men and women in the GB Boxing squad won 16 medals at four major championships in 2019.

The performances ensured the boxers were confident and in good shape going into 2020, which was meant to be their Olympic year. The Coronavirus outbreak and subsequent postponement of the Olympic Games represented a major challenge for the WCPP, however the boxers have adapted well to this unprecedented situation and remain as committed as ever to the goal of representing Team GB at the Olympic Games.

The boxers have improved through each year of this Olympic cycle and having another 12 months to work with the GB Boxing coaches creates scope for them to build on this. It is an opportunity for them to improve further, build on the success they have enjoyed in 2019-20 and give themselves the best chance of going to Tokyo and winning a medal at the Olympic Games in 2021.

## 2019 EUROPEAN GAMES

The first major event of the year was the 2019 European Games which was held in Minsk in June. Although it is still a relatively new event, the European Games is one of the major competitions in the boxing calendar and, on this occasion, also served as the men's European Championship.

Competing in the Team GB vest, the boxers delivered a superb performance as a group of 10 men and two women finished top of the boxing medal table with seven medals, including golds for welterweight, Pat McCormack, and middleweight, Lauren Price.

They were joined on the podium by Ben Whittaker, who took silver at light-heavyweight, and Galal Yafai, Peter McGrail, Luke McCormack and Cheavon Clarke who each claimed bronze.

## 2019 EUBC WOMEN'S EUROPEAN CHAMPIONSHIPS

The next tournament was the 2019 EUBC Women's European Championships in Madrid in August. Although Lauren Price was rested for this event, the team performed well in her absence and an inexperienced line-up returned with three medals as Karriss Artingstall and Demie-Jade Resztan took silver at featherweight and light-flyweight respectively. The third medal went to Rosie Eccles who claimed a bronze at welterweight.

It was the first major medal for all three and indicated that the new generation of women boxers that had joined the squad post-Rio was getting to grips with the demands of elite international boxing.

## 2019 AIBA MEN'S WORLD BOXING CHAMPIONSHIPS

Autumn 2019 was a significant period for GB Boxing as the men and women both competed in their respective world championships in Russia.

The male version was held in Ekaterinburg in September 2019 and in their best performance since 2011 the men returned with three medals. In the welterweight division, Pat McCormack, became only the fifth male British boxer in history to contest a world championship final, however

he was forced to settle for silver in unfortunate circumstances when a clash of heads in round two saw him sustain a cut which led the contest to be stopped. It went to the judges' who scored it 4:0 in favour of the Russian boxer.

The other medallists from Great Britain were featherweight, Peter McGrail, and light-heavyweight, Ben Whittaker, who both came away with bronze. McGrail's bronze meant he had secured a medal at every major tournament in the Tokyo Olympic cycle and confirmed his status as a consistently world class performer.

**"...it has been a year of significant progress for the world class performance programme which the men and women in the GB Boxing squad won 16 medals at four major championships..."**

The medal winning trio were almost joined by super-heavyweight, Frazer Clarke, however he was unfortunate to be denied a place on the podium when the result of his quarter-final victory over Russia's Maksim Babanin was overturned after an appeal by the home nation.





### 2019 AIBA WOMEN'S WORLD BOXING CHAMPIONSHIPS

The women's world championships was held in Ulan-Ude in November and confirmed the progress the women had made in the last 12 months as a team of seven boxers returned with three medals. The haul included a gold for Lauren Price who defeated Holland's Nouchka Fontijn in the middleweight final to become the first Welsh boxer in history to win the world championship. In doing this, she emulated the achievements of Savannah Marshall and Nicola Adams who won world crowns for GB Boxing in 2012 and 2016 respectively.

Bronze medals for Karriss Artingstall and Demie-Jade Resztan confirmed their emergence as top class international boxers and built on the promise they had shown in winning European silver earlier in the year.

It meant that men and women from the GB Boxing squad finished the year with 16 medals from four major tournaments and augured well for the Olympic qualifying event which was scheduled to take place in London in March 2020.

**"The haul included a gold for Lauren Price who defeated Nouchka Fontijn in the middleweight final to become the first Welsh boxer in history to win the world championship"**

### BOXING ROAD TO TOKYO OLYMPIC QUALIFIER

A team of 13 boxers was selected to compete at the Boxing Road to Tokyo Olympic qualifying event at the Copper Box Arena and contained eight boxers that had won a major championship medal in 2019.

Although the Coronavirus situation led to the suspension of the event after three days, Galal Yafai and Peter McGrail did get the opportunity to compete and both secured qualification for the Olympic Games in Tokyo.

Four other members of the team also got to box at the event and Charley Davison, Caroline Dubois and Lewis Richardson all recorded victories, with the only loss coming at welterweight where Rosie Eccles was edged out by a split decision. It means 10 members of the team will have a chance to join McGrail and Yafai and secure an Olympic place when the event resumes in the early part of 2021.

### CORONAVIRUS AND THE CHALLENGE OF DELIVERING THE WCPP DURING LOCKDOWN

The introduction of the lockdown in March 2020, created a significant challenge. Details of the way GB Boxing has managed this and the measures it has put in place to enable the WCPP to continue during lockdown and then safely return to training in the GB Boxing are detailed on page 9 of this Annual Review.

### AWARDS

The successful performances of the boxers throughout the year were reflected in the annual GB Boxing Awards held in December 2019. Eight awards were handed out on the night which was hosted by broadcaster and journalist, Steve Bunce.

**"...Bronze medals for Karriss Artingstall and Demie-Jade Resztan confirmed their emergence as top class international boxers and built on the promise they had shown in winning European silver earlier in the year."**

For the second year in succession, Pat McCormack and Lauren Price, scooped the top awards for best male and female boxer following successes at their respective world championships and the European Games. McCormack also secured the coveted Boxer's Boxer of the Year Award for the second year in a row.

## DELIVERING THE WORLD CLASS PERFORMANCE PROGRAMME DURING A PANDEMIC

The Coronavirus pandemic has created numerous challenges for GB Boxing in delivering the world class performance programme (WCPP).

The first of these was dealing with the disappointment the boxers felt when the Olympic qualifying event in London was suspended after three days. This was a critically important event that the boxers worked hard towards for many months. The fact it was on home soil was an added bonus as they rarely compete in the UK or enjoy the benefits of home advantage.

Although Galal Yafai and Peter McGrail got the opportunity to box and secure qualification for Tokyo at the event, the vast majority of the boxers in the 13-strong team did not get to compete. Dealing with the ramifications of this was a major challenge which was swiftly compounded by two further blows when it was announced the UK was going into lockdown and the Olympic Games would be postponed for 12 months. It created a number of problems for GB Boxing which was faced with the twin tasks of delivering the WCPP during lockdown whilst also seeking to maintain and preserve the mental and physical health of the boxers, coaches and staff in an uncertain situation.

From a performance point of view, the immediate priority was to ensure the boxers were able to maintain fitness by supplying them with kit and equipment that would enable them to train at home. Every boxer was given an individualised training programme which reflected what they would do in a normal week in camp and included running, strength and conditioning, boxing sessions and technical work.



Group coaching sessions were delivered by Zoom and the wider performance team continued to work with the boxers providing remote medical consultations and sport science support on a wide range of issues such as nutrition, rehabilitation and injury prevention.

**"... the immediate priority was to ensure the boxers were able to maintain fitness by supplying them with kit and equipment that would enable them to train at home..."**

At the same time, a series of measures were put in place to support the mental health of the boxers and keep them connected, motivated and stimulated.

The performance analysts sent each boxer a series of clips of recent contests to enable them to work on technical development and opponent analysis. The team's psychologist and performance lifestyle advisor kept in regular contact with all of the squad and weekly Zoom calls were set-up for the coaches and boxers to ensure they continued to be connected as a group.

At a senior level, GB Boxing's Chief Executive and Performance Director worked closely with UK Sport on the development of its Return to Training (RTT) programme and, when the relaxation of lockdown allowed it, GB Boxing was one of the first WCPPs in the UK to return to training.

The first post-lockdown training camp for 12 boxers and four coaches took place in June 2020. Contact boxing was not permitted and a series of safety measures were introduced such as regular temperature checks, strict social distancing in the gym and coaches wearing personal protective equipment (PPE).

The number of boxers allowed in the gym increased on a week-by-week basis and by the end of June, contact boxing was introduced. Sparring was confined to designated groups of boxers whilst pads were conducted with the coaches wearing PPE and the boxers in face masks.

Commenting on the challenges of maintaining the WCPP during lockdown and returning the boxers to training in the gym, GB Boxing's Performance Director, Rob McCracken, said: The lockdown was a very challenging period when the number one priority was to ensure people were safe and well and following the Government advice to protect themselves and their families. At the same time we also wanted to ensure we continued to support the boxers and make it as simple as possible for them to maintain a training regime so that when we came out of lockdown they were in good shape mentally and physically.

"Being able to return to the GB Boxing gym has been a big step forward and whilst we have had to introduce a series of additional measures, the boxers, coaches and support staff have all adapted very well and training is back to something approaching normal."



#### PERFORMANCE PATHWAYS

Continually finding and developing the best new talent is a critical factor in GB Boxing's ability to deliver sustainable long-term success from one Olympic cycle to the next and in 2019-20 the organisation continued to make excellent progress in its performance pathways activities.

This work is underpinned by close collaboration with the national governing bodies (NGBs) in England, Scotland and Wales through the Talent Commission, which aims to identify and develop talented boxers at a young age and provide them with a pathway to facilitate a smooth transition from national talent development programmes into the GB Boxing squad.

**“Continually finding and developing the best new talent is a critical factor in GB Boxing's ability to deliver sustainable long-term success from one Olympic cycle to the next...”**

Good progress has been made in this area in 2019 with the addition of Gemma Richardson and 19-year-old Caroline Dubois to the Women's Development Programmes (WDP). Dubois, whose pedigree includes European, World and Olympic titles as a youth, was fast-tacked into the Podium squad where she was joined by Charley Davison who had impressed winning the England Boxing championship in May 2019 on her return to the sport after a seven year break. The pair were selected for the Olympic qualifier in London where they won their first bouts and will have the chance to progress further when the event re-starts in 2021.

Elsewhere, GB Boxing's partnership with the British Army progressed with WCPP coach, Ben Stewart, working full-time with Army Boxing Team in Aldershot. Established in 2018, the partnership aims to identify and develop potential Olympic boxers from within the military where there is an active programme of competitive boxing and has seen Tori Ellis-Willets and Karriss Artingstall both progress onto the WCPP.

The breakthrough success of Karriss Artingstall in 2019, when she won medals at the world and European championships has increased the possibility that she could become the first boxer identified through this partnership to make it to the Olympic Games.

#### COACH DEVELOPMENT

Coach development activities have continued to evolve over the last 12 months and have focused on providing support and personal development opportunities for GB Boxing's existing coaches, whilst at the same time working with the NGBs in England, Scotland and Wales to develop the next generation of world class coaches.

Work with the GB Boxing coaches has focused on embedding a culture of learning into everyday ways of working through a range of methods including performance conversations and experiential, collaborative and on-the-job learning.

**“GB Boxing coaches have also taken on a number of external educational opportunities and in the course of 2019-20, 11 members of the coaching team have engaged with UK Sport and UK Coaching Coach Development Programmes.”**

This has looked at a wide-range of attributes and behaviours which reflect the culture and values of GB Boxing and has covered topics such as openness and respect, self-awareness, seeking to understand, decision making and health and wellbeing.

GB Boxing coaches have also taken on a number of external educational opportunities and in the course of 2019-20, 11 members of the coaching team have engaged with UK Sport and UK Coaching Coach Development Programmes. Seven are taking part in the AIBA Coach Education Pathway.

Looking to the future, GB Boxing has collaborated closely with the home nation NGBs to facilitate a series of mentoring, educational and learning opportunities to help develop the next generation of coaches. As part of this GB Boxing and England Boxing has developed and delivered an emerging female coach programme, which has created an opportunity for six coaches to work with the boxers from the WCPP in Sheffield.

#### A PLATFORM FOR SUCCESS

Despite the disruption caused by the pandemic, the performances of the boxers in 2019-20 and the way the organisation has adapted to the Coronavirus situation provide reasons to be optimistic about the prospects for Great Britain's boxers the Olympic Games in 2021.

A haul of 16 medals won by nine boxers at four major competitions is a healthy return. In particular, the performances of the men and women at the world championships in 2019 offers most cause for optimism as they improved significantly on the medals won at the previous versions of that event in 2017 and 2018 respectively.

**“...the performances of the men and women at the world championships in 2019 offers most cause for optimism as they improved significantly on the medals won at the previous versions of that event in 2017 and 2018...”**

At those world championships GB Boxing's men and women secured a combined total of two bronze medals. At the same events in 2019, they won six medals, made-up of one gold, one silver and four bronze.

This increased haul at the toughest event on the international circuit is a clear indication of the progress the squad has made in less than two years and highlights the excellent work of the GB Boxing coaches in developing and improving the boxers.

It is a sign that the WCPP has continued to make good progress over the last 12 months and augurs well for continued success at Tokyo 2021.



## MEDALS WON AT MAJOR CHAMPIONSHIPS IN 2019-20

### 2019 European Games, Minsk, June 2019.

#### GOLD

**Pat McCormack, Welterweight**

**Lauren Price, Middleweight**

#### SILVER

**Ben Whittaker, Light-heavyweight**

#### BRONZE

**Galal Yafai, Flyweight**

**Peter McGrail, Bantamweight**

**Luke McCormack, Light-welterweight**

**Cheavon Clarke, Heavyweight**

### EUBC Women's European Boxing Championships, Madrid, August 2019.

#### SILVER

**Demi-Jade Resztan, Light-flyweight**

**Karriss Artingstall, Featherweight**

#### BRONZE

**Rosie Eccles, Welterweight**

### AIBA Men's World Boxing Championships, Ekaterinburg, September 2019.

#### SILVER

**Pat McCormack, Welterweight**

#### BRONZE

**Peter McGrail, Featherweight**

**Ben Whittaker, Light-heavyweight**

### AIBA Women's World Boxing Championships, Ulan-Ude, October 2019.

#### GOLD

**Lauren Price, Middleweight**

#### BRONZE

**Demi-Jade Resztan, Light-flyweight**

**Karriss Artingstall, Featherweight**

# OPERATIONS REVIEW

“As a high profile organisation in a sport where the elite level traditionally retains close links with the grassroots, GB Boxing recognises that its responsibilities extend beyond winning medals and that it has an obligation to represent the sport in the right way and should seek to have a positive impact on society.”

Being a well-managed and efficient organisation is central to the successful delivery of the world class performance programme (WCPP) for boxing. Activities outside of the gym, can have a positive influence on what happens inside of it, and despite the significant challenges presented by the Coronavirus outbreak in the early part of 2020, GB Boxing has delivered numerous operational achievements over the last 12 months.

## COMMERCIAL

On the commercial front, GB Boxing's partnership with Sting has been rolled-out across the organisation. All of the boxers and coaches have been supplied with kit and the training environment has been refurbished with new equipment.

A new relationship has been established with waste management company, Powerday, which was announced as an Official Partner of GB Boxing in March 2020. The company has a longstanding presence in the sport and has sourced and delivered more than £14 million of funding to grassroots boxing clubs in London over the last five years, through its Powerday Foundation.

Another organisation which joined GB Boxing's roster of associates in 2019 was Bamorganic which supplies organic, high-protein drinks products to the boxers.

Locally, GB Boxing remains an active partner in the Sheffield Chamber of Commerce and attended a number of business events and seminars in the course of the year.

## GOVERNANCE, CULTURE AND DIVERSITY

As a recipient of Government and National Lottery funding, through UK Sport, GB Boxing is expected to adhere to the highest standards of corporate governance and conduct in the way it operates the WCPP.

A major priority in this area is to make the organisation more diverse and in the last 12 months GB Boxing has reviewed and updated its Diversity Action Plan. This now includes a commitment to identify and work with two Black, Asian and Minority Ethnic (BAME) coaches in the forthcoming Paris Olympic cycle and a strategy to increase BAME representation on the GB Boxing board by working with a specialist recruitment agency.

Policies have been reviewed to ensure equality and diversity is fully embedded into the organisation and all members of the GB Boxing board have been required to undertake a diversity training course.

Maintaining the positive culture at GB Boxing, which was described as “exceptional” in an external review by UK Sport in 2018, is critical to the ongoing success of the WCPP. Activities in this area over the last 12 months saw a group of coaches and support staff complete the Scafell Pike challenge.

There were also a number of team away days and a GB Boxing Awards evening in December attended by all of the boxers and staff from the WCPP. Each of these activities was designed to bring the team together in an environment away from the gym and reinforce the sense of family, trust and common purpose which are central to the culture at GB Boxing.

## COMMUNITY IMPACT

As a high profile organisation in a sport where the elite level traditionally retains close links with the grassroots, GB Boxing recognises that its responsibilities extend beyond winning medals and that it has an obligation to represent the sport in the right way and should seek to have a positive impact on society.

This view is embedded into the ethos of the organisation and in 2019-20 GB Boxing delivered a range of community focused activities through its partnership with a local charity, personal appearances by its boxers and public support for causes and campaigns that reflect the values of the organisation.

Through its partnership with local charity, Sheffield Futures, GB Boxing helps to use sport to engage with young people from disadvantaged backgrounds with a view to improving their life chances.

In the last 12 months, boxers from the squad have made a series of visits to local youth clubs where they have delivered boxing masterclasses and question and answer sessions. Young people linked to Sheffield Futures have visited the GB Boxing gym on several occasions including the 2019 GB Boxing Championships where they received a coaching session and ringside seats for the event.

As recipients of National Lottery funding, members of the GB Boxing squad are obliged to make personal appearances at schools and community projects and in the calendar year for 2019 boxers from the squad made 320 appearances on behalf of the National Lottery.

Many of the squad have undertaken appearances in addition to their National Lottery commitments and in the course of the last year, Niall Farrell received glowing praise from the Athlete Inspire Programme (AIP) for his work with Heritage Park Community School in Sheffield, which he visited on five occasions and acted as a mentor to a group of students studying for a BTEC in Sport.

The AIP's Regional Facilitator, Steve Flynn, said: “The volunteer appearance partnership between Niall and Heritage Park School has been one of the most rewarding on the Athlete Inspire Programme. Niall's proactive approach to his appearances and the relationship he has developed with the school's PE staff has ensured that these Sheffield school children enjoy a really positive and authentic experience.”

Another boxer that has been active in making personal appearances is Cheavon Clarke, who won the Community Award at the annual GB Boxing Awards in December 2019 for his efforts in this area which included delivering a series of non-contact boxing classes to people at an Alzheimer's and Dementia Support Group in his hometown of Gravesend.

**“Cheavon is an absolute credit to GB Boxing and the sport as a whole. His approach, attitude and the message he gave to our group was inspiring.”**

Earlier in the year, Cheavon spent a day with the women's and girl's teams at Arsenal Football Club which prompted the club to contact GB Boxing.

The email from Arsenal FC's Development Officer, Tom Hartley, said: “Cheavon is an absolute credit to GB Boxing and the sport as a whole. His approach, attitude and the message he gave to our group about determination, consistency, hard work and doing what you love was absolutely inspiring. I have been inundated with positive messages from parents of the young people who attended the day, explaining the impact he has had on their child. He has inspired them.”

As an organisation with a substantial following on social media, GB Boxing has used its platform to support to a number of causes and campaigns over the last 12 months. In May 2019 it promoted UK Sport's #PositiveMentalHealth campaign during Mental Health Awareness Week. The campaign was supported by a film which featured a number of athletes from across high performance sport including GB Boxing's Sandy Ryan.

At the start of the Coronavirus lockdown in March 2020, GB Boxing used its social media channels to support the Government message to ‘Stay at home, Protect the NHS and Save lives’. Boxers and coaches from the squad later took part in a short film produced by GB Boxing which thanked key workers for their efforts during the pandemic.





**OLYMPIC QUALIFYING EVENT**

One of the biggest operational challenges faced by GB Boxing in the last year arose from the decision by the International Olympic Committee (IOC) to hold the first European qualifying event for the Tokyo Olympics in London in March 2020.

As one of the organisations involved in ensuring the UK got to host the qualifier, GB Boxing worked closely with partners including the Mayor of London, UK Sport, the British Olympic Association (BOA) and the Queen Elizabeth Olympic Park on delivering the Boxing Road to Tokyo event in London.

A number of GB Boxing's operations team were part of the local organizing committee (LOC) set-up to oversee the delivery of the event and covered a broad range of responsibilities including contracts, accreditation, visa management, sport information, financial management, marketing, communications and media operations.

*"As one of the organisations involved in ensuring the UK got to host the qualifier, GB Boxing worked closely with partners including the Mayor of London, UK Sport, the British Olympic Association BOA and the Queen Elizabeth Olympic Park on delivering the Boxing Road to Tokyo event in London."*

Although it was due to run from 14-24 March 2020, the qualifier was suspended after three days, however the IOC was impressed with the organisation, marketing and staging of the event and has confirmed it will return to the UK in April 2021.

**COMMUNICATIONS AND REPUTATION**

Hosting the Olympic qualifier provided a significant boost to GB Boxing's communications activities during 2019-20 as the boxers in the squad were central to marketing and media activity around the event.

Several members of the squad took part in a series of media opportunities to promote Boxing Road to Tokyo in London which generated more than 750 pieces of media coverage and reached an audience of more than 340 million.

On digital channels, social media activity reached just under 2.8 million people and the event website had 38,252 visits and 69,543 page views in less than 10 weeks.

Away from the Olympic qualifier, GB Boxing has continued to enjoy a very positive public profile during the last 12 months and the achievements of the boxers have received extensive coverage in national and regional press and broadcast media. More than 30 journalists and broadcasters were hosted in the GB Boxing gym at a series of media days.

Opportunities have also been created to raise the profile of the boxers in the squad through close working relationships with the media teams at UK Sport, Team GB, Team England and the National Lottery.

Given its status at the Olympic broadcaster, the BBC remains a very important outlet for GB Boxing and relationships have continued to be positive in the last 12 months.

Reporters from BBC Sport have attended GB Boxing's media days and the 2019 GB Boxing Championship was streamed live on the BBC Sport website and red button.

In digital and social media channels, GB Boxing has continued to grow its audience. The GB Boxing website averaged nearly 13,000 views per month and Instagram is now the largest social media platform following a 40 per cent annual rise in the number of followers to 31,053.

Followers on Twitter and Facebook grew by 16 per cent and 12 per cent respectively in 2019-20 and together they have an aggregate of more than 50,000 followers.

All of these achievements have combined to represent a year of significant operational progress for GB Boxing despite the unprecedented challenges and disruption resulting from the Coronavirus outbreak.

They have contributed to the long term sustainability of the WCPP and played an important part in showcasing the boxers, the culture and values of the organisation and GB Boxing's commitment to having a positive impact on society.

All of this contributes to the creation of a positive working environment, inside and outside of the gym, which gives GB Boxing the best possible chance of continuing to be successful at the next Olympic Games and beyond.





# FINANCIAL REVIEW

The Financial Review contains extracts from the audited accounts for the year end March 2020. It includes details of GB Boxing's board members and their sub-committee functions along with a summary of the Profit and Loss Account for the year and a copy of the Balance Sheet.

These condensed financial statements do not comprise statutory accounts within the meaning of section 435 of The Companies Act 2006. These accounts were reported upon by the company's auditors, Smith Cooper, and delivered to the Registrar of Companies. The report of the auditors was unqualified, did not include a reference to any matter to which the auditors drew attention by way of emphasis without qualifying their report and did not contain statements under section 435 and 498 (2) and (3) respectively of the Companies Act.

The responsibility for the management and oversight of GB Boxing sits with its board of directors which is comprised of an independent chairperson, the Chief Executive of GB Boxing, two representatives from each of the three home nations and four independent directors appointed for their particular expertise.

## GB BOXING BOARD OF DIRECTORS

The people listed here denote those who served on the board of GB Boxing for the period 1 April 2019 – 31 March 2020.

Board Member	Sub-committee function
Steven Esom, Chairman	Audit, Remuneration and Nominations Committees (Chair)
Matthew Holt, Chief Executive Officer	
Caspar Hobbs, England Boxing	
Giorgio Brugnoli, England Boxing	Remuneration and Nominations Committee
Fraser Walker Boxing Scotland	Audit Committee
Craig McEvoy, Boxing Scotland (Appointed 19 November 2019)	
Derek McAndrew, Welsh Boxing	
Chris Type, Welsh Boxing	
David Chadwick, Independent	Audit Committee
Sara Symington, Independent	
Simon Toulson, Independent	
Lucy Walker, Independent	Audit (Chair), Remuneration and Nominations Committee

The make-up of the Nominations committee is as required for appointment to the board. The Appeals and Disciplinary committee is constituted according to the procedures for dealing with disciplinary matters.

Matthew Holt	Company Secretary
Smith Cooper	Auditors

## DETAILED PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 MARCH 2020

	2020	2019
	£	£
Income	3,404,015	3,227,759
Direct expenses	(1,761,771)	(1,611,838)
<b>Gross profit</b>	<b>1,642,244</b>	1,615,921
Other operating income	30,762	30,762
<b>Less: overheads</b>		
Administration expenses	(1,627,665)	(1,624,805)
<b>Operating profit</b>	<b>45,341</b>	21,878
Interest receivable	1,610	354
<b>Surplus for the year</b>	<b>46,951</b>	22,232

## SCHEDULE TO THE DETAILED ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2020

Turnover	2020	2019
	£	£
UK Sport income	3,039,933	3,050,781
Foreign nations and other recharges	184,172	78,910
WSB grant income	-	7,100
Sponsorship and other income	179,910	90,968
	<b>3,404,015</b>	<b>3,227,759</b>

Direct expenses	2020	2019
	£	£
Podium boxers	301,575	302,845
Development boxers	37,135	15,884
Female boxers	129,319	126,973
Talent group ID	31,573	23,806
Venue hire	34,957	29,281
Equipment and clothing	20,185	20,034
Coaches	365,453	288,185
Camps	229,632	150,376
Sports science and sports medicine	485,195	479,041
Cost of boxers' accommodation	125,178	133,348
UK Sport international relations	1,569	17,833
WSB boxer payments	-	24,232
	<b>1,761,771</b>	<b>1,611,838</b>

Other operating income	2020	2019
	£	£
Rents receivable	30,762	30,762
	<b>30,762</b>	<b>30,762</b>

Administration expenses	2020	2019
	£	£
Directors salaries	95,229	92,530
Directors pension costs - defined contribution schemes	16,665	14,342
Staff salaries	809,440	795,645
Staff national insurance	86,642	88,743
Staff pension costs - defined contribution schemes	55,018	52,487
Staff training	12,861	25,640
Hotels, travel and subsistence	24,922	19,542
Consultancy	56,049	54,415
Printing, postage and stationery	8,075	10,491
Telephone and fax	15,914	17,624
Legal and professional	24,185	8,864
Auditors' remuneration	10,613	8,873
Equipment hire	3,373	4,177
Bank charges	850	621
Bad debts	987	26
Difference on foreign exchange	(1,103)	(524)
Sundry expenses	7,491	7,311
Rent and rates	175,540	175,429
Management charges	60,945	68,249
Insurance	22,214	12,322
Repairs and maintenance	8,162	4,004
Depreciation - freehold property	56,100	91,430
Disallowable input VAT	58,931	51,508
Credit card charges	342	288
Tickets	18,220	20,768
	<b>1,627,665</b>	<b>1,624,805</b>

Interest receivable	2020	2019
	£	£
Bank interest receivable	1,610	354
	<b>1,610</b>	<b>354</b>

## BALANCE SHEET AS AT 31 MARCH 2020

	2020	2019
	£	£
<b>Fixed assets</b>		
Tangible assets	1,158,567	1,201,593
Investments	1	1
	<b>1,158,568</b>	<b>1,201,594</b>
<b>Current assets</b>		
Debtors: amounts falling due within one year	125,065	149,952
Cash at bank and in hand	439,417	249,255
	<b>564,482</b>	<b>399,207</b>
Creditors: amounts falling due within one year	(231,081)	(155,783)
<b>Net current assets</b>	<b>333,401</b>	<b>243,424</b>
<b>Total assets less current liabilities</b>	<b>1,491,969</b>	<b>1,445,018</b>
<b>Net assets</b>	<b>1,491,969</b>	<b>1,445,018</b>
<b>Capital and reserves</b>		
Profit and loss account	1,491,969	1,445,018
	<b>1,491,969</b>	<b>1,445,018</b>

# THE ROAD TO TOKYO



## FOCUSING ON THE POSITIVES Rob McCracken MBE, Performance Director

It would be an understatement to say the last 12 months have not turned-out as planned. 2020 was meant to be the Tokyo Olympics and the culmination of many years of hard work by everyone at GB Boxing.

Instead we find ourselves in the midst of a global pandemic, with coaches wearing personal protective equipment in the gym and the Olympic Games postponed until 2021.

It's been a challenging period when sport has had to take a backseat at times as the sole priority has been to protect people's health. At the same time, all of us at GB Boxing have a responsibility to the boxers to do the best we can to help them achieve their dreams and the coaches and staff have done a terrific job of keeping the world class performance programme going in very difficult circumstances.

Despite the challenges, we managed to keep the boxers in good shape during the 11 week lockdown with individualised fitness programmes and training sessions delivered via Zoom.

Now we are back in the gym the boxers and coaches have adapted superbly to the additional safety measures we have had to put in place and training is operating at close to normal.

It has been difficult for everyone yet we have tried to find the positives in the situation and though no-one would ever have chosen it to happen, the lockdown and its aftermath has given us time to pause, reflect and plan for the future.

12 months ago, when I looked ahead to Tokyo 2020, I was cautiously optimistic. We had a strong group of men with a track record of winning medals at major competitions. The women's squad was talented but short on experience and major medal winning pedigree. Today the situation is different. The men have continued to go from strength-to-strength and enjoyed more success in 2019, winning three medals at the 2019 world championships in Russia.

They are a talented and experienced bunch. And though some of them were understandably disappointed with the postponement of the Olympics, the fact that none of the men have been lured to the professional ranks shows they are as committed as ever to representing Team GB in Tokyo.

The women had an equally positive 12 months in 2019. New talents have emerged and some of our more experienced boxers have made significant improvements and can now be considered top-class internationals.

The team of five female boxers we selected for the Olympic qualifier in March 2020 illustrated this and featured recent additions to the squad, Charley Davison and Caroline Dubois, who both have great potential.

Alongside them were the world champion, Lauren Price, and Karriss Artingstall, who enjoyed the best year of her career in 2019 when she won silver at the European championships and bronze at the worlds.

Having an additional 12 months to work with this group of men and women is a big positive. We have some of the best coaches in the world at GB Boxing and giving them another year to work with the squad will benefit the boxers and improve their chances of being successful at Tokyo 2021. There is no denying that the last 12 months at GB Boxing has been a rollercoaster.

The postponement of an Olympic Games is not something we ever expected but by working as a team we are managing to overcome the challenges and have been able to take some positives from the situation.

As we look forward to next year's rescheduled Games I am confident that, as an organisation, we can be stronger for this experience and that as long as our boxers continue to work hard we can help them to achieve their dreams and deliver more success for Team GB at Tokyo 2021.



"... We have some of the best coaches in the world at GB Boxing and giving them another year to work with the squad will benefit the boxers..."



**GB Boxing**

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