



BIBA

**BRITISH & IRISH BOXING AUTHORITY
STRATEGIC PLAN 2016-2020**

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STRATEGIC PLAN 2016–2020



About The British & Irish Boxing Authority (BIBA) Strategic Plan

The purpose of this Strategic Plan is to outline the strategic direction of the British & Irish Boxing Authority (BIBA) as a governing, sanctioning and licensing body for the sport of Professional Boxing within the United Kingdom and Republic of Ireland.

This document outlines the vision that the British & Irish Boxing Authority has for the sport of Professional Boxing, not just within the United Kingdom and Republic of Ireland, but the sport as a whole Worldwide, especially within the realm of the Health and Safety of the exceptional young men and women who compete.

The plan focuses mainly on the goals and priorities pursued by the British & Irish Boxing Authority Executive Committee and Regional Councils, as well as developing on the vision of the sport as communicated by the BIBA members.

The British & Irish Boxing Authority (BIBA) Strategic Plan primarily targets the members of the BIBA, as well as those considering becoming members, in order to ensure that our direction is clearly articulated, understood and to provide a clear reference and source for inspiration for the long term planning for all of the BIBA's members, whether a boxer, coach, manager, promoter, matchmaker or official.

In addition the British & Irish Boxing Authority's Strategic Plan has been created to provide clarity of the BIBA's future path and vision to potential investors and sponsors as well as highlight to them, as well as to the BIBA members, key areas for investment and development, whether directly with the BIBA, it's championships or BIBA licensed Professional Boxers.

The British & Irish Boxing Authority's Strategic Plan also provides an insight into the BIBA, the Sport of Professional Boxing as well as a resource for the Media and any fan or follower of the sport of Professional Boxing.

The British & Irish Boxing Authority Strategic Plan requires the annual development of an Operational Plan, in order to consolidate the activities of the BIBA Executive Committee, as well as actual budgets. The Operational Plan ensures the implementation and support for the strategic goals described on the following pages as well as provide leading indicators and measures.

The British & Irish Boxing Authority (BIBA) Strategic Plan only highlights what is considered to be the strategic priority. This plan does not represent the exhaustive reflection of all the British & Irish Boxing Authority's responsibilities. It is also important to note that the Strategic Plan does not order them on order of importance.

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British & Irish Boxing Authority (BIBA) – The Organisation

Founded in 2013 as MBC International - the United Kingdom and Republic of Ireland division of the Malta Boxing Commission (MBC) – and re-launched in 2016 as the British & Irish Boxing Authority (BIBA).

The Malta Boxing Commission, which was founded in 2011, has established affiliations with the Association Of Boxing Commissions (ABC), as well as a number of the World and Regional Championship organisations, as such at the time of compiling the British & Irish Boxing Authority’s Strategic Plan, the BIBA had began the process of applying direct for affiliation to the Association of Boxing Commissions (ABC), as well as the Association of Combat Sports Commissions (ACSC), The Association Of Ringside Physicians and all World and relevant Regional Championship organisations, in order to have these in place prior to the planned launch of the British & Irish Boxing Authority (BIBA) in the Summer of 2016.

The British & Irish Boxing Authority is a professional boxing Governing, Sanctioning and Licensing organisation that operates primarily within the United Kingdom and the Republic of Ireland.

The British & Irish Boxing Authority (BIBA) has affiliation with a number World Boxing Championship organisations, a number of regional Championship organisations as well as operates both National and International Championships, within the United Kingdom and Republic of Ireland, under the BIBA banner.

The British & Irish Boxing Authority’s primary focus – besides the licensing of professional boxers and their coaching, management and promotional agents etc., the sanctioning of professional boxing events, as well as the training and licensing of officials – is the raising of medical protection standards for the sport, to ensure that the health and safety of the young men and women that participate in the sport, as well as the application of the Association Of Boxing Commissions (ABC) Unified Rules and Regulations for Professional Boxing events.

The British & Irish Boxing Authority is determined to develop a strategic lead within the sport of professional boxing, as such not only operate within the boundaries of the BIBA’s own strict Statutes, but also abide by the Professional Boxing Safety Act of 1996, better known as “the Muhammad Ali Boxing Reform Act” [TITLE 15, CHAPTER 89, UNITED STATES CODE] even though the act is primarily applicable within the United States of America, as well the rules and regulations of the Association Of Boxing Commissions (ABC), including utilising the aforementioned ABC Unified Rules of Boxing.

Official bout record publishing, for events sanctioned by the British & Irish Boxing Authority (BIBA) are BoxRec (UK) and FightFax (USA)

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British & Irish Boxing Authority (BIBA) – The Organisation (Regional Councils)

The British & Irish Boxing Authority is headquartered in Romford, Essex, in addition there are currently four Regional Councils, North UK, South UK, Scotland and Ireland.

Each Regional Council comprises of a Chairman, Secretary, Area Chief Medical Officer, Area Chief Inspector and a Member (Boxer) Representative. A representative from each Council is also represented on the main board.

The Regional Council receives license applications for all categories and must consider each application fully and make a suitable recommendation to the British & Irish Boxing Authority Head Office.

Only the British & Irish Boxing Authority Head Office has the power to grant an application for a licence, however Regional Councils do have the ability to suspend licences, subject to due process, and arbitrate in disputes between licence holders.

Each Regional Council is also responsible for arranging the British & Irish Boxing Authority courses, such as Referee/Judges, First Aid and Coaches/Cut man courses in their respective Region.

The Regional Council may also consider applications for assistance from former boxers and others involved in boxing within their area, who are in need of financial or other assistance.

The British & Irish Boxing Authority has a network of affiliated boxing gyms throughout the United Kingdom and the Republic of Ireland, brought together through their commitment to the sport of Boxing and the BIBA.

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OUR VISION

- To engender a culture through the Sport of Boxing that can change the lives of many, not just those of the professional boxers that compete but also hobbyist boxers, even those that will never step into the ring to compete, as the sport of boxing provides many health and social benefits that can lead not only to improved health and fitness but also engenders self confidence, determination and focus in the daily lives of those that train and/or participate in the sport.
- Encouraging people into the sport, not necessarily competitive boxing, provides noticeable improvements for the whole community, areas such as assisting troubled young people to turn their back on the gang and knife culture is just one such BIBA program that provides major improvements and well being within a local community.
- Create Sporting Heroes to inspire a Nation. The benefits of actively highlighting the sporting achievements of the magnificent young men and women that compete in the sport is two fold, firstly the inspirational aspects to the English, Scottish, Welsh or Irish population when one of ‘their own’ achieves National or World recognition for their sporting success; Secondly, and without doubt one of the most important benefits of such success - inspiring young people. Positive role models, or through mentoring programs utilizing the stars of the sport, literally can change lives, moreover in some cases save lives.
- Development of World class events throughout the United Kingdom and the Republic of Ireland, where the local stars are able to shine in front of their local fans as well as receive recognition for their sporting prowess on a National and International stage. These events would also provide the local communities with additional benefits, both fiscal and exposure wise.

OUR MISSION

- Making Boxing accessible to all, regardless of age, gender or ethnicity
- To actively provide pathways and development for all involved in the sport to be the best they can be.
- Provide a safe environment when competing for BIBA licensed Boxers, through improved health and safety policies.
- Provide opportunities for the professional boxers to become involved in the sport in other areas, such as coaching, mentoring or as an official, when their careers come to an end.
- Provide, through the affiliated BIBA gyms, sporting pathways and lifetime involvement for all.
- Providing effective communication, as well as boxer and fan engagement, to create a community that is broader and wider than the sport itself.

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OUR VALUES

The British & Irish Boxing Authority has four major values:

Safety, Integrity, Respect and Passion

These values also apply to our athletes, their talents and more importantly their accomplishments, as these are the values that enable them to act as role models in line with our vision and mission.

BUILDING THE PLAN

This Strategic Plan outlines the focus and priorities of the British & Irish Boxing Authority (BIBA) for the next four years.

The British & Irish Boxing Authority (BIBA) Strategic Plan has been developed through consultation with not only members of the BIBA Executive Committee, but also with the boxers themselves as well as many of the sports biggest critics, the fans.

The aim of the Strategic Plan is to define the direction and priorities for all the BIBA initiatives over the coming years.

We are hopeful that this Strategic Plan will become a living document that will encourage participation and inspiration.

The British & Irish Boxing Authority Strategic Plan has been inspired by the developments created over the past three years by the Malta Boxing Commission (MBC) board since their decision to sanction events and license boxers in the United Kingdom in 2013.

- Providing a viable alternative to the outdated and outmoded established boxing authorities within the United Kingdom and the Republic of Ireland.
- Providing opportunities for Female boxers to participate as professional boxers – **Note:** in 2013 there was not a single active British Female Professional boxer, in 2016 there are now twelve and more due to turn professional this year.
- Providing opportunities for former boxers that had been incarcerated to once again be able to compete as professional boxers. **Note:** The success of this initiative has been 100% as no boxer that was licensed by MBC following their incarceration has reoffended.

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Building the Plan - Continued

- Mentoring of troubled youngsters by star boxers, as well as specific programs developed to assist the most troubled youngsters through the medium of boxing. - **Note:** another total success, with a 100% attendance throughout, which has encouraged a number of those that participated to take up the sport of boxing and each had shown a noticeable improvement in their school attendance also.
- Ensuring honest and fair officiating – the winner has his or her hand raised regardless of home or away fighter – **Note:** It is extremely rare for a paid opponent, usually known as ‘journeyman’, to be declared the winner with most other boxing organizations.
- Increased participation through gym affiliations and registered boxers
- Better and safer events, for both the competitors and the fans.
- Crowning of Three World Champions.
- Crowning of Six International Champions.
- Crowning of Five regional Champions.

In light of these successes, the need for a clear vision for the future is vital and there are no doubts there will be several challenges that will need addressing during the 2016-2020 period.

There are several factors, which can and will affect the strategy moving forward that will need to be considered when planning future activities. Some of these related key elements are covered within the upcoming pages.

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STRATEGIC DRIVERS

The British & Irish Boxing Authority Strategic Plan has been developed from a multitude of sources. The Strategic Drivers section highlights several factors that have influenced the BIBA strategies in this plan.

One of the key drivers for the BIBA is ongoing engagement with members and officials as well as well as third parties, such as the Association Of Boxing Commissions, the Association of Ringside Physicians, in addition to investors and sponsors.

As the development of the British & Irish Boxing Authority (BIBA) is based on the ‘taking over’ of the Malta Boxing Commission’s United Kingdom and Republic of Ireland operations, as well as future development under the BIBA banner, the BIBA Executive Committee are acutely aware that there will be a need to increase funding from our members, investors and sponsors to ensure that the strategic implementations, especially with regards to the Health and Safety of the boxers, are able to be fully implemented.

The British & Irish Boxing Authority is confident that additional investment is essential to ensure that the BIBA achieve the planned goals. Therefore the BIBA need to:

- Ensure investors understand the BIBA’s ability to significantly contribute to the ‘Higher Standards’ strategy, especially with regard to the Boxer’s Health & Safety aspects.
- Strengthen the BIBA’s delivery capability and resources.
- Develop partnerships with Sport England, Sport Scotland, Sport Ireland and the United Kingdom, Scottish and Republic of Ireland Governments, as well as developing new strategic partnerships with local authorities and other third sector partners.
- To promote and develop Women’s Boxing at all levels.
- Change the perception about new generation Professional Boxing organizations, in order to neutralize the falsely implied associations, with unlicensed and/or unregulated boxing variants, perpetuated by rival organizations in the United Kingdom and the Republic of Ireland.
- Prioritize and support the development of BIBA affiliated Gyms and sanctioned boxing events both through direct and indirect support.

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Strategic Drivers - Continued

- To empower the capabilities and resources of the BIBA members in order to develop and retain volunteers.
- To build relationships with schools and local resources, such as sporting and recreational venues, in order to develop a culture of boxing within these areas.

In addition to the above, there are a number of other areas that require consideration to prevent any risks to the BIBA future development.

- Lack of growth in the number of volunteers and officials in comparison with the growth of coaches and boxers.
- An insufficient number of competition opportunities and events for boxers outside of the main City environs in both the United Kingdom and the Republic of Ireland.
- Volunteers are the backbone of the British & Irish Boxing Authority and continue to deliver the vast majority of the activities within the BIBA remit, as such it is a challenge to develop and retain dedicated volunteers.
- Possible discrepancy between expectations and available funds for the development, which can place the final outcome at risk.
- Underdeveloped Gym facilities, lack of adequate space and equipment to ensure the high quality training of BIBA licensed athletes, both current and future.
- The growth of unlicensed and unregulated boxing activity.

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STRATEGIC GOALS

The British & Irish Boxing Authority has identified eight strategic goals, which support and contribute to the BIBA overall philosophy and vision.

GOAL 1: ENHANCED COMPETITOR HEALTH & SAFETY

To develop and implement enhanced BIBA Boxer health & Safety strategies, including enhanced Ringside medical procedures.

GOAL 2: CHAMPIONSHIP ACCOLADES

Endeavor to enable that all eligible BIBA boxers are able to challenge for Championship accolades, whether Regional, National, International or World level.

GOAL 3: ORGANISATIONAL EFFECTIVENESS

Enhance efficient structures to ensure the ability to continue to deliver the highest standards possible, within all areas.

GOAL 4: RINGSIDE OFFICIAL'S COURSES & TRAINING MANUALS

Ensure the continuation of high quality officials etc. available for all events under BIBA supervision, through developing courses and training manuals for all Ringside Officials and Medical teams.

GOAL 5: GROWTH

Ensure that a cohesive plan is developed, that fosters and encourages sustainable growth.

GOAL 6: BRITISH & IRISH BOXING AUTHORITY (BIBA) BRAND

Develop a strategy to engender a greater understanding of what the BIBA does and it's potential.

GOAL 7: FUNDING

Ensure appropriate investment and identify growth revenue opportunities.

GOAL 8: STRATEGIC PARTNERSHIPS

Develop strategic partnerships to widen the reach and impact.



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STRATEGIC GOAL 1: ENHANCED COMPETITOR HEALTH & SAFETY

In line with the BIBA policies of 'Safety & Integrity' it is essential to develop and implement enhanced Health & Safety strategies, to ensure the highest-level competitor experience.

- Development and implementation of enhanced ringside medical procedures.
- Introduction of Dr Mark Xuereb's exceptional ringside procedures, that requires a Paramedic positioned throughout a bout in the neutral corner and Doctor positioned at each competitor's corner, with an ability for the Doctors to move along ring apron in order to monitor competitors condition during a contest, as utilized on all MBC's Malta events, as the standard for all BIBA events, both in the United Kingdom and the Republic of Ireland.
- Development and implementation of enhanced pre and post fight medical procedures.
- Increase the powers of Ringside Doctors, to include the Ringside Doctor ability to intervene and if needed the ability to stop a bout if concerned for any competitors health & safety.
- Encourage all BIBA ringside doctors to join the Association of Ringside Physicians, to ensure they are knowledgeable of all latest developments and procedures regarding the health and safety of competitors on BIBA events.
- Development of a specific Ring First Aid course for ALL BIBA ringside officials.
- Development of a greater understanding of the signs of possible medical issues for all Ring officials, especially Referee and Inspectors.
- Development of enhanced Referee guidelines to include advice with regard to what should be deemed an acceptable level of effective headshots a competitor should be allowed to sustain in any contest, or the level of repeated shots a boxer should sustain without response before stepping in and stopping the bout.

Other key factors for consideration

- Encouraging dialogue between Ringside Medical Officers and BIBA officials at events.

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STRATEGIC GOAL 2: CHAMPIONSHIP ACCOLADES

Ensuring utilizing of available assets to achieve Championship success, or distinguished Championship performances for all eligible, Championship level BIBA licensed competitors.

- To have at least one eligible, World Championship level BIBA boxers challenge for a ‘big four’ (WBC, WBA, WBO, IBF) World Championship in 2016/17
- To have at least two eligible World Championship level BIBA boxers challenge for a second tier (IBO, WBFed, WBU, WBF) World Championship in 2016/17
- To have at least two eligible elite International level BIBA boxers challenge for third tier (UBO, GBU, UBC) World Championships in 2016/17
- To have at least one eligible Female World Championship level boxer challenge for a World Championship in 2016/17
- To have at least two eligible elite international level BIBA boxers challenge for Inter-Continental Championships in 2016/17
- To have at least four eligible elite international level boxers challenge for International Championships in 2016/17
- To have at least six domestic elite level BIBA boxers challenge for National Championships in 2016/17
- To have at least four development level BIBA boxers challenge for Regional Championships in 2016/17.

Other key factors for consideration

- The development of the BIBA Competition Committee, featuring independent and in house recognized Championship specialists, who will have responsibility for the BIBA ranking of eligible Championship level boxers as well as to develop closer relationships with Championship organizations to ensure opportunities for BIBA athletes.
- Ability of BIBA affiliated Gyms to ensure enhanced training facilities for BIBA athletes with Championship potential.
- National and performance coaching structure is effective in it’s structure and operation to deliver Championship targets.
- Financial support, via assistance in raising of sponsorship, to support BIBA athletes with Championship potential.

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STRATEGIC GOAL 3: ORGANISATIONAL EFFECTIVENESS

To ensure that the British & Irish Boxing Authority achieves its strategic goals in an efficient way, through effective use of resources to achieve the desired outcomes. The goals will primarily be delivered and strategically guided and monitored through both the BIBA Executive and Championship Committees.

Headline Governance Targets.

- A. Full skills based Executive Committee, with balanced representation.
- B. Appointment of at least one Female director.
- C. Clearly defined staffing structure, which will effectively deliver the key targets identified in this strategic plan.
- D. Continue to develop to ensure fit for purpose.
- E. Satisfactory rating achieved through annual Accountant development audit.

Other key Factors include:

Creating a strong effective organization through:

- Strengthening of the Executive Committee – operational, sport specific, general skills and balanced representation.
- Addressing inequality throughout the sport.
- Effective delegated committee structures throughout the sport.
- Enhanced training of officials and committee members
- Attendance by senior BIBA Executive Committee members at Championship organization's Annual Congresses and courses.

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STRATEGIC GOAL 3: ORGANISATIONAL EFFECTIVENESS - Continued

Creating strong BIBA Affiliated Gyms through:

- Minimum operating requirements (MOR)
- Pathway between Gyms and grassroots growth and participation.
- Opportunities for girls and Women within this area.

Improving communication throughout the sport by:

- Effective use of Social Media – Facebook, Twitter, LinkedIn etc.
- Development of in-house Public Relations team
- Effective use of workshops, forums and focus groups
- Developing of an on-line Community engagement section on the BIBA website.



STRATEGIC GOAL 4: RINGSIDE OFFICIAL'S COURSES & TRAINING MANUALS

In order to ensure the highest possible level of knowledge in the critical area of Ringside Officials and Medical Teams, it is deemed essential that they are continually aware of the latest developments within both the sport and medical arenas, to ensure that the competitor's experience at an event under BIBA supervision is of the highest level, both Professionally and Health & Safety wise.

- Development of specific Ringside Medical and First Aid courses for all Ringside officials, whilst not so much to enable them to actually assist a boxer in the event of an incident, as that is the Medical Officers responsibility, but to enable them to be aware the signs of possible injury and react accordingly.
- Ensure that all BIBA Ringside Officials and Medical Officers are furnished with and have studied the Association of Boxing Commissions (ABC) Ringside Medical Handbook.
- In order to ensure the highest possible level of qualified ringside and ring officials for events regulated by the BIBA, regular courses are required, specifically in the realm of Referee, Judge, Time Keeper and Inspector.
- Authoring of specific Ringside Official's guidelines and manuals for all roles, such as those mentioned above.
- In-house, or Red Cross, First Aid courses for Coaches.
- In-house First Aid manual for Coaches.

Other key factors for consideration:

- Availability of outside resources.
- Availability of commercially available courses that cover the said specialist areas.
- Sufficient in-house specialists within the relevant realm.



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STRATEGIC GOAL 5: GROWTH

To increase the membership of the British & Irish Boxing Authority and the development of the sport through strong and vibrant BIBA affiliated Gyms, through which coaches, boxers and volunteers are nurtured and supported.

Links to schools through the Active Schools network is an area that BIBA should engender.

Development of an appropriate competition pathway provides the backbone of the competitive aspects of the sport.

Community engagement and development of female participation will be a particular focus of the BIBA Strategic Plan.

Headline Growth Targets to be reached by 2020:

- A. To increase registered boxer membership from 160 to 400+
- B. To have 30 fully registered and competitive female boxers
- C. To complete and roll out delivery of a NVQ accredited Level 2 course by year three of the plan
- D. To have 60 level one accredited coaches, 10% of which will be female
- E. To have 15 level 2 accredited coaches, 10% of which will be female
- F. To have a minimum 10 Class A and 10 Class B Officials, of which at least 10% will be female

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STRATEGIC GOAL 5: GROWTH - Continued

Other Key factors include:

- Development of Club/School links and partnerships throughout the United Kingdom and Republic of Ireland.
- Establishing pathways between grassroots growth and participation.
- Opportunities for women within this.
- Increasing the number of Coaches.
- Increasing the number of Officials.
- Increasing the number of active Boxers.
- Increasing the number of Volunteers.
- Increasing the number of active licensed Promoters.



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STRATEGIC GOAL 6: BRITISH & IRISH BOXING AUTHORITY (BIBA) BRAND

Build greater awareness and understanding of Professional Prize Fighting and the opportunities that it presents.

The British & Irish Boxing Authority (BIBA) not only has to differentiate itself from the world of Amateur Boxing, as governed by the ABAE, BABA, Boxing Scotland, IABA, Ulster Boxing, WAB & Boxing Wales and the growing number of unlicensed ‘White Collar’ and ‘Semi-Pro’ boxing organizations, but also the outdated and outmoded professional boxing organizations, such as British Boxing Board of Control (BBBofC), the Boxing Union of Ireland (BUI) and the European Boxing Union (EBU), that are effectively prehistoric institutions incapable of adapting to the sport of boxing in the twenty first century.

Though the aesthetics may be vaguely similar to the public, the values, standards and outcomes of archaic reactive organisations such as the BBBofC and BUI are inferior to those of the new generation, proactive organizations such as the British & Irish Boxing Authority (BIBA).

It is essential that the BIBA promotes the excellent work that Boxing has, and always will achieve, especially within areas of high social deprivation by providing young people with focus, guidance and discipline that encompasses so much more than the sport of Boxing alone; it contributes to quality of life as participants enjoy increased levels of fitness and stamina, weight loss, improved diet and self confidence and, for local communities, a safe place for their youths to enjoy, that reinforces those values and benefits.

It is with pride, that since BIBA predecessor MBC began sanctioning events in the UK , there has been a dramatic increase in Female participation especially within the competitive arena. During those three years British female boxing has developed so much that from zero active British female professional boxers in 2013, we now have twelve active competitors; one of whom will be challenging for the World Championship 2016.

With growing numbers of ethnic minorities involved in boxing, we, as a sport, are renowned for breaking down racial barriers, with ethnic minorities well represented at all levels.

As part of our increased self-generated funding BIBA will endeavor to gain affiliation with and sponsorship from organizations that value these principles, our ethos and align with our goals.

BIBA aspire to create joint branding and foster greater unity with affiliated Gyms and BIBA licensed event promoters to promote the commitment and outstanding achievements in producing Champions and meeting an exceptional operating standard.

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STRATEGIC GOAL 7: FUNDING

A significant increase in funding, whether from investors or sponsors, will be required in order to harness the phenomenal potential the British & Irish Boxing Authority possess in terms of growth capacity. We anticipate growth and development in conjunction with our performance, and the MBC's over the past three years within the UK, which should provide comfort and security for potential investors and sponsors.

We recognize that self-generated income must increase. BIBA aspire to achieve a minimum hundred percent increase by year four of this plan, through additional income from members, events and from potential sponsorship deals.

Targeted income figures are being identified, some of which will be in kind, which will be published as an appendix to this Strategic Plan.

Under the Strategic Goal of Funding, we must also:

- Ensure the market value of the British & Irish Boxing Authority brand is fully understood and related revenue opportunities are maximized.
- Develop events sanctioned by BIBA into marketable properties, which will appeal to corporate sponsors. We envisage this will occur within the first year of the cycle.
- Leverage BIBA's existing Social Media presence.
- Support BIBA affiliated Gyms to attract additional investment through multiple funding sources.
- Joint branding and additional properties.

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STRATEGIC GOAL 8: STRATEGIC PARTNERSHIPS

Partnerships enable the British & Irish Boxing Authority to impact and influence beyond its immediate boundary of operations.

It is the British & Irish Boxing Authority's ambition to strengthen existing partnerships in order to achieve the strategic goals. BIBA will also seek to establish new partnerships where there will be clear outcomes and mutual benefits.

Partnerships will provide BIBA with deeper and broader knowledge, a wider audience, investment and specialist resources. In addition, BIBA will specifically develop relationships with media broadcasters and journalists, along with commercial sponsors, to assist BIBA in promoting the sport and BIBA sanctioned events, in addition to the individual boxers.

Strategic Partnerships will see us:

- Develop partnerships with Sport England, Sport Scotland, Sport Wales, Sport Ireland and the United Kingdom, Scottish and Republic of Ireland Governments, as well as developing new strategic partnerships with local authorities and other third sector partners.
- Seek to develop new partnerships that can grow and stabilize the British & Irish Boxing Authority's funding and National visibility.
- Encourage and assist BIBA members to develop and manage partnerships at local levels.
- Identify collaborative opportunities with National and Regional Federations throughout the World.
- Further develop innovative partnerships with a diverse mix of Government organizations such as the Police, the Prison Service and Ethnic minority groups amongst others.

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STRATEGIC GOALS: CLOSING

This is a critical period for the British & Irish Boxing Authority due to significant opportunities immediately available that must be capitalized upon.

With a clear vision, adequate investment, strong partnerships and an effective well managed infrastructure, the BIBA can meet the Strategic goals of more members, more events and at a higher level in boxing throughout the United Kingdom and the Republic of Ireland.

This 2016-2020 Strategic plan, which has been developed through a comprehensive consultation process, provides a clear and concise guide to the British & Irish Boxing Authority's future development.

The British & Irish Boxing Authority Executive Committee are confident that this Strategic Plan will provide adequate comfort, security to potential investors and sponsors to ensure the BIBA has the adequate investment to fully realize both current and future opportunities.



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Appendix A: SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> • Qualified Officials • Team of Qualified Volunteers • Strong Leadership by the Executive Committee • Exceptional Event Sanctioning Record • Growing Membership • Exceptional Health & Safety Policy • Strong Regional Council Leadership 	<ul style="list-style-type: none"> • Financial Resources - both Income & Sponsorship Opportunities for the Required Development. • Only Two Top Ten Ranked BIBA Licensed Boxers • Lack of In-House Officials/Coaches Training Facilities
Opportunities	Threats
<ul style="list-style-type: none"> • Organisational Growth • Increased Opportunities for International Competition for BIBA Licensed Boxers • Improved Promotion of BIBA Sanctioned Events • Improved Promotion of BIBA Licensed Boxers • Further Development of Women's Boxing • Wider Social Media & Press Engagement 	<ul style="list-style-type: none"> • Lack of Adequate Funding • Relationship with BBBofC/BUI/EBU • Legal Challenges - Impact on Time & Finances • International Bout Biased Decisions Impact on BIBA Boxers Rankings • Other Variants of Boxing

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Appendix B: Infrastructure of the British & Irish Boxing Authority (BIBA)

Executive Committee:

The BIBA Executive Committee contains eleven members, including two female members.

Staff:

BIBA current staffing consists of one full time employee:

The Chief Executive Officer/Development Lead is the only current full time employee. It is planned that the Secretary General will also become a full time role within year one of this Strategic Plan

Regional Executive Councils:

There are four Regional Executive Councils – North & South England, Scotland and Ireland, each consists of a Chairman, Secretary, Area Chief Medical Officer, Area Chief Inspector and Member (Boxer) Representative.

BIBA Affiliated Gyms:

There are currently nine BIBA affiliated Gyms, which are geographically spread across the United Kingdom and the Republic of Ireland, further affiliations are currently in process.

Coaches:

The BIBA currently have 65 Licensed Coaches.

Referees & Technical officials:

BIBA have circa 66 active Officials and currently have four A Star rated ring officials, with an expected two further to be certified in 2016.