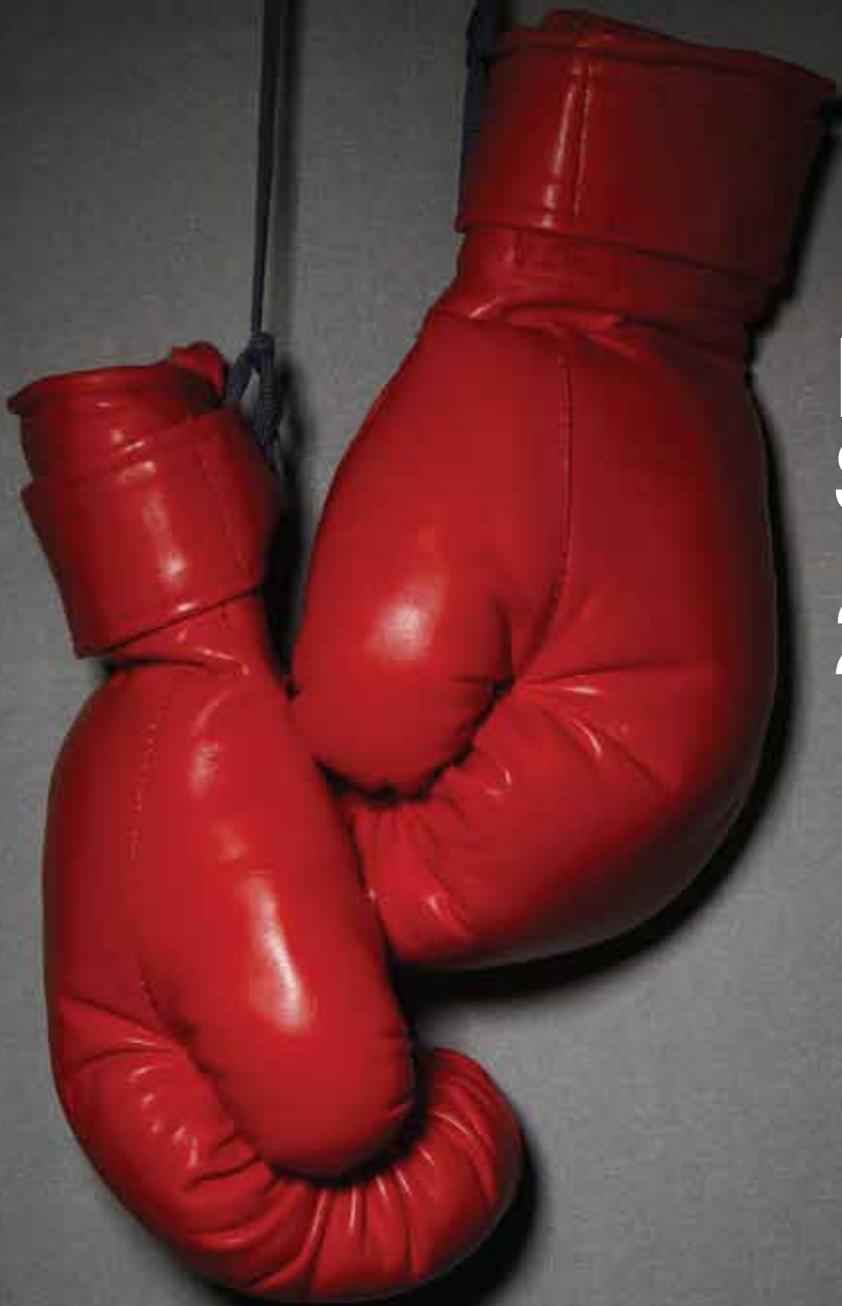


Belfast



Boxing Strategy

2012 - 2022

Draft for consultation



Contents

- Foreword
- 1. Executive summary
- 2. Introduction
- 3. Setting the scene
- 4. Strategic context
- 5. Assessment of need
- 6. Current practice and support
- 7. Action plans
- 8. Financing the strategy
- 9. Monitoring and evaluation
- 10. Equality considerations
- 11. Appendices
 - Appendix 1 - Governance framework
 - Appendix 2 - Process for the development of the strategy
 - Appendix 3 - Baseline assessment
 - Appendix 4 - Boxing clubs mapped against deprivation measures

Foreword

As Chair of Belfast City Council's Parks and Leisure Committee, I am delighted to be able to present this Boxing Strategy to the people of Belfast. Belfast has a proud tradition of boxing and our boxing clubs across the city continue to produce talented boxers. Belfast has produced nine Olympic medal winners including two at the London 2012 games.

However it is not just about the elite performers, boxing clubs play an important role in the life of communities across the city, many of them in socially deprived areas. They provide an outlet to young men and an ever increasing number of young women, equipping them with life skills. Boxing provides these young people with discipline, confidence, self management, respect, strategic and tactical thinking, that they might not otherwise get.

We have worked with a range of partners in the development of this strategy and the challenge for all us is to ensure that the support is in place to allow boxing clubs to continue to develop and grow.

I would like to take this opportunity to thank and congratulate all those who have contributed to the development of the Boxing Strategy for Belfast.

Councillor Gerard McCabe

Chair, Belfast City Council Parks and Leisure Committee

1.0 Executive summary

Background

- 1.1 Boxing has traditionally been a very successful sport for Northern Ireland with many successes at local and international levels. The most recent success was two Belfast boxers winning bronze medals at the London 2012 Olympic Games.
- 1.2 Belfast City Council recognises the important role which amateur boxing plays in the life of Belfast and its working class communities. This has led to the development of a city-wide boxing strategy which will provide much-needed investment in and support for Belfast's amateur boxing clubs.

Strategy development

- 1.3 A steering group was established in February 2012 to oversee the development of the strategy. It is made up of representatives from Belfast City Council, County Antrim Boxing, the Ulster Boxing Council (UBC), Sport Northern Ireland (SNI) and the Irish Amateur Boxing Association (IABA).
- 1.4 From the beginning we have also consulted with local boxing clubs to make sure that we also have a clear picture of what is happening at the grassroots level.
- 1.5 The first stage of the process was to undertake a baseline assessment of all the boxing clubs in Belfast and those on the periphery. This provided us with information on a range of issues including membership, coaches and volunteers, governance structures, funding, facilities and equipment.
- 1.6 We used this information along with information provided by the IABA and UBC to identify need across the city and common issues that are facing boxing clubs.

Action

- 1.7 Based on the assessment of need carried out as part of the development of their strategic plan IABA identified four strategic challenges under which they outline strategic targets, performance indicators and strategic initiatives. The UBC and Co Antrim also based their plans on these four strategic challenges which are:
 - Pathways (boxers, coaches and officials)
 - Coach education and development
 - Club support and development
 - Governance

- 1.8 To ensure alignment actions were developed under these four strands within this strategy. These actions will cover the first period of delivery of this strategy, 2012-16.

Review

- 1.9 The effectiveness of the implementation of the strategy will be monitored and reviewed through a range of performance indicators. We would also propose that a comprehensive strategic review be undertaken in 2016 to consider how successful the approach taken has been and to agree the next phase of actions. This strategic review would include a repeat of the baseline assessment that was undertaken to inform this strategy.

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2.0 Introduction

- 2.1 This draft strategy aims to consider the role and development of boxing in Belfast. Boxing has traditionally been a very successful sport for Northern Ireland with many successes at local and international levels. Boxing was Northern Ireland's most successful sport at the most recent Commonwealth Games in Delhi and Northern Ireland was the most successful Commonwealth boxing team at the Games.
- 2.2 Within Ulster¹ Antrim is the strongest county. Belfast boxers have been very successful at the Olympics and have won nine of Ireland's 16 Olympic medals for boxing. Of the five male boxers who qualified for the London 2012 Olympic Games, two were from Belfast clubs; Paddy Barnes and Michael Conlon. Both won a bronze medal.
- 2.3 Development of this strategy has been led by Belfast City Council in partnership with County Antrim Boxing, the Ulster Boxing Council (UBC), Sport Northern Ireland (SNI) and the Irish Amateur Boxing Association (IABA). From the beginning we have also consulted with local boxing clubs to make sure that we also have a clear picture of what is happening at the grassroots level. To oversee the development of the strategy we drew up a governance framework which was agreed by all partners. A copy of the governance framework is attached as appendix 1.
- 2.4 There has also been political support and in January 2012 the Council's Parks and Leisure Committee agreed to support the development of a boxing strategy for the city.
- 2.5 At the Belfast City Council meeting on 1 February 2012 the following notice of motion was proposed and referred to the Parks and Leisure Committee.

"This Council supports the efforts of the Minister for Culture, Arts and Leisure and the boxing fraternity to secure the presence of the Cuban Olympic Boxing Team in Belfast for their pre-Olympic Games training.

Belfast has a proud history of boxing excellence and our boxing clubs and coaches continue to produce fantastic young talented boxers, including Michael Conlon, who will be representing Belfast and Ireland in the London 2012 Games.

Recognising the important role which amateur boxing plays in the life of the City and our working class communities, the Council welcomes the development of a City-wide boxing strategy which will provide much-needed investment in and support for our amateur boxing clubs."

¹ Within the governance structure of boxing Ulster is made up of the six counties of Northern Ireland plus Cavan, Monaghan and Donegal

- 2.6 In March 2012 the Parks and Leisure Committee also agreed to the proposed approach for the development of the strategy. A copy of this is attached as appendix 2.
- 2.7 The period of this strategy is 2012-2022 but the action plans will cover the period 2012-16 to align it with the IABA's Strategic Plan and the UBC's Implementation Plan.

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3.0 Setting the scene

- 3.1 Amateur boxing in Ireland is governed by the Irish Amateur Boxing Association (IABA) whose objective is to develop, foster and control amateur boxing in the 32 counties of Ireland. Founded in 1911, the IABA operates from the National Stadium in Dublin, the only purpose built amateur boxing stadium in the world. Under the IABA there are four provincial bodies and each of the 32 counties also has a county board².
- 3.2 Within Ulster there are 114 clubs³. The following table breaks these down by county.

County	No of clubs	% of total clubs in Ulster	% of clubs in NI
Antrim	42	36.8	48.8
Armagh/Down	19	16.7	22.1
Cavan/Monaghan	10	8.8	-
Derry	12	10.5	14.0
Donegal	18	15.8	-
Tyrone /Fermanagh	13	11.4	15.1
Total in Ulster	114	100	-
Total in NI	86	-	100

- 3.3 It is clear that within Ulster, Antrim is the strongest county, containing over a third of the clubs in Ulster and almost half of the clubs in Northern Ireland. Of the 42 clubs in Co Antrim almost two thirds (60% or 25 clubs) are based in Belfast.

² In some cases where boxing is not strong counties are joined together

³ As of 12 June 2012

4.0 Strategic context

4.1 The boxing strategy relates both directly and indirectly to a range of central and local government policies and strategies and national, regional and local boxing strategies and plans including those shown below.



National level

4.2 The **IABA's Strategic Plan 2011-16** sets out the strategic direction for amateur boxing in Ireland and how this will be achieved by 2016. The vision, as laid out in the strategic plan, is '*To be Ireland's leading Olympic sport and one of the World's leading boxing nations in completion, development and governance*'.

4.3 The strategic plan identifies four strategic challenges and outlines strategic targets, performance indicators and strategic initiatives under each of these. The four strategic challenges are:

- Pathways (boxers, coaches and officials)
- Coach education and development
- Club support and development
- Governance

Regional level

4.4 The **Programme for Government 2011-15** has four priorities one of which is: Building a Strong and Shared Community which focuses on '*unlocking the*

potential of the culture, arts and leisure sectors as instruments for positive change. Additionally, it seeks to encourage greater involvement in sporting and pastoral activities to advance social cohesion and integration.'

4.5 **Sport Matters - The Northern Ireland Strategy for Sport & Physical Recreation 2009-19** builds on the success of previous strategies and proposes a strategy for the development of sport and physical recreation in Northern Ireland up to 2018. The document identifies 26 high level targets under the areas of participation, performance and places. In delivering against each of these targets the strategy will:

- increase the number of children and adults experiencing, enjoying and participating in high quality sporting opportunities;
- enable an increasing number of our most talented athletes to achieve at the highest level in their sport, including European, World, Commonwealth and Olympic/Paralympic competition; and
- ensure that every person in Northern Ireland has access to a range of new, improved and shared world-class and locally available sports facilities.

4.6 The **UBC's Strategic Implementation Plan 2012-16** sets out the way it will implement the IABA's Strategic Plan in Ulster. The UBC sees the development of this implementation plan as an important tool for Ulster Boxing in underpinning its future and in delivering the highest professional standards possible.

4.7 The plan has four strategic objectives based around coaching, governance, participation and high performance. The plan also details key actions under each of the four strategic challenges identified in the IABA's plan.

Local level

4.8 **Belfast City Council's Investment Programme 2012-2015** outlines the a commitment to investing £213m on capital projects, local economic growth, people communities and neighbourhoods and ensuring value for money. This includes using the £5m Local Investment Fund to attract and compliment other funding for regeneration such as Sport NI's Community Capital Programme.

4.9 The **County Antrim Board's Development Plan 2012-2015** outlines their vision as '*To have vibrant and successful clubs supported by best practice coaching, governance and facilities*'. The plan also outlines how the Board will contribute to three of the IABA's Strategic Challenges:

- Governance
- Coach education and development

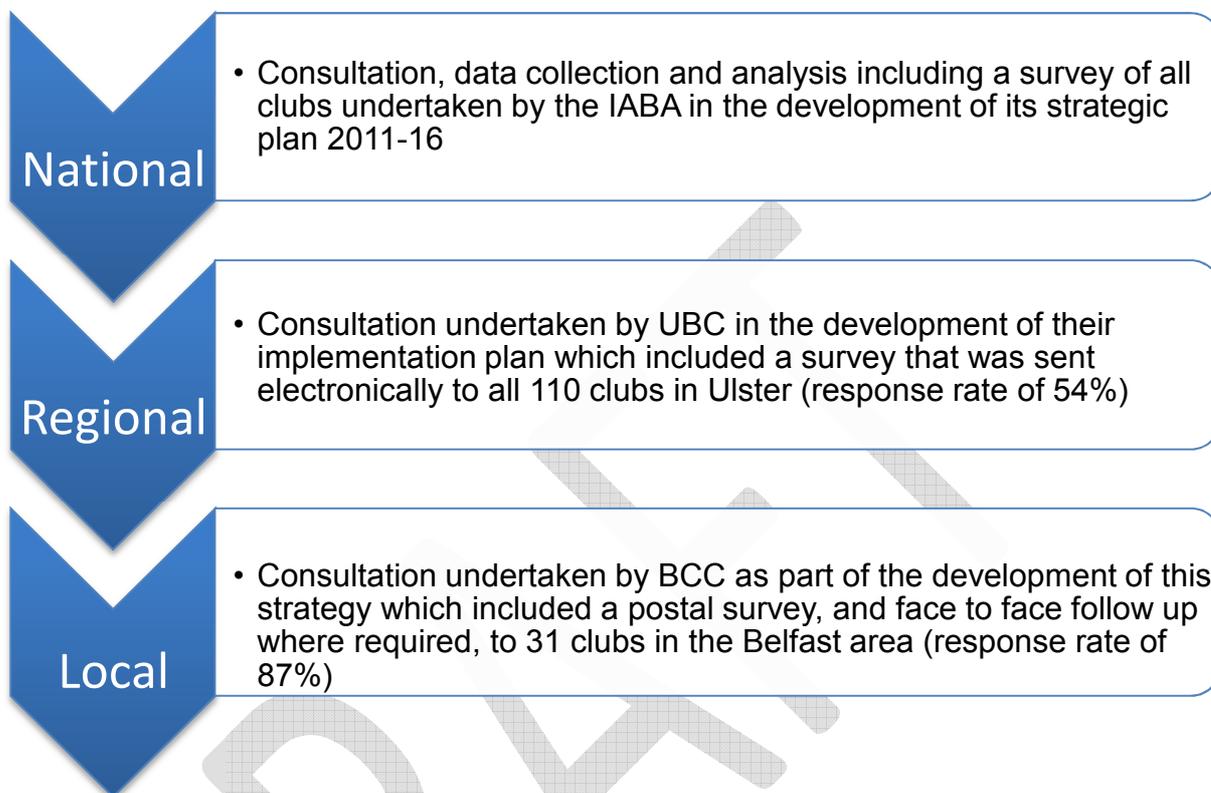
- Club support and development

4.10 The **Physical Activity and Sports Development Strategy for the City of Belfast's** vision is 'Together, putting sport and physical recreation at the heart of Belfast'. The strategy identifies five goals – Partnership, Capacity, Facilities, Participation and Performance and sets out a detailed set of strategic initiatives and actions against them.

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5.0 Assessment of need

5.1 Several pieces of work have been undertaken which provide evidence that can be used to assess the need within boxing in Belfast. These include:



Key issues

5.2 It is clear from all the assessments carried out that there are common issues across boxing clubs. It is critical that these are addressed so boxing can continue to grow and develop. These issues include:

- Many clubs have facilities that are not fit for purpose and are not large enough for them to expand their membership.
- Although there is a growing interest in female boxing the majority of clubs do not have female changing facilities and therefore cannot expand female membership.
- Although the majority of coaches do have formal coaching qualifications a programme of coach development is required. This will create a high standard of coaching in the future which is necessary if boxing is to continue to enjoy success at international competition level.
- Boxing clubs do not have paid staff and depend on volunteers. The standard of training for volunteers varies greatly across clubs and some clubs have difficulty recruiting new volunteers.

- Governance and management varies across clubs and work is needed to ensure a high level of governance and management across all clubs.
- Not all clubs have a club development plan. There is interest among clubs in working towards Clubmark which will require them to have a current and active plan.
- The majority of clubs are based in areas of social deprivation and operate on very small annual budgets. They would benefit with help to source funding.

Further detail on all the assessments is provided in the following pages.

National level

5.3 Among the key conclusions of the work undertaken by the IABA in developing their strategic plan are:

- The high performance programme has been particularly successful, building on the achievements of work done by individual clubs, coaches and officials.
- The development of women's boxing has opened up the sport to a key target group for sporting participation. However, many clubs lack facilities to accommodate women and this is an issue, which must be addressed if more girls and women are to be attracted to the sport.
- The work highlighted the need for coach and official development to support the development of boxers, succinctly described in one senior coach's words 'If you don't have strong coaches, you don't have strong boxers.' Completion of work on the accreditation programme for levels 2, 3 and 4 for coaches is essential for this.
- Following on from the successful development of the High Performance programme boxing must now focus on development at local level, with a focus on local clubs, strengthening regional structures and other initiatives that facilitate participation and pathways to competition and progression.
- In relation to strategic implementation it is important to consider that the organisation relies on volunteers.

5.4 Research by the IABA also shows that boxing has a significant reach into disadvantaged communities and that life skills learned through boxing are important and beneficial for young people who might not have gained the advantage of the discipline, confidence, self management, respect, strategic and tactical thinking that, amongst other skills, are learned through the sport of boxing.

5.5 The IABA's strategic plan also acknowledges that boxing has a large and strong volunteer base with long standing experience of the sport. This base of volunteers is a key asset to boxing and the challenge facing boxing is to maintain and grow it. There is also an increasing understanding of the

importance of acknowledging and recognising the contribution made by the volunteers to all aspects of the sport.

Regional level

5.6 To support the development of their implementation plan UBC undertook an audit of all 110 clubs in Ulster to find out the current state of their facilities and equipment and the impact this has on the development of their club. 59 of the clubs responded which is a response rate of 54%. The information is not broken down at county level so it is not possible to extract the information relating to Belfast based clubs.

5.7 The following table shows the breakdown of the facilities that are available to the clubs that responded:

Facility	Percentage of clubs with this facility
Male changing rooms	65
Female changing rooms	24
Male toilets	82
Female toilets	51
Male showers	53
Female showers	19

5.8 The findings from this piece of work confirm one of the key findings of the IABA research that a lack of female facilities is an issue if women's boxing is to be developed and grown.

5.9 The audit also asked clubs about the condition of their buildings and facilities and as the following table shows two thirds of clubs need work done to their buildings and over 80% need work done to their club facilities.

	Poor repair/needs basics repaired	Usable but needs work	Good state of repair
Building	19%	48%	33%
Roof	16%	14%	70%
Facilities (changing rooms etc)	46%	37%	17%

5.10 The audit also showed that while 89% of clubs have one boxing ring, 7% of the clubs that responded do not have any.

5.11 Clubs were also asked to state the extent to which they agreed with a range of statements. As the following table demonstrates the majority of clubs that responded feel that their current facilities are holding back the development of their clubs and especially their ability to attract females.

Statement	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
The current facilities in my club are holding back the development of boxers and boxing	9%	11%	22%	25%	33%
The top priority for boxing clubs is to get money for new or more facilities and equipment	0	11%	10%	15%	64%
There are more urgent priorities for funding for our club than facilities and equipment	16%	24%	22%	18%	20%
We could have more women and girls boxing in our club if we had better facilities	7%	5%	4%	24%	60%

5.12 Based on the findings of the audit the UBC Implementation Plan states that 'facilities enhancement will be a key component of achieving the UBC's objectives for increasing the number of recreational boxers, increasing the involvement of girls and women in the sport and the successful development of boxer pathways to high performance'.

Local level

5.13 As part of the development of this strategy Belfast City Council carried out a baseline assessment which involved sending out a questionnaire to 27 boxing clubs in Belfast and four on the periphery. 25 of the Belfast based clubs and two of the clubs on the periphery returned completed questionnaires equating to a response rate of 87.1%.

5.14 The questionnaire was structured to gain information on a range of issues including membership, coaches and volunteers, governance structures, funding, facilities and equipment. The following summarises key information from the baseline assessment and the full document is attached as appendix 3.

5.15 The total membership of all the clubs that responded was 1,954 and an analysis of the membership shows that boxing is a male dominated sport with 79.5% of members being male. The following table outlines the total number of members, from all the clubs that responded, in each category. It also shows this as a percentage of the total membership of all the clubs that responded.

Category	Number of members	Percentage of total members
U11 boys	340	17
U11 girls	77	3.9
Junior boys (11-16 years)	567	28.4

Junior girls (11-16 years)	87	4.4
Senior men (17-34 years)	452	22.6
Senior women (17-34 years)	126	6.3
Veteran men (35 years+)	230	11.5
Veteran women (35 years+)	71	3.6
Other types of membership (no club specified what this was)	49	2.5
Total	1999	100.2⁴

- 5.16 The survey revealed that four clubs (14.8%) do not have female members of any age. One club does not have any U11 members of either gender and one club does not have any members under 16 years of age. Nine clubs cater for under 11 boys but not under 11 girls and five clubs cater for junior boys but not junior girls.
- 5.17 Clubs were asked whether they thought their membership would change over the next two years. Two thirds of club felt that it would increase as all of them thought that there is a growing interest in boxing. A majority of clubs also thought that the high standard of coaching and raised profile resulting from London 2012 would contribute to increased membership.
- 5.18 Eight of the clubs felt that their membership would stay the same and the reasons for this were they didn't have sufficient facilities and/or equipment to expand.
- 5.19 The clubs were asked to indicate the catchment area for their members. A third of clubs stated that their members came from the local area (approx 10-15min walk or 0.75mile) surrounding their club while just under a fifth of clubs attracted members from across Northern Ireland.
- 5.20 An analysis of the location of the clubs show that they are all in areas that suffer from high levels of deprivation. When mapped against the 2010 Multiple Deprivation and Health Deprivation Measures, the majority of clubs (90%) are ranked within the 20% most deprived wards in Northern Ireland. These maps are attached as appendix 4.
- 5.21 All the clubs that responded offered competitive opportunities at local and national level. The majority of clubs offered a range of other activities including recreational boxing and boxing for fitness. However less than half the clubs which responded offered specific sessions for under 11 girls or female only boxing classes or sessions.
- 5.22 In total the clubs that responded have 195 coaches. The following table breaks down the type of qualifications that the coaches hold. The majority of

⁴ Does not equal 100% due to rounding

coaches (63.15%) hold a level 1 IABA coaching qualification with a small number (11.8%) having international coaching experience.

Level of qualification	Number of coaches	% of total number of coaches⁵
Trainee coach - awaiting formal training	43	22.1
Level 1 IABA coaching qualification	123	63.1
International experience – eg coaching at Olympic or commonwealth level	23	11.8
Other qualifications eg professional fitness training	37	19

5.23 Clubs were asked to give information on the volunteers they have that are in addition to their coaches. The majority of clubs (21 or 77.8%) have volunteers, with most having fewer than 10 although one club has 15 and another 17. In total there are 123 volunteers across all the clubs and the following table breaks them down by age and gender.

Age and gender	Number of volunteers	% of total number of volunteers
Male – over 18	80	65.0
Male – under 18	8	6.5
Female – over 18	32	26.0
Female – under 18	3	2.4
Total	123	99.9⁶

5.24 The table below outlines that a high number of clubs do not offer any training to volunteers and the level of training varies greatly across clubs.

Type of training	Number of clubs that provide this type of training
Coach mentoring within your club	12
Coach workshops provided by your club	5
Level 1 IABA coaching qualification	9
Formal training provided by a public body such as Belfast City Council or Sport NI, for example child protection training	10

5.25 Clubs were asked to provide information on their governance and management and the information provided showed that the level of governance and management varied across clubs. Almost 20% of clubs do not have a management committee and one club has only one officer who

⁵ This does not add to a total of 100% as some coaches are included in more than one category.

⁶ Does not add to 100 due to rounding

carries out a number of roles. Two clubs did not have a constitution and the level and type of policies that clubs have in place varies.

- 5.26 Just over half of the clubs have a club development plan in place and four of the clubs that responded had Clubmark⁷. Seventeen of the clubs that responded indicated that they would be interested in working towards Clubmark with the support of Belfast City Council.
- 5.27 From the evidence provided on funding it is clear that the majority of clubs operate on a small budget and of the 18 clubs that provided information over 70% of them had an annual budget of less than £5,000. The majority of clubs raised their funding through members dues or subs and club fundraising.
- 5.28 Twenty two of the clubs stated that they had received funding from a public body in the last three years. The main funders have been Belfast City Council and Sport NI and the majority of awards were under £2,000. While the majority of funding applications are for refurbishment of premises or to purchase equipment, some clubs have obtained funding for events and activity programmes.
- 5.29 Of the clubs that responded only three own their own building with the majority (15) having a long term lease on a building. The remaining clubs hired venues when required or had another type of arrangement.
- 5.30 Clubs were asked to outline what facilities they have available to them, the condition they are in and where they are accessible for people with a disability. The majority of clubs do not have female changing or shower facilities. Very few clubs stated that any of their clubs have excellent facilities and only a small number are accessible for people with a disability. Clubs were also given the opportunity to make comments on any specific issues they had with their facilities. These are detailed in the baseline assessment attached as appendix 3 but the majority were around the fact that they did not have facilities that were fit for propose; many are in a bad state of repair, very few have female facilities and some are lacking the space to allow them to expand their membership.

⁷ Belfast Clubmark is an accreditation scheme for junior sports club that Belfast City Council deliver in partnership with Sport NI.

6.0 Current Practice and Support

- 6.1 To help us inform the action plans for the delivery of this strategy we examined current practice from elsewhere and the support that is currently available for boxing in Belfast.

Practice elsewhere

- 6.2 The Amateur Boxing Association of England Ltd (ABAE) is the national governing body for boxing in England and it is responsible for the governance, development and administration of boxing in schools, clubs and competition. Among the resources that ABAE have available on their website is an area relating to volunteering. They are currently working on a volunteering strategy but already provide a number of resources including a 'Volunteer Development Toolkit' which provide templates and information on recruiting and retaining volunteers. They also provide a number of case studies on clubs that have successful volunteer programmes.
- 6.3 Dublin City Council, the IABA and the Irish Sport Council have developed a partnership that aims to promote boxing and community activity, to encourage participation, to promote the values of sport and boxing in particular, and to develop partnerships and co-ordination with all interested and relevant local groups.
- 6.4 Through the Young People's Facilities and Service Fund from the Department of Children and Youth Affairs the partnership has appointed five Community Development Officers in Boxing that cover the Dublin city area. The purpose of the fund is to assist in the development of youth facilities and services in disadvantaged areas where a significant drug problem exists or has the potential to develop. The objective of the fund is to attract 'at risk' young people in disadvantaged areas into these facilities and activities and divert them away from the dangers of substance abuse.
- 6.5 The Community Development Officers work with 10-21 year olds and run a 'Start Box' programme. The aim of this 12 week programme is to introduce young people to sport and physical activity and if they show an aptitude or interest in boxing to direct them towards their local club. Interested participants over 18 are also offered the opportunity to take part in a introduction to coaching course.

Regional support

- 6.6 Sport NI provides support for elite boxers and 13⁸ boxers are currently receiving support from Sport NI and the Sports Institute of Ireland. Several

⁸ As of September 2012

boxers from Belfast also receive support from the Irish Sports Council's High Performance Unit.

6.7 Sport NI has recently provided the funding for the IABA to appoint a Club Development Manager on a fixed term post to March 2015. The Club Development Manager's role will be to work with key partners to improve boxing by developing quality, child friendly sports clubs in Northern Ireland. Their responsibilities will include supporting boxing clubs to source additional funding and developing a club development plan and a range of templates and resources to support clubs.

6.8 Sport NI has developed a Boxing Investment Programme. There will be approximately £3 million which will be invested over the next three years. Sport NI is currently developing the process for allocating the funding but it is anticipated that £232,000 will be allocated in 2012-13 for equipment with the remainder being allocated for capital projects in 2013-14 and 2014-15.

Local support

6.9 As part of London 2012 pre-games training camps were set up across the UK. The purpose of these was to showcase facilities and to allow local people the opportunity to interact with Olympic competitors.

6.10 Among the camps set up in Northern Ireland was a boxing camp in Belfast. This was as a result of work by a number of partners including BCC, Queens Sport, Sport NI and local boxing coaches. Support was provided to visiting teams through the provision of subsidised transport, accommodation and facilities. As a result six boxing nations based themselves in Belfast for pre-games training camps:

- Argentina
- Australia
- Canada
- Cuba
- Ecuador
- Puerto Rico.

6.11 In total 35 boxers and 25 support staff were based in Belfast. As part of the camp the boxers participated in six open sessions in Belfast, Newtownabbey and Banbridge. These sessions allowed local boxers the opportunity to spar and train alongside Olympians. In addition to these sessions an international coaching master class was also held. Two of the Cuban boxers who attended the pre-games training camp won gold medals and a further two won bronze medals.

- 6.12 Belfast City Council under its Support for Sport grants funding has supported a range of boxing clubs and events. From 2007 to present we have supported four events under the events funding strand. In 2010-11, 10 boxing clubs received small grants (up to £1,000) and one club received a large grant (£5,000). A further 12 boxing clubs received small grants in 2011-12 and one club received a large grant. To date this year nine clubs have received small grants and over the last three years seven clubs have also received £250 equipment grants.
- 6.13 Eleven boxing clubs based in Belfast have obtained 37 grants from a range of government departments over the period 2007-2012⁹. 11 of these grants were obtained in the financial year 2011/12, eight in 2010/11, six in 2009/10 and the remaining 12 before the end of 2008/09.
- 6.14 Of the grants seven were over £16,000 and were awarded for capital works and the purchase of equipment. Three of the grants obtained were between £5,000 and £10,000 while the remainder were small grants under £5,000. 15 of the grants obtained were around volunteering and the remainder were to deliver specific programmes.

⁹ Information obtained from the government funding database

7.0 Action Plans

- 7.1 Based on the assessment of need carried out as part of the development of their strategic plan IABA identified four strategic challenges under which they outline strategic targets, performance indicators and strategic initiatives. The UBC and Co Antrim also based their plans on these four strategic challenges. To ensure alignment it is proposed that these are also used as the strands within this strategy's action plans.
- 7.2 To deliver on these strategic challenges, actions have been developed under each of them. It is proposed that these actions will cover the first period of delivery of this strategy, 2012-16. These actions are outlined in the following table with information on delivery timescales and who will be responsible for delivering them.

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Pathways (boxers, coaches and officials)		
Action	Timeframe for delivery	Who will deliver
Hold 'try it' events including some targeted at underrepresented groups such as females and people with a disability	Short-term	Belfast City Council – LDU ¹⁰ in partnership with Belfast based boxing clubs
Promote free BCC Boost leisure membership for elite performers (those who perform at the highest level)	Ongoing	Belfast City Council
Promote the Support for Sport – Support for Individuals grant	Ongoing	Belfast City Council
Explore the potential of obtaining funding and sponsorship to support a programme of competitive fixtures, including international competitions, in Belfast	2013-16	Steering group members
Investigate potential sources of funding and sponsorship, including BCC, for hosting the Commonwealth Boxing Championships 2016 in Belfast	2013-16	Belfast City Council in partnership with Co Antrim Boxing
Begin discussions with the education sector in relation to the introduction of a non-contact boxing programme in schools	2013-14	Steering group members
Explore potential sources of funding for Belfast based ring officials (2-3 referees and 15-20 judges) to undertake the relevant training on an annual basis, to allow them to officiate at national, international and world events	2013 -16	Belfast City Council in partnership with Co Antrim Boxing
Host a 'Belfast Boxing' open day for individuals and groups who traditionally would have no involvement or exposure to boxing	2013-14	Steering group members in partnership with Belfast based boxing clubs

¹⁰ Leisure Development Unit

Coach education and development		
Action	Timeframe for delivery	Who will deliver
Work with the governing body to develop and support a coach education programme across the city	Ongoing	Belfast City Council – LDU in conjunction with IABA, Ulster Council and Co Antrim
Develop a boxing specific coaching programme to include coaching master classes and online resources	2013-14	IABA, Ulster Council and Co Antrim
Source funding for the delivery of a boxing specific coaching programme in Belfast, aimed at gaining level 1 level and 2 qualifications.	2013 - 2016	Steering group members

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Club support and development		
Action	Timeframe for delivery	Who will deliver
Promote funding available through the Support for Sport grant scheme	Ongoing	Belfast City Council - LDU
Support clubs in the development of a robust, current and active development plan with regular opportunity to review	Ongoing	Belfast City Council - LDU
Explore the introduction of Sports Development Officers for Belfast, based in Belfast City Council with boxing as a priority target area.	2013-14	Belfast City Council
Develop and deliver a good relations programme to Belfast based clubs	2013-14	Belfast City Council in partnership with Co Antrim Boxing
Develop a volunteer toolkit and resources to assist clubs to attract and retain volunteers	2013-14	Steering group members
Provide start up support funding to allow for the development of new clubs across the city, through increasing the kick start funding element of Support for Sport.	2013-2016	Belfast City Council

Governance		
Action	Timeframe for delivery	Who will deliver
Work with clubs across Belfast to achieve Clubmark	Ongoing	Belfast City Council - LDU
Work with clubs to develop strong management structures and put in place relevant policies and processes	Ongoing	Belfast City Council – LDU in partnership with Co Antrim Boxing
Develop a online resource for clubs that provides information and templates in relation to governance and policies	2013-4	Steering group members

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8.0 Financing the strategy

8.1 This section outlines funding streams that are currently available for delivering the action plans. We anticipate that over the life of this strategy other funding streams may become available and Belfast City Council is currently discussing potential funding for the delivery of the actions plans in the period 2013-16.

Belfast City Council

8.2 Boxing clubs can currently apply for financial help through Belfast City Council's Support for Sport grant scheme. Funding can be used to improve facilities, train coaching staff, buy new equipment, hold events or try out a new initiative or activity.

There are five 'types' of funding available:

- Support for Individuals grant
- Small development and equipment grants
- Large development grants
- Hospitality funding
- Events funding

Further information on the scheme can be found on the Council's website www.belfastcity.gov.uk/supportforsport

8.3 Belfast City Council currently work with a range of partners including the Public Health Agency, Belfast Trust and a range of voluntary and community organisations in the implementation of other strategies. We will continue to work with our existing and new partners to avail of any funding opportunities that arise to help us deliver the actions plans associated with this strategy.

Other funding sources

8.4 There are various other sources of funding available from central government departments and other agencies and funders. Information on potential sources of funding is available from a number of websites including the central government funding database and NICVA's grant tracker.

9.0 Monitoring and evaluation

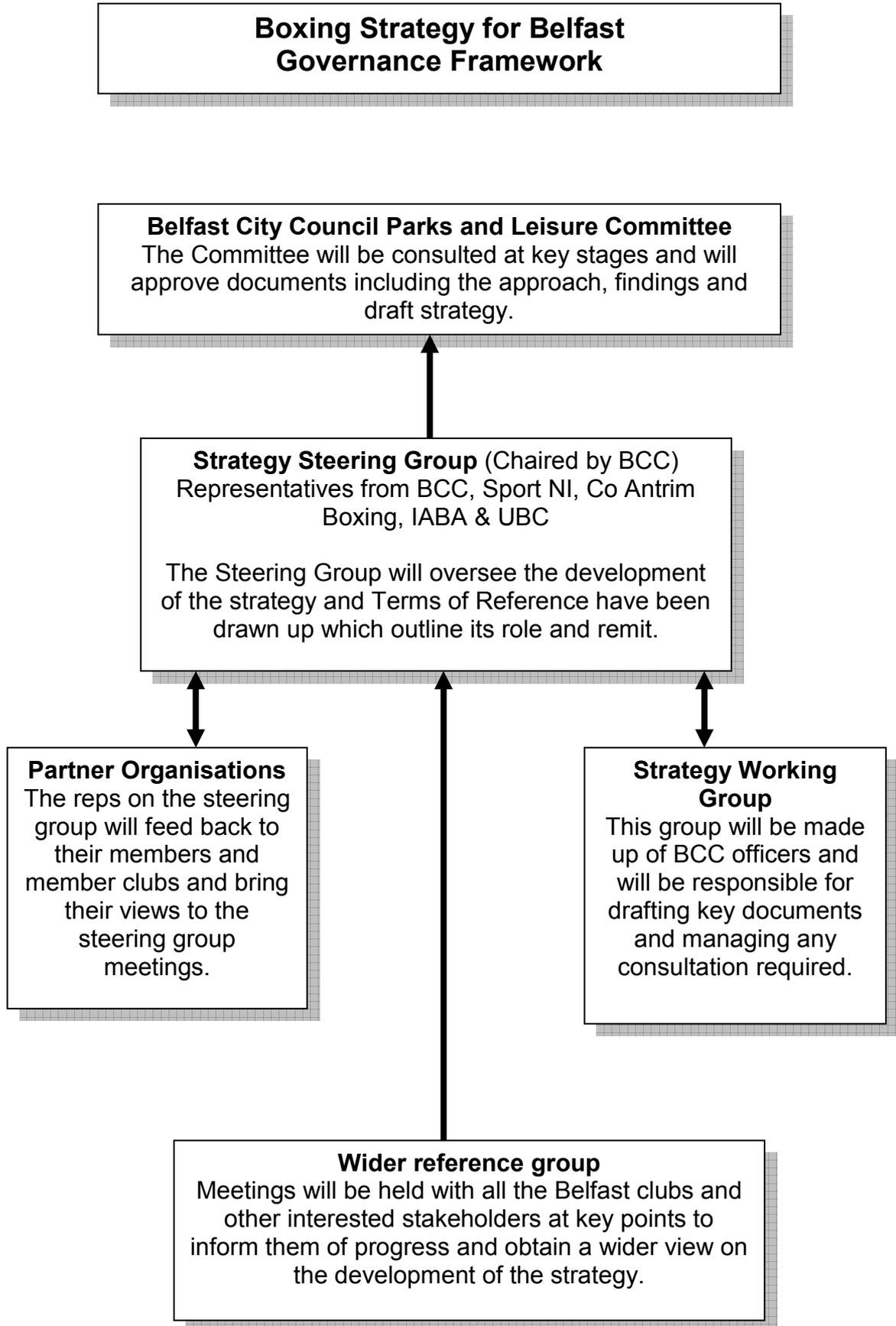
- 9.1 The boxing strategy focuses on four strategic challenges and 19 actions over the period 2012-2016. We propose to monitor the effectiveness of the strategy through the following performance indicators:

Performance Indicators	Proposed data source
Number of Belfast based clubs	Ulster Council/Co Antrim Boxing
Percentage change in membership across the various categories	Repeat of baseline assessment in 2016
Increase in the number of females participating in boxing	Repeat of baseline assessment in 2016
Amount of funding and sponsorship sourced to support competitive fixtures	Co Antrim Boxing
Number of Belfast based referees and judges undertaking relevant training	Co Antrim Boxing
Number of Belfast based clubs obtaining Clubmark	Belfast City Council
Number of Belfast based coaches obtaining at least Level 1 coaching qualification	Repeat of baseline assessment in 2016
Increase in the number of trained volunteers in Belfast based clubs	Repeat of baseline assessment in 2016
Number of Belfast based clubs obtaining at least one grant annually from Support for Sport	Belfast City Council
Number of Belfast based clubs obtaining at least one grant annually from another source	Repeat of baseline assessment in 2016

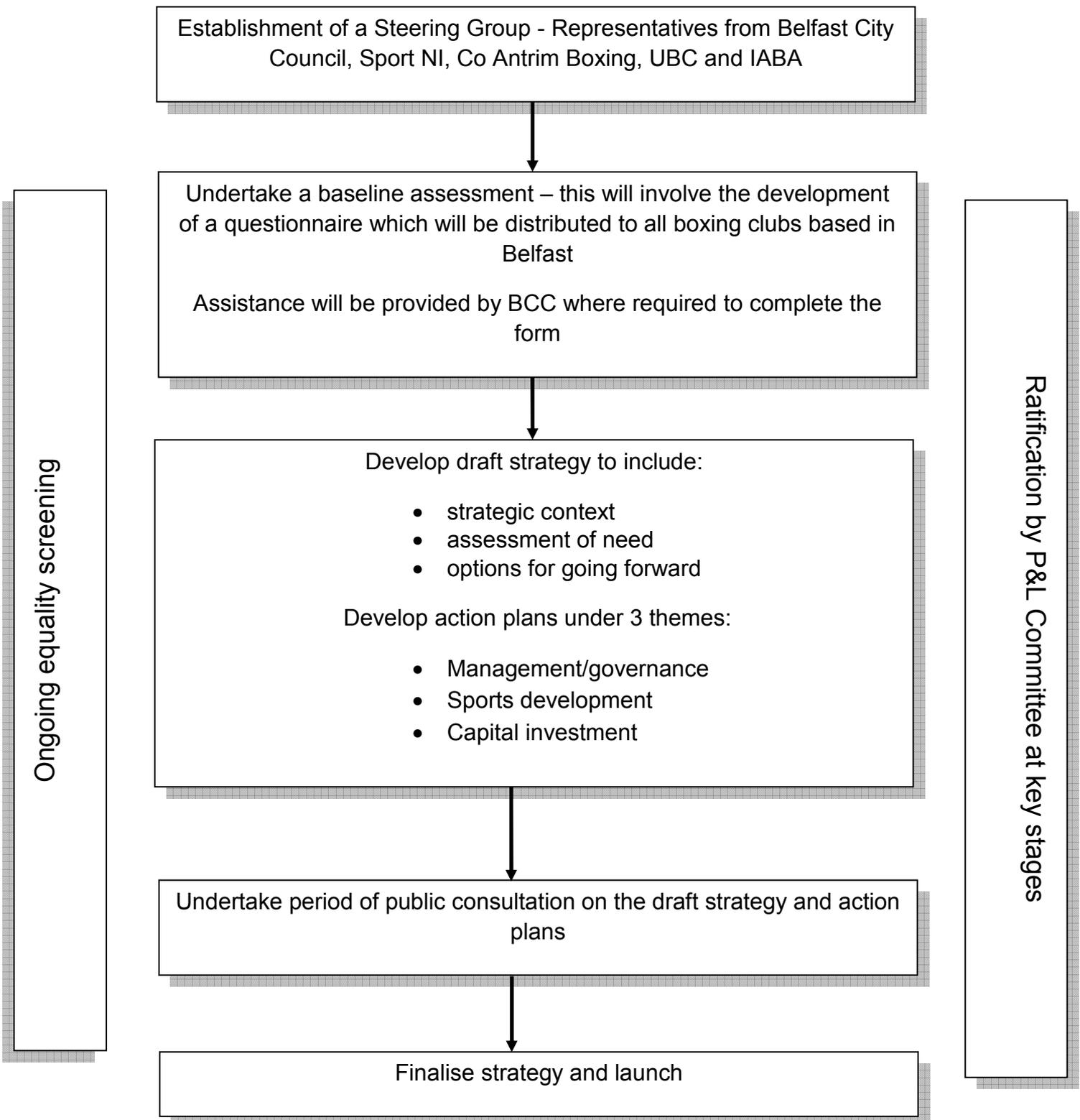
- 9.2 Progress against the actions plans will be monitored and where possible indicators will be reported on an annual basis. We would also propose that a comprehensive strategic review be undertaken in 2016 to consider how successful the approach taken has been and to agree the next phase of actions. This strategic review would include a repeat of the baseline assessment that was undertaken to inform this strategy. The purpose of the baseline will be to measure the impact of the delivery of the action plan and to provide evidence around the need and priorities for the next phase.

10.0 Equality considerations

- 10.1 Section 75 of the Northern Ireland Act 1998 requires the council, in carrying out all its functions, powers and duties, to have due regard to the need to promote equality of opportunity between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; between men and women generally; between persons with a disability and persons without; and between persons with dependants and persons without.
- 10.2 The Act also requires the council, in carrying out its functions, to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.
- 10.3 The council's Equality Scheme, which details how the council will fulfil its duties, was approved in April 2001. A part of that Equality Scheme was the production of a Good Relations Strategy. The council's Good Relations Strategy was prepared and adopted in February 2003; it was commended as a model of good practice in the Shared Future document by the Office of the First Minister/Deputy First Minister. The Good Relations Plan was updated in 2010.
- 10.4 Under the Disability Discrimination Act 1995 (DDA), (as amended by the Disability Discrimination (Northern Ireland) Order 2006) (DDO), from 1 January 2007, public authorities, when carrying out their functions must have due regard to the need to:
- promote positive attitudes towards disabled people; and
 - encourage participation by disabled people in public life.
- 10.5 This draft strategy will be screened in line with the Council's equality screening process.



Proposed Approach to the Development of a Boxing Strategy for Belfast



A boxing strategy for Belfast
Findings of survey of boxing clubs
June 2012

Contents

- 1.0 Background
- 2.0 Response rate
- 3.0 Membership
- 4.0 Coaching
- 5.0 Volunteers
- 6.0 Governance and management
- 7.0 Funding
- 8.0 Facilities and Equipment

1.0 Background

- 1.1 To help us inform the development of the boxing strategy for Belfast we are undertaking a baseline assessment. This assessment will help us to get a clear picture of what boxing clubs are currently doing and how boxing as a sport is provided for in the city. To inform the baseline assessment it was agreed that a questionnaire be sent to all the boxing clubs in Belfast and those on the periphery.
- 1.2 A questionnaire was designed by Belfast City Council officers with input from members of the steering group. The questionnaire was structured to gain information on a range of issues including membership, coaches and volunteers, governance structures, funding, facilities and equipment. Advice was sought from the Council's Equality Officer to ensure that correct questions were asked to assist in the equality screening of the draft strategy.
- 1.3 A mailing list of 27 clubs in Belfast and 4 on the periphery (2 in Newtownabbey and 2 in Lisburn council areas) was drawn up by Co Antrim Boxing and the questionnaire was sent out on 12 March 2012. The closing date for the return of the completed questionnaire was Friday 6th April 2012. Belfast City Council officers offered assistance to complete the questionnaire and this was taken up by several clubs. As not all clubs had responded by the closing date, further contact was made with these clubs to encourage them to respond.

2.0 Response rate

- 2.1 Twenty seven of the thirty one clubs completed the questionnaire which equates to an overall response rate of 87.1%. Twenty five of the Belfast based clubs returned the questionnaire, with one non response and one club declining to complete the form. At the steering group meeting to discuss these survey findings it was confirmed that neither of these clubs are currently affiliated to the IABA. This equates to a 92.6% response rate from Belfast based clubs. Two of the four clubs from outside the Belfast City Council area returned a completed questionnaire.

3.0 Membership

Membership type

- 3.1 The total membership of all the clubs that responded was **1,954**; the breakdown of clubs by size is outlined in the table below. Over half of the clubs that responded (51.9%) have between 51 and 100 members. The smallest club has 22 members and the largest has 170 members.

Club size	No of clubs
Up to 25	2
26-50	5
51-100	14
101-150	5
151-200	1

- 3.2 Clubs were asked to break down their membership into the following categories:

- U11boys
- U11 girls
- Junior boys (11-16 years)
- Junior girls (11-16 years)
- Senior men (17-34 years)
- Senior women (17-34 years)
- Veteran men (35 years+)
- Veteran women (35 years+)
- Other types of membership

The majority of clubs have members across all categories; however four clubs (14.8%) have no female members of any age. One club does not have any U11 members of either gender and one club does not have any members that are under 16 years. Nine clubs cater for under 11 boys but not under 11 girls and five clubs cater for junior boys but not junior girls.

- 3.3 It is clear from the responses that boxing is a male dominated sport and of the total membership 79.5% is male. The following table outlines the total number of members in each category and as a percentage of total members.

Category	Number of members	% of total members
U11 boys	340	17
U11 girls	77	3.9
Junior boys (11-16 years)	567	28.4
Junior girls (11-16 years)	87	4.4
Senior men (17-34 years)	452	22.6
Senior women (17-34 years)	126	6.3
Veteran men (35 years+)	230	11.5
Veteran women (35 years+)	71	3.6
Other types of	49	2.5

membership (no club specified what this was)		
Total	1999	100.2¹

Monitoring information

3.4 The clubs were asked to provide information on the religious belief of their members and if they were unsure to provide a best estimate. The following table outlines the breakdown of the clubs by their religious belief. It shows that six of the clubs that responded (22%) are made up entirely of people from one religious belief. It also shows that the majority of boxing clubs in Belfast have a majority of their members from a Catholic background.

Religious belief	Number of clubs	% of clubs (that responded)
Members are all Catholic	5	18.5
Members are all Protestant	1	3.7
Members are predominately Catholic	16	59.3
Members are predominately Protestant	3	11.1
No one dominant religion	1	3.7
Unknown	1	3.7
Total	27	100

3.5 Five of the clubs that responded indicated that they had at least one member whose religious belief was Muslim and one club had a member who was a Buddhist.

3.6 The clubs were asked to give us the number of the members who fell into different racial groups. All of the clubs that responded stated that the majority of their members were 'white'. Ten of the clubs that responded stated that some of their members were from an 'Irish Traveller' background. In six of the clubs this group made up 5% or less of their total membership, in two clubs it made up 10% of membership, in one club 11% and in another 23%.

3.7 Other racial groups that were represented in the membership of clubs were:

- Chinese – 2 clubs
- Indian – 3 clubs
- Pakistani – 4 clubs
- Black African – 6 clubs

3.8 In terms of nationality or citizenship all the clubs stated that the majority of their members were British or Irish. Other nationalities that were represented in the membership of clubs were:

- Czech – 1 club
- Turkish – 1 club

¹ Does not equal 100% due to rounding

- Pilipino – 1 club
- Iranian – 1 club
- Indian – 1 club
- Panamanian – 1 club
- African – 1 club
- Chinese – 2 clubs
- Polish – 9 clubs

3.9 Almost half of the clubs that responded (13) stated that they had a least one member who had a long standing illness, disability or infirmity.

Change in membership

3.10 Clubs were asked to indicate how they thought the membership of their club would change over the next 2 years. The following table outlines the response:

How change	Number of clubs	% of clubs (that responded)
Increase	18	66.6
Stay the same	8	29.6
Decrease	1	3.7
Total	27	99.9²

3.11 Of those clubs that responded that they felt their membership would increase, two clubs felt it would increase by fewer than 10 new members, six by between 20-30 new members, two by 40 members and two by between 80-85 new members. The reasons given for the increase are broken down in the table below:

Reason	Number of clubs
Growing interest in boxing	18
The standard of the facilities that the club provides	6
The standard of equipment that the club provides	7
A high standard of coaching	15
Raised profile as a result of London 2012	11

The following specific comments made were as to why club membership would increase:

- Need to get off street
- Club is a London 2012 PGTC
- Known as a family club
- Added profile – Irish boxing medals
- Michael Conlon our Olympic boxer in London 2012
- Advanced fitness
- New club
- Interest from girls

² Does not equal 100% due to rounding

3.12 The reasons that clubs that felt their membership would stay the same is given in the table below:

Reason	Number of clubs
Club does not have sufficient equipment to expand	4
Club does not have sufficient facilities to expand	6
There will be no change in the interest in boxing	1
Not enough coaches to expand	-
Not enough volunteers to expand	-

The following specific comments made were as to why club membership would decrease:

- Don't have the room
- Limited changing/showering facilities for both male and females members
- Don't have a suitable facility and finance to expand at present

3.13 Only one club stated that they thought their membership would decrease; they did not provide any reason for this.

Catchment area

3.14 The clubs were asked to indicate the catchment area for their members. A third of clubs stated that their members came from the local area surrounding their club while just under a fifth of clubs attracted members from across Northern Ireland. The following table breaks down where the catchment area for clubs is:

Catchment area	Number of clubs	% of clubs (that responded)
Local area - approximately 10-15 minute walk ($\frac{3}{4}$ of a mile)	9	33.3
City wide - Belfast City Council area	6	22.2
Greater Belfast	7	25.9
Other	5	18.5
Total	27	99.9³

3.15 Those clubs that gave their catchment area as 'other' stated that in addition to Belfast their members came from:

- Derry, Magherafelt and Carryduff
- All over NI
- Newry
- Students from all over NI who are studying in Belfast, Larne and Newtownabbey
- Newry and Bangor

³ Does not equal 100% due to rounding

Activities offered by the club

- 3.16 All the clubs that responded offered competitive opportunities at local and national level. The majority of clubs offered a range of other activities including recreational boxing and boxing for fitness. However less than half the clubs which responded offered specific sessions for under 11 girls or female only boxing classes or sessions. The following table shows a breakdown of the activities offered by the clubs:

Activities offered	Number of clubs	% of clubs (that responded)
Competitive opportunities – local level	27	100
Competitive opportunities – national level	27	100
Competitive opportunities – international level	24	88.9
Recreational boxing	25	92.6
Specific sessions for under 11 boys	22	81.5
Specific sessions for under 11 girls	13	48.1
Boxing for fitness for example boxercise classes	21	77.8
Female only boxing classes or sessions	13	48.1
Other	5	18.5

- 3.17 Other activities that clubs offer include:

- Kick boxing
- Session for people with a disability
- Circuit training
- Female training classes delivered by an outside trainer

4.0 Coaching

- 4.1 In total the clubs that responded have 195 coaches. The following table breaks down the type of qualifications that the coaches hold. The majority of coaches (63.15%) hold a level 1 IABA coaching qualification with a small number (11.8%) having international coaching experience.

Level of qualification	Number of coaches	% of total number of coaches ⁴
Trainee coach - awaiting formal training	43	22.1
Level 1 IABA coaching qualification	123	63.1
International experience – eg coaching at Olympic or commonwealth level	23	11.8
Other qualifications eg professional fitness training	37	19

- 4.2 The majority of coaches are Access NI vetted but a small number, eight coaches or 4% of the total number have not been vetted.

Monitoring information

- 4.3 The clubs were asked to provide information on the religious belief of their coaches and if they were unsure to provide a best estimate. The following table outlines the breakdown of the coaches by their religious belief. It shows that in 20 of the clubs that responded (74.1%) the coaches are all from one religious belief. It also shows that the majority of coaches in boxing clubs in Belfast are from a Catholic background.

Religious belief	Number of clubs	% of clubs (that responded)
Coaches are all from a Catholic background	15	55.6
Coaches are all from a Protestant background	4	14.8
Coaches are predominately from a Catholic background	6	22.2
Coaches are predominately from a Protestant background	1	3.7
No one dominant religion	1	3.7
Total	27	100

- 4.4 The clubs were asked to give us the number of their coaches who fell into different racial groups. All of the clubs that responded stated that the majority of their coaches were 'white'. Three clubs had one coach who was a member of a different racial group; these were Black African American, Black Caribbean and Indian.
- 4.5 In terms of nationality or citizenship all the clubs stated that the majority of their coaches were British or Irish. Three clubs had one coach who was had a different nationality or citizenship; these were African American, Trinidadian and Belarusian.
- 4.6 Fifteen of the coaches (7.7%) have a long standing illness, disability or infirmity.

⁴ This does not add to a total of 100% as some coaches are included in more than one category.

5.0 Volunteers

5.1 Clubs were asked to give information on the volunteers they have that are in addition to their coaches. The majority of clubs (21 or 77.8%) have volunteers, with most having fewer than 10 although one club has 15 and another 17. In total there are 123 volunteers across all the clubs and the following table breaks them down by age and gender.

Age and gender	Number of volunteers	% of total number of volunteers
Male – over 18	80	65.0
Male – under 18	8	6.5
Female – over 18	32	26.0
Female – under 18	3	2.4
Total	123	99.9⁵

5.2 Just under a third of volunteers (29%) have not been Access NI vetted and as the table below outlines a high number of clubs do not offer any training and the level of training varies greatly across clubs.

Type of training	Number of clubs that provide this type of training
Coach mentoring within your club	12
Coach workshops provided by your club	5
Level 1 IABA coaching qualification	9
Formal training provided by a public body such as Belfast City Council or Sport NI, for example child protection training	10

5.3 Limited monitoring information was provided in relation to volunteers but from what was provided it appears that all volunteers are 'white' and with the exception of one volunteer who is Belarusian, they are British or Irish. In common with their membership the majority of clubs have volunteers who come from one religious background. Thirteen of the clubs stated that all their volunteers were catholic and in one club the majority of their volunteers were catholic. Two clubs stated that all their volunteers were protestant and in one club the majority of their volunteers were protestant. Two clubs stated that their volunteers were a mix of religions.

5.4 Ten of the volunteers (8.1%) have a long standing illness, disability or infirmity.

⁵ Does not add to 100 due to rounding

6.0 Governance and management

6.1 All 27 of the clubs that responded are affiliated to Irish Amateur Boxing Association (IABA). Over half of the clubs that responded (16 or 59%) are registered charities and two clubs are also companies limited by guarantee. One club also stated that they are part of another organisation but did not provide detail on what this was.

6.2 The clubs were asked to give details of the governance structures that they have in place and the table below gives a breakdown of the detail. All the clubs have a secretary but almost 20% do not have a management committee and in one club there is only one officer who carries out a number of roles.

Governance structure	No of clubs with this in place	% of clubs (that responded)
Management committee	22	81.5
President	24	88.9
Vice President	12	44.4
Secretary	27	100
Treasurer	26	96.3
Other office bearers	13	48.1

Other officer bearers that clubs have in place include:

- Chair
- Vice chair
- Child protection officer
- Parent officer
- Disability officer.

6.3 The majority of clubs have a constitution with only two clubs stating that they did not have one. Clubs were asked to attach a copy of their constitution but at this point these have not been assessed in terms of content.

6.4 Of the clubs that responded four have obtained Clubmark and a further 17 have indicated that they would be interested in working towards achieving it with the support of Belfast City Council.

6.5 None of the clubs that responded have any paid staff.

6.6 Clubs were asked to provide details on the policies that they have in place and the following table details this. Clubs were asked to attach copies of their policies but at this point these have not been assessed in terms of content. One of the clubs stated that it had no policies but they did have IABA literature on the various topics, including child protection, but they had not made them club specific.

Type of policy	No of clubs with this in place	% of clubs (that responded)
Equal opportunity policy or equality statement	18	66.7
Child protection policy	25	92.6
Health and Safety policies	21	77.8
Other policies	5	18.5

Other policies that clubs have in place include:

- Code of conduct
- Volunteer policy
- Assets/equipment
- First aid policy
- Procurement Policy
- Asset Retention Policy
- Data Protection Policy
- Publicity Policy
- Retention of Document Policy.

6.7 Just over half of the clubs (14 or 51.9%) have a club development plan in place.

7.0 Funding

7.1 Clubs were asked to provide details on how they were funded. The following table shows the source of funding for clubs.

Type of funding	No of clubs who receive this type of funding	% of clubs (that responded)
Donations	16	59.3
Club fundraising for example tournaments	21	77.8
Grants from public bodies such as Belfast City Council and Sports NI	14	51.9
Members' dues or subs	23	85.2
Other	5	18.5

7.2 Limited information was provided on the amounts of funding received but the information that was provided shows that donations ranged in value from £200 to £2,000. Club fundraising brought in various amounts with £3,000 being the greatest amount raised and one club stated that this was the method through which it raised 90% of its finance. The majority of grants received were in the range from £450 to £2,330. One club received a grant of £4,800 while the largest grant received was £20,000.

7.3 The majority of clubs receive finance through members' dues or subs, the amount raised through this source of funding varied between £95 to £5,195. Six clubs also mentioned that they received funding from other sources including sponsorship.

7.4 Eighteen of the clubs stated the annual amount of funding they received. This ranged from £755 to £25,195 and the following table gives more detail on the annual amount of funding received by clubs.

Amount of annual funding	No of clubs	% of clubs (that responded)
Under £2,000	7	25.9
£2,001 - £5,000	6	22.2
£5,001 - £10,000	3	11.1
£10,001 - £15,000	1	3.7
Over £15,000	1	3.7

7.5 Twenty two of the clubs that responded stated that they had received funding from a public body in the last three years. The following table shows the funders and the number of clubs that have received at least one grant from them. The main funders have been Belfast City Council and Sport NI.

Funder	No of clubs	% of clubs (that responded)
Belfast City Council	13	48.1
Sport NI	7	25.9
Newtownabbey Borough Council	1	3.7

Children in Need	1	3.7
Youth Justice Agency	1	3.7
Other com/vol organisation	5	18.5
Private company	1	3.7

7.6 The majority of clubs have received awards that are under £2,000 but four clubs have received grants of between £19,300 and £24,500. The following table outlines the size of grants that clubs have received.

Size of grant received	No of clubs	% of clubs (that responded)
Under £1,000	18	66.7
£1,001 - £2,000	7	25.9
£2,001 - £5,000	3	11.1
£5,001 - £10,000	1	3.7
£10,001 - £25,000	4	14.8

7.7 Not all clubs provided information on what the funding awarded was for, but 11 clubs received funding for equipment, seven to run tournaments or events and six to run programmes such as ladies only sessions or a summer intervention programme.

7.8 Only eight of the clubs (29.6%) have recently applied for funding and are currently awaiting a decision. The applications include:

- 3 applications for equipment ranging between £1,500 - £3,900
- 2 applications for events (£530 & £980)
- 1 application for £1,200 to refurbish premises
- 2 applications for programmes (£1,000 & £1,200)
- 2 large scale capital grants (one to DSD for £100,000 and one to Sport NI for £250,000)

8.0 Facilities and Equipment

8.1 The table below details the type of facilities that clubs use. Only a very small proportion owns a building with the majority having a long term lease.

Type of facility	No of clubs	% of clubs (that responded)
The club owns its own building	3	11.1
The club has a long term lease on a building	15	55.6
The club hires a venue when required	3	11.1
Other	6	22.2
Total	27	100

Other arrangements in place include:

- Using school premises
- Using a community centre
- Have a peppercorn rent on a facility
- Occupying a building that previously belonged to a company who allowed the club to use it
- Have a five year lease on premises.

8.2 The following table outlines the facilities that clubs have available to them, the condition they are in and where they are accessible for people with a disability. The majority of clubs do not have female changing or shower facilities. Very few clubs stated that any of their clubs have excellent facilities and only a small number are accessible for people with a disability.

Type of facility	No of clubs with that facility	% of clubs (that responded)	Condition ⁶			No that are accessible
			Excellent	Average	Poor	
Female changing	8	29.6	1	3	4	2
Male changing	19	70.4	2	5	11	6
Female showers	9	33.3	1	3	5	3
Male showers	19	70.4	2	3	13	5
Female toilets	14	51.9	2	6	5	3
Male toilets	23	85.2	3	7	10	8

8.3 All the clubs have floor space but only 16 of them also have a gym space and the size of the space available varies greatly.

8.4 The following table gives details on the range and condition of equipment that clubs have available to their members. All the clubs have punch bags and all but one have

⁶ Some clubs did not state the condition their facilities were in

gloves, sparing gloves and head guards. Over 20% of clubs do not have a fixed ring and two clubs stated that they did not have either a fixed or portable ring. A limited number of clubs stated that their equipment was in excellent condition with the majority saying it was in average or poor condition.

Other equipment that clubs have includes:

- Mitts
- Bikes
- Protector
- Ropes
- Mats
- Groin guards

Type of equipment	No of clubs with this equipment	% of clubs (that responded)	No available in individual clubs ⁷	Condition ⁸		
				Excellent	Average	Poor
Fixed ring	21	77.8	19 clubs – 1 fixed ring 2 clubs - 2 fixed rings	2	14	3
Portable ring	9	33.3	All clubs had 1 ring	4	2	2
Weight training equipment	20	74.1	6 clubs – 1 1 club – 2 1 club – 3 2 clubs - 8	6	6	7
Cardio equipment such as treadmills	21	77.8	4 clubs – 1 6 clubs – 2 3 clubs – 3 1 club – 4 1 club – 7 1 club – 8	5	3	11
Punch bags	27	100	2 clubs – 3 4 clubs – 4 3 clubs – 6 3 clubs – 8 1 club - 9 3 clubs -10 3 clubs – 12 1 club – 13 1 club - 15	3	11	9
Gloves (pairs)	26	96.3	7 clubs – 10 pairs and under 3 clubs – 12 pairs 1 club – 15 pairs 4 clubs – 20 pairs 3 clubs – 30 pairs 1 club – 50+ pairs	2	7	13

⁷ Not all clubs provided information on the amount of equipment they had

⁸ Some clubs did not state the condition their equipment was in

Type of equipment	No of clubs with this	% of clubs (that	No available in individual clubs ⁷	Condition ⁸		
Sparing gloves	26	96.3	13 clubs – 5 pairs and under 3 clubs – 6 to 10 pairs 1 club – 12 pairs 1 club – 30 pairs	2	10	10
Head guards	26	96.3	4 clubs – under 5 6 clubs – 6 2 clubs – 8 1 club – 12 1 club – 30	2	9	11

8.5 All but one of the clubs also provided details on specific issues they have regarding facilities. The main issues raised were around the standard of facilities, several respondents stated that the buildings they use are not fit for purpose or are in a poor state of repair. Several clubs do not have facilities for females and others do not have the space to service waiting lists or grow their membership. The detailed comments included:

- We would ideally like more space and better changing and shower facilities including facilities for females
- Club requires portable collapsible ring for training purposes
- The building we currently use has no running water, toilets, showers or changing facilities; it has an asbestos roof and no heating system
- Our original club was demolished 2 years ago and we are waiting for new facilities to be built. We are currently renting space from a GAA club and have no facilities for females or disabled access. The boxing area is small so have to split up training sessions
- Current rent and utility bills are an issue as are travel and accommodation for events and competitions
- Issue with floor getting slippery and dangerous – also an issue with lack of space
- Club needs some type of de-humidifier - has not been refurbished in 50 years
- We have issues with allocated time and cost of the premises we hire. Also the fact that we have no fixed equipment i.e. ring because it is a shared premises
- Showers are out of commission which means no female facility and boxers change in the gym which again is not ideal for females. Some boxing equipment is not fit for purpose and needs replaced
- No females changing showers etc; no disability access; poor lighting; heavy condensation; guttering and drains in need of repair
- School has given the club permission to use the gym and we are hoping to move to a more permanent fixture within the school
- Our club is tiny and it needs to have an extension asap – we would have triple the number of members if we had an extension
- Not equipped to take females
- Our toilets and showers are in need of repair
- Got a grant for the development of the building so have a purpose built facility
- The club has a refurbishment plan in place for its first floor and roof but has been unable to find funding to carry out the work
- Water leaks and dampness in club – plaster crumbling in the building; internal fabric of the building needs urgent attention
- Our facilities are in very poor condition; we pay over £5,000 rent per year plus utilities and our landlord does not make any improvements – our aim is to give a sporting and healthier life to all
- Our boxing and fitness areas are super but small, our toilets and showers are in bad condition and we have no female facilities or disabled access to our fitness suite. We rent these rooms and would ideally need our own premises to keep up with the growing demand in our catchment area

- Building is too small for the number of members. Conditions in the gym are close to illegal. There is no separate changing and toilet doesn't work. Lights are poor and electrics need to be looked at. The roof leaks and the ring is wedged between two walls which is a health risk
- We use rented premises with no lease and have a fear of when we will be asked to leave – this is a major concern and worry
- The problems with using the community centre include:
 - We have to take down and store equipment after training every evening and there is no storage at the centre – it is stored in coaches' houses
 - We have to wait for council staff to let us in as we aren't allowed a key
 - We have to ask permission for any publicity event such as filming or press coverage to take place
 - We have to dismantle and store the ring when the hall is being used for other functions or by other groups
 - We have to ask permission to put up notices/photographs and cannot put up certificates
 - We are not allowed to use premises at weekends, or on bank or public holidays
 - There are no changing facilities and only 2 shower units one of which is in the disabled toilet
 - The floor of the centre is solid stone and is not suitable for skipping
 - We have to book rooms in advance for meetings
 - We have to close for 2 months in the summer as the centre is used for summer schemes
 - We have limited floor space so have no weights/fitness equipment area and our members have to do all their running outside
 - We have a waiting list of 80+ but the premises is not large enough to allow us to take on new members
- Gym needs to be bigger, toilets are very poor, female changing and toilets are poor, no private areas, equipment restricted because of gym size and also have to turn kids away because of size
- We have poor changing/showering facilities for our male boxers and no changing/showering facilities or toilets for our female boxers. Senior male boxers currently share facilities with junior and U11 boxers. Our current premises form part of a school complex that has been derelict for many years and has no heating other than electric heaters and is in extremely poor repair. Parts of the building are not safe to access and have had to be closed. The building is also open to the elements in places and the club area is often flooded as a result. We could expand if the facilities were available, and if the building was adapted to the needs of our current and future membership I would have no doubt that we could increase boxing interest and diversify into other sporting activities on site
- Our club has been going more than 75 years and over that time we have had many Irish champions and 10 Olympic representatives. Our club is located in a rundown building which has a roof with many leaks and is ready to cave in. We have tried to repair the roof but the last firm we contacted refused to get onto the roof as they deemed it to unsafe to work on. The club has no running water, toilets, showers, changing rooms or heating and is cold and damp all over. Our

equipment is worn and the damp from the gym makes our equipment wear out very quickly.

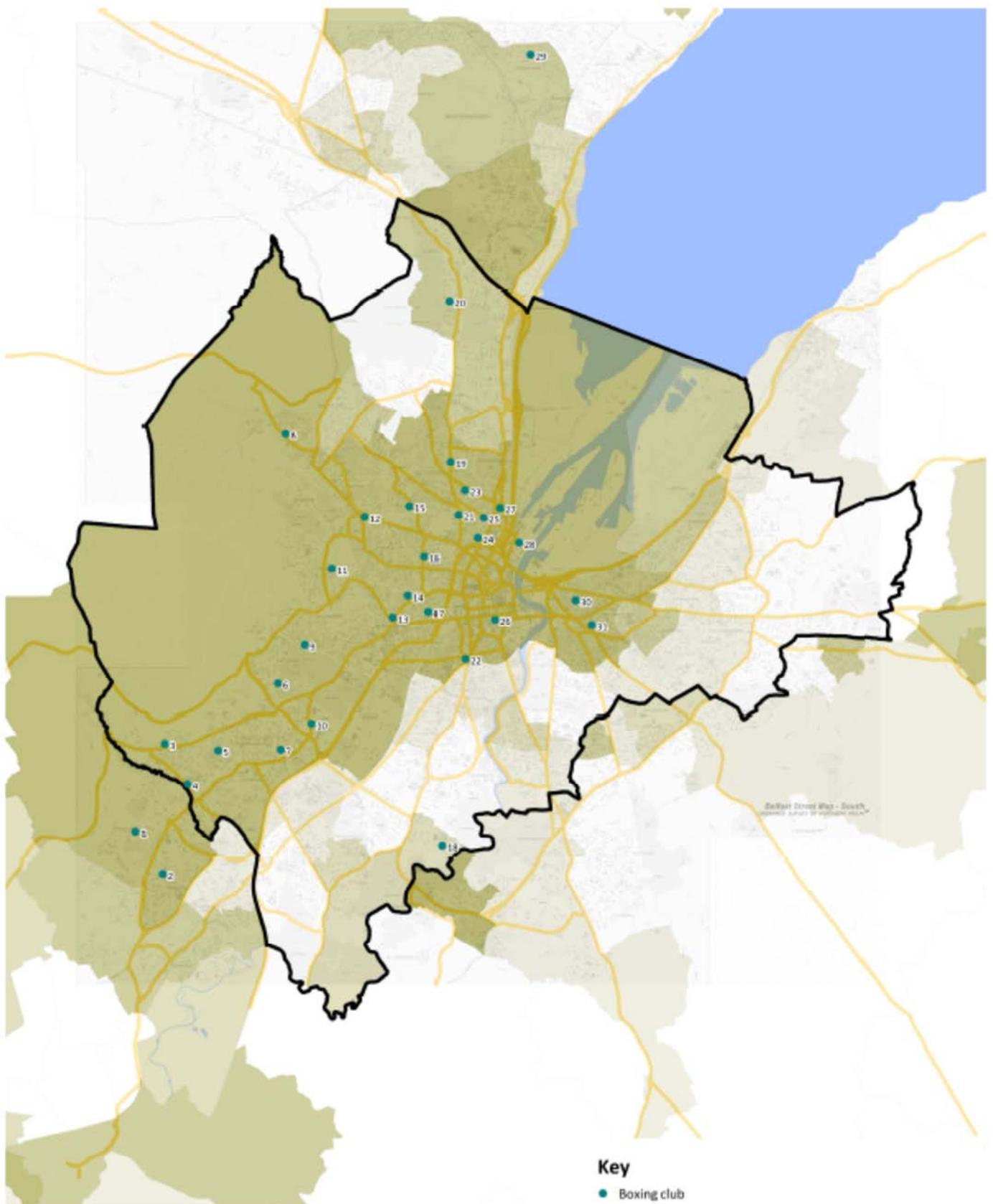
8.6 Other general comments made were:

- The strategy being set up by BCC is one we wish to support and be actively involved in
- Since the move have basic equipment and have not being able to apply for funding – number of members went down after the move but we would expect this to increase when get new facility and will therefore require new equipment. There is also an issue with transport – we would require a minibus to transport young members to competitions and other events
- Club has been operating for 11 years and we consider ourselves to be an established club – we need more space as have a waiting list to join the club
- If we had more space we could take more kids and expand
- During my 43 years involvement with the club all I have to show is continuity and of course possibly thousands of young men who found discipline – some of whom are volunteers. Also the achievements – Irish titles, Olympic success and success as professional boxers
- We feel we are at stage in club development were we need our own premises in order to increase or membership and improve the standard of our boxers
- The lack of facilities means we cannot expand to include female members which in turn would lead to box aerobics etc and we could expand and provide a better facility for all
- We can acquire the ground to extend the gym but we need BCC to help the community and give them a place for the children and a better future with better boxing facilities
- We would be fully supportive of a boxing strategy as long as there is equity in its implementation. Boxing is an under supported sport and we would welcome any council support
- We are a voluntary organisation and I believe if we do not receive any outside help our members will be on the street and numerous people will lose their love and passion for boxing and fitness
- We have a great boxing and fitness gym but the monthly rent, running costs and the limited size of our club constricts is to what we can achieve. Ideally a bigger club of our own could help us to meet the demand in our area and be there for generations after us
- A necessity for a boxing club is to stay within the area/community. It has helped build self esteem; our work is cross community, we work with the undesirables and have built up many relationships with teams all over Britain and in the US. This has given kids the chance to visit the US which they would never otherwise have had the chance to do. Our club has also help develop other clubs in the US
- During the run up to and the during the County Antrim and National championships we had to train our boxers outside as we couldn't use our usual venue for various reasons
- Our club is recognised as one of the best coaching clubs in Ireland but we are held back due to the size of gym we have. In a modern era of coaching we need

to expand and we need to introduce modern equipment to teach modern techniques to keep up with the fast changing world of sport

- Our club is one of the leading gyms in the country but we face a constant battle to acquire funding to keep our gym doors open. Increasing costs place a huge burden on the club committee. There are increasing costs in sending teams to competitions and the rising number of competitions and growth in club membership add further to the funding issue. Through the dedication and unstinting voluntary work of all coaches and committees down the years, amateur boxing clubs played a hugely valuable role in their respective communities' right across the north. They were an integral part of the rich tapestry of community life, one of the golden threads that held communities together, lifting spirits during the dark days of the Troubles. As we move forward into a bright new future, amateur boxing clubs still have a major role to play, inspiring children, enriching lives and providing sporting paths for countless thousands of our children. Any assistance BCC can offer to further those aims will be money well spent, a wise investment in our shared future
- Our club is experiencing greater difficulty identifying and securing resources to cover our running costs, as well as the cost to transport and accommodate boxers when fighting away from Belfast. Some of the training equipment has been in use for more than 50 years and funding to replace essential kit is difficult to source. We have found that securing even small funding grants requires having to plough through complex and often repetitive application procedures which can be off putting. Furthermore if unsuccessful in a grant application, obtaining feedback is also problematic
- The building that we are in although poor in condition has the potential to be transformed into a building for the people of the area to be proud of. The local area has very high unemployment, very high poverty rates, a high level of single parents, high rates of criminal activity and very high suicide rates. The club is a beacon of hope for the kids and adults in area. Indeed with one of our members competing in this year's Olympics a lot of our young people aspire to try and reach this great achievement. We expect even greater numbers to want to use our club as a result of this. The venue we use has offered us additional space to cater for the growing number of local people wanting to be part of our club but we need help from local funding bodies in order to make this happen.

Appendix 4



Map: Boxing Clubs mapped against 2010 Health Deprivation

Key

● Boxing club

Health Deprivation rank

20% least deprived



20% most deprived

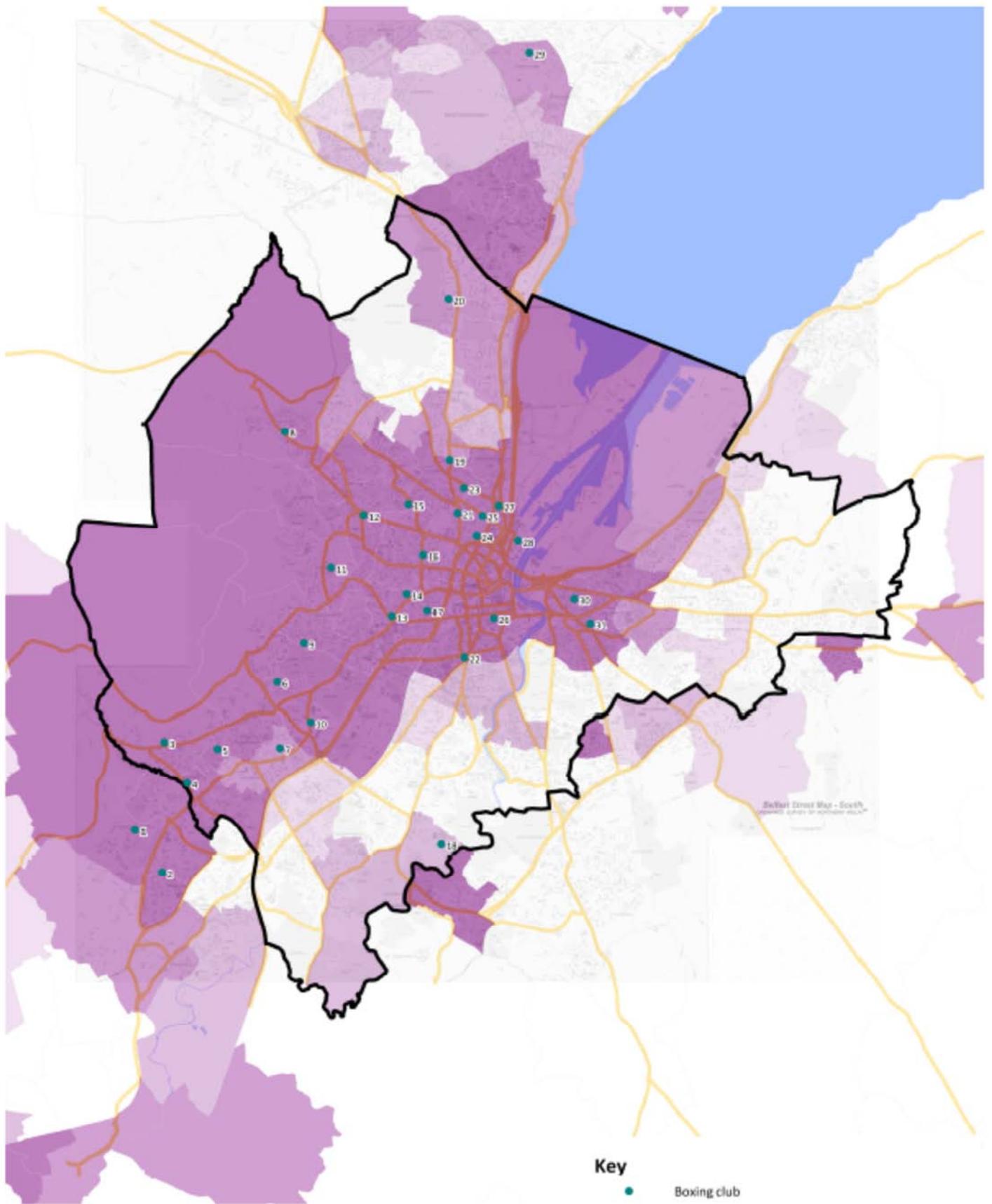


Belfast Local Government District boundary

Belfast Mapping Data
Prepared by SNAP
Based upon the
Land and Property Services map
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Key

ID	Boxing Club
1	Poleglass ABC
2	Saints ABC
3	Gleann ABC
4	Emerald ABC
5	St Paul's ABC
6	Holy Trinity ABC
7	Oliver Plunkett ABC
8	Ligoniel ABC
9	Corpus Christi ABC
10	St Agnes ABC
11	Albert Foundry ABC
12	Holy Cross Ardoyne ABC
13	Clonard ABC
14	St John Bosco ABC
15	Sacred Heart ABC
16	Cairn Lodge ABC
17	Immaculata ABC
18	Red Triangle ABC
19	Glengormley ABC
20	Hillview ABC
21	Belfast Kronk Boxing Gym
22	Sandy Row ABC
23	Newington 'Patsy Quinn Gym' ABC
24	Holy Family and Golden Gloves ABC
25	Star ABC
26	St George's ABC
27	Midland White City ABC
28	Dockers ABC
29	Monkstown ABC
30	Castlereagh ABC
31	Eastside ABC



Map: Boxing Clubs mapped against 2010 Multiple Deprivation

Belfast Mapping Data
 Prepared by SNAP
 Based upon the
 Land and Property Services map
 with the permission of the Director & Chief Executive
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Key

● Boxing club

Multiple Deprivation Measure rank

20% least deprived

20% most deprived

□ Belfast Local Government District boundary

Key

ID	Boxing Club
1	Poleglass ABC
2	Saints ABC
3	Gleann ABC
4	Emerald ABC
5	St Paul's ABC
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29	Monkstown ABC
30	Castlereagh ABC
31	Eastside ABC