

ECEY6012 - Leadership skills in entrepreneurship

I have not used AI within this portfolio.

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BUSINESS PLAN- Katie Taylor



(Adobe Stock, no date)

Rising from Challenges- Boxing Gym





Introduction- Executive Summary

This business plan is to provide further information regarding a proposed boxing gym. The main aim of the boxing gym is to provide a safe secure environment for early years children to access both during school hours and out of school hours. The boxing gym will be located in an area where children are able to stay safe and there is CCTV footage to keep staff and children safe. The proposed idea of a boxing gym will relieve stress for schools and parents.

Opportunity:

The focus of the boxing gym will be to support schools and local authorities with challenges they are facing daily. Schools and local authorities are facing more pressure from pupils as young as early years with the challenging behaviors they are displaying in the educational setting. This boxing gym will allow a safe secure space for early years children to attend while relieving pressure from professionals.

Mission:

Rising from challenges boxing gym's mission is to ensure that early years' children are being supported to manage and access a safe environment where they can burn energy. While the main mission is to focus on supporting early year's children and even older children the Rising from Challenges will support parents, communities and schools.

Your Solution:

Rising from Challenges boxing gym with support with a rising issue across schools as it will be suitable for early years children and there are not other provisions on the market that cater for this audience. The other gyms on the market that target children who are at risk of permanent exclusion or further exclusions on target children from the age of 12 years old and up. There is a gap in the market for early years children as due to their age

there are no alternative provision for them to access. This is the same for external agencies such as youth justice services due to the age early years children are not able to access to support.

Market Focus:

The targeted audience to attend the boxing gym during school hours would be those children who are displaying challenging behaviors in school and are at risk of either receiving further exclusions or receiving a permanent exclusion. This gym would then be open after school hours and during school holidays. During this time the gym would be have clear times set out for other children to access to prevent their behavior's escalating and to support getting children off the streets in the community and providing them with a safe environment.



COMPANY OVERVIEW

Mission Statement: Rising from Challenges boxing gyms missions is built from strong foundations of creating a safe inclusive environment. To shape early years children into the adults they will become in line with the four purposes set out in the Welsh Curriculum.

Company History: This business was founded due to my professional and personal background. I work with children as young as early years children who are receiving a high amount of exclusion due to the challenging behaviors they display in school. As well as my professional background, boxing also plays a major role in my professional life. My son is severely dyslexic and is currently going through the ND pathway for ADHD he is currently Welsh champion and West Wales champion, and boxing has helped develop his sense of belonging and his confidence.

Targeted: This boxing gym will address the needs that schools and local authorities face daily. The boxing gym will provide classes during school hours and out of school hours, which will not only focus on burning energy but also developing key social skills and discipline.

Management Team: While I will be overseeing the gym, the daily running over the gym will be overseen by a qualified boxing coach who will manage the gym and the daily lessons. The boxing lessons will then be delivered by qualified boxing coaches who will be employed by the gym.

Locations and Facilities: Rising from challenges will be operated out of a boxing gym, the premises have yet to be confirmed. However, the premises would be up to health and safety standards and be in a secure location such as a warehouse where there are no busy roads due to the targeted warehouse.

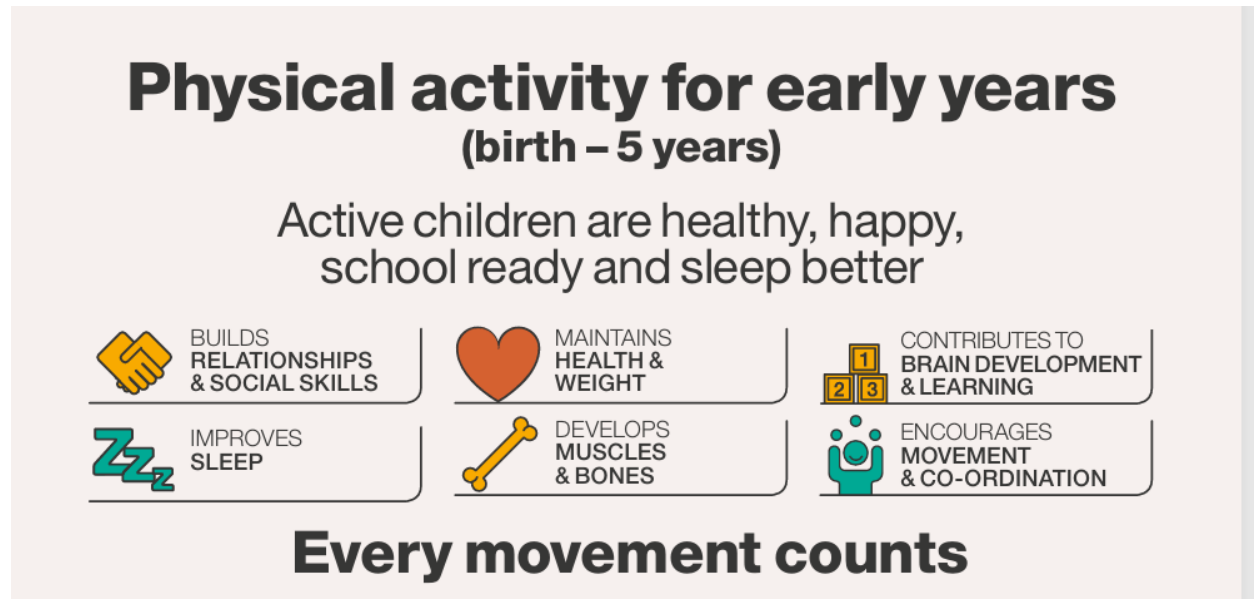


PRODUCT DESCRIPTION

Recently there has been more news coverage regarding the daily challenges schools are facing. In January 2024 Abbie Wightwick (2024) reported for Wales online that since the start of that academic year 60 children in Wales had received permanent exclusion while 5,000 children had received a fixed term exclusion with the youngest pupils receiving them being four years old. According to Tseliou (2022) research has found that there is a rise in exclusions due to challenging disruptive behavior and physical and verbal abuse to pupils and staff. Children's legal Centre Wales (no date) agree that within Wales there is a rise in exclusions and those children are at greater risk of developing mental health conditions that can result in them being more vulnerable to carrying out crimes in their youth.

Rising from Challenges boxing gym will allow children to have a safe space to burn energy and promote physical health. However physical exercise has benefits beyond physical health but also supports mental health. NHS Wales (no date) acknowledge the benefits physical exercise place on children especially for their cognitive and academic benefits.

(Image- The Welsh Government no date)



From the image previously published by the Welsh Government it is clear to see that physical exercise is a key concept for children to develop the skills they need emotionally, physically and cognitively.

This boxing gym will allow children to develop a sense of belonging, especially within their own community. It would provide children with experiences they may not have access to due to their family's deprivation. The target audience for this boxing gym may have experience trauma or have additional learning needs. Aas et al. (2021) suggests that children who experience trauma can be supported through physical exercise as it not only releases stress lowering chemicals but develops a child's resilience. During boxing sessions endorphins and serotonin will be released which will support a child feeling calmer, as well as reducing cortisol levels which lowers a child's stress levels which is crucial concept to emotional regulation.

Pricing: Rising to challenges boxing gym to get started will have a substantial cost, and this will be explored later on. However, I have started conducting research to explore whether local authorities and schools can support funding the classes. The gym will rely on grants and funding however a bank loan would need to be explored to secure the premises and equipment. Exploring beyond school time classes would also be the

opportunity for children to access the gym outside school hours such as in the evening and during school holidays. This fee will need to be explored further and more research conducted to ensure that it is financially affordable for the area and the client group that will attend.



ANALYSIS

- **Competition-** I have explored within Swansea this idea to gather further information about competitors. However, there is no other gym in Swansea that offers this provision to early years children who are on Pastoral Support Plans (PSP's) and are at risk of further exclusions.

SWOT Analysis



OPERATING PLAN

- **Boxing Pilot:** I have currently piloted a boxing provision within primary schools in Swansea. The targeted group have been early years children who display challenging behavior and the results have been phenomenal with schools and pupils asking for more sessions, but for the sessions to be carried out off site due to lack of space in schools. This boxing pilot have seen a rise in attendance from the pupil's who participated and a greater engagement within school. Another outcome that has been witnessed by school is that pupils are demonstrating greater respect towards the adults with many building relationships with the boxing coach and displaying trust which is unusual for these pupils.

- **Research schools and local authorities:** I have conducted research with schools and local authorities and also had sit down meetings with senior leadership, and it is clear through the response that not only are there daily challenges, but support is required.
- **Research pupil voice:** Through the pilot scheme I have been able to speak to early-year-old children in depth about their thoughts of accessing a boxing gym and all children have seemed enthusiastic regarding this especially by having the opportunity to be in an environment which is not their home or school.
- **Research parents:** Parent voice was very similar to pupil and school's voice. With parents stating that it would allow them to have a opportunity for a break while ensuring their children are safe and carrying out a beneficial activity.
- **Key Employees and Organization:** All staff that will be running the provision will have valid DBS certification, first aid at work and also a clear understanding of safeguarding and health and safety. The boxing coaches will be qualified to deliver sessions and will undergo further training on how to support early years children who display challenging behaviors.

FINANCIAL PLAN

START-UP COSTS				
Rising from Challenges	March 1, 2026			
COST ITEMS	MONTHS	COST/ MONTH	ONE-TIME COST	TOTAL COST

Marketing			250	250
Employee Salaries	12	4400		52,800
Rent/Lease Payments/Utilities	12	2350		28,200
Communication/Telephone	12	15		180
Insurance			5000	5000
Supplies and equipment			20,000	20,000
Furniture & Fixtures			5,000	5,000
Business Licenses/Permits/Fees			1,500	1,500
Professional Services - Legal, Accounting			1,000	1,000
Miscellaneous	12	100		1,200
ESTIMATED START-UP BUDGET				115,130

To start the process of the boxing gym the cost is substantial with the outgoing's being £115,130. However, this will be funded through grants, Tesco blue tokens and potentially support from Sport Wales. These numbers have been taken into account without any estimations from funding and grants that are available. The staffing costs have also been overestimated as we are hoping to link in with Welsh Boxing. By us linking in with Welsh Boxing we are hoping that we will be able to work in partnership with their boxing community activators so some of the boxing sessions that will take place during school hours will be run by them. By building a partnership with the Welsh Boxing Community activators they will then be able to deliver the sessions for free as they are paid directly through Welsh Boxing to link in and support the communities throughout Wales.



Summary

It is important to consider that I understand there will be several challenges with opening this boxing gym. Challenges will go beyond behavior and staff wellbeing but also children sustaining injuries while carrying out the sessions. However, I strongly believe that with the right team around me, schools, parents and children the impact this will have on early years children will go beyond education but shape them into the adults they will become and support them by being healthy confident individuals.

Section 2- Research.

Boxing is often stereotyped as a violent sport and is frowned upon; however, it goes beyond the sport and supports holistic development. It allows the opportunity for progression socially, emotionally, cognitively and building key relationships with both professionals and other children. Social Care Wales (2025) state that behavior is a form of a child communicating their emotional and psychological needs to the adults and world around them.

Guidance set out by the Welsh Government (2019, p10) states that educational settings should only be excluding for serious incidents that breach their behavior policy. Tseliou, Taylor and Power (2023) state that within the United Kingdom children being excluded is a very controversial subject especially with the number of exclusions increasing, they

suggest that there needs to be an alternative provision for children to access to avoid further exclusions. Children's Commissioner for Wales (2020) state that in 2016 the number of children excluded from primary school was 2,590 however in 2018 this number had risen to 3,047 pupils. The Welsh Government (2019, p13) guidance suggests that educational settings can avoid the excluding children by using alternative solutions such as pastoral support plans (PSP'S). Through PSP's children are then able to access alternative settings for interventions off site. Children being on Pastoral Support Plan's (PSP's) is considered as a school-based intervention to support the child and how they manage their time in the educational setting safely. Early year's children who are on Pastoral Support Plans (PSP's) it is the educational setting's responsibility to consider what additional steps are required to be taken to allow the early year's child to develop to their full potential (Rhondda Cynon Taf, 2023).

The World Health Organization (2024) states that physical activity decreases the risk of cardiovascular illnesses and cancer while also reducing a child's risks of developing a mental health condition. Actikid (2017), suggests that within the United Kingdom there has been a significant rise in knife crime by children this led to a foundation being created called 'gloves up knives down' they acknowledge the impact boxing has on early years children and older children by teaching them respect and discipline while supporting confidence and academic results. Spartans Boxing Gym (2025) agrees with the impact that boxing sessions have on children as it allows children to gain the skills to handle challenges they may face while developing resilience and empowering them, they also acknowledge the benefits that physical exercise has on a child's cardiovascular endurance. Physical exercise releases and supports chemicals within the child's brain. A key chemical within a child's brain is serotonin. Serotonin supports a child's cognitive and social abilities being regulated (Jing, Jia and Yong, 2024).

However, a barrier of children taking part in boxing can be the injuries that are sustained. According to Sae-Sim and Soontornniyomkij (2025) state that children who train in combat sports such as boxing have an increased risk of sustaining injuries to their neck and head which can cause further detrimental problems later in life. Sajad (2018) agrees that a child taking part in boxing if there is contact especially with strikes

to the head can have a detrimental impact on a child's brain development. These barriers can be overcome by ensuring that early years children have access to the correct safety equipment, are supervised at all times by the coaches and that the boxing sessions are not contact. The boxing sessions can be carried out by using punching bags and pads rather than children sparring each other to avoid any potential injuries. Barriers of running a boxing gym targeted at children who are at risk of receiving further exclusions or even receiving a permanent exclusion goes beyond injury sustaining as these children will be displaying challenging behaviors. These behaviors can be violent, verbally abusive, disruptiveness or destructive. However, the National Health Service (NHS) (2024) states that children displaying challenging behaviors can be supported through working in small groups and professionals focusing their energy on a distraction while being vigilant for triggers and warning signs that their behavior is escalating. Social Care Wales (2025) states that allowing a child to access a safe environment can support behavioral challenges as not only are they having the opportunity to build a sense of belonging and self-esteem but to also develop trust which is key to them feeling safe. Allowing children have access to safe environment and develop trust with emotionally available adults it allows them to move out of the flight and fight state but to develop a secure attachment.

Welsh Government (2025) have acknowledged that there is an area for improvement for the provision of children who have additional learning needs this has resulted in them investing twenty million pounds to develop and create an inclusive environment that promotes inclusion. By the Welsh Government acknowledging there is improvement required this allows funding from the local authorities to support alternative provisions running especially for those early years children.

Conclusion.

Throughout section one and section two it is clear to see that while there will be challenges and barriers the impact that boxing can have on early years children is phenomenal. The challenges of children sustaining injuries that can be detrimental in later life can be avoided by carrying out non-contact activities so children will not spar or

actually fight but train using the correct equipment. It will allow the opportunity for physical and cognitive benefits while reducing pressure on schools, local authorities and parents. With the correct guidance and support this alternative provision would be able to grow and develop from a small-scale idea and be implemented beyond Swansea. The boxing gym would be able to franchise out to reach other areas across Wales and eventually across the United Kingdom.

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