



**DORSET & WILTS. RUGBY  
FOOTBALL UNION LIMITED**

**ANNUAL GENERAL MEETING  
25 July 2017**

**Teamwork | Respect | Enjoyment | Discipline | Sportsmanship**

# Working Together to Grow Rugby in Dorset and Wiltshire

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## **DORSET & WILTS. RUGBY FOOTBALL UNION LTD**

### **CALLING NOTICE**

NOTICE IS HEREBY GIVEN that the Annual General Meeting of Dorset & Wilts. RFU Limited will be held at the Salisbury & South Wilts Sports Club on Wednesday, 25 July 2017, at 7:30 p.m.

#### AGENDA

1. To note attendance and any apologies
2. To note (with or without amendments) the minutes of the previous AGM
3. To receive and approve reports from the Hon. General Secretary and on behalf of the D&W Committee about the affairs of the Constituent Body since the previous AGM
4. To note the financial statement for the previous year<sup>1</sup> and receive the Hon Treasurer's Report with a draft financial statement for the current financial year
5. To elect the Officers for the coming year, being: the President, the Hon. Secretary; the Hon. Treasurer and the Immediate Past President
6. To elect Members of the Committee for the ensuing year, including:
  - 4 representatives from each of the 2 Counties, plus
  - RFU RepresentativePlus, to confirm the appointment of following
  - Chair of Governance Sub-committee
  - Joint Chairs of Club Development Sub-committee
  - Chair of Community Rugby Sub-committee
  - Chair of Woman's & Girls Rugby Sub-committee
  - Chair of Representative Rugby (TBC)
7. To elect any new Vice-Presidents and/or Life Members
8. To consider a resolution dis-applying the provisions of the Co-operative and Community Benefit Societies Act, 2014, relating to the obligation to appoint Auditors
9. To consider any other motion or business that has been submitted in writing to Hon. General Secretary by 30 April, duly proposed by one Member and seconded by another Member
10. To hear any other relevant matter for the consideration of the Committee during the ensuing year (details of which must have been submitted in writing to Hon. General Secretary not less than 48 hours before the time for which the AGM has been convened) but on which no voting shall be allowed
11. Announcement of annual awards; and any Cup draws for 2018/19

Dated: 17 May 2018

[Please see the Notes hereunder]  
Gerald Burden, Hon. General Secretary

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<sup>1</sup> Copies of the financial statement have previously been sent to clubs but are available upon application.

## NOTES TO CALLING NOTICE AND AGENDA

1. Following incorporation of Dorset & Wilts. RFU Ltd as a registered society under the Co-operative and Community Benefit Societies Act, 2014, the AGM has to be conducted in accordance with the Constitution, which means that: -
  - (a) Nominations for the election of Officers and other Committee members (which must have the consent of the nominee) have to be sent in writing so as to reach Hon. General Secretary by 30 April;
  - (b) Proposals for additions or alterations to the Constitution (which must be proposed by one Member<sup>2</sup> and seconded by another Member) have to be sent in writing so as to reach Hon. General Secretary by 30 April;
  - (c) Under the Regulations duly passed since the 2007 AGM, details of any other relevant matter for the consideration of the Committee during the ensuing year must be submitted in writing to Hon. General Secretary beforehand and not less than 48 hours before the time for which the AGM has been convened.
  
2. The nominations made are set out on the next page, together with explanatory notes.
  
3. The provisions of the Co-operative and Community Benefit Societies Act, 2014 oblige us to appoint qualified auditors (which would represent an inordinate expense for us) each year; but the Act also allows for this requirement to be dispensed with in the following circumstances: -
  - (a) Where the assets and turnover of the organisation are below certain levels<sup>3</sup>;
  - (b) Where the Constitution so allows (which ours does) and;
  - (c) Where the appropriate Resolution is passed at the AGM (provided that less than 20% of votes at the AGM are cast against the resolution and that less than 10% of the membership votes against the resolution).

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<sup>2</sup> Being: a duly elected Officer or Committee member; the RFU Representative; each affiliated Club

<sup>3</sup> Currently set at: assets of less than £2.8m; and turnover of less than £5.6m for the year

## Nominations for Election at AGM 2018

<p><b>The Officers</b> <i>who, by reason of their office, are automatically on every committee or sub-committee</i></p>	<p><u>Explanatory Note</u> – Under Rule 12.1 of D&amp;W’s Constitution the Officers of the Constituent Body shall be: -</p>
<p><b>President</b> <b>Hon. Secretary</b> <b>Hon. Treasurer</b> <b>Immediate Past President</b></p>	<p><b>Stuart Murrow</b> [Chippenham] <b>Gerald Burden</b> [Independent] <b>Alison Hunter</b> [Weymouth &amp; Portland] <b>John Constable</b> [Swanage &amp; Wareham]</p>
<p><b>and the Committee</b> <i>which is known as the D&amp;W Council</i></p>	<p><u>Explanatory Note</u> – Under Rule 13 the Committee (i.e. the D&amp;W Council) shall consist of The Officers - so, the above - plus 7 (or more, but not exceeding 20) other elected members; and D&amp;W has previously resolved that these should include: -</p>
<p><b>4 Dorset Club Representatives</b></p>	<p><b>Dave Harris</b> [Dorchester] <b>Donovan Lynaghan</b> [East Dorset] <b>Joy Pentney</b> [Blandford Forum] <b>James Cook</b> [Dorset Dockers]</p>
<p><b>4 Wilts. Club Representatives,</b></p>	<p><b>Alistair Morrison</b> [Trowbridge] <b>Donna Fielder</b> [Chippenham] <b>Dave Dove</b> [Salisbury] <b>Dave Wookey</b> [Salisbury]</p>
<p>* <u>Explanatory Note</u> – The D&amp;W Committee has the power to co-opt, so those candidates who are not elected under Rule 13 may still be co-opted, subject to Rule 11.2</p>	
<p><b>plus, the following: -</b></p>	
<p><b>RFU Representative</b> [elected separately earlier in the year] <b>Deputy President</b> <b>Deputy Treasurer</b> <b>Chairman of Governance</b> <b>Chairs of Club Development</b> <b>Chair of Management Board</b> <i>The three roles listed below are to be co-opted on to the Management Board on the 21<sup>st</sup> August 2018, subject to the approval of the D&amp;W RFU Council on the 12<sup>th</sup> August 2018</i> <b>Chair of Representative Rugby</b> <b>Chair of Community Rugby</b> <b>Chair of Womans &amp; Girls Rugby</b></p>	<p><b>Ron Jones</b> [Westbury; Trowbridge] <b>[TBA]</b> <b>John Palmer</b> [Dorchester] <b>[TBA]</b> <b>Alan Ottaway</b> [Independent] and <b>Jon Monaghan</b> [Weymouth &amp; Portland] <b>George McElroy</b> [Independent] <b>[TBA]</b> <b>Chris Jones</b> [Devizes] <b>Brett Bader</b> [Independent]</p>

## **Foreword**

The Annual General Meeting is not just for the election of officers and county representatives for the next season but is also when we report formally to our membership about the activities that Dorset & Wilts. RFU Ltd has undertaken, as the local governing body of the game and as a Constituent Body (“CB”) of the RFU, during the past season. Most of those activities are carried out by various committees and sub-committees, which have produced great achievements yet again this season. I will let their reports speak for themselves.

Firstly, I would like to thank all the volunteers who have worked so hard to make Dorset & Wilts a success this year. This year marks a special achievement for five of these volunteers between them they have served Dorset & Wilts for over 150 Years. May this level of commitment continue in the future by others because this is how the rugby family is developed.

The past year has been a year of change for the CB with some new faces arriving and some old faces departing. Part of this change is a planned restructuring of the committees of the CB and the way members are selected to serve on these committees. On page 13 you will find a draft matrix of the proposed changes to the management team. These planned changes are subject to final approval of the Dorset & Wilts RFU Council on the 12<sup>th</sup> August 2018.

In these positive times of Diversity and Inclusion I am pleased to report that 18% of our clubs now have a Woman Chair or President. This figure needs to grow both within the clubs and the CB to meet published guidelines.

Next season we will all face challenging times with reduced support available from the full time RFU staff due to planned staff cuts. I know that along with me you all would like to thank the RDO’s and CRC’s for all their work both on and off the pitch throughout the twin counties over the past year and look forward to supporting them in the coming year.

Finally, I know you all would like to join me in wishing the following three great ambassadors for rugby and the CB, Arthur Bowden – John Palmer – Clive Drake, our best wishes on their retirement from the CB management team. We all hope to see you on the touchline next season at some time.

**Gerald Burden  
Hon. Gen. Sec.**

## **RFU Council Member**

Under the new Code of Governance, I will now serve for three more years on the council by which time I will have served 11 years as your Representative. Under the new Code Members are voted on a 3-year term for a maximum of 3 terms being 9 years in total. Thank you to all the Clubs that have made me so welcome over the season, sadly not as many Clubs as I would like to have visited. It has been a pleasure to have met you and listened to your comments. We need your feedback on your successes and your problems, we can’t always help but we do take things on board and try to improve our Clubs.

There have still been concerns over the amount of League and Cup games that have not been played through lack of numbers. Please get in touch with your League Secretary in plenty of time before you choose to postpone the match. We need to keep the players

playing whether it be 12 aside with borrowed players as well know once people stop playing regularly they sometimes walk away. Please stay in contact with your opposition clubs and find a way to play those games. Talk to the RDO's they have ideas that can help you.

## **CEO**

We now have a new CEO (Chief Executive Officer) Stephen Brown who was the previous Chief Financial Officer announced that the new Strategic Plan had been launched (can be found on RFU.com). A new Chief Financial Officer has been appointed. Sue Day comes with a wealth of knowledge in both Financial and Rugby, having been a pasted player for Wasps & England. The formation of a Global Season is well underway and was gathering information from CB's and Clubs around the country.

The CEO has commentated on the women's game noting the achievement of the team reaching the final of the Rugby World Cup. The Tyrell's Premier 15's is proving a great success. The Inner Warrior Scheme is bringing more women into the game along with new teams coming into the leagues. At this point congratulation to the Dorset & Wilts Women's XV for getting to the Semi Finals of the National Cup losing out to the eventual winners Essex Ladies. They also came runners up in the European Beach Rugby held at Bournemouth.

On senior team performances, the men's Six Nations performance had been disappointing and that they had not come lower than second for over 10 years. Council was told that the coaching team were reflecting and figuring out what needs to happen ahead of the summer tour and Rugby World Cup. However, the performances of the women's and U20s teams had been closer to what was expected, and both were congratulated for achieving second place.

Regarding the community game, the AGP programme has seen 10 Rugby Turf and two Rugby Share pitches laid with five pitches currently being built and six about to start. It is a very busy time for the programme and work what happening to ensure it stays on track. (This is now under review due to financial restraints). On O2 Touch, it is still growing and a great success with 22,500 registered players playing at 453 centres. On the Value the Volunteer Awards there had been 1,600 entries and it was noted that last year was a great celebration of the inspirational work volunteers do.

Concerning RFU staffing matters, the organisation had published their gender pay gap figures on 19 March and they showed that the RFU faces some challenges around women in senior positions. Lucinda Pullinger is working on improving this situation. It was noted that senior staff had been through a 360 review. A theme for the Union was strong leadership and this was part of understanding what the organisation needs to do continually to improve.

The facilities management of the stadium has been outsourced to CBRE and Council was informed that this was not for financial but for practical reasons. The right team were now in place to keep the stadium functioning at the top of its game. A recent review showed the RFU's health and safety and fire strategies were not best practice and rectifying this is a priority. As part of the fire strategy hundreds of fire doors around the stadium are being replaced. It was noted that the perimeter of the stadium would permanently move to replicate the set up during the Rugby World Cup. This is better for security, entrance, exit and look and feel. Once completed it will also include hostile vehicle mitigation at the front of the stadium, which was one of the planning conditions from the East Stand.

Regarding the East Stand project, the CEO stated that it had been a very difficult process and that his report to

Council was confidential and not for public consumption. Council was informed of what the original and revised costs and rate of return were on the East Stand project. Council was then informed that due to overruns caused by issues with groundwork's, and re-designs related to bomb blast protection and fire safety that Board had agreed to pay acceleration costs. This additional payment would ensure (as far as possible) that the East Stand would be completed in time for tests ahead of being formally opened for the November internationals.

Council was informed that even with the increased costs the business case was still sound with, in the worst-case scenario, a 14% return and a seven-year payback period on the project. It was also noted that there was room in the existing borrowing facility to cover the additional payments. Council was reassured that the additional costs would not affect capital investment into the community game including the AGP programme

National Rugby Survey now takes place twice a year with the third iteration going live on 19 April. The survey comprises of a series of core questions that remain the same each time and a small number of bespoke questions. The survey is important as it provides data to help with data driven decision-making. Originally, the survey happened once a year, but this year will be the first having two a year and this is to help build a more accurate view. To build an accurate picture the RFU wants at least 10,000 responses. The first survey got 20,000, the second 14,000.

This year the RFU worked with the Home Nations increasing the sample size to 21,000 and allowed us to compare data and understand where other Unions are outperforming us and better understand what they are doing in those areas.

Ben Lowe has explained that the key question related to a person's overall satisfaction as if someone is happier they play more, spend more and volunteers are easier to retain. The RFU's score in this area was good, in particular when compared to other Unions and sports.

The RFU's Net Promoter Score remains at 50 but has dipped over time and Rugby Development and the Digital, Marketing and Communications Departments are working together to understand why and address the issue.

In the last survey, one of the issues highlighted was the satisfaction of club officials. Work has been done in this area and it looks like it is having an impact, although this will continue to be monitored.

The headlines from the most recent survey show the motivations for participation for men are socialising and team spirit and this is increasing year on year. For women the main motivator is health and fitness. Additionally, the community game believes the number one role of the RFU is supporting grassroots clubs and developing referees and coaches.

Regarding how the RFU could support clubs more the recurring theme was help with recruiting players at a local level, in particular for 15-a-side rugby. On the perceived threats to the game over 50% believed there were threats to the spirit with a number identifying touchline behaviour as a concern. The Rugby Growth Sub Committee has looked at this feedback and is considering what actions to take. A barrier to taking up the game is still injury concerns, and this is a factor in stopping playing the game.

## **PLAYER DEVELOPMENT UPDATE**

Concerning DPPs they were introduced in 2013 taking players from U13 to U16 to offer extra support with development in addition to training received in schools and clubs. DPPs are a collaboration between Premiership Academies and CBs but are led by the Premiership with each one monitored by a Regional Player Pathway Group. When the Wellington Festival ceased to exist, the academies took over the running on the U16s festival with 90% of the players taking part also involved in U16s CB activity. Consequently, academies have suggested that CB activity at this age group is unnecessary. There is also a concern that there is a great disparity between the numbers of players in each of the Premiership Academies.

Regarding the women and girl's pathway the activity is centred around Tyrrells Premier 15s clubs with CBs feeding into the centres of excellence based at these clubs. The transition through the pipeline is simpler in women's rugby as there is not the same issue with overplaying. The Player Development Sub Committee is responsible for monitoring progress and checking that the process is working.

On the aspirational pathway this accounts for four teams, England Counties, England Counties U20, England Counties U18s and England Students. The senior side is touring to Romania this summer and the U20s to Georgia. This is part of a four-year cycle agreed with Romania and Georgia and has saved money. The U18s programme is focused on playing Irish clubs and schools with the most recent matches played at HMS Temeraire in Portsmouth with two wins. Ewing thanked the Royal Navy for their hospitality and John Cuning for his support. The England Students played in France and lost. It was noted that all teams take part in outreach events.

Council was informed that the investment in the pathway was £370,000 in DPPs, £630,000 in the CB pathway and £339,000 in the aspirational programme

### **Governance Code**

The Council and its member clubs had approved the requirements under the Governance Code and will be in force from season 2018-2019.

### **International Tickets**

Council was reminded of the key points of the strategy: there is an overall price increase but prices not maximised, inclusion of credit card and handling fees in ticket price, standardisation of seat categories, NZ fixture marketed as a blockbuster, the reclassification of the Scotland fixture to an A+ match, creating 4,000 (discounted) kids tickets for each of the autumn internationals, a "Return to Rugby" ticket offer for the England vs Barbarians match and a match to be hosted in the North of England. Council was informed that the proposed ticket prices were in their papers and noted that the Rugby World Cup warm-up match prices would not be announced this week as the timings and locations of all of the matches have not been confirmed. Expected income over two years would be £64m but tickets would remain affordable with two thirds costing less than £100 and a third less than £50. The supplemental pot would be £1.7m in 18/19 and £2.4m over two years

The Council approved the new Ticket Allocation Model, which will provide clubs with an annual income. This season was just over £1,000. Sadly, the price of tickets has increased for the Autumn Internationals and next seasons 6 Nations.

### Ticket Prices for Autumn and Six Nations Matches

	New Zealand		Wales, France, Ireland, Scotland	
	Entitlement	Standard	Entitlement	Standard
<b>Premium</b>	<b>£160.00</b>	<b>£195.00</b>	<b>£135.00</b>	<b>£165.00</b>
<b>Cat 1</b>	<b>£137.00</b>	<b>£161.00</b>	<b>£115.00</b>	<b>£135.00</b>
<b>Cat 2</b>	<b>£115.00</b>	<b>£135.00</b>	<b>£100.00</b>	<b>£115.00</b>
<b>Cat 3</b>	<b>£95.00</b>	<b>£110.00</b>	<b>£82.00</b>	<b>£88.00</b>
<b>Cat 4</b>	<b>£70.00</b>	<b>£75.00</b>	<b>£55.00</b>	<b>£60.00</b>
	<b>South Africa, Australia</b>		<b>Italy</b>	
<b>Premium</b>	<b>£115.00</b>	<b>£135.00</b>	<b>£105.00</b>	<b>£122.00</b>
<b>Cat 1</b>	<b>£105.00</b>	<b>£118.00</b>	<b>£88.00</b>	<b>£100.00</b>
<b>Cat 2</b>	<b>£90.00</b>	<b>£100.00</b>	<b>£80.00</b>	<b>£90.00</b>
<b>Cat 3</b>	<b>£72.00</b>	<b>£80.00</b>	<b>£68.00</b>	<b>£75.00</b>
<b>Cat 4</b>	<b>£50.00</b>	<b>£55.00</b>	<b>£45.00</b>	<b>£50.00</b>
	<b>Japan</b>			
<b>Premium</b>	<b>£60.00</b>	<b>£70.00</b>		
<b>Cat 1</b>	<b>£48.00</b>	<b>£55.00</b>		
<b>Cat 2</b>	<b>£42.00</b>	<b>£48.00</b>		
<b>Cat 3</b>	<b>£32.00</b>	<b>£38.00</b>		
<b>Cat 4</b>	<b>£25.00</b>	<b>£30.00</b>		

The RFU is aware that some ticket and hospitality operators intend to challenge the RFU ticketing policies. The union remains confident of its position, and enforcement of the RFU's ticket terms and conditions for the benefit of the game remains a priority.

Disappointingly Clubs are still selling tickets to hospitality companies in contravention of the ticketing terms and conditions. Discussions are taking place about imposing tougher sanctions on these Clubs

### **GDPR**

Council have been reminded that GDPR was a European Regulation that would come into force on 25 May and would remain in place irrespective of Brexit. It is a requirement to lawfully, accurately and transparently use people's data whilst respecting the rights of individuals. Once the Regulation is in place, there will be a greater requirement for companies to demonstrate compliance.

The RFU has published a GDPR toolkit for clubs to help them become complaint. The toolkit has been viewed 4,500 times and downloaded 2,000 times (updated figures). Council Members were asked to help raise awareness around GDPR and the toolkit by getting the subject on committee meeting agendas.

Practically, for clubs GDPR means understanding what data they hold, where it is held and how it can be used. Currently the biggest risk area for clubs is keeping data secure and it can help to bring it together into one place. GMS can help with compliance but is not the whole solution.

## East Stand

As mentioned earlier in the report with all of the problems and added cost the East Stand extension is on schedule to be open for the Autumn Internationals

## Finance Report

	YTD Actual	YTD Budget	YTD Variance
Total Rugby Income	126.7	126.8	0.1
Group Companies Income	6	5.7	0.3
Total RFU Group Income	132.7	132.5	0.2
Total Cost of sale	(6.8)	(5.9)	(1.0)
Gross Profit	125.8	126.5	0.2
Overheads excl depreciation	(23.9)	(23.7)	(0.2)
Depreciation	(10.9)	(11.1)	0.2
Total Overhead	(34.7)	(34.7)	0.0

	YTD Actual	YTD Budget	YTD Variance
Profit Investment in Rugby	91.1	91.8	(0.8)
Professional Total Investment	(50.2)	(48.4)	(1.7)
Total Development Investment	(23.6)	(24.2)	0.7
Total Rugby Investment	(73.7)	(72.7)	(1.1)
Operating Profit/(Loss)	17.4	19.2	(1.8)
Interest	(0.3)	(0.8)	0.4
Retained Profit	17.0	18.4	(1.4)

### Profit for Rugby Investment:

Profit for rugby investment YTD is £91.1m, £0.7m adverse to budget.

### Rugby Investment:

£73.7m has been invested in total on rugby so far this year.

Professional investment is £50.2m year to date, £1.7m ahead of budget. The underlying variance is largely made up of additional England costs across the Six Nations, unbudgeted Women's RWC bonuses and Women's EPS, set up and travel costs for the Tyrell's Premiership, along with base professional costs including additional medical and restructuring costs.

Development spend is £0.7m behind budget at £23.6m, with delays in the AGP programme and savings on personnel related costs creating the variance.

### Retained Profit

The retained profit of £17.0m is £1.4m adverse to budget after charging £0.3m of interest on the funding from RBS.

## Last Words

I am sure by now you have heard the news that we are to lose 1 RDO & 1 CRC from Dorset & Wilts. I feel this is a grave mistake on their behalf. Covering a vast CB that is Dorset & Wilts and communicating with all our clubs with 1 RDO to me the Clubs are going to lose out on a lot of one to one interaction which we as members of clubs need for the Accreditation work we undertake. As a CB we have made clear our feeling that this is a mistake. To all of our hard-working volunteers, members of Dorset & Wilts I thank you for all the work you do for our Clubs and County. May I congratulate the D&W Senior XV on their winning the Bill Beaumont Cup, a tremendous effort by all involved.

**Ron Jones**  
**RFU Council Member**

## Management Board

### D&W Strategy.

The Management Board started the season with a strategy workshop to review our internal culture and also set our direction of travel over the next 4 years. We agreed that our guiding mission would be:

### **Working Together to Grow Rugby in Dorset and Wiltshire**

We went on to set the following Strategic priorities to reflect what our clubs want from us and also to align with RFU strategy:

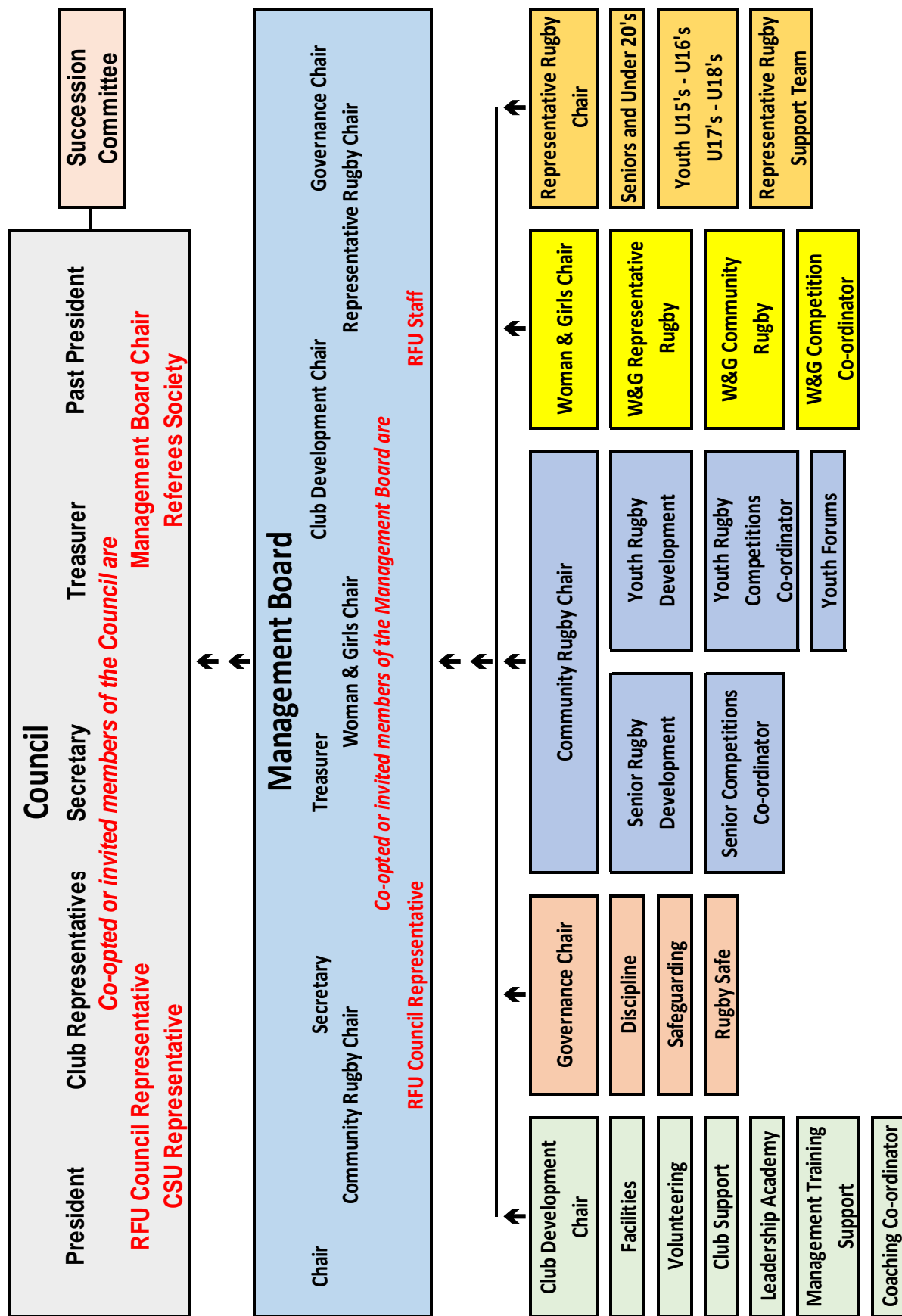
- 15 Aside Player Retention
- Grow Women and Girls Rugby
- Enhance Club Support.
- D&W Organisation Review. I  
in order to deliver our strategic priorities, we have revised our organisational structure (see Annex A). The key change is the reorganisation of the existing Rugby Development Partnership into the following sections:
  - Community Rugby comprising Club Rugby and Youth Rugby
  - Women and Girls Rugby
  - Representative Rugby comprise male senior and youth.

The Chairman of Community Rugby and the Chairman of W&G Rugby will have seats on the Management Board thereby bringing a constant Board focus to these important aspects of our work.

- Club Support Grants. Picking up on comments made at the 2017 AGM, the Management Board allocated legacy reserve funds to boost the grants aid to clubs. The grants programme has progressed well, and we are on target to spend a total of approximately £49,000 on improving club facilities.
- Succession Planning. In order to help deliver the culture changes identified in our workshop and to ensure D&W RFU fully reflects the diversity and priorities of our rugby community, the Management Board has established a Succession Planning Committee with an independent chairperson to manage succession to our key committee roles.

**George McElroy**  
**Chair Management Board**

# REVISED D&W RFU STRUCTURE – MAY 2018



Subject to the approval of the Dorset & Wilts RFU Council meeting on the 12<sup>th</sup> August 2018.

## **RUGBY DEVELOPMENT**

Firstly, new in to the role this year I would personally like to thank all of the council, management committee, RDOs, CRCs and the many volunteers throughout Dorset and Wilts who have guided and supported me in this role. Our sport does not run without all of this network of willing and valued volunteers.

As a new face to the management committee I have tried to ask “why” too many times as we, as a CB, need to support our member clubs and the game of rugby.

To that end, most of my time this year has focussed on reviewing the current remit of the Rugby Development Partnership and I very quickly came to the conclusion that the scope of the role is too big and therefore detracts from the value that can be provided to all stakeholders.

To remind you, there are 5 key areas for Rugby Development

- 1) Youth Development
- 2) Coach Development
- 3) Womens and Girls
- 4) Assessors/Selectors
- 5) Representative Rugby

With other key stakeholders being - Referees Society, Schools Union and RDOs

Starting with the strategic review of the CB held last year we have been working to ensure that we can support the key objectives better so that they have better focus at a management board.

As such we have made three key decisions:

- 1) With the fastest growing part of the game being Womens and Girls we will run this as a separate section until it reaches scale and has been bedded in to the clubs, then it will be included back in the community and representative sections.
- 2) The representative Rugby diverts too much attention from the role therefore this will now be managed in its own section
- 3) Coaching is a core element of club facilities therefore will now align to club development – though it will work across all playing sections

This means that the role going forward will concentrate on supporting the Community game (including youth and senior competitions). This will be split between Youth and Senior rugby development but the key goal it to ensure that we support all clubs in recruitment, retention and growing the game in all forms. Over the last few years the CB has not provided the right level of support to the RFU permanent staff and we want to ensure this is no longer the case. This year coming will be ensuring that we focus on how to work with the RDOs and clubs better to ensure we can all grow the game in the community which I am really excited about.

### **Review of season 2017/18**

Youth rugby is still flourishing across D&W with many clubs seeing hundreds of children partaking every weekend but also some smaller clubs continuing to grow their player base. The CB play an important role here in both providing competitive playing opportunities but also the Wilts and Dorset forums create an environment for discussion and best practice sharing

between the chairs and key administrators from the clubs and across the game. This is probably the most valuable forum run by the CB and as evidenced at the joint forum held in April where the RFU supported the activity by providing their key officers in attendance to over 80 participants.

The Age Grade Calendar is a key part of how the game is managed at the youth level and a truly collaborative effort across the CB, Schools, the aspirational and academy with great work by all managed by Dave Wookey and Joe Walsh created an integrated calendar covering all age grades and genders.

A survey of the clubs has provided clear direction on the competitive offerings that are to be run across the CB and thanks must go to Nick Elbourne and his team for ensuring that we can make the right competitive offer going forward.

As a leading CB, Dorset and Wilts have been piloting the “half-game” rule in Under 14s this year as part of an assessment by the RFU. It has created an environment where players get fair time regardless of their ability or skill. It has also created a better conversation between coaches, parents and players across clubs where we have seen clubs working together to ensure more games are played.

Next year we have made the “half game rule” advisory for all youth competitions within D&W.

Some of this great work will be the foundation for work in senior community game and the key area of transition from youth to senior will be a focus next year.

Coaching is a key part of the game and this year the RFU staff have delivered some of the best results in the country in terms of both number of CPDs and courses delivered with great attendance. The CB support this in terms of subsidising the courses.

As far as coach development and Coaching co-ordinator forums there has been little activity this year due to the key volunteers no longer being able to give the time to the activity. I would like to thank Chris Davis for his work in ensuring we have full and accurate records of all D&W managers and Coaches that will help the succession team in managing our volunteers.

As this area moves to the club development I hope that more focus can be provided to support the clubs and their volunteers.

Womens and Girls are expanding rapidly and with Brett Bader succeeding Dave Edwards leading this area building on the fantastic foundations already in place, the energy and activity is accelerating with stakeholder forums already underway to ensure that we provide as many playing opportunities for the Girls who are joining the game or transitioning out of the joint mini youth environment.

Many activities are already planned to include development days including many clubs and ensuring the key officials have a forum to grow the game through discussion and collaboration. The permanent RFU W&G development officers no longer exist and as the game is now growing it becomes part of the local delivery for the RDOs.

Transition is also a key activity between the girls and womens and plans are in place to support this activity next year.

This is a really healthy section of the game and I am sure will grow massively under Brett's tutelage.

Assessors have taken a real step forward this year by having an RFU led training session to broaden the number of volunteers available to perform the duties. We now have at least doubled the active base of assessors and hope to grow more. Why is this important?

Assessments taking place at development days or trials are only looking at a few players in a controlled environment. The intention is to be able to look at more players in their local environment and amongst their teams to assess their capabilities in a normal environment.

I would like to thank Gordon Horsley for his work over the years and for his work in developing Simon Carkeet to take over from him.

Representative Rugby covers many areas and we have seen success in many different forms.

You could concentrate on the success of the Senior mens XV on winning the Bill Beamont Division 3 title, with a massive day out at Richmond then receiving their medals at Twickenham. Or, The Womens senior XV getting to the semi – final of the Gill Burns shield and losing to a very strong Essex side on their return to championship rugby. I could run through the performances of each group but what is it that makes representing D&W a good thing?

There are a number of elements that underpin these successes and that is apparent across U15 and U18 girls, U15s to U18s boys, U20s mens and both the senior XVs, it is the experience that the players get. From the great coaching, the competitive environment they are given to play in, the off-field management and medical support provided. The great venues they train at and the friendships they make. They bring this experience back to their clubs or schools and help enhance the game there.

We have expanded the number of clubs and schools involved and working closely with Bath Academy are linking the development coaches to the CB activity so there is continuity. We still provide a number of players to the U18s and U20s South West divisional sides and we are fostering links for the girls as the premiership centres of excellence start this coming year.

This experience is provided by many volunteers who willing provide their time to develop the players who want to try themselves at a higher level.

The feedback that we get from the players involved is very positive and it is testament to the set-up that the representative management teams provide.

The biggest challenge especially for the senior sides is to ensure that we can interact fully with the clubs to make this work better, this will be a key focus next year.

For those who want to see the results or match reports they are always available on the D&W website.

It has been a pleasure to work with a great team this year and I hope that the clubs appreciate that we are now moving in a direction to support them better.

**Chris Jones**

## **County Schools Union Dorset & Wilts. Rugby Football Schools Union**

Dorset & Wilts County Schools Union are delighted to report another good year. This year has seen us continue to run very successful, U14s and U16s Schools County Cup 'Competitions' in Dorset. Thanks go to Mark Burley President D&W CSU.

In Wiltshire Year 7, Year 8, Year 9, & Year 10 Schools have continued to go from strength to strength, thanks to Ali Lund of Devizes School, & member of D&W CSU Committee.

The 13th Dorset Schools 7s Festival week, championed by Nick Radbourne (The Grange School Christchurch & D&W CSU Committee), & organised this year by Jan Edwards (Hon Sec D&W CSU), Gareth Williams (Poole High School & D&W CSU Committee), this year also Sam Cload CRC Dorset, Neil Bibby CRC & Chris Burton RDO Dorset were a great asset during the week & particular thanks go to Sam Cload for his sterling work. This year over 500 students took part & as part of School / Clubs Links, the event was held at Swanage & Wareham RFC, thanks go to John Constable for his efforts in securing the venue & helping organise this successful week.

This season has seen and is seeing a number of excellent Schools overseas Tours, Corfe Hills School (Dubai), Highcliffe School (Greece), Marlborough (France). Whilst D&W Schools have also hosted sides from Japan & Australia.

Supporting Teacher Development as well as Player Development is an important aspect of our work, we recently were successful in our bid to host one of the RFU Teacher Development Days, in June the at Canford School. This year the days were delivered as a partnership by the RFU's Adam Cottingham, Dusty Miller, Rusty Earnshaw & Bath Academy's George Tavner & Ryan Davis.

50 teachers attended from a mixture of State Schools & Independent Schools. The day was a real success, with great ideas which teachers could take back to use with their players. As a CSU we offer support for Rugby Teacher CPD & have been delighted to see Matt Lishman of Blandford School & Bath Academy DPP Coach & Ali Lund of Devizes School & D&W County U20s Coach successfully complete their Level 3 Coaching award.

Jan Edwards D&W CSU & Gareth Williams of Poole High School this year successfully took part in the RFU Leadership Academy Programme, thanks to D&W CB for creating the opportunity.

As a CSU we continue to work closely with Bath Academy, a number of our Teachers are Coaches in the Bath DPP/ PDG programme & Bath create opportunities for them to continually develop as Coaches, which further helps not just youngsters who are part of the programme, but also enhances the learning of youngsters back in schools. Thanks go to Andy Rock Bath Academy Manager & George Tavner Assistant Academy Manager, along with their staff at Bath. Our facilities continue to be available to Bath

This year has seen Ali Lund D&W CSU & Jan Edwards D&W CSU join the RPDG Group, (Chaired by John Flinn) as Reps for D&W Schools. We have also become the first CSU Nationally to have a Player's Voice Rep join our CSU – Harry Jones of Salisbury RFC, Cardiff Met Univ & Bath DPP Coach.

Dorset & Wilts County Schools Union are very keen to continue the collaborative working with D&W CB, RFU Field Staff & Bath Academy. Continuing to do all we can to continue to support the great work being done by D&W CB Colleagues with their U15s U16s, U17s - U20s.

Working with Dave Wookey & Joe Walsh to produce the Age Grade Calendar, identifying ways to enhance club school links, working with Chair of Wilts / Dorset Youth Forums & Bath Community Rugby to create opportunities to further develop the opportunities for both boys and girls in our area, & with Bath Academy to support their work to develop players in our twin counties. Etc.

**Jan Edwards**  
**CSU Secretary**

## **Governance**

Going! Going! Gone! Finally, ...

It was in 1966 that I was elected to the Dorset & Wilts County Committee – I was the Chairman of the Salisbury RFC at the time. I became the ‘Minute Secretary’ – that can be pronounced two ways.

The years have passed quickly, and many changes have taken place. The wheel has been re-invented several times on this journey - Community Rugby and the remit of Constituent Bodies have been re-oriented, and the Spirit of Rugby has been somewhat diluted.

I served as Hon Gen Sec from 1972 until 1981, when I became President. I then was Hon Gen Sec from 1983 until 2005 when I was President again. From 2007 until 2018, I have been Chair of Governance.

That has a remit of Competitions (Clive Drake), Referees (Denis Nolan), Safeguarding (Dave Harris), Youth Registration + DBS Compliance + Age Grade Rugby + Festivals & Tours + GMS (David Wookey), RugbySafe (Joy Pentney), Hollie Bailey (First Aid) and finally, Discipline (Philip & Abby Kennedy). They have had a huge task throughout the past Season – see if we can improve their lot.

It has been a pleasure to work with them all.

They have been a most dedicated ‘troupe’ and they are the epitome of Rugby volunteers. Please – in the coming Season remember the Core Values – Teamwork, Respect, Sportsmanship, Discipline & ENJOYMENT.

If you do not ENJOY your relationship with Rugby – then give it up!

The Spirit of Rugby is, unfortunately, being undermined by selfish people who know better than anyone else. Cheat, ‘win at all costs’ – RFU Regulations do not matter. Abuse is rife on the touchline. Do not drive the referees away. Take up the whistle and see how YOU get on.

Please read the Regulations and conform!

**Arthur Bowden**  
**Chair of Governance**

## **Rugby Safe**

This has been the first year that this element of Governance has been active, and I must thank all clubs for their support in commencing in line with the RFU initiatives the management of Player Welfare at all levels.

We were one of 7 CB's who held a Rugby Safe Road Show in the 2017/18 season which saw 21 clubs represented by a wide and diverse audience. Presentations from a number of RFU staff were delivered and many questions answered. It was good to see that attendees were eager to gather more information on improving Player Welfare.

The response to the Regulation 9 Audit from the CB was again good and a vast amount of useful information has been gathered from the responses. Both I and our 2 RDO's will be using this information to develop courses, together with presentations and other useful elements to ensure that Player Welfare remains in the fore for all clubs.

The coming season as a CB we need to focus on ensuring that clubs have both a First Aid/Medical Lead and a Rugby Safe Lead appointed. This will enable us to deliver information direct to the front line quickly. Activate and Headcase training requirements will also be very much a topic for progression as it is already a prerequisite on a number of training courses and for players involved in some national competitions.

I look forward to another busy but exciting season working with the RDO's and all member clubs on the Rugby Safe front.

**Joy Pentney**

## **Youth Registration:**

Sounds like a dripping tap but still I am not being informed when clubs change youth registrars or add new ones I am not informed and as a result errors creep in.

As CB Youth Registrar I should be aware of all club registrars and where required provide training.

Clubs are not always removing players who are not active. This has become apparent through the match card checking under the rule that all registered players must participate in competition.

I am hoping to arrange a CB wide youth registrars seminar at end August to ensure new people have mentors and are aware of any regulation changes.

## **Safeguarding Compliance**

I have just attended the RFU Safeguarding Conference at the Lensbury which was very good and covered items that we do need to disseminate to Club Safeguarding officers and assistants. We would like to run a CSO meeting in September – We are obliged to do this in fact. Julie Boddington and Joe Walsh have joined the Safeguarding team formally now and were also in attendance. Both have assisted this season in helping carry out the 10 "audits" for last season. We have yet to ensure that all actions have been dealt with which unfortunately was due to pressures from elsewhere, but we will be writing to CSO's over the summer to ask for updates.

RFU held us up as a good example at the conference in the way we handle these matters, but we are aware we still have shortcomings which need to be addressed over the upcoming season.

Once again, the completion of DBS checks is of concern and also the attendance of all coaches and Team Managers on Play it Safe courses. We know this is above and beyond the regulatory requirements, but it has been proved that the more people attending these courses is in direct relation to the reduction of safeguarding issues. Julie Boddington has put herself forward as a Tutor, which I am taking forward with the Area Training Manager.

## **Regulation 15**

Playing out of age grade: I must mention that this is a very important regulatory issue and that any player not playing in correct age grade must be assessed and our form should be sued, and the safeguarding officer hold the approved forms. Several clubs have continued to request joint playing of age grades due to low numbers (at Mini/Midi) which were accepted and approved. This season has seen even fewer requests to play down players under Reg 15 for exceptional circumstances, these were all approved often with assistance from RDO/CRC assessments. Once again, I must emphasise to clubs that playing down cannot be approved at Junior level to make up for low numbers, it has to be in exceptional individual player circumstances only and that Playing up of Minis is strictly forbidden under Regulation 15.

If clubs are having any difficulty in understanding the age grade regs please contact me or your RDO/CRC. These are regulations and **MUST** be adhered to, failure to do so will result in a disciplinary hearing which no-one wants.

RFU issued out of season guidance notes for Youth, unfortunately these have unintentionally ended up confusing clubs and schools. This is an issue that should be resolved with RFU staff and RFU management.

## **GMS**

As you will be aware I am still at RFU employed GMS trainer. I can provide clubs with training to ensure your GMS is utilised correctly. Under GDPR this is the **ONLY** database used for managing people data within Rugby Clubs and CBs

Finally, a note for those that haven't heard after a lot of seasons I am stepping away from Youth Competitions with effect the AGM. Youth competitive offering now sits with the Forums via the Youth Player Development Committee

**Dave Wookey**

## **Disciplinary Panel**

Thanks for the season go to Dave Dove, Katherine Kantolinna, Ollie Clark, Stuart Scott, Jerry Herbert, Nick Dark and Chris Skaife who have all sat this season. Particular thanks go to Abby Kennedy who performs the thankless and very onerous role of Discipline Secretary. The volume of work for the Discipline Secretary is significant and thanks to the clubs who are efficient and assist her.

We continue to work closely with the Referee's society and thank Richard Shore & Denis Nolan for coordinating referee observers and getting the reports to us. Also, thanks to the referees who come to observe the hearings and assist in communicating between the

discipline function and the referees. This improves consistency and results in fairer outcomes for all.

A special mention goes to Arthur Bowden who is stepping down as Chair of Governance. Arthur is a force of nature and has been a brilliant mentor and has offered significant guidance and assistance over my first two seasons. He will be sorely missed and there are very large shoes to fill! As an aside as a former pupil I still feel a sense of trepidation when I submit my reports to him and a 'Good report' response still makes me feel like an errant 15-year-old who has managed to wing his French homework!

There have been 78 cases in 2017/18 and increase of 13 from the 65 cases in 2016/17 and 49 in 2015/16. There was a slowing down of cases in the second half of the season but there are still too many avoidable cards. There have also been a worrying number of cases that have been reported to the police. Players and clubs need to be aware that actions on the pitch can lead to criminal action being taken against them.

As a CB we have been observed twice by Twickenham and they have provided a secretary for a hearing. On all occasions we have received positive feedback about how we are running cases. Our judgements are consistent and in line with what is expected. It is likely we will be piloting some systems for them next season which is also positive. We are ahead of most CB's and our panel composition is broad and we will continue to work to improve this.

Presentations have been given at three of the huddles with the North Wiltshire one being the only one not receiving the presentation. Targeted clubs will receive direct presentations in the coming season.

We will run a session at Salisbury and South Wilts Sports Club on 6th September open to all clubs to review changes to the RFU Regulations and World Rugby Laws for the 18/19 season, we will provide an overview of the 17/18 season and if there is time run a couple of case study hearings. This will run from 19:30 and will be open to all however, Discipline Secretaries, Chairs, Heads of Youth & Minis and Directors of Rugby would benefit.

## **2018/19 Season**

The aim is to continue to improve in the coming season. We will be having fixed dates for hearings and avoiding the last Thursday of the month so there is no clash with the music night. More complicated cases may be heard outside of these dates.

Hearing fees will be revised for 2018/19 with charges for those who fail to comply with the discipline process. The expectation is clubs should be familiar with the discipline process and be proactive in managing their red cards.

It is less of a problem for the Dorset & Wilts clubs, but we will call an independent panel member for cross county hearings. This will assist in ensuring well run hearings and a dispassionate panel member, if needed we will invite the independent to chair the hearing. Whilst there are not many of them we have had two very serious youth cases we have had to hear this season. Normally they would be heard by Twickenham but as Dorset & Wilts are running effectively they have been passed to us to hear. It was a challenge getting the cases heard and some additional panel members will be sought with the requisite skills for youth cases.

The panel is being increased with new members coming on board for the coming season and they will be being trained at the RFU discipline conference in the Summer. Dorset & Wilts are among the top CB's in the country both in terms of quality of hearings and the diversity of the panel. We need an assistant Discipline Secretary to assist with the case load and if there any volunteers it would be appreciated.

There has been a drop this season in match official abuse in the 17/18 season, but we are still statistically higher than other CBs, therefore the existing 2-week sanction will remain in place. If necessary, this will be reviewed if there is an increase in match official abuse. For reference some of the CBs add an automatic 50% on the judgement for match official abuse.

The additional sanction for needless red cards has seemed to have had some impact. This will remain for the 2018/19 season. Players who commit offences after the whistle has gone or commit unnecessary acts of ill-discipline can expect to receive at least 2 weeks added to their ban.

### **Hearing Dates for 2018/19**

2018

13<sup>th</sup> & 20<sup>th</sup> September

4<sup>th</sup> & 18<sup>th</sup> October

1<sup>st</sup>, 15<sup>th</sup> & 22<sup>nd</sup> November

6<sup>th</sup> & 13<sup>th</sup> December

2019

10<sup>th</sup> & 24<sup>th</sup> January

7<sup>th</sup> & 21<sup>st</sup> February

7<sup>th</sup> & 21<sup>st</sup> March

4<sup>th</sup>, 18<sup>th</sup> & 25<sup>th</sup> April

2<sup>nd</sup> & 9<sup>th</sup> May

A player receiving a red card will be heard at the next date after receiving it. If a club or player wish to have a case heard sooner than the panel will endeavour to do so but cannot guarantee the case will be heard.

### **Hearing Fees 2018/19**

<b>Circumstance</b>	<b>Charge</b>
Senior hearing	£85
Club failing to advise Discipline Secretary of sending off within 48 hours of incident	£50
Club failing to respond to Discipline Secretary by requested date	£30
Club failing to attend confirmed hearing (without good notice or cause)	£85
Club failing to advise Discipline Secretary of outcome of Club's Youth Discipline hearing	£50
Citing	£125
Late payment of discipline fees (on final reminder)	£50

There is a significant increase to the workload of the discipline secretary when clubs fail to report cards and not responding in a timely manner. These charges are in line with other well-run CBs. Payments have broadly improved and following requests from clubs BACS payments are now accepted.

**Philip Kennedy  
Disciplinary Chair**

**Total Red Cards for Adult & Youth Rugby - Congratulations to the clubs who do not appear on this list.**

Club	Total Red Cards & 5.12 Charges	
	2017/18	2016/17
Amesbury	1	0
Blandford	0	2
Bournemouth	3	3
Bournemouth Grammar School Boys	1	0
Bradford-on-Avon	2	2
Bridport	1	1
BWS	1	0
Chippenham	6	3
Corsham	2	2
Cricklade	2	1
Devizes	6	1
Dinton	1	1
Dorchester	3	2
Dorset & Wilts	3	3
Dorset Dockers	1	1
East Dorset	1	1
Lychett Minster	0	1
Marlborough	3	3
Melksham	3	2
Minety	3	2
North Dorset	2	0
Oakmeadians	6	1
Puddletown	2	0
Royal Wotton Bassett	5	0
Salisbury	2	3
Sherborne	2	0
Supermarine	2	2
Swanage & Wareham	1	0
Swindon	2	7
Swindon College Old Boys	2	3
Trowbridge	4	3
Warminster	0	4
Westbury	1	1
Weymouth & Portland	0	2
Wheatsheaf	1	0
Wimborne	1	4

Club	Total Red Cards & 5.12 Charges 2017/18
Chippenham	6
Devizes	6
Oakmeadians	6
Royal Wotton Bassett	5
Trowbridge	4
Bournemouth	3
Dorchester	3
Dorset & Wilts	3
Marlborough	3
Melksham	3
Minety	3
Bradford-on-Avon	2
Corsham	2
Cricklade	2
North Dorset	2
Puddletown	2
Salisbury	2
Sherborne	2
Supermarine	2
Swindon	2
Swindon College Old Boys	2
Amesbury	1
Bournemouth Grammar School Boys	1
Bridport	1
BWS	1
Dinton	1
Dorset Dockers	1
East Dorset	1
Swanage & Wareham	1
Westbury	1
Wheatsheaf	1
Wimborne	1

Club	Surname	First Name	Law	Offence	Plea	Entry point	Action Taken
Westbury	Lamb	Becs	10.4 m	match official abuse - verbal	not guilty	N/A	not proven
Salisbury	Blackborrow	Gareth	5.12	physical abuse of referee	guilty	mid	24 week ban from playing
Chippenham	Chippenham	Chippenham	5.12	match abandonment	guilty	N/A	1 week suspended whole club ban until end of the season
Supermarine	Adams	Matt	10.4e	dangerous tackle	guilty	low	2 weeks ban
Dorset Dockers	Keir	Thomas	10.4m	2 yellows	guilty	low	sosp
Melksham	Smith	Simon	10.4 (a)	Punch			Awaiting criminal proceedings
Chippenham	Sherratt	Scott	5.12	misconduct	guilty	mid	4 week ban and must do referee course and ref a match this season
Chippenham	Clarke	Rory	5.12	misconduct	guilty	mid	4 week ban and must do referee course
Marlborough	Tavaga	Josaia	10.4 m	2 yellows	guilty	SOSP	SOSP
North Dorset	Youth	Youth					
Oakmeadians	Youth	Youth					
Swindon	Hodgson	Ken	10.4 a	strike with head	guilty	mid	7 week ban
Bournemouth	Cordery	Tom	N/A	10.4 b	guilty	high	10 week ban
Trowbridge	Hewett	Roy	10.4 a	striking an opponent	guilty	low	6 week ban and referee course
Oakmedians	Miles	Josh	10.4 m	verbal abuse of ref	guilty	mid	3 week ban
Devizes	Youth	Youth					
Wheatsheaf	Andrews	Robert	10.4 a	punch	guilty	mid	4 week ban
Puddletown	Frizzle	Lucas	10.4 b	stamping	guilty	mid	4 week ban
Trowbridge	Hemmingway	Jake	10.4 m	retaliation - acts contrary to good sportsmanship	guilty	low 4	4 week ban
Dorchester	Makepeace	Adam	10.4 s	Dissent	guilty	low 6	4 week ban
Bournemouth	Sharp	Richard	10.4 a	punch	guilty	low 4	3 week ban
East Dorset	Anstey	Sam	10.4 c	kicking	guilty	low	8 week ban
Minety	Church	David	10.4m	2 yellows	guilty	low	1 week ban
Dinton	Salter	Michael	10.4 a	punch	guilty	mid 4	3 week ban
Devizes	Alchin	Timothy	10.4 m	contact with eye area	guilty	low 4	8 week ban
Devizes	Dodds	Lewis	10.4 j	dangerous tackle	guilty	mid 6	3 week ban
Amesbury	Valatulo	Kelepi	10.4 a	punch	guilty	high 8	8 week ban
Cricklade	Anderson	Wayne	10.4 a	punch	guilty	mid 4	3 week ban
Swanage & Wareham	Alner	Glynn	10.4 a	punch	guilty	mid 4	6 week ban
Oakmeadians	Miles	Josh	10.4 m	verbal abuse of referee	guilty	mid 12	14 week ban
Bradford-on-Avon	Lamplough	Stephen	10.4	dangerous tackle	guilty	low	2 week ban
BWS	School	School					
Supermarine	Ferris	Liam	10.4 a	punch	guilty	high 12	10 week ban
Bournemouth	Guyatt	James	10.4 (b)	stamping	not proven	N/A	N/A
Royal Wotton Bassett	Burnett	Scott	10.4 a	punch	guilty	high 8	7 week ban
Swindon	Davies	Jerome	10.4 (a)	punch	guilty	mid 4	2 week ban
Salisbury	Watts	Jeffrey	10.4 m	2 yellows	guilty	SOSP	SOSP

Royal Wotton Bassett	Rowland	Chris	10.4 a	punch	guilty	mid 4	2 week ban
Melksham	Thomas	Ross		kick	guilty	low	2 week ban
Marlborough	Holoia	Jfoefaaki	10.4 e	high tackle	guilty	low	1 week ban
Sherborne	Chandler	Joe	9.12	striking another player	guilty	low	3 week ban
Dorchester	O'Connell	Tony	9.12	striking another player	guilty	mid	2 weeks ban plus 3 weeks suspended to end of October 2018
Wimborne	Cooper	Will	9.12	striking another player	guilty	mid 8	4 weeks with one week suspended
Sherborne	Healey	Marcus	9.12	headbutt	guilty	mid 10	8 weeks
Dorchester	Wills	Cameon	9.12	punch	guilty	mid 4	4 weeks with one week suspended
Devizes	Youth	Youth			guilty		
Bridport	McLoughlin	Daragh	9.27	dissent	guilty	low	11 week ban
Trowbridge	Deadman	Rob	9.27	dissent	not guilty	N/A	N/A
Swindon College Old Boys	Allen	Matthew	9.12	punch	not guilty	mid	5 week ban from playing
Swindon College Old Boys	SCOB	SCOB	5.12	match abandonment	guilty	N/A	10 league points deducted (suspended to end of 18/19 season), £250 fine, request 3 officials for fixtures in 17/18 season
Corsham	Cunningham	Tom	9.18	high tackle	guilty	low 6	3 week ban
Oakmeadians	Bradley	Sarah	9.12	punch	Guilty	High 20	22 week ban from playing
Devizes	Rose	Dan	9.26	as subs they entered a melee on the field	guilty	low 4	2 week ban from playing
Devizes	Marsden	Kurtis	9.26	as sub he entered a melee on the field of play	guilty	low 4	2 week ban from playing
Marlborough	Grant	Will	9.12	punch	guilty	mid 4	3 week ban
Puddletown	Udell	Daniel	9.12	stamping	guilty	Low 2	2 week ban
Melksham	Partridge	Josh	9.28	2 yellows	Guilty	Low 2	2 week ban
Royal Wotton Bassett	Royal Wotton Bassett	Royal Wotton Bassett	5.12	Match abandonment	Guilty		Club warned as to future conduct
Royal Wotton Bassett	Youth	Youth			Guilty		
Royal Wotton Bassett	Harris	Paul	5.12	Entering the field of play	Guilty		1 season touchline ban
Bournemouth Grammar School Boys	School	School	5.12	9.12 Racial Abuse	guilty		
Bradford-on-Avon	Youth	Youth	5.12	9.12 Racial Abuse	guilty		
Trowbridge	Wells	David	9.12	Kicking	guilty	low 4	4 week ban
North Dorset	Appleby	Richard	9.12	Striking with hand or arm	Guilty	Low 2	1 week ban
Corsham	Goldsworthy	Daniel	9.12	Striking with hand or arm	Guilty	Mid 4	2 week ban
Minety	Stuart	James	9.27	Match Official Abuse	Guilty	Low 12	8 week ban
Cricklade	Anderson	Wayne	9.12	Punching	guilty	Mid 4	9 week ban
Chippenham	Rossiter	Andy	9.12	Punch	Guilty	Mid 4	6 week ban
Chippenham	Ascott	Aaron	9.12	strike with head	not guilty	low	3 week ban
Dorset & Wilts	Emslie	Jo	9.12	Striking with knee	not guilty	N/A	N/A

Devizes	Devizes	Devizes	5.12	5 or more red cards	Guilty	N/A	Whole club Ban suspended for 18/19 season, £100 fine, 2 members of club to attend Leadership academy
Dorset & Wilts	Emslie	Jo	5.12	Playing whilst banned	Guilty	N/A	8 week ban
Dorset & Wilts	Emslie	Jo	5.12	Acts contrary to 19.17.2	Guilty	N/A	8 week suspended ban
Minety	Murray	Dellam	9.12, 9.26, 9.27	Match Official Abuse			To be heard September 18
Chippenham	Chippenham	Chippenham	5.12	5 or more red cards	guilty	N/A	£100 fine. Club warned as to future conduct.
Oakmedians	Oakmedians	Oakmedians	5.12	5 or more red cards	guilty		Whole club Ban suspended for 18/19 season, £100 fine, 2 members of club to attend Leadership academy
Oakmedians	Youth	Youth	9.12	punching	guilty		

## **Safeguarding**

The team - we say goodbye to the head of our team with the seemingly ever-present Arthur Bowden retiring from head of governance: we wish him well.

Dave Wookey, as deputy, has had to take the reins for a while after my medical issues.

He has managed the audits and any DBS issues which clubs have. He and his audit team (Joe Walsh and Julie Boddington) have visited several clubs to help them to fulfil their safeguarding needs.

A big thanks to all of them for their work.

Incidents - a change in how the RFU deal with incidents has led to a few taking longer than usual: this is due to many now having to be passed through local child services for their input and information.

A number of coaches from both clubs and county have now left the game following incidents reports making it safer for our young people.

Clubs - all clubs with young people have a safeguarding officer which is a good thing, well it is if they all can do their jobs, DBS checks are not run, the child workforce list is not up to date and many coaches are not entered onto GMS. This may be due to someone just cruising and not doing the job properly. However, most are due to barriers put up by management of the club, not supporting the CSO and a cavalier attitude of "it doesn't matter, we've never had a problem, etc." The whole club could face disciplinary action should something happen, and the club is found not to have carried out the necessary checks.

Finally, a huge thanks to all the club safeguarding officers, their assistants and the rest of their team who are active and do all that they can to ensure this great sport of ours is safe for the young people who are involved.

Remember, like the rest of the D&W team, they are volunteers so the occasional thank you does not go amiss

## **SENIOR COMPETITIONS**

1. **Senior Cups**. All 6 knock out competitions ran successfully with 61 entries (91% of a possible 67 eligible teams) but 15 pulled out. Sadly, the larger number were 1<sup>st</sup> XV's (9 of 29) with only 4 (of 22) 2<sup>nd</sup> XV's and 2 (of 10) 3<sup>rd</sup> XV's failing to turn out. Our 1<sup>st</sup> XV Cup, Vase and Plate winners - Sherborne, Dorchester and Puddletown - went on to represent us in the 3 tiers of RFU competition but did not progress to the SW Finals.

2. **Levels 5 to 7 Leagues**. In the re-named SW Premier league (Level 5) Bournemouth lost narrowly in the play off at Guernsey for promotion to National 2 (South) after an excellent season. Chippenham were the next highest placed of our clubs, third in SW1 East. All 5 of our clubs remain in Level 6 for 2018-19 and will be joined by Trowbridge, winners of Southern Counties South, and Marlborough, who did very well to win their play off at Windsor. Hence there will be 7 of our clubs in SWIE next season, the highest number of D&W clubs recorded at that level. Swanage & Wareham and Blandford were relegated from SCS (Level 7) and are replaced by Bradford on Avon and Dorchester who each return to Level 7 after winning their respective D&W1 North and South leagues. In turn this means only 7 of our clubs are in SCS together with 3 clubs from Somerset so Grove of Oxfordshire and Thatcham of Berkshire have been level transferred from SCN.

3. **Levels 8 to 10 (D&W) Leagues**. We started the season with 69 teams. During the course of the 2017-18 season 4 teams were expunged for failing to fulfil 25% or more of their fixtures. Devizes III and Weymouth & Portland II will not be re-entering but Bournemouth IV and Lytchett Minster II hope to re-enter DW3S in 2018-19. Amesbury RFC will take the place of Devizes III in DW3N. Fordingbridge II have chosen to return to Hampshire. We hope to have 67 teams for next season plus 15 1<sup>st</sup> XV's above Level 8. Ten seasons ago we had 83 teams at these levels with 14 above. Of the 15 teams that we have lost 9 were from Dorset & Wilts, all now defunct. 3 of the 6 from neighbouring CBs have returned "home" and are still playing. This is a net loss of senior mens XV's of over 12% in the decade.

4. **Consultation for 2018-19**. A 98% return was achieved which is commendable with only 1 of 46 clubs and 85 teams not responding. There was very little change in findings from previous years. A Cup for 1<sup>st</sup> XV's above Level 7 was not supported. All eligible clubs want to enter knock outs though 2 wanted cup ties up to semi-finals or final within county boundaries. The average preferred size of a lowest league or table is 10 teams, ie 18 fixtures. There is a slight increase, particularly in Dorset, of teams preferring non-league arrangements but they are not yet in a majority as it is primarily the struggling teams with the weaker administration. The stronger and better administered teams at Level 10 want to keep league arrangements as they are and teams from neighbouring CBs are retained for the same reason.

## **JUNIOR COMPETITIONS**

5. **Under 18s**. The Merit Tables followed a waterfall style starting with 24 teams in Phase 1 divided geographically into 4 pools. One team withdrew before the start of season. Local pools resulted in far fewer cancelled games. The second phase was split into 5 divisions based on performance in Phase 1 with winners as listed below. There was also a traditional Under 18 Knock Out competition with 17 entries (3 of which were combined teams). It was won by Wimborne. Unfortunately, there were 5 walk overs in the first round which undermined the effectiveness of the draw.

6. **Under 16s.** Under 16 competition was run in 4 local pools leading to Cup and Plate knock outs. 17 clubs entered, and all completed the pool stages. Dorchester won the Cup.

7. **Under 15s.** Under 15 competition was also run in local pools with 19 teams entering. Chippenham won the Cup.

8. **Under 14s.** The Under 14s was run as a waterfall competition with initially 6 groups of 3 followed by 3 groups of 6, although one club did pull out after the initial phase. Dorchester, who have the weather to thank, won the Cup. Quite a few games were not played due to the weather, long travelling distances and some clubs not prioritising the Cup enough to be flexible in rearranging fixtures. The U14s also took part in the half-game pilot run by Dr Ben Jones of Essex University on behalf of the RFU. It seems it was judged a success as it is understood it will be fully implemented at Youth level in the 2019/20 season.

### **OUTCOMES OF COMPETITIONS IN 2017-18**

<b>COMPETITION</b>	<b>WINNERS</b>	<b>RUNNERS UP</b>	<b>Final Venue &amp; Date /</b>
<b>1<sup>st</sup> XV Cup</b>	SHERBORNE	NORTH DORSET	Swanage & Wareham - 2 <sup>nd</sup>
<b>1<sup>st</sup> XV Vase</b>	DORCHESTER	OAKMEADIANS	Swanage & Wareham - 2 <sup>nd</sup>
<b>1<sup>st</sup> XV Plate</b>	PUDDLETOWN	AMESBURY	Warminster –2 <sup>nd</sup> December
<b>2<sup>nd</sup> XV Cup</b>	WIMBORNE	NORTH DORSET	Blandford – 6 <sup>th</sup> January
<b>2<sup>nd</sup> XV Shield</b>	CORSHAM	SHERBORNE	North Dorset – 31 <sup>st</sup> March
<b>3<sup>rd</sup> XV Cup</b>	SALISBURY	BOURNEMOUTH	Swanage & Wareham – 31 <sup>st</sup>
<b>League</b>	BRADFORD ON	COMBE DOWN	Bradford on Avon promoted
<b>D&amp;W 1S</b>	DORCHESTER	DORSET DOCKERS	Dorchester promoted
<b>D&amp;W 2N</b>	SUTTON BENDER	CALNE	Both promoted
<b>D&amp;W 2S</b>	SHERBORNE II	PUDDLETOWN	Both promoted
<b>D&amp;W 3N</b>	CORSHAM II	TROWBRIDGE III	Both promoted
<b>D&amp;W 3S</b>	NORTH DORSET III	WIMBORNE III	Both promoted
<b>Under 18</b>			
<b>Merit Tables</b>	Div 1 - SHERBORNE; Div 2 – Yeovil; Div 3 – Salisbury; Div 4 – Wimborne B; Div		
<b>Knock Outs</b>	Cup - WIMBORNE R/Up - TROWBRIDGE; Bowl - ROYAL WOOTTON BASSETT		
<b>Under 16</b>	Cup - DORCHESTER	Plate -	
<b>Under 15</b>	Cup - CHIPPENHAM	Plate - CORSHAM	
<b>Under 14</b>	Cup - DORCHESTER	Plate - WIMBORNE	Shield - ROYAL WOOTTON

**Clive Drake, Chairman  
Competitions Sub-Committee**

## **CLUB DEVELOPMENT COMMITTEE**

### **Facilities**

Following the 2017–18 Club Facilities Survey the following clubs were selected to receive an offer of a club matched funded grant from Dorset & Wilts RFU. One school also was selected to receive a grant for equipment.

<b>Cricklade RFC</b>	£1,250.00
To upgrade on site storage and to help towards the cost of catering equipment	
<b>Blandford RFC (Part 1)</b>	£3,500.00
Towards the cost of Pitch improvement (Phase 2 of Keith Kent's report)	
<b>Blandford RFC (Part 2)</b>	£1,000.00
To help towards the cost of catering equipment	
<b>North Dorset RFC</b>	£4,500.00
Towards the cost of a new pitch equipment store	
<b>Swanage &amp; Wareham RFC (Part 1)</b>	£1,000.00
Towards an Energy efficiency programme	
<b>Swanage &amp; Wareham RFC (Part 2)</b>	£4,500.00
Towards the cost of pitch maintenance and pitch equipment	
<b>Bridport RFC</b>	£1,000.00
To help towards the cost of catering equipment	
<b>Puddletown RFC (Part 1)</b>	£500.00
Towards the cost of new Posts and Protectors	
<b>Puddletown RFC (Part 2)</b>	£3,500.00
Towards the cost of new Floodlighting programme *	
<b>Salisbury RFC</b>	£2,958.37
Towards the cost of new main pitch fence	
<b>Trowbridge RFC</b>	£1,752.00
Towards the cost of pitch equipment and store	
<b>Westbury RFC (Part 1)</b>	£3,500.00
Towards their energy efficiency programme and clubhouse improvements	
<b>Westbury RFC (Part 2)</b>	£650.00
Towards the cost of new Ladies toilets	
<b>Sherborne RFC</b>	£4,500.00
Towards pitch drainage programme *	
<b>Wheatsheaf Cabin Crew RFC</b>	£500.00
Recruitment and retention programme	
<b>St Joes School Salisbury</b>	£1,100.00
Towards the cost of new Posts and Protectors	
<b>Oakmeadians RFC</b>	£4,500.00
Towards the cost of clubhouse improvements *	
<b>Royal Wootton Bassett RFC</b>	£3,500.00
Towards pitch drainage programme	

\* Currently working with the RFU to increase the total value of the funds available to clubs via other funding sources.

#### **Other Grants**

First aid training grants	£800.00*
Leadership Academy grants	£2,000.00*
Coaching training grants	£3,005.00*
Referees training grants	£650.00*
University – Collage Rugby	£2,500.00

\* likely to increase once all the claims are submitted by the clubs.

Two clubs failed to respond to their offer letters, and these funds were reallocated to other projects.

The total value of all the grants made by the Dorset & Wilts RFU to clubs currently stands at £52,665.37 for the year ending June 2018.

We are planning to provide similar grants during 2018-19 season via both the Club Facilities and for RFU training courses programmes, we currently have four facilities applications submitted from clubs for next season. Full details of how to apply will be issued during September 2018.

There are several clubs who are currently working on redevelopment projects at their club within the CB. The overall picture of these clubs needs look very positive.

## **Volunteering**

- **Recruitment of volunteers** – We now have a resource pack which CVC's can access, this is in the form of a recruitment roadshow which is supported by the CB.
- **Recognition of volunteers** – Volunteer recognition event took place in May with in excess of 60 nominations. Winning volunteers were:
  - Young Volunteer of the Year – Jay Stokes – Wimborne RFC
  - Administrator of the Year – Ben Brown - W heatsheaf Cabin Crew RFC
  - Groundsman of the Year – Anthony Knight – Trowbridge RFC
  - Referee of the Year – Mike Collis – Dorset & Wilts RFU Referee Society
  - Volunteer of the Year in Mini & Youth – Hayley & Steve Scutt – North Dorset RFC
  - Volunteer of the Year in Ladies & Girls Rugby – Claire Legg – Supermarine RFC
  - Volunteer of the Year - Chris Culleton – East Dorset RFC
  - Outstanding Achievement Award – Joy Pentney – Blandford RFC
  - Club Volunteer Coordinator of the Year - Mike Trew – Sherborne RFC

**MMVRP** – Dorset Volunteer of the Year – Jane Hart from Oakmeadians RFC. Congratulations to Jane for winning the Dorset Volunteer of the Year award, her efforts and commitment to her club as a volunteer has been recognised and everyone at Dorset & Wilts RFU thank her for her work. Jane will now go forward to a black-tie event at Twickenham where all regional winners are considered for the main national MMVRP Volunteer of the Year award.

- **CVC training and support** – This has been offered to clubs and visits have been completed to assist recruitment, retention and recognition of volunteers. We are in the process of recruiting a CBVC for Wiltshire to make access to CB support easier. We now have a roadshow style recruitment resource which can be accessed through emailing CBVC Jon Monaghan. We have assisted clubs in recruiting CVC's and provided training for three new volunteers this year and hope to expand this further in the coming year. If any clubs have a CVC who would like to attend, please make contact and this will be arranged.
- **Succession Planning** – Dorset & Wilts RFU has started the process of implementing an open and transparent Succession Plan. We hope that this will encourage clubs and volunteers to put themselves forward for CB Officer positions in all departments. We are keen to shed the 'old boys network' style of recruitment and develop a process where all positions are advertised, and the best candidate selected based on performance and not by who they know.

Progress has been slow and involves a culture change across the CB. We must be patient and realise that the implementation of this initiative will take time, it is suggested this will be between three to five years. As said earlier we realise that there is a need for culture change in the CB as well as in clubs and this will not happen overnight. We have advertised several positions and have had next to no response. This will not stop the process and we will continue to encourage clubs and volunteers to take the opportunity of being involved in the CB.

The first stage of the succession plan process was sent to Management Board members to complete some time ago and will be repeated in September to get a clear indicator of when officers intend changing and provide the drive to properly plan. The next phase is to send out a request for information from officers to clarify job descriptions.

- **Young Rugby Ambassador Scheme** - All YRA's in Dorset & Wilts have been written to but responses have been very disappointing with only a handful responding. Presentations and meetings with YRAs have been supported but the progress has been slow. Some clubs have embraced the scheme and YRA's are in the process of producing an advertising video to encourage children in schools to join clubs and play more rugby. Dorset & Wilts RFU is encouraging clubs to join forces to develop their own YRA's and help take rugby into the future.

### **Club Support**

- **Club visits** – Dorset & Wilts RFU have been developing the support it provides to clubs through meaningful and productive club visits. We would like visits to clubs to something which helps clubs to develop and where good practice can be seen and shared. The Club Development Committee are developing a plan to visit all clubs throughout the year.
- **Club Representatives** – Huddles. Club 'huddles'- are being run for clusters of clubs and are being rolled out led by the Club Reps. So far clubs in the West Dorset, East Dorset, Salisbury and West Wiltshire area have all met up, with some huddles being more successful than others. We are working hard on getting a 'cluster' for the clubs in the Chippenham/Swindon area up and running. However, the aim is to continue to push these 'huddle' meetings on at least a quarterly basis driven by clubs and the club reps. If you or your club get an invite to attend a huddle, please make every effort to attend or ensure your club is represented. Club Reps have made an amazing effort to engage clubs in Huddles and are developing agendas initially based on what clubs want. Dorset & Wilts RFU is keen to be involved when required and have offered information and advice in relation to discipline and volunteering and will continue to do this on request through the Club Reps.

### **Leadership Academy**

This year's Leadership academy was based in Dorset, was a huge success with 21 candidates completing the programme. We were congratulated for being the first CB with at least 50% of those who completed the programme were female. Many will now be going back to their clubs with increased knowledge and enthusiasm on how to help build the clubs and ensure they are sustainable. This coming season we will run the Leadership Academy programme in Wiltshire. If there is anyone interested in attending this can they please let John Constable know at [j.constable4swansrugby@btinternet.com](mailto:j.constable4swansrugby@btinternet.com)

## **Clubs at Risk**

We continue to monitor all clubs along with the RFU staff.

**Alan Ottaway and Jon Monaghan  
Joint Chairs of Club Development**

### **Dorset & Wilts Society of Rugby Referees.**

Once again this has been a busy and mixed season for the Society, with, as is the same for Clubs, more demands being put on our volunteers.

Through the season we were asked to fill 1,689 appointments, of these we failed with 105. Of these, nearly half were the requests for A/R's to Junior Games. Whilst not belittling the Junior game, many of these spaces 'could' have been filled by Club Referees from nearby clubs.

The Society are doing their best to integrate Club Refs in to Society matters. Last season we sent emails to all Club Refs, 12 showed an interest, 3 joined the Society, covering a minimal amount of games.

Club refs who we have records for, are invited to our training meetings, receive Law Updates and all other info we circulate. It would be a great help if now and then a Club Ref maybe take a game at a neighbouring club to see how they get on, with us if possible sending an injured along to watch and offer advice.

This time last year I mentioned Adam Wookey & Iain Kiy being part of SW Group, both have had successful seasons with Adam now on National Panel and Iain very much expected to follow.

This season, another of our young refs Astie Bolton returned home to Gloucester after his Uni Course in Bournemouth. His feet had hardly touched the ground with Gloucester, when he was seconded to SW Group and is now a permanent fixture with them.

Once again, Bryn Stew amazed us all by covering 89 games this season. This despite taking 5 weeks off to holiday in Australia.

A tremendous servant to the game.

This coming season we are purchasing a Sportsmast & Camera to record the referees in action. Also, Oakmeadians have kindly offered to put their recordings on a memory stick for us. Both these systems will be put on the hudl system to help us analyse the ref's performance and identify training needs.

However, we do know other clubs do record their games, whoever the ref and whatever the level, we can only improve by identifying our mistakes, therefore I would like all clubs who do record to offer a copy to the ref on the day.

We do need to look at the number of Female referees we have, two ladies recently attended the L2 course at Bryanston, we will keep in contact with them, though both are committed to clubs, which is a shame as both received good feedback from the facilitator.

Again, though if you have club personnel, male or female who pick up upper body injuries, point them in our direction.

We will have a new Website this season, on which will be a Referee Feedback Form, (one click and in) please do fill these in, again no matter who or what level, we all need feedback as a method of improvement. This is a very simple form and really should take no more than 5 mins, so please use.

Unfortunately, all this high-tech equipment costs money, plus the rise in travel costs has meant we have had to put up our fees to the Clubs.

Some is covered by the RFU, which has enabled us to keep the rise as small as possible, from the start of the season Senior games will be £30 pm from £27.50, Junior games £24 pm from £22.50.

Finally, we will be looking at the way we manage our own Bob Stock Trophy, it is a regular question from clubs as to what are the criteria and what guidelines are there.

We were planning to tidy this up last season, but due to my tardiness and other projects it got overlooked. It will be a priority to sort, as early as possible for the new season. Bryn Stew as ever has been a stalwart for the Society; he topped 85 matches this season - a fantastic effort - and his willingness to take a game anywhere, whenever possible, is appreciated by us all.

**Denis Nolan  
Chairman**

### **The draw for the 2018-19 Dorset & Wilts RFU Senior XV Cup Competition.**

#### **1ST XV SENIOR CUP**

##### **QUARTER FINAL – SATURDAY 22ND SEPTEMBER – KO AT 2.30 PM**

Devizes vs Bye  
Bradford on Avon vs Dorchester  
North Dorset vs Corsham  
Sherborne vs Bye

##### **SEMI FINAL – SATURDAY 13TH OCTOBER – KO AT 2.00 PM**

##### **FINAL – SATURDAY 24TH NOVEMBER – KO AT 2.00 PM**

#### **1ST XV SENIOR PLATE**

##### **QUARTER FINAL – SATURDAY 22ND SEPTEMBER – KO 2.30 PM**

Colerne vs Cricklade  
Amesbury vs Dinton  
Bye vs Lytchett Minster  
East Dorset vs Poole

##### **SEMI FINAL – SATURDAY 13TH OCTOBER – KO 2.00 PM**

Lytchett Minster vs East Dorset or Poole

##### **FINAL – SATURDAY 2ND DECEMBER – KO AT 2.00 PM**

#### **1ST XV SENIOR VASE**

##### **FIRST ROUND – SATURDAY 22ND SEPTEMBER – KO AT 2.30 PM**

Puddletown vs Oakmeadians  
Melksham vs Dorset Dockers  
Calne vs Minety

Swanage & Wareham vs Supermarine

**QUARTER FINAL – SATURDAY 13TH OCTOBER – KO 2.30 PM**

Puddletown or Oakmeadians vs Blandford

Swanage & Wareham or Supermarine vs Warminster

The winners of the following will progress to the Semi Final stages

Melksham vs Dorset Dockers

Calne vs Minety

**SEMI FINAL – SATURDAY 10TH NOVEMBER – KO 2.00 PM**

**FINAL – SATURDAY 24TH NOVEMBER – KO 2.00 PM**

**2ND XV SENIOR CUP**

**QUARTER FINAL – SATURDAY 22ND SEPTEMBER – KO AT 2.30PM**

Bye vs Chippenham

Salisbury vs Bournemouth

North Dorset vs Trowbridge

Bye vs Wimborne

**SEMI FINAL – SATURDAY 24TH NOVEMBER – KO AT 2.30PM**

**FINAL – SATURDAY 2ND FEBRUARY – KO AT 2.00PM**

**2ND XV SENIOR SHIELD**

**FIRST ROUND – SATURDAY 22ND SEPTEMBER – KO AT 2.30 PM**

Warminster vs Dorchester

Oakmeadians vs Swanage & Wareham

Bradford on Avon vs Marlborough

Supermarine vs Devizes

**QUARTER FINAL – SATURDAY 13TH OCTOBER – KO AT 2.30 PM**

The winners of the following will progress to the Semi Final stages

Warminster vs Dorchester

Oakmeadians vs Swanage & Wareham

Melksham vs Bradford on Avon or Marlborough

Corsham vs Supermarine or Devizes

**SEMI FINAL – SATURDAY 2ND FEBRUARY – KO AT 2.00 PM**

**FINAL – SATURDAY 23RD FEBRUARY – KO AT 2.00 PM**

**3RD XV SENIOR CUP**

**QUARTER FINAL – SATURDAY 13TH OCTOBER – KO AT 2.00 PM**

North Dorset vs Wimborne

Swanage & Wareham vs Bournemouth

Salisbury vs Chippenham

Trowbridge vs Melksham

**SEMI FINAL – SATURDAY 2ND FEBRUARY – KO AT 2.00 PM**

**FINAL – SATURDAY 23RD FEBRUARY – KO 2.00 PM**

**Working Together to Grow Rugby in Dorset and Wiltshire**



## **DORSET & WILTS RUGBY FOOTBALL UNION LTD**

### **MINUTES of the 10<sup>th</sup> Annual General Meeting of Dorset & Wilts RFU Ltd**

(and the 71<sup>st</sup> of the Dorset & Wilts. RFU) held at the **Salisbury RFC** Clubhouse on **Wednesday, 26th July 2017** at 19:35 p.m.

**1. Attendance:** Constable J, President – Dark N, Hon. Secretary – Palmer J, Hon. Treasurer – Jones R, RFU Council Member – Bowden A, Chair Governance – Harris D, Governance Committee – Wookey D, Governance Committee – Burden G, Club Development Committee – McElroy G, Rugby Development Partnership – Martin I, Press Officer – Murrow S, Deputy President – Wildash W, Management Board (Co-opted, Past President RFU) Nolan D, Dorset & Wiltshire Society of Rugby Football Referees – Low A, RDO – Burton C, RDO – Lynaghan D, Dorset Club Representative – Monaghan J, Volunteer Co-ordinator Jones C, Wiltshire Youth Forum

Representatives of **14 clubs** from Dorset & Wilts:

Wallace-Walton N, Oakmedians RFC – Pentney J, Blandford RFC – Cook. J, Dorset Dockers RFC – Harris D, Dorchester RFC – Constable J, Swanage & Wareham RFC – Hall N.S.C, North Dorset RFC – Wookey D, Salisbury RFC – Ellias C, Royal Wootton Bassett RFC Jones C, Devizes RFC – Murrow J.S, Chippenham RFC – Bathurst R, Salisbury RFC Larcombe R, Salisbury RFC Dove D, Salisbury RFC– Carkeet S, Bournemouth RFC – Warren D, Bournemouth RFC Warren J, Bournemouth RFC – Pearce G, North Dorset RFC – Moysey M, Wimborne RFC Patten J, Bridport RFC – King S, Bridport RFC – Brook P, Bridport RFC Martin I, Weymouth & Portland RFC – Jones R, Westbury RFC – Lynaghan D, East Dorset RFC

Total attendance – **34**

**Apologies:** Alan Ottaway Christchurch and East Dorset Councils– Wookey A, Dorset & Wiltshire Society of Rugby Football Referees – Morrison A, Wiltshire Club Representative Davis C, Coach & Referee Development Lead – Kennedy P, Disciplinary Chair - Bourne R, Wiltshire Club Representative – Keates S, North Dorset RFC - Drake C, Chair of Competitions Sinkinson P, Bournemouth RFC – Elbourne N, Schools Rep – Szabo Z, Trowbridge RFC Willard G – Davis S, Swindon RFC – Rawnsdon N, Salisbury RFC

Total apologies – **13**

**2. The Minutes of the 9<sup>th</sup> AGM of Dorset & Wilts RFU Limited of 6th July 2016** were approved by the meeting.

### **3. Hon General Secretary Report**

**Nick Dark – Hon General Secretary** reported that a booklet had been produced which contained all the reports from all the sub-committee's chairs and it also contained a report from John Constable who after three years in the role of President is stepping down.

The President added that would like to thank all the clubs that he along others had visited of the last three years.

### **3.a RFU Representative**

**Ron Jones – RFU Council member** reiterated the remarks of the President in thanking the clubs for their support. He then went on to highlight a couple of areas which will figure highly next season:

- I. The payment of players
- II. The Code of Conduct for Governance

### **3.b Rugby Development Partnership**

The Hon Gen Sec thanked George McElroy (GEM) and his team for their work during the year, he also reported that GEM was stepping down from his role as Chair of RDP and his replacement will be Chris Jones from Devizes RFC.

The Hon Gen Sec also highlighted the efforts of the Under 20's, Under 18's and Under 17's under the leadership of Mike Sams. Which resulted in the Under 20's reaching the final of the Jason Leonard competition in Birmingham, against Cheshire RFU which unfortunately resulted in a win for Cheshire RFU.

GEM thanked all the clubs for their support and the use of their facilities, and went on to thank all the county teams for their efforts and again highlighted the success of the Under 20's in reaching the national final, he also remarked on how pleasing it was to see the depth of talent available across the two counties.

GEM also remarked that senior XV men's team had been regenerated by attracting several new players, and highlighted the successful reintroduction of the senior Women's XV under the leadership of Dave Edwards.

### **3.c Schools Union**

The Hon Gen Sec reported that this year two schools achieved a great level of success with the Thomas Hardy School's Under 14's winning the NatWest Un14's Schools Vase Competition, and Bishop Wordsworth School competing in the NatWest Un18's Schools Cup Competition, sadly they do not raise the winner's trophy.

### **3.d Governance**

**Arthur Bowden – Chair**, introduced his written report.

### **3.e Disciplinary Panel**

In the absence of **Philip Kennedy – Chair**, the Hon Gen Sec did not add to the content of the written report, but did highlight the data contained within the Disciplinary report which clubs will see more in the public domain.

Mike Moysey from Wimborne RFC asked for clarification regarding the data listed for his club, which indicates that there were four Red Cards for Youth Players, but he was only aware of two. The Hon Gen Sec stated that he would ask Philip to clarify the matter.

### **3.f Safeguarding**

**Dave Harris – Safeguarding Manager** expressed concern that clubs who are running Summer Camps may not be getting permission to hold these events, because he was only aware of two events this year.

**Dave Wookey** reported that all clubs within the CB have now been audited and the plan now is that all clubs will be audited every three years.

John Patten from Bridport RFC asked how Swindon RFC could receive Five Red Cards and Dave Harris explained that it was because of accumulation of Red Cards over the whole season.

The Hon Gen Sec explained that if the whole club receives five or more Red Cards during a season then the club is referred to the CB's Disciplinary Panel.

### **3.g Competitions**

In the absence of **Clive Drake – Chair** the Hon Gen Sec not add anything to the comprehensive written report submitted.

### **3.h Club Development**

There were no additions to the report submitted. The Hon Gen Sec stated that he would like to record a vote of thanks to Alan Ottaway for all his work, which is mainly carried out behind the scenes due to work commitments.

### **3.i Dorset & Wiltshire Society of Rugby Football Referees**

**Denis Nolan – Chair** added to his report, that the two members of the referee's society have officiated Twickenham during the season. The Hon Gen Sec also offered his congratulations to Adam Wookey on becoming a member of the RFU Referees panel at the age of 23.

Nicola Wallace-Walton from Oakmedians RFC asked the Hon Gen Sec about the CB using the services of a company to carry out the role of Administrator. The Hon Sec stated that the current agreement comes to an end at the 31<sup>st</sup> July 2017 and that no follow-on arrangements were yet in place.

**The Hon Secretary report was recommended to the meeting and this was Proposed by Dave Dove, and Seconded by Willie Wildash, the reports was approved.**

## **4. Hon. Treasurer's Unaudited Statements for the Year to the 30<sup>th</sup> June 2017**

**John Palmer – Hon Treasurer** presented his unaudited report to the meeting (copy attached)

**Total income at £106,098.45 was lower than total expenditure of £111,446.123, with an overall deficit of £5,347.68 for the year ending 30<sup>th</sup> June 2017**

**RFU income** was the main source of income; increased from **£83,78282.00 in 2016 to £90,113.49 in 2017. Self-Generating income was £15,984.96** which was higher than the **£13,400.00 for 2016.**

**Overall Expenditure** was **£14,880.68** higher than in 2015 - 2016, there was an increase in costs in the both the club Development, Membership & Marketing and Coach & Referee Development costs and decrease in costs in all other areas.

**Playing & Development** expenditure was up from £31,006.00 to £44,324.28 largely due to a increase in the expense related to the Senior Teams.

**The Final Balance** showed **Net Current Assets**, held largely in cash, of **£141,321.98** after allowing for **£ 43,910.98** due within a year to creditors.

The deficit this year of £5,347.68 which was in line with the Dorset & Wilts RFU agreed policy to run down the cash surplus.



**The five Nominations for four Dorset Representatives are:**

<b>Names</b>	<b>Votes received</b>
Joy Pentney [Blandford]	25
James Cook [ Dorset Dockers]	20
Dave Harris [Dorchester]	19
Donovan Lynaghan [East Dorset]	16
Chris Davis [Weymouth & Portland]	14

**The five Nominations for four Wiltshire Representatives are**

David Dove [Salisbury]	25
Dave Wookey [Salisbury}	24
Greg Ayliffe [Chippenham]	16
Alistair Morrison [Trowbridge]	14
Richard Bourne [Salisbury]	13

**RFU Representative:**

**Ron Jones [Westbury]** elected earlier in the year.

**Deputy Treasurer**

**Alison Hunter [Weymouth & Portland RFC]**

**Chairman of Governance:**

**Arthur Bowden [Past President]**

**Chair of Disciplinary Panel:**

**Philip Kennedy [Wheatsheaf Cabin Crew]**

**Joint Chairs of Club Development:**

**Alan Ottaway [Christchurch and East Dorset DC] and Jon Monaghan**

**Chair of Rugby Development:**

**Chris Jones [Devizes}**

**Chair of Competitions**

**Clive Drake [N Dorset]**

**Proposed by Dave Harris, Seconded by Dave Wookey.**

The Hon Gen Sec outlined a proposal that for the coming year the CB will co-opt George McElroy as the Chair of Council and Management Board for a one-year trial. It was proposed that the Council will determine the full details of the role in the coming weeks.

## **7. To elect any new Vice-Presidents or Life Member**

The Dorset & Wilts RFU Handbook for 2017 – 2018 will record the following as new Life Members and Vice-Presidents.

**Arthur Bowden** nominated that **Dave Dove** is elected as a Life Member, the motion was passed.

#### **New Vice President**

**Dan Cole – Richard Ervin – Chris Jones – Richard Lloyd – Nicholas Parker – Samuel Thomas**

**All voted in unopposed.**

**8. Resolution disapplying the statutory provisions relating to the obligation to appoint Auditors under The provisions of the Co-operative and Community Benefit Societies Act 2014.**

The resolution was **Proposed by Dave Harris, and Seconded by Gerald Burden,**

**The Resolution was approved.**

**9. Motion or business submitted in writing to Hon. General Secretary by 30 April, duly proposed by one Member and seconded by another Member.**

None submitted

**10. Any other relevant matter on which no voting shall be allowed.**

None submitted

**11. Announcement of Annual Awards;**

**The Bowden Wildash Cup for Volunteers of the Year** was presented jointly by Arthur Bowden and Willie Wildash to **Stuart King** from **Bridport RFC**

The presentation of the **Bob Stock Award** Trophy will be held later.

The Hon Gen Sec thanked the meeting for allowing him to serve them for the last ten years or so, and he also thanked Salisbury RFC for the hosting the AGM on behalf of the CB.

The President in closed the meeting by thanking **John Constable** for looking the counties so well for the last three years as President. He remarked that in the forward of the report booklet the Hon Gen Sec had highlighted the efforts some of officers and officials of the CB, but there was one person missing from that list and that was the Hon Gen Sec himself, the President went on to record a vote of thanks to **Nick Dark** for all he had done for the CB in guiding us. Nick has also sat on the Disciplinary Panel for both the CB and the RFU. The President stated that he planned to visit as many clubs as possible during the season. The President then thanked everyone for attending and wished them a safe journey home.

**The meeting finished at 20.42.**

**Gerald Burden, Hon. General Secretary**