



DORSET & WILTS. RUGBY FOOTBALL UNION LIMITED

ANNUAL GENERAL MEETING 24th July 2019

DIGITAL UPDATED VERSION

- Community Rugby report added 19th July 2019**
- Representative Rugby report added 21st July 2019**

Teamwork | Respect | Enjoyment | Discipline | Sportsmanship

Working Together to Grow Rugby in Dorset and Wiltshire

INDEX

Calling Notice	...	3
Notes	...	4
Nominations	...	5
Foreword	...	6
RFU Council Member	...	6 - 8
Management Board	...	8
Community Rugby	...	8
Adult Men's Competitions	...	8 - 10
Selectors	...	10 - 11
Woman's & Girls	...	11 - 12
County Schools Union	...	12 - 14
Governance	...	14
Safeguarding	...	14
Rugby Safe	...	15
Registrations - Age Grade Calendar - GMS	...	15 - 16
Disciplinary Panel	...	16
Club Development	...	16 - 19

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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 Rugby Football Club on Wednesday, 24 July 2019, 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 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 year¹ and receive the 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 Secretary; the 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, 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 Sub-committee
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 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 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 2019/20

Dated: 17 July 2019

[Please see the Notes hereunder]

Gerald Burden General Secretary

¹ 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 Member² 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 levels³;
 - (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.

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

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

Nominations for Election at AGM 2019

<p>The Officers <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&W’s Constitution the Officers of the Constituent Body shall be: -</p>
<p>President Hon. Secretary Hon. Treasurer Immediate Past President</p>	<p>Stuart Murrow [Chippenham] Gerald Burden [Independent] Alison Hunter [Weymouth & Portland] John Constable [Swanage & Wareham]</p>
<p>and the Committee <i>which is known as the D&W Council</i></p>	<p><u>Explanatory Note</u> – Under Rule 13 the Committee (i.e. the D&W Council) shall consist of The Officers - so, the above - plus 7 (or more, but not exceeding 20) other elected members; and D&W has previously resolved that these should include: -</p>
<p>4 Dorset Club Representatives</p>	<p>Jane Hart [Oakmeadians] Donovan Lynaghan [Christchurch] Joy Pentney [Blandford Forum] James Cook [Dorset Dockers]</p>
<p>4 Wilts. Club Representatives,</p>	<p>Alistair Morrison [Trowbridge] Donna Fielder [Chippenham] Dave Dove [Salisbury] Dave Wookey [Amesbury]</p>
<p>* <u>Explanatory Note</u> – The D&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>plus, the following: -</p>	
<p>RFU Representative [elected separately last year for a three-year term of office] Deputy President Chairman of Governance Chairs of Club Development Council Club Representative for North Wiltshire Safeguarding Manager Management Board Chair of Representative Rugby Chair of Community Rugby Chair of Woman’s & Girls Rugby</p>	<p>Ron Jones [Westbury; Trowbridge] <i>Michael Moysey</i> [Wimborne] Dave Harris [Dorchester] Alan Ottaway [Independent] and Jon Monaghan [Weymouth & Portland] The two roles listed below are to be co-opted on to the Council on the 6th August 2019 Claire Legg [Supermarine] Julie Boddington [Bournemouth] Chair – T.B.A [as per D&WRFU Standing Orders 1.5 November 2018] The three roles listed below are to be co-opted on to the Management Board on the 20th August 2019, subject to the approval of the D&W RFU Council on the 6th August 2019 Richard Rees {Warminster} Chris Jones [Devizes] Brett Bader [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.

Last year was a difficult time for the community game with major cuts to the support staff at Twickenham. This coming year is a time to look forward and to accept new challenges for our volunteers at club and county level, in which we all must embrace the community spirit.

We all know that there will be very little funding available to both the county and the clubs in the coming years.

Therefore, clubs and the CB will need to work closer with Chris (Burton – RDO) and his four CRC's (Frank Butler – Sam Cload – Neil Bibby – Stephen Barber), to share best practices and resources to ensure that the community game remains a potent force within sport.

In these positive times of Diversity and Inclusion I am pleased to report that three additional ladies will be joining the D&W Council being the total number up to five. This figure still needs to grow both within the clubs and the CB to meet published guidelines.

**Gerald Burden
Gen. Sec.**

RFU Council Member

Dear All, can I firstly thank all the Clubs I have visited during the past season it has been a pleasure to meet all of you. I thank you for your honesty you have expressed during our visits. The reports you give us are very valuable towards the running of D&W and to the RFU.

This has been my ninth year as your RFU Council Member. It has been a year of not so normal running and some large changes. The changes have affected various sections of the Rugby Community in a big way. The loss of Alan Low has been a great loss with the remaining RDO Chris having to travel a lot further to meet with clubs in the north of the CB has had the effect in Chris not being able to meet as many clubs as he would like. It has been made easier by the way the CRC's have move around the counties helping out where they can. The Payment Of Players will have some far-reaching effects on Rugby Clubs both through the RFU and Inland Revenue. It is important that all clubs return the forms to the RFU whether you are paying players or not. Please contact me if you are unsure how you or your Club could be affected.

There have been big concerns over the amount of League and Cup games that have not been played through lack of players and then ultimately the loss of players to the game. If you are struggling, please get in touch with your League Secretary who will help you. Just don't let the games become Walkovers. The RFU through the Competitions Subgroup, which I am a member of, are always looking at ways of improving the situation. If you have any

thoughts on whether we should change our league structure or our Cups, please speak to me or send me an email. It looks more likely that another league review will be undertaken in the near future.

As I stated earlier on this has not been an easy year for the RFU with loss of finance, the CEO leaving and a new Chief Financial Officer arriving. This was never going to be an easy year financially, the cut in revenue from the TV Companies. This was compounded by the overspend on the new East Stand Hospitality venue. Which I am sure will make a return on investment very quickly going by the amount of people using it during the matches and private hire through the week. The upgrading of the Stadium to conform to Safety Regulations the investment of AGP's (Artificial Grass Pitches) has also taken a large amount of investment from the Legacy Fund following the last World Cup held in England.

The outcome of the financial problems meant the loss of over 60 persons losing their jobs sadly most of them coming from the Community Rugby sector. Which has caused a lot of problems in communication with Twickenham for our Clubs and Officials and much frustration from all involved with rugby in the grassroots area.

CEO's Report

In the interim after the resignation of the previous CEO Nigel Melville took over the reins whilst a new CEO was found. One of his first jobs was to develop the 2019/20 Business Plan, the announcement that Professional Rugby had sold 27% of their equity to CVC (Privet Equity Company) and that World Rugby had proposed a World Nations League. Which has recently been voted out. I am sure it will come back in the near future.

International Tickets

There have been some changes in the way that International tickets will be allocated to Clubs. The quick answer is that the amount of fixture played by U14's, U15's, U16's, U17's, U18's, Senior XV's in the Club, plus any U15's, U18's and Senior Women's XV. Will count to the amount of tickets received, You should have received your Clubs allocation by now. Any queries please contact the RFU or me. There are on-going discussions about the policy that allows Clubs to sell ticketed hospitality to members.

Annual Regulations Review

The proposed changes to the RFU Regulations for the 2019/20 season

1. Half Game rule; and
2. Game-on principles.
The following significant changes are below
3. Introduction of Annual Age Grade Registration
 - i. Phased implementation starting with U7, U8 and U9, and U16, U17 and U18
 - ii. Annual registration will require validation/correction of existing data.
4. Introduction of Joint Age Band for Under 17 & Under 18 Boys.
 - i. No restriction on U17s playing with U18s
 - ii. No approvals required.
 - iii. Restrictions on U16s remain
 - iv. Standalone U17s are still encouraged

5. Introduction of Mandatory Online Annual Safeguarding Audit
 - i. Applies to all clubs with youth sections or who have 17-year olds playing adult rugby
 - ii. It will need to be completed online through GMS
 - iii. It must be completed by end of September each year (starting September 2019).

6. 17 Year Olds Playing in Adult Rugby
 - i. For Child Safeguarding purposes, 17-year olds are treated as children even if playing in adult rugby
 - ii. Clubs must appoint a Child Safeguarding Officer (even if they do not have a Youth Section).
 - iii. CB approval must be obtained for each 17-year old that the Club wishes to play in an adult team.

The RFU Governance Committee will finalise the drafting of the RFU Regulations before the state of the season.

Financial Report

Year to Date Budget v Actuals

Period Ending March 2019	Budget	Actual	Variance
RFU Group Income			
Total Rugby Income	121.9	124.4	2.5
Group Companies Income	13.8	11.2	(2.6)
Total RFU Group Income	135.7	135.6	(0.1)
Total Cost of sale	(8.2)	(9.0)	(0.8)
Gross Profit	127.5	126.6	(0.9)
Forecast end of year			
Gross Profit	155.0	155.3	0.4

GMS

With the onset of all RFU Championship leagues now using Electronic Match Cards plus the updated Game Management System (GMS). There will be more GMS training.

The new look RFU Website is up and running, there may be some down time to integrate more items, but these should be short. At the moment it seems a much better layout.

Ron Jones – RFU Council Member

Management Board

This season the board has continued to focus on the 3 core areas of our Strategy-

Working Together to Grow Rugby in Dorset and Wiltshire

- 15 Aside Player Retention
- Grow Women and Girls Rugby
- Enhance Club Support.

The new organisation structure has taken a bit of time to bed in and has had a few tweaks to ensure we are all working to the goals above. The structure will continue to develop and be adjusted as we move forward and adjust to changes in the Rugby environment.

The Women & Girls game has flourished under the stewardship of Brett Bader and the support to clubs under the Club Development area has also seen a lot of grants given to our member clubs. Our Representative sides did extremely well with the Men's XV reaching the final for the second year running, the Ladies reaching the Semi Final and the U20's reaching the quarter finals.

The season has not been an easy one with all the cuts and changes at Twickenham and planning for the coming season has not been at all easy because funding levels, courses and costs and the like are all still being adjusted and amended. This will mean we will have to look at the areas we wish to focus on.

Next season the main focus will be focused on the Retention, Recruitment and Transition programme (RRaT) that has been developed in conjunction with the RFU staff aimed at trying to get more Youth players, through Colts and into our Senior teams.

I would like to thank Chris Burton and his RFU team for supporting the clubs and CB, it is important that we continue to work together.

We still welcome anyone who wishes to get involved in the County to apply for posts that are advertised via the website.

The board will continue to look to support & develop our member clubs but this has to be a partnership between the club and the CB/RFU- we are not here to 'do' everything for you but to provide help, support and guidance when and where needed.

John Constable – Chair

Community Rugby This Report added on the 19th July 2019 after original version was sent to the printers on the 17th July 2019.

This year has seen a number of changes in how we support our clubs in playing the community game with the Rugby Development being split to provide focus in the other areas: Girls and Women; and Representative Rugby. We have looked at what we need to support our clubs in developing rugby in both the Males senior game and the Age Grade Rugby.

Importantly we have come to a conclusion that both Coaching support and Senior Rugby Development are already covered by the great work that the permanent staff under Chris Burton perform. As a testament to this the Community Rugby Coaches (Frank, Stephen, Neil and Sam) are delivering coaching development as the best across all Constituent Bodies.

This is alongside the great work in supporting the development of Age Grade Rugby and Schools they must be commended for the super work and support they provide Dorset and Wilts clubs.

As every clubs International Ticket allocation is based on the 15 a side games played it is important all clubs keep their friendly fixtures up to date on GMS – training is available.

The community rugby section now has 4 key focus areas:

1. Senior Competitions (excluding Women)
2. Junior Competitions (excluding Girls)
3. Youth Rugby Development
4. Recruitment, Retention and Transition

In this report I will outline the achievements of each area.

JUNIOR COMPETITIONS AND YOUTH DEVELOPMENT

This year has seen a very hard-working Youth Competition structure with Nick leading having taken over from the great work that Dave Wookey had lead for many years.

By using a collaborative and never say die attitude to keeping games being played they improved the total successful games to over 90% of all fixtures with some being played as friendlies with fewer or loaned players rather than just cancelling. However, the Colts are still an area for concern (see the Recruitment, Retention and Transition section below). Nick was ably supported by Trevor, Julian and Jacqui.

In D&W we have piloted the Half Game Rule last year and used in our competitions, this will become regulation from September meaning all players in a squad on the team sheet will get at least half a game.

Electronic Match Cards will be used where we can to reduce the burden on the administrators both in the clubs and the competition organisers.

We always employ a principle around all registered players should play in competition matches throughout the season and this will be continued.

One area that has been really successful has been the continual feedback player and club surveys that has guided the alteration and improvement of the competitions throughout the season.

In testament to the improvements all competitions U12 to U18 have greater entries than this year.

The results for 2018/2019 Junior Competitions:

	Winner	Runner Up
Colts		
Merit Table Div 1	Wimborne	Salisbury
Merit Table Div 2	Avonvale	Midsomer Norton
Merit Table Div 3	Melksham	Bournemouth
Merit Table Div 4	Walcot	North Dorset
U18 Cup	Avonvale	Wimborne
U18 Plate	Marlborough	Yeovil
U18 Bowl	Salisbury	Sherborne
Under 16		
Cup	Cobras	Oakmeadians
Bowl	Salisbury	Weymouth & Portland
Plate	Wimborne	Bournemouth
Vase	Devizes	Lytchett Minster
Under 15		
Cup	Dorchester	Oakmeadians
Bowl	Bournemouth	Salisbury
Plate	Royal Wootton Bassett	Trowbridge
Vase	Sherborne	Swanage & Wareham
Under 14		
Cup Group	Devizes	Bournemouth
Plate Group	Chippenham	Bradford-on-Avon
Vase Group	Salisbury	East Dorset
Glass Group	West Wilts Warriors	Oakmeadians
Under 13		
Cup Group	Oakmeadians	Dorchester
Plate Group	Marlborough	North Dorset
Vase Group	Trowbridge	Sherborne
Glass Group	Devizes	Bridport
Under 12		
Cup (1)	Chippenham	Oakmeadians
Cup (2)	Royal Wootton Bassett	Bournemouth
Plate	Bradford on Avon	North Dorset
Bowl (1)	Minety	Melksham
Bowl (2)	Lytchett Minster	Bridport

The Youth Development Partnership operates with two supporting County Forums led by Julian and Rob (who is stepping down this year and we thank him for his work over the last couple of years).

The Forums bring together the clubs in each county to discuss issues initiatives and keep abreast of regulation changes. Importantly it allows for best practice sharing and with the Age Grade regulations now fully in force that change has led many discussions. Once a year all the club come together at a joint Forum.

The Forums then lead into the lead committee where the schools, representative age grade rugby also discuss policy and regulation issues to bring to Management Board and Council for ratification.

One main area that is co-ordinated by the YDP is the Age Grade Calendar which collates the input from the Age Grade competitions, Schools competitions, Representative Rugby, Girls Rugby and the DPP and Player Development group run by Bath to ensure we meet the requirements in terms of not over playing players and ensuring school and Club rugby work alongside each other.

The final area that is affecting the Age Grade game is the review of the representative rugby path from U14s upward, further information will be forthcoming this year.

Recruitment, Retention and Transition

One of the biggest changes we have made in Dorset and Wilts is to commit to a long term (many year) strategy for the biggest concern we have across both our Counties and the wider game this is the lack of players progressing from junior rugby to the senior game.

We attract lots of youngsters into the game but over their youth rugby years we see the numbers decline and sides become low on number and in most cases either fold or have to combine with other clubs. The impact of this decline is the lack of players going into the senior game.

As a County we have committed significant resource and funding to address this drop off. In the first year we will be looking to recruit 10 clubs to start the journey with us.

This has not only been devised by the RFU permanent staff and the County volunteers but also is backed up by the recent player surveys where there was a fantastic response from the current 16- and 17-years olds which will provide key drivers for the first-year activity.

This will require commitment from the clubs, and we are looking to recruit two volunteers to lead across the recruited clubs and help co-ordinate both activities and sharing of results of actions undertaken.

We will expand the activities beyond the current colts in subsequent years and will start to look at both transition and the other drop off points in the younger age groups.

Our games future depends on ensuring we retain those who have started their rugby journey, that does not always mean playing senior rugby but also officiating, coaching, administering and volunteering.

We will look how best to communicate what is happening in this programme so please watch out.

SENIOR COMPETITIONS

The Senior Competitions Committee covers many areas where we support our clubs from the Senior Cups, providing league secretaries and representing Dorset and Wilts at the South West Divisional Operating Committee. Their work is tireless, and the cups and leagues would not run without their support. Clive has continued to Chair this group and we thank him for his continued support. With Ron, Jon, Gerald, Michael, Chris, Alistair and Sean doing the work to keep as many games being played. Please remember to contact your league or cup contact if you foresee problems as they can help, but will need some time, do not leave it until Saturday morning!

Even though you as clubs have told us that you still want the cup competitions this is not in line with how the clubs treat these competitions, we should always be mindful of the volunteer workload and if this type of competition is no longer required then please say so, it is not wrong to try other approaches. This alternative approach will be used in the lower leagues where we will be running a group of fixtures for the clubs in D&W3S where we will be much more flexible and use the game on principles to keep people playing regular rugby (but not every week). As with any new approach we will monitor closely and adjust accordingly.

This may be the future approach for our lower league clubs, and it matches what the players have told us in this year's survey.

The use of Electronic Match cards has reduced the burden for league secretaries and meant fewer fines for avoidable mistakes. The rollout across all leagues will hopefully help reduce the burden in clubs please book your training as soon as possible.

A summary of the key activities is shown below:

Chris Jones – Chair

ADULT MENS COMPETITIONS

1. **Senior Cups**. All 6 knock out competitions were organised but there were only 47 entries - 61 last season. 13 teams either conceded or were withdrawn / ruled out for other reasons - 15 last season. So, 34 teams actually took part compared with 46 last season. Once again, sadly, the largest number to drop out were 1st XVs - 7 of 23 entries – 9 of 29 last season. Greater priority is given to league games by clubs & players, but knockouts still generate enthusiasm in those that do well. 29 matches were played of the 41 ties scheduled. Sherborne, Dorset Dockers and Lytchett Minster went on to represent Dorset & Wilts in the 3 tiers of RFU competition. Sherborne won 2 further rounds including the Southern Counties Intermediate Cup Final but lost to Matson in the SW Final - Southern v Western Counties winners. The others lost in their Southern Counties Final.

2. **Levels 5 to 7 SW Leagues**. Bournemouth won the SW Premier league losing only 1 match all season and will be promoted into National League 2 South next season. Dorset & Wilts will still have 7 clubs at level 6 (SW1E) with Sherborne promoted in and Swindon relegated to Southern Counties South where they will join Swanage & Wareham and Combe Down who replace Bradford on Avon and Dorchester. This means only 6 Dorset & Wilts clubs will be at Level 7.

3. **Levels 8 to 10 D&W Leagues**. We started the season with 68 teams but 5 were expunged for failing to fulfil 25% or more of their fixtures. There will be 58 teams in the D&W leagues next season – 83 a decade ago. DW3S will not be run as a league. New Milton 2 & 3 have chosen to return to Hampshire and the remaining 4 teams will join others in a less regulated system of promulgated fixtures.

OUTCOMES OF COMPETITIONS IN 2018-19

COMPETITION	WINNERS	RUNNERS UP	Final Venue & Date / Comment
1 st XV Cup	SHERBORNE	DEVIZES (Withdrew)	
1 st XV Vase	DORSET DOCKERS	MINETY	Salisbury – 24 th November
1 st XV Plate	LYTCHETT MINSTER	AMESBURY	Warminster – 2 nd December
2 nd XV Cup	BOURNEMOUTH	TROWBRIDGE	North Dorset – 30 th March
2 nd XV Shield	SWANAGE & WAREHAM	MELKSHAM (Disqualified)	Westbury – 27 th April
3 rd XV Cup	BOURNEMOUTH	TROWBRIDGE	North Dorset – 30 th March
WADWORTH LEAGUES			
Dorset & Wilts 1 North	COMBE DOWN	AVONVALE	Winner promoted
Dorset & Wilts 1 South	SWANAGE & WAREHAM	DORSET DOCKERS	Winner promoted
Dorset & Wilts 2 North	FROME II	MARLBOROUGH II	Both promoted
Dorset & Wilts 2 South	DORCHESTER II	LYTCHETT MINSTER	Lytchett Minster promoted with Swanage & Wareham II (3 rd place) – Relegation of 1 st XV prevented promotion of Dorchester II
Dorset & Wilts 3 North	AMESBURY	COMBE DOWN II	Both promoted
Dorset & Wilts 3 South	NEW MILTON III	POOLE	Poole and Swanage & Wareham III (3 rd place) promoted - New Milton III withdrew

Clive Drake, Chair Competitions Sub-Committee

Representative Rugby This Report added on the 21st July 2019 after original version was sent to the printers on the 17th July 2019.

This season as a whole has seen a great strive forward for the representative game across all age groups. The focus has been on developing a pathway through all age groups of the representative game to ensure that the overall product we offer to players is the same for U15s to seniors. We have also worked hard with schools, clubs and Bath Rugby to ensure that we try to expose as many players to the county programme as possible. We have tried to work with clubs to help develop our players in Dorset & Wiltshire. We also wanted to show what we can do on the pitch, promoting and challenging players to play with confidence and fun whilst in a highly competitive environment and always encouraging development. If you see as a product, we are also putting a lot of time and resources to ensure that the coaches and management team are also being developed to provide the players with a professional experience.

The aim for all representative rugby age groups is to work with clubs to help develop players so when they return to clubs with new playing and learning experiences they come back as better players, but also offer a product to keep players in the county later on in life. Please find below summaries of all representative age groups (male).

U15 & U16s

This programme is the most crucial one for the representative rugby pathway; this is the first exposure of the county game and first impressions for the players. The programmes are run by Lee Murgatroyd (15s) and Richard Bourne (16s).

Within these age groups we also work with the Bath Academy and DPP programme. The quality of coaching on offer is fantastic with Bath coaches working alongside with the Dorset and Wiltshire coaches allowing them to develop fantastically. From surveys the players are really enjoying the programme and relish the opportunity to represent Dorset & Wiltshire. The numbers in the programme is fantastic with over 100 players attending the first development day, usually between 60-80. Although numbers are slimmed down, the after care is offered is good.

Selectors, coaches and managers offer personalised feedback to players. Players are encouraged to work on key points and then invited to come back. Using the same group of selectors keeps consistency and allows selectors to track player's progression throughout the programme. The numbers show the relationship between clubs, schools and county has strengthen hugely over the last 12 months.

On the pitch the U15s played 3 games beating Cornwall and Somerset but losing to Berkshire, this is a great set of results and no doubt will be a massive confidence of this group. Lee and his team have developed a great programme, which is most definitely a player lead environment. The coach's lead by Matt Sturgess; have done a fantastic job in developing and challenge the players by providing a level of competition which is above club level. By doing this the overall aim is players returning to their clubs as better players but also to retain players in Dorset & Wiltshire in club and county rugby.

Also these age groups have installed a brilliant culture within the squad with players and coaches staying after games as a squad win or lose, but it is also great to see the squad singing on the pitch after the game. it is a great traditional spirit accompanied with a high level of rugby

U17 & U18s

This programme has grown brilliantly over the last 12 months from the efforts of Kevin Dobie (U17s and U18s), the fantastic foundations created by the previous U16s season created a good-sized squad of 30(ish) players representing many schools and clubs in our counties for the U17s.

On the pitch they have been challenged well from strong teams in Berkshire, Cornwall, Somerset and Gloucestershire which offered a great challenge and opportunity for the players to express and develop in a higher level. The opportunities created for these players are great, with development days and training sessions along with the matches which are truly development focused.

The time with age groups is limited so it is very difficult to build a good culture, but Kev and his team have done fantastically. Like the 15/16s this age group have a great player culture with all players and coaches staying after games as a squad.

The U18s were also well represented this year with coaches having to pick teams from 58 players. However this was managed fantastically ensuring that the game time and opportunities was equal and fair through development games and South West Divisional Games, from the two divisional games resulting in a loss to Cornwall and a victory over Oxfordshire 4 players were selected to attend South West Divisional Trails for the opportunity to represent England South West Squad – Ben Goodall, Jordie Wayman, Oli Johnson and Tommy Jeremiah who are all from Bournemouth RFC. From this Tommy missed out playing due to injury but the other 3 played in the matches and performed very well. Oli Johnson was

selected into the England U18s (shadow) County side who toured Ireland which is a fantastic achievement for the player and the programme.

U20s

The season was cut short at the Quarter Finals of the national county championships narrowly losing to eventual winners Surrey at Farnham. The programme consisted of three great warm up fixtures hosting RAF U23s, Royal Navy U23s and Hampshire U20s.

These fixtures are crucial to our programme as it allows us to see as many players playing as possible, as at this age group we begin to struggle with players attending training sessions due to many of the players away at University. So, we heavily rely on the pathway to keep bringing players into the U20s. Needless to say it is important to ensure the programme attracts the players to travel back to represent their county. The U20s has worked incredibly hard to ensure that we offer an attractive product to get the players interested. We also have many players not in education but in full time work which makes it tricky for them to attend training. but we are beginning to reap the rewards from the improvements made at the bottom of our representative pathway with some fantastic players coming through.

On the pitch the U20s always tried to play an attractive expansive attacking game which when clicking was a joy to watch. Our championship began with a victory over Somerset (31-19) at Trowbridge RFC. A performance that was a great watch for the neutral, both sides were flat out attacking.

The next game was away to Berkshire RFC, frustratingly in the final exchanges of the game Berkshire were able to claw the victory which meant that although we would still qualify, we would have to travel to Surrey for their quarter final. In a disastrous start, we found ourselves 3 tries down within 10 minutes.

The U20s battled back immensely to be level but eventually the composed Surrey side were able to snatch the game again in the final period of the game. This year was definitely deemed as a missed opportunity. Positives from the season is that the u20s programme is definitely retaining players both from the representative pathway from U15s, but also keeping good young players playing in the county, with majority of players this season coming from Salisbury RFC, Bournemouth RFC and Trowbridge RFC. But it is also attracting players who are away at university but from the counties but not attached to any club coming back to play, so we are also bringing in quality players into the county.

From the games played 4 players were invited to trials for South West Divisional sides – Ciaran Johnston, Tom Pittman, Jesse Otway and James Kennedy by invited. Jesse and James were selected into the SW divisional side and played against other divisional sides in the country. Unfortunately, no player was selected into the England Counties U20 squad.

Seniors

The senior squad had another fantastic season making it to the National County Championship Finals at Twickenham. Again, this programme offers players in our county the opportunity to play at a higher level. This year saw a good amount of the pathway players from representative pathway train and get involved in the senior squad, but also saw new players who haven't been a part of the system get involved showing that it is never too late. Dan Draper and his team encourage an inclusive programme, looking to give young players from the pathway opportunities but also searching for undiscovered talent. This was definitely

on show this year when two players from Warminster RFC who came to the trials, worked hard and impressed were given an opportunity and ended up being key members of the squad that saw us reach the final. Again, the playing style was great, with fast, expansive attacking rugby being on display. This helped the senior's progress through their group beating Middlesex, Berkshire and Buckinghamshire. In the final Cumbria were the opponents and in a great game Cumbria came out on top with a 23-13 win. It was a great experience for all the players whom played on the Twickenham soil. Dan and his team did a fantastic job this season with the preparation and organisation of the programme. The seniors are hoping to get more involved with the U20s next season, continuing to strengthen the pathway and the ambitions of the younger players.

I would like to thank all the volunteers managing and coaching within representative rugby, they all help make the county rugby game what it is today. After a great year, there is still a lot of work to do as there are always things to improve on. We will be looking to strengthen the relationship with ALL clubs in the county by helping and supporting the clubs.

Richard Rees – Chair

Selectors

A good season across the board with some very testing days due to large numbers and trials days moved due to poor weather conditions.

I would like to take the opportunity to firstly thank all those that assisted with the selection this season and to the managers and coaches within the age groups for helping make the days run as smoothly as possible.

Under 15s (4 Selectors)

An extremely busy day at Canford School with approximately 128 boys attending with some juggling and help of the coaching team we managed to select what I believe was a successful team of lads, with a number being selected to play in the Bath PDG.

U15 & u18 Girls (2 Selectors)

Again a challenging day for all, weather conditions on the original date meant that we had to move to the following week (same day as u15 boys and woman's trials) so selectors were thin on the ground, with the help again of a fantastic management team and the assistance of the senior coaches and some senior players we managed to complete the task in hand. We had already attended the super cluster event at North Dorset a couple of weeks prior so this put us on the front foot.

Dorset and Wilts Ladies

As above this all rolled into one day, but again helped by a good team of staff they had a successful season being able to run 2 teams.

Under 16s (6 selectors)

This was a very successful day at Dauntseys School run in conjunction with the Bath Academy set up. With 92 boys attending and already having a number of boys in the DPP we had 1 Salisbury boy selected to attend the Bath Academy and went on to play in the Wellington Festival.

Under 17s

Once again this was affected by poor weather conditions and last minute moved from Bryanston to Royal Wotton Bassett RFC Saturday night. With other events on the same day and selectors unable to travel to the change of location we were unable to attend.

Under 18s (7 Selectors) (3 Selectors at SW trails)

With the selection day at Bryanston and good numbers attending made it easier to select a good squad to attend the SW Trial games held at Hornets RFC over two weekends. After two well contested games we had 4 boys put forward to attend the SW u18s Squad selection with 3 lads going on to represent SW at the regionals. One lad had to pull out on the first morning with ACL injury. We had one lad who made the shadow squad list for England Counties u18s.

Under 20s (7 selectors) (2 selectors for SW)

Once again a very successful development day at Bryanston with good numbers attending, quite a few new faces, with a good start to the u20s cup run and lots of returning players the squad did very well having 4 boys put forward to SW u20s trial with 2 going on to play for SW u20s at the regionals in Derby.

Dorset and Wilts Senior Men's

No Involvement this season
Congratulations on reaching the final.

In summery we will always have to battle with the weather, the numbers attending trails and trials that fall on the same day, will mean the team is sometimes stretched but hopefully with some good communication and prior organisation we can overcome this.

Simon Carkeet Chair of Selector

Women & Girls

The Women & Girls have partnered with the Charity Wooden Spoon – Dorset & Wilts to fundraise in support of disadvantaged children and have already presented a cheque for this season. Women's County kit displays the Charity logo.

2018-19 season has been a productive with the Girls Super Cluster initiative launched offering coaching and playing opportunities across the CB.

A number of clubs have led great and varied opportunities for Girls including Chippenham, Dorchester, Warminster, Devizes, North Dorset. The County held its first 7's competition for Girls to create competitive opportunities held at Warminster RFC.

The County Girls have been active in county festivals demonstrating success and strong ability.

The County Women progressed in the Gill Burns Competition to the National Semi Finals and lost to Bucks who went on to win the National Finals.

D&W has ten women's sides in leagues or emerging.

Two players represented England at U18 and U20 level.

Brett Bader – Chair

Dorset & Wilts. Rugby Football Schools Union

A. School Rugby Activity

Season 2018 – 19, has seen another great season, of rugby playing opportunities for young people in schools across Dorset & Wilts.

Mark Burley, President of D&W CSU once organised the annual Dorset Schools County Cup competition for at U14s & U16s level, in the Autumn term.

In Wiltshire Year 7, Year 8, Year 9, & Year 10 Schools have continued to go from strength to strength, thanks to Ali Lund of Lavington School, PE staff in Wiltshire, SSCOs & D&WCSU with County Cups, (the finals being played at Wilts clubs) Festivals & friendlies taking place in the Autumn term.

We are delighted to be able to share news of a new Festival, for Y7s & Y8, being set up & very successfully run by Sam Morris & Pete Pring of Budmouth School Weymouth, working closely with Weymouth RFC. This was an excellent well attended event, with the young people involved really enjoying their afternoon. Thanks go to all involved. This was a great example of School & Club working together, & also involves some Club coaches going into school to help with the rugby.

Thomas Hardye School led by Geraint Hughes held a 10s festival for U18s Schools from across our area, around 100 players took part & the winners being Bournemouth School (Cup) & Gillingham School the plate. It was a really good day, despite the inclement weather.

The National Schools Competition has once again seen a number of our D&W taking part, in the various levels of the competition, students enjoying the chance to take part in this National competition. Thank you to the staff involved as some distances travelled by teams in the competition, were not 'just down the road'

Terry Gilmour (formerly Bishop Wordsworth School,) & now Marlborough College, had his U18s squad in the Semi Finals of the National Schools Cup, facing Whitgift at Allianz Park & we wished them every success, unfortunately they did not make it to the hallowed turf, this time around, but D&W CSU were proudly represented by Dauntseys School in the U15s final at Twickenham, & what a great game we were treated to.

Thank you to all rugby teachers across D&W Schools who work so hard with their teams, across all levels of rugby in our counties.

The 15th Annual Dorset Schools 7s took place 11th – 15th March 2019, for years 7 to 10. Shane Green Head of PE at QE School Wimborne & his Year 12 Btec Sport & Sports Leaders Award Students did an amazing job of organising & running the event, this year.

Canford School are hosted the event on the afternoons of 11th, 13th & 15th March & QE Wimborne on the 12th & 14th of March, for logistical reasons, this year we are not using a rugby club venue.

RFU local delivery team members Neil Bibby & Sam Clod Dorset CRCs , & Chris Burton RDO, ran the Girls afternoon, Weds 13th March which was a mixture of Skills development & matches using rugby in its various forms. They do this annually, so thanks to them for that.

The week of 7s saw over 450 young people enjoying a great festival of Rugby. Huge thank you to players, teachers & Year 12 Sports leaders of QE schools for this very successful annual event.

B. Schools on Tour.

We are delighted to report that our schools continue to give young people the opportunity to take part in overseas tours & to play touring overseas sides. Australia, Japan, Dubai, South Africa, France, Ireland are amongst the destinations visited/ players hosted from. With more tours planned for the future in both State & Independent Schools.

C. RFU Rugby Teacher/ Coach Development Day 4th July.

Dorset & Wilts CSU were once again chosen to host one of the RFU's Rugby Teacher/ Coach Development days, this year the venue was Marlborough College. 57 delegates attended, & it was great to see a number of Club/County Coaches in attendance along with teachers.

Huge thanks go to Terry Gilmour Head of Rugby at Marlborough College for co ordinating the event.

The day included, RFU updates from Hamish Morton RFU Schools/ Colleges.

Bath Academy Session, focusing on the approach to Bath DPP/ PDG sessions headed up by Assistant Academy Manager George Tavner, Manager is very happy to welcome any School/ Club coaches to go along to any DPP/ PDG sessions any of the venues, as part of Coach CPD, & re iterated in a recent conversation, if anyone wants to go along just email him at George.Tavner@bathrugby.com to let him know & he is happy to answer questions people may have during sessions.

An indoor & then an outdoor practical session by Rusty Earnshaw of 'Magic Academy'. Which certainly gave everyone food for thought.

We look forward to welcoming even more club coaches to future events.

D. Club / School Links.

Informal conversations with Julian Phelps, Chair of Wilts Youth Forum & Rob Whitham of Dorset Youth Forum, tells us that there are some really positive things taking place in terms of helping develop/ further develop Club / School links. To get a full picture & to help us work collaboratively to try to 'fill in any gaps', in order to benefit both Clubs & Schools Youngsters alike.

We look forward to seeing the findings of a survey due to be sent out all clubs by D&W CB

Sharing CPD opportunities - If any club is running a coach CPD, we would really welcome invites your local schools to join in, & our schools will look to do the same, as it will all help the youngsters in the long run.

E. Age Grade Calendar/ County Rugby/ Bath DPP/ PDG

Collaborative working, around the Age Grade Calendar, saw excellent efforts by D&W CSU ie Schools/ D&W CB & Bath Academy, facilitating the production of the D&W Age Grade Calendar.

Use of Schools Facilities for County Rugby, as & when the County feels it helpful to use the facilities, which are free of charge.

Collaborative working in terms of County nominations process & trials information sharing have continued apace this year. We know that Richard Bourne & his colleagues do a sterling organising this opportunity for our young men in D&W, as indeed does Brett Bader & his colleagues for the young women in D&W, & as D&W CSU we are keen to continue to offer our support & facilities.

Participating in collaborative working with our Bath Academy colleagues, continues apace & reflects the value & importance creating & supporting the developments of opportunities, across Schools, Clubs, County, & DPP/ PDG/ Academy for our young people in D&W.

Jan Edwards CSU Secretary

Governance

Taking over as head of governance has been a large learning curve, I knew I had some big shoes to fill but never realised how big, and I thank the others in the management team in helping me try to wear them.

First job was to fill the role I left as safeguarding manager and soon welcomed Julie Boddington on board who has very much made the role her own.

Joy Pentney has kept a good eye on rugby safe and Dave Wookey has dealt with all the areas he covers with his usual diligence. Discipline started out well however due to some personal reasons' things did go astray at the end of the season. This being the case the data for the usual discipline listing and report is not available for the AGM but hopefully it will be published in the handbook for the start of next season.

There will be a few new faces joining the team next season there will be a new discipline chair and secretary and someone working alongside Dave Wookey covering DBS compliance and club audits amongst all the other duties in what Dave plans to be his final season in these roles. So, I look forward to the new season with the whole team both new and old and leave the various section leaders to give their reports

Dave Harris – Chair

Safeguarding report

JB, Joe Walsh and Dave Wookey attended the safeguarding conference at the weekend and gained some updates and discussions re adult safeguarding.

JB is drawing together a plan for courses and meetings across the next 12 months and is aiming to produce a monthly newsletter for all CSO's. JB would like to have a closed Facebook group for the CSO's, This is accessible to coaches etc and would be a good way to disseminate some of the information to clubs.

Julie Boddington

Rugby Safe

RugbySafe continues to be a vital element not only at the CB level but with our member clubs to ensure that the safety and welfare of all players is paramount.

Following on from the RugbySafe Roadshow which was delivered at the end of the 2017/18 season, advice and guidance on elements of RugbySafe have been provided to not only the D&W RFU Management Board but also to clubs and individuals via Club Huddle meetings and directly on request.

It is good to see that a significant number of clubs within the CB have assigned the roles of Medical Officer and RugbySafe lead, however there are still a considerable number of our member clubs yet to assign these roles. Without a contact name at club level it is difficult for any new information or in changes to procedures to be targeted correctly. I would ask that all clubs look to appoint a club member to the role of Club RugbySafe lead prior to the start of the 2019/20 season.

March 2019 saw the CB represented at the South West Area RugbySafe Conference, where a number of the initiatives planned for introduction in the 2019/20 season were aired. As part of the redesign of the England Rugby website there will be a number of significant changes to the information available relating to RugbySafe and as this becomes available clubs will be kept up to date with the changes to processes and what reporting action is required. together with information relating to training courses and any other useful information.

As part of the off-season work, all clubs should be looking to review their safety documentation when updating their other club policy documentation. This will ensure that there are suitable people appointed to roles, procedures to manage all activities are in place and all training needs are identified to ensure the safety and wellbeing of all club members. Advice and guidance on risk assessments can be sought from me if required.

With , the Rugby World Cup fast approaching together with all the new initiatives for Grass Roots Rugby due to role out in a couple of months it will be a busy start at the season for those involved in RugbySafe and I am looking forward to working with the RFU staff and club leads to ensure as a CB we are at the forefront of these initiatives, enabling us to ensure the safety and welfare of all players and other club members.

Joy Pentney

Registrations

Much as last year and a continuing issue is that I am not informed by clubs when the Youth Registrar role changes and am not convinced (due to errors I see) that adequate training is given to new registrars. Errors at this stage can affect a player/person for the entire of their Rugby life so it's important that they are correct even at age 5, including links to parent etc. Training can be given by myself or Julie Boddington who has been my Deputy CB registrar for some while now. I only know of 2 clubs that have taken this up.

Age Grade Calendar

I stepped away from the AGPC this season, transferring the ownership to Chair YPDC with Joe Walsh remaining the drafter and coordinator. I merely have acted as a regulatory adviser.

Safeguarding

Audits have now been completed to our schedule although some delays this season due to personal circumstances on behalf of us the auditing team. Currently 1 is awaiting signature and submission to RFU. Thanks to Julie Boddington and Joe Walsh for help this season with

these. We need to ensure that actions are followed up and standards maintained. Form will be online via GMS next season and all clubs will complete that although the intent is that as usual, we will maintain a 1/3 of clubs visited each season.

Festival applications are in general getting better. Use of the recently developed forms has meant that less secondary questions need to be asked, however a reminder to clubs that approval is to be sought at the time you start to plan event not once everyone is invited. Also, club festivals must comply with AGPC playing months for U12 and above, so if you are running a mini festival but include U12 it must sit in a Club period not a School one regardless of any circumstance's clubs feel this does not apply to them. RFU are strict that we must refuse otherwise. Mini Rugby is up to and including U11.

Camp and internal tour forms are also now available for use on the DW Rugby website

It is my intention to step down next season from Safeguarding phased over the year. I have served 12 years in this role and believe it is time to reduce my portfolio.

Youth Competitions

As you are aware, I stepped away from Competition management last season although I have provided help and assistance to Nick Elbourne and his team in managing any issues with the GMS module. I continue to offer this service. On Senior Competitions again my role is purely on the GMS module loading and ensuring changes to dates are input and scores submitted. Again, I look forward to training a volunteer to continue this aspect for the long-term future

GMS

Although the RFU funded training has ceased except in exceptional circumstances which can be agreed with the RFU Area Manager I am still available to training within the CB to clubs. This season has seen a very low take up of this training offer. With more aspects of game management being loaded via GMS it is essential that clubs share the aspects among their volunteers and that adequate training is available. Clubs are encouraged to take up the offer of training as non-compliance with GMS will affect accreditation

Dave Wookey

Disciplinary Panel

No report filed.

CLUB DEVELOPMENT COMMITTEE

Facilities

Following the 2018–19 Club Facilities Survey, we received 84 applications from 36 club for grants. The following clubs were selected to receive an offer of a club matched funded grant from Dorset & Wilts RFU.

All clubs - 39 in total - Pitch side barriers	£4,212.00
Poole RFC	
Posts	£ 600.00
Portable lighting – Subject to T&C's	£3,944.00
Amesbury RFC	

Portable lighting – Subject to T&C's Bradford on Avon RFC	£3,944.00
Floodlights Colerne RFC	£4,500.00
Clubhouse Cricklade RFC	£4,500.00
Additional support towards NatWest Rugby Force weekend Dinton RFC	£1,250.00
Portable lighting – Subject to T&C's Dorset Dockers RFC	£3,944.00
Portable lighting – Subject to T&C's Pewsey Vale RFC	£3,944.00
Sewerage project Salisbury RFC	£9,000.00
Floodlight repairs Disabled footpath	£1,700.00 £1,176.00
Supermarine RFC	
Portable lighting – Subject to T&C's Sutton Benger RFC	£3,944.00
Portable lighting – Subject to T&C's Swindon COB RFC	£3,944.00
Portable lighting – Subject to T&C's Westbury RFC	£3,944.00
Chain Harrow & 3 Gang Mower Wheatsheaf Cabin Crew RFC	£1,000.00
Portable lighting – Subject to T&C's	£3,944.00

Other Grants

Leadership Academy grants	£6,948.00
Coaching – Referees training grants	£2,933.75*

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

The total value of all the grants made by the Dorset & Wilts RFU to clubs currently stands at £65,427.75 for the year ending June 2019, this includes £6,925.00 that was unclaimed for the year ending June 2018.

We are currently unsure if we will be able to provide grants to a similar level during 2019-20 season, due to the lack of RFU funding available.

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. If any club wishes to receive support, please contact Jon Monaghan who will arrange for someone to visit your club and assist you. jon.volunteering@outlook.com or 07728 407209.

Recognition of volunteers

Volunteer recognition event took place again in May within excess of 80 nominations. This year we tried something different and had the event jointly with Mitsubishi Motors on the County Championship game with Berkshire RFC. This was a long day and in future we propose doing the presentation at midday with the option of staying to support Dorset & Wilts RFU and enjoy a game of rugby.

Winning volunteers were:

Young Volunteer of the Year – Alex Hearn – Weymouth & Portland RFC

Administrator of the Year – Damian and Sharon Dix – Dorset & Wilts RFU Referee Society

Groundsman of the Year – Not awarded this year with no nominations

Referee of the Year – Zac Hamersley – Dorset & Wilts RFU Referee Society

Volunteer of the Year in Mini & Youth – Louise Knight – Blandford RFC

Volunteer of the Year in Ladies & Girls Rugby – Brett Bader – Dorset & Wilts RFU

Volunteer of the Year – Paula Sheppard – Oakmeadians RFC

Outstanding Achievement Award – Aiden Plenderleith – Royal Wootton Bassett RFC

Club Volunteer Coordinator of the Year – Andrew Landers – Sherborne RFC

MMVRP

Dorset Volunteer of the Year – Sharon & Damian Dix from D&W Referee Society.

Wiltshire Volunteer of the Year – Rhys Floyd from Royal Wootton Bassett RFC.

Congratulations to Rhys, Sharon & Damian for winning the Wiltshire and Dorset Volunteer of the Year awards, their efforts and commitment to rugby as volunteers has been recognised and everyone at Dorset & Wilts RFU thank them for their work. Rhys, Sharon & Damian 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 again been offered to clubs with visits and advice being offered to support recruitment, retention and recognition of volunteers. We have now recruited Jill Loader and Donna Fielder as 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 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. The opportunities are there so please make contact for further information.

Progress has been slow as this involves a culture change across clubs and 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 this year and have welcomed new and enthusiastic members in Brett Bader – Ladies and Girls Chair, Richard Rees, Chair of Representative Rugby and Dave Harris, Chair of Governance. This process 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.

Young Rugby Ambassador Scheme

The RFU have stopped funding this nationally but we have been able to secure some kit in order to start our own scheme within the CB. Funds have been allocated within the PFR and plans are to hold small cluster meetings around both counties to meet with young people. We hope to be able to encourage the young people of our clubs to steer what the new scheme is called and looks like. We have a basis of an idea but want clubs and especially young people to take an active part in deciding planning and implementing the scheme for Dorset & Wilts RFU clubs. All existing YRA's and clubs in Dorset & Wilts will be contacted over July to take part in hosting and attending meetings in August and September ready for the start of the new season. Past responses have not been good and the data for completion of hours has been low, so we hope that having a hand in developing the programme for a more positive 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 to visit clubs to be 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 but will always welcome clubs' invitations to see the good work being done around the counties.

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

CALLING NOTICE

NOTICE IS HEREBY GIVEN that the 2019 – 2020 Annual General Meeting of Dorset & Wilts. RFU Limited will be held at the Salisbury Rugby Football Club on Wednesday, 22nd July 2020, at 7:30 p.m.

Working Together to Grow Rugby in Dorset and Wiltshire