



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

**ANNUAL GENERAL MEETING
22nd July 2020**

DIGITAL VERSION – Updated Wednesday 22nd July 2020

WE WILL RETURN SOON BETTER and STRONGER

Teamwork | Respect | Enjoyment | Discipline | Sportsmanship

Working Together to Grow Rugby in Dorset and Wiltshire

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- f) To consider a resolution disapplying the provisions of Co-operative and Community Benefit Societies Act, 2014, relating to the obligation to appoint Auditors

Result of the vote **Yes – 36** **No – 0**

- g) All other business to be adjourned until a future date

Result of the vote **Yes – 36** **No – 0**

- h) All actions and votes taken during this Virtual AGM to be ratified at a future date

Result of the vote **Yes – 36** **No – 0**

3. The Presentation of the Bob Stock Trophy

The winners are Oakmeadians RFC

4. The Presentation of the Bowden/Wildash Trophy

The winners are Doug & Jo Warren from Bournemouth RFC

Their citation reads

Douglas (Doug) Warren

In the 1960s Doug played for Bournemouth 1st XV until he had a nasty shoulder injury.

In the 1970s he coached Mini rugby and was Mini & Youth section Chair.

In the 1980s and 1990s he coached the Colts XV and was 1st XV Manager and Touch Judge

From 2004 to 2008 he was Club Chairman and then became Club's first President. He has filled this role since 2008 while focusing on producing a mass of statistics for the Club's bulging archive. Bournemouth RFC is now probably one of the best documented clubs in the country

Joanna (Jo) Warren

Very much a believer of "If you can't beat them then join them strategy" she first got involved with the Bournemouth RFC M & Y when their eldest child started to play.

Managed the kit dragging bags over to the club from our utility room each week.

Chair and Treasurer of M & Y section and has managed the Club's Shop ever since.

Responsible for the 100 Club and the membership of the whole club.

In the 90s until a few years ago she washed up to five sets of senior XV shirts until Club obtained sponsorship from a local launderette.

Most importantly keeps her husband under control and his nose to the grindstone!

Doug and Jo have both been involved in numerous fundraising activities over the years memorably donkey derby, pig racing and the Bournemouth Carnival float.

They have missed, perhaps, four or five 1st XV games in the last 20 odd years and regularly attend Tuesday and Thursday nights training plus Sunday mornings with M & Y.

Registered Attendance, Inc. apologies

Name	Organisation	Role
John Constable	D&W	Management Board Chair
Gerald Burden	D&W	General Secretary
Ron Jones	D&W	RFU Council Representative
Donovan Lynaghan	D&W	Club Representative
Clive Drake	D&W	Competitions Chair
Frank Dike	D&W	Vice President
Sean Macey	Corsham RFC	League Secretary
Carole Jones	D&W	Vice President
Michael Moysey	D&W	Deputy President
Simon Carkeet	Bournemouth RFC	Chair
Dave Wookey	D&W	Club Representative
Andy Barrett	Oakmeadians	
Stuart Murrow	D&W	President
Jon Monaghan	D&W	Club Development
Chris Metson	Salisbury RFC	Secretary
Alison Hunter	D&W	Treasurer
Graham Donaldson	Christchurch RFC	Chair
Alan Ottaway	D&W	Club Development
Brett Bader	D&W	Woman's & Girls Chair
Alistair Morrison	D&W	Club Representative
Jane Hart*	D&W	Club Representative
James Repper	Wheatsheaf Cabin Crew RFC	
Amanda Palmer	Marlborough RFC	Mini & Youth Chair
Duncan Souster	Amesbury RFC	Chair
Nik Taylor	Swanage & Wareham RFC	
Ian Banister	Chippenham RFC	Chair
Williw Wildash	Weymouth & Portland RFC	President
Richie Rees	Warminster RFC	
James Cook	Dorset Dockers RFC	Chair
Zoltan Szabo	Trowbridge RFC	Chair
Mark Thomas	Marlborough RFC	Secretary
Mike Banfield	Marlborough RFC	Fixture Secretary
Richard Bourne	D&W	Youth
John Palmer	D&W	Honorary Life Vice President
Arthur Bowden	D&W	Honorary Life Vice President
Denis Nolan	D&W Referees	Chair
David Stirling	Colerne RFC	Chair
Joy Pentney	Blandford RFC	Secretary
Dave Harris	D&W	Chair of Governance
Michael Brigstock	Amesbury RFC	Fixture Secretary
Andy Thompson	Melksham RFC	Secretary
Doug Warren	Bournemouth RFC	President
Jo Warren	Bournemouth RFC	

Alan Low

Royal Wotton Bassett RFC

Director of Rugby

For Voting Only *

Apologies

Nicola Wallace-Walton – Andy Walton – Jane Hart	Oakmeadians RFC
Nicola Rawnsdon	Salisbury RFC
Nick Dark	Devizes RFC
Nick Elbourne	D&W
Ben Brown	Wheatsheaf Cabin Crew RFC
Ian Archer	North Dorset RFC
Robert Andrews	Dorchester RFC

President Welcome

Welcome to all of those who are attending this the 74th Annual General Meeting of Dorset & Wilts RFU and its first virtual one.

I would like to take this opportunity to thank Gerald for all of his hard work in getting it set up and also the electronic voting where required.

As I step down as President I would also like to take the opportunity to thank all of those who have served both on the Dorset & Wilts RFU Council and Management Board during my tenure, for all of their time and support that they have given and to those who are also stepping down I wish them all the best for the future.

In particularly a personal thank you to Gerald, John Constable and Ron Jones for their support especially over the last two years.

I know that both the Council and Management Committee have worked hard in looking after all of the clubs within Dorset & Wilts to ensure that they are able to sustain, develop and grow rugby for all within them and also support all of those who willingly give their time as volunteers in the running of their respective clubs.

With last season ending early due to the pandemic and the uncertainty as to when next season will be starting this will be a trying time for the rugby community and all of our clubs and those involved within them. But I do know that we will rise to the challenge and Dorset & Wilts RFU will do everything it can to support its clubs.

I would normally ask for those attending to stand for a minute to remember those of the rugby family that have passed during the past year, in this circumstance can I just ask that we take a moment to remember them and their families.

Finally, I hope that we are all able to meet up later in the new season and would like to wish our incoming President Michael Moysey all the very best during his term as Dorset & Wilts RFU President.

Stuart Murrow President

Foreword

Welcome to this very unusual Annual General Meeting of the Dorset & Wilts RFU, the first in the history of the union to be held in the virtual world. It will feel very strange not to be able to meet

and greet you all personally in the normal way, but I hope we all will be able to do that later in the year until then stay safe.

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 ask you to pause for a moment to remember those of the rugby family that we have lost this year, because families never forget those who have gone before us near or far. I would like to thank all the volunteers who have worked so hard to make Dorset & Wilts a success again in this very trying year. This year marks the departure of several key figures within the D&W, personally I would like to thank them all for the hours of dedication given to the union and wish them well with their future plans.

I would also like to thank the RFU Field Staff for all their support over the last year, and especially Chris Burton, Frank Butler, Neil Bibby, and Stephen Barber who we all have missed immensely during this pandemic.

I believe that the 2020-2021 season is going to be extremely hard for us, following the announcement of the loss of 139 roles within the RFU Staff. This means that the rugby family will have to pull together as one to overcome the many problems that will lay before us all. It will be a year of great change in the management of the game both on and off the pitch, and we must expect it to take up to five years for the game to recover to its current levels.

Even before the season has started, we will all encounter issues with the uncertainty about social distancing for both players and spectator's safety, the need to keep precise documented records of who participate in any training sessions or visited the club to aid track and trace.

We have already received reports of some clubs not adhering to the Return to Rugby Road Map, around what can and cannot be done. If the D&W receive confirmed evidence of this practice. The D&WRFU could bring a 5.12 Disciplinary Charge (*Conduct prejudicial to the interest of the Game or Union*) against that club.

This practice could also result in the loss of insurance cover from the RFU for the offending club.

Your club could also be investigated by the HSE for any breach of the Return to Rugby Road Map rules.

Looking at the positives this long enforced break have given club's the opportunity to press the re-set button and carry out all those tasks that you have been putting off, both around the clubhouse and in the management of your club.

This will be a difficult time for the community game, but this coming year will be 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.

Christchurch RFC have been granted full voting member club of the RFU, and we would like to welcome two new non-voting clubs to the D&WRFU.

Green Gazelles Rugby Club

Compeed Marlborough Nomads 7s Rugby Club

The merger between East Dorset RFC and Dorset Dockers RFC was approved by the RFU Governance committee and the new club's name will be East Dorset Dockers RFC. The new club will retain its current league status for their 1st VX and 2nd VX.

That the Community Game Board has determined that the budget for the Aspirational Pathway has been suspended for the season 2020/21. Similarly, the funding for the County Championship and Under 20 Championship is also suspended. There will be some budget for age grade representative rugby, male and female at under 18 and below, we await more details.

Finally, can I ask for your support with two items

1. Would you all please make sure that your contact details are up to date.

Name

Address

Telephone number

E-mail address

Club

Are you a D&W Vice President

Are you a D&W Official, if you are what is your role

To update your details please email admin@rugby.co.uk.

2. If you need items posted on the D&WRFU website or social media, please forward the content to admin@dwrugby.co.uk because we can only upload what we receive.

Remember to share a problem – it will not make the problem go away – but it will help

Gerald Burden



DORSET & WILTS. RUGBY FOOTBALL UNION LTD

CALLING NOTICE

Due to the current situation regarding the Coronavirus outbreak, this planned Annual General Meeting will be held by electronic means.

NOTICE IS HEREBY GIVEN that the Annual General Meeting of Dorset & Wilts. RFU Ltd will be held as a Virtual AGM, on Wednesday, 22nd July 2020 at 19.30 hrs.

PROPOSED AGENDA

Therefore, the proposed format for this year's Virtual AGM will be as follows

1. Method of Transmission – Webex
2. All reports to be circulated to all members of the D&WRFU via electronic means Seven days prior to the AGM
3. All ballot papers to be circulated to all members of the D&WRFU via electronic means Seven days prior to the AGM, using Survey Monkey
4. To circulate the minutes of the previous AGM via electronic means Seven days prior to the AGM, for consideration and approval (with or without amendments)

Voting to be carried out by electronic means prior to the AGM. Just a simple Yes or No with or without comments.

The results of this vote will be declared during the Virtual AGM.

Please submit any comments by return E-mail to admin@dwrugby.co.uk

5. To circulate the reports from the General Secretary and on behalf of the D&W Committee about the affairs of the Constituent Body since the previous AGM via electronic means Seven days prior to the AGM

No action required during the virtual AGM

The results of this vote will be declared during the Virtual AGM.

6. To circulate the Treasurer's Draft Report via electronic means Seven days prior to the AGM

No action required during the virtual AGM

The results of this vote will be declared during the Virtual AGM.

7. To elect the Officers for the coming year, including:
President – Michael Moysey – Wimborne RFC
Deputy President – Sean Macey – Corsham RFC
General Secretary – Gerald Burden
Treasurer – Alison Hunter – Weymouth & Portland RFC

Voting to be carried out by electronic means prior to the AGM

The results of this vote will be declared during the Virtual AGM.

8. To elect Members of the Committee for the ensuing year, being the Four Representatives from each of the two counties

Dorset

James Cook – East Dorset Dockers RFC
Donovan Lynaghan – Christchurch RFC
Jane Hart – Oakmeadians RFC
Ed Taylor – Dorchester RFC

Wiltshire

Dave Dove – Salisbury RFC
Dave Wookey – Amesbury RFC
Donna Feilder – Chippenham RFC
Alistair Morrison – Trowbridge RFC

Voting to be carried out by electronic means prior to the AGM

The results of this vote will be declared during the Virtual AGM.

9. To consider a resolution disapplying the provisions of Co-operative and Community Benefit Societies Act, 2014, relating to the obligation to appoint Auditors

Voting to be carried out by electronic means prior to the AGM. Just a simple Yes or No

The results of this vote will be declared during the Virtual AGM.

10. All other business to be adjourned until a future date
Voting to be carried out by electronic means prior to the AGM. Just a simple Yes or No

The results of this vote will be declared during the Virtual AGM.

11. All actions and votes taken during this Virtual AGM to be ratified at a future date

Voting to be carried out by electronic means prior to the AGM. Just a simple Yes or No

The results of this vote will be declared during the Virtual AGM.

The rules of the D&WRFU reads

7.4 The quorum at any General Meeting shall be 20 Members.

7.5 If within thirty minutes after the time appointed for a General Meeting a quorum is not present, the Meeting, if convened on the requisition of members, shall be dissolved, and in every other case it will stand adjourned to such other day and at such time and place, or be dissolved, as the Committee shall determine.

Therefore, we will need 20+ clubs or members of the D&WRFU to register their intention to participate in this Virtual AGM.

Dated: 26 May 2020

[Please see the Notes herewith]

Gerald Burden – General Secretary

How to participate in the D&WRFU Virtual Annual General Meeting

1. Using the form below, to register your interest
2. You will receive copies of the following, **seven days** before the due date of the Virtual AGM via E-mail
 - a) 2018-19 AGM Minutes
 - b) The General Secretaries Report
 - c) Treasurer’s Draft Report
3. You will receive a Webex invitation to the Virtual AGM via E-mail
4. Accept Webex invitation
5. The Virtual AGM will open at **19.15 hrs**, to participate follow the on-line instructions contained within your Webex invitation.
6. You will receive a Survey Monkey Ballot Questionnaire Link via E-mail – to be completed and returned by **19.00 hrs** on the day of AGM (**Wednesday 22nd July 2020**).
7. The Virtual AGM Helpline will be manned from 18.30 hrs and the telephone number is **07415 995 087**



Dorset & Wilts. RFU Ltd Virtual Annual General Meeting Registration Form

Registration Details

Name.....

Club.....

Your role.....

Telephone number.....

Email address.....

How will you be voting (please select one of the following and delete the other)

On behalf of your Club – Honorary Life Vice President of the D&WRFU – As a Vice President of the D&WRFU – As an Officers of the D&WRFU – As an Official of the D&WRFU

Closing date for registration is at **17.00 hrs on Friday 10th July 2020**. If your registration is submitted after this time, we cannot guarantee that you will receive a copy of any documents circulated.

Please return your completed registration form to admin@dwrugby.co.uk

Nominations for Election at AGM 2020 (All Elected)

<p>The Officers <i>who, by reason of their office, are automatically on every committee or sub-committee</i></p>	<p><i>Explanatory Note – Under Rule 12.1 of D&W’s Constitution the Officers of the Constituent Body shall be: -</i></p>
<p>President Hon. Secretary Hon. Treasurer Immediate Past President</p>	<p>Michael Moysey [Wimborne] Gerald Burden [Independent] Alison Hunter [Weymouth & Portland] Stuart Murrow [Chippenham]</p>
<p>and the Committee <i>which is known as the D&W Council</i></p>	<p><i>Explanatory Note – 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: -</i></p>
<p>4 Dorset Club Representatives</p>	<p>Jane Hart [Oakmeadians] Donovan Lynaghan [Christchurch] Ed Taylor [Dorchester] 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><i>* Explanatory Note – 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</i></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 Swindon/ North Wiltshire Safeguarding Manager Management Board Director of Rugby Representative Rugby Lead Woman’s & Girls Rugby Lead</p>	<p>Ron Jones [Westbury; Trowbridge] Sean Macey [Corsham] 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 Next Available Date (due to be 4th August 2020) T.B.A 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 Next Available Date (due to be 18th August 2020), subject to the approval of the D&W RFU Council on the Next Available Date (due to be 4th August 2020) T.B.A Richard Rees [Warminster] Brett Bader [Independent]</p>

REPORTS

RFU Council Member

Dear All, I hope you are All Safe & Well. Commiserations to those who have lost love ones during the last season.

Not the best season we have in the Shires and the RFU. The new season started off well with the appointment of a new President ex England & Leicester Tigers hooker Peter Wheeler. The England team reaching the World Cup Final with a disappointing result and the Red Roses continuing their run of good results through the Autumn.

Project Light

The aim of the project is to consolidate all the six nations' broadcast rights (including the Men and Women's Autumn Internationals and Six Nations Championship) into a new media entity. By consolidating the rights, the Six Nations can provide a more attractive package to broadcast media, thus hopefully optimising income.

The new entity would also include some associated sponsorship rights.

As part of the process the unions are in exclusive negotiations with CVC Capital Partners (CVC) to acquire a minority non-controlling stake in the new entity. CVC is a private equity company that recently acquired a minority stake in Premier Rugby Limited (PRL). As well as providing a cash injection into the six nations, CVC would also be able to utilise their commercial and broadcast experience & connections to increase revenues, which could then be invested by the Unions back into the game.

Project Union

Project Union began in May 2019 with the aim of re-focussing the RFU's resources in the face of changes in the external environment.

The project is currently on track with all major milestones having been met.

Key areas of on-going work are (1) Affordability analysis (2) Ways of working (3) Culture development and (4) Stakeholder engagement.

Changes

Nigel Melville has decided to step down as Professional Rugby Director and have leave the Union in December 2019.

Conor O'Shea will be returning to the Union in the New Year as Director of Performance Rugby. The former Ireland international recently stepped down as Italy's Head Coach and was previously Director of Rugby at Harlequins. He will report directly to the CEO.

Alan Dickens has been appointed the England men's Under 20s Head Coach.

Jonathan Pendlebury has been appointed the England men's Under 18s Head Coach.

Everything seemed to be going quite smoothly. We came into the New Year with confidence on the Playing field and the Commercial and Financial areas of the business. Then the problems of the Covid 19 hit us, we were all placed in lockdown as far as the game was concerned. Various subgroups were set up, now all working from home Zoom & Skype the way to communicate and run the business.

1. The game is now over 14 weeks into lockdown and assumptions as to how long it will continue are changing almost daily making it difficult to plan effectively.
2. The executive has been working on low, medium and worst-case financial scenarios. This has been essential due to the continued uncertainty around social distancing, mass gatherings and when games, at all levels, can resume.
3. There are three phases to the Union's reaction to the Covid-19 crisis.
 - a) **Response:**
Short-term measures taken to secure the business, keep people safe, and assess the impact on the community game and implement immediate club support programmes.
 - b) **Recovery:**
Actions taken to stabilise the Union and the game and develop potential scenarios and management strategies.
 - c) **Renew:**
Long-term measures to ensure the organisation and sport adapt to the new environment in which we will operate.

These phases will overlap. At present the response phase is coming towards the end and the Recovery phase has commenced.

4. As part of this process, a capability review is being undertaken to ensure that the Union has the right amount and level of capabilities across the organisation to deliver the strategic objectives and core activities. These are not easy decisions, but they are important ones.

Project Rise

1. The Union is also focussed on rebooting the game. Project Rise will co-ordinate and manage the considerable amount of change required following the Covid-19 crisis. Project Rise is made up of the following three strands:
 - a) Restart: implementing plans to restart core business activity.
 - b) Reshape: focuses on what needs to be done in the next 12 months.
 - c) Capitalise: ensures the Union and the game emerges in the best possible shape to develop and grow.

Public Affairs Update

1. The executive is working with the Department for Digital, Culture, Media and Sport (DCMS) to help them understand the financial impact of Covid-19 on the RFU and to discuss measures that would help support the game.

2. The Union is currently lobbying government on the following:
 - a) Reducing of social distancing from two metres to one metre.
 - b) Extending the Job Retention Scheme beyond the end of October 2020
 - c) Giving an additional year of business rates holiday.
 - d) Waiving the currently deferred VAT and PAYE payments for the period of the Job Retention Scheme and extending the deferral period beyond this.
3. Work continues on the Return to Play guidance for the professional club game (Premiership).
4. Sport England has started work on its guidance for the return to community sport. Which most will if not all would have seen.

Community Game

Support to the Game

1. The first window of the RFU community support loans scheme has now closed. The second window will open in the late summer/autumn.
2. A dedicated section of the RFU website which houses useful information for clubs including Government guidance and details of support available both from within and outside the game.

Future Competitions Structure

The Future Competitions Structure Working Group has resumed its work. A series of game consultation webinars has commenced, which will inform the final recommendations of the group. Their final recommendations will be considered by Council in the autumn.

Looking ahead

1. A roadmap to show the steps towards a return to rugby in the Community Game has been published.
2. Work continues on understanding the impact of any delay to the start of next season's adult and age grade competitions and planning has started on how to provide meaningful competition in a season which may be truncated.

People

Furlough:

65% of RFU staff are currently on furlough. The scheme has been extended to October 2020 and amended to allow employees to be moved in and out of furlough. This flexibility will be helpful during reboot and kick-start activities.

Morale:

There has been regular and positive engagement with all employees (both those on furlough and those working normally). The engagement is being constantly reviewed to ensure that it remains appropriate & relevant.

Wellbeing:

The wellbeing of all Employees and Volunteers is a high priority and programmes have been provided to help and support them.

International Matches & Global Calendar

1. The 2020 Six Nations tournaments have been suspended (with England men top of their table). It is hoped to complete the men's tournament in the autumn.
2. World Rugby has announced the postponement of the summer international tours (which includes England's tour to Japan in July 2020).
3. Discussions are ongoing on the possibility of holding a Northern Hemisphere tournament if the planned autumn tours by the southern hemisphere unions do not take place.
4. Global Calendar

Regular discussions have been taking place between the northern & southern hemisphere unions on producing an aligned global international calendar. The RFU has updated and consulted Premier Rugby Limited (PRL) and the Rugby Players Association (RPA) throughout the process as there are significant club implications and player welfare must remain a key priority.

Q3 FINANCE REPORT & BUSINESS PLANNING

This is the most up to date – Sue Day - Chief Financial Officer

1. March Quarterly (Q3) Finance Report
 - a) At the end of March, the Union was performing in line with the budget – the effect of Covid-19 had yet to be fully felt.
 - b) The Q3 report also showed that the forecast for the year would be marginally behind budget.

This has subsequently worsened by £2m, but this demonstrates good and timely financial control given that in Q4 the Union lost approximately £15m of planned turnover due to cancelled matches (England v Barbarians, Army v Navy, Premiership final) & events (London HSBC 7s).

- c) The Union continues to operate within its existing bank facilities.

Business Planning

1. Business planning is complicated this year by the Covid-19 crisis and the uncertainty as to when rugby can resume as normal.
2. It is inevitable that there will be a significant reduction in revenue, and it is likely that this will affect not only the 2020/21 season, but subsequent seasons. This has short and long-term spending implications.
3. The financial lifeblood of the RFU are the international matches at Twickenham. Broadcasting, sponsorship, ticket and hospitality income are all dependent on these matches going ahead in front of full stadiums.

4. Nine different financial scenarios have been developed covering a range of options from a normal season, through games being played behind closed doors to no games at all. Three of the more likely scenarios were presented to Council.
5. Whatever the outcome, 2020/21 will be loss making and this will have an impact on the ability of the RFU to invest back into the game. Difficult funding decisions will have to be made.
6. Given the long-term effect of the Covid-19 crisis, it is not practicable to maintain current levels of spending through increased borrowing. It is important that the Union's spending does not exceed its income over the medium term. Even achieving this objective will require, in the short term, a reduction in expenditure and an increase in borrowing over previously anticipated levels.
7. Discussions are at an advanced stage with the Union's bankers to ensure that the Union has access to sufficient funds to ensure that it can come through the current crisis in good shape.

COMMUNITY GAME REPORT

Rob Briers - Chair of Community Game Board & Steve Grainger - Rugby Development Director

Background

1. As a result of Covid-19 significant work has taken place to ensure appropriate and timely support to the community game. Alongside this, work has commenced to assess opportunities for a return to rugby activity
2. Initial focus has been on supporting clubs. The overall picture remains one of reasonable positivity with no immediate mass crisis. However, concern is increasing around player retention and revenue streams.

Club Support

1. Phase one of the RFU community support loans scheme saw 78 applications and 51 awards totalling £656k. Whilst phase one has closed the facility remains available should any club be in urgent need. A second phase may be needed in the late summer/autumn as clubs reopen and rugby recommences.
2. Many clubs have received direct government support of either £10k or £25k and this appears to have been significant in the short-term survival of many.
3. 224 clubs received funds from the Sport England Emergency Relief Fund. This fund is now closed.
4. All 28 geographic CBs have opened their Immediate Support Fund. To date £264k has been allocated to 195 clubs. The relatively low take up on reinforces the feedback that clubs are not in great need yet. The allocation period has now been extended until 31st December 2020 to enable funds to be used in the reboot phase.
5. A process is in place to identify clubs at real risk (17 currently) and an enhanced support process is available to them.

6. The Community Game Update continues to be published twice weekly and the enhanced communication flow has been welcomed by clubs. This runs in parallel to the dedicated site: www.englandrugby.com/coronavirus.
7. Weekly webinars for coaches, match officials and club administrators have been hosted and these are regularly attracting audiences of several hundred.

Return to Rugby Activity

1. The Union is consulting with Government, Sport England and other sports about the necessary protocols and timeframes for a return to rugby activity. Any decisions about restarting rugby activity will be primarily influenced by medical and government advice.
2. A roadmap has been published showing the six stages (A-F) for returning to rugby activity. The Community game in England is currently at Stage B.
3. Alongside the Return to Rugby Roadmap, three key pieces of work are ongoing:
 - a) Return to Competitive Rugby: Two groups are considering how meaningful competition can be organised for the Adult Community Game and the Age Grade Game if the season is delayed or interrupted. They will be making their recommendations shortly and these will be communicated to the game as soon as possible.
 - b) Plans for Adapted Rugby Activity: Plans are being developed to support the continuation of rugby activity should full contact rugby not be possible for part or all of 2020/21 season.
 - c) Plans to Support Clubs in Reopening Facilities: Work is underway to support clubs in undertaking risk assessments and in rebooting bar and catering operations once they can do so.

Future Priorities

Three key work streams for the 2020/21 season, and these are:

1. Playing opportunities and competitions
2. Coaches and match officials
3. Club support

2020/21 Work Programmes

Applying the above key work streams the CGB has decided the following for the 2020/21 work programmes:

1. The creation of a Club Support Fund
2. Continued support for catastrophic injury insurance
3. Maintenance of support services to clubs (legal helpline, groundsmen connected etc) along with continuation of the Mitsubishi Motors Volunteer Recognition Programme.
4. Deployment of and support for match officials at Levels 3-5.
5. Continuation of qualification/training programme for coaches and match officials
6. Maintenance of support for Developing Player Programme and CB age grade representative rugby.

7. Maintenance (although at reduced investment levels) of the Schools and universities work programmes along with Touch
8. Suspension of ring-fenced funding for onshore & offshore travel
9. Suspension of funding into Aspirational Teams & County Championships
10. Significant reductions into planned work with:
 - a) Target groups of 14-18-year-old players
 - b) Growth of women & girls rugby
 - c) Age grade and education development work
 - d) Suspension of investment into 7s & X-Rugby.

FUTURE COMPETITIONS STRUCTURE (FCS) WORKING GROUP UPDATE

Stephen Pearson - Chair of the FCS Working Group

1. Detailed updates on the work of the FCS Working Group have been given in the Community Game Updates and online via www.englandrugby.com.
2. Consultation has commenced with the game, albeit through webinars rather than the preferred face to face sessions that were cancelled due to the Covid-19 crisis. The final webinar is scheduled for 18th June 2020
3. The webinars have been organised by League levels to ensure that they are relevant to the attendees and that the opinions of all levels of the game are heard.
4. The webinars are being well attended, but most of those attending are Directors of Rugby and Club Administrators rather than players.

The next stages will be:

1. Conclusion of the first stage consultation.
2. Consideration of the feedback by the Working Group and refinement of the proposals.
3. Further consultation with the game (hopefully at face to face sessions).
4. Final proposals agreed by the Working Group and recommendations determined for consideration at the October 2020 Council meeting.
5. Communication to the game of recommendations approved by Council.
6. Implementation of the approved recommendations in time for the start of the 2021.22 season.

Sorry for the long report I thought it was necessary to give you as much information as is possible. As for myself this was my penultimate season as with Government guidelines. This year I have been serving on the Competitions Management Committee, the Competitions Development Committee, The International Ticketing Committee, The Policy & Products Subgroup and the Women's Club and Schools Disputes Committee.

Ron Jones – RFU Council Member

Management Board

As we know this has been a strange season brought to an early close by the Covid-19 outbreak.

This has resulted in many of the programmes the CB was looking at and had already started, to be brought to a sudden stop. The funds allocated have been diverted to a fund to help support clubs through the pandemic and to help ensure clubs are ready for when rugby starts up again.

I would like to thank everyone who has been part of the management board for their time and commitment to helping rugby in D&W. I also thank those on the D&W Council as well; especially the 8 club reps. They are your representatives on the D&W Council and help from an important part of the communication chain between clubs, D&W and the RFU. This also works in reverse ensuring messages get back to the clubs. The club reps are trying to work with clusters of clubs and hold huddle meetings. These maybe, in the future either face to face or virtual meetings but please try to make sure your clubs are represented at these meetings. Invites are sent to the key officers in clubs – Chair, Secretary and if there is a specific area for discussion anyone connected to that, for example M&Y.

It has been a pleasure supporting the game in D&W. I wish those elected to roles for the coming season all the best.

Communication is key across the game, the club and the CB. With this in mind please do not hesitate to contact your club rep or if it is a league related matter or Competition related then your league secretary or the Competition administrator. Also, members of the management committee are available, along with me, so please do contact us, if we don't know the answers, we can always re-direct you if need be.

As we wait to get back to rugby, I wish everyone at our club's good health, stay safe and follow the advice from Government and the RFU.

John Constable – Chair

Community Rugby

I will start by saying this is my final report as part of the management board for Dorset and Wilts RFU. I said from the outset that I would commit three years, as I feel that beyond that you become stale and will become frustrated. The time I have spent on the board has now started to see some changes in how we work with the RFU, the permanent RFU staff and importantly the clubs. It has been rewarding however with the changes that will occur in the next year as we come out of this pandemic, I feel change must happen quicker and more collaboratively. I would recommend to anyone that if they want to commit some time to the CB then please do, but make sure you define your commitment up front. A little help from many will support the furthering of the game across the twin counties.

One point in the last year that has pleased me is the work of the Club Huddles, led by your club representatives on the Council, where I have seen a really good dialogue between the clubs and the Constituent Body this only mirrors the great work in Age Grade Rugby of the Forums. This must continue and expand as we will achieve more for the better of our members and players if we work together.

This year has been an unprecedented year with the curtailment of all activity in March. But that did not totally wipe out the season and I will detail the achievements across the key focus areas:

1. Senior Competitions (excluding Women)

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

1. 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, John, Michael, Chris, Alistair, Sean and myself doing the work to keep as many games being played.

We will see how the season starts (and when!) but we have come up with a plan that would allow our cup competitions to run alongside the league competitions and therefore reduce the additional games needed for the Cup as we will be limited in playing weekends.

This year has seen the matrix being used by the lower league clubs and sides in the South – great collaboration between the teams saw these sides all getting regular rugby without a regimented league. John Constable has run this. In this coming year we will run the same in the North. Pete Jacobs has volunteered to run that.

Finally, changes are afoot – you will have seen, and some will have attended the Senior Competition review. My summary is as follows:

- Removing the county boundaries for lower leagues should mean that travelling distance/time will be reduced
- Listening to the players - there will be fewer matches and also meet their needs
- RFU Cups will be concentrated together rather than spread out

We will see this crystallising over the next few months.

A summary of the key activities is shown below:

1. Senior Cups.

All three 1st XV competitions reached a conclusion before Covid 19 brought an early end to the season. The 2nd Cup final was played but neither of the other lower XV knock outs had made much progress.

Stats.

Total entries into our 6 knock outs were 42 teams (47 in 2018-19, 61 in 2017-18) – of which 9 then conceded or withdrew (13 & 15 previously). The number of teams actually playing a Cup match would have been 33 this season (34 & 46). Of the 36 ties scheduled 22 matches were played and 5 voided by lockdown (29 & 41 in 2018-19).

1st XV's.

There was a comparatively better completion rate for 1st XV's with only 4 of 23 entries failing to turn up - 7 of 23 in 2018-19. There are 38 clubs in Dorset & Wilts RFU; eight 1st XV's do not take part as they are higher than Level 7; seven clubs chose not to enter. Winners are nominated into the 3 tiers of RFU knockouts and these were Swindon, Dorchester and Westbury who went on to the Southern Counties finals where Swindon and Westbury won through to host their SW Finals but lost on 14 March, the last day of the season as it turned out.

Lower XV's.

The drop in entries is significant in the lower XV knock outs where ten 2nd XV's and four 3rd XV's actually turned up to play from 19 entries whereas there were 32 entries in 2017-18 of which 26 turned up, a reduction of 12 lower XV's in 2 years. 16 ties were scheduled, 6 played, 5 conceded and 5 voided. Bournemouth 2nd XV won the 2nd XV Cup. They play their rugby in the Zoo League and were joined in the competition by only three Level 8 2nd XV's. The future of lower XV competition in Dorset & Wilts is under review as it is in the whole of the RFU.

Levels 4 to 7 - Leagues.

The season ended prematurely with a month or so still to be played. The final points and positions were based on pro rata calculations from performance to date and there were no surprises nor play offs. Bournemouth were relegated from National League 2 South back to the SW Premier league where they will be joined by Royal Wootton Bassett next season, the strongest runners up at Level 6 (SW1E) in England. Wimborne and Salisbury were relegated from there to Level 7 (Southern Counties South) into which Dorchester are promoted with North Dorset going down to Level 8 (DW1S). Dorset & Wilts will have 2 clubs in SWP, 4 in SW1E and 8 in SCS in 2020-21. The other promotions and transfers involve clubs from neighbouring CBs – Grove & Frome up to SW1E.

Levels 8 to 10 D&W Leagues.

The Dorset & Wilts leagues started the season with 58 teams (68 in 2018-19) but Dinton and Trowbridge 4 dropped out early in the season and Bradford on Avon 2 and Melksham 3 were expunged for failing to fulfil 25% or more of their fixtures. Avonvale as winners of DW1N were promoted to SCS with Dorchester and BoA 1sts were relegated, replaced by Westbury and Swindon 2. Bridport return to DW1S in place of Lytchett Minster.

Season 2020-21.

In the hope that Covid will permit it there will be 51 teams in the D&W leagues next season with three Level 9 leagues: DW2 North, Central & South. New teams entering the league at Level 9 are Royal Wootton Bassett 4 and Christchurch while the expunged teams will be joined by Trowbridge 3, Minety 2 and Swindon 3 in a less regulated system of local fixtures promulgated using the RFU matrices. There were a number of fixtures played under these arrangements in Dorset in 2019-20. It is hoped that 14-16 lower XV's will take part in "Matrix" rugby in 2020-21.

OUTCOMES OF COMPETITIONS IN 2019-20

COMPETITION	WINNERS	RUNNERS UP	Final Venue & Date /
1 st XV Cup	SWINDON	CORSHAM	Chippenham – 30 th November
1 st XV Vase	DORCHESTER	MINETY	Warminster – 4 th January
1 st XV Plate	WESTBURY	COLERNE	Colerne – 21 st December
2 nd XV Cup	BOURNEMOUTH	TROWBRIDGE	Salisbury – 22 nd February
2 nd XV Shield			Not played – Covid 19
3 rd XV Cup			Not played – Covid 19
WADWORTH LEAGUES			
Dorset & Wilts 1	AVONVALE	MELKSHAM	Winner promoted
Dorset & Wilts 1	DORCHESTER	DORSET	Winner promoted
Dorset & Wilts 2	WESTBURY	SWINDON II	Both promoted
Dorset & Wilts 2	BRIDPORT	WHEATSHEAF	Winner promoted
Dorset & Wilts 3	BATH SARACENS	CHIPPENHAM III	Both promoted

2. JUNIOR COMPETITIONS

This year has seen a very hard-working Youth Competition structure, Nick was ably supported by Trevor, Julian and Jacquie.

We have continued the continual feedback player and club surveys that has guided the alteration and improvement of the competitions throughout the season.

A key item for the coming year will be to add to the competition working group to spread the load

With the curtailment of the season the competitions were concluded however, a number of the second phase competitions did not complete:

The results for 2019/2020 Junior Competitions:

Colts:

Premier Division Winners	Dorchester
North Division Winners	Midsomer Norton
South Division Winners	Sherborne
Cup Joint Winners	Dorchester and Chippenham
Bowl Joint Winners	Midsomer Norton and Trowbridge
Plate Joint Winners	Marlborough & Hungerford and Wells
Vase Joint Winners	Devizes and Swanford

Under 15's and Under 16's

Some deciders may be run when activity restarts

Under 16's Premier Division Winners	Chippenham
Under 16 North Division Winners	Bradford-on-Avon
Under 16 South Division Winners	Sherborne
Under 16 Cup Final Winners	Chippenham
Runners Up	Bournemouth
Under 16 Bowl Final	Wimborne vs Bradford on Avon or Oakmeadians
Under 16 Plate Final	Marlborough vs Bridport
Under 16 Vase Final Winners	North Dorset
Runners Up	Frome
Under 15 Premier Division 1 Winners	Devizes
Under 15 Premier Division 2 Winners	Bradford-on-Avon
Under 15 North Division Winners	Salisbury
Under 15 South Division Winners	East Dorset
Under 15 Cup Final	Devizes vs Bradford-on-Avon or Salisbury
Under 15 Bowl Final	Wimborne vs Trowbridge or Bournemouth
Under 15 Plate Final	Salisbury v Frome
Under 15 Vase Final	Swanage & Wareham v East Dorset
Under 15 Shield Decider	West Wiltshire Warriors v Oakmeadians

Under 13s and Under 14s

Under 14 Premiership North Winners	Salisbury
Runners Up	Chippenham
Under 14 Premiership South Winners	Wimborne
Runners Up	Dorchester
Under 14 Championship North Winners	Devizes
Runners Up	Trowbridge

Under 14 Championship South Winners	Bournemouth
Runners Up	Blandford
Under 14 Championship Cup Winners	Trowbridge (no Runners Up identified due to number of games un-played)
Under 13 Premiership North Winners	Royal Wootton Bassett
Runners Up	Chippenham
Under 13 Premiership South Winners	Wimborne
Runners Up	Swanage & Wareham
Under 13 Championship North Winners	Minety
Runners Up	Marlborough
Under 13 Championship South Winners	Yeovil
	Sherborne
Under 13 Championship Cup Winners	Yeovil (no Runners Up identified due to number of games un-played)
Under 12s	
Dorset (East) Winners	Bournemouth Lions 1
Runners Up	Wimborne
Dorset (West) Winners	North Dorset
Runners Up	Dorchester
Wilts (North) Winners	Chippenham
Runners Up	Marlborough
Wilts (South & Central) Decider	Melksham v Bradford-on-Avon (to be played if allowed when activity restarts)

3. YOUTH RUGBY DEVELOPMENT PARTNERSHIP

The Youth Development Partnership is made up of the Forums and competitions:

Chair of Young Player Development Subcommittee (+ Competitions Organiser and ex officio RPPG representative) - Nick Elbourne

Vice- Chair of YPDC (+ Age Grade Representative Rugby Lead and ex officio RPPG representative) - Richard Bourne

Dorset Youth Forum: Chair - Trevor Smith; Secretary - Melanie Moriarty

Wiltshire Youth Forum: Chair - Julian Phelps; Secretary - Justin Cliff

Age Grade Competition Managers

Colts	Trevor Smith
Under 16, Under 13 & Under 12	Julian Phelps
Under 15	Nick Elbourne
Under 14	Jacque Streener

Others who are part of the YPDC include

Safeguarding	Julie Boddington
Compliance	Dave Griffith
GMS & Registration	Dave Wookey
Schools	Janet Edwards
Age Grade Calendar Coordination	Joe Walsh.

Just a poignant fact we have over **7000 registered youth players** across our clubs.

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 – unfortunately, this had to be cancelled.

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 is the co-ordination with the DPP/Academies which will undertake changes next year where the Under15's and Under 16's representative sides will be driven from the Bath activity but Under17/18's representative remain with Dorset and Wilts

4. Recruitment, Retention and Transition

The programme was progressing well with 7 clubs signed up however with the RFU permanent staff being put on furlough activity has been suspended.

Chris Jones - Chair

Representative Rugby

Aim:

To provide a high-quality player-centred developmental experience that focuses on 'consistently getting the basic skills right' in a safe, enjoyable, and challenging environment in order to realise the potential of each individual within the context of the team.

Chair of Representative Rugby Summary - Richard Rees

Firstly, I would like to thank all the volunteers across all the age groups in representative rugby this season. In a normal season it is challenging enough with venues, weather, opponents combined with the travelling along with the time commitments it is very difficult but add in the outbreak of Covid 19, this season the toughest yet. With that in mind I would like to recognise and thank the efforts of all the age group managers, coaches, and support staff. I would like to thank Richard B for his tireless efforts with the age grade representative sides ensuring the environment, coaching and facilities that the counties young players are exposed to are of the highest standard. This year the focus was on ensuring that we provide programmes that are challenging to our players and focussed on developing these players. Not only that we are striving to provide our coaches with opportunities to develop themselves. We have also worked incredibly hard to reduce expenditure. My aim is to continue to build the player pathway in the representative game, ensuring the time and effort put into developing our players sees the D&W Senior Team as well as our clubs reaping the benefits with better people as well as players returning to their clubs.

Executive Summary U15s - U18s - Richard Bourne - D&W Representative Rugby Age Grade Manager

It will be no surprise to read that the 19/20 season has been an exceptionally challenging season mainly due to difficult weather conditions and of course the Pandemic (C-19). Despite this we completed the U18, U16 seasons in full, 66% of the U15s and 50% of the U17s. Any loss of programme was down to the season being curtailed due to the C-19 Virus.

Team Managers worked extremely hard to ensure that as much of the programmes was completed as possible when the weather intervened. We are grateful to the clubs and schools who have helped out with last minute hosting and player flexibility to ensure games go ahead. Volunteer and Parent understanding and cooperation has been hugely appreciated too.

Safeguarding & Medical Provision

This is a vital part of underpinning the 4 programmes we operate and ensure that our volunteers and Medical Staff have:

Current RFU DBS
Headcase
Play it Safe

This is confirmed via GMS.

Some volunteers are not necessarily part of a club structure which makes the logistics of obtaining an RFU DBS more challenging and can create delays in some cases. We are working on a solution to this.

With regards to our medical provision we are very appreciative as are the players and parents of the excellent cover Star Medical have provided which has been in excess of RFU requirements. This season we reduced the amount of personnel attending fixtures to reduce cost which has worked satisfactorily.

Coach Recruitment & Development

Most seasons we undertake a coach recruitment process. This year we held coach assessment sessions at our successful Under 18's – Under 17's Development day held at Salisbury RFC in August 2019. We recruited 3 excellent coaches.

We had to rearrange some of the coaching team's mid-season due to changes in personal circumstances for a couple Coaches.

A good number of our coaches are being recruited by Bath Academy to help with their programmes which we encourage, and we of course keep their services for our programmes too.

Overall, the standard of coaching is high; we have recruited a diverse group including coaches who have performed to a high level in different sports.

Age Groups

Under 18's – Head Coach Mike Pope

These were a group of players who were hard working, skilful and a joy to coach. We had 7 players successful in the South West trials and possibly should have had 2 more.

Our Captain Tim Iliffe-Moon of Chippenham RFC lead brilliantly and captained the South West Team with an injury preventing him being selected for the England Counties U18 side They won all their matches against Berkshire, Somerset, and Devon.

50 players attended the development day at Marlborough College.

Under 17's – Head Coach Mark Bairstow

70 players attended our Assessment day at Canford School in January for a full programme of the usual Activate Based warm up and 4 contact and skills carousels in the morning. This was followed by contact games in the afternoon.

The standard was high, and we selected 45 players to provide 2 squads to ensure maximum engagement for this season and 20/21.

We played an excellent development game v Somerset which we won and won one and lost one over 2 hard fought games v Cornwall. Sadly, due to C-19 we lost the fixtures v Gloucestershire and Berkshire.

There was no doubt that we provided the players with an enjoyable development-based environment.

Under 16's- Head Coach Terry Gilmour

This was a successful age group who clearly benefited from the excellent coaching of Terry Gilmour and Jon Murley an established team, who were superbly supported by a number of other coaches.

The focus was on development and to work with Bath Academy to help transition the players from Under 16's to Under 17's Rugby where of course we split.

The development day at Canford was split into 2 sessions- Dorset based players in the morning and Wiltshire players in the afternoon which was done this season to ensure a more equitable assessment process which was appreciated by the Assessors.

The teams enjoyed success v Hampshire and Cornwall, both games v Somerset were lost and drew one and lost one v Devon.

I feel confident that C-19 permitting, that we will transition the majority of eligible players to Under 17's D&W teams.

Under 15's Head Coach Mike Pope

The timing of this year's programme hit all the worst weather. This meant new manager Nick Elbourne had to rearrange a couple of fixtures which was a logistical challenge which meant that 75% of programme was completed pre the C-19 Lockdown.

Bad weather hit the development day at Dauntseys School which was run like the U16s format and was again successful with 120 players attending the 2 sessions.

The Under 15's won one lost one v Somerset and for the first time we played 3 Cornwall sides which won two and lost one. This was just prior to the RFU closing the season.

I am very grateful to all the volunteers Referees, Coaches, Team Managers, Assessors, Medical Staff, Club and School Staff for all the time and skill given to the development of the young players.

2020-21 Season

Subject to all being equal we have been working hard via Zoom meetings to implement the new and exciting Changes ahead with various scenarios being planned for if we can.

In summary we met our objectives of providing a Developmental Structure for our more talented players despite the loss of a number of playing opportunities for the Under 17's and Under 15's.

It was good to see our hard work being recognised by the RFU who selected D&W as one of 5 CBs to form a Panel of Age Grade Representative Programme Excellence to provide advice to the RFU.

Overall an interesting and challenging but ultimately enjoyable season.

Representative Rugby Under 20's & Seniors - Richard Rees.

Unfortunately, the season never really got started for the senior side, who no doubt were relishing the opportunity and planning to get back to Twickenham and going one step further than last season and winning the competition. Nevertheless, a lot of hard work and planning has been put into the programme from team manager Dan Draper and his coaching and support team.

The Under 20's season was also cut short due to the outbreak of Covid. The season began with the early departure of head coach Ali Lund. May I take this opportunity to extend my personal and the thanks of the committee for the hard work and dedication Ali has contributed to the U20s programme in the past 5 years. After a recruitment process - Martyn Peel was appointed Lead Coach along with Dan Connolly and Daniel Webb as the new coaching team with James Mcfarlane remaining.

Although we did manage to get one of the championship games played seeing the Under 20's comfortably beating rivals Hampshire 22-6. The Under 20's also continue to establish strong links with Royal Navy and Royal Air Force rugby programmes continuing with annual fixtures which form as part of the season preparations.

Unfortunately, with the season being cut short we will never know how far the Under 20's would of progressed in the national championships nor will we ever know if any of the players would of progressed into England representative honours through the South West pathway. We do know that 6 of the players would of been invited to trial for South West Under 20's so congratulations to Alma Volavola (RWBRFC), Conrad Carkeet (Bournemouth RFC), Tom Elbrow (Marlborough RFC), Alex Murchison (Trowbridge RFC), Alex Peel (Dorchester/Lydney RFC) & Matt Strong (Devizes/Lydney RFC). Preparations are already in flow for the 20/21 season where the Under

20's will be saying goodbye to the top end of the group whilst also welcoming the new batch of players from the Under 18's programme.

Richard Rees – Chair

Selectors

After what ends as an unusual season the positives were, we managed to successfully cover all the age grade assessment and development days. With some adjustments from last season to allow for a more streamlined days within the larger age groups we were able to carry out a more efficient talent identification process, hopefully give all involved a more enjoyable experience.

I would like to take this opportunity to thank all the selection team, managers and coaches for all their hard work to allow this to happen.

Under 15's

Hosted at Daunseys saw a selection team of 5 with 120 lads attending, split into ½ with one ½ of the county in the morning and the other in the afternoon, a very wet day but very well run and managing to gain 2 boys into the Bath PDG.

Under16's

Held in the grounds of Canford school saw again a 5 strong team of selectors with 120 lads, Dorset in the morning with Wiltshire in the afternoon, some very good competition for places, and again successfully having 2 lads picked to join the Bath PDG.

Under 17's

Again, hosted by Canford school, the under 17s Development day consisting of approximately 70 lads and once again a team of 5 selectors saw a broad range of abilities, with some very promising players to support next seasons u18s team. Good luck to all.

Under 18's

With the initial development day at Marlborough college attended by a team of 5 selectors and some of the Under 20's coaching team saw a very keen 24 lads show their abilities, following this we attended two Monday night sessions at Salisbury RFC (35plus lads) where we were able to narrow down and select a squad to attend the Under 18's South West trial games at Hornets RFC. On completion of both games 7 of our squad were selected to the next stage of the SW trial where 5 D&W lads were selected to play for the Under 18's SW team at the regional trials.

Under 20's

With a new coaching team in place and a very talented pool of old and new players within the squad they played two very competitive warm up games against the Navy and RAF Under 23's, with the lads making for some very difficult selection choices. Unfortunately, with Somerset pulling out of the first championship game it was a long wait to play the game against Hampshire, an outstanding team performance and securing a comfortable win we were able to have 6 of the lads put forward to the Under 20's SW trial day. Unfortunately, due to COVID 19 the trials were cancelled, very disappointing of all.

Under 15's and Under 18's Girls

Hosted by Sherbourne RFC, a very busy day with approx. 140 girls across the two age groups we managed with a team of 5 selectors and the coaching teams to identify successfully the emerging talent required to represent the county teams, as usual an extremely well organised day making for a smooth selection.

Simon Carkeet – Chair

Women & Girls

This girl's season despite being cut prematurely short has seen another year where the game has moved forward in growth and player progression. This has been achieved through a network of devoted volunteers who work tirelessly to support all aspects of the game and players who are enthusiastic and dedicated to their sport. This is regardless of whether they wish to play socially or aspire to higher levels of play.

We have held several Super Clusters where girls from age groups Under 11's, Under 13's, Under 15's and Under 18's participate. Including the younger age groups has help to spread the word that there is rugby for girls as they get older.

The Super Cluster were held at:

Sunday 1st September at North Dorset RFC, 50 girls attended

Sunday 29th September at Clayesmore School, 80 girls attended from 9 clubs.

Sunday 6th October at Bryanston School, over 100 girls from 10 clubs.

Sunday 3rd November at Dautsey School, over 100 girls from 10 clubs.

Sunday 1st December at Devizes RFC, over 100 girls from 10 clubs.

Sun 26th January 2020 at North Dorset RFC over 100 girls from 10 clubs.

We would like to thank all of the clubs and schools for supporting us with our Super Clusters. These events have made a huge difference to girl's rugby where the players get the chance to train and play together with support from club and county coaches to create new and lasting friendships.

County Events

This season saw an even larger group of girls taking part in county trials.

Sunday 26th January at North Dorset RFC (Pre-trials) over 100 girls from 10 Clubs

Sunday 2nd February at Sherborne RFC (County Trials Under 15's/Under 18's)

This year we had 170 girls nominated over the two age groups from clubs and schools. On the day we welcomed 150 girls to the trials which was quite a sight to behold. As a result, a considerable amount of time was spent selecting players for both teams. The teams had full compliments of players which enabled the Under 15's in particular to have a pool of players in their development side as well.

Festivals were held in:

Under 15's Banbury where the girls only just lost by 14 v 10 to Oxfordshire. Their game improved as they played, and they finished the day playing 3 cross pitch 7's games.

Under 15's Buckingham the girls played Buckinghamshire pulled ahead to win after some great teamwork. The day finished with 3 x cross pitch 7 games.

Under 18's Aylesbury the girls played well and narrowly lost 22-20.

Under 18's Festival moved from Gosford to Newbury due to weather.

Unfortunately, Covid 19 stopped our season which is a shame as all the girls were doing so well. Several have yet to receive their county badges. This season the badges have been different colours per age group to denote progression.

Several of our players have been reselected for England, Maisie Allen and Delaney Burns. Eight girls attended COE with players joining Exeter and Bristol Bears. They are all great role models and are keen to work at club level to help move our game forward. We are very proud of their achievements.

For the future we will be looking at how the girls celebrate their achievements. How we can improve our selection process particularly on the day as well as producing a 'Frequently asked Questions', booklet for parent and carers. We will also be looking at our long term and short-term plans.

I would like this opportunity to thank all of our County Coaches Under 18's Gordon Horsley, Lian Berry, Amie Hayden-Smith, Caroline Durston (Under 15's Manager) and our Under 15's Coaches Nick Mattravers, David Critchel, Owen Richardson and to Kate Berry (Under 18's Manager). We would like to thank Dorset & Wilts for the branded pitch side-line banners which have utilised at activities.

A number of girls clubs have received positive engagement from local media showcasing opportunities and their development.

Jenni Fleming and Georgina King have provided excellent medical support to the Girls and Women's county set up.

Caroline Durston attended RFU Leadership Academy.

Dorset & Wilts Women undertook trials and one training session prior to COVID 19 pandemic and the county season was abandoned.

Chair was to deliver a presentation on 21 March 2020 at the RFU Conference Growing the Female Game to showcase good practice and initiatives. Currently postponed.

Role models and volunteers from the Women's and Girls were celebrated on social media during National Volunteers Week 1-7 June 2020.

Fundraising has been undertaken at events in support of Wooden Spoon – Dorset & Wilts Region. A strong relationship has forged with future events in planning.

Brett Bader – Chair

Dorset & Wilts. Rugby Football Schools Union

Dorset & Wilts CSU would like to thank all Staff in Schools for their hard work & dedication throughout these challenging unprecedented times & offer our condolences to those who may have lost loved ones, friends or colleagues during these past months.

1. School Rugby Activity

Season 2019 – 20, (though protracted) saw another great series of rugby playing opportunities for young people in schools across Dorset & Wilts.

D&W CSU once again ran the Annual Dorset Schools Open County Cup Competition for Under 14's & Under 16's, in the Autumn term.

The finals being held on the AGP @ Chippenham RFC. Thanks go to the staff @ Chippenham RFC for helping make this a great afternoon of Rugby.

The Under 14's Final was contested by Sherborne School & Canford School. Sherborne being the winners. The Under 16's Final was contested by Canford School & Bishop Wordsworth School, Salisbury. Bishop Wordsworth School being the winners.

In Wiltshire, D&W CSU Vice Chair, Ali Lund of Lavington School, ran the Annual Year 7, Year 8, Year 9, & Year 10 Schools, Festivals/ County Cup Competition. Thanks go to Ali, & PE staff in Wiltshire, SSCOs & D&WCSU . Both School & Club venues were used.

The Autumn Term saw the 2nd Annual Festival, for Y7s & Y8, being 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, Dorchester's Geraint Hughes ran the annual 10's festival for Under 18s Schools from across our area, @ Dorchester RFC, around 100 players took part & the winners being Poole Grammar School.

Russ Dominey at Corfe Hills School, developed, with support of D&W CSU an initiative aiming to create / re vitalise the number of playing opportunities for Y12/13 students in schools by running an afternoon, of rugby with various sizes of teams. This is something which Russ is looking to roll out again in the future. Thanks go to all involved.

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'.

Unfortunately, Covid 19 curtailed the Competition.

The 16th Annual Dorset Schools 7's March 2020, for years 7 to 10. Shane Green Head of PE at QE School Wimborne & his Year 12 Btec Sport & Sports Leaders Award Students did a great job of organising & running the event, this year. Unfortunately, Covid 19 meant the actual week of 7s was sadly not able to happen. 13th & 15th March & QE Wimborne on the 12th & 14th of March, for logistical reasons, this year we are not using a rugby club venue.

2. South West Schools/ RFU Area 1 – Inaugural Eric Blackman U14s non – selective State Schools Tournament.

March 26th @ Chippenham RFC, on the AGP, saw the first Eric Blackman Under 14's Non Selective State School Tournament, organised by D&W Schools President/ Chair Andy Marriott, who is also South West Schools Committee member & SW Schools Rep to England Rugby Schools Committee & Jan Edwards, D&W Schools, SW Schools & England Schools Committee member. South West Schools, Counties who are in RFU Area 1 were invited to have representation. These were schools from each of Cornwall, Devon, Somerset, Gloucestershire, Wiltshire & Dorset. Wiltshire were represented by Hardenhuish School Chippenham & Dorset by QE School, Wimborne.

Despite the inclement weather, the day was enjoyed by all. A big thank you goes to the Staff @ Chippenham RFC, Refs from D&W Society & Gloucester Society.

3. 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. Whilst those planned for Autumn Term 2019 were able to go ahead, sadly the opportunities from March 2020 onwards have been unable to take place.

Many thanks go to all Teachers involved in the huge amount of work which went into organising these opportunities for our D&W young people

4. RFU Rugby Teacher/ Coach Development Day 16th June 2020.

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. Though cancelled due to national events. We look forward to a possible return of the series in June 2021.

5. Schools/ Clubs collaboration.

Schools & Clubs collaboration, Clubs continue to be encouraged, via the Youth Forums etc to include schools in any CPD which they may be running for their coaches, & vice versa. Also as mentioned earlier in this report D&W CSU look to use Club venues, when opportunities arise.

6. 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 job 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,- Academy Manager Craig Lilley, Assistant Academy Manager George Tavner & their team continues apace & reflects the value & importance creating & supporting the developments of opportunities, across Schools, Clubs, County, & DPP/ PDG/ Academy for our young people & Coaches in the D&W area & in Bath's part of Somerset.

7. RFU 'Trail Blazers'.

The growth in good collaborative working & good communications links between D&W CBs Richard Bourne, Nick Elbourne, & D&W CSU's Andy Marriott & Jan Edwards, along with the groups work with Bath's George Tavner & Craig Lilley, has seen our group being identified as one of the RFU's 5 Trail Blazer Areas, with RFU's Mark Saltmarsh with other CBs/ CSUs for us to share how we are working.

8. Regional, National & Academy representation.

- Thomas Hardye School / Woodroffe School (Dorchester RFC)& the Beechen Cliff School for 6th Form & Bath Academy players :- Landy Bailey, John Stewart, Ethan Staddon have all Represented England @ U18s this season. Many Congratulations to those young men.
- Landy, John, Ethan & Frankie Reed (also Hardye's, Dorchester RFC & Beechen Cliff) have all been awarded contracts with Bath & join the Senior Academy, again congratulations to all & to the teachers & coaches who have worked with them.
- Many of our D&W School & Club players have also been playing with Bath PDG & taking part in the DPP programme, also playing D&W County Rep Rugby & some South West. Thanks to all involved.
- In terms of Staff. Andy Marrriott who is D&W CSU Chair, South West Schools Committee Member, South West Schools Rep to England Rugby Schools Committee, Rugby Development Sub Committee, England Schools Exec & England 18s Selector & Trail Blazer Group Member has this Season been Appointed RPPG Chair – Congrats to Andy.
- We welcomed Harry Jones, Salisbury RFC, formerly Bishop Wordsworth School Salisbury student, & now Cardiff Met University Graduate, Downside School Rugby Coach & Bath DPP Coach to our CSU Committee, along with Richard Bourne, Salisbury RFC, Head of D&W Rep Rugby & RPPG.

Thank you to all staff in Schools in Dorset & Wilts for their continued efforts in creating playing & development opportunities for young people in our area.

Jan Edwards

Dorset & Wilts Society of Rugby Union Referees

Without wanting to repeat what no doubt so many will have already, up until lockdown this was looking a promising season for the Referee Society.

Early season 2 x L2 Referee Courses were held, one at Canford School the other at Melksham RFC. Approx. 30 attended in total, some from outside D&W but it still generated approx. 12 new refs to the Society. Of these 5 are Young Match Officials who have been given mentors and are showing good potential.

Moving up slightly on the age scale, Ben Simpson has been selected for South West Group next season and I know he is grateful to the help he received from both Dorchester & Puddletown RFC's as he was starting out enabling him to pick up age grade games to assist his development.

Appointments for season till 15th March 2020

Total	6	7	8	9	10	11	12	Adult	Junior	School
987	87	86	362	184	161	68	39	639	232	116

Not appointed

147			22	19	39	37	30	27	59	61
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Though not looking for excuses the early season with RWC in full flow left us short a few weekends. However, as I often do, I ask if clubs could generate a few more 'Club Referees', this would be of great benefit specifically on Sunday mornings.

I note that school games we barely met half of our requests, all too often this is due to the lack of notice given to the appointers, midweeks are extremely difficult to find a referee for, with more time we can go to our neighbours or the Army Society to try and get these fixtures filled.

Finally for my short report, with more Ladies clubs forming within D&W can I ask that should any Lady who for whatever reason wants or needs to stop playing, that they get given information on the Referee Society, I'm sure there are some good refereeing prospects in the Ladies game who may not know how to become involved. It would be good for us to have 2 or 3 lady refs to coach/mentor and bring up to the level of the ladies within both Devon & Somerset. Both Sara Cox & Claire Daniels travelling worldwide to officiate.

Denis Nolan

Governance

Well who foresaw how this past season would end, it will certainly change how the game is played for some time.

We have a few changes of face within the team David Wookey has stepped back from a number of his roles so we welcome David Griffith to the team, David G will assist Julie Boddington as her deputy within safeguarding and takes over the roles of festival consents and playing out of age group. We also say goodbye to our RugbySafe lead Joy Pentney,

I thank all my team for their work over the past season and you will find the individual reports within the report

Dave Harris – Chair

Safeguarding Report

Following my decision to step down from safeguarding roles during this season I am pleased to say this has been achieved. Working with Dave and Julie Boddington I have handed responsibility for Compliance and Festival and Playing out of age grade approvals to Dave Griffith gradually over the season starting as soon as he was appointed as CB Assistant Safeguarding Manager. I will always stand ready to provide advice and guidance when requested to Dave, Joe, and Julie.

No Audits were formally carried out by me in the first half of the season although I did assist in remotely providing assistance to some clubs in completing the on-line audit form.

Overall though I have to say that Festival applications are still improving, however we still need to issue an annual reminder to clubs that approval is to be sought at the time you start to plan event not once everyone is invited. We still see Mini club festivals including Under 12 age grades. AGPC playing months are clear for Under 12 and above, so if you are running a mini festival but include Under 12 it must sit in a Club period not a School one regardless of any circumstances clubs feel this does not apply to them. RFU are strict that we must refuse otherwise. Mini Rugby is up to and including Under 11. If you run as a Kids First tournament then it must be in a Club period and should include Under 13.

Dave Wookey

Registrations

I will continue to undertake this role, a proportion of which (the training of club Youth Registrars) almost rolls into GMS. It is important that the CB maintains an overview of club registrations and

as such and change in post holders should be notified to me so I can ensure correct procedures are being followed. It is now the responsibility of **PARENTS** to register the child and not the Club Registrar. No Paper forms should be used. The Club registrar provides the link to the registration process and completes the action by approving in GMS. Registrars should, of course, be ensuring that players who leave are de registered which allows them to re-register at a new club later. A revised system which is simpler for parents to use is being developed and it is hoped will be released prior to season 2020/21. More will follow (and may overtake this report to publication

Dave Wookey

Game Management System (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 for which the CB will fund me to do this work. I have had a very low uptake for this again in 2019/20. 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

This year the Disciplinary Panel under when a major change in personnel with the appointment of Stuart Scott as the Chair and Gerald Burden as the Secretary.

Firstly, I would like to thank all the panel members and the clubs involved in this year's hearings for their support, without you all working together this would been an impossible task to manage.

The panel reviewed a total of 64 cases, 1 held over from 2017-18, 11 held over from 2018-19 season and 53 from the 2019-20 season.

Case List Breakdown

Club	Player	Charge	Penalty
2018-19			
Supermarine	Michael Baptiste	9.12	3 weeks
Amesbury	Jamie Conley	9.12	4 weeks
Oakmeadians	Kieran Downer	9.28	3 weeks
Warminster	Tom Merryman	9.12	5 weeks
Wimborne	Henley Roberts	9.12	3 weeks
Corsham	Craig Pepper	9.12	2 weeks
Wimborne	U 14 Spectators	5.12	Club warning
Dunkin Donuts - Oakmeadians	Joshua Miles	9.12	5 weeks
Melksham	Ashley Law	9.12	6 weeks
Devizes	Sam Snelgrove	9.28	5 weeks
2019-20			
Sherborne	Youth	9.12	2 weeks
East Dorset	Eric Wade	9.12	8 weeks
Marlborough	Solomone Aniseko	9.13	3 weeks
Dorset Dockers	Jack Belcher	9.28	3 weeks

Devizes	George Starr	9.13	6 weeks
Royal Wootton Bassett	Christopher Rowland	9.12	4 weeks
Marlborough	Ovini Tuitoga	9.12	2 weeks
Wimborne	Laurence Bigsby	9.28	1 week
Warminster School	School	9.13	4 weeks
Sherborne School	School	9.13	
Marlborough	Mesaki Kini	9.11	3 weeks
Salisbury RFC	Youth	9.12	1 week
Salisbury RFC	Lex Tokovou	9.12	3 Weeks
Bournemouth Uni	George Whalley	9.28	9 weeks
East Dorset	Chris Moss	9.12	3 weeks
Blandford	Thomas Davis-Richings	5.12	1 week
Marlborough College	Youth	9.12	School Ban
Weymouth & Portland	Youth	9.12	3 weeks
Weymouth & Portland	Youth	9.12	2 weeks
Sherborne	Byron Garry	9.12	5 weeks
Dorset Dockers	Morgan Leadbitter	9.12	6 weeks
Swindon COB	Jack Kimber	9.27	Sending Off Sufficient
Wimborne	Youth	9.18	1 week
Swanage & Wareham	Youth	9.18	2 weeks
Marlborough	Jack Lynd	9.20	7 weeks
Trowbridge	Henry Turner	9.27	Sending Off Sufficient
Royal Wootton Bassett	Youth	9.12	Club Letter
Chippenham	Emosi Nadaubale	9.12	4 weeks
Bradford on Avon	Gareth Wheatley	9.12	3 weeks
Sutton Benger	Carl Tibbetts	9.12	3 weeks
Swanage & Wareham	Lewis Waugh	9.18	3 weeks
Swindon COB	Owain Hire	9.27	1 week
Swindon COB	Victor Dumitru	9.12	5 weeks
Melksham	Nathan Irving	9.18	4 weeks
Melksham	Louis Simmons	9.18	6 weeks
Poole	Niall Taylor	9.12	1 week
Corsham	Timothy Minty	9.27	3 weeks
Oakmeadians	Jack Hart	9.27	1 week
Dorchester	Liam Stock	9.12	3 weeks
Puddletown	Hampton Haynes	9.28	3 weeks
Marlborough	Jack Lynd	9.27	Sending Off Sufficient
Bradford on Avon	Youth	9.18	2 weeks
Bradford on Avon	Simon Legg	9.28	4 weeks
Bradford on Avon	Chris Pike	9.28	6 weeks
Pewsey Vale	Jeremy Horton	9.28	4 weeks
Blandford	Youth	9.12	2 weeks

Gerald Burden

CLUB DEVELOPMENT COMMITTEE

Facilities

The overall funding received by the D&WRFU from the RFU was reduced this year, due to the need to maintain levels of funding in other areas, this year's facilities budget was reduced to allow other programmes to continue.

Following the 2019–20 Club Facilities Survey. The following clubs received a grant offer from Dorset & Wilts RFU.

Christchurch RFC	Training Lights
Oakmeadians RFC	Training Lights
Weymouth & Portland RFC	Training Lights
Calne RFC	Replacement Posts
Amesbury RFC	Replacement Posts

Following the outbreak of Covid 19, in March 2020 the Council of the D&WRFU, have accepted the recommendation of the D&WRFU Management Board, that all D&WRFU grants for the year ending June 30th, 2020 will be cancelled.

The recommendation also stated that the funding saved by the action, should be used to support the D&WRFU clubs affected by the current pandemic.

With limited resources to support clubs in need. The D&WRFU received just over an additional £14,000.00 from the RFU, which we must match from our reserves. Additionally, we have been told that our end of year payment from the RFU will also have to be used to support clubs.

These measures mean that we have just over £50,000.00 to support 38 clubs during the pandemic.

Therefore, we are concentrating our resources to help clubs maintain the upkeep of their facilities, security, and utility services.

Each claim by a club will be reviewed on case by case basis.

The following clubs have received a Grant from this fund

Westbury RFC	Alarms update
Weymouth & Portland RFC	Clubhouse update
Wimborne RFC	Electrical update
Amesbury RFC	Pitch maintenance equipment
Warminster RFC	Security Fencing

Thirty clubs have received support in the form of the Return to Rugby Support Package, which consist of items 1 – 3. The remaining clubs will receive items 2 – 3 only.

We are currently looking at the next phase of this programme which should be announced by the date of the AGM.

1. Free on-site Legionella Risk Assessment as per HSE Guidelines – to include
 - Site visit
 - Full asset list
 - Schematic Diagram of property water systems
 - Legionella Risk Assessment Report, and Recommended courses of action if required.
 - Your Report will also include guidance for ongoing monitoring requirements on a monthly/annual basis specific to your premises.

- Appointments to carry out the testing will be made via the club secretary, by the company tasked to carry out the work.
2. Hand Sanitizing Products –
 - 23 Litres of Hand Sanitiser
 - 6 x 0.5L dosing bottles plus 4 x 5 litre cans
 3. An assortment of Covid 19 Signage, in line with current government advise.

The remaining funding will be ringfenced for Covid support needs at a future date.

The D&WRFU believes that any funding for facilities for the 2020-21 season will have to be self-generated income only.

Volunteer Report

Recognition of volunteers

Volunteer recognition this year has been hit by the Covid 19 restrictions. The plan had been and still is to present awards at a dinner event hosted by the President. Volunteers and guest nominated in the Mitsubishi Motors Volunteer Recognition Scheme (MMVRS) will be invited to attend along with Senior Club officials, Council and Board members as well as guests from the RFU.

The MMVRS this year had in excess of 80 nominations from Dorset & Wiltshire clubs, CB and Referee Society. This again shows the value of volunteers across all aspects of rugby in the two counties. Last year's event was long, and we hope this year once restrictions allow, we will be able to get together and celebrate and bring all nominees together to enjoy an evening together.

This year we have taken nominations from the MMVRS to recognise Dorset & Wiltshire volunteers and will be awarding in the categories of Young Volunteer of the Year, Administrator of the Year, Groundsman of the Year, Referee of the Year, Volunteer of the Year in Mini & Youth, Volunteer of the Year in Ladies & Girls Rugby, Volunteer of the Year, Outstanding Achievement Award (The Ian Laws Memorial Trophy), and Club Volunteer Coordinator of the Year.

The 2019-20 winning volunteers are:

Young Volunteer of the Year – Ethan Godfrey

Administrator of the Year – Amanda Colborne

Groundsman of the Year – Steve Berry

Referee of the Year – John Baldwin & James Bischoff

Volunteer of the Year in Mini & Youth – James Barton

Volunteer of the Year in Ladies & Girls Rugby – Tim Dunford

Volunteer of the Year – Philip Pearce

Ian Laws Outstanding Achievement Award – Glen Marden & Ray Graves

Club Volunteer Coordinator of the Year – Andy & Caroline Spyres

MMVRP

Dorset & Wilts RFU have returned our nominations for consideration in the National Awards but this has had to be put on hold due to the Covid 19 Restrictions. As soon as the RFU are in the position to award then we will let everyone know the outcome.

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.

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 assisted clubs in recruiting CVC's and provided training for new volunteers when requested 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 continue to 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 will be holding virtual interviews with candidates for the roles of Director of Rugby, Military Liaison and Rugby Safe Lead. 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 a large quantity of kit in order to start our own scheme within the CB. Funds have been allocated and plans are to hold small cluster meetings around both counties to meet with young people, this has been started but has stopped due to the current restrictions. 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.

Leadership Academy

Dorset & Wilts RFU have developed its own Leadership Academy which had started just before the Covid 19 Lockdown. The number of candidates was small, but this enables us to develop the sessions and will going forward allow us to provide more places for a lot less money. By doing the programme ourselves we are able to focus on our clubs needs as well as the individuals engaging with the programme. The team hope to be able to re-start the programme as soon as restrictions allow.

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.

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 2020 – 2021 Annual General Meeting of Dorset & Wilts. RFU Limited will be held at the Salisbury Rugby Football Club on Wednesday, 21st July 2021, at 7:30 p.m.



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