



DORSET & WILTS RUGBY FOOTBALL UNION LIMITED

A joint meeting of the Dorset & Wilts. RFU Council – Management Board was held on Tuesday, 1st March 2022, from 7:30 p.m. via Zoom

MINUTES – AGENDA

[working assumption: papers sent with or referred to in this agenda will be taken as having been read]

No	Item	Action
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1.	Date of next meeting is Tuesday 19 th April 2022	
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2. Attendance, Inc. apologies: co-options and any introductions

Mike Moysey [MM]	Att	Stuart Murrow [SM]	Att	Gerald Burden [GB]	Att
Alison Hunter [AH]	Att	Jane Hart [JH]	Att	Alistair Morrison [AM]	Apol
John Constable [JC]	Att			Keturah Watts [KW]	
		Ed Taylor [ET]	Att	David Wookey [DW]	Att
Julie Boddington [JB]		Chris Burton [CB]	Att	Sean Macey [SM]	Att
Ron Jones [RJ]	Apol	Denis Nolan [DN]	Att	Jon Monaghan [JM]	

Please note that Damian Dix represented Denis for this meeting.

Guest – Nicola McCombe – CB Relationship Manager

Red represents Non-voting members

3. Minutes:

To note the of the Council meeting held on the 18th of January 2022

Copies available on the D&WRFU website <https://dwrugby.co.uk/committee-minutes-reports/>

Noted

4. Matter arising:

MM reported that Ben Ironmonger had stepped down from the role of Club Representative.

MM updated the meeting on the planned timings for the meeting of Council, (approximately every six weeks)

5. Council Representatives Updates:

Copies available on the D&WRFU website <https://dwrugby.co.uk/committee-minutes-reports/>

DW reported that the revised structure of Council still needs to be signed off, circulated to the Council but did not receive any comments back. Meeting dates agreed as above.

There are still several vacancies available for the role of Club Representative. Targeted recruitment may be the only way of filling these posts.

CB stated that we need to make the D&W an enjoyable experience, because if it is not then people will not come forward or stay. We need to ensure that the Council is a productive resource for its members.

JH reported that she really struggled to get the clubs in East Dorset to engage with the huddle.

She stated that clubs had been offered face-to-face or Zoom meetings and only got one reply.

On the day JH did not get any apologies and only three clubs and JH attended.

GB stated that he had attended the West Wiltshire huddle, which only had two clubs attend with one of them leaving halfway through the meeting.

NMcC asked who attended the huddles was it Club Chairs or others. JH replied it is an open invitation to all club committee members and an open agenda. The invited clubs did not submit any agenda items, so JH compiled the agenda for the huddle.

It was reported there is a Quarterly Age Grade Forum in both Dorset and Wiltshire, but no one was sure if they were still being held.

Engagement from clubs is an ongoing problem, with some clubs historically not engaging with the D&W, but other clubs have increased their engagement level with the D&W via Zoom.

JH reported that she is planning to return to a Monday night format, starting on Monday 23rd of May 2022.

The suggestion that each huddle should have its own WhatsApp group was raised.

MM asked would clubs engage more if they did not have to think about having to set the agenda, in effect having the work done for them.

ET reported that he felt that his last huddle was positive, both in the number that attended and the standard of debate between the clubs.

Encourage clubs to share best practise during the huddle, like player recruitment, volunteers, and improving Social Media capabilities.

CB asked what product is generated at the huddles and reported back to Council. Topics that need to be actioned by the Council, like more training courses, player sharing etc should be part of that Feedback.

NMcC asked if some of the CB Officers or Officials could attend the huddles as a guest speaker to promote the D&W.

It was stated that the RFU Club Developers attend the huddles by right.

SM asked when do the huddle notes get circulated to the clubs, the reply was usually within a few days.

The D&W need to make sure that any feedback/instruction coming from a huddle to the Council is clear and precise in its content.

MM stated that the Council's role is to set the direction for the Executive Committee to follow.

The issue of the role of Volunteer Co-Ordinator for the D&W was raised, and the need to have someone in post is important. CB reported that Jon M has been carrying out the review into the Council/Club Representatives, and now was the time for the D&W to reinstate the role of Volunteer Co-Ordinator to its full status.

The Council instructed the Executive Committee to reinstate the role of Volunteer Co-Ordinator.

RFU Volunteer workshops planned during March and April, the details are on the D&W website calendar.

Club Representatives to update the huddle groups.

JC submitted his report below

DD updated the meeting on Referee training courses. With one main course which is a mixture of in person and online over a six-month period. There will also be the introduction of a less formal training course for Referees starting on 3rd of April 2022, which can be booked via GMS and is free. Minimum age is 14 years old.

General referee numbers are good within D&W.

CB asked about referee appointments to school matches, DD replied that a referee was only appointed to a school match if it was a benefit to the referee.

6. Executive Committee Update:

The following items are to be referred to the D&WRFU Council meeting for approval or action.

a) Outstanding items for the Handbook/Website – Referee details and any updates

Club details for the following

- Bournemouth RFC
- Swindon RFC
- Swindon College Old Boys RFC
- Warminster RFC

b) Under 17's Representative Rugby.

The issue of renaming the Under 17's was discussed as per the attached document below. It was decided to contact Martin McTaggart, the RFU Pathway Manager and seek his views before we progress the matter further.

It was agreed that the Under 17's programme could continue if there was any funding left over from the Under 18's budget. It is believed that there is about £1,000.00 remaining in the Under 18's for the Under 17's to use.

It was agreed that D&W should restart the review into Representative Rugby.

c) it was agreed to carry out a review into the management of Safeguarding within D&W. The Executive Committee to draft the Terms of Reference for Council approval by email. (Copy below).

Move Camps to Julie from Joe on the website.

d) Council Presentation

MM suggested that we should add to the club visit page – Club success and achievements, CB help etc.

JC suggested that we look at some of the terminology/wording when referring to committees. Using the word like “Council” may be confusing for some, they may think that we are talking about the RFU Council.

GB to reword the presentation in some slides – reworked version attached below.

e) AH reported that there are several club accounts still outstanding.

f) Outstanding invoices for Competitions (Age Grade and Seniors), Discipline. AH to supply GB with a list of disciplinary invoices. AH to supply a list of debtors to the Council members.

g) AH reported that currently the bank accounts stand at [REDACTED] with [REDACTED] committed.

h) GB suggested that we scrap all D&W competitions next year because of the cost to the Union.

This subject will be reviewed during the closed season.

Clubs of Concern list – January 2022

Behaviour Issues

- Dorchester
- East Dorset Dockers
- Lytchett Minster
- Weymouth & Portland (Colts)
- Poole
- Walcat Girls
- North Dorset (Under 15's)

General

- Bournemouth (Age Grade)
- Pewsey Vale (Age Grade)
- Chippenham
- Oakmeadians
- Marlborough
- Corsham (Playing Numbers)
- Calne (Playing Numbers & Relocation)
- Supermarine (Playing Numbers)
- Salisbury (Playing Numbers)
- Sherborne (Playing Numbers)
- Swindon College Old Boys (Management)
- Wimborne (Playing Numbers)
- Warminster (Playing Number)

RFU CB Call- Jan 2022

From those presenters the following key points to note: -

ROADSHOW ISSUES - common themes have been GMS, DPP & Academy's, Schools- lack of play or over-play, training courses, replacements- should they be limited more to help teams or increased to help get players involved.

COMMUNITY GAME BOARD - looking into planning process for the next season. Finances looking better but need to maintain a prudent approach just in case further restrictions come in/ any other impact on match capacity. More work to be done around the non-contact game and work on what will the 'Club of the Future' look like- i.e., in 10 years' time.

NEW RFU TWITTER CHANNEL- @RFU, will be used to help disseminate information and as a news hub to increase lines of communications. Please encourage clubs to follow.

GMS REVIEW - 6 focus groups have taken place with 2 more planned in next few days. Once these have been concluded the results/feedback will be considered and further reports to follow.

VOLUNTEER AWARDS - launches in the week.

CB TARGETTED FUNDING - money should be with CB's now (Question- what is this being used for in D&W?)

CLUB OF THE FUTURE - see previous what do we think the rugby club will look like in 2032. Any thoughts please feedback to me.

TRAINING COURSES - take up on the online HEADCASE has been very good- please still continue to push. Overall, the take up on the digital courses has been good as well. Referee availability- more have come back to the game either at society level or just at club game level. Before Xmas CB training leads (who is ours?) were invited to attend focus groups. Further meeting planned. Coming soon will be the Principles of Line Out course- this will be face-to-face.

PLAYER RETENTION ACTION PLAN - key issue/area was the Adult Male game. Social games/issues impacting on playing are key as we know. Looking at remodelling of competitions and there may be a small amount of money to support getting games played, i.e., possibly covering costs of using a central venue to get a match played. More info to come.

FUTURE COMPETITONS - work still progressing- the expressions of interests from lower XV's wishing to join the league now received hopefully by 28th Feb Clubs will be offered the chance to formally apply. The final structure to be determined in April/Amy with fixtures out mid-June is the current timetable. Note for D&W- Bournemouth 2 have expressed interest for L7 which seems fair. Minety have asked about entering 2nd XV at L10 but we don't have a L10 league- need to look at developing option of a Wiltshire Matrix to mirror Dorset.

ANNUAL GAME SURVEY - coming out probably later this week.

PLAYER AFFILIATION - linked to the GMS review.

AGE GRADE - over 9000 pending affiliations and some clubs are low on numbers affiliated Support package for clubs coming out with info to CBs in the next few weeks.

Dorset & Wilts RFU

Club visit notes and club feedback



Visit by John Constable, Ron Jones & Sean Macey.

Club – Calne	Date – 15/01/2022
Reason / rationale for visit To present the club with the Tribute team of the month award for December but also to catch up on how things are going bearing in mind the troubles the club had in November with playing numbers. It had also come to light that the club are dealing with the prospect of having to move their pitch and it was the opportunity to chat more on this.	
Ongoing club development projects to report on The main discussion was really a follow up to a meeting that the club had been involved in the previous day with the SW RFU staff and Gerald Burden in connection with the prospect of having to move their pitch to the other side of the main path through the field. This is because the Council, who own the playing area, want to use the current pitch space as part of a development feature (recreational) for the area and for the whole town. The club are waiting now for a visit from the local pitch advisor so they can discuss what work might be needed on the new playing area, not only in relation to things like drainage, but also fencing to try to keep dogs or and netting to try to avoid balls going into neighbouring properties. This can then impact on the cost of the project and how it progresses. The club were advised to keep D&W in the loop and to discuss further, in due course, the options.	
Any Identified problems prior to the visit See above.	
Notes Calne were grateful for being recognised in relation to the issues they have had, and the steps taken to ensure the club still fields a team. Probably due to the lack of contact/visits the club did feel that maybe there were being left out- we reassured them this is not the case and encouraged the club to make sure they engage with D&W. It is also recommended that when they get the Community Game update this is shared around the club officers since there is often information within the document that might need action or will help support the club's development. Discussion took place around the fact the club has an issue with getting the GMS safeguarding report done- it is not showing on the club record. UPDATE- it seems because Calne has no Age grade teams listed this is why it didn't show- this is being taken up by Viv Rimmer to enable the club to complete. (ALL SORTED NOW) They wish to play a 17-year-old up and are aware of the need to get the Audit done and	

forms into Julie Boddington before he plays. (Again, all sorted)

Finally, just to note the club had used the pitch side barrier tape supplied by D&W to help keep spectators back on the clubhouse side of the pitch (where most had gathered) which was encouraging to note.

Dorset & Wilts RFU

Club visit notes and club feedback



Club – Cricklade	Date – 8/Jan/2022
Reason / rationale for visit General visit to a club not visited in recent years.	
Ongoing club development projects to report on One team club that is ok for numbers but hit over recent weeks with Covid. Current plans are to get new floodlights around the whole of the pitch- this has been funded by a grant from local landfill company plus other fund-raising by the club. Hope to start in the spring so that by next season have the whole pitch to train on etc. The club has a changing block, like what is at Westbury but uses local Sports Centre for post-match food & drinks. In the longer term the club would like to expand its facilities at the ground to provide food and drinks by getting in a large wooden unit/cabin. This could then be used over both days.	
Any Identified problems prior to the visit None.	
Notes In general, the club was very upbeat- league results have not gone their way, but they still field a side, and this should hopefully continue. It is important the club continues since it is local to other clubs and means travel distance/time for league games is not significant. The club was grateful for the visit. From the club's point of view, they will continue to try to attend cluster meetings to keep in touch with current issues and keep D&W in the loop on their wider plans. Post visit Cricklade have provided details for CB handbook and will be looking into sorting out the Safeguarding audit on GMS.	

Dorset & Wilts RFU

Club visit notes and club feedback

Visit by John Constable & Ron Jones.



Club – Pewsey Vale RFC	Date – 29/01/2022
Reason / rationale for visit From JC point of view have never been to Pewsey and RJ hadn't been there for many years. Just to see how the club is getting on, reinforce the fact that D&W are here to help.	

Ongoing club development projects to report on

Any Identified problems prior to the visit

Loss of Age Grade players. In discussion, the club do not have enough to run a team at U12,13 & 14 and not being able to merge age groups has meant that, in an effort to keep the boys in rugby, they have had to let them join other clubs who have established sides Going forward if there was scope to merge 2 age groups to create a team that is something the club would be interested in. For the much younger kids, they have teams and indeed have held triangular games with other clubs of similar standing/ numbers.

Notes

Discussion points-

Electronic scoreboard- Swans got theirs from FSL Scoreboards- see link- it is the model MO1 https://www.fslscoreboards.com/electronic-scoreboards/rugby-scoreboards/?utm_campaign=Rugby&utm_source=google&utm_medium=ppc&utm_term=electronic%20rugby%20scoreboard&utm_content=3102082xCj0KCQiA0eOPBhCGARIsAFIwTs56GecOtf-kdrtn9qZ_-nXUm2OugOIsIjtgmlVC1zWsmXQgLB-LBUaAg1UEALw_wcB.

Wheelchair Rugby- is there anyone else doing this, the club would be interested in trying to establish if this could be held on the hard-standing that is no longer used by the Netball team- ACTION- try to get info for the club.

How does the club get to sign up for any 'deal' with Booker where they can get some cash back- can we find out what they need to do? ACTION How does a club sign up for Booker deal.

<https://englandrugbyclubhub.com/partner-offers/consumables.html> does this link help and then click on the Booker part to sign up?

<https://www.booker.co.uk/home>

UPDATE_ The deal with Booker is on Club Hub <https://englandrugbyclubhub.com/partner-offers/consumables.html>

1st Aid- the club would be interested in further news around 1st aid courses so they can get attendees, especially ones run local to the club.

Excess players- the club have plenty of players to run a 1st XV but not enough for a 2nd team, however they want to keep everyone involved. We had a chat over combining with another local team to form a cluster side and then, if we are able to run a Wiltshire Matrix the side could enter that to get some games with the flexibility of the matrix and not tied to regulations. ACTION- if and when any meetings held over a Wiltshire Matrix the club to make sure they attend.

BT- the club would like to know the cost of getting BT sport in- JC said he would try to find out what Swans pay but it might be worth the club enquiring directly with BT to see what offer they might be able to make.

Lastly, with a good level pitch and clubhouse, there is no reason why Pewsey Vale couldn't be asked to host either a lower XV County final or Age grade final if appropriate to help reduce travel for teams involved. Indeed, they would be honoured to be asked to host.

CB Officer completing the reportDavid Wookey.....

Club – Pewsey Vale RFC Date – 23 Jan 2022
Reason / rationale for visit

Follow up to recent age grade playing issues, first U7/U8 session with other clubs since Covid. Ongoing club development projects to report on Clubhouse project completed, however some further aspects need to be done to meet security and regulatory requirements
Any Identified problems prior to the visit

Club had issues with joining age grades not permitted under Reg 15. Clubhouse self-build project was nearing completion and needed to be viewed

Notes

Clubhouse looking good. Do have some concerns of final issues and may put in a small grant request to complete.

Issue over joint age grades has been resolved, however on returning from the visit I checked numbers of affiliated age grade players and found then somewhat below the numbers involved on the morning.

Action plan

Club to consider small grant application to D&W for Clubhouse security/regulatory requirements.

Age grade registrar to ensure that all players involved are affiliated iaw Regulation 15.1

Further comments

Pretty sure the affiliation issue can be swiftly resolved with some joint work between AG registrar and myself and encouragement of Parents

Would be nice to see the clubhouse used for DW training now it is fit for purpose. Playing surface and 2 pitches adequate for County Training

<https://dwrugby.co.uk/reporting-abuse-contact-form>

South West Counties Committee (SWCC)

25th Jan 2022 via Teams

MEETING NOTES

1. Attendees: Rob Walsh Oxon (RW)-, Chris McCombie – Bucks (CMc), , John Constable – SWDOC Treasurer (JC), Ron Jones – D&W (RJ), Adrian Siddorn- Gloucestershire (AS), , David McAteer- SWDOC & Berks(DMc)- Chairman, Andy Richards- Cornwall (AR), , David Saunter- Cornwall (DS), Neale Baker- Bucks (NB), Gerald Burden- D&W (GB), Keith Gee- Gloucs (KG), Steve Mead- Somerset (SM)-, Gareth Chew- Somerset (GC), Doug Humphries- Oxon (DH), Treve Mitchell- Devon (TM), Mike Moysey- D&W (MM), Simon Collyer-Bristow – Gloucestershire (SCB), Peter Bramley – Oxon (PB), Andy Lynch (AL)- Berks. Alison Bennett- Somerset (AB), Simon Winman- Bucks (SW), Rob Masters- Devon (RM).

Apologies: Geoff Simpson- Devon (GS), Alan Milliner- Cornwall (AM), Mike Gee- SWDOC (MG), Simon Thornton-Gloucestershire (ST),

Minutes of the Previous Meeting: The minutes from the meeting on 6th October 2021 had been circulated in advance and were agreed en-bloc as a true record. Matters Arising- JC has heard nothing back around a National forum. Limited feedback from CB's on set-up of the Counties- DMc will discuss further to SW following comments from Bucks

- 2. Progress with FCS and Interim report 2021/22 from SWDOC.** DMc updated on the FCS which has reached the implementation stage. Expression of interests from lower XV's have now been received, including over a dozen in Devon and a number in Cornwall. CB's now have a period to consider if they want to ask clubs for a vote on whether lower XV's are to be allowed into the leagues (by 18th Feb) and from 28th Feb to 18th March clubs will be asked to submit their formal application to the DOC. The final structure will be decided in April/May with fixtures out mid-June. In the meantime, a framework for how a DOC should run is being agreed across all 4 regions.

Gloucs mentioned that there are a couple of 2nd Xv who are part of the leagues this season but have not enjoyed it and may withdraw. Also question of those teams outside of the CB boundary- do they stay in league- Yes- principle of keeping travel to minimum. TM said Devon are likely to have a vote and if they get the required 66.6% against does this block all the teams- Yes.

Any club who has been expunged will need to reapply and require the backing of the CB to show they can muster a side.

Cups- still the intention to run in a block at the end of the season with entry options.

DOC Report- to date 115 Covid postponements and thanks to the efforts of Mike Gee and Bob Morrison, all games have been rearranged on the day. 14 teams have withdrawn from the leagues. Some 2nd XV's have struggled and pulled out but wanted to keep 3rd XV in- results are monitored to try to avoid one-sided games, it's all about trying to keep players playing. 8 teams expunged to date with 10 more on the cusp.

RFU looking at a recruitment push for the Adult Male game during the 6 Nations.

- 3. Inter-action with RFU.** RFU are cutting back on the level of comms due to overuse of send-outs etc. With this and a number of survey's, concern that people are losing interest. Due to the loss of RFU staff and a level of apathy in clubs, CB's need to push to get clubs to engage. The new CBRM is very rugby focused so that should help, may well approach rugby issues in a different way. As she is new into role, can we not put too many demands on her early on. Bucks felt the demands on clubs & CB's was too great but are pleased to see its easing off. Question was raised is there too much information coming out rather than communication? Agreed we need to draw up a list of points from tonight's meeting to stress to the CBRM.

ACTION- who draws up list?

Also agreed it is a struggle to find information on the website.

4. Club Sustainability.

Cornwall- Age grade numbers generally good apart from U16 & colts. 2nd XV rugby not good, teams not wanting to travel. Concerns over the small village sides in the future.

Devon- Similar- some age groups struggle more than others for numbers. Also concern over drop off in number of volunteers leaving a few to do all the work- what happens when they leave the game.

Somerset- same- concern over rural clubs.

Gloucs- seems clubs have the same number of players as they had in the past, just they play less often. Do we need to look at only 2 games per month? 10 team leagues? Some clubs are joining together to play creating stronger teams.

D&W- lower sides struggling for numbers as are junior sides. 1 team clubs seem to be ok. Still to see the impact of less games on club finances.

Berks- only 13 clubs to worry about and all seem ok. Ladies' teams are merging due to drop in numbers.

Oxon- U16, Colts & Ladies teams are merging to keep playing. Some lower XV's have struggled- using a WhatsApp group to share players.

Bucks- some general picture, lower XV' struggling for numbers resulting in some one-sided results. U15/16- clubs merging to keep playing. Problem getting into local schools- what impact might this have in the long-term. They did hold a meeting recently with club DOR's which gives an interesting insight into the state of the game- 1st XV rugby was off the menu so focus on lower XV's- some may pull out of leagues to focus on merit tables to ease the number of games.

5. Future of Youth Rep Rugby & County Championship. Concern expressed over lateness of info coming out around the various County Championships. This was due to waiting for the review to report before releasing draw/dates etc. Accepted that funding levels are poor. Further changes from the review will come in next season. DMc did advise that the U20's was nearly cancelled this season but at least a competition is running.

Youth Rep Rugby- NB explained how Bucks are working with Wasps. CB was involved in coach selection and games used as 'rugby experience' days rather than Wasp DPP day. Wasps arranged medical cover; Bucks organised pitch. For the U16's 2 games were to use RPPG players, the other 2 were for the rest of the squad. The CB must act as an equal partner with both the RFU and the professional club (PC)

The RFU fund to both PC and the CB

The PC undertake to instigate a development program for the players involved in the DPP and agree to oversee its delivery by coaches that have been selected by both the PC and CB

Each age group should have a team manager to ensure transparency between all parties and ensure players that are not selected for the PDG are sign posted back to their clubs

The CB fund and organise the matches within the DPP, which are known as CB (County) experience days. Of the 4 U16 matches for example, the players likely to move to the PDG will only play in games 1 and 3, to help ensure that all DPP players get the chance to represent their CB (Ties)

The hope is that this will change what was previously a negative, having not been selected for the PDG, into a positive in that they will at least have represented their CB and be proud of that fact.

Hopefully to help them transition to U17's and beyond

It should be reinforced at all stages that the DPP is NOT part of the PC academy, this includes the players and their parents

Cornwall/ Devon all feel goes well with Exeter.

Somerset split between Bristol & Bath. - feel it is a partnership.

D&W- better link with Bath than it used to be. Bath take on the U15/16 but linked to the chance to pull on a D&W shirt. Concern around how the players is 'released' back- where do they go since often its not back to rugby. One point to note DPP is not an Academy.

Oxon- Also concern about those who exit the programme- no pastoral care.

Berks- Come under London Irish and the system is not working well. Again, concern on how players are treated on exit. Lack of commonality across the system.

Gloucs- split between Gloucester & Bristol, relationship is good with both clubs. They also run a non-dpp festival day across the 5 regions, but this is run by the schools.

Overview- CB's need to be closely involved with the DPP programme to help address any issues that might crop up. Players are sign posted back to original club and parents need to know the programme is not an Academy. Also, major concern about lack of consistency between each club's programme.

A question was raised with next season there being a Girls U16 DPP, how will this be financed and to what extent. No real answer at the moment but the indication is that the funding will be similar to the boys.

6. County Round up- covered under other sections in the meeting.

7. AOB/ County round up-

Bucks- 1st aid courses part funded by CB. Worked well with over 200 having completed course by end of March. Refs' academy- could have over 120 Youth game refs by end of season.

Oxon- Working with youth trust to get into schools- they have managed to get 1 day per month for this help.

D&W- part funding 1st aid course (160), have online abuse reporting form and also have a list of clubs at risk.

Somerset- Concern over rugby camps organised by 3rd party. Concern over insurance cover etc. SM is chatting with John Lawn/Mark Saltmarsh who are aware and hope to have a statement to help by end of Feb. Gender issues- have had 2 U15 boys wanting to play Girl's rugby- nothing can be done on this at the moment but again a statement from the RFU will be coming out.

Gloucs- trying to get clubs to spend money on Courses. Concern about when money from RFU needs to be spent by. Discipline issues are getting better. Safeguarding issues- prefer education rather than sanctions.

Devon- Similar concerns over Rugby camps.

Cornwall- they have a Rugby Safe officer who is very keen to get things done properly. For 1st aid have used outside supplier. Concern over increased number/level of injuries since return post-covid.

Meeting closed 2020.

ext. Meeting: sometime in June once the SWDOC has met.

U17 Boys D&W DPP 2022 season

Good morning, Gents,

PFA a **DRAFT** document regarding the U17 County programme which will feed into the County U18 Representative programme and beyond.

This is what the Lead Coach has planned and he is the document author; one for discussion at your next meeting.

To back up my text message the other night – *what is the U17 for?*

In my mind when Bath Academy ‘drop’ (*hate that terminology*) a player from their DPP programme at U16 it can have a devastating impact on a young man with aspirations to play for his Country; this is where County Rugby comes in.

[Bath DPP \(bathrugby.com\)](http://bathrugby.com)

Bath DPP

The Bath DPP serves as the entry point to the talent pathway for Bath Rugby, and represents the place where players will be identified and developed with a view to selecting those players with the greatest long-term potential to join the **Bath Academy Player Development Group**.

Example

Player A is amazing and selected for the EPDG (Bath Academy) – he may however be released the year after.

Player B is good but not good enough so is released/ dropped and may never play again as his dreams are crushed – a ridiculous situation.

So, my suggestion is we align terminology with Bath Rugby so when the conversation is had by the Bath coaches to deselect a 16 year old from their programme the player pathways have similar titles and a similar end state in the players mind. Bath Rugby does not have a U17 DPP so there should be no confusion.

No additional funding required; it’s a terminology change and something I think one of us needs to brief Bath Academy on; after all it’s in their interests that we continue to Develop Players in the region.

Thoughts very much appreciated.

Regards,

Michael



DORSET & WILTSHIRE
RUGBY FOOTBALL UNION

TEAMWORK RESPECT ENJOYMENT DISCIPLINE SPORTSMANSHIP

Dorset & Wiltshire RFU (CB)

U17 DPP 2022 Season

❖ Aims

- The primary aim of the U17 Development Player Programme is to provide an environment where player centred development is the key driver of the team.
- The Core Values of the game are to be at the forefront of all we do. Enjoyment for all involved being top of the list.
- At all times the programme will align with the Aims and Objectives of the RFU Player Development Pathway and the Age Grade Player Review.
- To liaise effectively with our Partners i.e. Member Clubs, Schools, CB Referees Society and Assessors.
- To provide an opportunity for U17 Age Grade Players to play representative Rugby Union in addition to their Club and School Rugby. Also have the best chance to be selected into the U18 South-West Division squad and then the England Counties squad.

❖ U18's- Past

This 21/22 season we had 11 x U18 players selected to the South-West Division Squad.

This was a great result and a great effort from the boys concerned, assisted by the hard work from the coaching team.

We will look to have a very strong U17 squad of about 45-50 players and have some great games. We will look to play against Cornwall, Berkshire, Gloucestershire, Devon and Somerset with some great game opportunities.

How

- The CB will continue to run 2 separate squads an U17 squad and an U18 squad for 2022 season.
- U17 and U18 Coaches :
 - Lead Coach – Kevin Dobie (Marlborough RFC + Bath Academy DPP)
 - Assistant / Backs Coach – Marc Ewart (Corsham RFC)
 - Forwards Coach – Jay Stokes (Wimborne RFC + Bath Academy DPP)
 - S & C Coach – Ben Humphries (Nottingham RFC - S+C coach)
 - Training + Match Day Physio's – Rhianne Groom & Amber Corbett
- The CB U17 and U18 squads will look to retain c45-50 players who show the right Attitude, Aptitude and Determination. These will be selected by CB Assessors on the U17 and U18 Development days.
- The communication to both squads will be done from social media on Facebook, so hopefully parents are also kept in the loop. Picked players will be asked to join the groups. Parents are fine to request to join and will be asked who their son is for security clarification. The closed groups are as follows :
- Dorset & Wilts U17 Squad 2022

- Dorset & Wilts U18 Squad 2022
- The CB programme at U17 and U18 is a high quality and vibrant environment which has the respect of all within the CB, this will then lead into the successful CB U20s, which is also benefiting from this new approach and joined up coaching from the coaching teams. It is being run excellently by Head Coach Martyn Peel.

❖ What

- For the 22 season there is RFU allocated Development days.
- U17 - 10th April 2022 Development day.
- We are very pleased that this will be held at Marlborough College this year.
- This will provide an entry point for Clubs and Schools to nominate players. They will be assessed on the day by D&W selectors, if they are good enough and show the qualities required then will be asked to join the squads.

The Head Coach role will determine:

- Matchday & Coaching Programme
- Game Plan
- Assessor Objectives- Through discussion and dialogue
- Session Delivery
- Coaches and their Attendance (with the ability to co-opt Qualified Coaches)
- Team Selection

With anticipated squads of 45- 50 players, ensuring all get adequate game time may result in some form of squad rotation system being required.

The New U17 and U18 Team Manager Lee Murgatroyd with assistance from Head Coach Kevin Dobie will try to undertake the following responsibilities:

- Fixtures Administration (See Ops Manuel)
- Budget Control as determined by the CB and agreed Sponsorship
- Assessor Liaison
- Venue Liaison (See Ops Manuel)
- Ensuring adequate Medical Cover as per RFU Guidelines. (See Ops Manuel)
- Safeguarding for Coaches e.g., Concussion Module, DBS and Qualification check with assistance from the CCC (See Ops Manuel)
- Responsibility for CB Equipment & Shirts with Players assistance
- Ensuring all coaches selected for the CB should attend Fixtures and Training in D&W Approved clothing.
- Transport Planning (To minimise cost)

Fixtures and Events are:

- ✓ **U17 - 10th April 2022 - Development Day @ Venue Marlborough College.**
- ✓ **U17 – 8th May 2022 – D&W (host) vs Berkshire @ RWB RFC or Chippenham RFC 4G**

- ✓ U17 – 9th May 2022 -7pm Mon night training venue Chippenham RFC 4G
- ✓ **U17 – 15th May 2022 – 3-way match vs (Cornwall / Devon) TBC?**
- ✓ U17 – 16th May –7pm Mon night training venue Chippenham RFC 4G
- ✓ **U17 – 22nd May 2022 – D&W vs Somerset (host)?**
- ✓ U17 – 23rd May – 7pm Mon night training venue Chippenham RFC 4G
- ✓ **U17 – 29th May 2022 D&W vs Gloucestershire (Host) Venue TBC**

The fixtures are set / structured by the RFU and are for development purposes but are meaningful fixtures.

❖ **Communication**

- Social Media Facebook Groups will be used. Information will be gathered by the application forms.
- Data will also be collected through the D&W Player Registration and Medical Information forms. So please fill out.

Summary

- ✚ This programme should have the Core Values of the game at its centre and clear objectives, good organisation and good communications are the key to this being a success along with financial support from the RFU, CB and via sponsorship.
- ✚ All county players want to test themselves to be the best players they can be and we believe this has the foundations to being a successful programme.



Kevin Dobie
U17 and U18 (Lead Coach)
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Mobile 07920 476999

WEST DORSET RUGBY CLUBS MEETING (28th February 2022)

INVITEES

Name	Role	Aug 21	Oct 21	Jan 22	Feb 22
Ed Taylor (ET)	Coordinator				
Tom Davis-Richings (TDR)	Blandford RFC	Apologies & Report		Apologies & Report	
Julian Hussey (JH)	Bridport RFC		Apologies	Apologies & Report	
Tony Foot (TF)	Dorchester RFC				
Tim Rose (TR)	North Dorset RFC	Report provided			
Sam Bailey (SB)	Puddletown RFC		Apologies	Apologies & Report	
Mike Trew (MT)	Sherborne RFC				
Martin Hill (MH)	Swanage & Wareham RFC				
Jon Monaghan (JM)	Weymouth & Portland RFC	Apologies			

Alison Hunter (AH)	Dorset & Wilts				
John Constable (JC)	RFU Council Rep				
Gerald Burden (GB)	Dorset & Wilts				
Chris Burton (CB)	Dorset & Wilts				
Lizzie O Connor (LO)	RFU - Club Developer		Apologies & Report		
Keturah Watts (KW)	Dorset & Wilts				

INTRODUCTION

ET introduced Keturah Watts (Diversity & Inclusion Officer – D&W) at her 1st huddle session

Also noted all West Dorset clubs are performing well in their divisions

ET has now seen all clubs playing with exception of Blandford and North Dorset

PREVIOUS ACTIONS/NOTES

Action 2.5 - All clubs to submit their accounts to Alison Hunter D&W treasurer – **Ongoing – Note 3 currently outstanding – Sherborne, Bridport and Puddletown – please send to Alison ASAP**

We have a vacancy for D&W Council Rep for West Dorset, if anyone is aware of anyone from your clubs who might be interested in applying please let me know – would be good to have a nominee with Ladies Rugby or/and Age Group background. **Note**

Action 5.3 – Details of a ‘nomadic club’ Wyvern in Somerset to be sent to others – **TDR – Closed – lost contact**

Note - Clubs should ensure First Aid Training is current – there are strict guidelines next season which need to be met.

Action 6.1 – Investigate GMS webinars to provide support to clubs (LOC).....(see Post Meeting Note* below from Lizzie) - **Complete**

Action 6.2 - Although now closed there is still an opportunity to encourage candidates from your clubs to apply for Youth Leadership Academy (JM has details). The only clubs represented to date are Bournemouth, Dorchester and Oakmedians. **All – Closed (2nd session now run)**

Action 6.3 - Rugby Focus weekend – 18/19 June – get your nominations in for grants. **All – Closed – deadline passed**

Action 6.4 - Circulate posters on abuse of match officials and also touchline limits to crowds - **Complete**

Action 6.5 - Volunteer recipients’ scheme launched on RFU website – please encourage nominations – **let’s try and get a good number from West Dorset. All – Complete both Sherborne and Swans have put nominations forward**

Action 6.6 - Can Matt/Jason help ? Swanage & Wareham license refused for Caravan rallies – thought to be because of SSSIs locally – will impact club by £30K. Get together with JM at Weymouth to a) ensure Weymouth don’t have similar issues and b) see what can be done jointly to address this. **MH/JM – Complete – this has been followed up and being progressed with council**

Post Meeting Actions –

GMS Safeguarding Audits – Blandford and Bridport - COMPLETE

D&W Handbook/website updates – Dorchester and Blandford – COMPLETE

NEW ACTIONS

Action 7.1 - Players going to Bath Academy – major concern that those who don't make it just drop out of rugby. We need to gather evidence to feedback to the RFU. **All**

Action 7.2 – Set up a face-to-face meeting (possibly Blandford) to look at competition options including expansion of friendly league. **JC**

Action 7.3 – Scan and send around details of RFU coaching course programme for this year and next. **JC**

Action 7.4 – Club Coaches (across this group) to consolidate the coaching course required (this was initially raised by AH for Level 1 coaching request). Our local coach contact is Smudge Smith **All**

Action 7.5 – Build upon Player Recruitment Topic outputs by next meeting. **ET**

Date of Next Meeting – **ET to set this up**

DISCUSSION TOPIC – Player Recruitment

Good level of debate between the clubs

a) What Working Well (WWW) – Best Practice

North Dorset - Mimicking previous “**Tag festival – road to Twickenham**” with 16 junior schools in the area (in March) – years 5 and 6, great way to get juniors involved and their parents to the club.

Non contact Women's rugby sessions – good for social rugby and builds link with family members

Friday night rugby under floodlights including Age group rugby

Juniors support 1st XV matchday and publicised (**PMN** thought)

b) What can we DO BETTER (WDB)

Need to **upgrade club facilities** to make it an enjoyable experience when supporters do come along.

More volunteers needed – this is becoming more and more difficult, current incumbents finding it hard to commit the time, players stop playing at younger age and do not move into volunteer role, hard to find volunteers for Sunday morning. We need to be able to get more support from the parents. Senior club officials need to be engaging with parents on Sunday mornings.

Social media advertising needs to be much more professional and engaging, e.g. Instagram etc

We need to maintain **continuity of coaching** with the youngsters

Advertise our Successes but needs to be a concerted campaign

FEEDBACK FROM CLUBS

Puddletown – All going well within Puddletown, Now have a ‘Posh Porch’ for supporters in miserable conditions which the grants has helped to achieve which is good and have many other plans for future projects.

Sherborne – will end season stronger than they began with a good base of volunteers and players coming through the youth groups. Playing age group rugby on a Friday night under floodlights – this has gone down well. 1st team performing well, although reduced bar income down due to Covid concerns.

Bridport – Project to take over the running of The Clubhouse from the Leisure Centre is going well, aiming to complete 31st July. Player numbers are good and team performing well.

Swanage & Wareham – Fielding 3 teams although a struggle when 1st & 2nds playing and results are encouraging. The 3rd team are older and struggle against teams who are training. Good numbers in the minis/youth sections and Ladies fielding a team. Lease discussions continue with local council with support from RFU (Matt & Jason). Bar rota is working well and bar prices are attracting locals.

Dorchester –Running 1st, 2nd and 3rd teams. Bar profits are down – believed to be because people are cautious about mixing in bars. A lot of players at age group rugby – problem because lack of pitches – have to use local school pitches so becomes disjointed. 4 players going to Bath Academy – major concern that those who don’t make it just drop out of rugby. Long distance travel in leagues is biggest issue – players do not want to travel.

North Dorset - Running 3 senior men’s teams plus a ladies team, 1st team are top of division. 3rd team played recently on Friday night. Age Group and Ladies rugby going well. **All voiced the fact that Bournemouth III are often Bournemouth IIs – so results are very variable and hard to predict.**

Blandford – All going well from a senior’s perspective – good results. Progress continues to be made with the redevelopment of the Larksmead site. Struggling with volunteers, not helped by suspension of 2 coaches.

Weymouth – Running 2 senior sides (mixed results), good numbers, and successfully transitioning younger players into seniors. Seen a drop off in volunteers in mini & youth and struggling for numbers. Volunteering not helped by lack of parent contact at registration time. RFU (Matt) supporting lease negotiations.

RFU FEEDBACK / D&W Update / Issues

Match cards must be fully completed including last information tab by midnight Monday, result must be submitted by 17:30 on matchday.

RFU are reviewing volunteer workload

GMS – all to update Golden Roles information. There is an ongoing review of GMS.

RFU Council raising the issue of a big rise in match official abuse which only compounds the already shortage of refs.

Leagues – working on structure going forward, looking to reduce travel (**a common issue raised by our clubs**) but some CBs very protective of their areas (not D&W). Bournemouth 2s have applied to join local league which should overcome the issue noted above. All CBs in South West have agreed to have lower teams in the leagues which will help travelling issue too.

Clarification given on conditions where U18s and Seniors could train together – non contact

Storm Damage funding available – Swans and potentially Weymouth claiming for post damage

Reminder to all that there are Club volunteer webinars during March (on 7 / 14 / 21 / 28)

AOB

Discussion on availability of coaching courses – see above

MEETING CLOSE

ET closes meeting at 20:58, a very positive meeting and well attended.

D&W Council- RFU Rep notes

- Match Cards- can clubs/teams remember to submit card by 23.59 Monday night- complete the last tab.
- GMS- the review of GMS is still ongoing, with the aim to establish what is needed by clubs and by the game and what could be put to one side.
- Match Official abuse- real concern around the County about the high level of MOA and the impact is having on numbers to referee- clubs are asked to be vigilant and deal internally with instances that might not be reported through
- Leagues- the FCS is still progressing. Much of this does not apply to us since we already have lower XV's in leagues but across the Country- lower XV's expression of interest collected, then CBs were, if needed, allowed to carry out a vote from its clubs whether to allow lower XV's in- this had to be done by 18th Feb. Over 200 lower XV's expressed interest in joining but after CB votes (8 CB's) voted against this is now down to approx. 120 teams to include. (Those CBs voted against- Durham, Lancs, Northumberland, Yorkshire, Essex, Middlesex, Surrey, Sussex). Next step is the formal application from clubs- this opened yesterday- deadline is 18th March. In the meantime, a straw-man version of L3-6 is being finalised. End of March teams can opt out of promotion. We can then move towards, late March & April finalising CB/cross-CB leagues. Changes to regulations to be finalised in April. May 2022 the final league structure to be agreed and then mid-June fixtures released.
- Regulations- the aim is to combine Reg 13 (Adult Male) and Reg 16 (Adult Female) regs into 1, much shorter regulation that applies to the Adult game. Work is being done on this at present.
- RFU Finances- thanks to having full capacity the finances are ahead of budget but off-set against this is a large increase in costs like utilities, Insurance has doubled in just over 2 years etc. The RFU borrowings is being paid off- hopefully will be down to just over £20m by June.
- RWC 2025- planning still going well and hopefully will know in May if England is the host for the next Women's World Cup. If successful part of the bid is to help secure government money to develop the Female game- facilities etc.
- Twickenham now up to 85% digital ticketing.

- Head Injury- still a key focus area.
- Club of the Future- what will a rugby club look like in say 2030/2032? Any thoughts let me know.
- Championship Review- don't believe anything you read in the papers. All involved are on the same sheet and plenty of good dialogue going on. Focus will be on how best to help develop the younger English players.
- Community Game board- £10.3m loans are going out to 106 clubs. £18.2M in grants already paid out to 512 clubs.
- Concern was raised from the national League clubs about universities stopping players playing for clubs at weekends.
- Player Affiliation- this work is still progressing but how the final view will look is still to be determined. It was agreed to remove the 100 limits on player registration with lower XV's now entering the leagues. Whether this will mean clubs will have to register everyone or we will have a split (registration to a certain level then player affiliation, still to be agreed.) there was concern that affiliation may be seen as a block to someone playing rugby.
- D&I- longer term there may be some funding for CBs to develop D&I, in the meantime we need to look at adopting a D&I policy within D&W. Nicola- our new CB Regional manager might be able to help on this as well as Genevieve Glover. Linked to D&I. all RFU Council Reps are going to do a programme run by Fantail over the coming few months.

Safeguarding in Dorset and Wilts Rugby

Introduction

The post-lockdown issues facing clubs and individuals as rugby is re-established has raised the question of the efficacy of the current safeguarding provision in this changing environment.

Information

The current safeguarding structure in D&W is one Safeguarding Manager and one Safeguarding Compliance Officer. The status of the latter is current unclear.

The communication process between the current safeguarding structure postholders and D&W is inadequate to enable the Executive and Council to evaluate the current safeguarding provision.

The above both constrain the budget setting process.

It appears that the D&W safeguarding structure maybe inadequate when benchmarked against similar CBs.

D&W currently do not have a Rugsyafe lead but the new structure implemented in 2022 seeks to develop an ethos of 'The protection of the individual'.

Intention

To undertake a short review of the safeguarding provision within D&W to:

- Establish the scope and quantity of the demand on 'safeguarding' within D&W
- Establish whether current provision is 'fit for purpose' as defined by RFU guidelines
- Recommend any changes necessary to provide a quality leading safeguarding provision within D&WRFU.
- Examine the requirements necessary to deliver a quality Rugsby safe provision.
- Examine the feasibility of directly linking safeguarding and Rugsby safe into a 'The protection of the individual' structure

Method

Review to be carried out by Donovan Lynaghan, Chair of Governance, using whatever methodology deemed appropriate.

Review to provide an interim report to D&W Exec. By 1st April 2022.

Review to provide a final report to D&W Exec by 18th April for consideration by Council at the earliest opportunity.

Working Together to Grow and Diversify Rugby within Dorset and Wiltshire



How does the relationship between the D&WRFU ASSEMBLY and the MANAGEMENT BOARD Work?

What is the D&WRFU Assembly's Role?

What is the D&WRFU Assembly's Role? (The Planners)

- **To determine the direction that the Union will follow during a 3-year cycle (Target Delivery Plan).**
- **Act as a Check and Challenge Group.**
- **To review the feedback from the Club Huddles and circulate Best Practice.**
- **To act as a Focus Group, developing new programmes for the promotion of rugby.**
- **To promote Diversity, and Inclusion.**
- **Promote County Membership.**

Who are the elected members of the D&WRFU Assembly?

***Who are the elected members of the
D&WRFU Assembly?***

Officers.

- **President.**
- **Immediate Past President.**
- **Company Secretary (General Secretary).**
- **Financial Director (Treasurer).**

***Who are the elected committee members
of the D&WRFU Council?***

***Who are the elected committee members
of the D&WRFU Assembly?***

- **Club Representatives.**

Who are the Co-opted members of the D&WRFU Assembly?

Who are the Co-opted members of the D&WRFU Assembly?

- **Deputy President.**
- **Safeguarding Manager.**
- **Referee Representative.**
- **RFU Council Representative. Elected by the member clubs for a three year term of office.**

Who are the members of the D&WRFU Assembly, without voting rights?

***Who are the members of the D&WRFU
Assembly, without voting rights?***

- **Managing Director.**
- **Company Secretary.**
- **Financial Director.**
- **A second member of the Management Board.**

***How often will the
D&WRFU Assembly meet?***

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D&WRFU Assembly meet?***

How often will the D&WRFU Assembly meet?

The D&WRFU Assembly will meet nine times a year on a Tuesday (approximately every Six weeks).

Additionally on the third Wednesday in July the D&WRFU Annual General Meeting will be held.

What is the D&WRFU Management Board's Role?

What is the D&WRFU Management Board's Role?

(The Implementors)

- **The D&WRFU Management Board role is to implement the instructions issued by the D&WRFU Assembly.**
- **To make Policy and Budget recommendations to the D&WRFU Assembly for consideration.**
- **To manage the day to day running of the Union and to report back to the D&WRFU Assembly.**

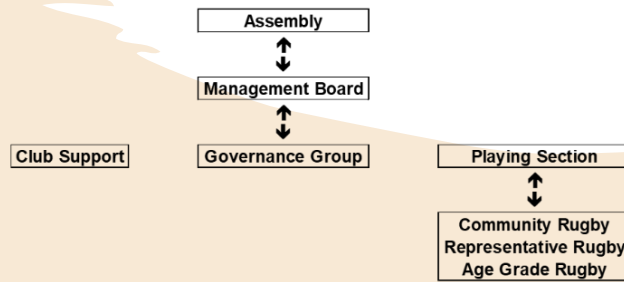
***How often will the
D&WRFU Management Board meet?***

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D&WRFU Management Board meet?***

The D&WRFU Management Board will meet Quarterly on a Tuesday. Planned dates July – October – January – April – but additional meetings can be arranged at short notice if needed.

What is the Reporting Structure?

What is the Reporting Structure?



How can we improve the working of the D&WRFU Assembly?

How can we improve the working of the D&WRFU Assembly?

Should we re-think the overall Job Description for everyone appointed to the role of Club Representative, with each of the Ten Club Representatives having a dedicated portfolio of responsibility.

How would the Portfolio of Responsibility System work?

- **Club Representative Lead (CRL) Co-ordinator of information and feedback from the huddles and the other Club Representatives with a managed Portfolio.**
- **Club Representative x 4 plus CRL – Huddles.**
Additional support from other D&WRFU Officers and Officials.
- **County Membership.**
- **Woman & Girls.**
- **Age Grade.**
- **Referees.**
- **Diversity and Inclusion.**

The Role of Ten Club Representatives

Club Rep Lead Co-ordinator of information and feedback from the huddles and the other Club Representative with managed Portfolio.									
Club Rep One	Club Rep Two	Club Rep Three	Club Rep Four	Club Rep Five	Club Rep Six	Club Rep Seven	Club Rep Eight	Club Rep Nine	
Huddles				County Membership	Woman's & Girls	Age Grade	Referees	Diversity & Inclusion	
Along with the Club Representative Lead manage the Club Huddles. To ensure that the concerns of the Clubs are voiced to the D&WRFU. To promote best practices and the sharing of ideas between clubs. To Support the RFU full time staff, and appointed members of the D&WRFU Management Team in the execution of their duties. To be a conduit for the supply of information on a wide range of subjects, both to and from the Clubs, the RFU and the D&WRFU. To ensure that the Clubs are aware of any Legal Requirements. Any other topics that arise during the year.				Promote County Membership Keep Detailed Records International Tickets					

All Club Representatives to work together on on-going research and improvement projects.

What is a Club Huddle and what is its purpose?

What is a Club Huddle and what is its purpose?

The huddle is a meeting of like-minded rugby club people with the sole aim of improving rugby within the two counties.

The agenda should be flexible and within input from all participants.

Clubs should be active encouraged to participate in the huddle.

To ensure that the views and concerns of the clubs are voiced to the D&WRFU Committee and acted upon.

To promote best practice and the sharing of ideas among clubs.

To be a conduit for the supply of information on a wide range of subjects, both to and from the clubs, the RFU and the CB.

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Grants

Training Courses

D&WRFU – RFU – Sport England Funding

Online Funding searches (like the RFU Grant Finder Tool)

Local Authority Advice and Support

Business Management Support (VAT – Accounts – Utilities Bills etc)

Volunteers Support

Discount Deals or Cash Back Refunds for suppliers

Club Group Purchasing

League and Competitions Advice

Age Grade Rugby

Safeguarding (Training Courses – Camps – Festivals)

Tours

What is a Club Visits?

What is a Club Visits?

We have three types of club visit

- 1. When a club invites a D&WRFU Officer(s) or Official(s) to visit them.**
- 2. A visit to a club which helps to celebrate the success or an achievement within that club.**
- 3. A visit that is meaningful and has a purpose (Fact finding).**

To this end we should develop a targeted policy on what a club visit should entail and ensure that any concerns are reported back.

Targeted policy for Club Visits

We have several clubs that have been raising concerns as suggested below

- a) From a Disciplinary Point of View.**
- b) Abuse of the Match Officials.**
- c) Clubs at Risk.**
- d) Low Playing Numbers.**
- e) Poor Playing and Coaching Standards.**
- f) The need for Sunday or Weekday Evening Visits.**

The Chair and Secretary of the Management Board will formulate a list of Clubs of Concern, copies to be circulated monthly to all Council members.

RFU Council Representative Club Visits

The RFU Council Representative has a separate budget to manage for their own visits, but they will be required to visit any Club of Concern highlighted to them by the Management Board and report back to the D&WRFU any issue resulting from that visit.

Thank you for your time

Questions & Answers