

# LEICESTERSHIRE RUGBY UNION

## MINUTES OF THE ANNUAL GENERAL MEETING OF LEICESTERSHIRE RUGBY UNION HELD ON 24<sup>th</sup> June 2015 AT BELGRAVE RFC, THURCASTON ROAD, LEICESTER.

Present:

E. Gregory, President	P. Green, Immediate Past President
R. T. Green, Hon. Secretary & President Elect	M. Ross, RFU Representative
S. Rice, Management Committee	R. Hickson, Management Committee
M. Powell, Management Committee	K. Whitcombe, Management Committee
L. MacKinder, Management Committee	R. Annis, Past President
R. Foxon, Past President	A. Wells, Past President
M. Wilson, Past President	M. Eames, Privileged Person
R. Eames, Privileged Person	J. Thawley, Privileged Person
H. Ginvert, Press Officer	K. Tompkins, Vice President
L. Vernon, Youth Sub Committee Chairman	S. Johnson, Acting RDO
C. Marshall	
Aylestone Athletic RFC	Aylestone St. James RFC
Belgrave RFC	Hinckley RFC
Leicester Thursday RFC	Loughborough RFC
Lutterworth RFC	Market Bosworth RFC
Oadby Wyggestonian RFC	Oakham RFC
Old Newtonians RFC	Sileby Town RFC
South Leicester RFC	Stoneygate FC
Syston RFC	Vipers RFC

The President welcomed members to the meeting and thanked member clubs for their hospitality during the year and the Hon. Secretary and the Management Committee for their support during the year.

### 1. Apologies for absence

1.1 Apologies were received from: K. N. Ball, E. Barker, D. Bonser, J. Bonser, P. Brotherhood, R. Davies, G. Donnelly, C. Elliott, P. Harding, P. Howard, L. MacKinder, K. Palfreyman, I. Roberts, I. Sharp, K. Swift, D. Townsend, B. Welford, Loughborough Students RFC, and University of Leicester RFC.

### 2.0 Approval of the Minutes of the Annual General Meeting held on 25<sup>th</sup> June 2014

2.1 The minutes of the Annual General Meeting held on 25<sup>th</sup> June 2014 were proposed as a true and correct record by S. Rice, seconded by M. Powell and unanimously agreed by members present.

### 3.0 Matters arising from the minutes of the Annual General Meeting held on 25<sup>th</sup> June 2014

3.1 There were no matters arising from the minutes.

### 4.0 Receipt and approval of the Annual Report of the Leicestershire Rugby Union

4.1 The Annual Report was presented by the Hon. Secretary and the sub committee chairpersons and reviewed the activities of the Leicestershire Rugby Union Ltd for the season 2014/15 (Copy attached to the approved minutes as Appendix A). The following were highlighted:

Administration and Governance – R. Green

This would be the last meeting that Richard Green would attend as Hon. Secretary of the Union having served as Hon. Assistant Secretary from 1993 to 1997 and Hon. Secretary from that date. The number of RFU Non-Voting members of the Union was now 7 with RFU Voting members remaining at 27. These numbers were down from 12 and 31 stated in the 1998 report. A considerable effort had been put into getting eligible clubs to become incorporated and there were now only six such clubs in the County who were unincorporated.

CB Rugby Development Partnership – D. Toon

Dean had nothing to add to his report that highlighted the work that had been carried out by Les Vernon, Malcolm and Rosemary Eames.

Leicestershire Schools Rugby – B. Welford

The Age Grade review proposals were to be implemented over the coming years. This would reduce competitive rugby at Under 14 and below.

Coaching Sub-Committee – K. Whitcombe

Kevin highlighted that the LRU would again be supporting coaching courses financially to promote the need for good coaches within the County clubs even though there had been some no-shows for courses during the previous year. Ways would be explored to ensure that those booking onto “free” course actually fulfilled their duties.

#### Playing Sub-Committee – M. Powell

Mark highlighted the success of the Senior squad who had won the County Championship Shield with the final being played at Twickenham. The Under 17 and Under 18 teams had also had good seasons. There was to be a review of whether Leicestershire should take part in the Under 20 County Championship competition next season once the outcome of the National Under 20 review was known.

#### Women’s and Girl’s Rugby – D. Townsend

Del had reported that there had been some growth in girl’s rugby in the County. A new coaching team had been put into place for the County Women’s squad.

#### Safeguarding – L. MacKinder

Liz reported that all targets had been met during the season. There was to be an In Touch course held at Leicester Forest RFC on 30<sup>th</sup> August 2015

#### Welfare – R. Green

Richard stated that it was essential for all injuries necessitating an overnight stop in hospital to be reported both to the CB Welfare Officer and to the RFU in order that injured players could be offered support where needed.

#### Leicester Tigers R. Green

Richard thanked Leicester Tigers for the use of their excellent ground for the Senior and Colts County Cup Finals and hoped that the same arrangements could remain for the next season.

#### Leicestershire Competitions – D. Bonser

David Bonser reported that the cup and league competitions had been completed successfully. The finals day at Market Harborough RUFC had been hugely successful. The review of the Leicestershire competitions had been completed and a new league/merit table structure would be in place for the new season allowing clubs to organise more “social” rugby where they so wished.

#### Midlands Leagues – S. Mounfield

Steve noted the need for clubs to ensure their contact details were up to date.

#### Rugby Development Officer’s Report – J. Studley

Members present were introduced to Scott Johnson who would be taking over from Jenna during her maternity leave.

#### Community Rugby/Volunteer Coordinator – P. Brotherhood

Paula was thanked for her efforts in rewarding club volunteers. It was noted that she was stepping down from her role to concentrate on Women’s and Girl’s rugby.

#### Facilities Coordinator – R. Hickson

Richard tabled a report noting that in excess of £250,000 had come into Leicestershire clubs as grants for facilities improvements.

#### Discipline – P. Howard

The need for panel hearings to be held more often was highlighted.

The Hon. Secretary congratulated all those players who had represented Leicestershire over the season and thanked the member clubs for their support in supplying players and for the use of their facilities.

Eddie Gregory was thanked, as outgoing President, for his efforts over the last year. He had visited almost every club and supported County Teams at all their matches. He had been a further good ambassador for the Union at those functions he had attended. His support had particularly been welcomed by all the hard working team managers and committee members.

- 4.2 Acceptance of the Hon. Secretary's report was proposed by R. Green, seconded by M. Powell and agreed unanimously by the meeting.

## **5.0 Financial Report from the Honorary Treasurer**

- 5.1 It was noted that the accounts run to the 31<sup>st</sup> May and these would be presented to the next Special General Meeting in September.
- 5.2 A year to date financial statement had been circulated but was not discussed in detail. Total income for the year was £87,325 whilst expenditure was at present £86,255, an excess of income over expenditure of £1,070. There was £114,893 in the CB accounts held at banks and building societies.
- 5.3 It was reported that the assets of Leicestershire clubs at the last review were £8.5 million with cash held by clubs standing at £711,892. Loans to clubs amounted to £944,256, an increase on the last review due to extensive work undertaken by Market Harborough RUFC.

## **6.0 Appointment of Auditors for season 2015/16**

- 6.1 On a proposal from R. Green seconded by M. Powell, it was unanimously agreed by the meeting that the inspection of the accounts for 2015/16 would be carried out by Dowsett Moore.

## **7.0 Annual Subscription of Member Clubs for Season 2015/16**

- 7.1 It was confirmed that member subscriptions for 2015/16 would stay at £25 per club and £12 for each senior team including veterans and ladies, but excluding youth teams.

## **8.0 Election of Officers for year 2015/16**

- 8.1 President: R. Green, proposed by South Leicester RFC and duly elected unopposed.
- Honorary President Elect: B. Hesford, proposed by Melton Mowbray RFC and duly elected unopposed.
- Honorary Secretary: K. Whitcombe, proposed the Committee and duly elected unopposed.
- Honorary Treasurer: K. Swift, proposed by Hinckley RFC and duly elected unopposed.
- Immediate Past President: E. Gregory, proposed by the Committee and duly elected unopposed.

## **9.0 Election of Members of the Committee for year 2015/16**

- 9.1 The following nominations to the Management Committee had been received and the nominees were duly elected:-

P. Howard:	proposed by Oadby Wyggestonian RFC
R. Hickson:	proposed by Aylestone St James RFC
S. Rice:	proposed by Coalville RFC
B. Welford	proposed by the Schools Union
D. Toon	proposed by South Leicester RFC
P. Green	proposed by Hinckley RFC
M. Powell	proposed by Oakham RFC

## **10.0 Election of Vice President**

- 10.1 On a proposal from Loughborough Students RFC, seconded by the Committee Haydn Coley was unanimously elected as a Vice President of the Leicestershire Rugby Union.

## **11.0 Other relevant matters for the consideration of the Committee during the coming year.**

- 11.1 John Brindley stated that he was concerned about the recruitment of new players to the game. It was noted that some work was already being done to address this matter and the Chairman of the Management Committee had been around the clubs with the RDO to find out where assistance was needed. The RDO and the CRC's had been helping one or two clubs in recruiting members. It was, however, down to the clubs to ask for assistance if they required it. It was hoped that the Rugby World Cup would encourage more players into the game. Some people expressed the opinion that more and better coaches were required for the Youth game and if these were found, recruitment would be less of a problem.
- 11.2 Steve Rice reported that a new CB Volunteer Co-ordinator was required for season 2015/16.
- 11.3 Pat Talbot was concerned at the lack of attendance by some Committee members at Management Committee meetings. It was hoped that this would improve in the coming season.
- 11.4 Steve Rice reported that the Young Leaders at Coalville RFC had achieved a great deal and were assisting the club to grow. The template used there was recommended to clubs within Leicestershire and was now being used by other sports.
- 11.5 The incoming President reported that he had taken over as Chairman of the Leicestershire Youth Trust and the next meeting was to be held in September when applications for grants would be considered.
- 11.6 Richard Hickson and Richard Green updated members present on the project being organised by the Leicester Literary and Philosophical Society to produce an aural archive of recollections of rugby within Leicester throughout the last 100 plus years. A static exhibition at the Newarke Houses Museum and a travelling exhibition were also being set up and would be available until April 2016. Any club members who wished to provide aural recollections of their experiences should contact Catherine Holdsworth on [Catherine.Hallsworth@leicester.gov.uk](mailto:Catherine.Hallsworth@leicester.gov.uk).
- 11.7 Andy Beavers proposed a vote of thanks to the Officers and members of the LRU for all their hard work over the season.
- 11.8 John Allen stated that the sixteen years that he had worked alongside the outgoing Hon. Secretary, Richard Green, had been enjoyable and he felt that Richard had done a good job for the County.
- 11.9 The meeting concluded with the outgoing President, Eddie Gregory thanking member clubs for their hospitality and friendship that he had enjoyed when going round the clubs. It had been a privilege to represent the County during his year as President. He then presented a framed photograph to Mike Wilson showing himself with County players of an earlier age.
- 11.10 The outgoing Hon. Secretary, Richard Green, then presented the incoming Hon. Secretary, Kevin Whitcombe, with the cabin bag which had been used to carry round important documents and committee papers over the last twenty years.

The meeting closed at 8.25 pm.

Signed: .....

Date: .....

## Appendix A - Annual Report: Season 2014/2015

This report reviews the activities of Leicestershire Rugby Union Ltd. for the season 2014/15. It is the eighteenth Annual Report that I have produced since I took up the office of Hon. Secretary in 1997 and my final report. My time on the Executive/Management Committee started in 1993 giving a total time of 22 years serving Leicestershire Rugby Union.

### Administration and Governance

The Management Committee remained as elected during the year with Liz MacKinder and Dean Toon being co-opted onto the Committee as Safeguarding Officer and Chair of the CBRDP. J. Ward was invited to attend meetings as an observer.

During the season the Management Committee met seven times and there were three Special General Meetings. Attendance at the Special General Meetings varied and was reasonable. However, some clubs were again still not represented at any General Meetings and it is hoped that these clubs will replace their current LRU Representatives with persons who are more readily available and interested in County matters.

Attendance at the seven Management Committee meetings has been:

P. Brotherhood	2	R. Green	7	P. Green	3	E. Gregory	7	R. Hickson	7	P. Howard	5
M. Powell	4	S. Rice	7	M. Ross	5	K. Swift	4	B. Welford	3	K. Whitcombe	6
L. MacKinder	1	D. Toon	3 (of 4 eligible)								

During the latter part of the year a review has been undertaken of the Sub-Committee structure of the Union and a new structure agreed. Details will be presented at the end of the Annual General Meeting.

The number of clubs in membership of the Union has increased by one with Leicester Medics (part of the University of Leicester) having been admitted to membership. This brings the number of RFU Non-Voting Member clubs to 7 (including the University Clubs) with 27 RFU Voting Member clubs. It is interesting to note that in my first Annual Report in 1998 there was concern that the number of member clubs had fallen to 43, 31 of whom were full members of the RFU. There are now 24 clubs in Leicestershire that have become incorporated to give them some form of limited liability. This has been one of my main pressures on the clubs and it is hoped that those six eligible clubs not currently incorporated will seriously consider incorporating during the next twelve months in order to give their Officers and members some protection against any legal action for negligence that may be taken against their clubs.

The Union has recently looked at their branding and new branding has now been agreed for the new season to be in place for the Rugby World Cup in September.

The Rugby World Cup 2015 has, of course, kept the occupied the Union Management Committee and in particular its Sub-Committee chaired by Malcolm Ross and looked after by Kevin Whitcombe very busy during the last twelve months. A full programme of CB events has been organised for the benefit of the Leicestershire Clubs. These events will require a considerable amount of CB funding and it is disappointing to note that little financial help has been provided, either by the RFU or the Area 4 RWC Legacy Board. Thanks go to Kevin and Malcolm together with Steve Rice for all their hard work pulling together the CB RWC 2015 programme.

As part of the RWC 2015 Legacy Leicestershire were partnered with Warwickshire and then joined by Croatia Rugby Union in the World Rugby Unity Project. This project has been developed to provide assistance to European countries and to grow the game in their countries using the expertise of the RFU Constituent Bodies. Outgoing and Incoming Scoping Visits have been undertaken and a project plan is being developed. This will be put into practice during the next 18 months and it is hoped that Leicestershire clubs will take the opportunity to engage with this, particularly if club tours can be arranged to Croatia.

### CB Rugby Development Partnership – Dean Toon

This year has been a year of transition in the youth Structure. Dean Toon was appointed Chair of the CBDRP in January and was co-opted onto the Management Committee. Rosemary and Malcolm Eames were temporarily stood down from their positions and the appreciation of their work for the Youth section of the Union over many years is put on record.

Since Dean's appointment in January his principal goals have been to:

- Attract new volunteers to the team
- Make the Union more relevant to Youth Rugby
- Work closely with key stakeholders
- Be transparent
- Establish core values

The new volunteers are essential and will give much needed support to the existing volunteers and enhance the likelihood of the CBRDP achieving its short and long term goals.

The work of the CBRDP has been covered by Les Vernon (Youth Competitions and Youth Discipline) in association with Malcolm and Rosemary Eames who organised the Under 17 and Under 18 competitions. All have done an excellent job in keeping the Youth Section of the County ticking over and our thanks go to them.

The LRU Youth Cup competitions were all keenly contested and the spirit of Rugby was prevalent throughout. All age groups up to Under 16 competed in a Cup Bowl and Plate format and congratulations go to all teams taking part. Results were:

Cup Winners:

Under 7's – South Leicester RFC

Under 8's – Hinckley RFC

Under 9's – Ashby RFC

Under 10's – Market Harborough RUFC

Under 11's – Market Harborough RUFC

Under 12's – Loughborough RFC

Under 13's - Syston RFC

Under 14's - Hinckley RFC

Under 15's - Market Harborough RUFC

Under 16's – Hinckley RFC

Thanks go to Les Vernon for his tremendous efforts in organising the cup competitions as do thanks go to the hosting clubs, Leicester Forest RFC, Syston RFC, Melton Mowbray RFC and Market Harborough RUFC who assisted Les with the organisational aspects of the events. The Youth Structured Season for 2015/16 is awaited and once this is received the dates for next season's competition will be published.

Thanks also go to Dean Toon for stepping into the role of CBRDP Chairman.

### **Leicestershire Schools Rugby Football Union- Brian Welford**

The past year has seen ongoing changes both at Twickenham and in the ERFSU. The major change has occurred at Under 16 level. As from this September the RFU/Academies will take over the running of Under 16 rugby. The divisions will be disbanded and the route to Under 16 International rugby will be via the academy structure. It is possible that there will be inter academy games or even a league. The ERFSU will have a role in the administrative structure and educational matters but not the playing side.

The long awaited Age Grade Competition Review has now been published and will be implemented over the next 2/3 years. At Under 14 level and below competitive rugby will be replaced by festivals and teams will have smaller numbers playing on smaller pitches. This will apply to both clubs and schools. There are still a few areas to be finalised and not all sectors are fully on board. At CSU level there will need to be some changes to our competitions for Under 13 and Under 14's.

A new National competition at U18 level was introduced this past season with 32 teams taking part in a one term pilot scheme. This was the first step along a tiered approach to competitions. The competition will run again this year with the addition of several very strong entrants. Schools day at Twickenham witnessed four excellent matches all very closely contested. Leicestershire featured at Under 15 level in the shape of Oakham School who were runners up in the vase to Sherborne School. The NatWest continues to be the flagship event for the ERFSU.

The ERFSU are making changes to the subcommittee structure and aiming to encourage new members to take on more significant roles. Whilst not retaining the elite playing side of schools rugby there is still a huge amount of development, retention and player recruitment to be considered. The CSU for each CB will have a continuing role in the game especially following the World Cup when a surge of interest is anticipated.

Tim Stirk steps down as President of the ERFSU after three successful years and will be replaced by Geoff Simpson who is a RFU council member from Devon. Phil Smith and John Murphy who have given many years of service to the CSU are to receive a service to schools rugby award at the AGM of the ERFSUI in July.

The CSU competitions were all completed under the guidance of Geoff Gay with assistance from Ian Sharpe. Results are posted on the CB website. The usual problems occurred with teams withdrawing late or not fulfilling fixtures. This is an increasing problem at national and local level highlighting the pressure on schools to reach targets in many areas. This coming season will see the CSU assisting the implementation of the AGCR and the New Rules of play. With in excess of 50 schools in the county playing rugby the CSU has much work in administering the changes currently being introduced. The age profile of the CSU committee is a concern and it is hoped to recruit some new younger members this coming year.

Congratulations go to the Schools Union on another successful season and thanks to all their committee for their work within the Leicestershire and Rutland schools.

## **Coaching – Kevin Whitcombe**

The overall strategic objective of the CB Development Committee for the season 2014/2015 has been to develop, manage and deliver an annual coaching, club referee and player development plan that not only increases the number of active coaches and referees within the LRU, but assists with the retention of players of all ages within the game of Rugby.

During the season 2014/2015 we have continued to deliver coaching programmes as outlined in the PFR:

- All affiliated LRU Clubs have appointed Club Coaching Coordinators (CCC).
- 204 candidates have taken part in Rugby Ready Courses.
- 18 candidates have attended Level One Coaching Courses.
- 40 candidates have attended Level Two Coaching Courses.
- 151 candidates have attended CPD Courses.
- 150 candidates have attended Kids First Tag Rugby Courses.
- 123 candidates have attended the Scrum Factory Programme.
- 400 Coaches hold a RFU Coach Licence

Despite the fact that most of the courses being delivered to LRU candidates are free several were cancelled due to low numbers. And there has been a slight decrease in the number of candidates attending courses as compared to the 2013/2014 season. Course numbers were not aided by the 136 subscribed candidates who did not attend their allocated course this season. Despite the latter there has been a 10% increase in the number of candidates attending Rugby Ready Courses as a prerequisite to obtaining a coaching qualification and a 4% increase in candidates attending the Scrum Factory Programme, both of these CPD qualifications being a prerequisite to attending a level 2 coaching course.

As already championed in the main the majority of Coaching Courses in the 2014/2015 season for Leicestershire candidates were free. The intention for the 2015/2016 Season is to continue with this strategy but, if possible, to incorporate as free the Level One Coaching Course.

In relation to the future of player development, the LRU has previously introduced the ‘New Rules of Play’ for the Under 7’s, 8’s and 9’s. ‘New Rules of Play’ were introduced for the Under 10’s for the 2013/2014 season, Under 11’s for the 2014/2015 season and ‘New Rules of Play’ will be introduced for the Under 12’s for the 2015/2016 season.

Development changes in the Age Grade at Under 13 and the introduction of their ‘New Rules of Play’ are currently the subject of passionate debate.

The Development Committee is currently working with the Referee’s Society in order to develop a programme of events aimed at developing players, coaches and referees. The following has been delivered in the 2014/2015 season:

- 20 candidates attended a Level 2 Entry Level Referees Award Course
- 7 candidates attended a Referee’s communication and management course
- 11 candidates attended a Touch Judge and Assistant Referees Course

Thanks go to Kevin Whitcombe and all of the Development Sub-Committee members for their efforts during the season, and in particular the substantial efforts of the Rugby Development Staff who have delivered the variety of training throughout the LRU are very much appreciated.

## **Director of Playing – Mark Powell**

The Under 16’s season was a success with the introduction of a new Manager, Clive Galloway, and the selection of six players for the Midlands Squad with one making it to the England squad. Changes were made to the Developing Player Programme with the departure of Neil McCarthy and Jed Harris replacing him to oversee the playing side of the academy and the community along with the DPP. Subsequently a new manager, David Wilks from Sale RFC, has been appointed to head the Academy. It is hoped that the CB will continue to work well with him. The provision and cost of kit for the DPP players will be reviewed as it is felt that the current arrangements are not cost effective. Next season there will be A and B squads representing Leicestershire. These will be selected from the DPP squads as previously.

The Under 17 and Under 18 sides have had a good season with excellent results using players that have been involved over the past three years. Advertisements for new coaches and an assistant manager will be placed soon as Craig Marshall will be stepping down to take on the Chair of the CB Development Sub-Committee. The process will be as for recent previous appointments. Thanks go to Craig and Graham Dawe with their team for all the hard work they have put into these age grades.

A Leicestershire Under 19 side played East Midland as a prelude to the County Championship match against Buckinghamshire. Midland's selectors were present to spot any potential Under 20's for the Midlands Squad. Unfortunately the game was lost although the side held their own for the first three quarters of the match.

The CB Management Committee decided not to take part in the National Under 20 Championship this season due to the travel distances, timings and costs. The RFU are now reviewing this Championship and it is hoped that any new format agreed will take account of these matters in which case Leicestershire will consider playing next season. This will also depend on a buy in from the senior CB clubs. The new proposals may include playing two mid-week games in February after a league weekend and before a league free weekend. Craig Marshall, Paul Walsh and Mike Holford have agreed to coach this squad and assist Simon Chaperon with the management.

As most people will know the Leicestershire Senior Squad made it to Twickenham and won the County Championship Shield competition beating Cumbria by 34 points to 17 in an exciting game. Thanks go to the whole of the LRU Committee for the continued support of the Championship and to David Roberts, Simon Chaperon and the physio team along with Vipers RFC who provided the training facilities and Market Harborough RUFC who hosted the home game against Buckinghamshire. Again a review is being undertaken by the RFU and once the final proposals are circulated they will be discussed by the CB Playing Sub-Committee to see if it is appropriate to move up to the next level of the competition. Again a "buy-in" by the clubs will be required. On behalf of the County our thanks go to Paul Walsh and his team of coaches together with Mark Powell and his management team for all their hard work which has reaped such magnificent rewards.

### **Women and Girl's – Del Townsend**

It is encouraging to note that there has been growth in girl's rugby at Lutterworth RFC, Market Harborough RUFC and Coalville RFC and that Oakham RFC have also actively started delivering girl's rugby in local schools, looking to develop a girls section at the club.

There has been a lot of activity within the Senior Women's section of the CB. A new coaching team has been put into place led by head coach Tom Kilburn, with two assistant coaches, Scarlett Cooper and Shaun Porter. The new Senior Women's manager is Paula Brotherhood. They will all hold their posts for three years. The Senior Women had an inclusive approach this season and have had over forty players attend the matches from all of the Leicestershire clubs with Women's sections. Their first game was against East Midlands at Coalville RFC which Leicestershire won 13points to 12. They then played East Midlands as an unofficial fixture which provided the ladies with more playing time. Unfortunately Leicestershire lost 58points to12 after a number of injuries and squad changes. The final fixture was away against North Midlands, the final score being 31points to12 to North Midlands.

In respect of the RFU Local Rugby Partnership Programme, which is part of the National women and Girl's strategy, Lutterworth RFC, Ashby RFC, Market Harborough RUFC and Coalville RFC have taken part, holding schools festivals for Under 13 and Under 15 girls with RFU support. Each club has received kit packages and their coaches have attended coaching courses. Some satellite clubs have been set up in local schools.

Forty seven Under 15, twenty eight Under 18 and two Under 13 girls (playing up) attended trials for the County with eleven girls from each age group nominated for Midlands trials. One girl from the Under 18's and four girls from the Under 15's were selected to represent the Midlands. Advertisements will go out before next season for a new manager and coaching team with a three year term of office. Leah Bartlett was nominated as the Young Female Player of the Year at the CB Presentation Evening.

A new structure is being put into place for the Women and Girl's Section of the CB along with the CB Ladies Forums.

Thanks go to Del Townsend and Paul Brotherhood for their work with the Women and Girl's Section.

### **Safeguarding – Liz MacKinder**

In respect of Safeguarding it has been an interesting year with various incidents across the County including refusal of DBS disclosures, suspended coaches pending police investigations of physical abuse of a minor on club premises and minor issues with parents being verbally abusive to other children. At the end of the season there were no outstanding issues. Safeguarding appears to be being taken more seriously by clubs and their Safeguarding Officers are attending "In Touch" and "Play it Safe" courses. There is a turnover of Safeguarding Officers within clubs and it is hoped that all of the new ones can be visited to ensure that they understand their roles. Audits will be sent to the club Safeguarding Officers at the beginning of the season and the CB Safeguarding Officer will assist in their completion as well as ensuring that each club provides a children's workforce list of anyone volunteering with those under18 years of age. This will be a legal requirement. All Safeguarding Officers will have to attend an "In Touch" course so rather than holding a conference they will do the course, attendance at which will be required every three years. Hopefully in this way the CB can continue as a successful county for the young players to enjoy the game of rugby.

Thanks go to Liz for her valuable work in this area.

## Welfare Report – Richard Green

During the season there have been eight injuries that have fallen under the class of reportable injuries necessitating admission to hospital and overnight stays. Most of these have been broken bone injuries. However, one was a broken jaw caused by a punch and another was a damaged testicle which had to be removed. I am aware of at least one other serious facial injury caused by a punch that has not been reported through the Reportable Injuries route. It is important that all injuries which result in an overnight stay in hospital are correctly reported both to the RFU and the CB in order that the players can be offered support where necessary.

## Leicester Tigers F C

Congratulations again go to those members of the Leicester Tigers club who have represented their countries this season. We wish them and the club success in the future.

Thanks also go to Leicester Tigers for their use of the Welford Road ground for the Senior County Cup and the Laurence Fenton Colts Under 18 County Cup Finals.

## Competitions Report –David Bonsor

Congratulations go to all the competition winners and a massive thank you goes to those people who helped make the Competitions happen.

The third annual finals day was organised at Market Harborough RUFC and was a great success.

The LRU Awards Presentation Evening held again at Cosby Golf Club was a success thanks to the organisational capabilities of Ken Palfreyman, Henri Ginvert and Pauline Harding.

The competitions summary for Season 2014/15 is as follows:

Cup Competitions	Winners	Runners Up
Senior County Cup	South Leicester RFC	Syston RFC
County Bowl	Market Bosworth RFC	Oadby Wyggestonian RFC
County Shield	Vipers RFC	Aylestone St. James RFC
David Brookhouse Second XV Cup	Hinckley RFC	Syston RFC
Veterans Cup	Loughborough RFC	Hinckley RFC
President's Spring Cup	Stoneygate FC	Shepshed RFC

Thanks go to the host clubs for their support.

Thanks go to the Club Fixture Secretaries for getting the Cups completed and to Simon Chaperon who successfully negotiated with Leicester Tigers for the use of their facilities for the Senior and Colts Cup Finals.

Leicestershire Leagues	Winners	Runners Up
Premier	Syston RFC 2 <sup>nd</sup> Team	Hinckley RFC 2 <sup>nd</sup> Team
Division 1	Oadby Wyggestonian RFC 2 <sup>nd</sup> Team	Syston RFC 3 <sup>rd</sup> Team
Division 2	Stoneygate RFC	Market Bosworth RFC 2 <sup>nd</sup> Team
Division 3	Shepshed RFC	Market Harborough RUFC Vets Team
Division 4 (North)	Birstall RFC 2 <sup>nd</sup> Team	Syston RFC 4 <sup>th</sup> Team
Division 4 (South)	Oadby Wyggestonian RFC 3 <sup>rd</sup> Team	Lutterworth RFC Development Team
Under 18 League	Market Harborough RUFC	Market Bosworth RFC

The Committee's thanks go to David Bonsor for his work masterminding all of the Leicestershire competitions. David has also carried out a review of the Leicestershire competitions and held a forum for clubs to discuss the future of the competitions. There appears to be a feeling that more "social rugby" is played and to that end a new structure will be put into place with 3 Merit Tables for club 2<sup>nd</sup> teams along with the 3<sup>rd</sup> teams of those two clubs who have opted to put their 2<sup>nd</sup> teams into the Midlands Reserve League. It is hoped that this will provide sufficient competitive rugby for those who want it but allow for "social rugby" for those of a less competitive nature if rugby can ever be non-competitive. It is also hoped that an electronic fixture pool will be in place for the new system. Syston and Hinckley have now joined the West Midlands "Second XV" league system which is spreading to cover a greater area and will provide, in conjunction with the excellent work done by David Bonser on Leicestershire Merit Tables, a further route for competitive junior club rugby.

#### Midlands Leagues

Congratulations go to South Leicester RFC on their promotion to National 2 North after topping National 3 Midlands, Syston RFC on winning Midlands 1 East and gaining promotion to National 3 Midlands, Melton Mowbray RFC on their promotion from Midlands 3 East (North) to Midlands 2 East (South), Vipers RFC for their move up to Midlands 2 East (South), Old Newtonians RFC going up to Midlands 3 East (South) and Birstall RFC on promotion from Midlands 5 East (North) to Midlands 4 East (South). Commiserations go to Coalville RFC and Hinckley RFC who lost in their play-offs and Belgrave RFC, Ashby RFC and Loughborough RFC who have all been relegated. We wish them the best of fortune in their efforts to gain promotion next season. The promotion of Melton is particularly to be commended as it reverses their relegation last year and is combined with their success in the RFU Midlands Vase competition, defeating Vipers in the final. Birstall are also to be commended with promotion in only their second season in Midlands Leagues.

Steve Mounfield, Leicestershire representative on the Midlands Division Organising Committee reports a very straightforward season following the initial worries over the proposed 2016 changes to League structures following the RFU Competitions review. These proposals have now been put back a further year and are now planned to be implemented in 2017.

All clubs seem now to be familiar with and have responded to the Regulations regarding registration and match cards and this has resulted in fewer fines for breach thereof.

Thanks go to Steve Mounfield for his work as Leicestershire Representative on the Midlands Division Organising Committee.

#### Ladies League Rugby

Congratulations go to Loughborough Ladies who finished second in the Championship North 1 League, Coalville Ladies who finished fourth in the Midlands 2 league, Lutterworth Ladies who finished fifth in the National Challenge Midlands 1 league and Old Newtonians Ladies who finished sixth in the Challenge 1 league.

The Aylestone St. James/Market Harborough Ladies cluster club made it to the Under 15 area final but lost to Newark Ladies.

#### **Rugby Development Officer's Report – Jenna Studley**

On average Jenna attended 3/4 club meetings a week and the Community Rugby Coaches (CRCs) were also encouraged to attend for their own development and understanding of club development issues and to improve their relationships with key personnel at the clubs as well as the CB. Meetings were held with the 'at risk' clubs first so that plans could be put into place to support these clubs and prevent things deteriorating. For example at Aylestonians RFC, linking them with De Montfort University through the Game Finder programme enabling them to fulfill their fixtures, getting funding from Leicester City Council to produce promotional flyers to distribute around the area, linking up with Voluntary Action Leicester to find volunteers to help them with their website and general media profile and providing CRC coaching support. All of this had a significant impact on the club and supported them through to the end of the season. A clubs document has been produced following these meetings. This has been shared with the CB Management Committee so that there are clear joint actions identified to work with these clubs in both areas of need and areas of growth moving forward.

Twenty clubs are now "accredited" and have development plans, four clubs are working towards "accreditation", Aylestone Athletic RFC, Cosby RFC, Melton Mowbray RFC and Stoneygate FC, and four clubs are not interested or not ready for "accreditation", Anstey RFC, Aylestonians RFC, Burbage RFC and Oadby Wyggestonian RFC. All health checks are up to date.

Touch Rugby continues to grow in the County through the seven O2 touch base clubs, two universities and an army base. Numbers of female participants is significant and the clubs have built up their relationships and regularly organise social fixtures amongst each other with an annual O2 touch festival being held at Ashby RFC in June. Eight teams have also entered into the mixed touch at the 2015 RWC "Flavours of Rugby" festival on Sunday, 30<sup>th</sup> August at Victoria Park. They are also playing in a festival at Rutland Water as part of the RWC 2015 Trophy Tour in August.

Girl's school rugby around clubs also continues to grow from twelve last year to twenty schools regularly playing in cluster festivals at their host club throughout the year. Three new sections are starting up at Coalville RFC, Oakham RFC and Leicester Forest RFC next year due to demand. It is also planned to add an Under 18's offer into the 2015/16 plans to retain the girls who have been recruited over the last few years.

The All Schools programme has reached the end of the three year programme and plans are in place for chapter 2 support. Rugby is flourishing in all six schools and rugby is now embedded in their school culture. There is a slight concern about the over-reliance on key staff members continuing to drive rugby forward but this can be said for all of our activities. Overall nearly two hundred children have taken part in sessions with around twenty five transitioning to clubs, both male and female. Next year there will be links with the British Asian Rugby Association (BARA) which will hopefully increase participation and help educate local clubs about how to engage with their local communities. The All Schools work has been linked with the wider City Schools programme which involves festivals, Wednesday night fixtures, Saturday training and matches. Sixty boys have participated in the matches.

A Moderate Learning Difficulty tag rugby programme has been run throughout March and April at six MLD schools with a festival in May. In the "broadening reach" schools Workstrand around eighty children have participated in sessions with around twelve transitioning to local clubs.

Monthly colleges half pitch 7's events have continued to be organised with mixed success. Feedback from the colleges is that they like the format, however issues with timetabling, such as not being free on Wednesday afternoons, has affected attendance. This will be addressed next season by extending the playing offer to include both Wednesday festivals and Friday night pitch up and play events at local clubs. In total for both "holding on" and "broadening reach" colleges around one hundred college students have attended training and festivals with around twenty transitioning to local clubs this year. Through the "holding on" clubs Workstrand linked to satellite club delivery, nearly three hundred 14year old plus boys and girls have participated in club activity run on school sites with forty transitioning into their relevant age groups. Further work needs to be done on transitioning Under 17's/Colts into seniors and with the "Make Contact" workshops and surveys still ongoing most of this work will be done in 2015/16.

Jenna has been involved in a lot of the RWC 2015 event planning for Leicestershire including the Trophy Tour, Unity Project, Flavours of Rugby Festival, Fanzone, Getting Ready For Rugby's Biggest Year, City Primary tag programme linked to Belgrave RFC and club pledges. The adult male social 7's series continues after the success of last year with Burbage RFC hosting an event in June, Shepshed RFC hosting an event in July and twelve teams being entered into the social 7's event as part of the RWC 2015 "Flavours of Rugby" festival.

Jenna and her team have continued to work with seven clubs on the Young Rugby Ambassadors (YRA) Programme using PFR funding to encourage them to submit plans around "bringing back 16-24yr olds to the game", delivering activity around Christmas and Easter. Feedback has been positive and the clubs involved benefited from this activity. Plans for 2015/16 are to utilise PFR funding to set up a youth committee involving these YRAs to inform and drive further activity around this key age group.

An RDO blog has been set up to try and incorporate all important information into one document instead of lots of separate emails. There has been some good feedback and the Club Leicestershire Facebook group and twitter feed are also used for communication.

Working with the CB Hon. Secretary, two Game Management System Training events have been held this year to try and familiarise clubs with the new system.

Two female University Fresher's festivals were held to help retain new players across the Universities in Area 4, linking the first event with the Women's World Cup Trophy where eleven teams attended. A successful "Just 1 More Team" programme was run with De Montfort University enabling them to field an extra team on several occasions and also linking them up with Aylestonians RFC for Saturday fixtures and training. Sixteen players played for the "JIM" team and thirteen players played for Aylestonians RFC.

Player recruitment camps were run for both boys and girls at 14+ at various clubs throughout the school holidays.

Thanks go to Jenna for her continuing hard work during the year. Whilst she is away on maternity leave her role will be covered by Scott Johnson. Thanks also go to the Community Rugby Coaches for all their hard work

### **Volunteer Coordinator's Report – Paula Brotherhood**

The annual Volunteer Recognition Dinner was again held at Belgrave RFC with sixteen nominations from clubs compared to eight last year.

A Club Volunteer Co-ordinator's Workshop was presented by Jenny from the RFU at Twickenham and was attended by thirteen volunteers from ten different clubs. General feedback was that it was useful for interacting with other clubs and getting ideas from each other as well as realising that most clubs have the same problems.

A number of club volunteers have been nominated to the RFU for recognition by way of invitations to a President's Dinner, provision of match tickets or invitations to lunch at England training camps.

Thanks go to Paula for her work with the volunteers. Paula is stepping down from this role to concentrate on the Women and Girl's game in the future.

### Facilities and Funding Coordinator – Richard Hickson

It was another successful year in respect of attracting funding to clubs within the CB with over £250,000 being received. Funding had come from a variety of sources including the RFU. The Facilities and Funding group had focused on prioritisation for RFU funding through the Lead Up and Legacy programme, identification and nominations for the NatWest programme, promotion of funding sources to clubs and logging and supporting club facility needs. Assistance was provided to clubs not only in regard to funding but also how to develop club facilities, incorporation, CASC registration, club development and linking with Local Authorities.

The group had been involved with projects for pitch drainage at Hinckley RFC and Lutterworth RFC obtaining £106,000 for the two projects from the Sport England Protecting Playing Fields fund, a project at Aylestone St. James RFC awarded £70,000 from the Sport England Inspired Facilities fund and RFU Grants of £10,000 awarded to Aylestone St. James RFC, Belgrave RFC, Vipers RFC and Loughborough RFC. There had also been involvement in floodlighting projects at Hinckley RFC and Belgrave RFC. One club had been successful in their application to the RFF Helping Hand/Groundmatch Scheme. Two clubs had been awarded £600 each towards the cost of a new set of goalposts.

Blaby District Council, Leicester City Council, Melton Mowbray Borough Council and Oadby & Wigston Borough Council were all working on, or had completed their Playing Pitch Strategies which the group were looking at.

The group were looking to expand their activities in the new season and it was hoped that they would organise a Funding & Facilities/Energy Management Conference for clubs.

Thanks go to Richard Hickson and his team for the work that they have put in on behalf of the Leicestershire Rugby Union clubs.

### Discipline – Peter Howard

1. The Discipline Panel has met eighteen times this season. The following table sets out the details of all the cases heard by the panel:

Name	Club	Offence	Sanction	Notes
Will Keeling	Coalville	10(4)a Strike	21 days	
Luke Yeats	Old Newtonians	10(4)j Tip tackle	14 days	
Steve Bennett (2 <sup>nd</sup> case)	Old Newtonians	Rule 5.12 D/A	56 days coaching and touchline ban - ladies coach. In addition to sanction, coach must complete Core Values course with RDO and Level 1 Coaching Course before recommencing coaching and club and provide evidence of same to the panel	
Bar Bartlett	Lough Students	10(4)j Tip tackle	21 days	
Benjamin Avent	Hinckley	10(4)m Two yellow cards		Sending off sufficient - a ban would have been 'wholly disproportionate' to the offences
Dylan Weddle (2 <sup>nd</sup> case)	Hinckley	10(4)j Tip tackle	14 days	
Thomas Ball	Aylestone St James	10(4)a Strike	28 days	
Tom Clowes	Vipers	10(4)j Tip tackle	21 days	
Richard Jones	Lutterworth	10(4)b Stamp		Adjourned for witness availability
Josh Connor (2 <sup>nd</sup> case)	Lutterworth	10(4)a Multiple strike -	21 days	
Lee Palmer	Leicester Forest	10(4)a Strike	7 days	
Klay Chapman	Syston	10(4)a Strike		Sending off Sufficient
Richard Jones	Lutterworth	10(4)b Stamp	7 days	
Youth player	Vipers	10(4)s Abuse referee -	5 games -	Review of internal club sanction
Alan Wade	Melton Mowbray	10(4)b Stamp		Not proved Heard on papers only
Club Officers	Lutterworth RFC	Reiteration of club's responsibilities		Advice given
Connor Smith	South Leicester	10(4)s D/A		Not proved
Bob Marshall	Hinckley	10(4)a Strike	21 days	
John Vassello	Leicester Forest	10(4)a Strike	28 days	
Ashley Hutchinson	Aylestone St. James	10(4)s D/A	154 days	
Club Officers/Old	Newtonians RFC	Reiteration of club's responsibilities -		advice given and concern expressed at lack of control exercised by club committee - D Herbert QC presenting for the LRU
Wayne Benstead		Benstead is banned from any Rugby Union activity (Playing/ Coaching/touchline/Administration) sine die -		though not formally appointed; this was the second Ladies coach to have been before the panel
Shane Dan	Belgrave	10(4)s D/A	42 days	
Club Officers/Syston and Anstey		For directions		Directions given - D Herbert QC presenting for the LRU
Harry Buckby	Vipers	10(4)a Strike	21 days	

Club Officers	Syston	Rule 5.12 Match abandonment	Club suspension of the development XV for one match endorsed. Officers warned as to the future conduct of the club as a whole, in respect of anything of a similar nature in the future. Club to supply a copy of match team sheet to the Secretary. Club's efforts to return players to the game commended
Club Officers	Anstey	Rule 5.12 Match abandonment	Club suspension of the playing side for four weeks endorsed. Officers warned as to the future conduct of the club as a whole, in respect of anything of a similar nature in the future. Club to supply a copy of match team sheet to the Secretary
Simon Street	Anstey	Rule 5.12 Derogatory/defamatory statements on social media - £25 fine	
Mark Corley	Aylestone Athletic	10(4)(m) Contact with the eyes	7 days - Charge amended to 10(4)(a) Strike
Sam Harding	Market Bosworth	10(4)(a) Strike	21 days
Paul Dacey	Leicester Forest	10(4)(a) Strike	7 days
Jason Hadley	Old Newtonians	10(4)(a) Strike	Sine Die Did not attend
Sam Herrington	Market Harborough	10(4)(s) D/A	49 days Touchline ban
Aaron Willis	Market Bosworth	10(4)(a) Strike	Not proved
Robert Kyle	Belgrave	10(4)(a) Strike	7 days
William Measures	Coalville	10(4)(c) Kick	14 days
Michael Woodford	Market Harborough	10(4)(m) Acts contrary to good sportsmanship - Not proved	
Mark Davies	Coalville	10(4)(a) Strike	14 days
Jake Nash	Coalville	10(4)(a) Strike	Not proved
Malcolm Eames	LRU	Rule 5.12 Conduct prejudicial to the interests of the Union or the game	Banned from all age grade Rugby administration
Rosemary Eames	LRU	Rule 5.12 Conduct prejudicial to the interests of the Union or the game	Banned from all age grade Rugby administration
David Towl	Belgrave	10(4)(m) Two yellow cards	Sending off sufficient
Tom Westley	Belgrave	10(4)(s) D/A	42 days To assist in coaching one mini/junior session per month
Joseph Glover	Hinckley	10(4)(a) Strike	Not proved

N.B. D/A = Dissent/Abuse of referee.

2. There have been a total of 43 hearings over the 18 panel meetings. This is an increase of two meetings and seven cases (20%) over last year. This is the most significant increase in case numbers for several seasons.

3. The cases break down into offence categories as follows:

Offence	Number of cases heard
10.4.a Punch/ Strike	17
10.4.b Stamp/Trample	3
10.4.c Kick	1
10.4.j Tip tackle	4
10.4.m Acts contrary to good sportsmanship (details on table 3)	3
10.4.s Dissent / Abuse	6
Warnings given	2
5.12 cases (details on table 3)	6

4. The cases produced the following breakdown of pleas:

Total number of cases heard	43
Total number of guilty pleas	33
Total number of not guilty pleas	10
Total number of not guilty pleas found guilty	4
Total number of not guilty pleas dismissed	6

5. Details of cases falling into the 10(4)m category:

Verbal abuse of players based on Religion, Race, Colour, or national or Ethnic origin, sexual orientation or otherwise	0
Any other acts (not otherwise referred to) which are contrary to good sportsmanship	2
Hair pulling of grabbing	0
2 yellow cards in one match	2
Totting up of three foul play yellow cards	0
Verbal abuse of match officials	6
Threatening actions or words at match officials	0
Physical abuse of match officials	0

6. Details of 5.12 cases:

Reason for 5.12	Sanction/outcome
Match abandonment	Club suspension of the development XV for one match endorsed. Officers warned as to the future conduct of the club as a whole, in respect of anything of a similar nature in the future. Club to supply a copy match team sheet to the Secretary
Match abandonment	Club suspension of the playing side for four weeks endorsed. Officers warned as to the future conduct of the club as a whole, in respect of anything of a similar nature in the future. Club to supply a copy match team sheet to the Secretary
County officials manhandled/barred RFU official from meeting	Banned from all age grade Rugby administration for 105 days
County officials manhandled/barred RFU official from meeting	Banned from all age grade Rugby administration for 49 days
Dissent to referee	56 days coaching and touchline ban. . In addition to sanction, Coach must complete Core Values course with RDO and Level 1 Coaching Course before recommencing coaching and club must provide evidence of same to the panel
Misuse of social media for abuse/derogatory comments	£25 fine

7. Details of the Youth cases which came to the attention of the Discipline Panel:

Age Group	Details of charge	Sanction/outcome (incl. entry point)
U16	Punch	Mid-range: 2 games nett 1
U15	Punch	Mid-range: 2 games
U18	Abuse of referee	Top-end: 6 games
U12	Punch	Low-entry: 1 game
U17	Abuse of referee	Top-end: 7 games nett 5
U16	Abuse of referee	Mid-range: 4 games/attendance on a ref's course
U18	Abuse of referee	Low-entry: 3 games
U16	Contact eye area	Top-entry: 8 games

This season dismissals from the field of play in the Youth game have been quite high, thirteen in total for junior rugby (not all are reported above) with a worrying trend in the older age grades of five dismissals for abuse/dissent of match officials. Spectator misbehaviour also appears to be an increasing problem nationally but is not too bad in Leicestershire and Rutland.

8. Held over we have the following further cases:

Niall Thomas	Syston	Rule 5.12 Striking an opponent after the game	Banned sine die	pending outcome of Police enquiries
Simon Street	Anstey	Rule 5.12 Aggressive/provocative behaviour during/after the game	Banned	sine die pending outcome of Police enquiries
Phillip Stimpson	Melton Mowbray	10(4)(s) Dissent/Abuse		

9. Four panel members will be attending the RFU Disciplinary Conference at Wyboston on 20<sup>th</sup>/21<sup>st</sup> June 2015.

10. This has been another difficult and trying season for the Panel. Hearings have continued to be more frequent because of the adoption of IRB rule 17 and there have been difficult cases which have tried the patience and endurance of us all. Once again, I must express particular thanks to Brian Hesford for his stamina and tolerance at the difficult interface with our clubs and to David Herbert QC whose involvement has continued to be very beneficial. Roger Foxon has done a sterling job as my deputy, again chairing difficult hearings. Finally, my thanks to all members of the Panel who have given of their time and considered wisdom willingly again this year.

The thanks of the Management Committee go to Peter, his team of willing panel members and to his discipline secretary for all their hard work and for turning out almost fortnightly for meetings.

### Concluding Remarks

Congratulations go to all players that have represented Leicestershire at all levels so admirably over the last season.

The Management Committee, Sub Committee Chairmen and Team Managers would like to thank all those member clubs who have supported and assisted the Union during the season both in supplying players for our teams and for the use of their facilities. In particular I would like to thank those clubs who have hosted County finals matches and congratulate them on their hospitality.

Lastly a vote of thanks goes to our outgoing President, Eddie Gregory, who during his year of office, has visited almost every County club and supported all County matches at many venues. He has attended many Youth and Schools events and has been

yet another very good ambassador for the Union at those functions to which he has been invited. His support at County events and matches has been welcomed by all the hard working Team Managers and Committee Members.

And finally my personal thanks go to all those club officers who I have dealt with over the years for their co-operation and understanding. It is with some sadness that I will be stepping down from my secretarial role with the Union but pleasing to know that it will be in safe hands for the years to come.

Richard Green  
Honorary Secretary  
Leicestershire Rugby Union Ltd

9<sup>th</sup> June 2015