



OXFORDSHIRE RUGBY UNION

MINUTES OF THE EXECUTIVE MEETING 14TH SEPT 2021 held at Wheatley RFC

Present: Pete Bramley, Jane & Paul Weaver, Jamie Metcalfe-Tarren, Gina Overton, Andy Tacon, Rob Walsh, Dave Walkden, Doug Humphries, Chris White.

Guest: Becca O'Neil (RFU -CB SW manager)

Apologies: Doug & Jenny Bosley

Chair, Pete Bramley welcomed Dave Walkden (Age Grade Lead) and Becca O'Neil (RFU)

1. **Minutes of 8th June** – approved with no amendments required. Prop by JW, Sec by CW

2. **Chairman's Report – Success Planning Matrix (SPM)**

PB has issued the SPM with little feedback so far. His initial thoughts related to improving our Finances, Customer Service (Clubs & HQ); our Internal Processes, and our Capacity to deliver in order for the CB to best support our Clubs. Are these the right ones? What others should be considered – along with associated KPIs, Targets and Projects?

GO suggested that the RFU's Strategic Plan might be helpful to fit in with their thinking.

Action: PB to reissue the SPM for all to complete and return by Fri 24th Sept.

3. **Treasurer's Report (AT)** – We have £83k in the bank and £1.3k in the Patrons' Account.

a) *Dave Larham's Coach mentoring* scheme (historical) has 2 coaches to complete before payment of £3000 is made.

DW has a Youth Coaching programme involving both Gloucester and Wasps. We could consider going with just 1 provider to reduce costs.

Action PB to send DW additional information on this and set up a meeting.

b) *The Reboot funding* of £2278 has already been allocated to Bicester, Didcot and Faringdon receiving £550 each. Harwell returned theirs as they did not qualify. Remainder could go to a club in need of a defibrillator.

c) *RFU Targeting Funds (£4208)* JW & PW suggested a scheme where each Club with a Junior section nominate 2 people (1 coach, 1 [ex]player) to attend Level 2 referees' courses to increase the pool of refs for these age groups. 28 people @ £75 each = £2100.

CW proposed medals/trophies for Girls competitions to avoid entry fees, but rejected.

CW then suggested a second string County Competition with B teams competing to involve more women playing at a higher level. Pitch hire, kit, balls, first aid support, travel = £2108

Action -DH to produce draft bid and circulate before Friday 17th Sept

d) *Risk Assessment (RA) Grant*- Witney, Wallingford and Wheatley have completed theirs to identify where money needs to be spent. Others have withdrawn so 5 more clubs could complete the RA and get a grant. Need to complete the RA by the end of the year.

Action PB to raise awareness with Clubs via their WhatsApp group asap

e) *The storage container* costs £1600 p.a. We have no other storage facility so renew.

4. Secretary's Report (DH)

a) *Actions required by AGM*- CW has sorted GAB's request to support Girls' competitions. RW is pursuing a legal check of our Rules.

Junior Vice President role – RW requests we defer until our next meeting.

b) Correspondence – Faringdon will defer/cancel their request for a change of Club name.

Request to play postponed cup final between Quins and Chinnor.

Request for Oratory Cardinals (U/23s) to have non-voting affiliation to ORFU CB.

Proposed by RW, Seconded by AT. Carried unanimously.

Oxfordshire club logos to be uploaded to our website **Action** DH → PW

RFU weekly/fortnightly Updates – DH to forward to **all** officers.

c) The meetings schedule was accepted. Oxford and Quins offer their meeting rooms FOC.

5. RFU Council Rep Report (RW)

Didcot RFC's Neeve Parlett's Memorial Match was a huge success raising £23k. Our contributions raised £2900 for signed Red Roses Shirt, Lions photo and Eng v SA tickets.

RW is dealing with Wallingford's 40% reduction in their international ticket allocation.

ORFU Rules sent to Bicester's barrister to review before submitting them to the FCA.

Dave Hyde's death so unexpected and tragic. GoFund Me has raised £50k for his family.

Action JG to review clubs' defibrillator provision to ensure that all clubs have one.

President's Walk 4th Nov. RW outlined the route and purpose of the walk and seeks our support in participating, concluding with a 'Pie & Pint' at Witney RFC. **Action** inform RW.

Ron McDonald from Oxford H/Quins wishes to work with us -> Disciplinary Committee?

6. Volunteers Recognition Update (GO)

We still have last year's awards/gifts to present with Covid preventing any ceremony. We could arrange a double award ceremony for 2 seasons, to deal with the cancelled event.

Lyn Evans has been confirmed for the RFU's President's award at a Twickenham game.

Dave Norris, (Faringdon), deserves recognition for his efforts in moving the club forwards.

Action Present him with a framed President's Award Certificate at their Fun Day, 25th Sept.

7. Women & Girls Rugby Report (CW)

Most clubs have had a reasonable start with Girls recruitment except Bicester who have now combined with Banbury. They will need game time not just coaching. Their U/18s will join up with Chinnor for games.

Faringdon has requested help in developing their W&G section. Most Clubs are using social Media to promote recruitment. Suggest portraying girls in 'gym' kit rather than rugby kit.

Shane Harrison (Wallingford) is now on board and could be a successor for CW

We need to get case studies on how to develop Girls rugby successfully to share with others.

Lisa at Radio Oxford is doing a Girls Rugby special with interviews etc. but not sure when.

BO said the RFU are putting £9k into our Junior Rugby so there will be £2.5k for the Girls.

Action CW to get case studies of successful W&G strategies to share with other clubs.

8. Diversity & Inclusion (JM-T & GO)

The Presidents D&I statement has been uploaded to our website

The RFU survey results will not be published until March 2023, so we will send our County survey to clubs. We will also speak to clubs about the challenges of D&I. = **Action point**

A County D&I Group is being formed with additional personnel with a D & I experience.

9. Communications Update

We continue to develop and update our new website

We have all been registered to the new CB Portal and will soon receive access information.

10. Development (Age Grade) Rugby Update (DW)

DW is offloading work so that he can focus on his new role. He has formed a County Development group which will try to get schools involved. Mark Kirwin is taking a lead role with Coaching. We hope to get Alan Alcock involved in coaching development.

We are working with both Gloucester and Wasps Academy with U/14s – U/16s, while our Coaches focus on U/17 & U/18s.

We are looking at ways to get the County Group to link with clubs through coaching and game observations to recommend players for county nominations. Players may progress to the SW team to play against the Midlands, the North and the SE.

We need to spot players missed by academies. Transition managers from Glouc and Wasps will focus on u/16s and u/17s Academy players who don't make the grade, to ensure they go back to their clubs. Links with the U/20s and University students will also be established.

Links with schools need to be re-established as available lists are out of date.

11. Competitions (JW, PW, DB)

The majority of clubs want to defer the County Cup & Shield competitions for a year due to Covid possibly impacting on league games causing postponed fixtures with a back log.

The Vets Floodlit Competition may also be cancelled this year.

The postponed 2019/20 final (Quins v Chinnor) can take place in April - at Iffley Road?

U/13 and U/15 Girls small club squads are being combined to facilitate team matches.

12. Safeguarding & Discipline (JB – Report submitted)

The RFU are providing virtual Safeguarding/In Touch courses on Wednesday evenings and clubs have been notified of these. Four clubs have responded positively.

There have been 2 Mini Festival requests for October from Henley and Grove.

It is too early for any Disciplinary issues. Red card reports to be submitted within 48 hours.

Age Grade sanction trials in New Zealand are being investigated.

13. Representative Rugby (DB- Report submitted)

Unlikely to be any Senior County games as League games will take priority. Maybe U/20s.

You are all aware of the tragic loss of David Hyde last Saturday. David was one of the Counties most admired and respected forwards, although he played 2nd row at Henley, he played No 8 for the county side. It was a pleasure to work with a young player who was both committed to club and county. A great character on and off the pitch and will be sadly missed. Henley have set up a Go Fund Me page for David.

AOB

RFU amendments to Financial processing/Regulation 5 deferred to next meeting (AT)

Bicester have a 3 year tenancy of Whitelands plus access to school facilities (PB)

2 possible sponsors if we can produce documents showing our community 'value' (CW)

Help for Heroes are looking for routes for Veterans into Rugby (DW) PB to investigate.

Meeting finished at 21.10

Next meeting is on Tues 12th October via Zoom