

LANCASHIRE COUNTY RUGBY FOOTBALL UNION

Minutes of the Board meeting held using Zoom Video Conference on Monday 2nd November 2020

Present: D. Clarke in the Chair, & Messrs P. Deakin, J.T. Hughes, H.H. Hughes, K. Andrews, R.T.J. Briers, M.J. Worsley, A.S. Kerboas, J.S. Greenwood & M. Downs.

In attendance: Messrs, G. Burns, G. Morgan & B.H. Stott.

Apologies: C.A. Baker.

Minutes of the last meeting.

The minutes of the Board meeting held on Monday 5th October, (previously circulated) were accepted and signed per procuracionem by the Honorary Secretary as a correct record.

Matters arising.

DC noted that he spoken to John Bullough regarding Lostock RFC. JSB had been in touch with Barry Jubb but there had been no progress. DC to follow up with Alan James.

Questions & Comments to written reports.

RFU Representative Report – Appendix 1

1. MJW - confirmed he had yet to contact SU with regards to the Club & Community committee.
2. MJW - commented that players representing England were paid £30k per game which he deemed a kick in the teeth to grassroots game. RTJB responded that this had been negotiated prior Covid and the players had accepted a pay cut.
3. HHH - questioned if there had been any disciplinary actions against the Barbarians players who had broken lockdown regulations. Still to be resolved, BHS confirmed this was sub judice currently.
4. PD – confirmed there was still £40k in the Covid emergency reserve.
5. MD – the first of 8 cluster meetings were due to start. These would initially be to set a baseline club health check and would be carried out over a 4 week period. Initially DC, PD, HHH & MD would facilitate but the plan was for the second round to be shared amongst teams of board members. Its envisaged there would be 2-3 per season.
6. PD – Highlighted that there is a new Sport England plan for further grants, this would include deprived areas as a priority.

Correspondence.

There was no correspondence appertaining to this meeting.

New Members.

No new memberships have been received.

50:50 Draw

Nov 20	Value
D. Poppitt	£53.40
T.D. Stirk	£8.90
D. Poppitt	£8.90
J.E. Nixon	£8.90
H. Henderson	£8.90

Date of next meeting.

Next Meeting: Financial AGM & General Meeting – Wed 2nd December.

Any other business.

HHH – confirmed a Zoom meeting had taken place with Cheshire & Yorkshire to discuss the Tri County Cup. A management group had been formed. Games would be Senior Mens, Womens and U20s. DC confirmed the group would look for sponsorship.

HHH – DPP meeting arranged for 16th Nov. HHH happy to volunteer as liaison officer until normality resumes.

GM – confirmed there had been 41 cases of Covid related to Lancashire clubs.

GM – to speak on Brian Moore podcast regarding the Cauliflower Ear campaign.

MD – a tweet had been seen re the BUCS Cup. Was this still running as the biggest number of cases were within Universities.

RTJB – Diversity and Inclusivity role needs to be filled. ASK will do until a permanent solution is found.

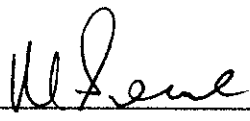
BHS – confirmed that U18s can play with seniors in the touch mini tournaments.

JTH – The NOWIRUL AGM is to be held on 16th Nov.

GB – Requested that she be allowed to produce caps for Women having played for the County, initially in the pioneer period of the 1990s. These would be on a paid for basis. Board accepted this. MD confirmed that this would not be extended to the Senior Male players.

Andrew Soutar – North CB Relationship Manager & John Lawn – Head of Game Development joined the call to make introductions and explain the focus of new roles.

There being no further business the meeting closed at 8:40pm



Chairman Date 14th Dec 2020

Appendix 1

RFU Representatives Report

6 Nations Champions 2019-20

Congratulations to England's men having won against Italy in Rome 34 -5 to become the 6 Nations Champions for the extended 2019-20 season. Peter Wheeler becomes one of the few to win the Championship as a player and as President of the RFU. Congratulations also must go to the England Red Roses for their great achievement of back to back 6 Nations Championships and Grand Slams

Lockdown

The Prime Minister announced new lockdown restrictions which are due to come in to force on Thursday 5 November until Wednesday 2 December.

The Government has published guidance on the new restrictions. So over the next few days the RFU will be seeking clarification on what these restrictions mean for team sports and we will provide a full update in tomorrow's Tuesday's Community Game Update. In the meantime, local restrictions apply and we remain at Stage D in the Return to Community Rugby Roadmap.

Annual Report and Accounts

Sue Day recently briefed Council on the Annual Report and Accounts. This was sent to the Game last Friday.

Adult Competitive Leagues 2020-21

The RFU Council made the difficult decision to cancel the Adult Competitive Leagues (Level 3 and below for Men, Level 2 and below for Women) for the 2020/21 season. Even if a return to full contact rugby becomes possible, playing a meaningful competitive league season resulting in promotion and relegation is no longer feasible.

The RFU have been in daily contact with Government about moving towards some form of contact rugby that will enable as many matches to take place as possible. It is important that competitive rugby is being played again and the RFU have been pushing extremely hard to accelerate a return to contact rugby. However, realising that the prevalence of Covid-19 cases in society and, given the introduction of further lockdown restrictions, negotiations continue to work with Government to create alternative solutions.

"We will do everything we can to enable the rugby community to return to contact matches as soon as we can, but our priority is to keep players, coaches, referees and volunteers safe. We will provide an update to our community clubs as soon as we can. We would like to once again thank everyone for their incredible efforts in implementing the necessary changes and for their continued support in keeping formats of rugby going during this challenging season."

Steve Grainger- Rugby Development.

CB Relationships Manager Team

The new RFU structure of CB support is now in place and the CBRM team is a dedicated, focused team with the aim of ensuring a strong, effective partnership between CBs and RFU to collectively support and grow the Community game at a local level.

The North's CRM is Andy Soutar.

See Appendix 1

Adult Male Future Competitions Structure

The working group will be bringing recommendations to the RFU Council meeting scheduled for 27th November (Lancashire Day!). No decision will be made until the February meeting.

Diversity & Inclusion Lead

When the Governance Code imposed on the RFU by DCMS and Sport England, a major review on Diversity and Inclusion was commissioned.

Recommendations from the D & I Working Group were finally accepted by Council in the summer and an implementation group has now been formed, Chaired by Genevieve Glover and Vice Chair . Over the next two years this group will endeavour to implement those recommendations. The Diversity and Inclusion (D&I) Lead role, which sits within each Constituent Body, has a key role to play alongside CB and Club colleagues, in being part of this positive change, leading it within their CB and positively promoting inclusive leadership.

KA / DC/ RTJB 02.11.20

Appendix 2

CB Relationships Manager Team

The CBRM team is a dedicated, focused team with the aim of ensuring a strong, effective partnership between CBs and RFU to collectively support and grow the Community game at a local level.

A team of four CB Relationship Managers, each interfacing with c. seven CBs and managing relationships across four key spheres:

- a) Between CBs and central RFU staff in the core areas of safeguarding, competitions management and discipline
- b) Between CBs and specialist RFU staff, matching CB local priorities through LRPs with relevant specialist staff (e.g. in facility development, match official growth, volunteer recruitment)
- c) Supporting co-ordination of effort between Club Developers and CB volunteers in supporting local club support.
- d) Assisting in building relationships, as appropriate, between CBs and external organisations that may be able to partner locally.

Structure

Rugby Development Director



PURPOSE:

Developing the community game - creating high quality experiences for players, coaches, referees and supporting clubs to support themselves in being sustainable and fit for future.

Club Support (*Supporting clubs to support themselves*) Facility Development & Operations, Club development & volunteer support

Coaching & Refereeing (*inspiring and growing & coach & refereeing workforce*) Training & development of coaches & match officials

Player Experience (*Attracting new players in & keeping them playing for longer*) Competitions & playing opportunities, targeted specific audiences and building a strong player pipeline in schools, colleges & universities

Underpinned by strong relationships with CBs, player welfare, clear player pathway & focused work to retain

players. 4 Areas – South West, London & South East, Midlands & North.

CB Relationships Manager (CBRM):

Team of four CB Relationship Managers, including one Senior CBRM, who will lead on cross-area work across CBs. The role will identify common areas for collaboration, as well as working with central RFU functions, in particular Safeguarding and Discipline, to develop high standards of core delivery across all CBs.

Club & Volunteer Support Manager and Club Developers (CVSM & CDs):

Four field based teams, each comprising a Club & Volunteer Support Manager and five Club Developers. Each Club Developer will have liaison responsibilities for a group of clubs (aligned as close as possible to CB boundaries). They will work with clusters of clubs to maintain dialogue, identify issues and actively support clubs to support themselves, often connecting clubs with clubs with similar challenges/those who have overcome similar challenges.

Facility Development:

A specialist facility team, comprising a National Manager and four field based teams of two staff. They will support identified clubs with specialist facility improvement advice, manage any RFU funding support for facilities (loans/grants) and support with the securing of external funding (e.g. from local authorities or Sport England).

Facility Operations:

A Facility Operations team of five staff, a National Manager along with two area based operations staff looking after the network of 28 RFU AGPs alongside a bookings administrator and sales assistant managing usage of the pitches. In addition to their core work on AGPs this team will also utilise their facility operations expertise to support clubs with facility operations and maximisation.

Club Development Team:

A Club Development team of four, all working nationally and with defined responsibilities around a) club business support (maximising financial matters such as VAT, rates, energy etc) b) volunteer training (focus on leadership development) and c) volunteer recruitment & recognition.

Programme Team:

Programme Co-ordination Manager & Programme Co-ordination Executive to ensure effective and efficient co-ordination of all of the interfaces taking place with CBs, clubs and other organisations. They will also ensure appropriate matrix working across Rugby Development functional areas as well as more broadly across the organisation and with any third party organisations.

Central Support Team of four providing generic facility and programme support along with managing production of content (published, web and social) and appropriate events (e.g. Nat West Rugby Force, volunteer recognition).

CB Relationship Manager:

Andy Soutar

Club Developers across the North:

Dave Westhead- Manager

Liam Nicholls

Laura Lines

Max Pridmore

Aaron Howarth

John Foster

Club & Volunteer Support Managers.

Coach Development