

Essex County Football Association Annual Report (2019/20)



Concerned about a child?

Report your concerns to

Club Welfare Officer: Sandra Abutrab

07970 635026

sandra.west@essexfa.com

The NSPCC: 0800 800 5000

The Police: 101 or in an emergency 999

Childline - (0800) 11 11

If you are IMMEDIATELY concerned about a child's welfare, contact the Police or Essex Social Services on (0345) 800 7834 (during office hours) or (0345) 800 1272 (outside office hours).

William Forest Social Services on 020 8450 2210 (during office hours) or 020 8450 2210 (outside of office hours)

Essex FA Safeguarding team:

safeguarding@essexfa.com

Essex County FA Designated Safeguarding Officer Helen Haver

(01246) 362098

helen.haver@essexfa.com

Don't Hesitate - Escalate
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helen.haver@essexfa.com

RESPECT



WEST ESSEX COLTS FC
INCLUDING KICKERS SOCCER SCHOOL
& SSE WILDCATS



EQUALITY CHARTER

We adhere to the following equality, inclusion and discrimination guidelines set out by Kick It Out. We are committed to ensuring a safe environment for all participants by applying equality, diversity and inclusion in our day to day operations.

We will promote awareness of the benefits of equality, inclusion and diversity with a clear understanding that football belongs to all and should be enjoyed by anyone who wants to participate in it.

In activities we will not discriminate or treat anyone less favourably on the grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion/belief, ability or disability. We will not tolerate harassment, bullying, abuse or discrimination of any kind and will ensure the correct reporting procedures are followed if any of the mentioned issues occur under our supervision. We are committed to taking action where inequalities exist.

We will take a stance ensuring good practice is encouraged internally and to our members, partners and the wider community.

As part of our commitment to the eradication of discrimination in football and the promotion of equality, inclusion and diversity, a minimum of one member of our board and/or coaching staff will be fully educated on the procedures around reporting incidents of discrimination - including through the appointed officials, our county FA, the Kick It Out website and app.

Signed

[Signature]

Sandra Abutrab
Club Welfare Officer
WEST ESSEX COLTS FC
INCLUDING KICKERS SOCCER SCHOOL
& SSE WILDCATS

ESSEX COUNTY FA
ESTABLISHED 1922

WEST ESSEX COLTS
KICKERS' SOCCER SCHOOL
www.westessexcolts.org

Providing motivational, interesting, safe, fun, inclusive football for Boys & Girls

SATURDAY MORNINGS
9.30AM TO 10.45AM

AGES
Reception - Year 6

COST
£5 per session (includes kit, water, and a snack)

SUMMER VENUE
West Essex Colts Football Club
Rush Park Sports Ground
Huddersfield, West Yorkshire, HX4 8DG

WINTER VENUE
The Ashurst
Salford Road, Salford, Greater Manchester, M6 6PU

ALL WEST ESSEX COLTS CLUB COACHES ARE
FA qualified, DBS checked, insured, and hold relevant emergency and first aid qualifications

FOR FURTHER INFO CONTACT
LEAD KICKERS' SOCCER SCHOOL COACH
Mrs Sandra Abutrab 07970 635026
sandra.west@essexfa.com

CLUB WELFARE OFFICER
Sandra Abutrab on 07970 635026
sandra.west@essexfa.com

sse wildcats
THE FA GIRLS' FOOTBALL CENTRES
WEY INVOLVED WITH SSE WILDCATS
NEW! FUN MAKE FRIENDS, PLAY FOOTBALL
SIGN UP NOW

West Essex Colts FC Girls' Football Centre
Colts Road, Weymouth, Dorset, DT9 8LH
Tel: 01305 371100 • Fax: 01305 371101
Email: info@westessexcolts.org
Fee: £1 per session (includes kit, water, and a snack)

Summer Venue: West Essex Colts FC, Rush Park Sports Ground, Huddersfield, West Yorkshire, HX4 8DG
Winter Venue: The Ashurst, Salford Road, Salford, Greater Manchester, M6 6PU

www.ssewildcats.com

Set the standards for a great game.

Use your position to set a positive example for the people you're responsible for and lead a better game for everyone.

Play Your Part

(Role of Coach)

Coaches, Team Managers and Club Officials

Play your part and support The FA's Code of Respect:

As a coach, you should:

- Always encourage players to play to the best of their ability
- Always encourage players to play to the best of their ability
- Always encourage players to play to the best of their ability
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- Always encourage players to play to the best of their ability
- Always encourage players to play to the best of their ability

When working with players, I will:

- Always encourage players to play to the best of their ability
- Always encourage players to play to the best of their ability
- Always encourage players to play to the best of their ability
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- Always encourage players to play to the best of their ability

we ONLY do Positive.

Play your best. Be your best.

Make sure you and everyone around you has a good time on and off the pitch.

Play Your Part

(Role of Player)

Young Players

Play your part and support The FA's Code of Respect:

As a player, you should:

- Always encourage players to play to the best of their ability
- Always encourage players to play to the best of their ability
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- Always encourage players to play to the best of their ability



When playing football, I will:

- Always encourage players to play to the best of their ability
- Always encourage players to play to the best of their ability
- Always encourage players to play to the best of their ability
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we ONLY do Positive.

If we behave positively during practice and matches, our children will too.

By setting a good example, we'll help build a supportive environment in which everyone can enjoy themselves.

Play Your Part

(Role of Parent)

Spectators and Parents/Carers

Play your part and support The FA's Code of Respect:

As a parent, you should:

- Always encourage players to play to the best of their ability
- Always encourage players to play to the best of their ability
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I understand that if I do not follow the Code, I may:

- Be issued with a verbal warning or asked to leave
- Be required to meet with the Club Committee, League or FA Welfare Officer
- Be charged to undertake an FA education course
- Be suspended from future games
- Be suspended from my membership
- Be required to leave the club along with any spectators and/or friends

we ONLY do Positive.

MENTAL HEALTH AWARENESS IN FOOTBALL

West Essex Colts FC

We are a family-friendly club who support everyone to be all that they can be. As a club, we would like to raise awareness of, and break the stigma around, mental health.

We believe that sport can play a huge role in tackling stigma and its effects:

- In breaking down boundaries between people with and without mental health problems
- Creating social inclusion and bonding with confidence
- Tackling physical health inequalities

If you require any support, or someone to talk to, contact any of the organisations below:

<p>Stamatics Can provide a free telephone support line for people who are experiencing feelings of distress or despair, including those who are struggling to cope.</p> <p>☎ 0800 133 3333 or www.stamatics.org</p>	<p>Prognosis Huddersfield Under 15 and struggling with mental health issues, or concerned about a young person who may be struggling?</p> <p>☎ (01484) 808 4141 (Text 07706 205697)</p>
<p>SAMH SAMH provides a free helpline to improve mental health for people affected by mental illness.</p> <p>☎ 0800 133 3333</p>	<p>Swishcare If you, or your child, are experiencing mental health issues, or are struggling to cope.</p> <p>☎ (01202) 334 0630</p>
<p>Mind and Reflex The national mental health charity for children and young people. We provide a range of support and resources for children and young people who are struggling with mental health issues. There are also links to a range of local support services.</p> <p>☎ (0203) 304 7000</p>	<p>CALM If you are a parent, or a young person, who is struggling with mental health issues, or are concerned about a young person who may be struggling.</p> <p>☎ (0800) 14 55 55</p>

Chief Executive's Report

Since the impact of Covid-19, it has been an exceptionally challenging period for grassroots football in Essex, and for wider society. As we entered into January 2020, I think very few people could have predicted the position we find ourselves in today and the impact Covid-19 had in bringing many sectors of society to a standstill, including the grassroots football sector.

Before Covid-19, we were on-course for another successful season as well as looking forward to the inspirational prospect of Euro 2020 and the positive impact major tournaments can have on participation at the grassroots level.

Then, in March, the terrible impact of the pandemic hit, and our focus and thoughts turned to everyone who has been affected during this time. It is also important to acknowledge the NHS staff and key workers throughout this period and the tremendous work they have undertaken.

During this period, we have had to take some very difficult decisions to help balance the financial position of the organisation. It was well documented that Covid-19 had a significant blow on The FA's finances where it was disclosed The FA planned for £300 million of losses up to 2024. This, naturally, had an impact on the funding distributed down to County FAs.

However, the financial position of the association has served it well during this period and allowed the Essex County FA to continue to focus on serving its members and trying to support the many thousands of volunteers and players across the game to come back to the game when it was able to return.

This was demonstrated with the decision to offer free affiliation, along with a 100% contribution for Public Liability Insurance and 50% towards Personal Accident Insurance for the 2020/21 season for our members.

Despite the challenging climate that we have been in, the grassroots football workforce has shown tremendous resilience, and commitment, to respond to the ever-evolving and changing situation around Covid-19, to be able to provide the opportunity for players of all ages to participate in the game.

Credit, rightly, goes to everyone behind the scenes at club and league committee level involved in making that happen, as well as the coaches, volunteers, parents, referees and stakeholders.

Progress also continued in the delivery of our 'Moving Forward Strategy 2018-21' and at the heart of our strategy is our vision of **"Creating a united grassroots football environment which delivers football opportunity for all"**.

We are now approaching the end of this three-year strategic plan but what has been achieved during this period gives a strong foundation to build upon towards 2024. Our strategic objectives were set out in four Strategic Pillars:

Engagement: *'To develop new and enhance existing offers to engage all stakeholders and formats of the game by putting the participants' needs at the heart of the game'*

Engagement with our stakeholders, and the ability to grow and utilise modern communication platforms to engage with more participants, has been vital. During this period we have grown our Twitter following to nearly 26,000, making the Essex County FA the most followed County FA in the country.

As well as this, Essex regularly achieved the most engagements in the country to the FA National Grassroots Survey in successive years which, in turn, has allowed us to listen to the feedback and adapt services to meet the needs of stakeholders.

Our network of clubs and leagues has been critical in the process of engagement and, through our award-winning Club and League Participation Reviews, we have been able to utilise data and insight to help inform clubs and leagues with their own decision-making to help engage more participants.

Overall, this has contributed to an 8% increase in the number of teams playing football, with nearly 4,700 teams playing football across Essex.

Corporate Governance: *'To be an inclusive, accountable and transparent decision-making organisation to develop, safeguard and support football'*

Our work in this pillar has focused on our progress towards achieving Tier 3 status of Sport England's Code of Governance and, more recently, The FA's Code of Governance for County FAs (which you can see at <http://bit.ly/CFACOG>).

This work underpins all aspects of the organisation and changes to the Essex County FA Articles of Association have seen the Board increase in size from five directors to nine. There is also a new open application process in place for Independent Non-Executive Directors (INEDS) to come directly onto Board, helping to enhance skills, knowledge and experience at Board level.

This allows for more business skills to be married with the football knowledge within the organisation, maximising the impact of the County FA and helping ensure good governance practices are in place.

This has led to four new INEDS or Board Advisors coming onto the Board, as well as the reinvigoration of our Inclusion Advisory Group (IAG), with new members and a new IAG Chair who links directly into the Essex County FA Board of Directors, ensuring equality and inclusion matters are represented at the highest levels of decision-making.

Progress has been made on our application for the Intermediate Status of the Equality Standard, which is on-track for submission in June. The Board also welcomed a new Chair in Andy Chaplin, who was appointed at the end of the 2019/20 season to lead the Board going into the 2021/22 season and beyond.

Business: *'To develop a sustainable business model that promotes innovation and continuous improvement, attracting inward investment'*

The Covid-19 pandemic, and cuts in FA funding, have placed pressure on the income streams of the business but, despite this, the business has remained in a very strong and secure position. We continue to undertake prudent financial management and budget-planning across all our financial investments whilst maintaining high levels of service towards grassroots football.

We have also developed strong partnerships with outside organisations which have helped to drive inward investment, both into the Essex County FA, but also into grassroots football.

The securing of funding from the Football Foundation towards the development of the FA Parklife Scheme at Parsloes Park, in partnership with the London Borough of Barking &

Dagenham, has led to circa £8 million of investment allocation into new football facilities in the borough.

Operations: *'To be the strategic lead for football in Essex'*

Each department has a specific department-focused strategy which drives the day-to-day and season-by-season activity of the department. The focus across each department has been to use data and insight to drive decision-making. Our growth since 2018 in specific areas has been significant despite the Covid-19 impact going into the 2021/22 season:

- the male pathway has had a 7% growth in youth football, 3% in open-age, 7% in veterans football and a 26% growth in Walking Football
- the female pathway had had a growth of 56% in youth football and 19% in open-age, as well as more than 80 Wildcats centres being delivered across the county
- the disability pathway has had a 12% growth in youth and 5% in open-age
- at the end of the 2019/20 season, the number of referees had grown by 5% and, within that, included an increase in referees from ethnically diverse communities and the number of female referees
- our Coach Education Department delivered a high-quality programme, engaging more than 2,000 learners on an annual basis
- our Safeguarding Department continued to ensure a safe environment for grassroots football as we continue to achieve the FA Safeguarding Operating Standard
- our Governance Department continued to support the rollout of technology through player registration, where we are now at almost 100% player registration coverage

These represent an example of some of the progress made, but there is more detail contained within this report highlighting the excellent work which has taken place within each department.

THE BOARD

Wayne Deller remained as Chairman for the 2019/20 season, with Barry Fitzgerald, Andrew Chaplin, Dave Emerton and Toyin Higgs beginning the season as the Directors of the Essex County FA, along with the Board continuing to oversee all matters of company operations.

However, in March 2020, Toyin Higgs resigned from her role as the Essex County FA's first Independent Director. Toyin's work commitments, which saw her take on a role with The FA, meant she was unable to provide full commitment to her role on the Board with the Essex County FA.

Although only a relatively short period on the Board, Toyin helped support the organisation to continue to develop, with a specific focus on safeguarding, and the Essex County FA wished her well in her new role.

Due to the impact of Covid-19 the Board elections due in May were delayed, taking place in July 2020. These elections saw Wayne Deller step down from his role as Chairman and Andy Chaplin was appointed as the new Chair of the Essex County FA to lead the Board going into the 2021/22 season and beyond.

Andy considered the appointment a true honour, saying: “Having served on the Board for the last four years, I’ve been involved in supporting the creation of our Moving Forward Strategy. I know, in Brendan [Walshe], we have a forward-looking Chief Executive and excellent and knowledgeable staff who are ensuring we, as an organisation, are delivering on the strategy’s key objectives.”

“As Chairman, this continues to be my key focus and making sure that, as a Board, we help to continue to drive forward for the benefit of football across Essex. Becoming Chairman is a great accolade, and is probably one of my proudest achievements to take a key role, alongside the CEO, staff and my fellow Board Members, in supporting the Association in these difficult times.”

Although Wayne stepped down as Chairman, he was re-appointed as a Director along with Barry Fitzgerald. There was also a new appointment onto the Board to fill the vacancy left by Toyin Higgs, and Sheryl MacRae was appointed as Director.

The work around the FA Code of Governance for County FAs also saw changes to the Articles which would lead to an increase from five to seven Directors going into the 2020/21 season.

COUNCIL

Wayne Deller continued as Chairman of the Council for the 2019/20 season. There were also a number of positions which were due for elections on Council.

The following individuals were re-elected onto Council: Barry Fitzgerald (Group 4 Open-Age), Kevin Curran (Group 3 Open-Age), Kim Farmer (Women’s & Girls Football). Graham Hall also continued to serve as the Essex County Schools FA Representative.

In addition to these re-appointments, Craig Pullen resigned as the Essex Referees Association Representative and was replaced by Andy French, who joined Council in March 2020.

The volunteer Council Members again undertook their regulatory and management role and they were involved in many Council, disciplinary, refereeing, competitions and rules meetings throughout the 2019/20 season.

2019/20 Council Members: Morris Jeffers, Gordon Snell, Richard Brooks, Michael Hemsted, Edward Rhymes, Michael Game, Alec Berry, David Threadgold, Sheryl MacRae, David Emerton, Wayne Deller, Roger Crane, Barry Fitzgerald, Kevin Curran, Mark Holmes, Craig Pullen, Alan Dare, Graham Hall, Andy Chaplin, Martin Berry, Kim Farmer, Danny Coyle, Micah Hyde, Andy French.

STAFFING

By the end of the 2019/20 season, the County FA employed 26 members of staff - 23 full time and three part time. In addition, we continue to have around 70 casual employees who carry out coaching, tutoring and physiotherapy roles.

There were some staff changes during the 2019/20 season which saw James Ellis depart to explore new opportunities outside of the football sector.

There were also a number of new recruits to the Essex County FA throughout the season, with Beth Morrell as Football Development Administrator, Karl Sear as Senior Football Development Officer, Cairo Duncan as Investigations Officer and Jake Ling as Football Development Officer.

2019/20 Staff: Brendan Walshe, Greg Hart, Fran Smith, Mark Wallis, Robert Craven, Chris Evans, Nick Emery, Lana Gillard, Emma Burden, Sean Harris, Andrew Cowl, Helen Hever, Sue Hammond, Cindi Chatha, Rhys Elmer, Lawrence Gower, Lukas Wood, Jennifer King, James Ellis, Emma Froment, Jake Fairman, Chloe Hookins, George Lowe, Beth Morrell, Karl Sear, Cairo Duncan, Jake Ling.

Key Highlights

1,065 CLUBS,
4,448 TEAMS,
33 LEAGUES



1,548
AFFILIATED
REFEREES



165,176
UNIQUE WEBSITE
VISITORS



2,200
LEARNERS ACROSS
ALL COACH
EDUCATION
COURSES



2,315
DISSENT CAUTIONS,
COMPARED TO
3,782 LAST YEAR
(61.2% DOWN DUE
TO COVID-19)



219
REFEREE
DEVELOPERS
(COACHES,
MENTORS AND
OBSERVERS)

28
RECREATIONAL MARS JUST PLAY
CENTRES (INCLUDING 15 MALE
[2 FUTSAL], 6 WALKING FOOTBALL,
1 VETERANS, 6 LADIES [1 FUTSAL])



482
PLACES ON
SAFEGUARDING
CHILDREN COURSES
OVER 17
WORKSHOPS
(402
ATTENDEES)



500
NEW
SOCCABILITY
PLAYERS
(UP TO 740)



57
REFEREE PROMOTIONS
(WITH AN ADDITIONAL
11 REFEREE
PROMOTIONS MID-
SEASON) AND 6
ASSISTANT REFEREE
PROMOTIONS

72.4%
OF DISCIPLINE
INVESTIGATIONS
COMPLETED WITHIN
60 DAYS (38.94%
WITHIN
30 DAYS)



8
PARENT
WORKSHOPS
DELIVERED



81.65% OF
ALL 9v9 AND 11v11
GAMES APPOINTED
WITH A QUALIFIED
MATCH OFFICIAL

9,668
PEOPLE REACHED
(WITH 397
ENGAGEMENTS)
BY FAIR PLAY
AWARDS FORMAT
ON FACEBOOK

90.5%
OF ALL YOUTH
TEAMS WITH A
QUALIFIED COACH
(GROWTH OF 0.8%
ON PREVIOUS YEAR)



DEVELOPED
8 ENGLAND
FEMALE YOUTH
INTERNATIONALS



EXCELLENT
RELATIONSHIP
WITH BBC ESSEX



FA
#FOOTBALLFOOTPRINT
VISIT ENGAGED AN
MP WITH A
GRASSROOTS
CLUB IN
RAYLEIGH



INCREASING
SOCIAL MEDIA
ENGAGEMENT
ON TWITTER,
FACEBOOK AND
YOUTUBE



SAFEGUARDING
VISITS COMPLETED
WITH CLUBS



FIVE YOUTH
LEAGUES HAVE
INCREASED TEAM
COVERAGE



INTRODUCED POSITIVE
CHANGES TO COUNTY CUP
RULES AND STRUCTURES
FOLLOWING CLUB AND
LEAGUE CONSULTATION,
WITH INCREASED ENTRIES



Governance

Association Membership Figures

At the end of the 2018/19 season, the membership figures were as follows:

Affiliated Clubs	2018/19	Teams	2018/19	Teams
Open-Age Men	671	1,034	708	1,098
Women	30	44	36	47
Youth	276	3,192	263	2,995
Girls	85	178	76	152
Totals	1,062	4,448	1,083	4,292

Discipline

Discipline	2019/20	2018/19	2017/18
Cautions	13,103	17,265	16,457
Misconducts	1,321	1,211	1,198
Standard	644	1,843	1,750
Total	15,068	20,319	19,405

Regulations and Sanctions

Appeals

Season 2019/20 saw eight appeals against league decisions being lodged with the Essex County FA, compared to 25 in 2018/19. As in previous years, members of the Executive Council presided over the appeals. The decisions were: two Upheld, six Dismissed.

Player Registration

28 leagues utilised the Player Registration through FA Full-Time during season 2019/20, compared to 27 in season 2018/19, with 55,064 (48,891) registrations created.



Refereeing Strategy

To recruit, retain, and develop a high-quality and diverse referee workforce to support football across Essex



2019/20 IN NUMBERS

Recruitment	Retention	Development	Workforce
 1,548 AFFILIATED REFEREES  16 FA REFEREE COURSES PLUS ONE FA FUTSAL REFEREE COURSE AND ONE FA MINI-SOCCER REFEREE COURSE  302 LEARNERS ON REFEREE COURSES  90 FEMALE REFEREES  110 REFEREES FROM ETHNICALLY-DIVERSE COMMUNITIES	 81.65% OF ALL 9v9 AND 11v11 GAMES APPOINTED WITH A QUALIFIED MATCH OFFICIAL  11 FA REFEREE TUTORS  69.87% TRAINEE REFEREES CONVERTED TO JUNIOR OR YOUTH REFEREES  DELIVERED A PARTNERSHIP PROGRAMME WITH LEAGUES TO ENSURE TRANSITION FROM NEWLY-QUALIFIED REFEREES DIRECT INTO LEAGUE SETTINGS	 57 REFEREE PROMOTIONS (WITH AN ADDITIONAL 11 REFEREE PROMOTIONS MID-SEASON) AND 6 ASSISTANT REFEREE PROMOTIONS  ONLINE INTERVIEWS AND WEBINARS PUBLISHED ON YOUTUBE  DELIVERED TWO CPD SESSIONS FOR ALL COUNTY CUP FINAL MATCH OFFICIALS, FEATURING SELECT GROUP TWO REFEREE, JOHN BROOKS, AND NATIONAL LIST ASSISTANT REFEREE, AARON FARMER	 219 REFEREE DEVELOPERS (COACHES, MENTORS AND OBSERVERS)  ESSEX-BASED REFEREE ON THE NATIONAL LEAGUE SOUTH PLAY-OFF FINAL  IMPLEMENTED REVIEWS OF REFEREE WORKFORCE ACTIVITY LEVELS AND UNDERTAKEN RECRUITMENT DRIVES FOR ADDITIONAL REFEREE DEVELOPERS  PROVIDED BESPOKE CPD TRAINING FOR REFEREE DEVELOPERS FOCUSED ON IMPROVING OBSERVING, MENTORING AND COACHING SKILLS

Referees

FA Referee Courses

This year we recruited and trained 302 trainee referees (formerly known as Level 9s) from across Essex, who all successfully qualified over the 14 FA Referee Courses held.

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FA Referee Course

During the 2019/20 season, 302 learners were trained to become a referee over the 14 FA Referee Courses we delivered across the county, utilising the following venues: Writtle University College (Chelmsford), Wickford Town FC (Basildon), Forest Row Centre (Havering), University of Essex (Colchester), Thorpe Hall School (Southend-on-Sea), Philip Morant School (Colchester).

Unfortunately, two FA Referee Courses were postponed due to Covid-19, which had 48 learners due to attend across both courses, utilising the following venues: Wickford Town FC (Basildon), Frenford Clubs (Ilford).

FA Futsal Referee Course

With the continued growth of Futsal in Essex, we delivered another FA Futsal Referee Course to support this. 13 learners were trained at the University of Essex (Colchester) in refereeing Futsal.

Refereeing Walking Football Workshop

Walking Football is a fairly new and fast-developing format of football. In partnership with the Essex Walking Football League, we delivered a Refereeing Walking Football Workshop, at which 13 learners attended Beauchamps High School (Basildon) to be upskilled in refereeing this format.

Promotion

Following the conclusion of the promotion season for 2019/20, the following referees were promoted to their new respective levels for season 2020/21:

Promoted to Panel Select List of Assistant Referees: Farai Hallam (Redbridge), Christopher Horsman (Colchester), Ayrton Hursey (Colchester), Mark Pond (Basildon), Jamie Pope (Rochford), Eugene Robinson (Chelmsford), Aaron Farmer (Colchester)

Level 2b to Level 2a: Robert Whitton (Braintree)

Level 4 to Level 3: Robert Claussen (Rochford), Ivaylo Kyosev (Harlow), Endrit Malaveci (Barking & Dagenham), Nathan Oakes (Colchester), Thomas Whay (Harlow), Peter Wilson (Chelmsford)



Robert Whitton and Ayrton Hursey



Under 18s Referee Armbands

Level 5 to Level 4: Ayesemuate Agho (Harlow), Leigh Ballinger (Basildon), Craig Charles (Harlow), Kirk Edwards (Southend-on-Sea), Michael Iddenden-Smith (Thurrock), Nathan Kitteridge (Harlow), Philip Molloy (Colchester), Jack Ridge (Braintree), Charlie Roberts (Havering), Stephen Tovey (Colchester), Dumitru-Gheorghe Vasile (Chelmsford)

Level 6 to Level 5 (County Referee to Senior County Referee): George Barker (Havering), Philip Clarke (Chelmsford), Alex Greenacre (Braintree), Aaron Mills (Tendring), Matthew Pointer (Castle Point), Amy Purser (Braintree), Robert Reddy (Brentwood), Daniel Ripton (Southend-on-Sea), Joseph Sach (Havering), Steven Seago (Thurrock), Edward Smith (Basildon), Luke Smith (Braintree), Robert Smith (Uttlesford), Billy Stevens (Basildon), Joseph Turnpenny (Basildon), Joseph Wilby (Basildon)

Level 7 to Level 6 (Junior Referee to County Referee): Adeolu Adeyemi (Chelmsford), Ryan Anderson (Havering), Royan Campbell (Redbridge), Daniel Charlwood (Chelmsford), Connor Cornell (Southend-on-Sea), Sami Dawood (Uttlesford), Samuel Deal (Braintree), Darrel Drake (Basildon), Glenn Michaels (Southend-on-Sea), Nyasha Mukachana (Harlow), Andrew Owen (Thurrock), James Perry (Southend-on-Sea), Francis Rabbles (Waltham Forest), Matthew Simson (Rochford), David Sinclair (Braintree), Benjamin Smith (Tendring), Nathan Tansley (Colchester), Andrew Wheaton (Harlow), Yaron Woolf (Redbridge)

Level 4W to 3W (Regional Referee to National Referee): Katie Dorling (Harlow)

Cup Final Officials

Congratulations to Braintree-based match official Robert Whitton, who was appointed as the referee for the Vanarama National League South Play-Off Final between Weymouth and Dartford, with Redbridge's Farai Hallam selected as the Reserve Assistant Referee.

Well done, also, to all the match officials who were nominated to receive County FA Cup Finals based on their on-field performances for season 2019/20.



League Referee Coverage Report

With the Referees Department's Key Performance Indicators (KPIs) switching from the number of referees registered in a season to referee coverage, as part of The FA's National Game Strategy, we were asked to collate the leagues' referee coverage statistics.

Therefore, detailed below is the 2019/20 referee coverage information, which has been collated into their respective categories from the responses, received from our affiliated leagues:

% Coverage Baseline Calculator	Baseline	82%*
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League Name	GP	GC	Coverage	Difference
Essex & Suffolk Border League	991	991	100.00%	0
Chelmsford & District Churches League	35	35	100.00%	0
Colchester & East Essex League	121	110	90.91%	-1
Essex Alliance League	525	525	100.00%	0
Essex Senior League (Reserve Division)	167	167	100.00%	0
Essex Veterans League	1,072	1,072	100.00%	0
North Essex Veterans League	110	101	91.82%	0
Southend Borough & District Football Combination	328	327	99.70%	-29
County Motor Works Vauxhall Mid-Essex League	716	686	95.81%	-11
ProKit UK Essex Olympian League	993	992	99.90%	0
Braintree & North Essex Sunday League	334	331	99.10%	-2
Brentwood Sunday League	557	550	98.74%	-3
Colchester & District Sunday League	350	350	100.00%	-2
Essex Sunday Corinthian League	722	722	100.00%	-6
Essex Sunday Football Combination	346	332	95.95%	0
Harlow & District Sunday League	369	368	99.73%	0
Pope & Smith Chelmsford Sunday League	601	593	98.67%	-1
Sceptre Sunday League	587	558	95.06%	0
Southend Borough Combination Veterans	414	399	96.38%	-15
Southend & Basildon Sunday League	408	396	97.06%	-138
Thurrock Association Sunday League	410	332	80.98%	-16
Blackwater & Dengie Youth League	1,586	1,568	98.87%	-31
Brentwood Community Football Alliance	746	375	50.27%	-45
Chelmsford Youth League	1,693	662	39.10%	-100
Colchester & District Youth League	1,606	1,541	95.95%	-86
Echo Junior League	2,757	1,219	44.21%	-1,323
Southend & District Junior Sunday League	2,591	2,070	79.89%	
Eastern Region Women's League (Essex-Based Clubs)	46	46	100.00%	-1,472
Essex County Women's League	144	144	100.00%	-484
Essex County Girls' League	1,052	708	67.30%	0
Overall Total	22,377	18,270	81.65%	-4,240

*Please note the data for the second half of the season (January 2020 to May 2020 was partially forecasted)

Key: GP = Games Played, GC = Games Covered by Qualified Referee

Representative Squads 2019/20

Key: SECYC - South East Counties Youth Championship,
FACYC - FA County Youth Cup, SCC - Southern Counties Cup

Under 18s

Manager: Graham Hall

Sussex (Away, SECYC) **Lost 0-1**

Sunday 20th October at Lancing FC

Kent (Away, SECYC) **Won 6-1**

Wednesday 30th October at Chatham Town FC

London (Home, SECYC) **Lost 0-1**

Sunday 24th November at Aveley FC

Kent (Home, FACYC R2) **Won 4-1**

Sunday 8th December at Aveley FC

Isle of Man (Home, FACYCQF) **Won 3-1**

Sunday 12th January at Aveley FC

Jersey (Home, SECYC) **Won 1-0**

Sunday 26th January at Aveley FC

Norfolk (Away, FACYCSF) **Lost 1-2**

Friday 7th February at Football Development Centre

Group A	P	W	D	L	F	A	GD	Pts
Middlesex	2	2	0	0	10	2	+8	6
Amateur Football Alliance	2	1	0	1	4	6	-2	3
Bedfordshire	3	1	0	2	5	8	-3	3
Northamptonshire	1	0	0	1	1	4	-3	0

Group B	P	W	D	L	F	A	GD	Pts
Sussex	3	3	0	0	8	3	+5	9
Essex	4	2	0	2	7	3	+4	6
Jersey	3	1	0	2	4	6	-2	3
Kent	3	1	0	2	7	9	-2	3
London	3	1	0	2	2	7	-5	3



Essex Under 16s



Essex Under 18s

Under 16s

Manager: Matthew Hall

Guernsey (Home, SECYC) **Won 5-0**

Sunday 3rd November at Aveley FC

Kent (Away, SECYC) **Lost 0-3**

Wednesday 27th November at Aveley FC

Sussex (Home, SECYC) **Won 3-2**

Sunday 8th March at Aveley FC

Group A	P	W	D	L	F	A	GD	Pts
Amateur Football Alliance	3	2	0	1	10	6	+4	6
London	3	2	0	1	8	5	+3	6
Middlesex	3	2	0	1	6	8	-2	6
Jersey	3	0	0	3	3	8	-5	0

Group B	P	W	D	L	F	A	GD	Pts
Kent	3	2	1	0	12	1	+11	7
Essex	3	2	0	1	8	5	+3	6
Sussex	3	1	1	1	5	4	+1	4
Guernsey	3	0	0	3	0	15	-15	0

Women

Manager: Kim Coster

Royal Air Force (Home, SCC) **Won 5-0**

Wednesday 20th November at Aveley FC

Army (Away, SCC) **Won 1-0**

Wednesday 15th January at Aldershot Military Stadium

Middlesex (Home, SCC) **Won 3-2**

Wednesday 5th February at Aveley FC

Kent (Home, SCC Final) **P-P**

North Group	P	W	D	L	F	A	GD	Pts
Essex	3	3	0	0	9	2	+7	9
Middlesex	2	1	1	1	7	6	+1	4
Royal Air Force	2	1	0	2	2	8	-6	3
Jersey	3	0	1	2	2	4	-2	1

South Group	P	W	D	L	F	A	GD	Pts
Kent	3	2	0	1	10	8	+2	6
Royal Navy	2	1	1	0	10	2	+8	4
Sussex	2	1	0	1	8	5	+3	3
Jersey	3	0	1	2	3	16	-13	1

County Cups 2019/20

Following very careful consideration of all factors involved, the Essex County FA Board of Directors made the exceptionally difficult decision to conclude all of the 2019/20 season's County Cup competitions at the point the Covid-19 suspension of football commenced.

Essex Clubs in National Competitions 2019/20

The Covid-19 pandemic had a large influence on national football competitions, with the Football League and National League concluding their season via a points-per-game formula and records expunged at Steps 3-6 of the National League System, affecting Essex clubs in the Isthmian, Essex Senior and Eastern Counties Leagues.

Southend United's four-year stay in EFL League One ended with a miserable campaign which saw the Shrimpers record just four league wins. The Blues were situated in 22nd place when the season was suspended on 13th March, and their relegation was confirmed on 9th June when clubs voted to end the incomplete season.

Points-per-game was also used in League Two, where a final regular-season match victory over Carlisle United meant **Colchester United** qualified for the play-offs. The U's defeated Exeter City 1-0 in the semi-final first-leg at the Community Stadium but suffered an extra time defeat at St James' Park to bow out 3-2 on aggregate.

In the National League, **Dagenham & Redbridge** finished in 17th place, whilst **Chelmsford City** were the highest-placed Essex club in the National League South in tenth. **Concord Rangers** and **Billericay Town** were 16th and 17th whilst **Braintree Town** finished 21st. There was no relegation from the National League South.

The plaudits in the FA Cup were undoubtedly earned by eighth-tier **Maldon & Tiptree**. The Jammers famously defeated League Two side Leyton Orient 2-1 at Brisbane Road in the First Round Proper before suffering a narrow 1-0 home defeat to Newport County in a televised tie at the next stage. Sixth-tier **Billericay Town** also lost 4-0 at League Two Forest Green Rovers in the First Round.

There remained the prospect of some Essex success in the FA Trophy as **Concord Rangers** reached the final of the 2019/20 competition. The Beachboys defeated Halesowen Town in a one-legged semi-final in September to set-up a clash against Harrogate Town, now in the Football League, at Wembley Stadium.

Three Essex clubs reached the Third Round Proper of the FA Vase. 1984 winners **Stansted** lost 4-0 at Stowmarket Town and FC Clacton narrowly failed to match their best ever run in the competition as they were edged out 2-1 at home to Eynesbury Rovers, whilst **Stanway Rovers** took Woodbridge Town to a replay before suffering a 4-0 defeat at The Hawthorns.

Colchester United retained Essex interest in the FA Youth Cup for the longest before suffering an injury-time 4-3 defeat to Oxford United in the Second Round Proper. Three non-league clubs reached the First Round Proper: Aveley losing 1-0 at Croydon, Bowers & Pitsea being edged out 2-1 at AFC Sudbury and Brentwood Town going out 5-1 at Broadhall Way against academy outfit Stevenage.

In the FA Women's Cup there was an historic run to the Fourth Round Proper for **Billericay Town** before an agonising penalty shootout defeat to FA Women's Championship club Lewes. Billericay beat Dartford, Harlow Town, Woodlands, Gillingham and Actonians to reach the last 32.





Parent Workshop at West Essex Colts YFC

Coaches

As with all departments across the association, the 2019/20 season was unlike any other for the Coach Education team.

The season started well, with plans to deliver the most extensive course and workshop offer to date. Following a review of the previous season, we moved to releasing our courses in more regular intervals throughout the year, which led to a more fluid offer for busy volunteers and clubs alike.

Thanks to a supportive network of facility providers, and our dedicated tutor workforce, we were also able to enhance the variety of course formats offered. In total, eight Monday evening FA Level 1 courses were delivered, as well as five in a weekday format, servicing close to 240 volunteers.

A shortfall in courses was identified in previous seasons, particularly in our London Boroughs, and in the Thurrock local authority. We increased delivery in these areas, to help meet the needs of local clubs and volunteers.

Feedback remained very positive from learners, with emphasis upon course content, delivery and organisation. Quotes from our learners can be found elsewhere in this section. It's been fantastic to hear how these courses have positively impacted so many individuals and clubs across the county.

Despite the challenges of the second half of the season, we were determined to continue offering learning opportunities for our valued volunteer workforce. We began work on assembling an online offer for coaches, which included live webinars and pre-recorded interview content.

Our Essex County FA YouTube channel was updated with 'coaching playlists' to store this material, making this accessible to a wider community of coaches.

Continuing our focus on supporting youth teams to have a qualified coach, the 2019/20 season ended with 91% of youth teams meeting this criteria.

Learners Attending Courses from July 2019 to June 2020

	Learners
FA Level 1 in Coaching Football	860*
FA Level 2 in Coaching Football	260*
FA Level 3 (UEFA 'B') in Coaching Football	24**
FA Level 1 in Coaching Futsal	96
FA Level 2 in Coaching Futsal	28**
FA Level 1 in Coaching Goalkeepers	36
FA Level 1 Introduction to First Aid in Football (IFAiF)	720*
FA Level 2 Emergency First Aid in Football (EFAiF)	24
FA Safeguarding Children Workshop	482
Additional Free Workshops and CPD Events	600
Total	3,130

** A proportion of these learners, due to attend courses in March to June 2020, were deferred to 2020/21 courses due to the Covid-19 pandemic.*

*** These courses were postponed, with the intention to continue in the 2020/21 season.*



Coaching Support

In addition to the formal FA qualifications, we also encouraged coaches to access a wide range of free resources and support. Face-to-face and online support was offered throughout the season to ensure learning and development opportunities were readily available.

Once again, these events were well-attended, with over 600 individuals accessing these opportunities, as well as many others viewing the recorded content online. The 2019/20 season also saw a series of 'showcase' coaching events, aimed at engaging and supporting a wider audience.

Guests included: Graeme Carrick (FA Technical Lead - Youth Development Phase), Gary Piggott (FA County Coach Developer), Steve Bartlett (Head of Coaching at Leyton Orient FC), Dr Anna Stodter (Senior Lecturer in Sports Coaching & PE at Anglia Ruskin University), Tom Hartley (Senior Coach Developer at UK Coaching), Jon Whittingham (England Partially Sighted Team Manager), Tom Weal (Head of Academy Goalkeeping at Norwich City FC).

May 2020 saw the beginning of a new 'Coach Interview Series' feature, aimed at providing insight into the various journeys of Essex-based coaches. We were fortunate to welcome a range of guests to share their experiences, including: Emma Burden (Essex County FA Football Development Officer), Ashley Ward (White Roding Veterans FC), Neal Akhtar (Head of Youth Football, Frenford YFC).

FA Coach Mentor Programme

In the first half of the 2019/20 season, the programme continued to provide on-the-ground support to a wide range of coaches and clubs across Essex. The move to introduce 'project leads' in the 2018/19 season paid dividends and allowed targeted support to be offered, particularly to those working in underrepresented areas of the game. Projects included:

- Girls and Women: increased mentor hours were assigned to Wildcats Centres and clubs establishing new female teams. 16 learners from a female FA Level 1 course were also offered follow-up sessions and support
- Soccability League: support for coaches, following on from a successful FA Level 1 course
- Diversity & Inclusion: targeted mentor support for Frenford YFC, a proactive club in the heart of Redbridge who are passionate about developing their workforce and providing opportunities for young people

Unfortunately, due to the impact of Covid-19 and subsequent restructuring at The FA, the Coach Mentor programme ended in April 2020. Since its inception in 2013, hundreds of volunteer coaches across Essex have benefited from the support and expert guidance of our mentor team.

We hope many more coaches will continue to benefit from the legacy of this work, through the experienced and knowledgeable workforce across the county. We'd like to take this opportunity to thank the fantastic team of FA Coach Mentors, who provided an invaluable resource to coaches across Essex.

Coach Education Feedback

"It's always good to get a bunch of coaches together like that. I think it breeds confidence to hear and discuss things, and to learn that we may be doing something right."

Coach Attending a CPD Workshop

"Once again, a very insightful CPD event held together by your team. I always come away from these events with a revitalised hunger to be a better coach, for the children under my stewardship. So, thank you to all involved at Essex FA."

Foundation Phase Workshop Attendee

"I just wanted to drop you a quick line and thank you so much. I have taken a huge amount away from the course and really appreciated the feedback from the tutors throughout the four days."

FA Level 2, Block 1 Learner

"Just a quick note to say thank you so much for running such a great course. It was really informative and pitched at the right level to make it enjoyable (even though it was a Monday evening!). I learnt loads and it will certainly help me when focusing on the player development for my team in the future."

FA Level 1 Learner

"The course was delivered in a knowledgeable and professional manner, which has really opened my mind to a wealth of new creative ideas, to assist the development of our current squad of players. As a returning coach to the modern game, I had often doubted if I was capable of really giving the assistance these young players needed. This course has given me a greater level of confidence that we can now achieve so much more."

FA Level 1 Learner

Coaches Attending Online 'FA Level 1-2 Bridging Workshop'

"It was really good to hear from so many coaches, who were at various stages of their coaching journey, and what they have taken away from their Level 1 and 2 courses so far. The big take away was hearing from the two coaches who had recently completed their Level 2, and sharing their experiences. It also gave me a chance to connect with other coaches, which was enjoyable given the current situation, and not being able to do this face-to-face at the moment. Looking forward to the next one!"

"It cemented my views on how youth football should concentrate on fun, development and getting the children on the ball as much as possible. The results are secondary."

"This has been superb. Thanks, guys. It's been great to have an element of Saturday morning football back! Will be doing Level 2 as soon as it is possible."

Philip Morant School & College Foundation Phase Workshop



Male Pathway

Mini-Soccer

Mini-soccer within Essex has grown by 5.1% (68 teams) during the 2019/20 season to 1,380 affiliated teams, representing 45% of youth football teams across the county.

Each age group experienced growth in team numbers from the 2018/19 season, with an average growth of 5.1% at each age group, the largest growth being at Under 10s with an increase of 8.1% (28 teams).

Six of the seven youth leagues who offer provision for mini-soccer teams experienced growth in membership numbers across at least one age group, with the biggest being 11.11% (25 teams) by the Brentwood Community Football Alliance Youth League, across all their mini-soccer age groups.

As part of our support to our affiliated clubs, we delivered four Foundation Phase Workshops, covering all the key regional group areas to offer bespoke learning and Continuing Professional Development (CPD) to our clubs and coaches working within the early stages of a player's journey. This ensured they can develop grassroots football at the earliest ages.

Youth Football

In the 2019/20 season, youth football approximately represented 77% of the County FA's overall affiliation. With twelve age groups from Under 7s to 18s, there were 3,038 teams affiliated, representing an increase from the previous season of 4.14% (121 teams).

More specifically in the Under 11s to 18s category of youth football, there was a 3.3% (53 teams) growth from the previous season. Notably, 62% of those age groups specifically experienced growth in team numbers and player participation.

The largest increase was seen within the Under 17s age group, where an increase of 57% (32 teams) was recorded. This is further demonstrated by the 1% of growth within the youth leagues across the county.

Adult Football

Adult Male 11v11 (Under 19s to Open-Age, including Veterans)

Under 19s	48
Under 21s-23s	10
Open-Age	812
Veterans	165
Walking Football	38
Total	1,073



Saturday Open-Age

Work continued with adult football providers across Essex to slow the decline in team numbers. Bespoke league reports were produced and shared with our respective Saturday leagues to provide them valuable insight on club, team, and player data.

This ensured they had accurate and relevant information to inform strategic decisions and future planning. Notably, from the reports, there has been an increase in representation by the 18-21-year-old and the 22-25-year-old age categories in Saturday football, which equates to 49% of the format's participation.

This growth has seen the Saturday open-age leagues tailor their communications and developments to this growing target audience to provide the best environments possible.

Sunday Open-Age

Like open-age Saturday football, the decline rate has continued to decrease relating to team numbers.

Four Sunday leagues within the county showed a team increase in the 2019/20 season. Player registration data shows that 76% of all Sunday open-age players are aged between 18-30.

Veterans Football

Veterans football in Essex has experienced a 3% (five teams) growth during the 2019/20 season, now with a total of 165 teams playing across the county.

In Essex, the three veterans' leagues have demonstrated sustainability within their team numbers across the Moving Forward Strategy. The Essex Veterans League experienced growth for the 2019/20 season, and now represents 70% of the teams affiliated.

Walking Football

Walking Football in Essex has positively grown season-upon-season, and increased the number of teams affiliated by 20, from the 2016/17 season when affiliation began recording the data.

More recently, the growth within Walking Football teams up to the 2019/20 season has increased by 15% (up five teams) from 2018/19. Walking Football in Essex is widely represented across the county and the Essex Walking Football League continues to provide a competitive environment for the format.

Recreational

Throughout the 2019/20 season, there were 21 Just Play Centres across the county which were providing opportunities for male players (13 open-age, 2 Futsal, 6 Walking Football, 1 veterans).

The Just Play programme facilitates recreational opportunities on an informal basis which allows grassroots football to connect with local communities.

Clubs

FA Charter Standard accreditation is becoming ever-popular to clubs and leagues across Essex, with more and more clubs and leagues expressing an interest in ensuring they are providing a safe, fun and inclusive environment.

All 233 Charter Standard clubs who were required to complete an Annual Health Check in season 2019/20 retained accreditation status, demonstrating that The FA's Whole Game System is becoming a very user-friendly administrative tool for volunteers in the game.

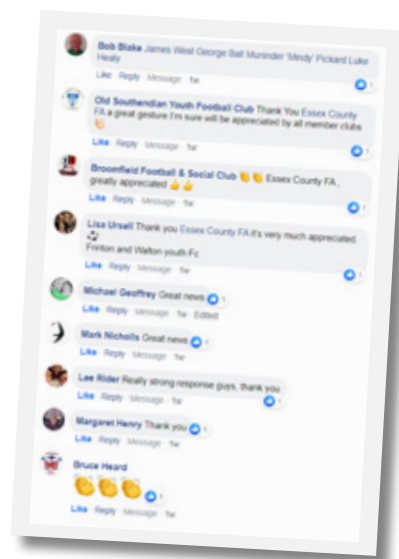
The Charter Standard Club criteria remained, and there have been no changes for the season. All Coach Education qualifications and the Annual Health Check now fall in-line with one another and Charter Standard clubs were still eligible for a bursary to reduce the price of coaching courses. The Charter Standard Adult percentage increased from 33.6% to 35.34%.

Some of the clubs who have joined the club accreditation scheme in season 2019/20 include: Notley Youth, Harlow Town Youth, Pitsea Athletic Youth, Sands United Essex, Romford Youth and Lawford Ladies.

Leagues across the county continue to work with the Essex County FA Development Team to reach the accreditation level in order to increase sustainability, professionalism and the overall environment they are providing to their member clubs.

To ensure we are providing stakeholders with relevant strategic guidance, we began the production of Club Reports to our 68 biggest clubs across the county. Those clubs with 20+ teams will receive a data report providing insight into their volunteer workforce, affiliation data, community engagement and social value.

Both Hutton Youth and Heybridge Swifts have been a part of The FA's Club Improvement Programme where they have had direct one-to-one support with an FA Club Consultant and access to various online support platforms, supporting the development and longevity of the club.



Female Pathway

Mini-Soccer

Both the Essex County Girls' League and the Brentwood Community Football Alliance Youth League (BCFAYL) provide opportunities for girls' mini-soccer teams to access regular fixtures.

In the last twelve months overall, the increase from season 2015/16 to 2019/20 is a 181% increase (from 21 teams to 59). The BCFAYL continue to pilot girls playing one age group down within a mixed league environment, which supports growth, particularly in the Under 8s and 9s age groups.

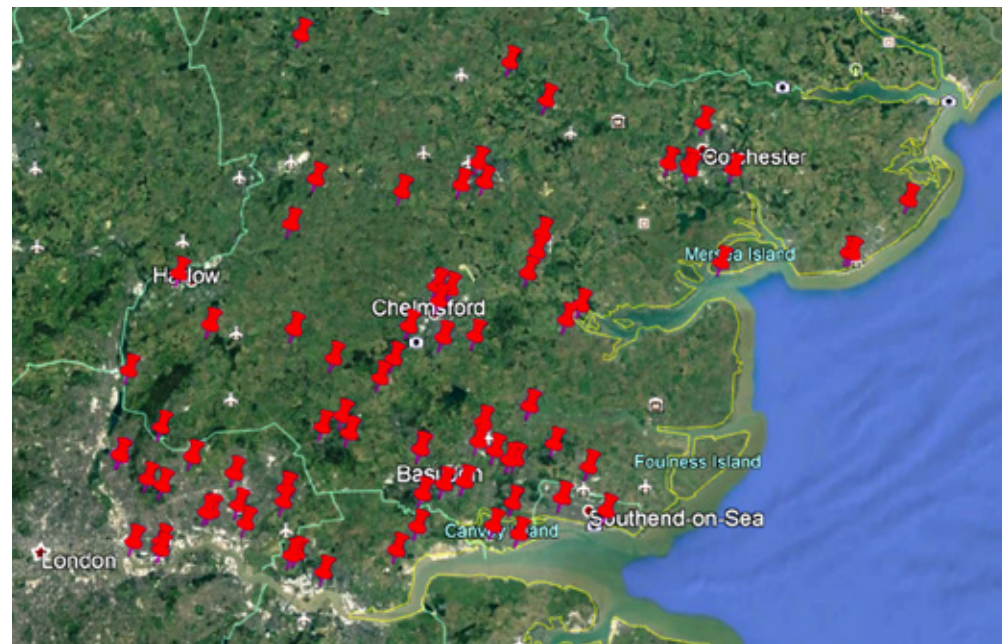
The largest increase has been within the Under 8s age group, with a 33% increase, followed by the Under 10s, with a 7% increase.

Youth Football

Female youth participation figures continue to climb, with 170 teams affiliated during the season, seeing a 12.5% increase compared to last season (151).

The biggest increase was seen in the Under 13s age group, which was 57% up from the previous season (21 teams to 57). Just under a third (29.5%) of affiliated girls' teams played within the BCFAYL during season 2019/20, whilst the remaining two thirds played within the Essex County Girls' League. One team played within the South-East Essex Primary Mini-Soccer League.

The growth has been supported by various initiatives such as Wildcats (pictured), the Essex County FA Under 12s Girls County Cup and the Girls Schools Football Programme taking place within secondary schools.



Adult Football

Women's affiliated teams during 2019/20 saw a decline by 6% from 47 to 44 teams. The Essex County Women's League ran with two divisions, and included 17 teams.

Five teams were competing in the Eastern Region Women's League, with four Essex teams playing within the National League Division One and the Reserve Division. The remaining clubs were from college/university programmes, representative and Walking Football opportunities.

The number of recreational opportunities increased across the county, with seven Female 'Just Play' Centres on offer across three out of the four geographic areas.

Recreational Football

Nearly 50 women took part in a Recreational Festival in partnership with She Can Play in October. The festival was set-up to initially see if there was an appetite for further recreational opportunities.

The event proved extremely popular and plans are to host further events once we are out of the pandemic. Two teams have since gone on to affiliate and play within the Essex County Women's League after being involved with the Snickers Just Play Recreation Programme.

Player Development Centre

She Can Play continue to drive the coordination of the Essex County FA Girls' Player Development Centre (PDC). The programme provides a weekly training programme for aspiring female players, and with a formal link to the Regional Talent Club (RTC), which enables girls to be seen by coaches from the elite programme.

The PDC also provides female coaches with access to an environment to develop their skill set and gain the confidence to take the next step on their coaching path. Trials took place at Noak Hill in Romford and attracted nearly 200 girls across four age groups: Under 10, 12s, 14s and 16s.

80 players were successful in obtaining a place. The Girls' PDC is now in its tenth season. The technical programme runs sessions once a week over 30 weeks at Noak Hill.



Regional Talent Club

Essex's Regional Talent Club (RTC) is still a Tier 2 Licence of the Elite Female Player Pathway. RTC centres, nationally, remain at 34 clubs across three tiers.

The programme was in its seventh year at the start of the 2019/20 season, and the trials saw over 200 females attending. Our female coaching network continues to grow, with Carla Dickinson, Paige Wakefield, Christa Osman and Amy-Lee Gullefer all supporting the development of female players and heightening their development within the game.

Throughout the season, the Centre had England WU15 training camp call-ups for the Under 16s (Mia Filipiak) and Under 14s (Ellie Moore and Kelsey Morgan). Meanwhile, Emily Dilliway, Lucy Lyon and Amy Taylor were selected for the FA Women's Under 14s National Talent Camps. Leonie Telford and Elizabeth Way (Under 16s) represented the programme at the NDP Talent Identification Day.

Under 16s: Kevin Baker (Head Coach), Joe Sheehan (Assistant Coach): Cloe O'Brien, Rebecca Alderton, Sara Smith-Walter, Ella Skidmore, Millie Stacey, Emily Howe, Keanne Jervier, Alicia Garwood, Ella Houghton, Leonie Telford, Leonnie Bezant, Mia Filipiak, Ruby Sealey, Megan Wearing, Learna Daniels, Summer Hughes, Elizabeth Way.

Under 14s: Simon King (Head Coach), Paige Wakefield and Amy-Lee Gullefer (Assistant Coaches): Emily Dilliway, Lois Hall, Amy Taylor, Darcy Drewitt, Ellie Moore, Kelsey Morgan, Katie McClean, Libby Cooper, Lucy Lyon, Maria White, Erin Williams, Lexie Barrington-Hibbert, Leah Mitchell, Keleigh Dixon, Paige Gardiner, Layla Kenly.

Under 12s: Daniel Parker (Head Coach), Christa Osman (Assistant Coach): Demi Hetherington, Maddie Dennis, Mia Coster, Tabitha Hellen, Annabelle Webb, Camille Adams, Daisy Warren, Darcy Marks, Amana Oguntuga, Scarlett Lazarus, Ruby Gaunt, Isabella Vernon, Roxanne Ball, Holly-Mae Elmes.

Under 10s: Carla Dickinson (Head Coach), Aaron Runnacles (Assistant Coach): Scarlett King, Freya Matthews, Georgia Banyard, Lexie Benns, Connie Chilvers, Estelle Scherer, Fleur Bennett, Imogen Papworth-Heidel, India Small, Keira Leigh Bright, Molly Hall and Amy Longford.

Ian Kershaw (Strength and Conditioning Coach)
Matthew Johnstone (Goalkeeping Coach)
Amy McMillian (Physiotherapist)
Rachel Ellies (Physiotherapist)

Essex County Schools FA Representative Football

Despite an incomplete season due to the Covid-19 pandemic, the girls' programme was not without its highlights. Both age groups, the Under 16s and 14s, progressed to the later stages of the English Schools National Cup Competition, with two very exciting quarter-finals.

The Under 16s were involved in a nail-biting game against an extremely talented Somerset side, who went on to be crowned joint winners with Lancashire. The game went to extra time, with Essex scoring in the dying minutes and eventually losing out 6-5!

Meanwhile, the Under 14s squad were successful in their national quarter-final when they faced Gloucestershire and came away with a positive 3-1 win.

Unfortunately, the semi-final was not so convincing when the girls faced an extremely gifted Middlesex side and, in a similar fashion to last season's SEESFA Final, lost 7-2. Middlesex were also crowned joint winners, sharing the title with Lancashire.

Two members from the Essex squads were successful in gaining a place within the England Under 15s Girls schools team - Katie McClean from Davenant Foundation and Leonie Telford from Philip Morant. Both players were fantastic ambassadors for the Girls Schools Programme and thoroughly enjoyed their experience.

In addition, Katie was awarded first place in the Epping Forest Sports Awards, winning £1,000 to support her with her football career.



Disability

Disability football continues to grow within Essex, with 74 teams affiliated around the county. There has been increased engagement from mainstream FA Charter Standard clubs looking to engage within disability, adding Soccability under their club banner.

As a result, there has been growth in Youth Soccability, which has also aided in the sustainability of these opportunities. 17 of the 74 sides participate in our countywide competition. The Adult Soccability League is run by the County FA and has central venues in Colchester and Southend.

The Adult League has 17 teams across four divisions (Premiership, Championship, League 1 and League 2). Members of the Essex Soccability League entered the 11v11 South-East Regional Disability Cup. The Youth Soccability League has become independent, and each club hosts an event on a monthly basis, catering for Under 12s to 16s, with five per age group.

Each season, we deliver a minimum of 16 Schools Soccability Events (four per Group Area). Due to the impact of Covid-19, we were only able to deliver six events. Our Schools Soccability Festivals are open to mainstream schools and Special Educational Needs (SEN) departments. Overall, we engaged with 80 young people.

We also launched our editable Mental Health Poster for clubs to download, add their name and place in their clubhouses, handbooks and websites, featuring guidance and useful contacts. We were due to deliver four Wellbeing Festivals but, again due to Covid-19, we delivered one where four teams attended.

College Soccability continues to grow. The events are all hosted at PlayFootball Romford and teams come from all over the county.

Due to the impact of Covid-19, the Soccability League devised a weekly challenge for all Soccability teams via social media, helping many players to keep active during the pandemic. Soccability players from all around Essex were involved in the weekly challenges.

Witham Town are our first Step 5 club to incorporate disability under their banner. They also supported Level Playing Field's 'Weeks of Action' campaign.

Additionally, we started working with care homes to deliver tailored sessions to their residents. We arranged four in Basildon and four in Canvey Island, prior to Covid-19, which were well-received.



Witham Town FC



Witham Town FC and Level Playing Field Soccability Session

Youth Forum

The 2019/20 season saw the Essex County FA Youth Forum continue to evolve, with Gemma Stubbles appointed as Chairperson towards the end of the season, taking over from Ciaran Whatley.

Despite the Covid-19 pandemic stopping the group meeting in person, they have continued to meet virtually, keeping in contact and driving projects forward for when football could resume. This included an 'Encouraging Youth Volunteering' Guide.

This seasons FA's National Leadership Academy was delayed, again due to the virus, and was delivered remotely in August 2020. However, we did have four members participating.

The Football Futures Programme, which is overseen by The FA, remains under review. We have, however, supported many young people with volunteering opportunities.



Football Development Strategy

To provide a safe, engaging and progressive football environment for all



2019/20 IN NUMBERS

High-Quality Introduction to Football



STRONG YEAR-ON-YEAR DISABILITY PATHWAY GROWTH, WITH AN INCREASE OF 5 TEAMS



88 SSE WILDCATS CENTRES (35 NEW, 53 RETAINED)



DELIVERED FEMALE REGIONAL TALENT CLUB AND PLAYER DEVELOPMENT CENTRE FOR 154 PLAYERS



DEVELOPED 8 ENGLAND FEMALE YOUTH INTERNATIONALS

Embrace All Formats, Engage All Participants



500 NEW SOCCABILITY PLAYERS (UP TO 740)



DELIVERED FA POKEMON YOUTH FUTSAL CUP AND SCHOOLS COMPETITIONS, WITH LEAGUES EMBEDDING FUTSAL AS PART OF THEIR DELIVERY (OVER 150 TEAMS TAKING PART)

Develop Clubs and Leagues



BEGAN PRODUCTION OF 68 CLUB REPORTS FOR ALL CLUBS WITH 20+ TEAMS DURING SEASON 2019/20



72.42% OF CLUBS WITH FA CHARTER STANDARD STATUS (85.36% YOUTH, 35.34% ADULT)



ALL 233 CHARTER STANDARD CLUBS REQUIRED TO COMPLETE AN ANNUAL HEALTH CHECK RETAINED THEIR STATUS

Recruit, Develop and Support the Football Workforce



122 INDIVIDUAL COURSES AND WORKSHOPS



2,200 LEARNERS ACROSS ALL COACH EDUCATION COURSES



900 FA LEVEL 1 LEARNERS



90.5% OF ALL YOUTH TEAMS WITH A QUALIFIED COACH (GROWTH OF 0.8% ON PREVIOUS YEAR)



300+ COACHES ATTENDING FREE WORKSHOPS














LEVEL 1 COACHING COURSE FOR FEMALE LEARNERS

Football Development Strategy

To provide a safe, engaging and progressive football environment for all



2019/20 IN NUMBERS

High-Quality Introduction to Football	Embrace All Formats, Engage All Participants	Develop Clubs and Leagues	Recruit, Develop and Support the Football Workforce
 <p>2 FLEXI-FOOTBALL LEAGUES AT BEAUCHAMPS HIGH SCHOOL (WICKFORD) AND UNIVERSITY OF ESSEX (COLCHESTER)</p>  <p>28 MARS JUST PLAY CENTRES FOR RECREATIONAL FOOTBALL (INCLUDING 15 MALE [2 FUTSAL], 6 WALKING FOOTBALL, 1 VETERANS, 6 LADIES [1 FUTSAL])</p>	 <p>FIVE YOUTH LEAGUES HAVE INCREASED TEAM COVERAGE</p>	 <p>ATTENDED LEAGUE AGMs AND WORKSHOPS TO SHARE CHARTER STANDARD BENEFITS PACKAGES</p>  <p>THREE YOUTH LEAGUE FORUMS HELD ONLINE</p>	 <p>9 ONLINE INTERVIEWS AND WEBINARS</p>  <p>INCREASED VARIETY OF COURSE FORMATS AND VENUES OFFERED</p>  <p>LEVEL 1 COURSE TO SUPPORT UNIVERSITY STUDENTS</p>  <p>20 FA AFFILIATE TUTORS SUPPORTING COUNTYWIDE</p>  <p>10 MEMBERS ON ESSEX COUNTY FA YOUTH FORUM</p>  <p>2 YOUTH FORUM MEMBERS ATTENDED FA LEADERSHIP ACADEMY, WITH ANOTHER 2 MENTORING</p>

Small-Sided

Small-sided football has remained steady in the 2019/20 season, with a number of commercial providers operating across the county and new 3G pitches hosting leagues during off-peak periods.

We now have nine affiliated small-sided football providers outside of those who affiliate nationally, delivering opportunities across all four Group Areas. These nine providers have over 130 teams participating weekly across Essex.

Work has continued to make sure all our small-sided football providers are affiliating their competitions, and our Referee Development Officers have ensured registered referees are aware of unaffiliated providers, plus the consequences of officiating in their leagues.



Futsal

The 2019/20 season saw Futsal continue to grow, with more football clubs adopting Futsal provision. In the 2018/19 season, 23 clubs offered either a bespoke or dual-Futsal offer, with 2019/20 growing to a combined 35 clubs.

Educational teams were also included, with the University of Essex and the Anglia Ruskin University either offering Futsal within their educational programme or as part of their sports participation programme. The increase in participation highlights the countywide appetite to create alternative offers and explore different formats of the game.

The Football Foundation released funding for affiliated Futsal Leagues. Eight leagues were supported, and funding was provided. Meanwhile, eight FA Level One in Coaching Futsal Courses engaged 168 learners and continued to support and develop the growing workforce.

Plus, our County Futsal Competition for Under 10s through to 16s was open to schools and grassroots clubs this year. Each Group Area held specific qualification rounds before progressing to finals held at the University of Essex in Colchester. Over 150 teams took part in all competitions.



Regional Futsal Finals



Pinka Futsal

Facilities and Funding

With Local Football Facility Plans (LFFP) in place for each of our local authorities, work continued in engaging appropriate partners to take forward identified projects.

Across the season, meetings and calls were held with local authorities to revisit their respective LFFP, which acts as an investment portfolio across four investment pillars: 3G Pitch Provision, Grass Pitch Improvement, Changing Rooms/Pavilions, Small-Sided Football Facilities.

This engagement was aligned to the Playing Pitch Strategy action plan work completed in conjunction with Active Essex, Sport England and the other NGBs to establish short, medium and long term priorities for grassroots football facilities. During the 2019/20 season, two projects were successful in applications to the Football Foundation (FF) panel:

- Hutton FC: new ground, including grass pitches and small pavilion
- Saffron Walden Education Trust: Saffron Walden High School full-size floodlit 3G AGP (in partnership with Saffron Walden Community FC)



Football Stadia Improvement Fund

Over the course of the 2019/20 season, Essex senior status clubs received funding through the Football Stadia Improvement Fund.

This fund is there to support clubs playing within the FA National League System to meet their ground grading requirements. The table below outlines the clubs who received investment:

Club	Project Detail	Grant Value	Project Value
Buckhurst Hill FC	boundary fencing, pitch perimeter barrier, hardstanding and dugouts	£20,000	£59,441
Brightlingsea Regent FC	refurbishment of the existing hospitality area	£13,820	£19,743
Ilford FC	supply and installation of two new team dugout shelters	£2,621	£3,744
Concord Rangers FC	supply and installation of covered spectator accommodation for 141 seats, including three accessible seats, toilet block and a pitch irrigation system	£81,514	£116,450

FA 3G Pitch Register

There has been a growth in the number of 3G pitches listed within Essex on the FA 3G Pitch Register during the 2019/20 season. It requires that all 3G Football Turf Pitches used for affiliated match play should meet the standards set in the FA 3G Pitch Performance Test.

This ensures there is a high-quality standard across all 3G pitches. There are now 48 pitches (of varying sizes) within Essex listed on the register (up from 30 during 2015). This has ensured football matches continue to get played in adverse weather conditions.

Protection of Football Facilities

The protection of existing football facilities is a key priority for football. Housing growth is playing a significant factor in the development of future facilities.

Disused football facilities can be at risk of being lost or reallocated for other purposes as part of LA Local Plans to identify key sites for housing growth, with submission to the Government for approval. Playing Pitch Strategies are an important assessment tool in the process.

We work closely with Sport England to comment on, and provide evidence in regard to, any sites which could be lost to football to ensure they are not lost or to ensure replacement facilities are developed to offset any potential loss of pitch stock. Over the course of the 2019/20 season, we commented on 36 different planning applications.

FA Grass Pitch Improvement Strategy

Over the course of the 2019/20 season, The FA finalised their FA Grass Pitch Improvement Strategy which aims to improve 20,000 pitches over the next ten years.

One of the first initiatives from this was the piloting of a new Football Foundation funding programme, 'Enhanced Maintenance Fund', designed to support grassroots clubs with the costs of the additional maintenance to improve their pitches.

In the initial rollout of this fund, twelve Essex-affiliated clubs benefited from the six-year grant which will allow them to invest strategically into the improvement of their grass pitches over the next ten years. Across the twelve who were successful, the Football Foundation will be investing circa £58,000 into 78 pitches.

The Essex County FA continued to access the services of the Grounds Maintenance Association's Regional Pitch Advisor who, in the 2019/20 season, visited a number of grass pitch sites across the county to provide pitch assessment reports against a new defined grass pitch quality framework.

Local authorities continued to work under increasing budget pressures and constraints, which has resulted in less intensive pitch maintenance programmes. We actively engaged with some of our local authorities to assess their pitches and provide them with some recommendations which can be implemented in their schedules to aid pitch improvement.

Across the twelve who were successful, the Football Foundation will be investing circa £58,000 into 78 pitches.

FA 'Parklife' Programme

The London Borough of Barking & Dagenham (LBBD) have been continuing to develop a Parklife development at Parsloes Park.

The current plan for the site is to develop three 3G pitches (one of which will be a stadium development) and an eight-team changing ancillary build, which will also include a gym and a studio. The project has currently secured the following funding pots:

Organisation	Total
LBBD	£600,000
LBBD (Community Infrastructure Levy Funding)	£400,000
London Marathon Charitable Trust	£500,000
LBBD Section 106	£350,000
GLA	£500,000
Total	£2,350,000

A funding application has been submitted to the Football Foundation for £6,388,062, which may rise, with a decision expected in March 2020. The development has now received planning permission from the local authority, and through the Greater London Authority.

The next stage for the programme is to go out for construction tender and operator procurement - for which the Football Foundation are aiming to source a national operator. The timeline is scheduled for an opening from September 2021.

Covid-19 Support Funding

Covid-19 brought grassroots football to a standstill in March 2020, leaving many clubs in difficult positions financially, particularly those who maintained or operated their own facilities. In response to this, the Football Foundation developed three funds to support the grassroots game.

Football Foundation Pitch Preparation Fund

This fund was aimed at helping clubs and organisations to get their natural and artificial grass pitches ready for when Government advice allowed football to start again after 'Lockdown 1' restrictions were loosened.

Every applicant needed to be a club or organisation with a minimum of twelve months 'security of tenure' over the pitches they wished to improve by freehold, leasehold or licence, plus the legal responsibility for maintaining them. There were 123 successful club/organisation applications from Essex, with investment totalling **£349,350**.

Football Foundation Club Preparation Fund

The Club Preparation Fund was designed to support clubs to get their buildings ready for football's return after the Government loosened 'Lockdown 1' restrictions.

Clubs and organisations who managed their own building and had a minimum of twelve months security of tenure were able to apply, providing the buildings served outdoor football pitches which were used for affiliated football. 140 successful club/organisation applications were made in Essex, totalling an investment of **£70,000**.

Football Foundation Matchday Support Fund

This fund offered a range of grants for eligible National League System (Steps 1 to 6), FA Women's Pyramid (Tiers 1 to 5) and Welsh Premier League clubs to help them prepare for the safe return of football, and supporters to their stadia.

Grants ranged from £1,000 to £20,000, dependent on the facility requirements and step level. 51 successful club applications were made in Essex and 100% of these were eligible and successful, meaning an investment totalling **£284,000**.

Alongside the Football Foundation funding, Sport England also released an Emergency Community Fund for grassroots sports organisations in response to Covid-19, which a number of Essex-based clubs and organisations also accessed.



90% of
children play
better with
positivity 😊



FOR ALL

RESPECT

Education

Association of Colleges Sport Funding: English Colleges FA College Football Hubs

The FA have partnered with British Universities and Colleges Sport (BUCS) and the English Colleges FA (ECFA) to support the development of grassroots football across England through the introduction of 'FA College & University Grassroots Hubs'.

All college football hubs will be expected to engage and retain new players from the college and the community (30% female, 10% disability, 10% from ethnically-diverse communities), retain baselines and grow community and student football by a minimum of 5% each year, as per funded targets.

- retain and grow male and female, adult and youth participation
- develop inclusive playing pathways for football and Futsal which offer a wide variety of flexibility, including playing opportunities for the local community
- embed student leadership programmes at every college and university hub, which generate more and better coaches, referees and volunteers to service the grassroots game
- open up facilities to support grassroots football clubs to gain access to sustainable use of new and existing sports facilities
- this is achieved via a collaborative approach, involving a wide range of football stakeholders such as the education sectors (schools, colleges and universities), County FAs, affiliated clubs and local charities

The College Grassroots Hub pillars are: Operating Standards, Community Football, Student Football, Collaborative Working and Developing a Workforce. Colleges funded include: Palmer's College (Tier 3), South Essex College (Tier 3), Barking & Dagenham College (Tier 3), Sir George Monoux College.

University of Essex

The University of Essex (UoE) continued to grow their partnership with The FA and ourselves, through the investment into higher education by holding a hybrid Tier 1 status.

Significant football development success has continued at the hub site, driven by the full time development officer. Key highlights include women's football becoming a focus sport and men's football followed for 2020/21 due to their success. Both the women's and men's teams were BUCS League champions in 2019/20, gaining promotion from Tier 2 to Tier 1.



Futsal

A new Football Foundation-funded Futsal midweek competition launched in the sports arena. The North Essex Youth Futsal League (NEYFL) kicked-off with eight local teams' Under 12s playing regular fixtures before lockdown.

The league had plans to expand in the 2020/21 season, with age groups planned for Under 12s and Under 14s. However, the league has not restarted due to Covid-19, and the restrictions associated.

There has been an expanding programme of school provision (girls only), with qualified students delivering in five different schools, alongside hosting one-off schools Futsal competitions on-site for boys and girls in years three to four and five to six. There have been over 20 teams in attendance across the season.

Recreational Football Offer

The fully-affiliated 11v11 Flexi-League continued to be a popular recreational football offer on campus, increasing to a record ten teams taking part during the course of the season. This was overseen by four qualified student referees. Two FA Just Play Centres were registered, with capacity increased to 42 participants twice a week prior to lockdown.

Female Football

There has been an expansion of the on-site offer for female football, with provision extended to three affiliated teams (two in BUCS and one development squad), plus an addition of a social female-only Futsal session.

Volunteering & Leadership

There has been an increase in student volunteering and leadership, including a dedicated volunteer football activators scheme with two male students, and one female.

An additional two students have gained valuable personal development and employability opportunities through involvement on the FA Women's Leadership Programme, one in 2019/20 and one accepted onto the 2020/21 season scheme.

Student volunteers continue to support the delivery of the intra-mural five-a-side, university Futsal programme, County FA Futsal Qualifiers and on-site school events. Over 20 students have been active in volunteering and leadership.

Coach Education

The University continued to be a hub for the delivery of FA-accredited courses for the community and students, with five FA Level 1 courses, one Futsal Level 1, FA Level 2 Blocks 1 & 2 and an FA Futsal Level 2. Due to the Covid-19 restrictions, two courses were postponed.

Finally, the exciting and welcoming news that the University of Essex would be returning to play community football following their application to re-join the Essex & Suffolk Border League for the 2020/21 season was accepted.



Equality and Inclusion

We continue to promote equality and inclusion throughout the organisation and the wider workforce, including promotion of a number of religious occasions and international days through our social media accounts.

We continued to work with Stonewall and The FA to support the Rainbow Laces Campaign (for the second season). This was even bigger and better than the season before. We worked with seven leagues compared to three the previous season (as well as the Essex County Cups):

- Pope and Smith Chelmsford Sunday League
- Southend Borough & District Football Combination
- Essex Sunday Corinthian League
- Colchester & District Sunday League
- Southend & Basildon Sunday League
- Braintree & North Essex Sunday League
- Essex County Women's League

We have started to work towards 'Intermediate Level' of the Equality Standard and we also continue to support various other projects across the county, including working alongside the African Nations Cup, Braintree Mosque and the Southend Mosque.



Safeguarding & Welfare Strategy

Provide a safe and compliant football environment with a skilled and knowledgeable workforce



2019/20 IN NUMBERS

Workforce and Education	Safeguarding Compliance	Investigations	Environment
 <p>482 PLACES ON SAFEGUARDING CHILDREN COURSES OVER 17 WORKSHOPS (402 ATTENDEES)</p>	 <p>SAFEGUARDING VISITS COMPLETED WITH CLUBS</p>	 <p>IDENTIFIED AND ASSESSED INDIVIDUAL CASES AND REFERRED THEM TO THE APPROPRIATE SAFEGUARDING AGENCY</p>	 <p>9,668 PEOPLE REACHED (WITH 397 ENGAGEMENTS) BY FAIR PLAY AWARDS FORMAT ON FACEBOOK</p>
 <p>72 PLACES ON WELFARE OFFICER WORKSHOPS OVER 3 WORKSHOPS (60 ATTENDEES)</p>	 <p>PROVIDED INFORMATION, ADVICE AND GUIDANCE TO MEMBER CLUBS TO MEET LEGAL REQUIREMENTS</p>	 <p>REVIEWED ALL YOUTH DISCIPLINE CASES TO IDENTIFY SAFEGUARDING CASES AND DELIVER APPROPRIATE INTERVENTIONS</p>	 <p>8 PARENT WORKSHOPS DELIVERED</p>
 <p>ARRANGED CONTINUING PROFESSIONAL DEVELOPMENT (CPD) FOR 108 WELFARE OFFICERS, INCLUDING A SAFEGUARDING AND WELFARE CONFERENCE</p>			 <p>DEvised A SAFEGUARDING SURVEY WHICH ENGAGED WITH 464 YOUNG PEOPLE</p>
 <p>PROVIDED SUITES OF RESOURCES TO SHARE GOOD PRACTICE EXAMPLES ACROSS GRASSROOTS FOOTBALL</p>			 <p>PROMOTED FA RESPECT CAMPAIGN IN ALL FORMATS OF THE GAME</p>
			 <p>ENCOURAGED AND SHARED CLUB AND LEAGUE BEST PRACTICE</p>

Safeguarding and Welfare

In October 2019, the Safeguarding Department undertook a new and different approach to engaging and delivering continuous training to an experienced base of welfare officers and club officials.

Presentations, delivered by Mind, Colchester United FC and a youth referee, covered topics such as gangs, knife crime, County Lines, mental health for under 18s and poor practice. These were all very much topics in the media. Resources were made available for leagues and clubs to share and disseminate through their memberships.

In delivering the Safeguarding Strategy, the department works closely with the volunteer taskforce in meeting FA DBS (Disclosure & Barring Service) compliancy. As certain roles within under 18s football require an accepted FA DBS, it is vital parents/carers are confident that those coaching their children meet these requirements.

Part of the process is to work with volunteers to manage and maintain this process. As part of The FA's Safeguarding Operating Standard, we conduct safeguarding visits to clubs. These include checking credentials as well as meeting club volunteers, parents/carers and players.

In February 2020, we were assessed by The FA's independent auditors. The assessment covers many aspects of the game, from compliancy, education, case management, operational delivery and leadership.

In March, we were advised that the Essex County FA had met the standard, noting strengths in good practice: "the association delivers topical, awareness-raising CPD events to grassroots volunteers using subject matter experts to deliver topics." The assessors also said the "Essex County FA is ensuring that safeguarding is at the core of its governance structures and operational practices."

In recognising that it is so important to engage with under 18s, we were delighted to recognise the art skills of Charlie, who won our competition to design a banner to promote safeguarding. Although it was not possible to give the banner its first outing (due to Covid-19), we look to use this at all of our future events.

Covid-19 saw many challenges for clubs and volunteers, including the requirement of risk assessments, enabling members to participate in a safe and secure environment. Whilst contending with the many demands of the pandemic, safeguarding continued to play a vital and important part, with full processes in place throughout the whole of grassroots football.



Marketing & Communications Strategy

To communicate and engage effectively with every football stakeholder in Essex



2019/20 IN NUMBERS

Website	Social Media	Communication	Branding and Commercial
 165,176 UNIQUE WEBSITE VISITORS	  INCREASING SOCIAL MEDIA ENGAGEMENT ON TWITTER, FACEBOOK AND YOUTUBE	 EXCELLENT RELATIONSHIP WITH BBC ESSEX	 CREATED A CONSISTENT AND HIGH-QUALITY BRAND IMAGE IN PARTNERSHIP WITH A BRANDING PARTNER
 NEWS, PUBLICATIONS AND DOCUMENTS SHARED INFORMATION	 4,343 NEW TWITTER FOLLOWERS	 GROWING AUDIENCE FOR E-MAIL MARKETING WHICH HIGHLIGHTS LOCAL ACTIVITIES	 PUBLISHED VISUALLY-APPEALING 'INFOGRAPHICS' WHICH REPRESENT COUNTY FA ACTIVITIES AND INFORMATION EFFICIENTLY AND CONCISELY
 BUILT NEW PAGES ON THE COUNTY WEBSITE	 710 NEW FACEBOOK PAGE LIKES	 ANNUAL REPORT SHARES IMPORTANT INFORMATION	 FA #FOOTBALLFOOTPRINT VISIT ENGAGED AN MP WITH A GRASSROOTS CLUB IN RAYLEIGH
 #SQUADBOOSTER (PORTAL TO PAIR PLAYERS WITH CLUBS) PUBLISHED 605 TEAM ADVERTS, ATTRACTING VISITS BY 9,820 INDIVIDUALS	 IMPROVED YOUTUBE VIDEO AND AUDIO CONTENT	 PROMOTED THE FA'S ANNUAL STAKEHOLDER SURVEY AND ANALYSED FEEDBACK	
	 INCREASINGLY-POPULAR #CELEBRATEESSEX COMPETITION RECOGNISES VOLUNTEER HEROES		

Marketing and Communications

Website

As our central information point for grassroots football stakeholders the website at www.essexfa.com is regularly reviewed and updated with content to create key reference and resource pages on cups, players, referees, coaches, clubs, leagues, volunteers, facilities, safeguarding and inclusion.

In-line with our 2018-21 Moving Forward Strategy, we target an increased number of visitors per month. 165,176 unique visitors accessed our website during the 2019/20 season, which was fractionally down on the previous year (by 5.59%), likely due to the reduced football activity from March to June, plus increased social media activity.

Another strategic target, which contributes towards our visitor statistics, is to promote at least 16 key priority football news items on a monthly basis. This was either achieved or exceeded every month in 2019/20, covering articles across many areas of the game.

#SquadBooster, our portal to pair players with clubs, published 605 team adverts in 2019/20, attracting visits by 9,820 individuals, making it the eighth most popular page on our website (fourth if you exclude competition-related pages). This is always backed by social media, particularly on the exceptionally-active Twitter hashtag.

Elsewhere, we pledged in our strategy to introduce a permanent function on the website as a regular opportunity to monitor customer satisfaction. The 2018/19 season saw us embed and integrate 'Freshdesk' functionality which adds a variety of new and improved services for handling stakeholders' online queries, providing enhanced support.

The Covid-19 pandemic caused a great deal of difficulty to grassroots football from March until the truncated culmination in the season. We created a dedicated Coronavirus Update page to ensure crucial information and support was made available in a simple and streamlined way. This page was viewed on 9,801 occasions up to and including 30th June.



Social Media

Facebook, Twitter and YouTube have continued to be key engagement and promotional vehicles for sharing news and information in an increasingly online world. These core channels have informed and educated grassroots football quickly and efficiently.

We use our social media feeds to grow the game to a growing network across a wider platform of partners. Our Moving Forward Strategy targets an increase in Twitter followers to 32,000 (delivering 700 tweets on a monthly basis) and 16,000 Facebook likes (40 posts per month). The post frequency was exceeded on both platforms during every month in 2019/20.

By 30th June 2020, we'd attracted 4,343 new Twitter followers to reach a total of around 25,825 (on-target). 10,873 tweets were dispatched (up 4,528 on last season), generating 22,651,000 impressions (up 8,583,000). Our activity attracted 152,398 profile visits and 24,271 mentions (up 8,681). Our @EssexReferees and @EssexCoaches were also very active.

Amongst our most popular 'hashtags' (which group together tweets about a specific subject or conversation) were #SquadBooster (pairing players with teams) and #FootballsStayingHome (bringing the Twitter football community together during Covid-19 lockdown). Our #CelebrateEssex competition was also very popular once more.

The monthly competition recognised local unsung heroes through a nomination and voting process across ten roles. It showcased personal stories, increasing their visibility as role models to engage new members and inspire newcomers to join the grassroots community as volunteers. In 2019/20, 90 nominations were received, with 10,445 votes cast.

Twitter Analytics confirmed that we broke our monthly records for the number of tweets, tweet impressions, mentions and new followers during the season, and we also achieved the accolade of becoming the most-followed County FA in the country in May. Meanwhile, 710 new Facebook likes in 2019/20 meant we'd reached a total of 9,681 by the end of the season.

As well as routine updates, our Facebook account was also the home for our re-worked Fair Play Awards, following a similar nomination and voting model to the successful #CelebrateEssex. Positive acts included a striker purposefully missing a penalty he felt was incorrectly awarded, and praise for a youth goalkeeper on another team who performed exceptionally.

One youth side also received a successful nomination from a referee for the way they, and their management team, conducted themselves at matches. This included not reacting when a penalty wasn't awarded to their team late in the game at 0-0. Across six categories between October and March, 9,668 people were reached, with 397 post engagements.

New promotional videos, distributed through YouTube and the website, have been particularly well-received during 2019/20, especially with the additional face-to-face educational challenges. During May and June, we were particularly prolific at publishing videos, largely providing online learning opportunities for referees and coaches. 157 new subscribers were attracted.

Videos on our channel were viewed on 12,200 occasions, totalling a 'watch time' of 695.5 hours. The most popular included videos on club registration, referees keeping fit at home and a referee 'yellow armband' initiative for under 18s. A bespoke 'Coaches' video was also published on our website and social media, allied to a positive Coach Education news story.



Communication

It is our strategic goal to deliver efficient and effective communication to all football stakeholders in Essex. In addition to our website and social media streams, we achieve this in a variety of other ways, including a fortnightly E-Mail newsletter.

We produced regular, branded E-Mails to update subscribers on key developments. Subjects always included items for coaches, referees, clubs, players and volunteers, as well as other important news. 19 E-Mails were dispatched, of monthly frequency during late 2019 and increasing to approximately every fortnight in 2020. The audience grew by 244 during the campaign.

The FA's Annual Stakeholder Survey was supported promotionally, with the aim of achieving a 10% year-on-year increase in responses. The survey was opened in October 2019 and an initial website news story was created, backed-up by Twitter and Facebook posts.

Staff supported this with additional awareness, resulting in 993 responses. In addition, respondents who requested a 'call back' from the County FA received this, resulting in increased engagement and additional, specific feedback.

An Annual Report was produced and published, updating football stakeholders on all of our key activities, as well as a County Handbook containing essential details such as rules, regulations and key contacts. Work is also underway on the production of a pilot Essex County FA podcast to provide an additional, audible means of sharing news and information.



Branding and Commercial

Work has continued to nurture a defined image which helps to achieve our wider, specific, strategic goals. A consistent, high-quality brand has been maintained in partnership with a branding partner.

Visually-appealing infographics and signage (such as a media background) have been created which represent County FA activities and present information efficiently and concisely. This has contributed towards the maintenance of existing and new commercial opportunities for a selection of partners and provided a window for new external investment to support Essex football.

BBC Essex

BBC Essex have again been huge supporters of grassroots football during 2019/20. As well as welcoming us to broadcast live draws alongside special guests for the Senior, Saturday Premier and Women's Cups, they also invite us for topical discussions.

Throughout the year, the following subjects have received coverage: Soccability, anti-racism, female football, #CelebrateEssex 'Footie Dad' nominations, FA Grassroots Football Survey, County Cups consultation. Further afield, local referee, Emma Guest, also appeared on BBC Five Live to talk about referee coverage in grassroots football.

Thanks are also due to the following websites, who have also promoted our activities:

activeessex.org
barkinganddagenhampost.co.uk
clactonandfrintongazette.co.uk
connectsport.co.uk
echo-news.co.uk
footballsawareness.wixsite.com
gateway978.com
gazette-news.co.uk
halsteadgazette.co.uk
harwichandmanningtonstandard.co.uk

hrc.org.uk
kickitout.org
romfordrecorder.co.uk
sportandrecreation.org.uk
thefa.com
uksport.gov.uk
walkingfootball.com
womeninfootball.co.uk
yourharlow.com
yourthurrock.com

Awards

FA and McDonald's Grassroots Football Awards

Grassroots Coach of the Year (Adult Teams): Keith Berriman (Tolleshunt Knights Eagles FC)
[Highly Commended: Stuart Tryhorn (Eversley Athletic FC)]

Grassroots Coach of the Year (Youth Teams): Rachel Harwood (Beacon Hill Rovers YFC)
[Highly Commended: Christian Waugh (Ridgeway Rovers YFC), Amylee Gullefer (Havering Royals YFC)]

Project of the Year: Spencer Hume (Essex & Suffolk Border League)
[Highly Commended: Katie Askew (Academy Soccer YFC), Heath Verney (Tiptree Jobserve YFC)]

Grassroots Volunteer of the Year: Kenny Bentham (Woodham Radars FC)
[Highly Commended: Kelvin Jordan (Witham Town FC Soccability), Rob Passmore (Ramsey & Mistley FC), Matt Jarvis (Blackwater & Dengie Youth League), Kevin Lorkins (Hutton FC)]

Grassroots Match Official of the Year: Aaron Farmer
[Highly Commended: George Barker]

Grassroots League of the Year: Essex Soccability League

Grassroots Club of the Year: Tigers JFC

Grounds Team of the Year: Kevin Mansfield (Maldon Saints YFC)

Rising Star of the Year: Ciaran Whatley (Hawkwell Athletic FC)

'We Only Do Positive' Respect Award: Sandra Abutrab (West Essex Colts FC)

Fair Play

October: Daniel Cressey (May & Baker Eastbrook Community Veterans Team)

November: Harold Wood Athletic (Veterans Team)

January: FC Redwing Under 11s

February: Hutton Under 15s (Reds)

Award of Merit (40 Years)

Maurice Carter (Bakers Arms FC: Player, Fundraiser [1965-1972], Priory Sports [formerly White Swan FC]: Secretary [1975-], Manager, Assistant Manager [1980-1995], Social Secretary [1980-1985], Vice-Chairman [1985-1995], Chairman [1995-], Woodham Town FC: Player [1978-1992], Moulsham Lodge FC [1993-1995], Pope & Smith Chelmsford Sunday League: Management Committee Member [1991-2008], Vice-Chairman [2008-2011], Chairman [2011-2015], Vice-Chairman [2015-])

Brian Mitchell MBE (Rayleigh Boys YFC: Founder, Manager, Chairman, Honorary President [1976-])

David Barley (Belhus Park Athletic FC: Founder, Secretary [1978-])

Graham Monk (Thurrock Association Sunday League: Minute Secretary [1979-1984], Assistant Referee Appointments Secretary [1982-1985], Referee Appointments Secretary [1988-1992 and 1996-1997], Fixtures Appointments Secretary [2019-2020], Social Secretary [1985-1988], Chairman [1990-])

Charlie Francis (Romford Postal FC: Secretary [1970-1972], Vange Sunday League: Fixture Appointments Secretary [1979-1981], Registration Secretary [1979-1983], Secretary [1983-2002], Basildon Sunday League: Referee Appointments Secretary [2002-2004], Thurrock Association Sunday League: Secretary [2004-], Essex County FA: Council Member [2003-2016])

Richard Degville (Essex & Suffolk Border League: Secretary [1996-2019], Stanway Rovers FC: Secretary 20 years) Outstanding Service Award (30 Years)

Outstanding Service Award (30 Years)

James Quilter (Referee [1970-1996], Chelmsford Referees Society: Referee Coaching Officer [1972-1986], Chairman [1980-1990], President [1997-2016], Patron [2016-], Essex County FA: Essex Referees Association Representative on Council [1990-2010], Life Member [2012-], Vice-President [2011-], Essex Referees Society: Secretary, Benevolent Fund Treasurer [2010-], Essex County Women's League: Chairman [2004-])

Mary Burton (Benfleet FC: Secretary, Committee Member [1994-], Sceptre Sunday League: Secretary [2017-])

Robert Warner (Colchester & District Sunday League: Registration Secretary, Vice-President, Life Member [1980-])

Anthony Mercer (Referee: 1990-2005, Barking FC: Secretary [2005-2007], Redbridge FC: Match Secretary [2007-2008 and 2010-2011], Dagenham & Redbridge YFC: Academy Secretary [2008-2010], Tilbury FC: Secretary [2011-], Essex County FA and London FA: Independent Disciplinary Commission Member for FA Anti-Discriminatory Panels [2018-])

Richard Leech (Spinney Dynamos FC: Club Linesman [1969-1971], Referee [1972-], C & C United FC: Honorary Secretary [1976-1994], Harlow Town FC: Assistant Secretary [1980-1981], Referee Observer [2014-])

Ian Ansell (Referee [1986-1993], Collier Row FC: Matchday Staff [1990-1993], Club Secretary [1994-1995], Leyton Pennant FC: Match Secretary [1995-2001], Billericay Town FC: Match Secretary [2001-2003], Secretary [2003-], Ilford & District League: Fixture Secretary [1994-2010], Treasurer [2010-2014], Essex Alliance League: Vice-President [2014-])

Pat Ansell (Collier Row FC: Club Volunteer [1990-1995], Leyton Pennant FC: Club Volunteer [1995-2001], Billericay Town FC: Boardroom Manager [2001-], Ilford & District League: Minutes Secretary [1995-2003], League Secretary [2003-2014], Essex Alliance League: Disciplinary Secretary, Vice-President [2014-])

Terri Whyman (Witham Youth FC: Club Secretary [1980-1991], Witham Phoenix FC: Club Secretary [1991-])

Dawn Barnard MBE (Chelmsford City Ladies and Girls FC: Fixture Secretary [1986-], [now Essex County Girls' League [formerly Ormiston Girls' League]: Founder [1992-], Essex County Women's League: Founder [1993-], Secretary, Registration Secretary, Assistant League Treasurer, Publicity Officer [2003-], Essex County FA: Women's and Girls Representative' [2002-2010])

Alec Berry (Referee [1984-2013], Essex County FA: Group Officer [2000-], Vice-Chairman [2011], Chairman [2012-2015], Representative to The FA [2015-], Thurrock Association Sunday League: Secretary [1994-2001], Vice-Chairman [2001-2012], Referee Secretary [1992-1996], Vice-President [2012-])

Stuart Bookey (Referee: 1986-)

Ray Sherrin (Buckhurst Hill FC: President, Groundsman [1985-])

James Melhuish (Byron Red Star FC: Chairman, Secretary [1986-2020], Harold Hill FC: Chairman, Secretary [1997-2020])

Exemplary Service Award (20 Years)

Hazel Massarella (Thundermite Youth & Mini-Soccer League: Committee Member [1999-2001], Aveley YFC: Charter Standard Officer [2001-2006], Essex Comets YFC: Charter Standard Officer [2006-2010], Secretary [2010-], Chelmsford Youth League: Secretary [2016-])

Steve Webber (Halstead Town FC: Secretary [1993-])

Kevin Lorkins (Hutton Medway YFC: Secretary [2000-2005], Hutton FC: Secretary [2005-2012], Essex Olympian League Secretary [2010-], Brentwood Community Football Alliance Youth League: Secretary [2014-])

Paul Walters (Hale End Athletic FC: Administrator, Welfare Officer, Fundraiser, Charter Standard Administrator, Goalkeeper Coach [1999-])

Darren Andrews (Prittlewell FC: Secretary [1989-])

Michael Spooner (Tigers JFC: Vice-Chairman, Kit Secretary [1999-])

Barbara Spooner (Tigers JFC: Treasurer [2003-], Social Secretary [2000-])

Lisa Di Palma (Tigers JFC: Social Secretary, Secretary [2000-], Echo Junior League: Divisional Officer, Disciplinary Officer, Assistant Secretary [2000-])

Keith Di Palma (Tigers JFC: Chairman [1999-], Echo Junior League: Divisional Officer, Referee Secretary, Website Coordinator [1999-])

Brian Townsend (Referee [1996-], Thurrock Association Sunday League: Minute Secretary [2001-2002], Fines Secretary [2002-2006], Referee Secretary [2006-2014], Fixture Secretary [2014-2019])

Graham Bellingham (Referee [1999-], Thurrock Association Sunday League: Independent Member [2012-2015], Vice-Chairman [2015-])

Glenn Webb (Referee [1996-])

Simon Thorosian (Leigh Town FC: First Team Manager, Secretary, Treasurer [1995-])

Peter Mickelsen (Beacon Hill Rovers FC: Manager, Community Coach, Sports Association Chairman [1998-2020])

Long Service Certificate (10 Years)

Howard Mackler (Leigh Ramblers Girls FC: Secretary [2008-2019], Leigh Ramblers Ladies FC: Secretary [2017-2019])

Lorraine Osman (Wivenhoe Town FC: Club Secretary [2010-], Colchester Villa FC: Club Secretary [2007-2009])

Julian Baines (Referee [1976-], Stanway Villa FC: Club President, Player, Manager [2009-])

Michael Gray (White Roding Sports FC: Club Secretary [2010-2020])

Paul Stringer (Verona FC: Secretary [1994-2004], Real Dagenham FC: League Delegate [2008-2015], Upminster FC: Secretary [2015-2017], Emerson United FC: Secretary, [2017-])

Fiona Dorey (Essex County Girls' League: League Treasurer, Committee Member [1998-2003], Essex County Girls' League: League Treasurer, Committee Member [2004-2008], Auditor [2009-2019])

Cheron Robinson (Essex County Women's League: Treasurer [2004-2019])

Robin Naish (Tigers JFC: Disciplinary Officer, Committee Member, Summer Tournament Organiser [2009-])

Gavin Wray (Tigers JFC: Media & Fundraising Secretary [2006-])

Steve Coulter (Jurgens Sports FC: Secretary [2005-])

Matthew Smith (Palmers FC: Club Secretary [2007-2019])

Michael Standing (Jacks Lads FC: Club Secretary [2007-])

Jill Barnard (Wickford Town FC: Committee Member [2002-2014], Executive Committee Member [2014-], Assistant Treasurer [2002-2012], Wickford Town Girls FC: Coach [2003-], Manager [2005-], Runwell Hospital Ladies FC: Treasurer, Secretary, Assistant Manager, Committee Member [2006-2011], Wickford Town Ladies FC: Founder, Secretary, Coach, Assistant Manager [2013-2017], Essex County Women's League: Club Representative [2014-2016], Registration Secretary [2016-])

Garry Cole (Maldon Saints YFC: Secretary, Treasurer, Chairman [2008-])

FA 50-Year Award

Peter Crowhurst (Southchurch Rovers FC, Bartons FC, Barstable Community FC, Commodore FC, Scotia FC, Essex County FA, Basildon Saturday League, Referee, Basildon Sunday League, Essex County Women's League, Southern Counties Cup)

David Barley (Belhus Park Athletic FC)

James Quilter (St Margaret's FC, Referee, Chelmsford Referees Society, Essex Referees Association, Essex County FA, Essex County Women's League, Essex County Girls' League)

Maurice Carter (Bakers Arms FC, White Swan FC, Priory Sports FC, Woodham Town FC, Moulsham Lodge FC, Pope & Smith Chelmsford Sunday League)

Terry Alder (Claybury Hospital FC, Melbourne Sports FC, Referee, Collier Row YFC, Ilford & District League, Essex Alliance League)

Dave Ambrose (Kelvedon & Feering United FC, Kelvedon Labour FC, Easterford FC, Kelvedon Social FC, Social Club Kelvedon FC, Kelvedon Victoria FC)

Ernie Osborne (Dagenham Village FC, Southend Municipal FC, Parkside Rangers FC, Alresford Colne Rangers FC, Alresford Athletic FC, Great Bentley Minor League, Ernie Osborne Challenge Cup, Referee, Colchester Referees Society, Colchester Sunday League, Referee Observer)

Len Llewellyn (Ford Engine Department FC, Inter-Department League, Ford United FC, Ilford FC, Leytonstone Ilford FC, Isthmian League, Walthamstow Avenue FC, Redbridge Forest FC, Dagenham & Redbridge FC, Braintree Town FC, Essex Senior League)

Schools and Colleges

Competitions 2019/20

District

Under 11s Boys Seven-a-Side

Saturday 16th November 2019, Robert Clack School

Winners: **Thurrock**, Runners-Up: Havering

Match Officials: Gary Lambert-Snaith, Calum Gray and Matthew Elsom

Individual Schools

Malcolm Moffatt Trophy 11s Seven-a-Side

Thursday 28th November 2019, Melbourne Park

Quilters 0-0 Grafton (2-1 on pens)

Match Officials: David Cavanagh, Brian Taylor, Benjamin Andrews, Owen Thacker

Girls Under 11s Seven-a-Side

Thursday 21st November 2019, Melbourne Park

Chalkwell Hall 1-0 Grove Wood

Match Officials: Paul Franklin, Neil Troubridge, Benjamin Andrews and Owen Thacker

Under 11s Small Schools Seven-a-Side

Wednesday 6th November 2019, Melbourne Park

Winners: **Loyola Prep School**, Runners-Up: Woodham Ley

Match Officials: Keith Succamore and Paul Franklin

Futsal

Under 13s Boys Final

Friday 13th December 2019, University of Essex

Winners: **Cornelius Vermuyden**, Runners-Up: Hedingham

U13 Girls Final

Friday 13th December 2019, University of Essex

Winners: **Brentwood Ursuline**, Runners-Up: Eastwood


















Governance Strategy

To lead the administration of football in Essex and create a fair and inclusive environment for all



2019/20 IN NUMBERS

On-Field Discipline	Investigations	Regulations and Sanctions	Cups, Competitions and Reps
 <p>PUBLISHED DECISIONS AND REASONS FOR SERIOUS CASES ON OUR WEBSITE</p>	 <p>72.4% OF DISCIPLINE INVESTIGATIONS COMPLETED WITHIN 60 DAYS (38.94% WITHIN 30 DAYS)</p>	 <p>£27,240 PROVIDED TO CLUBS FOR PUBLIC LIABILITY INSURANCE</p>	 <p>INTRODUCED POSITIVE CHANGES TO COUNTY CUP RULES AND STRUCTURES FOLLOWING CLUB AND LEAGUE CONSULTATION</p>
 <p>1,065 CLUBS, 4,448 TEAMS, 33 LEAGUES</p>	 <p>PROVIDED GUIDANCE AND SUPPORT TO CLUBS, TEAMS, MANAGERS, REFEREES, VOLUNTEERS, PARENTS, SPECTATORS AND PLAYERS ON HOW TO REPORT DISCRIMINATORY LANGUAGE AND BEHAVIOUR</p>	 <p>£55,674 PROVIDED TO CLUBS FOR PERSONAL ACCIDENT INSURANCE</p>	 <p>INCREASED COUNTY CUP ENTRY FIGURES</p>
 <p>15,727 DISCIPLINE CASES ADMINISTERED</p>			 <p>ESSEX UNDER 16s, UNDER 18s AND WOMEN'S REPRESENTATIVE SQUADS COMPETED</p>
 <p>2,315 DISSENT CAUTIONS, COMPARED TO 3,782 LAST YEAR (61.2% DOWN DUE TO COVID-19)</p>			 <p>ESSEX UNDER 18s REACHED FA COUNTY YOUTH CUP SEMI-FINALS, WITH WOMEN ADVANCING TO SOUTHERN COUNTIES CUP FINAL</p>
 <p>553 COMPLETED DISCIPLINE HEARINGS, 86% WITHIN 60 DAYS</p>	 <p>SUPPORTED CLUBS AND LEAGUES WITH RULE QUERIES</p>		
 <p>25 ESSEX LEAGUES INTEGRATED WITH FA FULL-TIME</p>			

In Conclusion

Overall, the 2019/20 season has been a challenging year, but we can be proud of our achievements as we look back over the progress made during the strategy period.

Our focus now is to continue 'Moving Forward' as we look ahead to the development of a new strategic plan up to 2024, with updated goals and objectives, to meet the needs of football in Essex.

We have a strong team to help support this, but the ongoing success of grassroots football in Essex is underpinned by the volunteers who support their respective leagues, clubs and teams to ensure thousands of people get to play football on a weekly basis.

Thanks to each and every one of you. We look forward to continuing to work as part of your team.

Brendan Walshe

Chief Executive and Company Secretary



#CELEBRATEESSEX VOLUNTEER AWARDS

Young Volunteer: Spencer Hume (*Essex & Suffolk Border League*)
Welfare Officer: Mike Kayley (*Great Bradfords YFC*)
Footie Dad: Andrew Hayden (*Sporting 77 YFC*)
Football Family: The Davidsons (*Frinton & Walton YFC*)
Media Manager: Neil Hunwicks (*Chadwell Heath Spartans FC*)
Coach (Youth and Adult): Stuart Keen (*Tigers JFC*) and Ashley Ward (*White Roding Veterans FC*)
Footie Mum: Sindy Carmichael-Brown (*Hashtag United FC*)
Treasurer: Gary Brooks (*Rayleigh Town FC*)
Secretary: Charlie Mills (*Great Bradfords FC*)
Chairperson: Jonathan Dalton (*Tiptree Jobserve YFC*)



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