



JERSEY FOOTBALL ASSOCIATION LTD

ANNUAL REPORT SEASON 2019-2020

President's Introduction

I am pleased to present the Jersey Football Association's report for the 2019-20 season. The report is a comprehensive one, outlining the major achievements and challenges from the past season.

It goes, almost without saying, that it has been a difficult and challenging year for us all. The Jersey FA and football has unfortunately not been immune to Covid-19 and the virus managed to stop football in its tracks for the first time since the second world war.

It was, of course, the first season of our merger – the Jersey Football Combination and the Jersey FA joining together to run the local leagues and cups. We've made a solid start, and we hope you will have noticed through the recent affiliation process the removal of some duplicated processes which will assist in time and administration for your club secretaries.

It was clearly a huge disappointment in my first full year of Presidency not to be able to complete the 2019-20 season but, as you are all aware, we had no choice locally, once the FA at Wembley ended all grassroots football when the pandemic kicked in.

We did, however, feel it was important for local clubs to have a say on exactly how the JFA Combination season was closed - whether to make it null and void or to use a Points Per Game calculation to decide final placings. We, as a Board, felt it right to effectively hand that decision over to you, the clubs and the decision was unanimous for us to use the Points per Game methodology.

We're keen, wherever possible to listen to what you have to say and to act on your feedback, and some of you have certainly not been shy in providing us with plenty of it!

I would also like to take this opportunity to welcome our newly affiliated clubs for the 2020-21 season; Portuguese United, Dragons of Jersey, Jersey Reds Athletic FC and a return for Beeches. It's been fantastic to see new sides coming into the local competitions at a time when team sports are generally struggling to attract commitment from players and officials. Whilst it's been a tricky few months, we're now in a position to look ahead with optimism and renewed vigour to the new JFA Combination season.

Away from the local league, I must congratulate Jersey Bulls on their first season in the Combined Counties League Division One. The feedback we have received from the FA and other teams has been exemplary both in your behaviour and attitude, on and off the pitch. Well done and I'm sure you'll agree it's been brilliant to see the crowds back at Springfield and the interest generated for our game and our island.

I'd like to use this opportunity to publicly thank the Jersey FA Board members for their support to both myself and the wider game over the last year. Over the past few years, the increased levels of governance and the introduction of safeguarding policies and procedures have placed an enormous amount of additional administrative work on everyone connected with the game. This is all very time consuming, but also very important, and I have been hugely impressed with how everyone has responded to these changes.

We also owe a huge debt of thanks to our departing CEO Jean-Luc Desbois, who worked tirelessly to drive Jersey football forward during his two years in charge. David Kennedy was the standout candidate to take over from Jean-Luc and I am sure you will all wish him well.

Finally, and most importantly, thank you to you, the volunteers. Grassroots football simply cannot run without the hours you all put in week after week, season after season. Unfortunately so many players take for granted the effort that you put back into the game we all love for free, so thank you, and we look forward to working with you all again and getting back out on the pitch for the 2020-21 season soon.

Bradley Vowden, President Jersey Football Association

Chief Executive Officer Report

Introduction

"Unprecedented", is a word we are accustomed to hearing in 2020 and it is certainly fitting to describe the 2019-2020 football season.

We were prepared for change in our debut season as a consolidated entity, following the formalisation of the Jersey Football Combination League and the Jersey Football Association merger at our Annual General Meeting in July 2019.

Many new enhancements were voted in to improve footballing opportunities on the island and these were generally embraced by member clubs and stakeholders. Little did we know then how the season would unfold with the COVID-19 pandemic literally changing the world and how we live in a blink of an eye. The importance of football and sport became secondary when faced with the prospect of losing loved ones and facing months of lock-down to combat the deadly virus.

Nevertheless, football has moved forward over the past 12 months and I am confident the grassroots game will return to normality in the not too distant future.

Governance

The JFA Board met on an eight-weekly basis during the playing season and via virtual meetings during the suspension of sport in Jersey. Our President and board members have had to make difficult decisions to guide football through the devastating effects of Coronavirus in the past six months. The key consideration was always the safety of our participants, volunteers and stakeholders of the game.

During the early stages of the pandemic, certain decisions were taken out of our hands by the Football Association. However, in instances where the JFA was permitted to make decisions, such as deciding on the conclusion of our leagues and cup competitions, active engagement and consultation with our member clubs followed to ensure a consensus was reached to suit the majority.

Although the JFA deferred the important decisions on how to conclude the various leagues and cup competitions for as long as possible, in case the game resumed earlier than expected, the FA and other County FAs earlier action to cancel all football, was proven to be the right course of action.

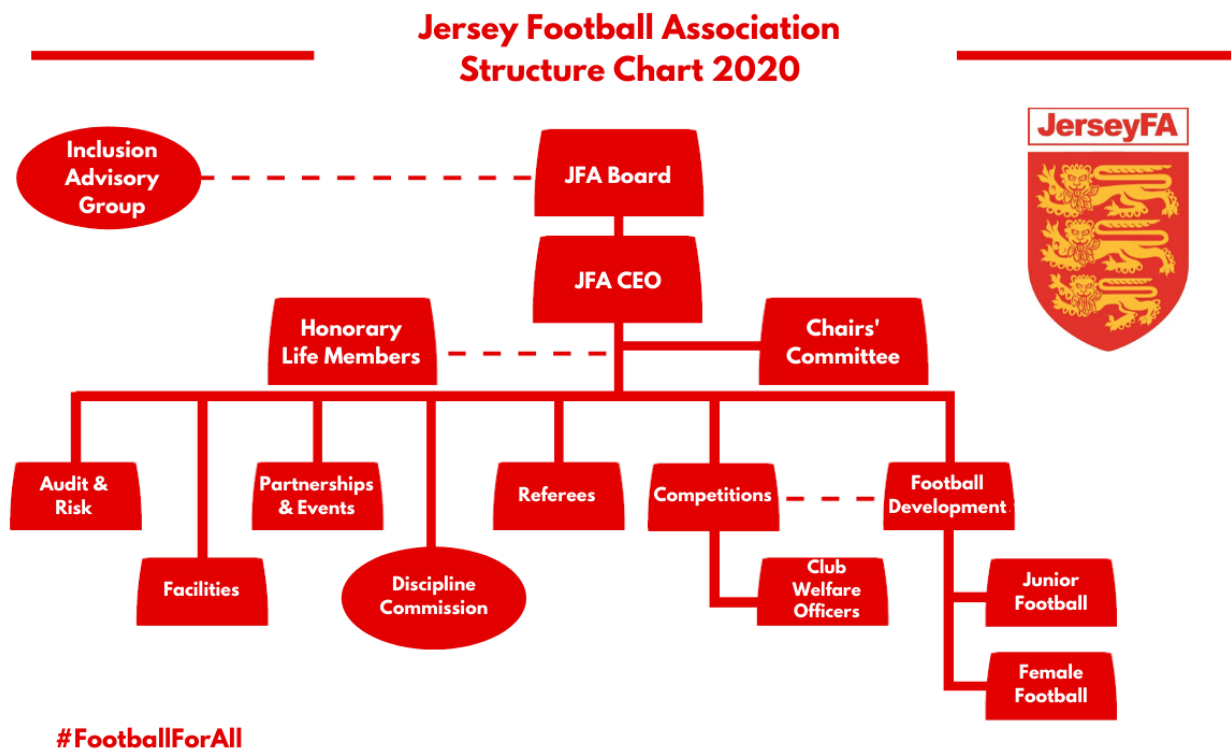
The FA has introduced a new Code of Governance to all member counties and work is already underway to comply with the raft of new processes and procedures required to protect our members and the business of football.

Adopting and embedding Safeguarding Standards throughout Jersey football continues as a major objective and will remain a key area of focus in future. We expect an FA Safeguarding Operating Standards audit by Girling Hughes in early 2021. Passing the audit and complying with the new Code of Governance are vital to secure future funding from the FA, after the current three-year cycle is completed next year.

It is important that the football community continues to embrace safeguarding and the extra demands which are intended to make football a safe and enjoyable sport for young players, as well as adults at risk.

Following the merger in July 2019, work has continued to create a new Board of Directors and populate various new committees and sub-committees, to provide sound governance and take our organisation forward.

Both the Representative Football Committee and Small-sided Football Sub-committee have been consolidated into the Football Development Committee. The new Organisational Structure is provided below:



I am delighted to confirm details of the new JFA Board and membership of our committees and sub-committees for the 2020-2021 season;

JFA Board

Board Member	Role
Bradley Vowden	President
Charlie Browne	Member
Charlie Tostevin	Member
Mark Le Cornu	Member
Paul Wilson	Member/Legal Advisor
Robert Lawrence	Member & Board Safeguarding Champion
David Kennedy	CEO
Nicola Holmes	Member
Jonathan Welsh	Member
David Brookland	Finance Director

Committees & Sub-Committees

Audit & Risk Committee	Competitions Committee	Facilities Committee	Football Development
Robert Lawrence	Charlie Browne	Charlie Tostevin	Brian Oliver
David Kennedy	Mark Le Cornu	Andy Matson	Martin Cassidy
Ross Symes	Stephen Landick	Andy Jehan	Bradley Vowden
Marc Couriard	John Treleven	Ken Brierley	David Kennedy
Marie Browne	Jonathan Le Fondre	Stephen Landick	Jody MacCarthy
David Brookland	Adrian Hick	David Kennedy	Jonathan Welsh
	Geoff Liron		
	Elliot Powell		

Partnership & Events Committee	Referees Committee	Discipline Commission	Inclusion Advisory Group (IAG)
Tim Pryor	Mark Le Cornu	Robert Richardson	Brian Oliver
Bradley Vowden	Andrew Norman	Michael Blampied	Lucy Even
David Kennedy	Paul Kemp	Peter Gully	Joao Kene
Martin Shirley	Robin Stockton	Richard Parker	Gary Norman
Helen Racjan	Gareth Bayley	David Brookland	Roisin Pitman
Marie Browne	Richard Dyer	Martin Shirley	Nicola Holmes
Charlie Tostevin	John Treleven	Aidel Dunne	
	Brian Oliver	Nicola Holmes	

Junior Football Sub-committee	Female Football Sub-committee	Club Welfare Officers (CWOs) Sub-committee
Jonathan Welsh	Charlie Browne	Alan Williams
Gary Tumelty	Lucy Even	1 x CWO from each club
Des Murray	Tim Pryor	
Cyril Roberts	Chris Riley	
Alan Yates	Chad Morris	
Martin Cassidy	Liberty Barnett	
Daniel Seviour		

I am sure you will agree, the JFA has been fortunate to assemble such a dedicated group of islanders, who possess a huge amount of talent, diversity and football experience. The majority of these roles were advertised in the media and through our website and social media channels. Our recruitment drive is ongoing, as we search for talented people to join the Association.

The JFA secured charitable status in December 2019. The status should assist the Association in securing greater funding and donations to support the game at grassroots level and create more footballing opportunities in the coming years. I would like to thank Paul Wilson from the Board for his excellent work in guiding us through this process.

Quarterly reviews continue with the FA Senior Regional Manager, Chris Pringle. A formal review is held on an annual basis at which the President and CEO meet with the FA Senior Regional Manager at Wembley. Compliance remains a priority, particularly since the FA has announced numerous cuts to funding and staffing as a result of COVID-19.

We would like to thank the clubs for buying into this season's Charter Standard and Charter Standard Health Check programmes.

Workforce

David Kennedy secured the position of CEO and started his role on 1st April 2020. Many of you will know David from either his footballing days in Jersey or his time as General Manager of Jersey Sport. David is a superb acquisition for the JFA, and I am confident he will lead the organisation through the recovery phase, following the disruption and turmoil caused by the pandemic.

Jonathan Le Fondre joined the team as Football Services Manager in November 2019. Coming from a financial services background, Jonathan has settled seamlessly into the role and brings strong compliance and governance experience to the office. His primary responsibilities will be running our leagues and disciplinary functions.

Paul Kemp also came on board in a part-time capacity as Referees Development Officer in January 2020. Paul is well known in the island and possesses good interpersonal skills, which will be an asset as we continue to recruit and develop referees in the island.

Employees of the JFA are integral to the running of the game, whilst providing a safe environment for our youngsters. Whilst many of our members and participants are unaware of the tireless work that goes on to deliver football, I hope the past six months will make us all a little more tolerant and appreciative of each other.

Information Technology

Due to our affiliation with the Football Association, it is a requirement for the JFA to use FA systems, such as Whole Game System (WGS), as well as a standard County FA Website. These do provide our members and clubs with a framework to run football. They do, however, restrict the JFA in what it can offer and the systems can often be inflexible. I am pleased to report that WGS will be replaced by Platform For Football (PFF) in Q4 2020.

The new system has been designed with the user in mind, whereby WGS was not particularly user-friendly. We continue to use WGS for affiliation and registration of adult players for 2020-21. However, Jersey, Guernsey and IOM will form part of the FA pilot programme, which is likely to see junior registrations processed through PFF. Full migration will happen later this year, whilst training and support materials will be provided to clubs.

Clubs were generally receptive to the FA Matchday application which was rolled out last season and we thank you for embracing this change and Tim Pryor for his excellent work in the roll-out.

Marketing, Communications & Brand Positioning

An extensive review of jerseyfa.com has been completed over the lockdown period and visitors to the site should see a significant improvement in the user-experience. For those that do not currently use the site, we would encourage you and your club to start. This is a valuable information portal and can assist in many ways, including; safeguarding support, rules, fixtures and important contact details.

Our social media presence continues to improve, as do the quality of our communications. I would like to thank Tim Pryor for all his work in improving the quality of our communications, particularly his Press Releases.

Sponsors & Sponsorship

We would like to thank our main sponsors, Jacksons and Link Asset Services for their significant contributions and commitment to Jersey football. We also thank Jersey Sport, the Government of Jersey, One Foundation, Collas Crill, Hotel Ambassadeur, Nedbank, Condor

and Santander International for their support during what has proved to be difficult times for most, including corporates and government departments.

Santander International came on board in late 2019 to sponsor our newly formed Santander International Walking Football League and representative team. This sponsorship is over a three-year period and the funding has supported the formation of a four-team league, which we are keen to expand this coming season. The first year has been interrupted by the virus and the funding has paid for kit, which displays the Santander branding. We also entered the Walking Football World Cup, which was due to be staged at the Etihad Stadium at the end of May 2020. Unfortunately, this event fell victim to the pandemic, and we have secured the return of both flight and entry fee deposits.

I would like to make a further mention of both Link Asset Services and Jacksons, who have demonstrated remarkable consideration and loyalty to Jersey football. Link Asset Services recently sold their Jersey operation but continue to see out their three-year sponsorship of the JFA Centre of Excellence and Player Development Centre. My thanks to Anthony O'Keeffe who was instrumental in negotiating this sponsorship.

Paul Collier and Jacksons also deserve special mention. Whilst the Jacksons' businesses in Jersey, Guernsey and Isle of Man were forced to close during the Coronavirus outbreak, the significant sponsorships of the JFA and our programmes, including the league were at risk. Nevertheless, Paul and Jacksons were unwavering in their support. This did necessitate a restructure of the sponsorships and I can confirm the following;

- ✓ A reduced pot for 2019-20 league sponsorship has been paid and is being distributed to all clubs who participated in the Jacksons leagues, by way of credit notes.
- ✓ The JFA has waived the significant 2020-21 sponsorship fee of the men's representative team in exchange for Jacksons donating to support the league and clubs for 2020-21. The JFA will use this donation towards ensuring clubs receive funding next season.

We secured a one-year sponsorship of the men's Muratti with Close Finance earlier this year. As the 2020 Muratti fixtures remain postponed (not cancelled) at the time of writing this report, the sponsorship will continue until Close Finance have indeed received the value of sponsoring the semi-final and final.

We would once again like to sincerely thank all those who support Jersey football and the JFA. We couldn't develop the game without you.

We are still seeking a sponsor(s) for several of our flagship cup competitions;

1. Jersey FA Cup
2. Jersey FA Bowl
3. Women's Jersey FA Cup

Sponsorship of the three new cup competitions can be secured under one contract. Please contact info@jerseyfa.com for more details.

How We Played 2019-20

Following the merger agreement, several key changes to how we play were agreed with clubs for season 2019-20. At the time, I asked the clubs for patience and understanding in our debut season as a merged entity. We knew from day one that it would be very difficult to get all decisions right and that our objective was to improve football year on year.

With this in mind, I am proud to summarise some of the key initiatives and decisions our member clubs voted for, which proved to be successful in what was a disrupted season;

- ✓ 3 Division Structure for adult males; Jacksons Premiership, Jacksons Championship and Jacksons Division 1
- ✓ Expanded Premiership
- ✓ Friday Night Football
- ✓ Kick-off times to move to 2pm on Saturdays (all season)
- ✓ Five "rolling subs" from five named, to keep more players involved
- ✓ Avoid playing full programme of Premiership matches on a Saturday when Jersey Bulls are playing at home
- ✓ Play Premiership matches regularly on Fridays and some Wednesdays when Jersey Bulls are home or away
- ✓ Charity Cup to become a group competition played in August
- ✓ Le Riche Cup to become Jersey FA Cup
- ✓ Willis Cup to become Jersey FA Bowl
- ✓ Replacing local Women's league with Channel Island's League (CIL)
- ✓ Expansion of the Zenith Cup
- ✓ U18s play Sundays at a new time of 1.30pm
- ✓ U18 option to play in JFA Bowl

In conclusion, the clubs voted and came up with some excellent changes to How We Played in 2019-20. A further significant decision was influenced by our member clubs after the abrupt cancellation of our 2019-20 league season. The FA had already made the tough decision to cancel all grassroots football leagues due to COVID-19. What was in our hands was the choice to "null & void" the season and expunge all results or opt for a Points Per Game averaging calculation to determine final league placings. The majority of clubs preferred the latter as it was widely viewed that getting something out of the season was better than nothing. The JFA Board recognised there was no perfect outcome to this season and agreed to pass the wishes of the majority and decide the league on Points Per Game averaging. We would like to congratulate all those teams and clubs who triumphed and commiserate those who lost out, including Jersey Bulls FC in the Combined Counties.

The decision to see out local cup finals was deferred for as long as possible by the JFA Board, in the hope of completing these competitions, without disrupting next season. Inter-insular club competitions were taken out of our hands with Guernsey cancelling all league and cup competitions as early as March/April 2020. It is with regret that all our local cup competitions, which had not reached a conclusion before the lockdown, have now been cancelled. We understand this decision does not suit all, but we must move on.

A further How We Play paper was drafted for 2020-21 and sent out to clubs for feedback and input ahead of the AGM. The feedback and wishes of all clubs have been considered and consolidated and we thank you for your input.

Safeguarding Operating Standards

The JFA Safeguarding Vision is:

"Everyone who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from abuse."

The Safeguarding Objective is:

"To extend and oversee the implementation of safeguarding best practices across all of football and to make it an integral part of everything the game does."

The Association aims to do this through:

- ✓ Getting the right people involved.
- ✓ Creating a safe environment.
- ✓ Promoting clear systems, policy, and procedures, to deal with any concerns.

The Safeguarding of everyone associated with football is of the highest priority for the JFA and this is clearly referenced in the Association's business plan. It is also fully embedded across the organisation and is managed through a formal structure that ensures the monitoring, recording and reporting of Safeguarding Operating Standards. ("SOS").

From a Governance perspective, the JFA Board has appointed Robert (Bob) Lawrence, one of its Non-Executive Directors, as Board Safeguarding Champion ("BSC"). The BSC presents a formal written report to every Board meeting on SOS within the Association and across all its affiliated clubs and activities. The report is produced independently of the Executive and it is formally noted and recorded in Board minutes. I would like to thank Bob for his excellent work and support in delivery of this key function for our organisation.

Operationally, Safeguarding is managed through a Senior Safeguarding Management Team ("SSMT"), which is a formal committee chaired by the Chief Executive Officer in the role of Senior Safeguarding Lead ("SSL") and supported by the Deputy Senior Safeguarding Lead ("DSSL"), Designated Safeguarding Officer ("DSO") and Football Development Manager ("FDM"). The SSMT meets on a monthly basis to report on and review SOS across all the JFA activities including updating required evidence and reviewing the Safeguarding Risk Register. The FDM is in attendance to provide a direct link to the JFA training and educational programme for Safeguarding and the meetings are attended by the BSC who acts as an independent Ex Officio member. Ahead of every SSMT meeting, the DSSL and DSO meet to review, in detail, operational safeguarding activities, which are reported to the SSMT by way of a formal set of minutes following the 1:1 meeting.

In terms of external communications, the DSO meets with all Club Welfare Officers, as a group, on a quarterly basis in order to update them on the latest safeguarding information and to communicate and cascade down any changes in the way safeguarding is to be managed. These meetings are extremely useful networking events and often used to provide CPD updates. Presentations are also provided from external local agencies who are involved with safeguarding in the Island. The JFA Website contains details regarding safeguarding processes, procedures and training and includes the contact details for all respective Club Welfare Officers. Support is also offered through dedicated email addresses for the SSL and DSSL and with a direct dial through message used on the main office telephone system at Springfield Stadium. The JFA social media feeds also notify followers about updated safeguarding information.

One of the key safeguarding aims for the past year has been to audit and update the Association's position in relation to the Football Association's Safeguarding Operating Standards. A thorough, deep dive, review has been completed and with a just a few minor areas to complete we are confident in passing the FA external audit, which will take place during next season. A forward-looking year planner procedure has also been implemented to ensure that the Association remains ahead of the required review/reporting lines.

Tremendous progress has been made over the past year in increasing the understanding and importance of safeguarding across all of football and that is mainly due to the professionalism and hard work of the Association's staff and the strong commitment of Club Welfare Officers to deliver safeguarding best practice within the clubs. The JFA thanks them all for their achievements.

Business Plan 2018-21

In June 2018 our three-year strategic plan to support the growth and development of football from 2018-21 was approved by the Football Association.

Our Vision:

Football for all

Our Ambition:

To continue to provide the structure and support that facilitates the growth and development of the game to meet the needs of our stakeholders.

What will success look like?

- The safeguarding of children to be fully integrated within and across all football activities
- Football will be recognised as Jersey's number one participation sport
- There will be increased investment of time and money into the game to provide football development
- Player participation levels, across the whole game, will have increased
- There will be sufficient number of qualified referees to meet demands
- There will be an established programme of games for players to represent Jersey at all levels
- The Jersey FA will be acknowledged as an efficient, well run governing body that adds value

In partnership with the FA, all our staff are currently involved in producing the final one-year Operational Plan linked to delivery of our strategic aims and objectives. The Board, our Senior Management Team and the FA Regional Business Manager continue to review progress against this plan on a quarterly basis.

Many thanks to all those involved in the delivery of our strategy which provides a framework for the growth and development of football as our business emerges from the enforced 'lockdown' due to the COVID-19 pandemic.

Collas Crill Community Programme

Led by Daniel Seviour, Collas Crill Lead Community Coach (5-11s), our Community Programme continues to go from strength to strength. Working in partnership with Jersey Sport, a programme of football opportunities was delivered (up until lockdown on 13th March) to support key targets identified within the Government of Jersey 'Fit for Future' Strategy. These opportunities included in-curricular coaching sessions in primary schools, After School Skill Sessions and Holiday Fun Weeks.

Weekly PE lessons were provided in six targeted Primary Schools in the Springfield area, specifically aimed at the development of physical literacy skills. These lessons were delivered to over 400 children each week through a programme planned to meet the needs of all those attending. These amounted to 419 PE lessons delivered during the 2019-20 school term time.

After School Skills Sessions for boys and girls were organised and delivered each week during term time at Springfield Stadium on Tuesday, Wednesday, Thursday and Friday afternoons, for around 250 children each term.

FA Wildcats Centres were organised for girls on Wednesday (Springfield Stadium), Thursday (Janvrin School) and Friday (Rouge Bouillon) afternoons with around 75 girls attending. A Wildcats Centre was also provided by Rozel Rovers on Saturday mornings at Le Couvent, with around 24 girls attending the weekly sessions.

In addition, eight Jersey FA Fun Weeks were held at Springfield Stadium during the school holidays with two of these being specifically girls only. These popular Fun Weeks were attended by a cumulative total of over 800 boys and girls aged 5-11 years of age.

We organised and delivered two mini-soccer festivals (October and February) at Springfield Stadium in partnership with our affiliated clubs. We also provided two small-sided festivals (November x 2) and two tournaments (September and January) for 12-18 year olds, with 440 players from 11 of our affiliated clubs taking part.

Our Community Team also provided visits to five clubs; GS Utd (girls), JTC Jersey Wanderers (boys and girls), Rozel Rovers (girls), St Owen and St Paul's, supporting coaches who specifically work with 5-11 year olds.

We also organised and delivered two mini-soccer festivals (November x 2) for girls at Springfield Stadium in partnership with Jersey Primary School Sports Association (JPSSA Football Section) with over 200 girls taking part at each festival.

A mini-league for secondary school girls was organised and delivered from November to March at Fort Regent Leisure Centre with 20-30 girls attending each week.

In partnership with Jersey Sport, three 'Just Play Centres' were organised and delivered at Springfield Stadium in the form of 'Walking Football Centres'. These Centres took place on Tuesday lunchtimes, Wednesday evenings, and Thursday mornings - around 12 people attended each Centre.

In partnership with Highlands College and Hautlieu School, the Collas Crill Community Coaching team now includes 14 volunteer coaches who have all completed the FA Level 1 Coaching Football Award. During 2019-20 we supported the Project Trident scheme providing work experience for six secondary school students.

All these coaches and volunteers are provided with a mentoring programme through JFA full-time community coaches; Daniel Seviour, Lucy Even and Jody Byrne.

Santander International Walking Football League

We launched the Santander International Walking Football League in January 2020, with the aim of increasing the number of Walking Football participants.

The four founding clubs were First Tower United, Rozel Rovers, St John and St Peter. All teams competed in the first ever competitive Walking Football on-Island competition with over 40 matches played. All clubs were provided with fully branded kit through our sponsorship agreement with Santander International which was very much appreciated.

We also founded a JFA representative team in February 2020 playing in our first tournament against two sides from Guernsey and one from Exeter. We plan to attend the Walking Football World Cup in Manchester in May 2021.

Link Asset Services Centre of Excellence (Boys)

Under the direction of Centre Manager Paul Renton and a team of 14 qualified and experienced coaches, a 24-week coaching programme (until 'lockdown' on 13th March) was delivered for 140 boys, spread across nine age groups from under 11 up to under 21.

The Centre squads are split into four Phases; Pre-Centre Phase (u11), Transition Phase (u12, u13, u14), Youth Development Phase (u15, u16) and Development Squad Phase (u17, u18 and u21).

A common coaching and playing philosophy continues to be embedded and cascaded down throughout all the Phases within a high-quality coaching environment and competitive games programme – over 150 coaching sessions were organised and delivered during the season.

All lead coaches have achieved minimum FA Level 2 Coaching Football Award with some working towards the achievement of the FA Level 3 (UEFA B) Coaching Football qualification.

A CPD programme was provided for Centre of Excellence coaches as part of our Agreement of Co-Operation with Fulham and Southampton FC Academies. This included coaching sessions in February delivered by former England youth team coach Steve Wigley (Fulham FC u18 coach).

During the season, a 20+ match games programme, was organised on Friday evenings at Springfield Stadium in partnership with our affiliated clubs and our Referee Development Centre. These fixtures provided an excellent learning environment for all the players, coaches and referees to work on and develop their skills.

An extensive competitive games programme was planned but due to the collapse of Flybe, followed by the COVID-19 pandemic, our planned events were unfortunately cancelled.

Link Asset Services Player Development Centre (Girls)

Under the direction of Centre Manager Daniel Seviour and a team of six qualified coaches, a 16-week technical coaching programme (until 'lockdown') was provided for 48 girls spread across three groups at u12, u14 and u16 years of age.

Weekly coaching sessions took place on the 3G pitch at Haute Vallee on Friday evenings and these were supplemented with games for the u12s, u14s and u16s against local clubs.

A common coaching and playing philosophy continues to be embedded and cascaded down throughout all the Phases within a high-quality coaching environment and competitive games programme – over 48 coaching sessions were organised and delivered.

All lead coaches have achieved minimum FA Level 2 Coaching Football Award with some working towards the achievement of FA Level 3 (UEFA B) Coaching Football qualification.

During the season, a 14 match games programme was organised on Friday evenings and Sunday afternoons at Springfield Stadium, Haute Vallee and at club grounds in partnership with our affiliated clubs and our Referee Development Centre. These fixtures provided an excellent learning environment for all the players, coaches and referees to work on and develop their skills.

A games programme at the end of the season against other female teams was planned but due to the COVID-19 pandemic, our planned events were cancelled.

Representative Teams – u16, u18 and u21

In the annual 'Junior Muratti' in March, played at Footes Lane in Guernsey, our under 18 team were convincing winners 3-0. The under 16 'Nigel Gavey' Trophy and the under 21 Ambassadeur Bowl were postponed due to COVID-19.

Our u18s entered the South East Youth Championships for the second season. We played three matches; v London FA (won 2-1), Sussex FA (lost 2-4), and Essex FA (lost 0-1). Our u18s also participated the FA Youth Cup beating Cornwall FA (2-0) before losing in the next round to the Amateur FA (1-2).

Our u16s also entered the South East Youth Championships for the first time playing three games; v London FA (lost 0-1), Middlesex FA (lost 2-1) and Amateur FA (lost 2-5).

I would like to thank all the players and coaching staff involved for their considerable efforts in displaying high standards both on and off the pitch.

Representative Teams – Men & Women

Real progress has been made with both the Women and Men's representative teams over the past 12+ months. This started with a smaller Island Games in Ynys Mon last June. Both

teams represented the island impeccably on and off the field. The men were unlucky in exiting at the hands of the hosts on a harsh goal difference calculation formula, having started the competition so brightly. The women came up against a very strong Isle of Man team in the group stage but performed superbly and with courage to secure the bronze medal in an exciting last match.

The women also participated in the Southern County Cup Competition against strong county opposition. The group proved challenging, but the team and coaches faced up to each game with positive attitudes and the competition proved useful in allowing Chad Morris to blood some of the exciting young players which are coming through.

Earlier, Martin Cassidy had guided our men to another Muratti final win away in Guernsey on penalties, after overcoming a plucky Alderney team in the semi-final. This was reported last year and unfortunately our 2020 home Muratti is yet to be rescheduled after being postponed. We all hope to identify suitable dates to reschedule these games, subject to the agreement of both Guernsey and Alderney, who are yet to play the semi-final. The Women's Muratti was also postponed, after finally gaining agreement to reintroduce the fixture with Guernsey.

Our Men performed excellently in the FA Inter-League Cup competition in securing a semi-final spot before football was suspended due to Coronavirus. Again, we hope the semi-final and final will not fall victim to the pandemic and these fixtures can be played later this year.

Congratulations to Chad Morris and Martin Cassidy and their respective management teams, a great season.

Disability Football

Jersey Learning Disability Football Club (JLDFC), run by Gary Norman and Mark Jones continues to go from strength to strength and the player numbers continue to grow, with over 30 regular participants. One of the challenges for JLDFC in the past season was the closure of Les Ormes indoor facility. Both the Government of Jersey and the JFA assisted the club to relocate their weekly sessions to Springfield during the better weather.

Although there are several sports halls with capacity for the winter, several of the JLDFC players have balance issues and falling on the harder concrete floors can result in injury.

JLDFC have really embraced the spirit of being a JFA affiliated club and have undertaken several activities to develop what was already a strong culture of safeguarding within the group. They have a JFA qualified Club Welfare Officer, two of the players also passed the Level 1 coaching qualification and the club achieved Charter Standard accreditation. Fantastic work.

Coach Education Programme

The FA re-launched their FA Level 1 and 2 Coaching Football courses embedding key messages from the 'England DNA' which includes key pillars of Who We Are, How We Coach, How We Play, The Future Player and How We Support.

With the assistance of Adam Furness, our FA County Coach Developer, we organised and delivered two FA Level 1 Coaching Football Courses attended by 37 coaches and one FA Level 1 GK Coaching Course which was attended by seven coaches.

Five coaches completing the FA Level 2 in Coaching Football Award and eight working towards completion of the FA Level 3 in Coaching Football Award (UEFA B) were also provided with in-situ support.

To support coaches to maintain their FA Coaching Licence, a further three FA Safeguarding Children and four FA Introduction to First Aid Workshops were delivered during the season.

We also facilitated the Enhanced Criminal Record Checking service for clubs and coaches working with u18 players which is part of the FA Licensed Coaches Club criteria.

In addition, an FA Junior Football Leaders Course was delivered at Victoria College for students taking the 'first step' on the coaching ladder.

The annual audit of clubs through the FA Charter Standard assessment process shows that the vast majority of teams have qualified coaches to a minimum FA Level 1 Coaching Football Award with up to date FA Safeguarding Children and Emergency Aid certificates.

Referees

Recruitment, training and retention of referees is another priority for the JFA. The game is a better one with officials, rather than without them. Brian Oliver, the JFA Football Development Manager has been appointed to oversee the Association's efforts in increasing our referee numbers. Brian has also joined the JFA Referees Committee and has made excellent progress in changing the Referees Development and Education framework.

We will see a new Referees course and qualification next season and the appointment of Paul Kemp as Referees Development Officer has made a significant difference. We aim to work more collaboratively with the Jersey Football Referees Association next season and look forward to strengthening our numbers.

There are already positive signs emerging, such as the number of participants (14) attending our last course in February 2020. This was particularly pleasing as the candidates came from different ethnic backgrounds and included several female participants.

Referee Development Centre

For a fifth season, under the watchful eye of RDC Co-ordinator Paul Daniel, we organised a Referee Development Centre, supported by the One Foundation, building on the success of previous years.

The RDC purpose is to recruit, train and develop young referees to increase the number of available officials and provide succession planning through the delivery of a mentored training experience within a safe academy environment.

Six youngsters regularly attended the Centre's Friday evening sessions where they spent some time in the classroom enhancing their knowledge of the Laws of the Game, before preparing for, and officiating in, the age group evening games. They then receive an after-match debrief from experienced referee mentors.

On top of the arranged games with the Centre of Excellence, the participants have officiated at countless Jersey FA Combination League and Cup games from ages u11 all the way up to senior men and women. Some guest local senior referees have attended the sessions and the youngsters involved are grateful for the support and encouragement of David Brunton, Luke Nerac and Mark le Cornu.

We are especially appreciative of the financial support received from The One Foundation which helps to both kit out the referees and to fund RDC activities.

Facilities

The JFA Facilities Committee was one of the first to form post-merger and had its first meeting in February 2020. I was delighted to assemble such a strong and diverse group of individuals, who are being chaired by the vastly experienced JFA man, Charlie Tostevin. Having Steve Landick on the committee is also a positive appointment, given his expertise and skills in pitch improvement. Our plan is to improve all club and a handful of Government pitches over the next season and beyond. Steve has already completed several Performance Quality Standard (PQS) visits and testing at clubs and produced Pitch Improvement Programme reports, which will be used as a starting point to improve our playing surfaces. The JFA,

through the Football Foundation, has already assisted Jersey clubs in securing £28,500 of grants to support the return to football next season. The improvement of our club pitches will be an ongoing process and priority for the JFA.

Several meetings have also been conducted with KKP, the consultancy firm appointed by the Government of Jersey and used by the FA, to discuss the island facilities strategy. Reports are being prepared for the Government on the wider sports facilities plan and for the FA on a focussed football plan. The JFA has made its position clear that our priority in this area is to support club pitch and facilities improvements, whilst improving opportunities and venues to train. At this stage, we are unsure how the effects of COVID-19 on the economy and Government reserves will impact future planning and Government spending.

Close

I would like to thank the JFA Board and staff for their continued support throughout my two years in the CEO seat. My time has been memorable, and I am proud of what we have achieved together. The clubs, participants, volunteers and officials are the bedrock of the game of football in Jersey. Please enjoy football as much as possible and support both the JFA and David Kennedy. I wish you all the very best for the future

It was a privilege to serve you.

Jean-Luc Desbois
Ex-Chief Executive Officer