



Meeting: Council Meeting  
Venue: Microsoft Teams Webinar  
Date: Wednesday 30<sup>th</sup> September 2020  
Attendees: T Williams, C Archer (Chair), C Kennerson, C Gorton, E Broad, J Broad, J Dennis, M Eburne, S Mitchell, R Cook, R Nelson, T Norton, R Gardiner, Tina McCosh, Terry McCosh, O Selfe, E Cottier-Small, N Edwards

Minute No	Minute	Action
196/20	<p><u>Apologies:</u> Apologies for absence were received from, T Davies, P Fox, D Kilford, C Newbury, A Riddiford, I Lycett, P Lowe, C Tewksbury, I Hailstone, K Cooper, I Hibbard, D Phillips, S Hooper.</p>	
197/20	<p><u>Chairman's Address:</u></p>	
(a)	The Chairman opened by thanking everyone for attending this virtual meeting, which had been planned to be held in person at Green Lane, however due to the current Covid-19 situation has been arranged virtually.	
(b)	The Chairman spoke about the continued support from the Council and thanked them for their understanding and patience during these unprecedented times.	
(c)	The Chairman explained that the past 8 months have been incredibly difficult for the association and the most challenging period in living memory.	
198/20	<p><u>Minutes of the AGM</u></p>	
(a)	The minutes of the AGM were approved by all members.	
199/20	<p><u>Independent Director Introductions</u></p>	
(a)	J Dennis County Finance Director introduced himself to the Council.	
(b)	The Chairman introduced M Ayoade, HR Director who could not be in attendance.	
(c)	O Selfe explained that Simon Hooper PGMOL referee has joined the Council as Senior Referee Representative and showed a short 'piece to camera' video by Simon Hooper.	
(d)	O Selfe showed the new Council Structure and confirmed all places for 2020/21	
200/20	<p><u>CEO and Chairman's Company Update</u></p>	
(a)	C Archer started by explaining the very challenging landscape we find ourselves in and wished to apologies if communication from the Chairman and Board has been limited recently. The company has been through a crisis, which includes a grant cut from The FA and a company restructure, whilst moving into the new HQ in Devizes. Under Covid-19 lockdown.	
(b)	O Selfe expanded by talking the members through the timeline of events from March 19 <sup>th</sup> (Lockdown) to 1 <sup>st</sup> Sept end of the company restructure.	



- (i) O Selfe shared the company financial position and the forecasted budget for 2020/21. The company is facing a loss of over £100k. We have received a 23% grant cut in FA funding per year, for the next 4 years and as such we have had to restructure to company and reduce headcount by two in order to reduce the wage bill by £50k.
- (ii) O Selfe shared the new company Organogram and explained how roles and responsibilities have changed within the structure.
- (c) O Selfe highlighted the changes to the referee development with the termination of the RDO position and explained the mitigating factors for how the company intends to continue to support referees across the County. This has been shared with The FA prior to any changes being made.
- (iv) O Selfe shared the sort term ambitions for referee development including, roles & responsibilities, relationships, appointments, CPD, course delivery and mentoring. The longer-term aim is to create a holistic referee development strategy for Wiltshire and this work will commence in the New Year and will link with the creation of the new company strategy 2021-24.
- (d) O Selfe provided a financial update on Green Lane the new County HQ and shared an update on sponsorship income.  
**Action:** O Selfe to share the booking sheet for Oct and Nov for Green Lane 3G with Council members. The members will support to promote any gaps in the booking schedule.
- (e) S Mitchell expressed his concern with the level 1 coaching course moving online. O Selfe explained that the CEO and Chairs for each County FA is in communication with The FA on this matter and many have expressed a similar concern.
- (f) O Selfe introduced the volunteers' roles at Green Lane. T Norton and T Williams expressed a desire to get involved at the site.  
Action: O Selfe to speak with Doug Imrie about including T Norton and T Williams.

## 201/20 FA Representative Report (R Gardiner)

- (a) All Council & Committee meetings held virtually since March – no face to face mtgs. Business mostly centred around Covid-19.
- (b) The FA Initially had to decide how to complete Season 2019/20  
Decisions
  - NLS below step 2 & Grassroot Leagues null & voided
  - NLS 1 & 2 decided on points to allow promotion & relegation
  - County Cups to be completed where practical
  - More recently guidance on how to restart playing
- (i) Emma & Ollie have kept you informed on decisions as they have been published and The FA have been issuing guidance for all levels of the game.
- (c) Finance  
The other major discussions have centred around the financial effect of Covid-19



- FA estimate a current loss of £300m (agreed to be recovered over 4yrs (at £75m per annum)
- Reason for drastic cuts to County Grants - NG Budget is reduced by £22m

- (d) Summer meeting held in July, primarily to approve The FA roles for 20/21 season
- (i) R Gardiner to be re-elected as Chair the FA Youth Participation & Development Committee for 20/21.
- (e) Other main discussion points:
- Myriad of rule and regulation changes to allow football to continue with Covid restrictions
  - FA Discrimination Policy – unfortunately more than one case in our County
  - A new diversity code has been launched.
  - Massive changes to personnel within The FA – 124 positions have been made redundant. 42 existing vacant positions not filled but still considerable number of changes – number of very experienced staff have gone with obvious disruption to some services
  - Strategic priorities to remain the same with adjustment of KPIs to allow for cuts
  - Women’s football prior to lockdown had been well ahead of targets, hopefully will be able to pick up where left off after the resumption

## 202/20 Safeguarding Report (T McCosh)

- (a) Although there has only been football for a couple of weeks, there have been safeguarding issues during lockdown, mostly from outside agencies including Wilts FA as an interested party. As Kelly Jones, DSO, has been furloughed, these issues have been covered by Emma.
- (b) SOS 3, has been redesigned due to Covid-19, the Smartsheet has been sent out to relevant County staff and to myself as Safeguarding Board champion. The FA were presenting virtually on October 1st, the rationale for changes.

## 203/20 AOB

- (a) C Archer spoke about The FA Code of Governance and how C Archer, O Selfe and T McCosh have completed a self-assessment with The FA.
- (i) C Archer and O Selfe have also started to upload evidence much like that of the Safeguarding Operating Standard.
- (ii) One area which has come to light is Board succession planning and the Wiltshire FA will be open to Council members putting themselves forward for shadow Board positions.
- (iii) Any members wishing to be considered for shadow positions on the Board can express an interest via email to C Archer.

**Meeting closed 8pm**