

# **OXFORDSHIRE RUGBY FOOTBALL UNION LIMITED**

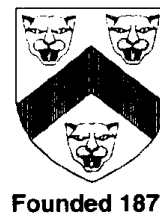


**ANNUAL REPORT  
2008 - 2009**

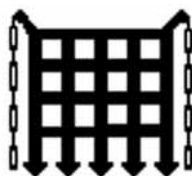




**OXFORD  
BROOKES  
UNIVERSITY**



Founded 1877



OFS RFC

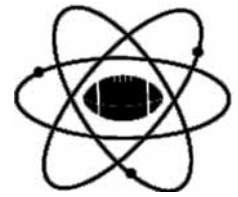


**Faringdon  
R.U.F.C**



# ORFU ANNUAL REPORTS 2008 - 2009

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# Established 1932

## OFFICERS 2006 - 2007

President: Colin Baldwin

Chairman:

C. W. Baldwin, Elm Gables, Hill Farm Lane, Duns Tew, Bicester, OX25 6JH  
Tel: 07771 880811

Honorary Secretary:

K. Bumpass, 38, Woodley Close, Abingdon, OX14 1YJ  
Tel: 01235 200137

Honorary Treasurer:

V.M. Murphy, Finsbury House, New Street, Chipping Norton, OX7 5LL  
Tel: 01608 642 908

Honorary R.F.U. Representative:

P.E. Murphy, 93 Whitecross, Abingdon, OX13 6BS  
Tel: (01235) 529 689

EXECUTIVE COMMITTEE 2006-07

W. Allen, C.W. Baldwin, D. Bosley, P. E. Murphy,  
V.M. Murphy, N.K. Robinson

OXFORDSHIRE REGIONAL DEVELOPMENT OFFICER

Jason Bowers, Oxfordshire RDO Office, Bury Knowle House, Headington, OX3 9HY

## SUB-COMMITTEES 2006 - 2007

Finance:

V. Murphy (Chair), C.W. Baldwin,  
N.K. Robinson, P.J. Stone

Competitions:

D. Bosley (Chair), W. Allen, S. Atkinson, B. Kentish

Disciplinary:

B. Toft (Chair), W. Allen, C.W. Baldwin, D. Bosley,  
P.E. Murphy, V.M. Murphy, Jenny Bosley

Playing:

Senior XV: J.Brodley, C.W. Baldwin, G. Soffe

U.20: T. Boycott Brown, D. Lakin, J. Cant

Constituent Body Rugby Development Partnership:

N.K. Robinson (Chair), C. Reeds, M. Hoare, C. Friend, J. Bowers, M. Walker

## REPRESENTATIVES ON OTHER BODIES 2006 - 2007

Rugby Football Union: P.E. Murphy  
South West Division: B. Flanders  
English Rugby Counties Association  
C.W.Baldwin, J. Smith

# PRESIDENT & CHAIRMAN'S REPORT

SEASON ENDED MAY 2009

As I fill both of these roles I propose to integrate both of these reports into this one.

During my first year of office as President I managed to visit 75% of our clubs either to watch matches or to attend luncheons or dinners of those that very kindly invited me. It goes without saying that all the clubs I visited made me very welcome and I would like to thank all of you for your kind hospitality. During the coming season I hope to visit all of the remaining clubs and I have already to date been welcomed at several of the clubs that invited me last year.

One mention I would like to make is the start of the Oxford RFC centenary year although strictly speaking this falls into this year's activities I would like to congratulate the club on its achievement and to thank them for a most memorable evening spent at St Edmund Hall college at the kick off of the clubs full calendar of activities. I hope all of the rest of the planned events are as successful as the dinner at 'Teddies'. Hopefully the other clubs can support you in your activities during the year.

During my visit to Henley Mini and Junior festival I witnessed several hundreds of folk, young and old, enjoying the weekend and I would like to thank the club on behalf of the county for being so professional and efficient in their running of the event.

I have been entertained at Twickenham by the RFU at the annual hospitality they give to all the counties county Presidents during one of the home six nations games. They should strive to keep this tradition up despite the cost cutting being enforced on the game by the recession as it should never be forgotten that there are thousands of people in the game doing fantastic work for no reward other than a thank you and an occasional benefit such as this. Each year when the President of Oxfordshire is invited to the six nation game, we as a county CB invite a couple of volunteers from within our clubs who we believe have given their club much time and effort to help the club cause. We believe that this is a reward that is very much appreciated and I for one would fight long and hard to maintain this tradition within our Oxfordshire set up in order to reward such volunteers. I look forward to meeting up with all my friends old and new in this final season of my President year.

On the Chairman front we have been active as an executive board in many arrears; once again we have been at the forefront of obtaining funds for works to improve the facilities for both playing and watching of our game. This is achieved by ground improvements and floodlights such as the works being carried out at the Abingdon club at present and clubhouse facilities such as our proposed works we are hoping to achieve at the Oxford club in the year 2011. The club itself is working hard to obtain planning for a new clubhouse and to obtain the necessary funds that they will have to find to match certain elements of the funding. During the year between this and the Oxford project we also have plans to help the Witney club with ground and light projects. The plans are drawn up for the projects some 4 years in advance of the works starting and although we have the next three years mapped out providing the funding is still going to be available after this three year plan we are talking to various clubs about improvements for their facilities, the main criteria for major works is the club has to have a need and has to have security of tenure by way of freehold or long lease.

During the year we have held our usual six weekly board meetings and have held the three annual meetings of the general committee (the clubs meetings in March, July and November). Additionally we have held two very successful seminars at the Iffley Road clubhouse one on Finance, which Vince Murphy ran and the other on Discipline, which Brian Bumpass ran. We have plans for more of this style of meeting so keep in touch and hopefully there will be subjects that attract you in the future.

We have also been successful in finding some new blood for the executive committee during the year, Brian Bumpass as Chair of Governance, Nick Cole as Chair of Marketing and two others which have joined the board as co-opted members Paddy Gregan and Michael Hutchinson both of which we are hoping will be able to take over roles in the future. I must not forget to also mention Rita Murphy who has taken over the job as minute secretary. I would like to thank them all for giving us their time and stepping forward to volunteer.

As an executive committee we will be striving to keep our county in the forefront within the country and we will keep you posted on any proposals coming out of Twickenham that affects our standing.

**Colin Baldwin**  
PRESIDENT & CHAIRMAN

# COMPETITION CHAIRMAN'S REPORT

SEASON ENDED MAY 2009

This season has not been as notable as last with regard to promotion in the leagues with only two teams gaining promotion. Bicester 2nds being promoted from BBO1 North to BBO Premier A and Chinnor 4ths being promoted from BBO 2 North to BBO 1 North. Also congratulations to Wallingford for being league champions two seasons on the trot, this season winning BBO premier A and last season BBO 1 South.

The Senior County side this season faired very well reaching their pool semi final after beating Dorset & Wilts at Chinnor 38 - 10 and narrowly losing 27 - 20 away to Essex. The semi final was against Durham, played at Darlington, which we lost 34 - 26.

The County Cup final was played between Banbury and Oxford Harlequins with Harlequins winning 57 - 18. Man of the match was Harlequins winger, Ollie Cambell. The Shield final saw last years winning finalists the Blue Boar beaten by Abingdon 20 - 12.

The Vets Cup Final this year was played again at Oxford, with last years losing finalists, Chinnor beating Harwell, one of the junior sides in the competition, 17 - 10. I would like to thank Jenny Bosley for taking over from Brian Kentish and now organising this competition.

Finally I would like to thank other members of the County Committee for their help with running the competition and being observers on match days. Also thanks to Tim Stevens and his team for making finals day such a good day out for everyone.

**Doug Bosley**  
COMPETITIONS CHAIRMAN

# OXFORDSHIRE RFU DISCIPLINARY REPORT

SEASON ENDED MAY 2009

In the 2008-2009 season there were fifteen cases, involving twelve clubs, heard by the Oxfordshire Disciplinary Committee. This was the same amount that was heard in the previous season.

This season there was only one case for Dissent/Abuse, which I am pleased to say was considerably down on the previous season, which saw six cases. The other cases were 6 for 'Punch/Strike', 3 cases 'Stamp/Trample', 2 cases for 'Kick' and 3 for '2 yellow cards'.

Oxfordshire Disciplinary continued with its scheduled three weekly hearings at the Holiday Inn, Oxford which seems to be proving successful.

There are still several clubs that still do not inform me when they have had a player sent off. This should be done within 48hrs and enables me to know to expect a referees report. Also when the paperwork goes out to the club concerned it contains an Action Form which must be filled in and signed by the player concerned. This form is not always being returned to me quickly enough, so I would ask that this is done. It enables me to collate all the information and be ready for the hearing.

To keep the Clubs in the County up to date with disciplinary procedure, the County arranged a Disciplinary Evening at Iffley Road in September. This was attended by several clubs in the county, and I hope proved beneficial to them. Knowing how discipline works enables the clubs, if they hold a disciplinary meeting of their own prior to the official hearing, to carry them out effectively. The Disciplinary Committee are hoping to arrange another evening in the near future.

Can I also say that I am always on the end of a telephone, my number is in the County Handbook, to help with any query you may have.

Finally, I would like to thank all the members of the Disciplinary Committee for giving up their time to sit on the panels.

**Jenny Bosley**  
OXFORDSHIRE DISCIPLINARY SECRETARY

# ORFU CHAIR of GOVERNANCE ANNUAL REPORT

SEASON ENDED MAY 2009

First of all I would like to take this opportunity in thanking Brian Toft for his work over the past two years as Chair of Governance and Discipline and we look forward to his continued input into the County as a member of the Disciplinary panel.

The 2008/9 season has seen some interesting challenges for Clubs and County alike, with continued changes to Laws and initiatives from the IRB and RFU. Unfortunately we see even more for this coming season with changes to the Laws and to disciplinary guidance; we are all in for an exciting and challenging season ahead.

This is my first year in the role and I am still finding my feet, but I would like to continue to build and develop the roles of Governance and Discipline within the County as have my predecessors. With this in mind the first initiative was to introduce a County Disciplinary Conference held at Iffley Road on the 2nd September. This was well attended with only two clubs not represented. Feedback on the event was very positive, to this end we plan to run a further event that will encompass both Discipline and Governance at Senior and Junior Levels later this season.

Other things under discussion or plans under way are;

- > Annual Club Disciplinary Conference
- > Governance Sub Committee Meetings
- > Club Visits
- > Club Disciplinary Accreditation
- > Club Junior Disciplinary Reporting
- > Referee Society joint Working
- > Review Oxfordshire's Policies and Procedures

**Brian Bumpass**

Chair of Governance and Discipline

# OXFORDSHIRE RFU REPRESENTATIVE'S ANNUAL REPORT 2008 -2009

Three significant programmes, Experimental Law variations, Constitutional Review and the Competition review of the leagues dominated the season from an RFU perspective.

## **Experimental Law Variation's**

Much of the playing and column inches in the press were devoted to the Experimental Law Variations (ELV's) Never before has so much analysis been done by so many to demonstrate the more obvious worth, or lack of it, of some of the suggestions. Fortunately commonsense and a mass of data prevailed and the more "commercial" inspired proposals got the chop. We will now see a period of stability with no law changes up to the RWC in 2011.

## **Competition Review (Rugby Landscape)**

The competition review conducted under the name of the "Rugby Landscape" was another programme that ran throughout 2008 – 2009 season. Extensive consultation was conducted through away days, road shows, questionnaires and a participants website. The outcome was very focussed on the national leagues with changes to the number of sides at levels 2, 4 and 5. Level 5 was re-designated National level 3 although still operating in 4 divisions.

The new fully professional Championship below the Premier League was established with 12 teams although Coventry, London Welsh and latterly Birmingham and Solihull who all had serious financial issues nearly made the league numbers somewhat lower!

## **Constitutional Review Task Group (CRTG)**

Much attention was given to the Constitutional Review last season who continued to examine the RFU membership criteria, role of the CB plus the future governance structure of the game. Some of the proposals threatened the very existence of Oxfordshire RFU and our close neighbours in Berks and Bucks. The University were also marked for elimination as the value of smaller Constituent bodies was again questioned. In the eleventh hour, again after a vast amount of work the RFU Council voted to put the report on the shelf without debate. This caused a lot of soul searching by those Council members who supported the resolution. (not me) This path has now been reversed and the review is being debated over 4/5 Council meetings this season. We will still have our corner to fight for maintaining CB status with only 17 full member clubs.

## **Finance**

In spite of the challenging economic climate the RFU revenues have held up in most sectors other than corporate hospitality. There was a strong finish to the end of year performance helped by a prudent cost control during the period. The 2009/10 budget will be a negative figure as match revenue is down with only 3 autumn games and 2 home 6 nations fixtures during the season. However new revenue streams from the South stand are starting to come on line and help smooth out the variable match revenues.

## **Twickenham South Stand**

The South Stand complex was completed during the season and is now fully functional as a hotel, conference centre, theatre, banqueting suite, shop and health club. Bookings for the various facilities are buoyant. The health club opened with 1100 members who part with a healthy £92 per month ! The RFU staff are due to move into the office complex late in 2009.

## **RWC2015**

The iRB awarded England the RWC2015 against strong competition from South Africa, Japan and Italy. 2015 sounds a long way off but work has already started in assembling the exec team and discrete company to run the tournament. Once the 2011 tournament is over in NZ there will be a steady build up of activity towards 2015 that will be punctuated by the Olympics. Having the tournament back in England will provide a positive base with which to generate new players, volunteers, referees etc throughout the game.

## **Volunteers**

In accordance with the County policy of recognising volunteers who have given exceptional service to the game at club or county level I took guests to matches at Twickenham from Oxford RFC, Wallingford RFC and Bicester RFC. I am sure all enjoyed the experience as a thank you for their hard work and commitment over many seasons. Whilst the final decision of who attends always rests with the County Executive I am always interested to discretely hear of worthy causes for future opportunities.

On the personal front I have come off the RFU Management Board having served 6 years which is the maximum under the constitution. I have relinquished my Chairmanship of Finance and Funding but retained the Chair of Players Safety and remain a trustee of the Injured Players Foundation and a member of the RFUW Board. My personal focus remains on becoming President of the Union.

I continue to try and keep the correct balance between my work, (that pays the mortgage) Club, County and RFU duties. I am always willing to visit County Clubs to give advice on RFU issues personally or through relevant RFU experts whether formally or on the touchline during a club visit.

I would like to thank all the Clubs of Oxfordshire for their continued support and the hospitality I have received from Players, Officials, VP's and Referees et al during my visits around the County during the season. My thanks also go to The President Colin Baldwin for his company on many a club touchline during the season.

**Paul Murphy**

RFU REPRESENTATIVE - OXFORDSHIRE

# OXFORDSHIRE RUGBY FOOTBALL UNION LIMITED

## Report of the Hon. Treasurer

SEASON ENDED MAY 2009

Once again we have achieved a small surplus but our Sponsorship arrangement with Lenovo has come to an end and there is no sign of a replacement so we may soon be eating into our reserves.

The income from the RFU is down on last year because we did not have the same on field success of our 1st XV and the Under 20s.

There was extra income for the CBRDP and School of Rugby for which we have to thank Kevin Robinson. We also received £5126 as a toolkit grant to finance our 'Play On' efforts.

There are plans to reduce our meeting costs although it may be 2011 before they materialise.

I owe thanks to Peter Stone for all his efforts despite ill health and to Colin Baldwin and Kevin Robinson for their help.

**Vincent Murphy**

OXFORDSHIRE HON TREASURER

## HONORARY SECRETARIES REPORT

SEASON ENDED MAY 2009

The 2008/9 season was better on and off the field than the previous season, the Executive Committee has lost two members Bill Allen, Bill said he wanted to take a year away from rugby we all understand. We hope that he will return as soon as possible because his input on the playing side is invaluable.

Brian Toft had decided to stand down from some of his rugby commitments we would like to thank him for all the work he put into the County, I know that he will always be a part of rugby you will still see he on the touchline watching the referee, we wish him well for the future, and thank-you for all the help and advice you have given me over the years.

Peter Stone I am very pleased to say has improved greatly and we all hope that he will back with us very soon.

The Executive Committee has gained four new members Nick Cole was with us the latter part of last season, the others being Brian Bumpass, Paddy Gregan, Michael Hutchinson (Hutch) as most of you will know him as. We welcome them on board and we know the County will benefit for what their experience in their own right will bring.

On the playing side we would firstly like to thank Nick Cole and Rob Outen for their hard work getting the U20's up and running again. The results did not go their way but the main thing is they appear to have a very good squad of young players and the future looks very bright, we wish them well. The Senior Squad had a very good Championship reaching the Semi-Finals against Durham a game they would have won had one or two decisions gone their way.

We would like to thank Bill Allen, Gareth Rees and Richard Williams for all their hard work and efforts getting a squad together at the end of a long hard season and many thanks to all the players that took part and doing the County proud.

Finally I would like to thank the Executive Committee and all the Clubs for their support and the clubs that I visited for their hospitality.

**Ken Bumpass**

HONORARY SECRETARY

# Oxfordshire Rugby Football Union Ltd

## Income and Expenditure Account

### Year ended 31 May 2009

	Income	Costs	Net	2008
	£	£	£	£
Subscriptions	198	0	198	263
RFU	38393	0	38393	46146
RDO	3000	3000	0	0
Sponsorship	4000	0	4000	5000
Playing County XV	2950	11878	-8928	-7068
Under 20	0	2495	-2495	0
Under 18	308	0	308	-200
Development CBRDP	400	14441	-14041	-20062
School of Rugby	17380	19681	-2301	-10581
Women's Rugby	3370	3370	0	0
Go Play Rugby	0	313	-313	-2340
Youth Registration	0	440	-440	-548
Governance Discipline	387	683	-295	-151
Handbook	0	1700	-1700	-1625
Annual Report	0	0	0	-515
Committee Expenses	0	2382	-2382	-2298
Competitions KO Cups	1826	2448	-622	449
Promotions Promotions	0	900	-900	-1400
Finance Interest	889	0	889	1232
Bank Charges	0	263	-263	-222
Accountancy	0	0	0	0
Committee Expenses	0	772	-772	-351
Community Valuing the Volunteer	0	4872	-4872	-4474
Travel	0	0	0	
Depreciation	0	803	-803	-785
VAT Refund				
1762				
	73101	70440		
	73101	70440		
Surplus/(Deficit) for year to date			2661	2232
			2661	2232

# Oxfordshire Rugby Football Union Ltd

## Balance Sheet

### As at 31 May 2009

		2009		2008
		£	£	£
<b>Fixed Assets</b>				
<b>Office Equipment</b>	<b>Cost</b>	5,119		
	<b>Depreciation</b>	2,710		
			2410	2355
<b>Current Assets</b>				
Debtors		56		102
Stock		0		650
Balances at Bank				
Business Reserve	70723			69834
Current Account	13729			3489
Youth Account	1285			1285
		85737		25,902
		85793		40,306
<b>Current Liabilities</b>				
Sundry Creditors		-17998		-14500
<b>Net Current Assets</b>				
			67795	360189
			70205	62544
<b>Accumulated Fund</b>				
Brought Forward			62544	60312
Less: Surplus for Year			766 1	2232
			70205	62544

**Colin Baldwin** PRESIDENT

**Vincent Murphy** HON. TREASURER

# OXFORDSHIRE RUGBY DEVELOPMENT TEAM

## REPORT 2008- 2009

Throughout this season Rugby has continued to develop well within the County through the Community Sports Coaches, Richard Williams, Gary Morris and Andrew Highton we have delivered to some 50,000+ young people Both in Curriculum and Community time. These sessions have been spread fully across the County and have also Been across age groups from U7 – U18 and even some then some delivery in the FE and HE establishments in The County.

The Rugby development groups are now reinvigorated and in the summer the Oxfordshire Rugby Development group ran its 4th season of Summer Camps with over 150 young people enjoying 3 weeks of Rugby activity at Chipping Norton RFC, Witney RFC and Grove RFC.

Club Development has been a key focus of this years work programme all clubs have now achieved There Seal of Approval and some clubs are now working towards the Whole Club Seal of Approval the next step On the Club development pathway.

The CB itself will look to gain there award. This will result in Oxfordshire being the 1st if not the 1st CB to achieve RFU SOA approval as a CB

Club Facilities have also been a focus for the RDO this season and new facilities have been developed at –

- 1) Wallingford RFC – Lights
- 2) Pitch Improvements and Lights – Chipping Norton RFC

Future plans are to develop

- 1) Pitch Improvement and Lights At Abingdon RFC
- 2) Training lights at Chinnor RFC
- 3) Pitch Improvements at Witney RFC
- 4) Club House and Facility Developments at Oxford RFC

One of the main focuses of Rugby Development this season has been the ORFU Dragons Den Play campaign, Oxfordshire looked

Proactively on how we can engage more clubs / Schools and FE / HE Establishments into getting new players playing rugby at 16 – 24

And also how we can sustain teams, the dragons den concept worked with over 45 keen rugby people across all organisations

Meeting, we highlighted about 20 – 30 issues and then selected 4 projects to work on over the coming yrs

- 1) FE / HE – Club Links to engage more players
- 2) Coaching Opportunities in key areas of the game for all clubs in the CB
- 3) Transition Managers for all clubs to work with the movement of Juniors to Seniors
- 4) De-regulation of some current league structures to allow more social Rugby Football Union

These were all worked on with the winning bid the FE / HE Club links programme, a working group chaired by Nick Cole is now developing these projects

Coach Development has also been a focus for this season.

- 1) All clubs have nominated coaches to attend the UKCC RFU Level 1 Coaching award. We have qualified Some 90 new level 1 coaches this season
- 2) Some coaches have attended the UKCC RFU Level 2 award and this has resulted in 17 new Level 2 Coaches in the county.
- 3) We have also run a successful TAG Coaching and Rugby Ready Coaching programme as well as the ORFU Coach Education programme – 1 evening workshops for the coaches form the area to attend Presenters this season Neal Hatley – London Irish entertained some 45 coaches.

This year has proved a huge success for the Development team in the County and we are looking forward to developing the game further the 2009 / 2010 season.

**Jason Bowers**  
OXFORDSHIRE R.D.O.

# RUGBY DEVELOPMENT PARTNERSHIP

## REPORT 2008- 2009

This has been a consolidating year with great focus directed to the 18 – 24 Development Group in line with RFU targets and objectives. The outcome has been tremendously successful on that front whilst we have continued to consolidate our beacon status within the RFU's School of Rugby programme.

### **Schools of Rugby**

A most significant achievement now in its third year with the continued running of the Elite and Development Tiers of the School of Rugby ( SOR ) stretching across 4 age bands from U13 to U16 it has involved 56 players at Elite and 94 at Development Tier.

Additionally we established a unique programme within the SOR with the creation of our pilot Front Row School of Rugby. This has enjoyed excellent feedback from players , schools and clubs alike as we have recruited 3 top notch front row coaches to the programme in Alan Lowe of bath academy, Gavin Williams and Jasson Bowers of the RFU. Oxfordshire are unique in establishing this innovative scheme and we look to extend this to a specialist Half Back SOR next year.

A full report of the SOR entry and assessment programme is available for those wishing to receive a copy

London Wasps have been our partners once again and it is pleasing to report Oxfordshire are established as a beacon SOR for the structure, implementation and delivery of the programme. Our thanks are extended to all the coaches who participate be they from club, school or university.

### **Representative Rugby**

Oxfordshire has had unprecedented success this past year as the work of player development comes to fruition. It is pleasing to report we had one U18 player achieve England status in Will Jones and no less than three at England U16 level – Vadim Tozyzkin, Charlie Gordon and Julian Watkins. If ever a County 'punched above it's weight' it is Oxfordshire.

Further it was with great pride and joy that Oxfordshire witnessed one of it's own don the England U20 shirt and play through to the World U20 Cup Final against New Zealand. It fantastic achievement and we offer our congratulations to Bob Baker of Chinnor. He is now playing prop regularly for London wasps 1st XV.

The County can justly be pleased with the commitment and programmes it has initiated to create a successful and vibrant Player Development regime in recent years

### **Womens Rugby**

Initiatives have been launched to integrate this sector into our Development programme. We have developed links here with girls attending the Development Tier SOR sessions and Elite Girls attending a regional SOR in Hertfordshire

### **Coaching**

The coaching sub committee attempted to establish a three part winter evening coach education programme with some top quality presenters including Toby Boothe of London Irish but this had to be abandoned due to lack of subscribers.

A review has taken place and a new programme with clearly targeted coaches will be put in place for season 2009 – 10.

The County continues to support level 1, 2 and 3 coaches with bursaries as appropriate. In consequence three coaches were supported into their Level 3 coaching programme another one into Level 2.

Additionally 7 School of Rugby coaches received bursaries to attend the South West Divisional Coaching Conference in Bristol with Brian Ashton as the key presenter

#### FE /HE Colleges

Links continue to be forged and we now have a Community Coach based in Brookes University. The County continues to develop opportunities for players from these areas to transfer and join local community clubs via player pools. This was achieved with a solid development programme of contact and player placement with the assistance of the RFU's Toolkit funding via the Play On initiatives.

This resulted in a 4th team being entered into the Busa league for Brookes and this team received weekly coaching from our team. 12 candidates attended the Referees course whilst 3 local teams hosted a meet and greet evening with players. We now have established pathfinders for students in Oxford, GosfordAB and Chinnor RFC's

#### **16 – 24 Development Group**

The appointment of Nick Cole to Chair this area of rugby development in County has been a massive boon to the overall rugby programme in the County. To set the ball rolling a Dragons den initiative was set up but this sadly had to be cancelled due to lack of attendees. This will be rescheduled for October 2009 and will identify with the help of clubs and Schools agreed priorities for the coming years.

I would like to thank Nick for his support and efforts here

#### **Referees**

It has to be noted the ELRA course is time consuming and costly which has resulted in a drop off in referees qualifying via the County programme The continued escalation in RFU costs for courses be they for coaches or referees is a continuing concern.

#### **Schools**

Relationships have been greatly enhanced with the continuing A6 Forum involving Dorset and Wilts, Bucks and Berks. Oxfordshire have secured the Chairmanship of this new initiative. Meetings continue to be held twice a year to review School Union links and to participate fully in the U16 and U18 player programmes.

Regional Academies are also involved with London Wasps and London Irish. England Performance Department have also bought into the A6 existence with a presentation and presence scheduled for 2009 – 10 season.

At long last under the auspices of the tireless Graham Horner the Oxfordshire Schools Union has revitalised itself with a full committee and annual meeting. A greater degree of communication now exists between the CBRDP and Schools Union with representation almost complete in all our activities from Academy to Competition Committees. It is also pleasing to report more teachers are coming on board the SOR coaching programme but we are some way from a full understanding and participation.

#### **Academies**

Oxfordshire continues to participate in the RFU and London Wasps Academy Liaison Groups which monitors and develops links with the Premiership academies. Additional regular meetings are held to coordinate our activities within the SOR

#### **Competitions**

Stuart Atkinson retired last season as organiser of the Junior KO Cups for U13 and U14, the single County Leagues for U15 and U16 and three County Leagues at Colts and U17. His place has been taken over at County level by Mark carter and at OBB level by Steve Cullen of Berkshire. I should like to offer a massive thank you to both whose time and expertise in this area is so necessary for a successful competition structure.

## **Funding**

The CBRDP encompasses a wide variety of areas and whilst we track detailed expenditure accounts are presented under a broad canvass of CBRDP. Expenditure is controlled and monitored and the CBRDP also generates funding to offset expenses.

In concluding I would thank all who have supported the CBRD this past year which once again has met with considerable success and acclaim thanks to the efforts of so many people

**Kevin Robinson**  
**Chairman Oxon CBRDP**  
November 2009

# OXFORDSHIRE RFU 18 GROUP REPORT

SEASON ENDED MAY 2009

## 1. Report:

1.1 Oxfordshire under 18's coaching staff started the selection process for club and school nominated players in September 2008. Over 70 nominated players from School & Clubs were assessed during two evenings and one Sunday; from these assessments a thirty player squad was selected to represent Oxfordshire at under 18 level. We as a County team used Oxford City Council's, Horspath Athletics Ground for assessments and training. The lights (inside athletics stadium) and changing facilities again were excellent.

1.2 After our poor season in 07/08 where we only had one win of our Area 6 group matches with the weakest playing squad we went with high hopes for a successful campaign with 7 players retained within the squad for 08/09 group matches.

1.3 It became apparent after the player assessments we would have shortfall of a quality back line. We had an exceptional quality winger in Will Jones. The forwards were weak at the back row. A game strategy was made to highlight our stronger players with a defensive game staying on our feet, continuity and playing through our front five forwards.

2. Our first match was against Berkshire RFU at Supermarine RFC under lights. Oxon won the match; however playing under lights it is difficult for SW selectors to access the players. **Recommended all pathway match's are played in day light.**

3. Our second match was against Buckinghamshire at Pangborne School; here the team did underperform losing the match. A serious leg injury to Andy Berry made the day worse for the squad. Andy did not play in further matches

4. The third and final match was against Dorset & Wiltshire at St.Edwards School. D&W were by far the strongest team in the Area, a large pack that drove the ball forward giving a solid platform for there talented running backs. Many observers/selectors thought this would be an easy win for D&W. We as a coaching team decided to throw all of best payers onto the field having a five man back row and re-jigging the back line win the ball at the breakdown and counter attack. Oxfordshire won the match with a fine set piece move

5. So a better season wining two out of three, with the Dorset and Wilts match being the highlight match, seeing the best of the team. The County had one player selected to the South West England Squad.

• **Will Jones** 11

5.1 Will played at the Divisional Festival for the South West and had two excellent matches, scoring 4 trys playing at full back. Will was selected to the England 18 AER squad. Congratulation's to Will for a fine achievement.

6. **Players within the squad who we as coaches felt missed out for SW trails were:**

• **Tom Stevens**  
• **Andy Berry**  
• **Stuart Davidson**

6.1 Having watched the SW west in the Divisional match's, I felt Tom Stevens would have coped well.

6.2 **Retrieving feed-back from SW selectors on players was far better this season;** we as a County have an open feed-back to coaches and players so that they can work on weakness's and develop the payers understanding.

7. The selection process by SW is fair; however I would prefer more feed back by the selectors on players. On two occasions, I was told that certain players were playing well and showing game sense and maturity and were in 'the frame'! This sent out a mixed message. I was also told that it was down to the County coaching staff to select their best possible team, yet I was told to change players positions and to keep players on the field when changes needed to be carried out; again a mixed message.

7.1 I would like from the SW a written policy on how the selectors will adapt them selves during all three matches. I agree that the best possible players should represent the SW, and to be fair the selectors got it mostly right.

8. I would like to thank the County U18 management/coaching team:

• Scott Garrett, assistant lead coach  
• Bob Keen, forwards coach  
• Dominic Alonso, back coach  
• Bill Young, team Manager

- Celia Gillbe, Physio

For there dedication and assistance, we have a great team.

## 9. Moving on to the 09/10 season:

9.1 To prepare our players in Oxfordshire, the U18's programme was commenced in Feb 2009 with five County U17 friendly matches, this way the U18 coach's got a early look at potential 18 Group players. Playing 5 and winning 5, highlighting some fine players.

9.1.2 Stats 08/09 season: P 9 - W 8 - L 1 - D 0

9.2 **U18's Area 6 representative graded games.** These matches will take place during the months of October and November it has been decided by SW 18 Division to have Area 6 County's play Area 7 County's. **I believe this a great step forward for continuity selection within the SW Division.**

9.3 Following these matches, South West Division will make its selection for the Divisional Trail which normally takes place in late November (England U18 selectors will be present at this trail) followed by Divisional Festivals in early January 2010.

9.4 From these Divisional Festivals the England U18's AER squad is selected for an international tournament in March 2009.

9.5 There is an opportunity for exceptional players on this pathway to be seconded into the England U18 National Development squad and identified players can also proceed into the England U20's in the following years.

9.6 **It is the intention of the County to make our process a four year progression, from U17, U18, through to U20s' and then leading on into the Senior County championship side.** This structure will give the County a sustainable and experienced squad of players, allowing the players an opportunity to achieve their personal Rugby playing ambitions within County representative Rugby. The process is one of enablement and exposure to higher standards of play which we believe will help develop the individual as a player not only for the County but for his School, Club, College or University.

9.7 With all of the above in mind the 18 Group assessments will be held in August 2008. Assessments will take place on two Monday evenings. A final trial match will also be played on a Sunday afternoon against Henley College. An initial squad of 30 players will be selected for the trial match, where we will cull down to a minimum squad of 28 for the Area 6 graded matches. Selection for places within the 18 Group will be competitive as we have some very talented players. Players high-lighted will be the lads from England U16's, Charlie Gordon (9),

Julian Watkins (6/8) and Vadim Toczylkin (5) along with Andy Berry (3) and Liam Hanna (7).

## 10. Oxfordshire under 18's BASIC PRINCIPLES for 2009/10 season.

10.1 Getting all players to recognise and react to situations similarly builds attacking momentum and results in effective play which is difficult to defend.

10.2 Communication is vital. If all players understand where the team is intending to strike, then players can prepare to support effectively, thus giving them an advantage.

10.3 Try to avoid contact if at all possible. Contact slows down the progress of the ball and gives the opposition a chance to steal the ball, slow it down or get organised defensively.

## Mike Williams

Head Coach 18 Group  
Oxfordshire RFU

&

18 Group Club, Representative  
Oxfordshire RFU

**OXFORDSHIRE**  
**SCHOOL of RUGBY**  
**SUMMARY 2009**

**\* School and Club Buy In**

	<b>Under 13</b>	<b>Under 14</b>	<b>Under 15</b>	<b>Under 16</b>	<b>Total</b>
<b>Nominations</b>					
<b>Clubs</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>9</b>	
<b>% of total available</b>	<b>85%</b>	<b>92%</b>	<b>100%</b>	<b>75%</b>	<b>88%</b>
<b>Schools</b>					
<b>Independent</b>	<b>6</b>	<b>Sept</b>	<b>5</b>	<b>7</b>	
<b>% of total available</b>	<b>66%</b>		<b>55%</b>	<b>78%</b>	<b>67%</b>
<b>LEA Schools</b>	<b>8</b>	<b>10</b>	<b>10</b>	<b>12</b>	
<b>% of total available</b>	<b>27%</b>	<b>33%</b>	<b>33%</b>	<b>40%</b>	<b>33%</b>

There remains work to be done to secure a higher nomination rate from LEA schools. At present the relatively poor % may be explained as follows

- Little rugby coaching / pupil participation at U13
- Teachers sensing and knowing pupils play club rugby and assume nominations via that route
- Awareness of required standards

The way ahead will be assisted greatly by

- The revitalisation of the Oxon Schools Union and renewed communication channels and support
- The success of the Community Rugby Coach programme in schools for talent identification
- The success of the Emerging Schools Festival

The participation of the Independent sector is most encouraging and stems from excellent communication and a belief the SOR is delivering a quality programme that benefits their players

**\* Nominated Numbers**

Schools and Clubs responded by nominating the following overall numbers

	<b>Under 13</b>	<b>Under 14</b>	<b>Under 15</b>	<b>Under 16</b>	<b>Total</b>
<b>Total Nominated</b>					
<b>2009</b>	<b>134</b>	<b>137</b>	<b>131</b>	<b>115</b>	<b>517</b>

We requested schools and clubs to nominate in two tiers – the top echelon (up to 7 names) and a Front Row Tier identifying props and hookers. We continue to secure excellent responses from clubs and a growing number of nominations from schools.

**\* Actual Attendee Numbers at Assessment**

From the total number of nominations secured, overall 72% of those nominated attended assessment.

	<b>Under 13</b>	<b>Under 14</b>	<b>Under 15</b>	<b>Under 16</b>	<b>Total</b>
<b>Total Attended as % of total nominees</b>					
<b>2009</b>	<b>92%</b>	<b>74%</b>	<b>53%</b>	<b>66%</b>	<b>72%</b>

Whilst coaches and teachers nominate players, the final decision to attend is made by parent or player. First hand evidence suggests there is a % of parents who make the decision based on their own convenience, family needs with other brothers and sisters and time commitments. On the player front, evidence is a % just do not want this grade of rugby, some ‘fear failure’ and some wish to avoid parental pressure point blank.

The conclusion for ORFU is we are firm in wishing to receive the nominations and cope with the non replies as this means we control the process rather than having it passed down the chain.

**\* Assessed Numbers**

This shows the total numbers of players assessed by age and as a comparison to the last two years

	<b>Under 13</b>	<b>Under 14</b>	<b>Under 15</b>	<b>Under 16</b>	<b>Total</b>
<b>Total Assessed</b>					
2007	107	126	137	108	478
2008	87	73	89	72	321
<b>2009</b>	<b>123</b>	<b>101</b>	<b>70</b>	<b>76</b>	<b>370</b>

This year secured an excellent nomination buy in by clubs and schools and established a large County player database upon which to build and monitor players.

**\* Candidates Sent to FAST Test**

This shows the numbers of players sent to Fast test following skill assessment by age with a comparison to the previous two years.

Each band and number is then shown as a % of the total number of players attending phase one with the skill assessment

	<b>Under 13</b>	<b>Under 14</b>	<b>Under 15</b>	<b>Under 16</b>	<b>Total</b>
<b>TOTAL TESTED</b>					
2007	20	19	23	20	82
% of total assessed	19%	15%	17%	18%	17%
2008	36	28	33	22	119
% of total assessed	41%	38%	37%	30%	37%
<b>2009</b>	<b>36</b>	<b>38</b>	<b>40</b>	<b>35</b>	<b>149</b>
% of total assessed	29%	37%	57%	46%	40%

The overall percentage at 40% is higher than targeted which is approximately 35%. However with established skill test bench marks set at an average of 4 marks, more players are qualifying. Consideration will be given to lifting this to 4.25 marks to bring testers into line with target.

## **OXON FAST TEST SUMMARY**

### **\* INITIAL TEST JULY with WASH UP SEPT 2009**

Having sifted from initial skill assessments, the chart shows the score bands secured.

#### **Commentary :**

**At U13** it is encouraging more players are securing the required 6000 points. This may have been influenced by sending out the FAST test details ahead of the assessment but it is doubtful as performances were not significant suggesting practise.

Taking 36 to the Fast test yielded a 25% return on players achieving 6000 points. 3 of the players secured 7000 points plus

**At U14** the influence of last years SOR training is to be seen. From the 13 lads involved at Elite level last year as U13's, 8 trained on to secure the required 6000 points with some ease. In examining the figures a further new 8 players were identified via the skill assessments and secured the pass 6000 mark. 6 players achieved 7000 plus points

5 players from the U13 Elite SOR were referred for skill assessment and failed to reach the required skill standards and have been exited from this Tier.

It is suggested the 8 new players is a reflection of two aspects of the ORFU process

- The nomination process and talent identification briefing is succeeding at source ie clubs and schools
- The skill assessment process is succeeding in sifting the correct players to move to Fast test

**At U15** the success rate at 6000 points is exceptional. Of the 23 players securing 6000 points, 11 were in the Elite U14 programme last season and have clearly trained on. The other 12, 6000 point lads, are new and this reflects not only the comments above in the U14 section but also the physical development of boys and growing maturity.

6 players achieved 7000 plus points

**At U16** the increased performance levels are a result of steady County / SOR influence re the requirements needed for success at the highest level. The tests at this stage provide a gateway to the EPDG level of Wasps.

**FAST Test Score Card 2007 v 2008 v 2009**  
**( Number of player in each score band )**

<b>Actual Player Numbers</b>	<b>6000 +</b>	<b>5750 +</b>	<b>5500 +</b>	<b>5000+</b>	<b>Less 5000</b>	<b>Total</b>
<b>Under 13</b>						
2007	5	1	1	2	11	20
2008	4	1	0	12	19	36
<b>2009</b>	<b>9</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>17</b>	<b>36</b>
<b>Under 14</b>						
2007	3	2	4	3	7	19
2008	12	0	2	3	11	28
<b>2009</b>	<b>16</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>10</b>	<b>38</b>
<b>Under 15</b>						
2007	8	3	2	5	5	23
2008	15	3	7	5	3	33
<b>2009</b>	<b>23</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>40</b>
<b>Under 16</b>						
2007	5	4	2	5	4	20
2008	9	3	2	5	3	22
<b>2009</b>	<b>12</b>	<b>4</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>35</b>
<b>Total</b>						
2007	21	10	9	15	27	82
2008	40	7	11	25	36	119
<b>2009</b>	<b>60</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>35</b>	<b>149</b>

- \* U13 Elite Band Tier score set at 6000 points
- \* U14 Elite Band Tier score set at 6000 points
- \* U15 Elite Band Tier score set at 6000 points

**\* FAST SCORES CONVERTED AS % of PHASE ONE TOTAL ASSESSED CANDIDATES**

The previous chart is converted into percentages of total assessed by age band.

It is not easy to draw any hard and fast conclusions. However at U13 and 14 it is clear fewer candidates are falling below 5000 points with significant reductions seen year on year. This would indicate the right players are moving to FAST test and reflects well on the ORFU process. At the other end more candidates are securing over 6000 points as a % of players coming to initial assessment. At best it is possible to say we would expect 20% of all players coming to phase one assessment to secure 5750 points and above with 15% securing 6000 points

<b>% Figures</b>	<b>6000 +</b>	<b>5750 +</b>	<b>5500 +</b>	<b>5000+</b>	<b>Less 5000</b>	<b>Total</b>
<b>Under 13</b>						
<b>2007</b>	4.6	0.9	0.9	1.8	10.3	18.5
<b>2008</b>	4.6	1.4	0	13.4	21.8	41.2
<b>2009</b>	7.3	3.2	1.6	3.2	13.8	29.2
<b>Under 14</b>						
<b>2007</b>	2.4	1.6	3.2	2.4	5.6	15.1
<b>2008</b>	16.4	0	2.7	4.1	15.1	38.3
<b>2009</b>	15.8	4.0	5.0	3.0	10.0	37.6
<b>Under 15</b>						
<b>2007</b>	5.8	2.2	1.5	3.6	3.6	16.8
<b>2008</b>	16.8	3.4	7.9	5.6	3.4	37.1
<b>2009</b>	32.8	7.1	5.7	7.1	4.3	57.1
<b>Under 16</b>						
<b>2007</b>	4.6	3.7	1.8	4.6	3.7	18.5
<b>2008</b>	12.5	4.2	2.8	6.9	4.1	30.5
<b>2009</b>	15.8	5.3	9.2	9.2	6.6	46.1
<b>Total</b>						
<b>2007</b>	4.4	2.1	1.9	3.1	5.6	17.1
<b>2008</b>	12.5	2.2	3.4	7.8	11.2	37.1
<b>2009</b>	16.2	4.6	4.9	5.1	9.4	40.2

- **FAST CANDIDATES BY SCORE BAND EXPRESSED AS %**

This chart looks at FAST Test candidates and expresses the number of candidates in each band as a percentage of the total taking the test by age and overall.

Here one might claim if qualifying for the test the expectancy is now that 40% would secure 6000 points. The task is to reduce the % of players failing to reach 5000 points

<b>% Figures</b>	<b>6000 +</b>	<b>5750 +</b>	<b>5500 +</b>	<b>5000+</b>	<b>Less 5000</b>	<b>Total</b>
<b>Under 13</b>						
<b>2007</b>	25.0	5.0	5.0	10.0	55.0	100
<b>2008</b>	11.1	2.8	0	33.3	52.8	100
<b>2009</b>	<b>25.0</b>	<b>11.1</b>	<b>5.6</b>	<b>11.1</b>	<b>47.2</b>	<b>100</b>
<b>Under 14</b>						
<b>2007</b>	15.8	10.5	21.0	15.8	36.9	100
<b>2008</b>	42.8	0	7.1	10.7	39.4	100
<b>2009</b>	<b>42.1</b>	<b>10.5</b>	<b>13.1</b>	<b>7.9</b>	<b>26.4</b>	<b>100</b>
<b>Under 15</b>						
<b>2007</b>	34.7	13.0	8.7	21.7	21.9	100
<b>2008</b>	45.5	9.1	21.2	15.1	9.1	100
<b>2009</b>	<b>57.5</b>	<b>12.5</b>	<b>10.0</b>	<b>12.5</b>	<b>7.5</b>	<b>100</b>
<b>Under 16</b>						
<b>2007</b>	25.0	20.0	10.0	25.0	20.0	100
<b>2008</b>	40.9	13.6	9.1	22.7	13.7	100
<b>2009</b>	<b>34.2</b>	<b>11.4</b>	<b>20.0</b>	<b>20.0</b>	<b>14.4</b>	<b>100</b>
<b>Total</b>						
<b>2007</b>	25.6	12.2	11.0	18.2	33.0	100
<b>2008</b>	33.6	5.9	9.2	21.0	30.3	100
<b>2009</b>	<b>40.2</b>	<b>11.4</b>	<b>12.1</b>	<b>12.7</b>	<b>23.6</b>	<b>100</b>

**\* POSITIONAL ANALYSIS**

Looking at the entrants to this year's Elite Tier School of Rugby the positional analysis shows a strengthening of numbers drawn from the forwards – some 39% overall with the front row standing at 10%.

Centres unsurprisingly perhaps dominate with 27% overall.

	<b>Under 13</b>	<b>Under 14</b>	<b>Under 15</b>	<b>Under 16</b>	<b>Total</b>
<b>Full Back</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>9</b>
<b>Wing</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>6</b>
<b>Centres</b>	<b>2</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>21</b>
<b>Fly</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>
<b>Scrum Half</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>7</b>
<b>Back Row</b>	<b>0</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>16</b>
<b>Locks</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>7</b>
<b>Hooker</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>3</b>
<b>Props</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>4</b>

**\* CONCLUSION**

There is growing evidence the talent identification process within Oxfordshire is a success. The nomination process with associated briefs to school and club are impacting positively on the quality of the player coming forward. Importantly it is not acting as a deterrent to nominators participating.

The phase one process establishing a firm and uniform skill benchmark is succeeding in identifying players of a certain level of rugby ability whilst allowing for the outstanding athlete to be highlighted.

Consequently the two factors, as evidenced by the results above, are permitting the best players and athletes to move to the Wasps Fast Test and success here is in the numbers with the steady growth at the top 6000 point mark and reducing numbers failing to reach 5000 points.

Rigour has been introduced to the retention programme and core entry levels with no leeway on the average 4 mark at skill test level and 6000 points at Fast.

Consistency and quality of performance are robustly monitored and evaluated to support the protection of standards to ensure the assessment criteria are being met. This has led to appropriate action being taken in respect to last season's Elite player base. A number of players from last seasons Elite programme were referred to our lower Development Tier

5 players exited from Oxfordshire RFU School of Rugby U13 Elite Tier

3 players exited from Oxfordshire RFU School of Rugby U14 Elite Tier

3 players exited from Oxfordshire RFU School of Rugby U15 Elite Tier

Oxfordshire RFU, with London Wasps as our Academy Partners, are confident the current processes and protocols are yielding tangible success.

*Kevin Robinson*

Oxfordshire School of Rugby

Sept 2009