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FOOTBALL**

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# **BERKS & BUCKS FA**

## **ANNUAL REPORT 2022-23**

# **CONNECTING THE GAME**

*Berks & Bucks Strategy to 2024*



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# CONNECTING PEOPLE. CHANGING LIVES

I have great pleasure in introducing the 2022-23 season review. The document aims to give you an overview of the activities of the Association. We hope that several of the initiatives and activities highlighted are familiar to you and that you have seen them advertised and promoted on the various social media channels and on our website. To encompass everything that we do in a report that would keep you engaged for the length of time it would take to read it would be a challenge, we have therefore picked some of the activities that best demonstrate what we have been up to.

As an organisation, we are only as good as the people that we surround ourselves with. My thanks go to the staff, who continue to show what they can do and how they are playing a vital part in promoting and protecting our game, to our volunteers (you) that continue to drive the game forward with passion and enthusiasm and to our out-going board members who have served the game tremendously over the duration of their tenure.

I always take an opportunity to talk about our purpose, such is the importance of what we do and why we all go to work each day. Berks & Bucks FA truly believe that football has a role and a responsibility to help individuals to get the best out of life, to learn valuable life skills, to encourage community cohesion and to support healthy life-styles. Through-out the report, you will hopefully get a sense of this purpose in the work we do and the areas we focus on.

2023-24 is the final year of the current strategy and with a newly recruited board, with passion and determination and with the will of the football community we will be shaping the future, one that is fit for purpose, relevant to you and encourage us to, collectively, make a real difference. We always welcome individuals and organisations to give us feedback so if you have any recommendations or suggestions, we would love to hear from you.



**LIZ VERRALL**

Chief Executive, Berks & Bucks FA



# BERKS & BUCKS FOOTBALL ASSOCIATION

FOUNDED: 1878

HEADQUARTERS: ABINGDON

LOCATIONS: BERKSHIRE, BUCKINGHAMSHIRE, SOUTH OXFORDSHIRE, VALE OF WHITE HORSE

CLUBS: 600 (APPROX.)

LEAGUES: 30

COUNTY CUP COMPETITIONS: 19



'Connecting People. Changing Lives.'



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**Chris Penny**

Start Date: 15-Jan-2018  
Competitions Officer



**Graham Fisher**

Start Date: 08-Feb-2021  
Designated Safeguarding Officer



**Ryan Davies**

Start Date: 09-May-2023  
Discipline Officer



**Liz Verrall**

Start Date: 01-Apr-2007  
Chief Executive Officer



**Jon Wood**

Start Date: 21-Nov-2011  
Head Of Delivery



**Alastair Kay**

Start Date: 08-Nov-2015  
Head Of Governance



**Stacey Tegg**

Start Date: 18-Nov-2019  
Club Support Officer



**Robert Roslyn**

Start Date: 28-Nov-2022  
Football Services Officer



**Hans Cook**

Start Date: 04-Apr-2022  
Business Support Administrator



**Minesh Gupta**

Start Date: 11-Sep-2023  
Referee training Officer



**Richard Brant**

Start Date: 10-Apr-2018  
Football Workforce Manager



**Kelly Sutton**

Start Date: 10-Oct-2022  
Football Participation Manager



**Callum Salhotra**

Start Date: 21-Feb-2023  
Community & Inclusion Manager



**James Parker**

Start Date: 21-Mar-2022  
Football Workforce Administrator



**Rod Noble**

Start Date: 24-Oct-2022  
Football Development Officer



**Alex Pratt**

Start Date: 06-Sep-2021  
Football Development Officer



**Steph CLARK**

Start Date: 03-Apr-2018  
Communications Officer



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# CONNECTING THE GAME

Our vision is to inspire a lifelong relationship with football in all communities and individuals across the County.



## DIVERSITY

Develop a workforce diverse in thought, voice and action

## ENVIRONMENT

Use football to develop safe and healthy environments



## RESPONSE

Lead football's response to crisis

## GOVERNANCE

Improve our ability to serve the game.



## STRENGTH

Strengthen our game across the County

Our mission is to Lead, Protect & Support your journey in football.





# DIVERSITY

*- Develop a Workforce diverse in thought, voice and action*



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We often talk about FOR ALL; our challenge as an organisation is to ensure that this is central not only to our thinking and our voice but also in our actions. In order for us to realise our potential we must influence change in our structures internally. In how we interact with new communities and how we embed diversity and inclusive environments across football

## OUR 2022-23 COMMITMENTS

1. Raise awareness for Diversity & Inclusion across our clubs and leagues
2. Develop a Youth Activation plan to ensure we engage and inspire a youth voice in the future of football.
3. Re-develop the Inclusion Advisory Group to give essential guidance and check and challenge to the organisation.
4. Review the governance and make-up of the Board of Directors.

## WHAT WE DID:

### 1.

- Invested in a dedicated resource for community and inclusion
- Developed a quarterly Inclusion newsletter that is shared with our leagues and clubs
- Developed a network of inclusion officers at local clubs to support increased conversations.
- Worked with community role models to share stories of their journey in football.

### 2.

- Recruited a diverse and talented group to be the voice of youth football.
- Attended youth tournaments to speak to children about their experiences
- Introduced a new position on the Board of Directors. The Youth Observer ensures we keep the interests of children and young people central to our decision making.
- Developed a partnership with a local college & university to support future workplace experience & career opportunities for young people.

### 3.

- Re-launched the Inclusion Advisory Group, attracting individuals from a variety of backgrounds to work with BBFA ensuring that our work is inclusive and barriers to participation are removed.

### 4.

- Published targets to drive forward a greater momentum to attract individuals from diverse communities into our team.
- Undertook an ambitious board recruitment programme attracting a diverse and talented group of experts to support continual improvement across the organisation.



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## REPORT BY CALLUM SALHOTRA:



Berks and Bucks Counties Embrace the Nujum Muslim Athlete Pledge: A Game-Changer for Inclusivity in Football Berks and Bucks FA signed up for the Nujum Muslim Athlete pledge, marking a significant step towards inclusivity and diversity in the sport. This initiative aims to create a more inclusive environment for Muslim players across various leagues, and its impact is hoping to engage more Muslim players into our affiliated game.

The Nujum Muslim Athlete pledge is a commitment to creating an inclusive space for Muslim athletes, ensuring that their religious needs and cultural practices are respected and accommodated within the football community. This includes provisions for prayer spaces, dietary considerations, and respectful scheduling around important religious events. For Muslim players in Berks and Bucks, this pledge is a game-changer. It signals a shift towards a more inclusive and welcoming environment, allowing players to fully participate in the sport they love without compromising their religious identity. This move fosters a sense of belonging and acceptance, ultimately enhancing the overall experience of both players and fans. Completing the Nujum Muslim Athlete pledge will go beyond changing the lives of individual players; it has the potential to create an effect throughout the football community. It sends a powerful message of unity and understanding, demonstrating that football is a sport for all, regardless of faith or background. This inclusivity is bound to attract a more diverse range of players, further enriching the talent pool and ultimately elevating the level of play.

Furthermore, this commitment to inclusivity will serve as a bridge between communities. Football has a unique ability to bring people together, transcending cultural, religious, and linguistic boundaries. With the Nujum Muslim Athlete pledge, Berks and Bucks counties are not only enriching the football landscape but also strengthening our communities together. In conclusion, the decision of Berks and Bucks counties to sign up for the Nujum Muslim Athlete pledge is a monumental milestone for football in Britain. It signifies a commitment to inclusivity and a recognition of the importance of respecting and accommodating the religious needs of players. This move will not only change the lives of Muslim athletes but will also connect communities and inspire others to follow suit. Football has the power to unite, and with initiatives like this, we are one step closer to a truly inclusive and diverse footballing community.





## REPORT BY STACEY TEGG:

### Club Inclusion Officer Project

During the 2022/23 season, we began encouraging our 3 Star Accredited club's to adopt a Club Inclusion Officer to their club committee. This individual is responsible for working with the club to ensure it is welcoming to all, regardless of personal, physical and/or social characteristics. They would become an active part of the club's committee structure, challenging the club to ensure that everything the club does is inclusive and accessible to all as well as breaking down barriers to participation in football.

To start, club's were provided with the role description and given time and support to appoint someone to the role. They were then asked to submit the individual's details as well as give an insight into how this role will look and be implemented within their club.

We had 23 out of our 37 3 Star Accredited clubs who appointed someone to the role, and we have provided ongoing support to help them to begin this role within their club. We have had a number of 1-2-1 meetings with Club Inclusion Officers to help them understand what their role includes and how this can be implemented.

As we move into the 2023/24 season, we are looking to expand on this with ongoing support and training to ensure that the roles are being utilised and are making a difference within the clubs. We are looking to expand our network of Club Inclusion Officers by opening the project to our 106 2 Star Accredited clubs. This will increase awareness and knowledge within the clubs to ensure that football is open and accessible to all and empowers our clubs to create an inclusive culture and sense of belonging where everyone is valued and respected for their own unique identity.





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# ENVIRONMENT

*- Use Football to develop safe, healthy environments*

Our duty as an organisation is to ensure that everyone has the opportunity to play football in a safe environment, on good playing surfaces, free from discrimination and abuse and with processes that minimise risk to participants through good governance that can trust and rely on.

## OUR 2022-23 COMMITMENTS

- 1.** Support an annual campaign each season to raise the awareness of societal concerns and the role that football can play
- 2.** Annual Renewal of Safeguarding 365 – NSPCC License.
- 3.** Develop a discrimination strategy to tackle behaviour and to provide support to victims of serious crimes.
- 4.** Improve the quality & quantity of playing and training facilities across Berks & Bucks.

## WHAT HAS HAPPENED IN THE LAST 12 MONTHS

### 1.

- BBFA partnered with Sport in Mind, a national charity based in Reading, to showcase the importance of physical activity on a positive mental health.
- Staff undertook mental health training to support each other and members of the public who present themselves with poor mental health.
- Staff completed a cycling challenge to raise awareness for mental health.

### 2.

- BBFA received notification from the NSPCC that the county had successfully retained the Safeguarding 365 NSPCC license.
- BBFA successfully supported countless clubs and referees to ensure that DBS requirements were in place.
- Staff at the county FA visited over 40 separate clubs to undertake Safeguarding visits, providing support to ensure that safeguarding remains a priority.

### 3.

- Dealt with 87 reports of discriminatory language of behaviour across Berks & Bucks member clubs and leagues.
- Developed a Discrimination strategy to support delivery in 2023-24.

### 4.

- Last season, 17 applications were submitted to the football Foundation for Grass Pitch Maintenance Funding, totaling over £393,000 in grants awarded contributing to an over £570,000 being invested into grass pitches for community use through the programme.
- In partnership with local club, BBFA provided extensive support to the development of 3 full size AGPs offering 80+ hours of use per week.
- £2.6m was invested into 3G AGPs across BBFA.





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*” ....there has been no fear, reluctance from the BBFA about working with a charity whose mission is to work with some of the hardest to reach, most mentally unwell people in society like we have seen elsewhere, they have embraced it like very few organisations have.*

**Neil Harris – CEO, Sport in Mind**

*”Partnering with Sport in Mind is part of our public commitment to the football community, recognizing the equal importance of physical and mental health, our Purpose and why we do what we do is to Connect People and Change Lives.”*

**Liz Verrall – CEO**



**Sport In Mind**

**Official Charity Partner**

## REPORT BY HANS COOK:

The conversation around mental health is growing, and it is well documented how significant a challenge it can be for people of all ages. With at least 1 in 4 people experiencing poor mental health, and Berks & Bucks FA engaging with 80,000 participants annually, we know that for, up to 20,000 people with us, this could be an everyday battle. We know that our role as a governing body is to champion the cause and raise awareness of mental health. We know that with the support of our network of 600+ clubs the potential impact and outreach of a partnership can be hugely significant within our communities.

Sport in Mind are well-known and respected national mental health charity based in Reading, who also champion the link between physical activity to improve mental wellbeing, so it made perfect sense to work closely with them on several exciting projects.

Within the last year we offered training to staff in Mental Health First Aid with over 50% of staff taking up the qualification. We have reached out to clubs and volunteers to take on the role of Club Mental Health Ambassadors. We offered to fund up to £350 for each volunteer to ensure they can be MHFA trained. We know, collectively we can make a bigger impact by reaching out to the grassroots football community to champion mental health awareness.

On World Mental Health Day we completed a cycling challenge, riding 185 miles on a stationary bike to recognise the number of lives lost to suicide in 2021 in our region.

The staff took part in RED January where we actively undertook a physical challenge as a team raising funds for the charity, Staff have shared their personal experiences, showing incredible courage and vulnerability but supporting the message that it is important to talk and share.

We established four new turn up and play sessions in partnership with Sport in Mind under our new @Mindful Football Project”

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## REPORT BY GRAHAM FISHER:



The desire to improve the behaviour of adults in youth football is shared by clubs, Leagues, the County FA, and above all, the children who just want to have fun and enjoy their football in a safe environment.

At the County FA we have implemented and supported a number of schemes and initiatives with a view to tackling the issue of poor behaviour. Engagement with clubs and Leagues sees a weekly newsletter sent to all Welfare Officers which includes relevant updates and shares good practice around preventing and dealing with poor behaviour. A monthly CPD meeting is held whereby training is delivered and good practice is shared. Over the 2022-23 season, seventy clubs and leagues attended sessions to assist them in these areas.

The County FA fully supported the FA initiatives of 'Play Safe' weekend and two 'silent support' weekends, spreading the message of why these initiatives are important and sharing resources and photographs of participants on various social media outlets and the website.

Over the course of the season the County FA completed nearly forty safeguarding inspections of clubs across the two counties. These inspections included visits to match days or training sessions, together with a look at the online presence of the club. A vast majority of clubs have safeguarding front and centre of their operations, but these inspections did lead to the sharing of advice, support and good practice to a number of clubs.

The football monitor scheme saw attendance at games around the counties to show support and a County FA presence at grassroots games throughout the season. That scheme has been expanded for 2023-24

In the 2022-23 season, the County FA worked with clubs and leagues to deal with 125 cases of poor behaviour by coaches or parents in youth football, offering support, advice and assistance, including speaking directly with the people involved where necessary. 50 cases were recorded whereby the behaviour was such that a record needs to be kept in case of a future reoccurrence, and 6 cases were referred to the FA safeguarding team at Wembley and other outside agencies.

A great deal of pro-active and reactive work goes into supporting the volunteers at the clubs and leagues across our two counties in an attempt to work together to drive up the standards of behaviour in our game. This will continue and develop as we progress through the new season.





## REPORT BY ROB ROSLYN:

Safeguarding is one of the most important areas across football, particularly in youth (under 18) football but also in adult (vulnerable adults) and disability football, to ensure that everyone can participate in a safe and enjoyable environment.

Over the last season, we have worked to improve compliance reporting and support for clubs, to ensure all relevant volunteers and officials complete the necessary DBS (Disclosure and Barring Service) check to ensure they are safe to take on their role(s) and work with children or adults as appropriate.

As part of this, we have changed some working routines from being reactive (chasing clubs and individuals when DBS checks expire) to being pro-active where possible by sending out reminders that DBS checks are due to be renewed in the next few months. This work supports the standard alerts from FA systems to individual volunteers and team officials about their expiring qualifications and gives additional support to Club Welfare Officers to enable them to keep on top of this area.

Over the second half of the season, whilst the number of team officials (managers and coaches) has continued to grow steadily, the number of expired DBS checks that need to be chased has been reduced from 80-90 at any one time at the start of the season down to about 40 by the end of season – a reduction of over 50%.

An added benefit of this work has been the increased communication with clubs and Club Welfare Officers in particular, which has allowed us to offer better support to clubs and volunteers by resolving problems at source or escalating them to colleagues at the FA for resolution, which in turn has given us a better understanding of the issues being faced by our volunteer workforce.





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# TACKLING DISCRIMINATION IN BERKS & BUCKS

**BERKS & BUCKS FA DOES NOT TOLERATE DISCRIMINATION IN ANY FORM AND IS COMMITTED TO PROVIDING A SAFE AND INCLUSIVE ENVIRONMENT FOR ALL.**

There is no single or easy way to eradicate discrimination from our game, however Berks & Bucks FA is pleased to present our strategy across the game for 2023/24 to support victims reporting discrimination, combat poor behaviour and remove this blight from our game.



## VICTIM SUPPORT

- Provide proactive and bespoke support for victims of discrimination
- Support victims to provide Impact Statements highlighting the human impact of discrimination
- Provide automatic investigation updates to victims



## CLUB NETWORK

- Increase the number of inclusion officers across Berks & Bucks FA 2\* and 3\* England Football Accredited Clubs
- Create resources to support Clubs manage discrimination allegations



## COUNTY FA DISCIPLINE OPERATIONS

- Promote sanctions for proven discrimination cases across the grassroots community
- Raise awareness of how to report discrimination during and after a match
- Launch a media campaign addressing poor spectator behaviour in grassroots football
- Ensure all individuals appointed by the County FA to positions of responsibility have received inclusion training



## LEAGUE NETWORK

- Complete a review of the diversity of League Management Committees across the County
- Support Leagues to host inclusion training for Management Committee members
- Host induction sessions for all new League Management Committee members highlighting their role in tackling discrimination
- Establish an early intervention system to support Leagues combat poor behaviour

## SUCCESS MEASURES:

1. Improved confidence in the County FA for managing discrimination allegations
2. Increased number of incidents of discrimination being reported to the County FA
3. Reduction in number of complaints being withdrawn or closed due to lack of supporting evidence
4. Increased number of inclusion officers within Clubs
5. Greater retention of match officials
6. Greater Number of Leagues Management Committees meeting representation targets (24/25 onwards)

**REMEMBER:** *Tackling discrimination is everyone's responsibility.*

If you have witnessed or been the victim of discrimination please contact us on 01235 544890 or at [Support@Berks-BucksFA.com](mailto:Support@Berks-BucksFA.com)



# GOVERNANCE

*- Improve our ability to serve the game.*



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Central to our strategy is the need to reflect on our internal structures to prepare us for the ever-changing game. This ranges from the need to be led by data and insight to add value to our decision making, to succession planning for future workforce requirements.

## OUR 2022-23 COMMITMENTS:

- 1.** Launch the Grassroots Football Board and working groups to support the voice of football in decision making.
- 2.** Review the make-up of the Board of Directors
- 3.** Achieve the FA's Code of Governance.

## WHAT HAS HAPPENED IN THE LAST 12 MONTHS

### 1.

- BBFA Launched the Grassroots Football Board and working groups across Refereeing, coaching/volunteering, female football, leagues and facilities with volunteers being recruited from across the region.

### 2.

- BBFA recruited a diverse and fit for purpose board to deliver future priorities.
- BBFA made changes to the website to make financial documents and governance structures more visible to the public.
- BBFA updated and developed policies to provide clarity and speed up decision making for the good of football.

### 3.

- In June, Berks & Bucks FA became the latest County FA to achieve the FA's Code of Governance highlighting the organisation's commitment to the highest levels of corporate governance.

Please see overleaf





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# FA CODE OF GOVERNANCE :



Berks & Bucks FA has achieved The FA's Code of Governance for County Football Associations.

Berks & Bucks FA evidenced full compliance with the Code of Governance which sets a higher precedent than the current gold standard for sport and aims to provide support and guidance to those running the grassroots game up and down the country.

In January 2020, The FA became the first national governing body in English sport to introduce a Code of Governance, with a number of other sports now following the model which has been endorsed by Sport England. The Code itself represents a 'Gold Standard' of governance, made up of 65 requirements based on Sport England and UK Sport's Code for Sports Governance.

The requirements within the code means each County FA can assess their current practices against the highest standard of corporate governance in football, supporting their development and ensuring they have the structures, functional operations and decision-making processes in place to offer the best possible service to the game at a local level. The code also includes provisions for gender diversity, ethnic diversity and youth representation across the County FA network.

All 50 CFAs have self-assessed against the Code and are committed to improving their governance, with Berks & Bucks FA becoming the latest to be awarded with the County FA Code of Compliance logo, which can be used on County FA external and internal communications channels.



*"As the national sport that millions of people play and support across the country, it's vitally important that The FA and the County FAs serve and lead the game as effectively as possible. Through this Code of Governance for County FAs, we have set out how they can enhance their governance at county level and ultimately deliver an even better service to their communities. I'd like to congratulate Berks & Bucks FA in becoming fully compliant and look forward to seeing many other County FAs achieve this same standard as their ongoing work progresses."*

**Tim Foster, Head of Operations**

*"While this is an evidence-based code, the importance is not the collection of information and data, but the practices embedded within our working practice as a result. We are extremely proud of this achievement, with the code reinforcing, to our membership and partners, the confidence they have in our governance processes, how we make decisions, our communication, and our transparency. My thanks go out to the Board who have embraced and adapted to change at a fast pace, to ensure we continue to do what is right for football locally."*

**Liz Verrall, CEO**








# YEAR 2

## SEASON 2022-23 IN NUMBERS



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		BY 2024	END OF YEAR 1 (JUN 22)	END OF YEAR 2 (JUN 23)	% OF TARGET
	NUMBER OF REGISTERED MALE PLAYERS	51,307	56,450	57,723	11.2% OVER
	NUMBER OF REGISTERED FEMALE PLAYERS	7,890	7,723	8,497	7.7% OVER
	NUMBER OF PLAYERS WITH A DISABILITY	677	666	652	96.3%
	NUMBER OF REFEREES	1,200	829	918	76%
	NUMBER OF YOUTH TEAMS WITH QUALIFIED COACH	90%	85.3%	86.6%	95.6%
	NUMBER OF TEAMS	4,500	4,696	4,947	9.9% OVER
	NUMBER OF GRASS PITCHES CLASSED AS "GOOD"	292	220	259	88.7%

All numbers can change year on year as an increase in one area can lead to a decrease in another. This is a snapshot at the end of the 2<sup>nd</sup> year of delivery.



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## REPORT BY ROD NOBLE:



The aims and objectives of the **‘Abingdon Disability Football Project’** was to bring together four local clubs to work as one for the good of Disability Football. Meanwhile creating a full pathway for disabled people to play football in the local area which will help to support the local PAN Disability Football League.

The benefit of four football clubs coming together is that they can increase their reach, effect, and impact across the local community. In addition to their being a pool of coaches and players from across the four clubs, that would be able to support project and long term aims.

The idea of the Taster Event was to offer the local community the opportunity to take part in a free event and hear the plans for the future of disability football in the town. The taster event was attended by 25 people and saw the clubs working together to put on coaching sessions for the different age groups. Following the coaching, the clubs were given a presentation explaining the next steps for the project in addition to receiving refreshments provided by Abingdon United FC. The ‘Comets’ pilot saw children aged 5-8 regularly attend the sessions, with participants being signposted into the new Abingdon Disability Football sessions which have started this September.

The project has received plenty of positive feedback. Firstly, the clubs who have partnered to create this unique opportunity are all excited about the future of Disability Football in Abingdon. This includes Abingdon Youth who said, “we are excited to be involved in this project. When the idea was first raised, we jumped at the chance to be involved! It is a great opportunity for the clubs in Abingdon to work together to make a real difference to disability football in the area!”

This project has shown that clubs are and can be willing to come together, acting as one, to create more opportunities for participation in grassroots football.

This is the link to the news story on the website – which also has a walk through video showing people the facilities and explaining what happened on the day:

[CLICK HERE](#)





The **BBFA Female Coaches Community** was created in April 2022 and following a successful launch, 2022/23 season saw the first full season of the Community. The FCC was created following a review of female coaches attending CPD opportunities. In January 2022, under 6% of CPD instances were attended by Female Coaches. We wanted to create a Community to support Female Coaches within the County to continue their development as a coach to feel comfortable in their environment and to enable coaches to network and share experiences.

In July 2022, alongside FA Regional CDO for Women & Girls, Vicky Fisher, a calendar of events for the season was published aiming to engage with more Female Coaches that season. In order to deliver the content and support the Community, we needed to capitalise on the workforce at FA and worked closely with Chris Berry & Jon Simmons, FA Coach Mentors.

For 22/23, we reviewed the content and created Workshop Topics to be more tailored and specific for female coaches. We recorded a podcast with a number of Female Coaches to talk about their experiences and the FCC. We created a new platform for our online Community to engage and network throughout the season and delivered 6 specific FCC events throughout the season including events tied in with watching WSL game post CPD workshops.

2022/23 was a success with a total of 110 Female Coaches attending workshops across the season. This was 12% of the total CPD instances last season which meant we had doubled the amount of Female Coaches attending CPD sessions. This number was made up of Coaches from 36 different Clubs which meant the impact was felt wider.

Below are some quotes from some coaches who were part of the FCC last season:

*“I wouldn’t go to a “generic” CPD event as would be male dominated and wouldn’t feel comfortable. This workshop enabled me to express myself and share my opinions without feeling judged.”*

*“I started coaching in Sep 2022, was contacted by BBFA of upcoming female CPD workshops and booked on them all straight away. Last night was a great confidence builder for me and look forward to networking with the other coaches”*

## REPORT BY RICHARD BRANT:





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## REPORT BY ALEX PRATT:



### Local Female Football Partnerships (LFFPs)

The 2022/23 season saw the growth of the LFFPs to include a new Reading partnership, to run alongside the continuation of the Milton Keynes LFFP. The idea of the LFFPs is to provide a face-to-face platform for clubs to engage with us on a regular basis throughout the season, to raise successes, challenges and gain support to contribute to the effective development of female football in the area. Additionally, linking in with the professional clubs, allowed for relationships to be built (and in some cases repaired) between them and their grassroots counterparts, as well as raising awareness of the development and progression opportunities for talented players.

The Milton Keynes partnership saw 11 clubs engage over the season, discussing issues, such as facilities, competition structure, behaviour, workforce and participation.

The Reading LFFP launched in June with 25 individuals and 16 clubs in attendance. The introductory evening provided the opportunity for us to promote the opportunities and initiatives currently being offered in female football, that the clubs could get involved in, which lead to creation of new Wildcats centres and Women's Social Football Sessions. Reading FC were also invited to present their ETC offer for talented players in grassroots teams, along with their sister club scheme, to allow young players to be inspired by opportunities with Reading Women – this helped build their relationships within the community. We finalised the evening with a Q&A opportunity, allowing clubs to ask any questions, and raise any current challenges in the area. Key topics included facilities, but more positively, collaboration, and the way clubs can work together moving forward, to ensure girls can continue to participate and decrease the drop out rate in older age groups.

These partnerships have become integral to engaging with our clubs, and ensuring their voice is heard and valued, and continuous improvements can be made to the ever-growing female game.



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In 2022/23 season, we wanted to increase the amount of opportunities for new referees by delivering more courses in one season than we have ever delivered before.

To ensure opportunities for all, we spent time in the summer to strategically plan locations for all of our courses to ensure individuals had reasonable access to attend a course. Due to the demand at the time, we relaunched our “Expression of Interest” list. The list plays an important part to the strategic delivery of our courses to ensure where demand is high in a certain area, more courses are made available for individuals to attend.

To deliver the courses, we worked closely with our fantastic Tutor Development Workforce to ensure they had ongoing support and opportunities to upskill throughout the season. And to support the trainee referees in completing the qualification and become fully qualified, we had a fantastic team of mentors who gave up their own time and along with the Tutor Developers, are passionate about the continued development of referees.

2022/23 was a big success with 17 Referee Courses delivered across the season in a variety of locations which beat our previous record of 14 courses. In total 374 individuals attended the course with just under 83% of candidates aged under 18. In addition, we also delivered a Female Referee Course which was attended by 12 candidates in Reading.

Out of the 374 candidates, 150 trainee referees completed the training and became qualified referees across the season with many more becoming qualified over Summer 2023. We received some fantastic feedback from candidates about the course:

*“A thoroughly enjoyable course. Welcoming, educational, and good fun.”*

*“The course was engaging and enjoyable. The time went by very quickly.”*

We also asked candidates what they had enjoyed the most since starting their referee journeys, this is what they said:

*“Helping out local clubs so that they are able to play football.”*

*“Still being involved in the game and being the reason why football can be played.”*

Due to the success of 22/23, it enabled us to carry out a deep-dive into our current offering of courses and how we can offer even further opportunities for individuals to become qualified referees. In 2023/24 season we have some very exciting plans to double the amount of courses, offering 800 individuals the opportunity to become referees.

## REPORT BY RICHARD BRANT:







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## REPORT BY CHRIS PENNY:

”



### Cups & Competitions

The BBFA Cups returned for another year with 882 teams entering a County Cup across 18 competitions. Figures showed a year-on-year increase across the board with more players, coaches and supporters enjoying the County Cup experience.

We took our finals to several clubs along the way with cup finals being held at Ascot United, Beaconsfield Town, Chesham United, Didcot Town, Flackwell Heath, Penn & Tylers Green & Slough Town.

Ascot United also held their first ever Senior Cup Final with 1007 people watching Bracknell Town edge out Marlow FC 1-0 to claim their 1st ever Senior Cup win. In the Ladies Final, MK Dons scooped the award again with a narrow victory over a spirited Abingdon United.

### Pokemon Futsal Cup

Berks & Bucks FA also organised the local qualifying round for the Pokemon Futsal Cup, where 4 of our clubs went through to represent Berks & Bucks in the national rounds of the competition. Congratulations to our local qualifier winners-

- U12 Girls – Thatcham & Newbury FC
- U10 Youth – Wokingham & Emmbrook FC
- U12 Youth – Eldon Celtic FC
- U14 Youth – MK Mavericks Futsal Club

We are looking forward to the 2023-24 season and welcoming more teams than ever before into the County Cup competitions as well as the introduction of the David Grainge Saturday Junior Trophy.



# CUP FINAL ROLE OF HONOUR

**MEN'S SENIOR CUP** – Bracknell Town

**WOMEN'S SENIOR CUP** – MK Dons

**CHARLES TWELFTREE TROPHY** – Old Bradwell United

**WOMEN' TROPHY** – Tilehurst Panthers

**SUNDAY CUP** – Burghfield FC

**U18 GIRLS CUP** – Wing Raiders

**SUNDAY TROPHY** – Singh Sabha Slough

**U16 GIRLS CUP** – Ascot United

**BILL GOSLING YOUTH CUP** – Beaconsfield Town

**U15 GIRLS CUP** – Aylesbury United

**U16 YOUTH CUP** – Cookham Dean

**U14 GIRLS CUP** – Aylesbury United

**U15 YOUTH CUP** – Ascot United

**U13 GIRLS CUP** – Chesham United

**U14 YOUTH CUP** – Newport Pagnell Town

**U12 GIRLS CUP** – Ascot United

**U13 YOUTH CUP** – Tattenhoe

**U12 YOUTH CUP** – Bracknell Town



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# OUR NEW LOOK BOARD FOR THE 2023-24 SEASON



**LIZ VERRALL**



**PAUL THOROGOOD  
MBE**



**JOHN HORSLEY**



**GEOFF CARDNO**



**RICH HOWGILL**



**KULBIR BRAR BEM**



**NIKKI MEASURES**



**MUNAWAR  
CHISHTY**



**MARTIN LAW**



**LUCY MOORE**



**YOHAN AUGUSTINE**



**FIONA HYDE**



# YEAR 3 PRIORITIES

## SEASON 2023-24



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<b>DIVERSITY</b> (Community & Inclusion)	<b>STRENGTH</b> (Players & volunteers) FA KPIs	<b>GOVERNANCE</b> (Finance)	<b>ENVIRONMENT</b> (Behaviour & Referees)
<ul style="list-style-type: none"> <li>● Encourage a Board &amp; staff representative of the county.</li> <li>● Provide clarity on direction with EDI &amp; Community based activities.</li> <li>● Raise the profile of BBFA across the EDI space</li> <li>● Raise awareness for inclusion across BBFA Clubs</li> <li>● Increase the number of Young Volunteers across the football family.</li> </ul> <p><b>Measurements:</b></p> <ul style="list-style-type: none"> <li>● Board: Female 33%, Diverse 25%, U25 5%</li> <li>● Staff: Female 40%, Diverse 10%, U25 5%</li> <li>● Clear 3-5 year vision and strategy in place to support future development and focus areas with delivery</li> <li>● Achieve Preliminary Equality Standard</li> <li>● 400 Clubs signed up to the FA FDLC</li> <li>● 513 Young people *U25 volunteering in Football across BBFA</li> </ul>	<ul style="list-style-type: none"> <li>● Grow our Player Pathways</li> <li>● Increase the number of youth Teams with a qualified coach</li> <li>● Grow a community of female advocates across football.</li> <li>● Increase the opportunities for coaches to grow and develop over and above the qualification pathway</li> <li>● Increase our market share of England Accredited Clubs &amp; teams across Berks &amp; Bucks FA</li> </ul> <p><b>Measurements:</b></p> <ul style="list-style-type: none"> <li>● 8567 players on Female pathway</li> <li>● 58,087 players on Male pathway</li> <li>● 651 players on Disability pathway</li> <li>● 115 qualified Female Coaches operating within Berks &amp; Bucks FA</li> <li>● 90% of youth Teams with a qualified Coach. (3136 teams)</li> <li>● 1742 incidences of CPD</li> <li>● 70% of adult teams with England Accreditation</li> <li>● 90% of youth teams with England Accreditation</li> </ul>	<ul style="list-style-type: none"> <li>● increase turnover by accelerating current opportunities</li> <li>● Grow Business Partnerships</li> <li>● Improve our ability to attract grant aid against our purpose (Connecting People Changing Lives)</li> <li>● Project manage the office relocation &amp; interim arrangements.</li> </ul> <p><b>Measurements:</b></p> <ul style="list-style-type: none"> <li>● Accelerate income Opportunities to £160k</li> <li>● Grow Business Partnerships to £40k</li> <li>● Achieve CIC or Charity Status</li> <li>● Facility future confirmed</li> </ul>	<ul style="list-style-type: none"> <li>● Significantly improve Referee Recruitment &amp; Retention</li> <li>● Improve behaviour within the game</li> <li>● Improve confidence in reporting discrimination</li> <li>● Maintain standards across Safeguarding</li> </ul> <p><b>Measurements:</b></p> <ul style="list-style-type: none"> <li>● 800 referees attending courses</li> <li>● Retain 80% of referees from 2022-23</li> <li>● 45% of discrimination cases ending in a charge</li> <li>● Successful maintenance of NSPCC Standards</li> </ul>



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FOOTBALL**

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**BE INSPIRATIONAL**

**BE PROACTIVE**

**BE TRUSTED**

**BE INCLUSIVE**

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