

# Berks & Bucks FA – AGM

## Tuesday 7<sup>th</sup> December 2021



Please feel free to say hello, we then ask you to put your microphone on mute and to turn your camera off. Please note, we will be recording this session.

We request that on each item of business where you are asked to vote, that you raise your hand if you are in **opposition** to the item we are voting on.

Please note it is one vote per club or league. If you are representing more than one organisation please make it known.



# Agenda

Chair's welcome

Presentation of annual Accounts 2020-21 \*

Report on the activities 2020-21\*

Presentation on “Connecting The Game”

Appointment of a professional body for 2021-22

Articles of Association \*



# Resolution 1

Adoption of the statement of accounts for the year ending 30<sup>th</sup> June 2021

## Proxy

35 members with the chair's vote  
1 member voting in favour

## Final Vote

61 in favour



# Resolution 2

## Adoption of the Annual Report of activities for Berks & Bucks FA season 2020-21

### Proxy

35 members with the chair's vote  
1 member voting in favour

### Final Vote

61 in favour



# Resolution 3

To adopt the model articles of Association support Berks & Bucks FA's compliance with the FA's Code of Governance

## Proxy

35 members with the chair's vote  
1 member voting in Against

## Final Vote

60 in favour  
1 against

# Berks & Bucks FA 2021-24

## Connecting the Game



**Vision:** We will inspire a lifelong relationship with football in all communities & individuals across the County

**Purpose:** Changing Lives, Connecting People

**Mission:** To Lead, Protect & Support your journey in football.

### **Strategic Objectives.....WE WILL:**

1. Develop a workforce diverse in thought, voice and action
2. Use football to develop safe & healthy environments
3. Lead Football's response to Covid-19
4. Improve our ability to serve the game
5. Strengthen our game across the County.



## (a) Develop a Workforce diverse in thought voice and action

We often talk about being 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.

Goal 1	Goal 2	Goal 3	Goal 4	Goal 5
Lessen the demographic gap between the decision makers and those affected by decisions across Grassroots Football	Use our influence to Change conversations about inclusion topics both internally and externally	Engender a diverse and inclusive environment across football.	Driving positive change by enabling the youth voice in decision making	Use data, knowledge and insight to support communities by identifying their needs.

### Year 1 Milestones

- Support external organisations to understand their demographics through the adoption of the FA's Grassroots Diversity Code.
- Creation of a 3 year EDI plan
- Develop 4 Meaningful focus campaigns per year
- Develop a Youth Activation plan
- Youth Volunteer Programme with 40 sign-ups
- Database of community organisations to share, support and engage.
- Develop a football friendly/inclusive club model.

### Year 2 Milestones

- Published targets & progress reports for internal representation
- Develop 4 Meaningful focus campaigns per year
- Achieve the Equality Standard Preliminary Standard
- 10 club youth councils in place
- Roadshow activities with under-represented groups

### Year 3 Milestones

- Published targets for external structures
- Develop 4 Meaningful focus campaigns per year
- 15 club youth councils in place
- 100 sign-ups to youth volunteer programmes



## (b) 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 minimalises risk to participants through good governance that you can trust and rely on.

We also understand the power that football can have to change lives and connect people in communities across the County.

Goal 1	Goal 2	Goal 3	Goal 4	Goal 5
Use football to tackle key societal concerns: (e.g. Knife Crime, Mental Health/Suicide, employability)	Maintain and enhance the safeguarding standards to drive improvement and safer environments	Improve local confidence in reporting discrimination /discipline and ensure appropriate measures are taken.	A suitably qualified referee for every game	Deliver the right mix of facility development to serve the needs of our ever-changing game

### Year 1 Milestones

- 1 dedicated campaign in place
- Dedicated support to lead our community work
- Successful annual renewal of FA Safeguarding 365
- Launch a safeguarding education programme to young people and their parents.
- Clear and succinct process for reporting in place

### Year 2 Milestones

- 1 additional dedicated campaign in place
- Successful annual renewal of FA Safeguarding 365
- Every adult club with U18 players to have a resource in place to support safeguarding
- Victim Support Programme in place
- Anonymous Reporting system in place

### Year 3 Milestones

- Addition of a 3<sup>rd</sup> dedicated social campaign
- Successful annual renewal of FA Safeguarding 365
- Develop a community arm to the Association demonstrating the power of sport to community cohesion and participation.





## (c) Lead Football's response to Covid

Recognising the long and short term affects of Covid on Football is essential as part of our collective recovery and our opportunity to thrive in the future. Covid has changed the way we operate, the way we engage and the way we work. It has accelerated the need to change and adapt our working models and to prepare ourselves and our members for any future crisis of this magnitude.

Goal 1	Goal 2	Goal 3
Develop a local Club & League network to share good practice, knowledge and ease the burden on volunteer resources.	Develop and implement an agile & Flexible working/facility model, at the County FA, to better serve the game	Continue to proactively interact with our members

### Year 1 Milestones

- Emergency Fund in place for clubs
- Re-introduction of County Cup Programme
- Hybrid working model implemented.

### Year 2 Milestones

- BBFA Site identified and confirmed for a 2024 move.

### Year 3 Milestones

- A full player pathway club hub in each LA



## (d) Improve our ability to serve the game

Central to our strategy is to 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.

Goal 1	Goal 2	Goal 3	Goal 4	Goal 5
Use Data and Insight to inform decisions and to monitor our effectiveness in serving the game	Offer high quality customer service to encourage a lifelong involvement in the game.	Improve the Association's ability to invest directly back in to the game	Ensure the Association has a strategy to Succession plan to aid workforce requirements	Review and enhance our membership model to ensure the voice of football is heard?

### Year 1 Milestones

- Understand the impact of covid on the retention of participants
- Appointment of a Commercial Direction
- Introduce opportunities for Apprenticeships
- Introduce board mentoring programme to identify talent for future recruitment.
- Review the Association's affiliation package
- Council Representative structures reviewed and improvements implemented.

### Year 2 Milestones

- Development of a commercial strategy
- Obtain Charitable status
- Develop a formal relationship with HE/FE – creating opportunities for internships and work experience
- Effective working group model in place to encourage new voices to be heard.
- Achieve the FA's Code of Governance

### Year 3 Milestones

# (e) Strengthen our game across the County

Monitored on behalf of the board by the Participation Working Group



Ultimately, the game relies on the thousands of volunteers and players across the county, and central to inspiring lifelong relationships is the ability to support, reward, recognise and champion their involvement in the game.

Goal 1	Goal 2	Goal 3	Goal 4	Goal 5
Develop a more active and diverse playing population.	Support and lead opportunities for the Coaching workforce to stay up to date and active/diverse in the game.	Support and lead local volunteer Development Opportunities, to support, reward and recognise contributions in grassroots football.	Develop infrastructural support to clubs and leagues to support sustainability and succession planning.	Improve relationships and connections with the recreational game

## Year 1 Milestones

- Retention of players in the male game (51,307)
- Retention of players with a disability
- Develop a legacy programme linked to Euro 2022
- Develop a membership offer for coaches to add value to qualifications offered by the FA.
- 89% of coaches in youth football to have qualified coach.

## Year 2 Milestones

- Develop a membership offer for local volunteer development opportunities
- Retain players in male football
- Increase participation in disability players in football.
- Provide a programme of specialist support in place for clubs and leagues (Financial, Legal, Commercial)
- Develop a product/offer for non-affiliated football to improve engagement and data/insight

## Year 3 Milestones

- Retain players in male football
- Increase female participation by 20%
- 90% of youth teams to have a qualified coach.



Thank you