

Essex County Football Association



Annual Report 2016



Essex County Football Association Limited



Notice is hereby given that the Annual General Meeting of the Essex County FA Limited will be held at the Essex Record Office, Wharf Road, Chelmsford, Essex on Thursday 1st June 2017 at 7:30pm, for the transaction of the ordinary and special business of the company, an agenda of which accompanies this notice. The Chairman of the Association, WA Deller, will preside and the Chief Executive will read the notice convening the meeting.

By Order of the Council

BJ Walshe

Chief Executive and Company Secretary

The Admission Slip on Page 66 of this report should be handed to the Association's representative when signing the attendance book at the meeting.

Only one representative of a league, competition or club will be admitted. If appointing a proxy, you must complete a Proxy Form and return it by post to the Essex County FA Office or E-Mail a scanned version to info@essexfa.com to arrive by 7:00pm on Tuesday 30th May 2017.

Registered Office: The County Office, Springfield Lyons Approach, Springfield, Chelmsford, CM2 5LB. Registered in Cardiff: No 3843186.

AGENDA

Chairman's Remarks

Business of the Meeting

ORDINARY BUSINESS

1. To consider the accounts and balance sheet of the company for the year ended and to receive the report of the directors.
2. To appoint Rickard Luckin as auditors and to authorise the directors to fix their remuneration.

SPECIAL BUSINESS

3. To consider and, if thought fit, pass, as a special resolution, the amendments to the Articles of Association of Essex County Football Association Limited (as set out on Page 61).

Essex County Football Association

(01245) 393085

The County Office,
Springfield Lyons Approach,
Chelmsford, Essex,
CM2 5LB.

www.essexfa.com

Incorporated in Cardiff. No. 3843186

Directors Report

FOR THE YEAR ENDED 31ST DECEMBER 2016

The directors present their annual report and financial statements for the year ended 31st December 2016.

Principal Activities: The principal activity of the company continued to be that of administration of football in the county of Essex.

Directors: The directors who held office during the year and, up to the date of signature of the financial statements, were as follows: DA Threadgold, WA Deller, LA Segal, DJ Emerton (Resigned 3rd June 2016), CF Lee (Resigned 3rd June 2016), CJ Singh (Resigned 3rd June 2016), BJ Fitzgerald, A Chaplin (Appointed 13th June 2016).

Directors' Insurance: The company maintains insurance policies on behalf of all the directors against liability arising from negligence, breach of duty and breach of trust in relation to the company.

Auditor: In accordance with the company's articles, a resolution proposing that Rickard Luckin Limited be reappointed as auditor of the company will be put at a General Meeting.

Statement of Directors' Responsibilities: The directors are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of Disclosure to Auditor: So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

On behalf of the board,

WA Deller

Director

23rd March 2017

Independent Auditors Report

We have audited the financial statements of Essex County Football Association Limited for the year ended 31 December 2016 set out on pages 5 to 16. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland”.

This report is made solely to the company’s members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company’s members those matters we are required to state to them in an auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company’s members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective Responsibilities of Directors and Auditor: As explained more fully in the Directors’ Responsibilities Statement set out on pages 1 - 2, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board’s Ethical Standards for Auditors.

Scope of the Audit of the Financial Statements: An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company’s circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on Financial Statements: In our opinion the financial statements:

- give a true and fair view of the state of the company’s affairs as at 31 December 2016 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on Other Matters Prescribed by the Companies Act 2006: In our opinion, based on the work undertaken in the course of our audit, the information given in the Directors’ Report for the financial year for which the financial statements are prepared is consistent with the financial statements, and the Directors’ Report has been prepared in accordance with applicable legal requirements.

Matters on Which We Are Required to Report by Exception: In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors’ Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the Directors' Report and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

Terri Smith (Senior Statutory Auditor) for and on behalf of Rickard Luckin Limited, Chartered Accountants, Aquila House, Waterloo Lane, Chelmsford, Essex, CM1 1BN (12th April 2017)



Income And Expenditure Account

FOR THE YEAR ENDED 31 DECEMBER 2016

	2016 £	2015 £
Income	820,271	862,745
Cost of sales	(568,612)	(577,408)
Gross surplus	251,659	285,337
Administrative expenses	(927,651)	(893,552)
Other operating income	645,041	670,193
Operating (deficit)/surplus	(30,951)	61,978
Interest receivable and similar income	15,196	15,096
Amounts written back to investments measured at fair value	85,879	14,144
Surplus before taxation	70,124	91,218
Taxation	(8,572)	(7,000)
Surplus for the financial year	61,552	84,218



Schedule Of Administrative Expenses

FOR THE YEAR ENDED 31ST DECEMBER 2016

	2016		2015	
	£	£	£	£
Fixed assets				
Tangible assets		625,309		601,724
Investments		1,076,320		989,785
		<u>1,701,629</u>		<u>1,591,509</u>
Current assets				
Debtors	898		16,352	
Cash at bank and in hand	1,059,483		1,157,518	
	<u>1,060,381</u>		<u>1,173,870</u>	
Creditors: amounts falling due within one year				
	<u>(248,737)</u>		<u>(301,072)</u>	
Net current assets		<u>811,644</u>		<u>872,798</u>
Total assets less current liabilities		<u>2,513,273</u>		<u>2,464,307</u>
Creditors: amounts falling due after more than one year				
		(132,666)		(136,252)
Provisions for liabilities				
		<u>(40,000)</u>		<u>(49,000)</u>
Net assets		<u>2,340,607</u>		<u>2,279,055</u>
Reserves				
Other reserves		60,577		60,577
Income and expenditure account		2,280,030		2,218,478
Members' funds		<u>2,340,607</u>		<u>2,279,055</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Under Section 454 of the Companies Act, on a voluntary basis, the directors can amend these financial statements if they are subsequently proved to be defective.

The financial statements were approved by the board of directors and authorised for issue on 23 March 2017 and are signed on its behalf by:

WA Deller
Director

A Chaplin
Director

Company Registration No. 03843186

Annual Report 2016

During 2016, football within Essex continued to evolve as we continued to deliver the ECFA Business Plan in-line with The FA's National Game Strategy.

There have been some notable successes along the way, which you can read about in this report, but there is always more to do and we will continue to work hard to achieve the best we can for grassroots football in Essex. The ECFA Business Plan 2015–2019 below, highlights the key areas of focus for the business to help support the game in Essex.

Effective and Sustainable Business

1. Effective and inclusive Board and Council
2. Business Plan with clear, strategic direction, utilising customer insight
3. Strong and secure financial position
4. Professional workforce

Coaching & Better Players

1. Inclusive coaching workforce with comprehensive twelve-month Coach Education programme and FA Licensed Coaches Club Continuing Professional Development (CPD)
2. Promote use of Futsal as player development tool
3. Promote player pathway and formats of football

Sustaining and Increasing Participation

1. Strategic partnership and relationship development with leagues
2. Develop modern and flexible formats of football to support the FA Youth Development Review and to reduce decline in 11v11 football
3. Increase female football participation
4. Promote FA Charter Standard to develop well-structured clubs

Football Workforce

1. Inclusive referee workforce increasing coverage of referees across youth and adult football (9v9 up-wards)
2. Recognise, promote and utilise volunteers to support grassroots football, including Young Leader development
3. Utilise and implement technology solutions to modernise football administration for volunteers
4. Provide a range of education courses to support ongoing training needs

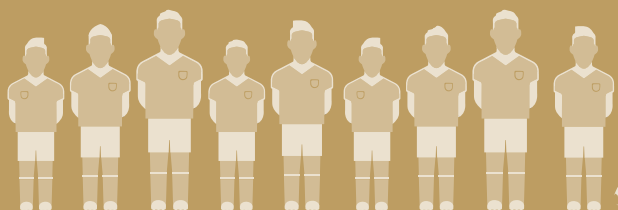
Better Training and Playing Facilities

1. Develop new, and improve existing, football facilities (specific focus on 3G and improving grass pitches)
2. Strategic local authority partnership and relationship development
3. Promote hub site sustainable facility model
4. Support facility owners and volunteer workforce to improve maintenance



Business Plan 2015 -19

"To govern, develop and lead grassroots football in Essex"



The Key Performance Indicator (KPI) Report below paints an accurate picture of the health of the game in Essex. As the figures show, Essex remains one of the largest counties in the country for football participation and, whilst participation figures across the whole remain high and positive, it is also clear that some formats of the game are being challenged by modern-day lifestyles and society demands.

This is clear within adult 11v11 football, which continues to follow a national trend of declining team numbers. We must continue to attempt to tackle this by meeting the current needs of players to offer a wider and more varied offer of participation.

Key Performance Indicator	Baseline 2015	December 2016	2019 Target
Sustain and Increase			
Mini-Soccer	1,219	1,339	1,230
Youth Male	1,658	1,660	1,670
Adult Male	1,331	1,177	1,304
Youth Female	128	131	129
Adult Female	41	50	41
Male Disability	58	64	58
Female Disability	11*	2	11
Player Development			
Youth Module Three	0	8	55
Better training and Playing Facilities			
Number of Improved Grass Pitches	0	29**	103
Number of New 3G Pitches	0	4	9
Football Workforce			
% of Youth and Adult Matches Officiated by a Qualified Ref-	78%	79%	90%
Inclusion			
Coaches			
Black, Asian and Minority Ethnic (BAME)	4.50%	5.68%	10.00%
Female	4.80%	4.65%	10.00%
Disability	0.90%	1.36%	3.00%
Referees			
Black, Asian and Minority Ethnic (BAME)	2.80%	6.32%	8.00%
Female	1.60%	2.37%	10.00%
Disability	2.00%	1.58%	3.00%

* Baseline incorrectly recorded in 2015

** Number of Follow-Up Visits Undertaken

The FA's development under CEO Martin Glenn continued with the launch of the FA Strategic Plan and there were some key changes in programme delivery, including a complete review of the Coach Education Pathway in the country.

In addition, there was the opening of the first FA 'Parklife' Hub in Sheffield, which is helping to shape future facility investments across the country, plus the target of doubling female participation. The FA also saw a new incoming Chairman in Greg Clarke, who came into post in July 2016 and subsequently spent time meeting with respective County FAs to help get a clear picture of the issues facing grassroots football.

In 2016 there was the release of the Sport England strategy 2016 -2021 Towards an Active Nation, which looked at setting a new direction for investment into sport, focusing on the achieving the five Government outcomes of: Physical Wellbeing, Mental Wellbeing, Individual Development, Social & Community Development and Economic Development.

The year also saw the sad and traumatic national revelations regarding historical safeguarding allegations within football. Football has developed very strong safeguards but we have to remain ever-vigilant on this subject to ensure the safety and wellbeing of all young and vulnerable people involved in the game.

We also have to pay tribute to the outgoing Essex County FA Chief Executive, Phil Sammons, who left his role at the end of 2016 following 20 years of service.

As you read through the report I hope you can see there is a lot to be positive about for football in Essex but, as with all walks of life, we must continue to evolve to ensure the popularity of the game is as strong as ever and everyone gets the opportunity to participate in the beautiful game.

Brendan Walshe

Chief Executive





Executive Council

Wayne Deller was re-appointed as Chairman by the Executive Council. Kim Farmer was elected onto Council as the Women's & Girls' Representative. Danny Coyle was elected onto Council as Youth Representative for Group One.

The volunteer Council members again undertook their regulatory and management role and they were involved in many Council, disciplinary, refereeing, competitions and rules meetings throughout the year. The 2016 Council members were:

Morris Jeffers, Gordon Snell, John Bays, Richard Brooks, Michael Hemsted, Edward Rhymes, Michael Game, Keith Miller, Jeffrey Saxton, Alec Berry, David Threadgold, Duncan Charlick, Charlie Francis, Lawrence Segal, David Emerton, Wayne Deller, Roger Crane, Michael Willmore, Christopher Singh, Barry Fitzgerald, Kevin Curran, Mark Holmes, Chris Lee, Alan Dare, Kenneth Robinson, Graham Hall, Andy Chaplin, Martin Berry, Kim Farmer, Danny Coyle.

During 2016, Council lost one of its membership. Long-serving Life Member, John Bays, passed away in February at the age of 92. Having joined the Council in 1974, John became a Life Member in 1995.

The Board

The Board saw a number of changes this year, reducing in size from seven members to five. Specific portfolios of work were also removed from the Director roles, with Directors assuming broader responsibilities across the whole business.

All Directors resigned from their posts and were re-elected into the new Director roles. Wayne Deller was re-elected as Chairman and Dave Threadgold, Lawrence Segal, Barry Fitzgerald and Andrew Chaplin were elected as Directors of the Essex County FA. Chris Singh, Chris Lee and Dave Emerton respectively left the Board as Directors.

The Board continued to undertake a review of the County's Board and Council structure and further proposals will be placed before Council in early 2017.

Staffing

At the end of 2016 the County FA employed 24 members of staff: 20 full time and four part time. In addition, we continue to have around 70 casual employees who carry out coaching, tutoring and physiotherapy roles.

Sarah Shaw left the team after nearly 15 years to pursue other opportunities. During her time, Sarah served the County FA as PA to the Chief Executive and Chairman and as Finance Officer. Nicola Crowl also left the team in early 2016 after nearly three years of service to join The FA.

The County Office had one new member join during 2016. Rory Gooding arrived in February to support the Governance Team. Once again I would like to take this opportunity to thank all the staff, who have worked tirelessly and professionally across all aspects of the Association's work.

The 2016 team: Phil Sammons, Greg Hart, Fran Smith, Sarah Shaw, Mark Wallis, Robert Craven, Anna Eborall, Nicola Crowl, Chris Evans, Brendan Walshe, Nick Emery, Lana Gillard, Emma Burden, Sean Harris, Andy Crowl, James Lisher, Helen Hever, Luke Hornsley, Sue Hammond, Maryanne Dennis, Cindi Chatha, Kevin Watts, Sam Robinson, Rhys Elmer, Danielle Warnes, Rory Gooding.

Governance Team

ASSOCIATION MEMBERSHIP FIGURES

At the end of 2016, the membership figures were as follows, with a comparison against 2015:

Affiliated Clubs	2016	Teams	2015	Teams
Senior	42	43	41	41
Step 7	23	25	25	25
Junior	715	1,085	802	1,229
Youth	280	3,072	293	3,029
Women	35	46	33	40
Girls	58	173	65	132
Totals	1,153	4,444	1,259	4,496

The FA's Whole Game System (WGS) continues to be improved by The FA, and the affiliations this year were completed mainly through the portal. Only a handful of clubs required paper forms to complete the affiliation process.

League sanctioning was available through WGS. The majority of the leagues completed their affiliation and sanctioning through the portal. This remained a long task for some leagues but, hopefully, this should become easier as the use of WGS increases.

DISCIPLINE

Discipline	2016	2015
Cautions	16,646	17,534
Misconducts	1,580	1,266
Standard	2,016	2,121
Total	20,242	20,921

We have seen a slight decrease in the amount of misconduct administered during the year, although there was an increase in the number of misconduct charges being raised, mainly due to the introduction of 'Respect Charges' throughout all football.

It is worth reminding clubs that, with the use of WGS, the main change in the discipline process is the two aspects of the process. The paperwork is now separated from the payment. The FA implemented a weekly invoicing process for clubs, which leads to invoices being raised weekly.

However, the paperwork for cases is raised on a daily basis. Clubs need to be aware of the different deadline dates this causes, and ensure they do not fall foul to the additional fines and charges which may arise from this.

One of the concerns during season 2015/16 was the implementation of Sine Die Suspensions where misconduct had not been concluded, as late fine invoices were being raised on Fridays so suspensions were being imposed on Saturdays when clubs and competitions could not check or clear suspensions.

The FA have amended this so, should a suspension be required to be implemented, these will only begin on a Monday, giving most clubs the week to clear them.

During the affiliation process, clubs who were not 'online' for discipline were asked if they wished to be online for season 2016/17. We made contact with the clubs who accepted this, confirming the requirements of being online. Come the end of 2016, we had 53.5% of clubs affiliated to us using online discipline. This has decreased the amount of paperwork being sent out.

There are still issues which are arising from the online process, which is why we have not pushed to increase the amount of clubs. However, we will be looking to try to get more clubs online for season 2017/18.

Regulations And Sanctions

FA STANDARD CODE OF RULES (SCOR)

With the FA Standard Code of Rules being updated in 2016, we continue to check that leagues are issuing accurate and correct rules to their memberships. All leagues are reminded to make local amendments to the sections of the rules as required (i.e. changes to fine levels).

After the overhaul of SCOR for season 2015/16, the SCOR for Youth Competitions received a similar overhaul, to try to replicate the updated SCOR. There are some obvious differences for the implementation of rules specifically for youth football.

APPEALS

2016 saw 21 appeals against league decisions being lodged with the Essex County FA, compared to 39 in 2015. As in previous years, members of the Executive Council presided over the appeals.

The decisions were:



PLAYER REGISTRATION

The next stage of the Whole Game System was introduced for season 2016/17, with the Andreas Carter Essex & Suffolk Border League piloting player registration in Essex. Throughout the country there have been 50 leagues involved in this pilot.

The process is the beginning of integration between The FA's 'Full Time' system (for online league admin) and WGS, and a way to provide The FA with details of the individuals who are playing throughout the country. The Essex & Suffolk Border League began by getting teams confirmed between Full Time and WGS. Following on from this was a requirement for clubs to check players being connected between Full Time and WGS.

Then, before the season began, the league went through the process of checking the registrations of players and accepting them through the portal. As with any new areas in WGS, there were some issues, which are being resolved.

The FA have considered the process to have been successful, and are planning on making the registration available to all leagues for season 2017/18, with the process of making connections beginning in February 2017.

Referee Development

FA REFEREES COURSES

This year we recruited and trained 284 Level 9 trainee referees from across Essex who all successfully qualified over the 15 FA Referee Courses held throughout the year. Detailed below is a short review of the total number of basic candidates we have trained from January to December 2016.

Start Date	Venue	Successful Candidates
14th January	Shrub End Community & Sports Centre	19
18th January	Selex Sports & Leisure Club	23
28th January	Writtle College Sports Ground	24
9th February	Collier Row	17
2nd July	Writtle College Sports Ground	22
2nd July	Shrub End Community & Sports Centre	13
23rd July	Selex Sports	24
7th August	Collier Row	23
17th August	Woodlands School	23
4th September	Writtle College Sports Ground	12
2nd October	Collier Row	12
9th October	Shrub End Community & Sports Centre	12
26th October	Woodlands School	24
6th November	Writtle College Sports Ground	20
4th December	Collier Row	16

PROMOTION

Following the conclusion of the promotion season for 2015/16, the following referees were promoted to their new respective levels for season 2016/17:

Promoted to Football League Assistant Referees Panel

Daniel Cook (Colchester), Garry Maskell (Westcliff-on-Sea)

Level 4 to Level 3

Robert Claussen (South Fambridge), David Hutton (Basildon)

Level 5 to Level 4

Samuel Everitt (Stanford-le-Hope), David Feline (Colchester), Benjamin Figg (Chelmsford), Paul Humphries (Rayleigh), Matthew Owen (Basildon), Graham Scott (Chelmsford), Paul Stratton (Havering), Christopher Williams (Witham), Kane Woods (Benfleet)

Level 6 to Level 5 (County Referee to Senior County Referee)

Stephen Bartlett (Braintree), Howard Brown (Thurrock), Charlie Bruce (Brentwood), Ashley Butler (Uttlesford), Simon Caton (Rochford), Steve Challis (Basildon),

Matthew Davis (Southend-on-Sea), Daniel D'Urso (Basildon), Mahdi Elhalawany (Braintree), Ryan Fox (Castle Point), Emma Gregory (Havering), Farai Hallam (Redbridge), Mark Hankin (Havering), Daniel Hill (Tendring), Alphie Ibrahim (Newham), Aaron Irvine (Southend-on-Sea), Endrit Malaveci (Barking & Dagenham), Philip Molloy (Colchester), Kadir Nazif (Havering), Olabisi Omotosho (Thurrock), Reece Pinchback (Basildon), Dumitru Vasile (Chelmsford), Stephen Weeks (Harlow), Jamie Wood (Havering), Sven Wood (Southend-on-Sea), Michael Wright (Rochford), Alp Yavuz (Chelmsford)

Level 7 to Level 6 (Junior Referee to County Referee)

Antoni Askew (Basildon), Steven Buckley (Epping Forest), Christopher Bunce (Southend-on-Sea), Joe Burgess (Castle Point), Craig Charles (Harlow), Leo Del Rosso (Brentwood), Harry Dunnett (Rochford), Patrick Duverne (Sudbury), Gemma Gardiner (Tendring), James Garwood (Braintree), Nicholas Gliddon (Braintree), Taylor Hawks (Rochford), Mackenzie Klessa-Smith (Thurrock), Martin Lawrence (Maldon), Billy McKay (Colchester), Elliot Mercer (Redbridge), Stuart Nixon (Basildon), Thomas Raffan (Southend-on-Sea), George Sleigh (Colchester), Ryan Smith (Braintree), Graeme Smith (Chelmsford), Blair Stanley (Chelmsford), Alan Steward (Redbridge), Brian Taylor (Uttlesford), Gary Telling (Southend-on-Sea), John Tillett (Harlow), John Tyson (Rochford), Daniel Ward (Chelmsford), Martin Weavers (Braintree), Jack Willmore (Tendring)

The FA's National Referee Strategy

The publication of The FA National Referee Strategy (NRS) provided us with an important moment in English refereeing, as it set out the organisational blueprint of the key principles, frameworks and structures for referee recruitment, retention and development.

The NRS demonstrates The FA's commitment to maximising the opportunities for inclusion, participation and development at all levels of the refereeing pyramid across the range of roles in refereeing.

FA Centre of Referee Excellence (CORE) Programme

Following The FA's review of the National Development Programme and County FA Academy structures, Essex County FA Referee Academy members and National Development Group members were confirmed for 2015/16.

The Essex Referees Academy is made up of ten members detailed under Step 3 who have been selected after successfully meeting the entry eligibility criteria set by The FA. Members from Step 4 form part of the Regional FA Development Group and they operate within the development scheme, which meets four times a year as part of our allocation to the London Region.

Four of these officials represented Essex at the FA Young Referees' Conference. They are an exciting group of referees who we're sure will progress onto senior football over the next couple of seasons. Our Stage 5 members continue to operate within the highest tier of the Regional FA Development Group but, as Level 4s, they also receive matchday coaching from our Level 4 Development Coaches.

Cup Final Officials

Congratulations to all the match officials who were nominated to receive a County FA Cup Final based on their on-field performances for season 2015/16.

Final	Referee	Asst Referee	Asst Referee	Fourth Official
Senior Cup	Fred Graham	Neil West	Daniel Cook	James Whittaker Jnr
Saturday Premier Cup	Edward Smith	Adam Storey	Sven Wood	Andrea Timpani
Saturday Junior Cup	Matthew Owen	Steve Connor	Aaron Irvine	Andrew Simmonds
Saturday Junior Trophy	Endrit Malaveci	Phil Molloy	James Garwood	Mark Rule
Saturday Veterans Cup	Peter Cubley	Alan Sheil	Chris Hockett	Stuart Hannam
Sunday Premier Cup	Michael Scott	Lewis Farthing	Ryan Fox	Joe Wrigley
Sunday Junior Cup	Matthew Fletcher	Kevin Fisher	Harry Dunnett	Farai Hallam
Sunday Junior Trophy	David Feline	Martin Weavers	Joe Burgess	Thomas Bullard
Sunday Veterans Cup	Andrew French	David Parker	Chris Bunce	Martin Osborne
Pelly Under 18s Cup	Aaron Farmer	Reece Pinchback	Ryan Smith	Kane Woods
Cassels Under 16s	Ben Figg	Ryan Johnson	Lucca Craig	Nicholas Gliddon
Rosser Under 15s Cup	Sean Burnett	Samuel Jeggo	Callum Dorling	Leo Del Rosso
Andrews Under 14s Cup	Callum Cockley	Thomas Berry	Jack Ridge	Tom Kiernan
Cordell Under 13s Cup	Jack Willmore	Ben Kensdale	Dominic Skinner	Oliver Pears
Under 12s Cup	Taylor Hawks	Harry Mansell	Jacob Game	Luke Soulsby
Women's Cup	Stuart Cheek	Martin Quinn	Abbie Fox	David Gainsford
Women's Trophy	Alex Mullett	Nnaemkea Ukah	Katie Dorling	Lee Dorling
Under 16s Girls	Thomas Johnson	Peter Appleby	James Allaoui	Daniel Hill
Under 14s Girls	Thomas Raffan	Finlay Mitchell	Luke Woodward	Taylor Reece

League Referee Coverage Report

With the Referees Department Key Performance Indicators (KPIs) switching from the number of referees registered in a season to referee coverage, as part of The FA's National Game Strategy, we were asked to collate the leagues' referee coverage statistics from season 2015/16.

Therefore, detailed below is the referee coverage information, which has been collated into their respective categories from the responses received from our affiliated leagues.

The Southend Borough & District Football Combination, Chelmsford Youth League and the Blackwater & Dengie Youth League did not provide their referee coverage data in time for the FA report, so their leagues were shown as zero, although the Blackwater & Dengie Youth League has since provided the required information which has now been added to the report shown below.

% Coverage Baseline Calculator	Tier 1	Leagues Utilising Full-Time	Baseline	88%
	Tier 2	Leagues With Other Appointing		
	Tier 3	Leagues With No Formal Appointing		

Key: GP = Games Played, GC = Games Covered by Qualified Referee

League	Tier	GP	GC	% Coverage	Difference
Bishop's Stortford Stansted & District League	Tier 2	103	102	99%	-1
Chelmsford & District Churches League	Tier 1	72	72	100%	0
Colchester & East Essex League	Tier 2	483	475	98%	-8
Essex Alliance League	Tier 2	309	309	100%	0
Essex Senior League (Reserve Division)	Tier 1	139	137	99%	-2
Greene King Essex Veterans League	Tier 1	962	962	100%	0
Andreas Carter Essex & Suffolk Border League	Tier 2	679	679	100%	0
Romford & District League	Tier 1	148	143	97%	-5
North Essex Veterans League	Tier 1	80	80	100%	0
Southend Borough & District Football Combination	Tier 1	N/A	N/A	0	0
County Motor Works Vauxhall Mid Essex League	Tier 1	859	859	100%	0
ProKit UK Essex Olympian League	Tier 1	1,081	1,080	100%	-1
Basildon & District Sunday League	Tier 1	266	254	95%	-12
Braintree & North Essex Sunday League	Tier 2	330	328	99%	-2
Brentwood Sunday League	Tier 2	468	450	96%	-18
Chelmsford Invitation League	Tier 1	242	227	94%	-15
Clacton & District Sunday League	Tier 2	110	69	63%	-41
Colchester & District Sunday League	Tier 2	543	531	98%	-12
Dagenham & District Sunday League	Tier 1	180	169	94%	-11
Essex Sunday Corinthian League	Tier 2	394	394	100%	0
Essex Sunday Football Combination	Tier 1	407	398	98%	-9
Harlow & District Sunday League	Tier 1	387	374	97%	-13
Independent South Essex Sunday League	Tier 2	295	267	91%	-28
London City Airport Sunday League	Tier 2	180	137	76%	-43
Pope & Smith Chelmsford Sunday League	Tier 1	443	439	99%	-4
Romford & District Churches League	Tier 1	79	78	99%	-1
Sceptre Sunday League	Tier 1	639	584	91%	-55
Southend Borough Combination Veterans	Tier 1	529	496	94%	-33
Southend Sunday League	Tier 1	507	450	89%	-57
Thurrock Association Sunday League	Tier 1	588	537	91%	-51
Blackwater & Dengie Youth League	Tier 2	1,871	1,613	86%	-258
Chelmsford Youth League	Tier 1	N/A	N/A	0	0
Colchester & District Youth League	Tier 2	1,858	1,523	82%	-335
Echo Junior League	Tier 2	2,702	2,078	77%	-624
Southend & District Junior Sunday League	Tier 1	2,672	2,263	85%	-409
Essex County Women's League	Tier 2	160	119	74%	-41
Essex County Girls' League	Tier 1	564	131	23%	-433
Overall Total		21329	18807	88%	-2,522

Representative Squads

UNDER 18S

Essex earned a path into the Third Round of the FA County Youth Cup, going out to holders, Cheshire, 3-2 on a very wet afternoon at Vauxhall Motors FC in Ellesmere Port. Prior to that, Somerset were heavily defeated 9-2 at Dagenham & Redbridge FC in Round One before a 3-0 win over Berks & Bucks in Round Two at Thurrock FC.

They also finished as runners-up in the East Anglian Counties Championship, three points adrift of champions Suffolk. Essex won their opening tie, 2-0 against Cambridgeshire at Stanway Rovers FC before losing an entertaining game 3-2 against Hertfordshire at Harlow Town FC, drawing 0-0 with Suffolk at AFC Sudbury.

A good end to the campaign saw Essex finish with two victories, 5-2 away in Bedfordshire at AFC Kempston Rovers before the runners-up spot was sealed with a 3-2 win in Norfolk at Easton College.

SQUAD: MANAGERS: GRAHAM HALL AND ANDY TICKNER):
JAYDE ABRAHAM (BARKING ABBEY), JAMES ALBOROUGH (BRENTWOOD TOWN),
TARRYN ALLARAKHIA (MALDON & TIPTREE), TOBY AROMOLARAN (TILBURY),
WILLIAM BALDRY (TILBURY), MATTHEW BENTLEY (AFC HORNCHURCH),
JOE BOWLES (AFC HORNCHURCH), TOM DANCE (HULLBRIDGE SPORTS), ANDY FENNELL
(CHELMSFORD CITY), LEE GREEN (HALSTEAD TOWN), OLIVER HANLON (TILBURY),
MAX HARBROW (BRENTWOOD TOWN), TOM HOWE (BRENTWOOD TOWN),
CALLUM HUBBLE (ESSEX SCHOOLS), LEWIS JAGGS (TILBURY), AMAR LEWIS (CHELMSFORD
CITY), REGAN MEAD (TILBURY), MWETSI MATANGI (CHELMSFORD CITY), GEORGE O'CONNOR
(AFC HORNCHURCH), JOE O'HARE (CHELMSFORD CITY), SOLOMON OGUNWOMOJU (AVELEY),
JAMIE PRICE (TILBURY), SAM SOUTAR (SAFFRON WALDEN TOWN), ARMAN TSHELA
(BARKING ABBEY), MAX WATTERS (ESSEX SCHOOLS)

	P	W	D	L	F	A	GD	PTS
Suffolk	5	4	1	0	10	4	6	13
Essex	5	3	1	1	12	7	5	10
Norfolk	5	2	1	2	23	14	9	7
Bedfordshire	5	1	1	3	10	13	-3	4
Cambridgeshire	5	1	1	3	6	14	-8	4
Hertfordshire	5	1	1	3	5	14	-9	4



UNDER 16S

For the second time inside three seasons, Essex won the East Anglian Counties Championship. With new competition rules stating that the top two sides played-off regardless of their points tally, despite Essex finishing top of the table, a play-off was required with second-placed Bedfordshire. Essex won 2-1 at Burnham Ramblers FC to seal the trophy.

Essex had opened their campaign with a 4-3 win in Bedfordshire at AFC Kempston Rovers before a goalless draw with Suffolk at Brightlingsea Regent FC. The regular season was completed with a 2-1 win over Hertfordshire in Letchworth.

SQUAD (MANAGERS: DAVE AGASS MBE, PAUL HOBBS, KEITH THWAITES): CHARLIE ARNOLD (BILLERICAY TOWN), TOBY BARLOW (ESSEX SCHOOLS), NIAL BLOWERS (CHELMSFORD CITY), BEN BRAKO (SENAB), HARRY BRISLEN-HALL (ESSEX SCHOOLS), LEWIS CALLERY (EURO DAGENHAM), KEN CHARLES (BARKING), JOE CLIFFORTH (BILLERICAY TOWN), PETER EBOGBULEM (REDBRIDGE), DYLAN FRIDAY (BARKING), BAYLEY JOHNSON (BILLERICAY TOWN), JAKE JOLIFFE (ESSEX SCHOOLS), NATHAN JOSEPH (THURROCK), JOSH LAMONT (THURROCK), JIMMY MONTGOMERY (SAWBRIDGEWORTH TOWN), TYLER RICHARDSON (BILLERICAY TOWN), CONNOR TYRRELL (WARE), IBRAHIM UGRADAR (ESSEX SCHOOLS)

	P	W	D	L	F	A	GD	PTS
Essex	3	2	1	0	6	4	2	10
Bedfordshire	3	2	0	1	9	6	3	6
Suffolk	3	1	1	1	4	4	0	4
Hertfordshire	3	0	3	3	1	6	-5	0

WOMEN

A truncated Women's section of the East Anglian Counties Championship, albeit with the introduction of Kent, saw Essex finish third in the table with one win and two defeats from their three fixtures.

The side opened up with a spirited 4-2 defeat to Kent at VCD Athletic FC before enjoying a 4-1 win over Hertfordshire in Letchworth. Eventual champions Suffolk then beat Essex 4-0 at AFC Hornchurch to complete the campaign.

SQUAD (MANAGERS: KIM COSTER, STEVE ADAMS): SOPHIE BLOWERS (C & K BASILDON), SARAH BOVINGTON (BILLERICAY TOWN), GEORGIA BOX (COLCHESTER TOWN), MICHELLE BRIDGEMAN (HERTFORD TOWN), VICKY BRUCE (BILLERICAY TOWN), CHARLOTTE BRYANT (COLCHESTER TOWN), NICOLA CARTY (C & K BASILDON), COURTNEY CLARKE (WRITTLE), ASHLEY DEBNAM (BRENTWOOD TOWN), NIKKI DUNSDON (C & K BASILDON), CARLY EAGLES (BILLERICAY TOWN), NICOLE FARMER (BILLERICAY TOWN), KIRA FITZPATRICK (COLCHESTER TOWN), CERRI HARRIS (COLCHESTER TOWN), ALEAH HEADLEY (BARKING ABBEY), CHARLOTTE HOPWOOD (BILLERICAY TOWN), CHARLOTTE LONG (C & K BASILDON), HAYLEY PIGGOTT (BILLERICAY TOWN), NIKITA RUNNACLES (COLCHESTER TOWN), ALEX SHEPHERD (COLCHESTER TOWN), KELSEY SMITH (WEST HAM UNITED), ZOE SMITH (COLCHESTER TOWN), MICHELLE STONEMAN (WEST BILLERICAY), CHARLOTTE TWYDELL (BRENTWOOD TOWN), KATIE WHITEHEAD (BILLERICAY TOWN), VANESSA WILSON (BILLERICAY TOWN), LUCY WYATT (BILLERICAY TOWN)

	P	W	D	L	F	A	GD	PTS
Suffolk	3	3	0	0	11	2	9	9
Kent	3	2	0	1	9	7	2	6
Essex	3	1	0	2	6	9	-3	3
Hertfordshire	3	0	0	3	5	13	-8	0

County Cup Finals 2015/16

Concord Rangers became the first club since Leytonstone in 1967 to win the BBC Essex Senior Cup for a third successive season as Heybridge Swifts were narrowly defeated 1-0 at Dagenham & Redbridge's Victoria Road. Another side to win a county competition for a third straight season were Hutton Old Boys, who completed a trio of Saturday Veterans Cup successes as Leigh Ramblers were defeated, 3-1.

The Saturday Premier Cup was won by Frenford Senior, the Junior Cup by Chingford Athletic and the Junior Trophy by Flitch United. On a Sunday, the Premier Cup was won by Rouge Returns, the Junior Cup by Daen Ingas, the Junior Trophy by Fox & Fiddler, while the Veterans Cup was lifted by Nicholas Wybacks.

C & K Basildon won the BBC Essex Women's Cup for the third season in four with a win over Writtle, while Harlow Town won the Women's Trophy. The Under 14s Girls Cup was claimed by Billericay Town and the Under 16s by Writtle Minors (Greens).

In the boys' youth cups, AFC Hornchurch won both the Rosser Under 15s and Andrews Under 14s Cups, but were runners-up to Chelmsford City in the Pelly Under 18s Cup. Concord Rangers beat West Bergholt in a penalty shoot-out to win the Cassels Under 16s Cup, while the Cordell Under 13s Cup was won by Hullbridge Sports and the Under 12s Cup by Hutton.

BBC Essex Senior Cup

Tuesday 12th April, 7:45pm
at Dagenham & Redbridge FC
Concord Rangers 1-0 Heybridge Swifts

Essex Sunday Junior Trophy

Sunday 10th April, 10:30am
at Brightlingsea Regent FC
Fox & Fiddler 2-1 Westcliff United

BBC Essex Saturday Premier Cup

Wednesday 30th March 7:45pm
at Thurrock FC
Frenford Senior 4-1 Little Oakley

Essex Sunday Veterans Cup

Sunday 3rd April, 10:30am
at Great Wakering Rovers FC
Nicholas Wybacks 1-0 Old Sutton Veterans

Essex Saturday Junior Cup

Wednesday 20th April, 7:45pm
at Billericay Town FC
Chingford Athletic 2-0 Iona

BBC Essex Women's Cup

Thursday 21st April, 7:45pm
at Thurrock FC
C & K Basildon 3-0 Writtle

Essex Saturday Junior Trophy

Wednesday 6th April, 7:45pm
at Aveley FC
Flitch United 1-0 Ryan U21s

Essex Women's Trophy

Sunday 20th March, 3:00pm
at Saffron Walden Town FC
Harlow Town 5-1 Wickford Town

Essex Saturday Veterans Cup

Wednesday 16th March, 7:45pm
at Aveley FC
Hutton Old Boys 3-1 Leigh Ramblers

Essex Pelly Under 18s Cup

Wednesday 27th April, 7:45pm
at Billericay Town FC
AFC Hornchurch 2-3 Chelmsford City (aet)

Essex Sunday Premier Cup

Sunday 1st May, 10:30am
at Concord Rangers FC
Global 1-3 Rouge Returns

Essex Cassels Under 16s Cup

Wednesday 13th April, 7:45pm at Maldon & Tiptree FC
Concord Rangers 1-1 West Bergholt
(aet, 3-2 on penalties)

Essex Sunday Junior Cup

Sunday 3rd April, 10:30am
at Great Wakering Rovers FC
Belfry 1-1 Daen Ingas
(aet, 4-5 on penalties)

Essex Rosser Under 15s Cup

Sunday 24th April, 3:00pm
at Concord Rangers FC
AFC Hornchurch 2-1 Thurrock

Essex Andrews Under 14s Cup
Sunday 24th April, 11:00am
at Concord Rangers FC
AFC Hornchurch 2-1 Concord Rangers (aet)

Essex Under 16s Girls Cup
Sunday 20th March, 10:30am
at Saffron Walden Town FC
Leigh Ramblers (Blacks) vs Writtle Minors (Greens)

Essex Cordell Under 13s Cup
Sunday 10th April, 3:00pm
at Brightlingsea Regent FC
Hullbridge Sports 2-0 Leighwood United

Essex Under 14s Girls Cup
Sunday 17th April, 11:00am
at Burnham Ramblers FC
Billericay Town (Blues) 2-0 Tigers (Blacks)

Essex Under 12s Cup
Sunday 15th May, 11:00am
at Burnham Ramblers FC
Essex Minors (Hornchurch)
(Falcons) 2-4 Hutton (Reds)

Tolleshunt D'Arcy Memorial Cup
Monday 25th April, 7:45pm
at Heybridge Swifts FC
Heybridge Swifts 3-1 Hullbridge Sports

Essex Clubs in National Competitions

There was disappointment for two of Essex's clubs at the end of the 2015/16 Sky Bet Football League season. Dagenham & Redbridge's nine-year stay in the competition was ended following relegation from League Two, whilst Colchester United took their place after dropping down from League One. Southend United completed their own League One campaign in 14th spot.

Dagenham's place in the Football League was almost taken by Braintree Town. The Iron, under the management of the Cowley brothers, Danny and Nicky, finished in a best ever position of third to qualify for the play-offs, and defeated Grimsby Town away in the first leg before slipping to a dramatic extra time defeat at Cressing Road in the second.

Concord Rangers finished tenth in Vanarama National League South, with Chelmsford City five places lower, and they would be joined at that level for 2016/17 by East Thurrock United after the Rocks won promotion via the Ryman Isthmian League Premier Division play-offs.

Having defeated Bognor Regis Town 2-0 in the semi-finals, they overcame Dulwich Hamlet, 3-1, in front of a record 1,661-strong crowd at Rookery Hill.

Brentwood Town were relegated after just one season in the Premier Division, but they were replaced by Harlow Town, who finally shook off their play-off hoodoo by beating Thurrock, 3-1, in the final. Unfortunately Barkingside and Redbridge were relegated to the Essex Senior League, but there was delight for Bowers & Pitsea, who held off the challenge of neighbours Basildon United to earn promotion on the final day.

In the Thurlow Nunn Eastern Counties League Premier Division, Stanway Rovers again finished third, eight points behind champions Norwich United, whilst Wivenhoe Town bounced back from Division One by topping that particular table.

There was further good news in the form of promotions from Step 7 for Coggeshall Town and Holland whilst, in the south of the county, West Essex were elevated to the Essex Senior League.

Colchester United again progressed furthest in the FA Cup, with their televised Fourth Round encounter against Tottenham Hotspur at the Weston Homes Community Stadium ending in a 4-1 defeat.

Dagenham also had a day to remember in the Third Round, earning many plaudits for their performance in a 2-0 reverse against Everton at Goodison Park. Braintree took League Two Oxford United to a replay in the First Round.

In The FA Trophy Braintree reached the Second Round before a surprise 1-0 home defeat against Stourbridge ended their progress, whilst Ryman North Division club Tilbury battled through four rounds - including a resounding 3-0 triumph over National League South outfit Bishop's Stortford - before being edged out by National League Welling United in a seven-goal thriller at Chadfields.

Bowers & Pitsea came close to a trip to Wembley in the FA Vase. Having reached the two-legged semi-final stage, they held eventual winners Morpeth Town to a 2-2 draw in the first leg at the Len Salmon Stadium before falling to a narrow 2-1 defeat in the second leg in the north-east.

FA Youth Cup attention was prolonged to the Third Round by Southend United, who were beaten by Premier Academy League opposition for the second successive season at that stage. This time the teenage Shrimpers were defeated, 1-0, at Ewood Park by Blackburn Rovers. Non-league Aveley and AFC Hornchurch reached the First Round Proper, losing to Stevenage and Leyton Orient respectively.

C & K Basildon Ladies lost their opening tie in the Second Round Proper of the FA Women's Cup against Coventry United, whilst Great Wakering Rovers and Colchester Town were knocked out in the Third Qualifying Round after winning earlier fixtures in the competition.

Interest in the FA Sunday Cup expired in the Second Round when Priory Sports and Upshire lost 3-0 to St Joseph's (Luton) and Victoria Millers respectively.

Football Development Team

COACH EDUCATION AND DEVELOPMENT

This year saw significant changes to FA Education and how courses are delivered nationwide. In August 2016, the new coaching pathway was launched following an 18-month review process.

Chief amongst these changes is the integration of the FA Youth Module 1 and 2 Courses into the new FA Level 2 Course. This will offer a more streamlined and blended approach to learning and development, giving learners a comprehensive understanding of both the 'how' and 'what' of football coaching.

Added to that is the introduction of the FA Coach Competency Framework, the retraining and recruitment of The FA's affiliate tutor workforce, a course structure linked to the core elements of the 'England DNA' and a new quality assurance process.

Together, the value of each learning experience gained by individuals attending the courses will be enhanced, more personalised and in-tune with modern needs.

From a county perspective, the landscape continues to evolve and we look forward to some exciting times ahead moving into 2017 with the reintroduction of the UEFA 'B' (Level 3) Course and a review of both the goalkeeping and medical pathways.

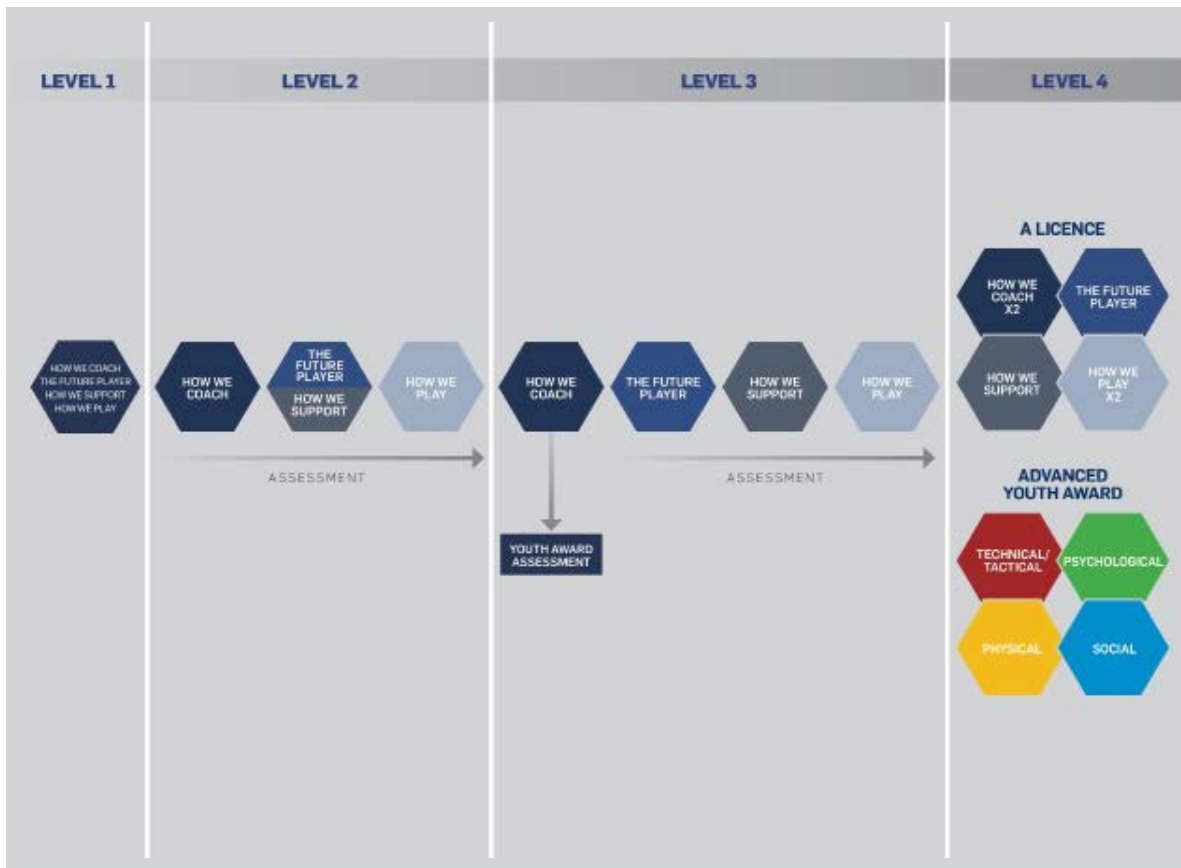
"THE NEW COACHING COURSES ARE A LEADING LIGHT. I WAS SCEPTICAL OF ITS VALUE AT FIRST. DURING AND AFTER THE COURSE IT BECAME VERY APPARENT AS TO WHAT AN AMAZING FOUNDATION IT IS. I AM SURE THAT, IN SOME WAYS, MOST OF THIS PRAISE MUST FALL ON ANDY. TERRIFIC COMMUNICATION SKILLS, AMAZING GUY TO WORK WITH. THANK YOU. I LOOK FORWARD TO REGISTERING FOR MY LEVEL 2 AFTER PUTTING INTO PRACTISE NEXT SEASON WHAT I HAVE LEARNED FROM ANDY AND THE OTHER INSTRUCTORS."

- DARREN BISHOP (BURNHAM RAMBLERS UNDER 14S)

Demand for courses remained very high across the county in 2016:

	Total Learners
FA Level 1 in Coaching Football	359
FA Level 2 in Coaching Football (Old Format: Ended August 2016)	66
FA Level 2 in Coaching Football (New Format: Started September 2016)	13
FA Level 2/Block 1: How We Coach	41
FA Level 2/Block 2: How We Support & The Future Player	32
FA Level 2/Block 3: How We Play	20
FA Level 1 in Coaching Futsal	83
FA Level 1 Goalkeeping Course	12
FA Youth Award Module 1 (Ended August 2016)	16
FA Youth Award Module 2 (Ended August 2016)	168
FA Youth Award Module 3	72
FA Emergency Aid	21
FA Safeguarding Children Workshop	504
FA Basic First Aid for Sport	397
FA Basic First Aid for Sport	10
FA Mentoring Adults	24
FA Coaching Disabled Footballers	19





FA LICENSED COACHES CLUB (FALCC) EVENTS AND COACH WORKSHOPS

We continue to signpost qualified coaches towards the FA Licensed Coaches Club. This gives coaches access to a variety of free resources and guidance to support their coaching journey. In 2016, 16 FALCC Continuing Professional Development (CPD) events were held across the county to support over 400 Level 1 and 2 qualified coaches.

Alongside this, Group Area Football Development Officers delivered workshops for Under 7s and 8s coaches as an introduction to the game and their role as a coach. A further 160 coaches have accessed CPD hours through the FA Coach Mentor Programme.

FA COACH MENTOR PROGRAMME

Now in its fourth season, Essex has twelve FA Coach Mentors supporting a total of 24 FA Charter Standard Clubs. This season, clubs went through an application process to secure mentor support. To kick-off the 2016/17 season, an event was held to support the successful clubs, introduce them to the Coach Mentors and share best practice from previous seasons.

Feedback from clubs has been very positive, and lasting relationships have been built between clubs and their mentors. Looking ahead to 2017, the programme has secured further funding from Sport England to continue. As well as club support, new projects will be piloted and a variety of workshops will be held to support coaches across the county.

ADULT FOOTBALL

The landscape of adult football participation has continued in its trend, with the decline in adult 11v11 football showing a 114-team decrease. Many factors have been acknowledged to play a part in this from social to economic elements.

The year started with a meeting of all the adult leagues within the county to discuss ways in which we can work together to prevent the decline. The outcome of this meeting was to meet in our local areas and set-up working groups. On the back of these meetings, Transition Workshops were initiated for the end of the 2015/16 season.

Over the past year we have worked closely with both adult and youth leagues to support the transition of teams and players into adult football. Work which has been completed to support adult growth is as follows:

- £43,500 of investment has gone into the adult game through Football Foundation 'Grow the Game' funding
- Adult Coaches' Pre-Season Workshop was held. The event focused on delivering adult coaching support on pre-season training and adult 11v11 topics
- adult league recreational offer was created and sent to each adult league. The offer included £400 cash and Community Coach time to support the development of a recreational 'Turn-Up and Play' session to generate new player interest under the league's banner
- two 'Full Time' workshops held for adult leagues, with 16 leagues attending
- 'Stay in Football' Evening was held at Roots Hall. This evening gave those aged 16+ information on their next step within football, whether that be playing, coaching or refereeing

In 2016, two flexible format leagues have taken place across the county, with one in Ilford and one in Southend. The Ilford league was aimed at those aged under 21 and had 91 unique participants over a six-week period. The league in Southend was open-aged, engaging 60 unique participants. There are plans for more of these offers across the county in 2017.

CLUB DEVELOPMENT

In 2016, 20 clubs obtained FA Charter Standard status - ten youth and ten adult clubs. In total, the county currently have 320 Charter Standard clubs, of which 136 are youth and 135 are adult clubs. We have seen an increase in Development Clubs, with Ridgeway Rovers FC progressing from Youth to Development to take the total up to 20 clubs obtaining this status, with 29 clubs retaining the Community status.

It is noticeable that there is a 6.4% decline from last year, which echoes the national picture. The reasoning behind this can be a result of one or many different factors, including teams disbanding, Annual Health Checks (AHCs) not being submitted, criteria not being met before the deadline, committee member handover etc.

We also saw an increase in Charter Standard Leagues, with the Brentwood Community Football Alliance obtaining the status, meaning a total of nine leagues within the county hold the status.

This year saw the continued AHC process transition fully from Member Services to the Whole Game System (WGS). Clubs have been extremely receptive to this move, supported by Football Development Officers who've hosted workshops and guided secretaries and Charter Standard Coordinators through this process.

In total, 16 clubs gained additional support, with one final workshop set in place for the middle of March in time for the AHC submission cut-off date of 31st March 2017.

The County FA decided this year to revert back to FA deadlines for the AHC (31st March for AHC submission and the 30th June for AHC closing date). This was to allow a bigger window for club secretaries and Charter Standard Coordinators to become familiar with WGS and the AHC process instead of asking

them to understand the system and submit everything within the short time period previously set.

The Charter Standard criteria remain, however there are parts which become overridden with the old qualifications, which hold more weight than others:

- One x Youth Award Module 1 (YAMOD) coach for every four teams (required for CS Youth, Development and Community Clubs) = Old FA Level 2 or above will be classed as having the FA Youth Award Modules 1 and 2 for FA Charter Standard purposes only
- One x YAMOD 2 coach for every six teams (required for CS Development and Community Clubs) = Old FA Level 2 or above will be classed as having the FA Youth Award Modules 1 and 2 for FA Charter Standard purposes only
- One YAMOD 3 (assess) per club (required for CS Community Clubs) = UEFA B or above coach will be classed as having the full FA Youth Award (an assessed Module 3)

All the above requirements are needed to be in place by the end of 2017/18. Clearer communication will be going out to clubs to support with understanding with this.

The FA Licenced Coaches Club scheme remains a mandatory criterion for clubs to meet as part of obtaining the award. This season remains at 50% of coaches needing to be signed-up to the programme. To support this process at CPD events, FDOs are using promotional material, taking iPads to events to sign coaches up on the evening and speaking about the importance of being a licensed coach.

The CS League criteria remain, with more work being completed to support the dual purpose of active links to another league, with the idea of supporting youth-to-adult transition.

Currently the CSL functionality of WGS is still yet to be integrated, which is making the process of accepting renewed league development plans, the percentages of CS teams and ensuring criteria are met more difficult. When this system becomes accessible, this will aid FDOs to ensure a better record of criteria being met.

The Charter Standard Newsletter has been reintroduced with the aim of providing clubs with a collective source of information for key upcoming events and happenings. Within the newsletter, there is a section for local good practice (e.g. Hawkwell Athletic FC's 'Respect Coordinators'). The first newsletter had 243 views. Ongoing newsletters will be produced and tailored based on a halfway point review.

Key events which took place in 2016 included:

Essex County FA Community Day

- 16th July at Great Baddow High School in Chelmsford
- combination of previous England Football Day and the Girls Football Day
- CS Youth Teams (Boys) were in the mornings, with girls teams in the afternoon
- the day consisted of coaching, games and inflatable fun, with an opening and closing ceremony performed by Colin Nell (football freestyler)
- 389 individual players attended

Charter Standard Community Club Evening

- two events at the request of clubs (March and October)
- the aim was to provide clubs with upcoming CS information (AHC, McDonald's Kit Scheme, FA Community Awards)
- March's event was well attended (20 clubs) with the October event being lower on numbers (nine clubs). Discussions took place with clubs to see if two meetings are required and, if they are, when would be best

Charter Standard Development and Youth (10+ Teams) Evening

- Groups 1 and 2 and Groups 3 and 4 held CS Development/Youth Meeting
- the aim was to meet with bigger clubs and provide them with information given at the Community Club Evening
- 16 clubs attended the two events

WOMEN AND GIRLS

It's been a really positive year in development terms for girls' and women's football. The introduction of Bi-Monthly Girls' Mini-Soccer Festivals has proved very popular, with each group area delivering a number of festivals targeted at Under 10s and below.

The Girls FA Conti Festival took place in September after being rained off in June. Nearly 300 girls took part in both a primary girls years three, four, five and six event, with the afternoon being dedicated to secondary school age groups eight and nine.

Our local partners were keen to get involved, with Tottenham Hotspur providing coaches and Chirpy the Mascot! Emma Byrne from Arsenal also made an appearance and competed with Tottenham Captain Jenna Schillaci for the most powerful shot!

Girls Football Week took over the national league tables, with both the April and October weeks leading the figures for the number of events registered. Essex had a total of 63 sessions in April and a further 68 registered events in October.

The week was an opportunity for clubs, schools and organisations to promote girls football by hosting girl-specific football activity. The County FA hosted a number of girls' festivals, taster sessions, 'turn-up and play' events and club sessions.

The Essex County Schools' Under 14s Girls Squad made it to the National Final which took place at Birmingham City FC! The girls faced a strong Lancashire side once again and, sadly, an unfortunate decision saw the game go to extra time after Essex had been the dominant force for the entirety of the match. Again, it wasn't to be and the girls narrowly lost out by a 3-2 scoreline.

In partnership with the Essex County Girls' League, another Silent Soccer Event took place at Marconi in Chelmsford. Over 125 girls took part as the girls had ownership of the event, while spectators and coaches watched silently. Toni Duggan, England forward, also showed up to lead on coaches' sessions as part of the McDonald's Ambassador Programme.

Our Girls Football Day took place this year at Great Baddow High School, seeing girls from as young as six taking part. A coach workshop was organised alongside the festival which looked at game day management and preparation.

Women's 'Turn-Up and Play' Sessions in Chelmsford, Colchester and Southend continue to be popular. The female programme in Chelmsford has seen over 20 unique players access Futsal and enjoy extra opportunities to get their football fix.

We celebrated International Women's Day with a Futsal Turn-Up and Play in partnership with the British Heart Foundation. It was a great evening's football, with some retired players getting involved in the game again.

"THE INTERNATIONAL WOMEN'S DAY EVENT HOSTED BY THE ESSEX COUNTY FA WAS A GREAT SUCCESS. AS A COACH MYSELF I FOUND IT BOTH INSIGHTFUL AND INSPIRING MEETING EMMA MANNING. SHE IS ACTUALLY THE FIRST A LICENSE COACH I HAVE EVER MET. LISTENING TO EMMA TALK ABOUT HER CAREER PATH AND HER CHALLENGES AND ACHIEVEMENTS INSPIRED ME TO KEEP WORKING HARD SO, HOPEFULLY, ONE DAY I CAN ALSO BE IN THE SAME POSITION. OVERALL, I FELT VERY LUCKY TO BE A PART OF A COUNTY THAT VALUES WOMEN IN FOOTBALL AND IS ABLE TO PROVIDE OPPORTUNITIES FOR WOMEN TO CONTINUE THEIR PROFESSIONAL DEVELOPMENT FOR FREE. THANK YOU, ESSEX FA"

Female Player Development Centre

The Female Player Development Centre (PDC) is now in its sixth season. The technical programme runs sessions once a week over 20 weeks at Shenfield High School in Brentwood. It attracts nearly 200 girls who attend the trial process, with 48 players being successful in obtaining a place.

The programme caters for players at the Under 11s, 13s and 15s age groups. The girls are also involved in a number of festivals throughout the season. 2015/16 saw Essex travel to Arsenal and Norwich to play within fixtures and festivals.

The PDC has been introduced in an effort to bridge the gap between Centre of Excellence girls football and local grassroots teams. Last season the PDC was successful in placing five players within a Centre of Excellence.

The programme also involves the Essex County FA's Young Leaders, who have a keen interest in coaching. We have had two apprentices in Hannah Humphreys and Niamh Gamble. Since they have been involved, Hannah has gone on to her FA Level 2 coaching badge, completing Block 1 and 2 with Block 3 just to complete. Niamh has also progressed with her Level 1 with the ambition to go and do her Level 2.

Amongst the highlights, the PDC visited Arsenal's PDC, where all the girls played fixtures but also received Arsenal training kit and 100 free match tickets for players and parents to attend an Arsenal Ladies fixture.

Under 11s (Ian Lock): Ellie Barrett, Kitty Bennett, Olivia Brind, Maddie Cooper, Olivia Harris, Sophie Hart, Lily Levy, Grace McEwen, Olivia Mitchell, Macy Nicholls, Lucy Ogden, Amelia Pearce, Hannah Powell, Gracie-May Spencer-Adams, Ellie Moore.

Under 13s (Danielle Warnes and Niamh Gamble): India Cowdry, Isabella Darby, Maya Downing, Antonietta Green, Lilly Hadrava, Kiran Hundal, Halle Ince, Melia La, Amber Le-Beau, Ella McDonald-Marks, Ruby Sealey, Holly Shaw, Lily Sokhi, Katie Weller, Macie Windsor, Jessica Wright.

Under 15s (Sam Robinson and Hannah Humphries): Evie Anderson, Aoife Saunders, Ellie Ashford, Alice Bauckham, Leigha Bradding-Butler, Bethany Chambers, Cara Chiba, Emilia Dingwall, Lucy Edmeades, Stephanie Hart, Millie Hawkins, Frankie Hendricks, Eleanor Hope, Lily Price, Mya Turner, Emma Walpole.

Regional Talent Club

There were big changes to the Elite Female Player Pathway during 2016 when the Regional Talent Club (RTC) Programme was launched for the 2016/17 season. The programme comprised 34 clubs across three tiers and the Essex County FA were awarded a Tier 2 License.

Now in its fourth year as a female elite programme sitting under the County FA banner, the newly named Essex RTC launched in June with over 200 girls attending trials across two weekends.

There were changes to the staffing structure, Kevin Baker leaving the centre after three seasons to be replaced by Adam Firman. Andy Gibbons (Under 10s Assistant) and Stefano Russo (Physical Performance Coach) also joined the team.

On the field, there were big changes as both the Under 10s and 12s were now playing in boys' leagues as part of the rule changes set out by The FA. The Under 10s played in the Brentwood Community Football Alliance, while the Under 12s joined the Blackwater & Dengie Youth League.

On the international front, Essex's RTC had good representation across the Under 15s, 16s and 17s age groups. Lucy Egan, Eloise King, Paige Peake, Maria Boswell, Blue Wilson and Connie Forman all attended camps and featured in international games. Chloe O'Brien, Silvana Flores, Paige, Lucy and Connie were also selected to be part of the London and South-East Regional Camp.

Sophie Peskett and Lucy Williamson additionally selected for the English Schools Under 15s Team.

UNDER 10S (KELLY WALKER [HEAD COACH] AND ANDY GIBBONS [ASSISTANT COACH]):
GRACIE-SKY CHAPMAN, THALIA ADAMS, NIAMH CARPENTER, LIBBY COOPER,
DARCY DREWITT, OLIVIA FENEMER, EMMA GASBUEHLER, SENNEN GREGORY, DAISY KATIE
WARREN, LUCY LYON, DARCY MARKS, JESSICA PARR, ANNABELLE WEBB, LUCIE WICKHAM,
ERIN WILLIAMS.

UNDER 12S (SIMON KING [HEAD COACH] AND DANNY PARKER [ASSISTANT COACH]):
ALICIA GARWOOD, ANDIE BOO MILLS, BEVAN LOLA, BROGAN LEA CAVENER,
LEARNA DANIELS, FREYA GODFREY, ISABELLE TINGLEY, MILLIE ISHERWOOD,
KELSEY MORGAN, LEONIE TELFORD, MIA FILIPIAK, TATIANA FLORES, AMY TAYLOR,
CAYLEY WINTERS, MAY-LILY WOLSTENHOLME.

UNDER 14S (IAN BENT [HEAD COACH] AND ADAM FIRMAN [ASSISTANT COACH]):
BRYONIE BARRON, MADDIE BIGGS, MARIA BOSWELL, DEMI LOUISE BRIGGS, ELLA CHISHOLM,
SOPHIE FARROW, FREYA FULLER, ABBIE JACKSON, RUBY KILDEN, CLOE O'BRIEN, SOPHIE
PESKETT, ROSIE RICHARDS, MAYZEE SEYMOUR, SIENNA SHERMAN, ELLA SKIDMORE,
SARA SMITH WALTER, MILLIE STACEY.

UNDER 16S (LUCY FARADAY [HEAD COACH] AND JOE SHEEHAN [ASSISTANT COACH]):
AMY-LEIGH ABREHART, OLIVIA BILSON, YASMIN COWLEY, TILLY DEACON, LUCY-JOY EGAN,
CONNIE FORMAN, MAIZI GARWOOD, HOLLY FOLEY, ELOISE KING, LUCY WILLIAMSON,
ELLIE MITCHELL, ELLIE NICHOLLS, BEAU PARKER, PAIGE PEAKE, FLORES SILVANA,
HANNAH SMITH, GRACE STAUNTON, EMMA WALLIS.



ESSEX COUNTY SCHOOLS FA REPRESENTATIVE FOOTBALL

The 2015/16 season was, once more, a successful one for girls' schools representative football within Essex. The Under 16s were again top of the South-East English Schools FA (SEESFA) League table. The group travelled to Dorset for their national quarter-final and lost out 3-2 in an exciting game.

The Under 14s had a strong season, seeing them reach the National Cup Final within the Inter-County PlayStation Cup. An exciting game, played at Birmingham City FC's St Andrew's stadium, saw extra time take the score to 4-3. It was a fantastic effort from Essex, who were technically the better team. It'll be third time lucky, we hope, for many of these players.

DISABILITY

The Essex Soccability League continues to grow, and we currently have 62 sides affiliated to the County FA. 38 of these participate in our countywide league. This season's Soccability League has become independent and now takes place at PlayFootball Colchester, with both adults and youths on the same day.

The youth festivals have grown in participants, with seven clubs (13 teams) participating on a monthly basis in their two age groups, Under 12s and 16s.

The league has continued to deliver schools festivals eleven times a season, split into North (4), South (4) and now Mid (3) Essex festivals. These events have grown, with 156 participants from 13 schools, of whom 30 are females.

The County now offers a wide range of disability opportunities through their club network. Football opportunities are available for PAN Disability, Cerebral Palsy, visually impaired, hearing impaired, mental health, frame football and PowerChair.

'Join Our Club' programmes have been successful this season when working in partnership with local Soccability sides. Triumphant programmes have taken place within Southend, with several players at a local Special Educational Needs (SEN) school now playing mainstream football at a local FA Charter Standard club.

The Essex County FA will also be hosting a regional qualifier for the FA Disability People's Cup. Seven sides have entered the competition on 25th February 2017 at the Lakeside Sports Ground, Thurrock. There are four categories - Premiership, Championship, League 1 and Youth Under 16s - with the winners going on to the Southern Finals on a date yet to be confirmed.

This season Disability4Sport applied to run England Disability Talent ID sessions, of which they were successful, and the sessions will be taking place in March 2017.

The PowerChair football session has been relocated to Brentwood Leisure Centre, who deliver a number of wheelchair sports. The Essex County FA will be working in partnership with the Wheelchair FA, Disability4Sport and Brentwood Leisure Centre to deliver and grow this project.

The Essex County FA will also be hosting the South-East Regional Disability 11v11 Competition on 25th March 2017 at PlayFootball Colchester.

FOOTBALL FUTURES AND YOUTH COUNCIL

In February 2016, the County FA delivered the annual county Young Leaders Camp at St John Payne School in Chelmsford. The camp was attended by 27 young volunteers from across the county. The Youth Council coordinated and delivered the event.

Workshops were delivered around coaching sessions, communication and football development and, to finish the day, Careers in Football delivered a workshop to support attendees in developing a career plan.

In 2016 the national Football Futures Camp was run slightly differently than in previous years. It is now known as the Football Futures Academy and we are no longer asked to nominate Young Leaders to send from our county camp.

The FA asked for the chairperson and women's and girls' lead from our Youth Council to attend. So Rhys Elmer and Hannah Humphreys attended the academy with Luke Hornsley, the Children & Young Persons Football Development Officer, also attending in a mentor role.

The Football Futures Programme is now headed-up by Luke, with support from Group Area FDOs who help promote the programme to clubs in their area. The programme had 170 members at the turn of the year, made up of young people from schools, FA Charter Standard clubs and colleges across the county.

Over the course of 2016, 19 Junior Football Leader Courses were delivered through Charter Standard clubs, schools and community organisations, upskilling around 300 young people in football leadership.

Following its first full year in 2015, the Essex County FA Youth Council delivered some key football development projects over the course of 2016. The group continued to coordinate and deliver the current Football Futures Programme model of signing-up and logging hours online, which is still being well received.

They also spent time planning, coordinating and then delivering the Football Futures Camp. Finally, they played a big part in the success of the 2016 England Football Day where they coordinated the games area on the day, including managing all the Young Leaders who supported the day.

In September there was an election of Chair and Senior Project Officers for the 2016/17 season. Rhys Elmer was selected as Chair and Hannah Humphreys, Ciaran Whatley and Jourdan Kiwomya were voted in as Senior Project Officers.

RECREATIONAL OPPORTUNITIES

In 2016, the Essex County FA were allocated The FA's Recreational Fund to deliver a wide range of football opportunities across the county. These ranged from Walking Football sessions to Adult Flexible Leagues run at the Len Forge Centre in Southend-on-Sea in 2016, the latter engaging 60 participants. As part of this fund, the County F.A. have set up the following number of Mars Just Play sessions for those aged 16+:

Male: 8 weekly sessions
Female: 6 weekly sessions
Futsal Male: 1 weekly session
Futsal Female: 1 weekly session

As part of this project, we have been the developing Walking Football. As with last year, all Walking Football activity was registered under the Just Play banner. Essex currently has 40 sessions, a 100% increase from last year. Due to the increased demand, a Walking Football League was set-up. This will have two divisions - 50 plus and 60 plus - with 22 teams competing over the two age groups.

The county hosted a 'Man vs Fat' event in conjunction with Colchester United FC's Football in the Community Scheme. The event awarded bonus points based on the weight the team had lost over a ten-week period as well as results from fixtures, engaging 70 participants.

The Vauxhall Football 'Mash-Up' Programme has continued into its fourth year, offering recreational opportunities for those aged 14+. The structure of this programme changed in 2015, with all Mash-Up sites being community-based rather than solely within a school, as was the case previously. We currently have the following centres running:

Boys: 10 (Years 3-9, 2-4 and 1-2)
Girls: 4
Disability: 1

Nine of these centres are from year three, with five continuing from year two of the programme and two from year one.

SMALL-SIDED

Small sided football has remained steady in 2016, with a number of commercial providers operating across the county and new 3G pitches hosting leagues during off-peak periods.

Work has continued to ensure all our small-sided football providers are affiliating their competitions, and our Referee Development Officer has ensured registered referees are aware of unaffiliated providers and the consequences of officiating in their leagues.

YOUTH LEAGUES

Partnerships with youth leagues continued to strengthen over the course of 2016. The Colchester & District, Blackwater & Dengie and Chelmsford Youth Leagues all maintained their status as FA Charter Standard Leagues. The Brentwood Community Football Alliance also successfully became a Charter Standard League during 2016.

Under 7s Coaches Workshops were delivered in conjunction with all youth leagues and over 125 coaches upskilled ready for the new season. These workshops received some very positive feedback, including: "It was a really valuable workshop which gave me lots of useful tips and it was great to meet fellow coaches." Also: "It made me think about the bigger picture and I'll now think more about development than winning."

Introduction to Futsal Workshops were also offered to all leagues, with eight delivered across the year, engaging around 160 coaches. These workshops helped to extend the offer of Futsal across the county and a lot of coaches then took up the option to deliver Futsal as winter training tool.

Other notable projects were the Brentwood Community Football Alliance organising two Level 1 Courses for coaches within their league, plus positive planning took place with the Echo Junior League around the development of girls' divisions for the 2017/18 season.



FUTSAL

2016 saw Essex-affiliated London Baku compete in the FA Super League South Section. Other Essex-based National League clubs Braintree and Barking also competed in the South Division 2.

Six Futsal Level 1 Courses were delivered in 2016, upskilling around 120 coaches and allowing Futsal to grow across the county. Eight 'Introduction to Futsal' Workshops were delivered to grassroots coaches in conjunction with our youth leagues, introducing around 160 coaches to the game.

The Southend & District Junior League offered Futsal as an alternative to football during the month of January and the Brentwood Community Football Alliance again offered Futsal throughout the season for their Under 7s to 10s teams.

Many grassroots clubs are now seeing the benefits of using Futsal as a winter training tool, and this has seen clusters of clubs coming together to play Futsal at central venues.

A Ladies Futsal Session was established in Chelmsford, which has attracted 47 unique participants and a regular core of ten attending.

60+ secondary schools were engaged in our County Futsal Competition for Under 14s and 16s Boys and Girls. The county winners were Royal Docks (Under 14s Boys), Notley (Under 14s Girls), Shenfield (Under 16s Boys) and Frances Bardsley (Under 16s Girls). Royal Docks (Newham) progressed through the regionals and finished as runners-up at The FA's National Youth Futsal Festival Finals.

36 grassroots teams competed across the Under 10s and 12s Boys Competitions, with 19 competing across the Girls' Under 10s and 12s competitions. Winners of the County Finals were Billericay Town Colts (Under 10s Boys), Hutton (Under 10s Girls), Royal Falcons (Under 12s Boys) and West Ham Ladies (Under 12s Girls).

Colchester Futsal Club Under 10s (who attended in place of Billericay Town Colts) qualified through the regionals and finished as runners-up in the Under 10s Boys age group, while West Ham United were crowned as national champions in the Under 12s Girls category.

FACILITY DEVELOPMENT AND FUNDING

Much of 2016 has focused on strategic facility and investment work alongside local authorities (LAs) through their individual Playing Pitch Strategy (PPS) assessments. These are important strategic documents which aim to identify the future needs for football facilities within each LA by assessing the qualitative and quantitative impact of football pitches within each LA.

They assess current participation rates, future population and housing growth as well as future team generation rates. This process also includes assessments on the current and future need of 3G Artificial Grass Pitches for training and match play purposes. Each PPS carries out a consultation process with grassroots clubs and leagues to ensure feedback is received from key football stakeholders.

These are the PPSs the Essex County FA have been involved in: Braintree, Brentwood, Chelmsford, Harlow, Havering, Newham, Redbridge, Tendring, Thurrock.

Alongside the PPSs, facility development work continued to progress during 2016. Total project cost investment was £1.68 million into the improvement of facilities in Essex via projects which had been identified by the Essex County FA:

Applicant	Foundation Funded	Total Project Cost	% Funded
Wickford Town FC - Clubhouse Extension and Refurbishment	£397,764	£517,764	77%
Beauchamps School - Full Size 106x70m 11v11 3G Floodlit Turf Pitch	£370,000	£713,500	52%
Bretons Farm - Clubhouse Refurbishment	£46,445	£156,445	30%
Canvey Island FC - Clubhouse Refurbishment	£147,386	£299,976	49%
Total	£961,595	£1,687,685	56%

Overall a total project cost of more than £1.6 million was injected into Essex, demonstrating there has been significant investment into the county over the past twelve months.

As part of this, each project is required to write and implement a detailed Football Development Plan which will lead to increased grassroots football participation through the creation of new teams, better players, new coaches and new volunteers.

In addition to the funding provided by the Foundation, the Essex County FA has distributed (2009- 2016) £1,402,367 from the £1.5 million allocation received from the Essex County Council Olympic Legacy Fund. The remaining funding has been allocated to strategic priorities.

FA 3G PITCH REGISTER

There has been a growth in the number of 3G pitches listed within Essex on the FA 3G Pitch Register during 2016. The register requires that all 3G Football Turf Pitches used for affiliated match play should meet standards set in The FA 3G Pitch Performance Test.

This ensures there is a high quality standard across all 3G pitches. There are now 36 pitches (of varying sizes) within Essex listed on the register (up from 30 during 2015). This has ensured that football matches continue to get played in adverse weather conditions.

PROTECTION OF FOOTBALL FACILITIES

Protection of existing football facilities is a key priority for football. Housing growth is playing a significant factor in the development of future facilities. Disused football facilities can be at risk of being lost or reallocated for other purposes as part of LA Local Plans to identify key sites for housing growth with submission to the Government for approval.

The PPSs are an important assessment tool in the process. A lot of time and effort is invested into protecting football sites and we work closely with Sport England to comment on, and provide evidence in regard to, any sites which could be lost to football to ensure they are not lost or to ensure replacement facilities are developed to offset any potential loss of pitch stock.

PITCH IMPROVEMENT PROGRAMME

Pitch maintenance continued to be a challenge to the development of the grassroots game in 2016. Local authorities are under increasing budget pressures and constraints which is beginning to filter into the quality of pitches at the grassroots level. Subsidies are being cut and pitch maintenance programmes are being reduced in cost-cutting measures, impacting on the price of pitches as well as their quality.

The FA Pitch Improvement Programme (PIP) has had a positive affect within Essex. The programme is a partnership with the Institute of Groundsmanship to provide specific advice and guidance to football clubs on pitch maintenance and improvement. 111 pitches were visited during 2016 as part of the PIP, receiving specific advice and guidance.

FA 'PARKLIFE' PROGRAMME

The flagship FA 'Parklife' Programme was further extended in 2016, with a focus on LAs submitting an Expression of Interest (EOI) to be involved in hosting an FA Parklife Hub. There were two specific rounds of applications, with one focusing on London Boroughs, and a national round focusing on the remaining LAs. The key aspects for the LAs to consider included:

- evidence of strong partnerships
- high-level political and officer support
- commitment to raise 40% capital partnership funding
- willingness for Parklife facilities to be managed and maintained via Special Purpose Vehicle (SPV)/Football Trust structure

Within the London Round, the following London Boroughs we cover submitted an EOI:

- Barking & Dagenham
- City of London and Redbridge LA
- Waltham Forest LA

Within the National Round, no Essex FA LAs submitted an EOI.

Work is ongoing with each respective application, with detailed feasibility work being undertaken to confirm the potential viability of a Parklife programme in each respective LA.

SMALL GRANTS SCHEME

The Essex County FA Small Grants Scheme was launched in January 2016. The scheme is designed to provide funding support to organisations who are having difficulty securing funding for capital projects. Two windows for applications opened in 2016 - one in January and one in June. The following grants were awarded:



More than £30,000 was allocated for reinvestment back into grassroots football through this process.

Football Foundation 'Grow the Game' Funding

We identified and supported the allocation of funding through the Football Foundation's 'Grow the Game' scheme, which provides funding towards new football activity such as kit, equipment, facility hire, coaching qualifications and affiliation fees.

A £1,500 grant per new team was awarded to each of the following clubs during 2016. This secured a total investment into Essex of £91,500 for the development of new teams and participation.

	Year 1	Year 2
Tiptree Jobserve FC	Under 21s, Adult Male	Adult Male
Frinton & Walton YFC	Under 18s Male	Under 18s Male
Great Bentley YFC	Under 18s Male	Adult Male
Parkeston Welfare Park YFC	Under 15s Male	Adult Disability
Brentwood Athletic FC	Adult Male	Adult Male
Dunmow Rhodes WFC	Under 10s Female	Under 13s Female
Upshire Forest FC	Adult Male	
Concord Rangers YFC	Under 15s Boys	
Billericay Town Girls FC	Under 18s Female	Under 17s Female
Corinthians FC	Under 21s Male	
Rayleigh FC	Adult Male, Under 10s Female	Adult Male, Under 12s Female
Basalona FC	Adult Male	Under 14s Male
Basildon Soccability FC	Adult Disability Male & Female	Adult Disability Male and Female
Laindon Orient FC	Under 21s Male	Adult Male
Langdon Rangers FC	Adult Male	Adult Male x2
Elgar Eagles FC	Adult Male x 2	Adult Male
Frenford Boys YFC	Under 18s Male	
Waltham Athletic FC	Adult Male	Adult Male
Grey Area FC	Adult Male	Adult Male
Kitroom FC	Adult Male	
Brasil Futsal Club Y	Under 11s, Under 13s Futsal Female	Under 9s Futsal Female
East London Leisure Trust	Under 12s, Under 16s Disability	Adult Male
Barking & Dagenham Wanderers FC	Adult Male	
JG Chingford FC	Adult Male	
Brentwood Town Ladies FC	Adult Female	
Southend Sports FC	Adult Male x 2	Adult Male
Custom House YFC	Under 18s Male	Under 16s Male
Hornchurch Oakmount FC	Adult Male	
Westhamians YFC	Under 14s, Under 16s Male	
Gidea Park Rangers YFC	Under 9s, Under 11s Female	

CHILDREN & YOUNG PEOPLE

During the year the following colleges have been supported under this programme:

BARKING & DAGENHAM COLLEGE

Delivering male, female and disability Mars Just Play Centres, impacting on over 70 new participants. The disability session links into the College Disability Festival. The college run two evening sessions, Monday and Thursday, for students at Robert Clack 3G. In 2016, the college also set-up student management teams to support football at the college.

HAVERING COLLEGE OF HIGHER AND FURTHER EDUCATION

Delivering Just Play Centres at all three of their campuses and also for their disability students, attracting over 60 new participants. Worked with college sports courses to provide volunteer opportunities and sign students up to Football Futures. The college also set-up student management teams to support football at the college.

COLCHESTER INSTITUTE

Developed a link with Colchester Sixth Form College, using their five-a-side 3G pitch on Friday afternoons to run a Mars Just Play Session for both the Sixth Form and Institute students. Disability4Sport also run sessions for their disability students. College link in with College Disability Festival.

SEEVIC COLLEGE

Delivering Male and Disability Mars Just Play Sessions. College has been awarded funding through the Essex County FA investment model for football development, focusing on female participation and the football workforce. The college also set-up and ran a five-team five-a-side league on their new 3G surface. The college also set-up student management teams to support football at the college.

PALMER'S COLLEGE

Delivering a Male Mars Just Play Centre on Monday lunchtimes and Fridays after college. Female sessions also run. Palmer's set-up and ran a five-team seven-a-side lunchtime league. The college also set-up student management teams to support football at the college.

SOUTH ESSEX COLLEGE OF FURTHER & HIGHER EDUCATION

Delivering Female Mars Just Play at their Southend Campus and a disability session over at PlayFootball Southend for their disability students. Running Mars Just Play Sessions on Mondays and Thursdays at their Basildon Campus. Worked with College Sports Maker to provide volunteer opportunities and sign students up to Football Futures.

"I JUST WANTED TO SAY THANK YOU FOR ORGANISING THE FOOTBALL YESTERDAY. LILY HASN'T STOPPED TALKING ABOUT IT AND SHE REALLY ENJOYED HERSELF. SHE NORMALLY HOLDS BACK FROM THINGS LIKE THIS BUT SHE OBVIOUSLY FOUND THE CONFIDENCE TO JUST ENJOY IT, WHICH I'M SO PLEASED ABOUT."

CHELMSFORD COLLEGE

Delivering Futsal Mars Just Play Sessions which are being run by a College Sport Maker and assisted by Young Leaders from the college. A five-team 'Team 19' League ran in 2016 as Futsal with a student management team supporting the league.

HARLOW COLLEGE

Delivered Mars Just Play Sessions, attracting over 40 new participants, and ran a six-team eleven-a-side Intra-Mural League for college students.

In 2016 there were ten licensed Mars Just Play Centres, with twelve sessions running in colleges in Essex, attracting 500 male, 117 female and 134 disability participants (20 of whom are female) overall. There were also 153 males and 50 females signed-up to the Football Futures Programme and six student management teams supporting college football.

“I CAN’T THANK YOU ENOUGH AND I FELT THE WHOLE EXPERIENCE HAS BEEN OVERWHELMINGLY POSITIVE. WHAT IT HAS DONE FOR OUR TEAM’S CONFIDENCE AND SELF-ESTEEM IS INDESCRIBABLE AND BEYOND MY WILDEST DREAMS.”

— ANDY CARTER (ESSEX ROYALS YFC)

TEAM 19 LEAGUES IN ESSEX COLLEGES (REGISTERED ON THE TEAM 19 WEBSITE)

Palmer’s College
Seevic College
Havering College
Harlow College
South Essex College
Chelmsford College

In 2016 there were 24 small-sided male college football teams taking part in four recreational Team 19 Leagues. Intra-mural Football takes place in a number of colleges but it is much more informal than how Team 19 is run.

For the 2016/17 season, there will be two new college leagues running: a recreational male eight-a-side league and a flexible female Futsal league. The male recreational league currently has six teams signed-up and will be run five times a year at the Peter May Sports Centre in Walthamstow. The Flexible Female League has six colleges signed-up, with fixtures being played monthly across the year.

COLLEGES DISABILITY LEAGUE

The Colleges’ League is run in partnership with the London FA and is co-ordinated by the Children & Young People Football Development Officer. The league is run from Goals in Dagenham across five events a year. Six colleges from Essex and three from London regularly attend, with around ten teams entering the competition.

This event now engages over 100 participants and has strong links with clubs for each of the colleges. Students signed-up to the Football Futures Programme are used as volunteers for the event. One of the events is now held as a regional qualifier to the National Finals Day up at St George’s Park.

UNIVERSITY OF ESSEX

The University of Essex was again successful in applying to the FA Investment into Higher Education Fund and received £6,500 to help increase and develop football at the university and to become a football hub in the community. The funding will focus on three areas: women's football, football workforce and 16-25-year-old participation.

The university successfully run a number of 'Turn-Up and Play' Sessions and Intra-Mural Five-a-Side and Futsal Leagues for their students. They also, for the first time ever, created a link with a local youth football club (Layer Colts YFC) who now use the university facilities for matches and training, allowing the club to grow.

A Student Management Team has also been set-up to support the Sport Development Officer at the University, with six members sitting on the team, chaired by the university's Football Activator, Sarah Nash.

With the success of the project over the 2015/16 season, the university were awarded with Tier 2 status, entitling them to further funding for 2016/17. The Essex County FA will be working closely with the university on this moving forward.

FA SECONDARY SCHOOLS PROGRAMME

The secondary schools programme is now in its second year of running. This initiative offers schools who sign-up with access to a variety of resources to support them with football development within their school.

The schools who sign-up have the opportunity to register for up to four activities: intra-mural activity, after school clubs, leadership programmes and school teams. Currently 84 schools have signed-up to the programme within Essex.

We are now looking to work with a number of schools to create leadership/volunteer hubs in order to create a larger pool of volunteers who can support at Essex County FA events.

EQUALITY AND INCLUSION

In-line with The FA's Inclusion and Anti-Discrimination Action Plan, in June 2015 the Essex County FA were one of a handful of County FAs to have successfully achieved the Equality Standard for Sport (Preliminary Level). We attended Wembley for the presentation of the award in October.





Since achieving the award, we have worked with a number of the nine protected characteristics to build relationships and engage with different communities. We also work with various equality stakeholders so we are able to reach a wider audience, such as Outhouse East Black, Asian and Minority Ethnic (BAME) communities.

In 2016, we have engaged with the Lesbian, Gay, Bisexual and Transgender (LGB&T) communities in various ways, through clubs wearing Football v Homophobia T-Shirts to a football tournament at the University of Essex to raise awareness of the International Day against Homophobia, Biphobia and Transphobia, with over eleven teams entering.

East End Phoenix FC, an LGBT friendly team involved in the London Unity League, also attended to discuss their journey.

We're continuing to try and engage with various BAME communities, although with very slow progress. We have been successful in building a strong relationship with Braintree Mosque, who now deliver an Adult Male Just Play session. The session has been opened up to members of the community and has a range of ethnicities attending. We have tried replicating this with other mosques but have been unsuccessful.

As BAME communities were not engaging with us, a Unity Cup was delivered. This tournament used current artwork and the use of different languages. The Unity Cup engaged with 22 teams, of whom 19 were from a BAME background. The final will take place on Sunday 26th March at PlayFootball Colchester to coincide with the International Day for the Elimination of Racial Discrimination (21st March).

Having kept lines of communication open with the various BAME communities and religious establishments, there has been little response from them. We will continue to keep these open and build on the Unity Cup. Out of the 15 mosques in Essex, only a handful have shown interest, although there has been little to no progress.

INCLUSION ADVISORY GROUP

With the Chair resigning, the Inclusion Advisory Group (IAG) has not met since April, as numbers have also been very low. We're currently in the process of designing a new model to re-launch the IAG soon after the County FA IAG Networking Day on 7th March.

We're currently working with Futures in Mind to deliver a recreational session and help those recovering from alcohol and drug misuse, as well as improving mental wellbeing. Various international days have been marked in ways, mainly by T-Shirts and various teams wearing them during their warm-ups.

Welfare, Safeguarding & Respect

The Essex County FA continues to be committed to safeguarding children and young people within grassroots football in Essex. The structure remains strong, supported by League and Club Welfare Officers, all of whom are qualified volunteers.

This volunteer base delivers advice and guidance as well as addressing poor practice, all of which allows players to have the opportunity to participate in a healthy environment. Sadly, there remain incidents where adults' behaviour is unacceptable at football matches. This must be addressed and, by having knowledgeable volunteers in a welfare role, we address and monitor these situations.

The clear guidelines and procedures on how to deal with poor practice and abusive situations are embedded into the training workshops provided by The FA, which are attended not only by Welfare Officers but also coaches.

Over the past few years, good working relationships have been established with other agencies working within safeguarding and child protection. Parents and carers should feel assured that the correct avenues are used and utilised when necessary, with football having representation with the police and appropriate child agencies.

Towards the end of 2016, the national media reported on the sad events of ex-professional players reporting sexual abuse within football. From that point, The FA has been working with County FAs to both review and audit safeguarding. A part of this has been to conduct validation visits.

These visits enable county staff to speak to clubs as well as check that the records provided by clubs match with those individuals delivering coaching. This process is both reassuring to parents and players, but it also helps clubs and volunteers to feel that they are compliant with both the law and FA regulations.

County Welfare Officer Helen Hever will be liaising with Welfare Officers with regard to training and development, inviting their thoughts and opinions on how best to meet the needs of clubs and young players and also to provide an opportunity to share the current safeguarding agenda and new processes The FA and the County FA have undertaken.

The challenges within this area are higher within the current climate. However, we are aware that football within Essex is delivered by many very experienced and committed individuals. By us all working together, and taking responsibility to address poor practice, children and young people will be able to continue to have fun, develop skills and participate in the game.

FA Lidl Skills

In 2016, Essex's FA Lidl Skills Team delivered coaching to over 26,000 children in the county, offering free coaching in primary schools, FA Charter Standard clubs and School Sports Partnerships.

The programme was delivered to 22 schools, with resources left for teachers and exit routes offered via FA Lidl Skills Centres or local opportunities within clubs. FA Lidl Skills is accredited with the Quality Mark from afPE (Association for Physical Education) for outstanding delivery in schools and has launched online resources which are available for all to use at www.thefa.com/skills

These include examples of short and medium term plans to be used across varied areas such as passing, dribbling, defending etc. This year has also seen the inclusion of the FA Primary Teachers Award, designed to provide a basic introduction to the skills required when planning to deliver a Key Stage 1 or 2 physical education lesson, to date reaching out to 75 different teachers.

It's a new, free, six-hour course to give primary school teachers the confidence to deliver football within a school setting. Teachers will undertake short tasks via an online course portal after observing the coaches' work with pupils. FA Lidl Skills staff have been trained to deliver the course to teachers 'in action', whilst delivering PE to classes of children.

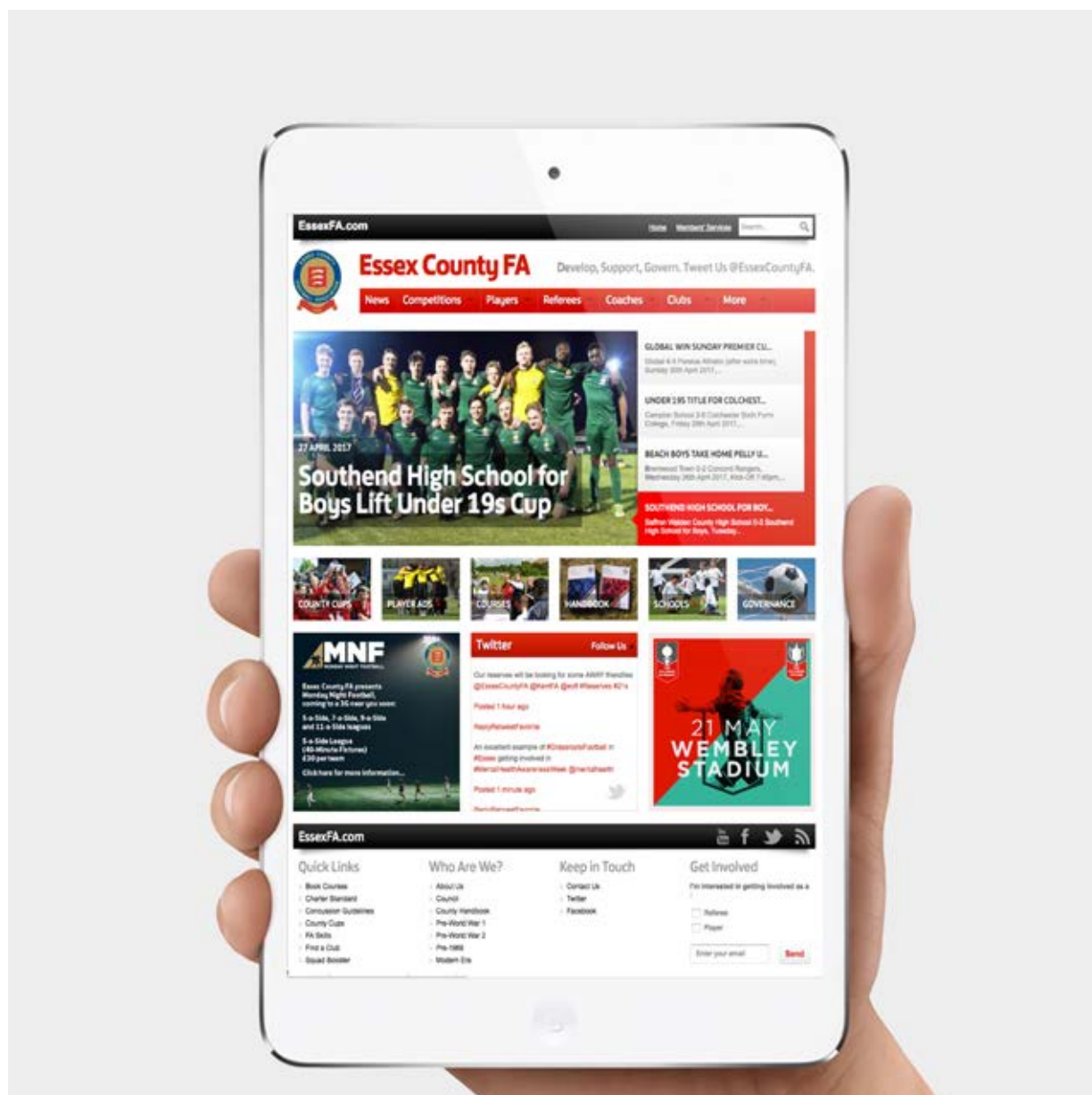
As well as the schools and club programme, FA Lidl Skills have provided further opportunities for children to develop through the four Skills Centres operating across the county to 3,585 boys and girls. These range from Open Access, Girls Only, and Skills Extra for players ready for the next challenge.

One of the biggest achievements this year is the increase in girls' participation within the skills centres. Currently FA Lidl Skills has seen 910 female players through the doors, in comparison to 212 in 2015.

Press, Publicity and Marketing

WEBSITE

One of the main goals for 2016 was to streamline the content on our website and make it more efficient, and liaison took place with staff to ensure it served its purpose. In January, steps were made to better reflect some of the County FA's archive materials online, such as representative team records, County Cup winners and programmes.



Scans were taken of the covers of all the Senior Cup Final programmes we possess. We'll gradually build-up this archive with rep team information, honours and long service information as the reaction to the new content was very favourable. Routine updates and maintenance have continued and ongoing work has been undertaken, especially in the 'Competitions' section, to make sure all the content is up-to-date.

Extended time has been spent to fine tune the 'Coaches' section in-line with recent changes to the coach education structure nationally. The County/Schools Cups and Squad Booster sections were particularly active around March and April and we also examined how best to represent our new Soccer School Accreditations on the website. A new page was created in the 'Players' menu and details will be added once the first few accredited Soccer Schools are named.

The release of County Cup Draws in August is always one of the marquee days of the year for our website. Then October was our record ever month for unique website visitors. This displays the hunger there is for the information we share, plus the effectiveness of our publicity 'machine' to spread messages about grassroots football. 31,816 visitors was also a massive 4,815 over the target set for that month at the start of the year.

Towards the end of 2016 we achieved huge milestones and easily beat our targets. Our 'Daily Visitor Record' was broken on Wednesday 9th November with a figure of 3,260, beating that same day in 2015. Meetings have taken place, and plans have been agreed, for an overall structural review in 2017. All suggestions are welcome.

During 2016, the Essex County FA Website was accessed by 209,899 unique visitors. This represents a 22.38% increase on 2015. 46.6% of these were new individuals visiting for the first time. Another aim for 2016 was to achieve a record monthly visitor figure each month, which was accomplished in nine of the twelve months:

	Unique Visitors	Target	Difference
January	20,185	21,009	-824
February	19,934	18,108	1,826
March	19,365	20,350	-985
April	20,521	17,118	3,403
May	16,753	15,519	1,234
June	14,796	15,833	-1,037
July	15,273	14,122	1,151
August	21,282	15,457	5,825
September	30,118	23,036	7,082
October	31,816	27,001	4,815
November	31,003	25,390	5,613
December	20,404	15,842	4,562

All-Time Record Single Month: October 2016 (31,816 unique visitors)

All-Time Record Single Day: Wednesday 9th November 2016 (3,260 unique visitors)

 14,000 Followers

 7,181 Tweets in 2016

 7,000 Facebook Likes

 Verified! Twitter Account

SOCIAL MEDIA

Interactions have been as regular as ever in 2016 and social media keeps us very informed and in touch with stakeholders whilst giving us a great idea of what's going on locally. Overall we sent out 7,181 tweets in 2016, achieving 10.9 million impressions on peoples' timelines and generating 208,000 visits to our profile page, exhibiting a strong interest in our content and a desire for individuals to find out more about our activities.

Our username, @EssexCountyFA, was 'mentioned' 9,199 times and we attracted 2,869 new followers. A lot has been learned about gaining followers, such as using special software to target certain demographics. We reached the landmark of 12,000 in February, a little later than targeted, but happily all the same. In July we got to 13,000 followers and we then celebrated two more milestones in October, reaching 14,000 followers and 7,000 Facebook likes.

Social media is often the first point of contact for members of the grassroots community so it's vital we maintain them efficiently. We tried various means of engaging during the year, including, in August, trialling a 'Top Ten Most Liked Tweets' feature on Facebook, which seemed to go down quite well so we might give that another try. The BBC Essex Senior Cup Third Round Draw in September was, as always, a popular event too.

One major highlight of the year was when our Twitter account became 'Verified' on Friday 4th November. This "lets people know that an account of public interest is authentic" and is a very prestigious 'kite mark' to attain. As a county, we have tended to put more of our efforts into Twitter than Facebook, and this has reaped rewards so far.

However, we plan to put more focus on Facebook going forward, as this has greater potential. The ability to target specific types of people for certain projects which suit them best is far greater in Facebook than in Twitter. We attracted 2,019 new Facebook 'Likes' for our page in 2016, and this can be greatly enhanced very cheaply.

Our social media audiences are growing all the time and often relieve some of the strain on the County Office as a 'customer service' tool. They've proved invaluable in disseminating information and directing people to important and relevant pages on our website. Both services remain as important features of our publicity output and a means of reaching out to the wider public so we can raise awareness of our projects.

ADDITIONAL PROJECTS

BBC Essex: We've been privileged to be able to call upon the excellent support of BBC Essex and, in particular, Glenn Speller and Ben Fryer, who assisted with the promotion and broadcast of County Cup Draws on air during the year. The local radio station lend their name to the Senior Cup, the Saturday Premier Cup and the Women's Cup.

Statements: On occasion we've been called upon, unfortunately, to issue short statements of fact and acknowledgment to newspapers and other media in relation to charges of misconduct which have taken place at matches. Publicity relating to child welfare in football, has also required some sensitive and challenging engagement to reassure people of the safeguards currently in place to make football safe to participate in.

Respect Week: It was Respect Week from Sunday 10th April, leading to some excellent coverage for Respect online and on social media. We wrote an article about it for the Colchester United programme for their match against Peterborough United where we also had a presence to hand out promotional gifts and materials.

Awards Evening: On Tuesday 19th July it was our Awards Evening. We took photos of each winner/s individually and posted them on Twitter and Facebook (the latter with their bios included). Martin Keown was our special guest and his appearance was very popular, as was our audio interview and subsequent news story.

Handbooks: The County and Schools Handbooks were signed-off around the middle of August. The Schools Handbook arrived on Thursday 1st September and the County Handbook followed in two batches on Tuesday 6th and Wednesday 7th. Both were officially published online on Thursday 8th, the same day the County Handbooks were posted.

England Under 21s: Promotion of the England Under 21s international against Norway at Colchester United FC in September was very involved. For example, we sent 50 free tickets to competition winners from social media on Friday 2nd. It was a prestigious event to host in Essex and we gained plenty from it from a publicity perspective. It was a decent-sized project and we contributed to an excellent 8,000+ crowd.

Branding: Work has been undertaken to enhance our overall branding. We've created graphics for events we're running, plus our county logo has been reproduced in various high-resolution formats. A photo library of Essex-themed stock images has also been produced. Our branding will continue to develop in a consistent fashion during the coming months.





County Association Awards 2016

FA COMMUNITY AWARDS PRESENTED BY MCDONALD'S

FA Charter Standard Club of the Year:

Basildon Soccability FC

FA Charter Standard Development Club of the Year:

Ridgeway Rovers FC

FA Charter Standard Community Club of the Year:

Forest Glade FC

FA Charter Standard League of the Year:

Essex County Girls' League

Young Volunteer of the Year:

Beth Morrell

Volunteer of the Year:

Jenny Arnold (Springfield FC)

Outstanding Contribution to Community Football:

Simon Clarke (Meadow Youth FC)

Groundsman of the Year:

Brian Terry (Old Chelmsfordians FC)

FOOTBALL FUTURES

Member of the Year:

Niamh Gamble

Member of the Year and Outstanding Contribution to the Football Futures Programme:

Nathaniel Steed



FAIR PLAY

Girls' Under 7s-11s:

Springfield Girls Under 11s

Girls' Under 12s-18s:

Hutton Under 18s

Boys' Under 7s-11s:

Great Danes Under 9s (Tigers)

Boys' Under 12s-18s:

Boreham Village Under 15s

Women:

Chelmsford City Reserves

Men's Saturday:

Lawford Lads Reserves

Men's Sunday:

Epping Forest Falcons

EXEMPLARY SERVICE (20 YEARS)

Trevor Williams (Referee)

Anthony Mercer (Referee and Barking FC, Redbridge FC, Dagenham & Redbridge FC, Tilbury FC)

John O'Mara (Lawford FC)

Chris Noble (Referee)

Paul Whitmore (Referee)

Onur Gokdemir (Esprit FC, Essex Sunday Corinthian League, Ilford & District Leagues, West Essex Charity Cup)

Steven Worpole (Referee)

Patrick Carroll (Referee)

Chris Lee (Referee)

Brian Waller (Colchester Town Girls & Ladies FC)

OUTSTANDING SERVICE (30 YEARS)

Alf Banner (King George V FC, Stockwell Arms FC, Colchester & District Sunday League, Colchester Deaf FC)

Bob Chesney (Global FC, Essex Sunday Football Combination)

Barry Sweeting (Herongate FC)

Dean Savage (Referee)

Jenny Arnold (Springfield FC)

Peter Godfrey (Referee and Essex Olympian League)

Peter Burrowes (Referee)

Peter Cubley (Referee)

Paul Clarke (Referee)

Melvin Bloss (Referee)

Paul Allen (Herongate FC)

AWARD OF MERIT (40 YEARS)

Tommy South (St Andrew Old Boys FC, Rainham Working Men's Club FC, Essex Sports FC, Thurrock FC)



Schools and Colleges

It is with great pleasure that we report on another comprehensive and successful season of schools football. We would like to start by thanking the entire voluntary workforce who give up so much of their time to enable Essex schoolboys and girls to enjoy their football.

In national English Schools FA county competitions, the Girls Under 14s side reached the final for the second year running at Birmingham City FC and were unlucky to lose 2-1 in a very good final to Lancashire. Congratulations to Shenfield School on an outstanding season: finalists in the national boys small schools Under 12s, winners in the Under 14s small schools, finalists in the Under 18s schools and finalists in the girls Under 15s competition. Congratulations also to Harris Academy, finalists in the national Under 17s competition, and Chelmsford & Mid Essex, finalists in the Under 13s inter-association national competition.

In the South-East England Schools (SEESFA) competitions, the Boys Under 14s side won 3-1 in their final at Fulham FC against Surrey. The Boys Under 16s squad, already successful in their East Anglian Counties competition when representing the Essex County FA, then won their SEESFA final against Hertfordshire 1-0 to complete 'the double' for the season. The Girls Under 16s were undefeated in winning their league.

In District Competitions, the excitement of the semi-finals and finals were testament to the quality of district football in Essex. Havering were champions of the Under 11s Finch Cup, with Thurrock winners of the inaugural Under 11s Finch League and Newham winners of the Under 11s Finch Plate. Congratulations to Under 12s winners Waltham Forest and Under 13s winners Newham. Many thanks to Dave Moore (Primary Districts) and Dave Agass (Secondary Districts) for their work with the District Competitions. Many thanks also to Brampton Manor and Kingsford for the use of their facilities for district football.

Thank you to all Competition Secretaries for your work during the year and to Jeff Saxton for his continued support in staging finals. Although the organisation in arranging so many finals is always difficult, the end result in seeing the finals take place is very rewarding. We would like to thank all the clubs, schools and organisations who hosted county schools finals this season: Dagenham & Redbridge FC, Grange Farm Trust, Brentwood School, Billericay School, East Thurrock United FC, Robert Clack School, St Martin's School and Wadham Lodge.

Thanks also to Phil Sammons and all the staff at the Essex County FA office (Rob Craven, Mark Wallis, Chris Evans and Emma Burden), for the immense amount of work that goes into supporting our county teams and county schools competitions. We are lucky to have their support, helping to produce match programmes, providing photography at matches, reports on the county website and reports and tweets on social media that make us the envy of other counties. Thanks also to James Lisher and Rhys Elmer with their help in appointing officials for matches.

UNDER 11S COUNTY SCHOOLS COMPETITIONS

In 2016, support was focused on continuing to develop and strengthen pathways for girls to participate in schools' festivals and competitions, with the aim of transitioning more players into affiliated club football.

The Essex County Schools FA U11's County Competitions (Small Schools, Malcolm Moffatt Trophy & 7-a-side Girls Cup) proved to be a resounding success again in 2016; fully supported through the School Games Organiser network and Active Essex. This year saw the trial of a new format of competition, with a focus on larger scale Finals Days encompassing all Group Areas of the County. Feedback from players, teachers and supporters was very positive. All winners will progress to the South East Regional Finals in March 2017.

DISTRICT COMPETITIONS 2015/16

Under 15s Robert Johnson Cup

Redbridge 2-3 Havering, Waltham Forest 6-1 Newham, Redbridge 3-1 Thurrock, Newham 3-3 Thurrock, Redbridge 3-0 Waltham Forest, Redbridge 0-4 Newham, Waltham Forest 3-6 Thurrock.

	P	W	D	L	F	A	GD	PTS
Redbridge	4	2	0	2	8	8	0	6
Thurrock	3	1	1	1	10	9	1	4
Newham	3	1	1	1	8	9	-1	4
Havering	1	1	0	0	3	2	1	3
Waltham Forest	3	1	0	2	9	10	-1	3

Semi-Finals: Waltham Forest 3-1 Thurrock, Redbridge L-W Havering

Final: Waltham Forest 4-1 Havering, at Lammas School, Leyton on Friday 1st July
Referee: Brandon Pieters

Under 14s Jas T Clark Cup

Redbridge 3-1 Barking & Dagenham, Chelmsford & Mid Essex 2-2 Waltham Forest, Waltham Forest 3-1 Havering, Redbridge 2-1 Havering, Chelmsford & Mid Essex 1-4 Newham, Chelmsford & Mid Essex 2-2 Havering, Redbridge 1-1 Waltham Forest, Newham 1-0 Barking & Dagenham, Thurrock 0-2 Newham, Barking & Dagenham 3-1 Havering, Newham 0-1 Redbridge, Waltham Forest 0-3 Barking & Dagenham, Barking & Dagenham 0-2 Thurrock, Waltham Forest 0-1 Thurrock, Chelmsford & Mid Essex 2-2 Waltham Forest.

	P	W	D	L	F	A	GD	PTS
Redbridge	4	3	1	0	7	3	4	10
Newham	4	3	0	1	7	2	5	9
Thurrock	4	2	1	3	5	4	1	7
Barking & Dagenham	5	2	0	2	7	7	0	6
Waltham Forest	5	1	2	1	6	8	-2	5
Chelmsford & Mid Essex	4	0	3	3	7	10	-3	3
Havering	4	0	1	3	5	10	-5	1

Semi-Finals: Newham 4-1 Thurrock (after extra time), Redbridge 2-1 Chelmsford & Mid Essex

Final: Redbridge 4-3 Newham, at Kingsford Community School on Saturday 18th June
Referee: Endrit Malaveci

Under 13s HJ Welsh Shield

Waltham Forest 6-4 North-West Essex, Newham 1-3 Waltham Forest, Waltham Forest 1-5 Chelmsford & Mid Essex, Redbridge 2-4 Havering, Newham 2-5 Chelmsford & Mid Essex, Havering 2-6 Chelmsford & Mid Essex, Redbridge 5-0 North-West Essex, Thurrock 1-1 Redbridge, Redbridge 1-2 Waltham Forest, Newham 2-1 Redbridge, Waltham Forest 2-2 Thurrock, Chelmsford & Mid Essex 7-0 North-West Essex.

	P	W	D	L	F	A	GD	PTS
Chelmsford & Mid Essex	4	4	0	0	23	5	18	12
Waltham Forest	5	3	1	1	14	13	1	10
Newham	4	2	0	2	7	9	-2	6
Redbridge	5	1	1	3	10	9	1	4
Havering	2	1	0	1	6	8	-2	3
Thurrock	2	0	2	0	3	3	0	2
North-West Essex	3	0	0	3	4	18	-14	0

Semi-Finals: Newham 4-3 Chelmsford & Mid Essex, Waltham Forest 2-1 Havering

Final: Newham 5-4 Waltham Forest, at Kingsford Community School on Saturday 21st May
Referee: James Allaoui

Under 12s LF Birmingham Cup

Waltham Forest 7-5 Newham, North-West Essex 1-2 Waltham Forest, Redbridge 2-6 Havering, Waltham Forest 2-3 Chelmsford & Mid Essex, North-West Essex 4-4 Redbridge, Havering 11-2 North-West Essex, Newham 4-2 Chelmsford & Mid Essex, Waltham Forest 1-2 Havering, Havering 0-3 Chelmsford & Mid Essex, Thurrock 0-3 Redbridge, Thurrock 2-2 Newham, Redbridge 0-8 Waltham Forest, Thurrock 1-0 Havering, Newham 4-3 Redbridge, Newham 2-0 North-West Essex, Waltham Forest 4-1 Thurrock.

	P	W	D	L	F	A	GD	PTS
Waltham Forest	6	4	0	2	24	12	12	12
Newham	5	3	1	1	17	14	3	10
Havering	5	3	0	2	19	9	10	9
Chelmsford & Mid Essex	3	2	1	1	8	6	2	6
Thurrock	4	1	1	2	4	9	-5	4
Redbridge	5	1	1	3	12	22	-10	4
North-West Essex	4	0	1	3	7	19	-12	1

Semi-Finals: Newham 2-1 Chelmsford & Mid Essex, Waltham Forest 3-1 Havering

Final: Waltham Forest 2-1 Newham, at Lammas School on Saturday 21st May
Referee: Neil Troubridge

Under 11s FL Finch Cup

Group A: Havering 12-1 Newham, Newham 3-2 Redbridge, Redbridge 0-2 Havering.

	P	W	D	L	F	A	GD	PTS
Havering	2	2	0	0	14	1	13	6
Newham	2	1	0	1	4	14	-10	3
Redbridge	2	0	0	2	2	5	0	0

Group B: Thurrock 9-0 Basildon, Barking & Dagenham 1-5 Thurrock, Basildon 1-5 Barking & Dagenham.

	P	W	D	L	F	A	GD	PTS
Thurrock	2	2	0	0	14	1	13	6
Barking & Dagenham	2	1	0	1	6	6	0	3
Basildon	2	2	0	2	1	14	-13	0

Final Group: Havering 4-2 Thurrock, Barking & Dagenham 0-1 Havering, Thurrock 4-2 Barking & Dagenham.

	P	W	D	L	F	A	GD	PTS
Havering	2	2	0	0	5	2	3	6
Thurrock	2	1	0	1	6	6	0	3
Barking & Dagenham	2	0	0	2	2	5	-3	0

Winners: Havering. Runners-Up: Thurrock.

Under 11s FL Finch Plate

Newham 4-2 Basildon, Redbridge 1-4 Newham, Basildon P-P Redbridge.

	P	W	D	L	F	A	GD	PTS
Newham	2	2	0	0	8	3	5	6
Basildon	1	0	0	1	2	4	-2	0
Redbridge	1	0	0	1	1	4	-3	0

Winners: Newham. Runners-Up: Basildon.



Under 11s FL Finch Shield

Thurrock 6-0 Basildon, Thurrock 3-1 Havering, Basildon 2-3 Barking & Dagenham, Barking & Dagenham 0-4 Chelmsford, Redbridge 3-0 Barking & Dagenham, Redbridge 2-5 Thurrock, Basildon 1-5 Chelmsford, Newham 1-4 Chelmsford, Newham 1-6 Thurrock, Newham 2-1 Basildon, Havering 4-3 Newham, Chelmsford 7-1 Redbridge, Redbridge 0-3 Newham, Thurrock W-L Barking & Dagenham, Basildon 1-2 Redbridge, Havering 6-0 Basildon, Havering W-L Redbridge, Barking & Dagenham 1-7 Newham, Barking & Dagenham 0-8 Havering, Chelmsford 2-2 Havering, Chelmsford 0-1 Thurrock.

	P	W	D	L	F	A	GD	PTS
Thurrock	6	6	0	0	21	4	17	18
Chelmsford	6	4	1	1	22	6	16	13
Havering	6	4	1	1	21	8	13	13
Newham	6	3	0	3	17	16	1	9
Redbridge	6	2	0	4	8	16	-8	6
Barking & Dagenham	6	1	0	5	4	24	-20	3
Basildon	6	0	0	6	5	24	-19	0

Winners: Thurrock. Runners-Up: Chelmsford.

INDIVIDUAL COMPETITIONS 2015/16

Ken Aston Under 12s Trophy
Monday 21st March, 4:15pm at Brentwood School
Great Baddow High 4-0 Roding Valley High
Referee: Nicholas Hodges. Assistants: Adrian Rixon and Oliver Walker

Under 19s 2nd XI Colleges Trophy
Wednesday 20th April, 3:00pm at East Thurrock United FC
Gable Hall 1-2 St Thomas More High (after extra time)
Referee: Kadir Nazif. Assistants: Nicholas Hodges and Joe Burgess

Robert Cook Under 15s Cup
Thursday 21st April, 3:00pm at Dagenham & Redbridge FC
Emerson Park 1-4 Southend High School for Boys
Referee: Michael Summerville. Assistants: Salman Rafi and Sam Whitby

Alan Child Under 16s Trophy
Thursday 21st April, 5:15pm at Dagenham & Redbridge FC
Eastbrook 1-0 Hall Mead
Referee: Billy Taylor. Assistants: Ricky Judd and Oliver Walker

George Cash Under 14s Girls Trophy
Monday 25th April, 4:15pm at Billericay School
All Saints Catholic 1-3 Moulsham High
Referee: Zoltan Szarka. Assistants: Charlie Roberts and Neil Troubridge

John Edwards Under 13s Girls Trophy
Wednesday 27th April, 4:15pm at the Len Forge Centre
Eastwood Academy 3-4 William Edwards (after extra time)
Referee: Kirk Edwards. Assistants: Lewis Green and Christopher Hockett

Reg Winters Under 16s Girls Trophy
Tuesday 3rd May, 5:30pm at Grange Farm
Frances Bardsley 1-3 Great Baddow High
Referee: Michael Summerville. Assistants: Toby Stutely and Neil Troubridge

RH Pratt Under 19s Trophy
Wednesday 4th May, 5:30pm at Dagenham & Redbridge FC
Southend High for Boys 3-4 West Hatch High
Referee: Farai Hallam. Assistants: Joe Burgess and Thomas Raffan

Jim Smith Under 11s Seven-a-Side Memorial Cup
Friday 6th May, 4:15pm at Robert Clack School
Rise Park Junior 1-2 Wykeham Primary
Referee: Callum Cockley

AE Wood Under 14s Jubilee Cup
Tuesday 10th May, 4:15pm at Grange Farm
Forest 3-1 St Martin's
Referee: Thomas Johnson. Assistants: Paul Wyatt and Jack Briley

Chairman's Under 13s Trophy
Thursday 12th May, 1:00pm at Dagenham & Redbridge FC
Marshalls Park 1-2 William Edwards
Referee: Edward Smith. Assistants: Charlie Duggins-Jones and Charlie Roberts

Bryon Coomer Under 19s Colleges Trophy
Friday 13th May, 2:00pm at Brentwood Town FC
Rushcroft Foundation 3-1 Shenfield High
Referee: Ervin Kegy. Assistants: Zoltan Szarka and Elliot Justham

3rd XI Under 19s Colleges Trophy
Friday 13th May, 4:30pm at Brentwood Town FC
Braintree Sixth Form College 3-4 Shenfield High (after extra time)
Referee: Karl Dunnage. Assistants: Alan Moore and Neil Troubridge

Under 19s Open Competition
Wednesday 18th May, 4:00pm at Wadham Lodge
Rushcroft Foundation 1-3 Shenfield High
Referee: Graham Scott. Assistants: Alan Steward and Paul Wyatt

Parish Under 11s Cup
Tuesday 24th May, 4:00pm at St Martin's School
Plumberow Primary Academy 0-4 Rise Park Junior
Referee: Paul Wyatt



UNDER 19S COLLEGES LEAGUES

Division One

	P	W	D	L	F	A	GD	PTS
Plume	10	10	0	0	48	9	39	30
Shenfield	11	6	2	3	50	20	30	20
Rushcroft	12	6	1	5	35	31	4	19
Colchester Sixth Form College 1	12	4	2	6	32	34	-2	14
South Essex College (Thurrock)	11	4	1	6	17	32	-15	13
Redbridge	10	3	1	6	27	48	-21	10
Newham College	10	1	1	8	9	44	-35	4

Division Two North

	P	W	D	L	F	A	GD	PTS
St Thomas More	17	14	0	3	48	17	31	42
Southend High School 2	14	11	1	2	45	21	24	34
Clacton Coastal Academy	18	10	0	8	49	46	3	30
King John	14	9	2	3	55	30	25	29
Westcliff 1	18	9	1	8	35	36	-1	28
Shoeburyness 1	16	7	0	9	36	33	3	21
Colchester Institute 1	16	6	2	8	38	48	-10	20
Chelmsford 1	16	6	1	9	36	41	-5	19
Colchester Sixth Form College 2	16	2	0	12	22	65	-43	6
Colne	14	1	1	13	19	46	-27	4

Division Two South

	P	W	D	L	F	A	GD	PTS
Gable Hall	11	9	1	1	41	20	21	28
Palmer's College 2	12	9	0	3	53	21	32	27
Appleton School	13	6	3	4	40	35	5	21
Davenant	14	6	0	8	36	41	-5	18
St Bonaventure's	13	6	0	7	29	34	-5	18
Havering Sixth Form College 1	12	4	1	7	25	39	-14	13
Campion	9	4	0	5	19	21	-2	12
Sir George Monoux	12	1	1	10	20	52	-32	4

Play-Off Semi-Finals: St Thomas More 1-4 Palmer's College, Gable Hall 0-0 Southend High School (Southend won on penalties)

Play-Off Final: Southend High School 3-0 Palmer's College, at Len Forge Centre on Friday 6th May

Division Three North

	P	W	D	L	F	A	GD	PTS
Braintree	11	10	1	0	37	6	31	31
South Essex College (Southend)	13	9	0	4	44	17	27	27
Sweyne Park	12	7	3	2	45	30	15	24
Westcliff 2	14	7	1	6	33	28	5	22
Plume 2	10	5	0	5	22	18	4	15
Ormiston Rivers	10	2	3	5	11	20	-9	9
Colchester Institute 2	10	1	2	7	16	34	-18	5
Chelmsford 2	7	1	1	5	8	24	-16	4
Colchester Sixth Form College 3	9	0	1	8	7	46	-39	1

Division Three South

	P	W	D	L	F	A	GD	PTS
Havering Sixth Form College 2	16	9	1	6	51	35	16	28
Leyton	10	8	1	1	37	20	17	25
West Hatch 2	12	7	1	4	31	23	8	22
Basildon Academy	13	6	4	3	28	25	3	22
New College Basildon Studio	13	6	2	5	31	35	-4	20
Palmer's College 3	9	5	0	4	27	19	8	15
Ilford County High School	11	2	3	6	20	23	-3	9
South Essex College (Thurrock)	9	3	0	6	19	32	-13	9
Brampton Manor	15	2	0	13	16	48	-32	6

Play-Off Semi-Finals: Braintree College 2-3 Leyton, Havering Sixth Form College 2 2-5 South Essex College (Southend)

Play-Off Final: Leyton 3-3 South Essex College (Southend) (Leyton won 8-7 on penalties), at Witham Town FC on Wednesday 27th April

COUNTY TEAMS

Under 18s Boys (Management Team: Graham Hall, Andy Tickner, John Brandon)

Squad: Adam Topley (Burnham), Afolabi Moronkeji (Harris Academy), Andy Fennell (Chelmsford College), Brandon Williams (Shenfield), George O'Connor (Shenfield), James Aldborough (Shenfield), Jamie Price (Harris Academy), Joe Bowles (Barking Abbey), Joe O'Hare (Moulsham High), Lee Green (Colchester Royal Grammar), Lewis Jaggs (West Ham Community College), Matthew Bentley (Trinity), Max Watters (Shenfield), Oliver Harlon (Seevic), Solomon Ogunwomoju (Barking Abbey), Toby Amorolan (Harris Academy), William Baldry (William de Ferrers).

Key: SEESFA - South-East England Schools Football Association Competition; ESFA - English Schools FA Inter-County Competition.

Friday 16th October: Surrey (Away, SEESFA) Won 2-1 at Surrey Sports Park, 2:15pm. Friday 13th November: Shropshire (Away, ESFA1) Won 2-1 at Shrewsbury School, 1:30pm. Saturday 5th December: South Yorkshire

(Away, ESFA2) Walkover (South Yorkshire Unable to Raise a Side). Friday 15th January: Sussex (Away, ESFA3) Lost 1-3 at Worthing FC, 1:30pm. Tuesday 26th January: Kent (Home, SEESFA) Lost 2-3 at Barking Abbey School, 2:00pm.

Under 16s Boys (Management Team: David Agass MBE, David Croker, Paul Hobbs, Keith Thwaites)

Squad: Josh Lamont (Hall Mead), Toby Barlow (Albany), Harry Brislen-Hall (Chingford), Danny Hurford (Appleton), Tyler Richardson (Billericay), Nathan Joseph (Chafford), Jake Jolliffe (St Martin's), Dylan Friday (Palmer Catholic Academy), Joe Clifforth (Gable Hall), Ibrahim Ugrador (Brampton Manor), Bayley Johnson (Barking Abbey), Niall Blowers (St Thomas More), Ben Brako (Royal Docks), Harry Brislen-Hall (Chingford), Charlie Arnold (William de Ferrers), Jimmy Montgomery (Passmores), Lewis Callery (Anglo European), Jake Jolliffe (St Martin's), Ken Charles (Palmer Catholic Academy), Peter Eboh (All Saints), Conor Tyrell (Roding Valley), Ezra Stratford (Bromfords), Leon De Campo (All Saints), Jed Smith (Appleton), Flynn Astbury (Coopers' Company & Coborn), Donald Adaakwah (Barking Abbey)

Key: SEESFA - South-East England Schools Football Association Competition; ESFA - English Schools FA Inter-County Competition.

Thursday 12th November: Barnet (Home, Friendly) Won 4-1 at Brampton Manor School, 6:00pm.
Tuesday 17th November: Somerset (Home, ESFA2) Lost 0-3 at Brampton Manor School, 6:00pm.
Saturday 5th December: Bedfordshire (Home, SEESFA) Drew 3-3 at London Playing Fields Society Ground, 10:30am. Saturday 12th December: Hertfordshire (Home, SEESFA) Won 2-1 at London Playing Fields Society Ground, 10:30am. Saturday 19th December: Norfolk (Away, SEESFA) Won 4-0 at City of Norwich School, 11:00am. Saturday 13th February: Suffolk (Away, SEESFA) Drew 0-0 at Gainsborough Sports Centre, 10:30am. Saturday 18th March: Kent (Home, SEESFASF) Won 2-0 at Chigwell School, 11:00am. Wednesday 22nd June: Hertfordshire (SEESFAF) Won 1-0 at Harlow Town FC, 7:00pm.

Under 15s Boys (Management Team: Dan Rose, Matt Double, Adrian Ackred, Jim Ainscough)

Squad: Tom Burke, Billy Reed, George Ishmail, Charlie Munns (Emerson Park), Denzil Adebiji, Furo Gogo-Ibama (Harris Academy), Mosope Oguntuga, Sonny White (Trinity), Emmanuel Omolegan (St Bonaventure's), Callum Nightingill (Marshalls Park), Sydney Jethva (Roding Valley), Kiah Froud (Eastwood), Jordan Sergeant (Barking Abbey), John Junior De Souza Quissa (Kingsford), Sam Butler (Burnt Mill), Samir Ali (Stewards), Luke Ige (Buxton), Alfie Flemming (William Edwards), Lewis McGillicuddy (Woodbridge), Isaac Chitole-Durand.

Key: SEESFA - South-East England Schools Football Association Competition; ESFA - English Schools FA Inter-County Competition.

Saturday 5th December: Bedfordshire (Home, SEESFA) Won 2-0 at London Playing Fields Society Ground, 10:30am. Saturday 12th December: Hertfordshire (Home, SEESFA) Lost 1-2 at London Playing Fields Society Ground, 10:30am. Saturday 19th December: Norfolk (Away, SEESFA) Lost 2-3 at City of Norwich School, 11:00am. Saturday 13th February: Suffolk (Away, SEESFA) Won 4-1 at Gainsborough Sports Centre, 10:30am. Saturday 16th April: Sussex (Away, SEESFASF) Lost 1-2 at Culver Road, 10:30am.

Under 14s Boys (Management Team: Carl Papworth, Liam Saxton, Tom Harding)

Squad: Jacob Allen McCormack (Greensward Academy), Jack Goyette (William Edwards), Ollie Reader (Davenant Foundation), Matthew Ughelumba (Rokeby), Lee Protain Braithwaite (Seven Kings), Donell Ofori, Godshen Casey (Canon Palmer), Trent Mahon, Javran Rubio-Walker (Frederick Bremer), Sam Cornish (Billericay), Brendan Shabani (Caterham), Ebube Agu (St Bonaventure's), Rathner Alves Marques (Leytonstone), Gynane Sauderson (Isaac Newton), Gabriel Nsubidi (All Saints), Daniel Hawkes (Captain) (Coopers' Company & Coborn), Harvey Schafer (St Martin's), Junior Rene (Tunmarsh).

Key: SEESFA - South-East England Schools Football Association Competition; ESFA - English Schools FA **Inter-County Competition.**

Friday 27th November: Berkshire (Home, ESFA1) Lost 3-4 at Barking Abbey School, 7:00pm. Saturday 5th December: Bedfordshire (Home, SEESFA) Won 2-1 at London Playing Fields Society Ground, 10:30am. Saturday 19th December: Norfolk (Away, SEESFA) Won 4-0 at City of Norwich School, 11:00am. Saturday 23rd January: Hertfordshire (Home, SEESFA) Won 3-1 at London Playing Fields Society Ground, 10:30am. Saturday 13th February: Suffolk (Away, SEESFA) Won 5-0 at Gainsborough Sports Centre, 10:30am. Saturday 16th April: Kent (Home, SEESFAS) Won 4-1 at London Playing Fields Society Ground, 10:30am. Tuesday 17th May: Surrey (SEESFA) Won 3-2 at Fulham FC, 4:00pm.

Under 16s Girls (Management Team: Emma Burden, Jo Sibley, Kat Clifton and Jack Thurlow)

Squad: Ammarah Ali (Forest Academy), Amy Day (Sandon), Beau Parker (Brittons), Chloe Dunn (Philip Morant), Connie Forman (Mayflower), Georgia Griffin (Frances Bardsley), Grace Hill (Appleton), Grace Staunton (Sacred Heart), Maizi Garwood (Shenfield), Molly O'Shea (Harris Academy), Niamh Gamble (St John Payne), Sade Walters (Sydney Russell), Saffron Heffer (Tendring Technology College), Tilly Deacon (Fitzwimarc), Yasmin Cowley (Great Baddow).

Key: SEESFA - South-East England Schools Football Association Competition; ESFA - English Schools FA Inter-County Competition.

Wednesday 11th November: Cambridgeshire (Away, ESFAQ1 and SEESFA) Won 6-3 at St Ives Outdoor Complex, 3:30pm. Saturday 14th November: Hertfordshire (Home, ESFAQ2 and SEESFA) Won 3-2 at Moulsham School, 12:00pm. Saturday 12th December: Sussex (Home, SEESFA) Won 4-1 at Shenfield School, 1:00pm. Saturday 9th January: Bedfordshire (Away, SEESFA) Won 4-0 at Dunstable Soccer Centre, 10:30am. Saturday 13th February: Dorset (Away, ESFAQF) Lost 2-3 at Chapel Gate, 10:30am.

Under 14s Girls (Management Team: Sharon Brownlie, Abigail Fry, Danielle Warnes)

Squad: Abbie Jackson (Fitzwimarc), Adesuwa Edomwande (All Saints), Alice Bauckham (Moulsham), Cara Chiba (Anglo European), Claudia Zahui (Palmer Catholic Academy), Ellie May Nicholls (Shoeburyness), Ellie Mitchell (Honywood), Evie Anderson (Eastwood Academy), Hannah Smith (Plume), Holly Foley (Harris Academy), Jessie Burke (Trinity), Josie Burke (Trinity), Lauren Hart (Gable Hall), Lucy Edmeades (Shenfield), Lucy Joy Egan (Philip Morant), Maddie Biggs (Frances Bardsley), Mya Turner (Emerson Park Academy), Olivia Billson (Chelmer Valley), Rosie Richards (Moulsham), Suzy Hayes (Highams Park).

Key: SEESFA - South-East England Schools Football Association Competition; ESFA - English Schools FA Inter-County Competition.

Saturday 14th November: Wiltshire (Home, ESFA1) Won 5-4 at Moulsham High School, 2:00pm. Saturday 12th December: Sussex (Home, SEESFA) Lost 2-3 at Shenfield School, 2:30pm. Saturday 9th January: Sussex (Away, ESFAQF) Won 2-0 at Dorothy Stringer School, 12:00pm. Wednesday 10th February: Berkshire (Away, ESFAS) Won 1-0 at Thatcham Town FC, 7:30pm. Saturday 13th February: Kent (Home, SEESFA) Lost 3-7 at London Playing Fields Society Ground, 10:30am. Tuesday 10th May: Lancashire (Neutral, ESFA) Lost 2-3 (after extra time) at Birmingham City FC, 4:00pm.



In Conclusion

A number of members of our grassroots football community, who had served football well, have been lost this year and will be hugely missed by us all. We pay tribute, and send our condolences to their families.

We also express our sincere gratitude to those whose outstanding work continues to make the game an enjoyable experience.

Brendan Walshe

Chief Executive and Company Secretary



Proposed Article Changes (2017/18)

Article No	Current Article	Proposed Change
2	<p>INTERPRETATION</p> <p>In these Articles:</p> <p>“Act” means the Companies Act 2006 as amended, restated or re-enacted from time to time;</p> <p>“Affiliated Club” means a football club which the Council has accepted may affiliate to the Association as an affiliated club member;</p> <p>“Affiliated League” means a league of Affiliated Clubs which the Council has accepted may affiliate to the Association as an affiliated league member;</p> <p>“Articles” means these Articles of Association;</p> <p>“Association” means Essex County Football Association Limited;</p> <p>“Board or directors” means the directors of the Association for the purposes of the Act and who are appointed under these Articles from time to time;</p> <p>“Chairman” means the Chairman of the Association appointed from time to time in accordance with Articles 68 and 69;</p> <p>“Chief Executive” means the person appointed as the chief executive of the Association pursuant to Article 74;</p> <p>“clear days” in relation to the period of a notice means that period excluding the day when the notice is given or deemed to be given and the day for which it is given or on which it is to take effect;</p> <p>“Competitions” means a competition of Affiliated Clubs (or football clubs affiliated to another association recognised by the Football Association) which the Council has accepted may affiliate to the Association as a competition member;</p> <p>“the Council” means the Council of the Association as constituted under these Articles;</p> <p>“Council Members” means the persons appointed or elected from time to time to be members of the Council in accordance with these Articles;</p> <p>“County Association” means a county football association approved by The Football Association for a county other than the County.</p> <p>“Cups and Competitions Committee” means the Standing Committee formed in accordance with Article 55(a) (as amended pursuant to Article 57);</p> <p>“Discipline Committee” means the Standing Committee formed in accordance with Article 55(b) (as amended pursuant to Article 57);</p> <p>“Essex County Schools FA” means the Essex division of the English Schools Football Association;</p> <p>“Essex Referees’ Association” means the representative body of the football referees in Essex;</p> <p>“executed” includes any mode of execution;</p> <p>“FA Representative” means the person appointed in accordance with Article 52 to be the Association’s representative at The Football Association under the articles of The Football Association;</p> <p>“Group” means a group of Affiliated Clubs and/or Competitions designated by the Council in such geographical area in the County as is determined by the directors. For the avoidance of doubt, there shall be no more than 20 such</p>	<p>INTERPRETATION</p> <p>In these Articles:</p> <p>“Act” means the Companies Act 2006 as amended, restated or re-enacted from time to time;</p> <p>“Affiliated Club” means a football club which the Council has accepted may affiliate to the Association as an affiliated club member;</p> <p>“Affiliated League” means a league of Affiliated Clubs which the Council has accepted may affiliate to the Association as an affiliated league member;</p> <p>“Articles” means these Articles of Association;</p> <p>“Association” means Essex County Football Association Limited;</p> <p>“Board or directors” means the directors of the Association for the purposes of the Act and who are appointed under these Articles from time to time;</p> <p>“Chairman” means the Chairman of the Association appointed from time to time in accordance with Articles 68 and 69;</p> <p>“Chief Executive” means the person appointed as the chief executive of the Association pursuant to Article 74;</p> <p>“clear days” in relation to the period of a notice means that period excluding the day when the notice is given or deemed to be given and the day for which it is given or on which it is to take effect;</p> <p>“Competitions” means a competition of Affiliated Clubs (or football clubs affiliated to another association recognised by the Football Association) which the Council has accepted may affiliate to the Association as a competition member;</p> <p>“Co-opt” means a person or persons who are not elected Council Member of the Association;</p> <p>“the Council” means the Council of the Association as constituted under these Articles;</p> <p>“Council Members” means the persons appointed or elected from time to time to be members of the Council in accordance with these Articles;</p> <p>“County Association” means a county football association approved by The Football Association for a county other than the County.</p> <p>“Essex County Schools FA” means the Essex division of the English Schools Football Association;</p> <p>“Essex Referees’ Association” means the representative body of the football referees in Essex;</p> <p>“executed” includes any mode of execution;</p> <p>“FA Representative” means the person appointed in accordance with Article 52 to be the Association’s representative at The Football Association under the articles of The Football Association;</p> <p>“Group” means a group of Affiliated Clubs and/or Competitions designated by the Council in such geographical area in the County as is determined by the directors. For the avoidance of doubt, there shall be no more than 20 such Groups in Essex at any one time and the Groups shall be numbered from one to 20;</p> <p>“Group Representative” means a Council Member pursuant to Article 34[iv] and in accordance with Articles 36 to 47;</p>

Groups in Essex at any one time and the Groups shall be numbered from one to 20;
“Group Representative” means a Council Member pursuant to Article 34(iv) and in accordance with Articles 36 to 47;

“Laws of the Game” means the laws Association Football as settled by the Federation Internationale de Football Associations (“FIFA”) from time to time;
“Life Members” means the life members of the Association appointed in accordance with Article 51;
“Life Vice-Presidents” means the life vice-presidents of the Association appointed in accordance with Article 49;
“members” means those Affiliated Clubs, Affiliated Leagues, Competitions, Honorary Members and Council Members admitted into membership of the Association in accordance with Article 3;
“office” means the registered office of the Association;
“President” means the president of the Association elected in accordance with Article 48;
“Referees’ Committee” means the Standing Committee formed in accordance with Article 55(c) (as amended pursuant to Article 47);
“Regulations and Sanctions Committee” means the Standing Committee formed in accordance with Article 55(d) (as amended pursuant to Article 57);
“Rules” means the rules of the Association as amended from time to time;
“Rules of The Football Association” means the rules of the Football Association as amended from time to time;
“seal” means the common seal of the Association;
“Season” means the football season from 1 July to 31 May in each year or such other period in each year as The Football Association may prescribe as being the football season in any year;
“secretary” means the company secretary of the Association or any other person appointed to perform the duties of the company secretary of the Association pursuant to the Act, including a joint, assistant or deputy secretary;
“Standing Committees” means all the standing committees of Council created in accordance with Article 55;
“The Football Association” means the Football Association Limited of Wembley Stadium, Wembley, HA9 0WS.
“United Kingdom” means Great Britain and Northern Ireland;
“Vice-presidents” means the vice-presidents of the Association appointed in accordance with Article 51;
“Youth, Coaching and Development Committee” means the Standing Committee formed in accordance with Article 56(e) (as amended pursuant to Article 58):

Unless the context otherwise requires, words or expressions contained in these Articles bear the same meaning as in the Act but excluding any statutory modification thereof not in force when these Articles become binding on the Association. References to writing include references to any visible substitute for writing and to anything partly in one form and partly in another form.

Words denoting the singular number include the plural number and vice versa; words denoting the masculine gender include the feminine gender; and words denoting persons include bodies corporate (however incorporated) and unincorporated, including unincorporated associations of persons and partnerships.

Headings are inserted for convenience only and do not affect the construction of these Articles.

“Independent Director” means a non-Executive Director of the Board who is appointed from time to time by the Council in accordance with these articles;

“Laws of the Game” means the laws Association Football as settled by the Federation Internationale de Football Associations (“FIFA”) from time to time;
“Life Members” means the life members of the Association appointed in accordance with Article 51;
“Life Vice-Presidents” means the life vice-presidents of the Association appointed in accordance with Article 49;
“members” means those Affiliated Clubs, Affiliated Leagues, Competitions, Honorary Members and Council Members admitted into membership of the Association in accordance with Article 3;
“office” means the registered office of the Association;
“President” means the president of the Association elected in accordance with Article 48;

“Rules” means the rules of the Association as amended from time to time;
“Rules of The Football Association” means the rules of the Football Association as amended from time to time;
“seal” means the common seal of the Association;
“Season” means the football season from 1 July to 31 May in each year or such other period in each year as The Football Association may prescribe as being the football season in any year;
“secretary” means the company secretary of the Association or any other person appointed to perform the duties of the company secretary of the Association pursuant to the Act, including a joint, assistant or deputy secretary;

“The Football Association” means the Football Association Limited of Wembley Stadium, Wembley, HA9 0WS.
“United Kingdom” means Great Britain and Northern Ireland;
“Vice-presidents” means the vice-presidents of the Association appointed in accordance with Article 50;

“Working Group(s)” means a number of people or a member appointed By Council upon the recommendation of The Directors to deal with specific business of the Association.

Unless the context otherwise requires, words or expressions contained in these Articles bear the same meaning as in the Act but excluding any statutory modification thereof not in force when these Articles become binding on the Association.

References to writing include references to any visible substitute for writing and to anything partly in one form and partly in another form.

Words denoting the singular number include the plural number and vice versa; words denoting the masculine gender include the feminine gender; and words denoting persons include bodies corporate (however incorporated) and unincorporated, including unincorporated associations of persons and partnerships.

Headings are inserted for convenience only and do not affect the construction of these Articles.

34	<p>Council The Council shall comprise: The Chairman The Life Vice Presidents prior to 2005 The Life Members Group Representative for each Group elected in accordance with Articles 36 to 47 One person nominated by the Essex Referees' Association One person nominated by the Essex Schools FA The Football Association Representative and Officers as determined from time to time by Council</p>	<p>Council The Council shall comprise: The Chairman</p> <p>The Life Members as defined under article 51 Group Representatives for each Group elected in accordance with Articles 36 to 47 One person nominated by the Essex Referees' Association One person nominated by the Essex Schools FA</p> <p>The Independent Directors elected in accordance with Articles 67 & 68 (N.B. The position regarding the FA representative is defined under article 52)</p> <p>Commencing from the Annual General Meeting 1st June 2017 the Group Representative for open age football who retire under article 35, or for other reasons their position on Council becomes vacant, will not be replaced if there are two other continuing representatives for the group concerned.</p> <p>As from 1st June 2021, all Open Age Groups will have a maximum of 2 Members. In any Group which exceeds this figure, those in office at that time will be required to retire and be eligible for re-election in accordance with Articles 36 and 37.</p> <p>The current groups of the Association as defined under article 2 are: Group 1 – Tendring, Colchester, Braintree, and Maldon Group 2 – Chelmsford, Uttlesford, Harlow, Epping, Forest, and Brentwood. Group 3 – Rochford, Southend, Castle Point, Basildon and Thurrock Group 4 – London Boroughs of Havering, Redbridge, Barking & Dagenham, Newham and Waltham Forest</p> <p>The above groups will be represented by two open age and one youth representative</p> <p>Group 5 – Veterans' Football Group 6 – Women's and Girls Football</p> <p>Groups 5 & 6 will each be represented by 1 member.</p>
37	<p>No person shall be eligible for election as a Group Representative for their particular Group for the purposes of Article 34(iv) unless he has been a member of a Competition or Affiliated Group for the three years immediately preceding their nomination. Any person nominated must reside within the County and must not be over the age of 65 when nominated for the first time. No person may be nominated for more than one Group.</p>	<p>No person shall be eligible for election as a Group Representative for their particular Group for the purposes of Article 34 unless he has been a member of a Competition or Affiliated Club within that Group for the three years immediately preceding their nomination. Any person nominated must reside within the County and must not be over the age of 65 when nominated for the first time. No person may be nominated for more than one Group.</p>
49	<p>Life Vice Presidents Life Vice Presidents are such persons who are appointed to be Life Vice Presidents prior to 2005. They shall be entitled to receive notice of and attend all Council meetings but shall not be entitled to vote at such meetings. They shall have such rights and privileges as the directors from time to time prescribe.</p>	<p>Life Vice Presidents Life Vice Presidents shall be a Member of the Association and shall have such rights and privileges as the directors from time to time prescribe.</p>

51	<p>Life Members</p> <p>There may be up to eight Life Members at any one time. Life Members may be elected at an annual general meeting on the nomination of Council. No person shall be eligible for election as a Life Member unless he has served as a Council Member for at least 21 years in aggregate. Life members shall be entitled to receive notices of and attend all Council Meetings, but after 1 January shall only have a vote if they are under the age of 70. Life members shall be entitled to remain on Council for the rest of their lives without the need to be re-elected. Life Members shall have such rights and privileges as the directors shall from time to time prescribe. At the end of the season of which a member is elected to be a Life Member, he shall resign their position as a Group Representative.</p>	<p>Life Members</p> <p>There may be up to eight Life Members. Life Members may be elected at an Annual General Meeting on the nomination of Council. To be eligible for election those nominated must have been a Council member in aggregate for at least 21 years. Upon election the member shall resign as a group representative. Life members who have not met the condition of article 35 will retain the right to vote at Council meetings. Life members shall remain a member of Council without voting rights until the end of the season they reach the age of 75. Those Life Members elected prior to 1st June 2017 shall remain a member of Council without voting rights until the end of the season they reach the age of 80. Life members once retired from Council shall continue as a Member of the Association and have such rights and privileges as the Directors from time to time prescribe.</p>
52	<p>FA Representative and Other Officers</p> <p>The Council shall decide which person shall be The FA Representative from Council Members. The Council shall also decide which other persons, whether or not Council Members, should fill the positions of the other Officers as per Article 31(vii). Nominations for these posts must be submitted in writing to the Chief Executive by 1st March each year (or by such other date each year as the Directors shall prescribe). Such persons shall be appointed for four years. The elections for the FA Representative and other Officers as per Article 34(vii) shall take place at the last Council meeting before the Annual General Meeting. Council may fill any casual vacancies. Persons elected under this articles shall retire at the end of the season in which they reach the age of 70.</p>	<p>FA Representative</p> <p>The Council shall decide which person from its membership shall be the FA Representative. The person elected shall serve for four years and providing the qualification of Article 35 is met, shall be eligible for re-election.</p> <p>The FA Representative will attend Board Meetings but will not be entitled to vote.</p>
55	<p>At the last Council meeting prior to the Annual General Meeting each year the Council shall (on the recommendation of the Directors) appoint such persons, whether or not Council Members, as Council thinks fit to the following Standing Committees of the Council to hold office until the last Council meeting prior to the next Annual General Meeting. Additionally the Council shall upon the advice of the Directors at this meeting appoint those members who are to represent the Association at meetings of affiliated Leagues and Competitions:</p> <ul style="list-style-type: none"> Cups and Competitions Committee; Discipline Committee; Referees' Committee; Regulations and Sanctions Committee; Youth, Coaching and Development Committee; 	<p>The Council shall upon the recommendation of the Directors appoint a working group(s) or members to deal with set business of the Association whether a football or other such business.</p>
56	<p>Council may create such other sub-committees to deal with footballing matters as Council see fit.</p>	<p>The Council may upon recommendation of the Directors co-opt from outside its membership a person or persons for football or business matters. Such person(s) shall have the rights of Council membership but be excluded from voting on any matter before the Council and must be under the age of 65 when appointed and retire in accordance with Article 35</p>
57	<p>The Council may at its absolute discretion at any time amend or add to the list of Standing Committees in article 55, and Council may at any time dispense with the need for any of the Standing Committees as set out in Article 55. The Council may also amend the name of any standing Committee at any time. To reinstate a Standing Committee or to form a new one, the motion must be supported by two-thirds of members present and voting</p>	

		Following the deletion of Article 57, all Subsequent Articles will be renumbered, and any reference to the articles will be duly amended (i.e. 58 to “127” will now be 57 to “126”). Where there is reference within those subsequent Articles to new Article 57 or subsequent they will also be renumbered.
63	If any Council Member is, in the opinion of Council persistently absent over a season from meetings of either the Council or Standing Committee of which such person is a member or a combination of the two, without providing a written explanation satisfactory to the Council, the Council may declare their seat vacant. If such person is a Group Representative the Council shall have the power to fill the vacancy in accordance with Article 45.	If any Council Member is absent from 3 consecutive meetings of the Council, without providing a written explanation satisfactory to the Council, the Council may declare their seat vacant. If such person is a Group Representative the Council shall have the power to fill the vacancy in accordance with Article 45.
67	Number of Directors Unless otherwise determined by ordinary resolution the number of directors shall be subject to a maximum of five but shall not be less than three. The Board shall decide upon a quorum number. The minimum shall be three.	Number of Directors Unless otherwise determined by ordinary resolution the number of directors shall be subject to a maximum of five but shall not be less than three. The Board, at its discretion, may recommend to Council the appointment of up to two Independent Directors the appointment of whom shall be via an open, publicly advertised recruitment process. The term of office for Independent Directors, where appointed, shall be four years. The Board shall decide upon a quorum number. The minimum shall be three.
68	Board of Directors The directors shall be: The Chairman of the Executive Council Four other directors	Board of Directors The directors shall be: The Chairman of the Executive Council Four other directors Independent Directors appointed in accordance with Article 67
78(g)	They shall retire at the end of the season in which he reaches the age of 70, in accordance with Article 35	Directors, and where appointed Independent Directors, shall retire at the end of the season in which they reach the age of 70, in accordance with Article 35



Essex County Football Association Ltd

Annual General Meeting



To be held on Thursday 1st June 2017 at 7:30pm

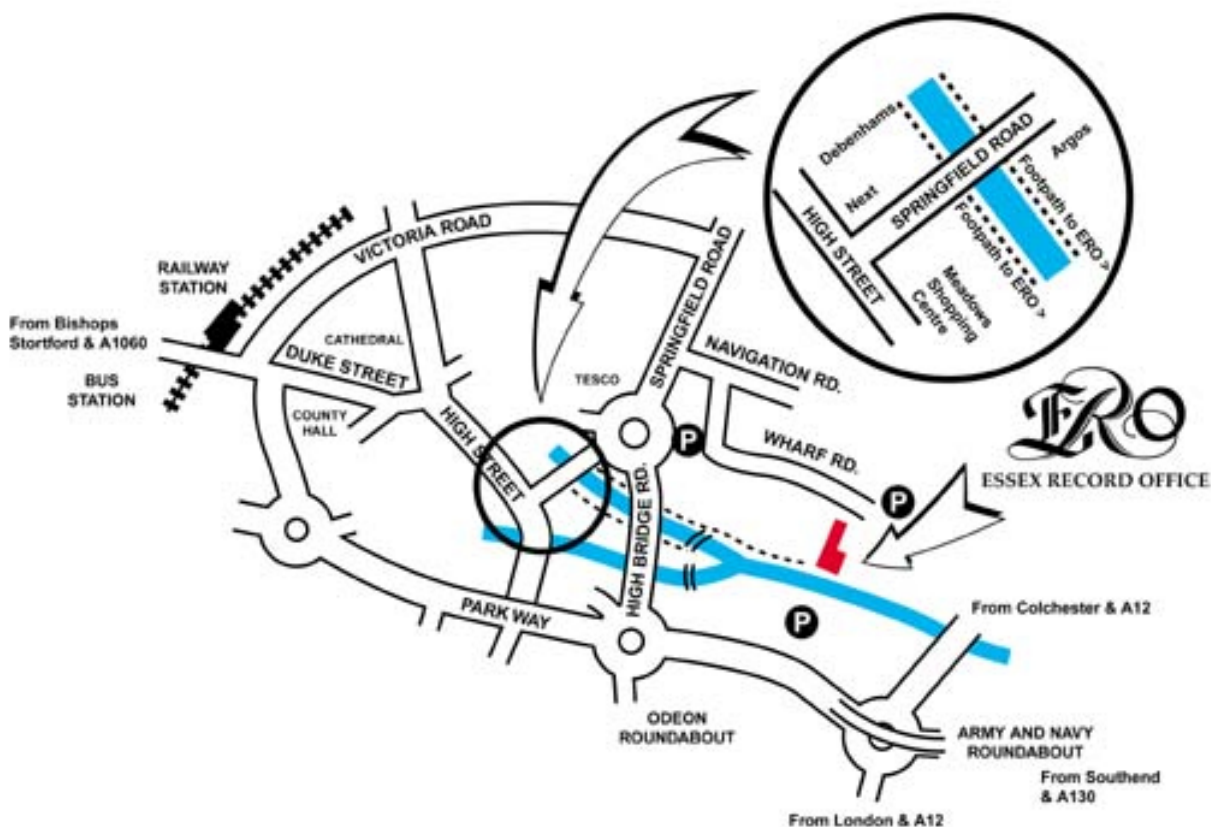
Essex Record Office,
Wharf Road,
Chelmsford,
Essex,
CM2 6YT

Admission Slip

Admit

Representative of

(Association League, Competition or Club)









Essex County Football Association

The County Office,
Springfield Lyons Approach,
Chelmsford, Essex,
CM2 5LB.

(01245) 393085

www.essexfa.com.

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