

# ANNUAL REPORT 2015– 2016

## SECTION 1 - MEMBERSHIP, OFFICERS AND SECRETARIAT

### 1.1 MEMBERSHIP

A total of 328 Associations were correctly affiliated in Season 2015-2016.

### 1.2 CHAIRMAN

Mike Spinks is coming to the end of a somewhat less turbulent second year as Chairman. During this time however, challenge and uncertainty have been ever present; but, in working closely with the CEO, Chair of Trustees, Trustees and Council, Mike has ensured that the ever increasing demands made by the FA – by far the main source of ESFA income – have been met within the current FA/ESFA Business Plan. His part in this management process has laid a sound foundation on which to base development within the remaining years of the plan.

Mike is to be congratulated too for his part in the very successful induction of Andrea Chilton, as the incoming ESFA Chief Executive Officer. His knowledge of the organisation, over his 10-year tenure as National Competitions Manager, has been invaluable during this period.

Mike, during his second term in office, has been an important presence at National Finals, Council Meetings, ESFA/FA Partners Meetings, Boys and Girls Internationals, Festivals, Long Service Award presentations and major ESFA events throughout the country. Mike acted as a key agent with Inspiresport during the February half-term warm weather training camp in Valencia and Villarreal. This proved to be a most beneficial beginning to what turned out to be very successful season for both ESFA International Teams.

Mike continues to represent ESFA as a full member of The FA Council. His appointment to the NGB, for the next two years, means that the ESFA will be part of discussion and The FA's decision-making concerning Schools' Football into the future.

Mike has continued, during his second year as Chairman, to maintain the excellent traditions of the ESFA.

### 1.3 VICE-CHAIRMAN

Alan Johnston has always been very positive, as well as showing patience and restraint, when representing the Association. He has been to numerous ESFA events during the season, including National Finals and Internationals. Alan was nominated by the ESFA to attend the SAFIB Winter Meeting in Vienna. Back in England he and the Chairman in partnership between them have attended nearly all ESFA functions where the presence of a senior officer of the Association was anticipated. Alan has proved to be a valued member at meetings of the ESFA Officers and Trustees. Alan is also respected by the ESFA / FA Partners Group which meets on a regular basis at Wembley to consider matters relevant to both Associations. Alan is one of the few current Council Members who still assists with the running of a football team. The Durham County Schools FA are the lucky recipients of Alan's coaching and organisational skills.

### 1.4 CHIEF EXECUTIVE

Andrea Chilton took up post as Chief Executive of the ESFA on 1<sup>st</sup> September 2015 following her appointment late in the 2014-2015 season. She has very quickly established herself as a strong and effective leader and manager who has brought a wealth of experience from her previous career within higher education. Andrea has galvanised the staff team and has begun to forge positive professional relationships with key partners including the Football Association and the Premier League. Andrea has demonstrated a high level of business acumen and has supported the ESFA Council with well-informed guidance in a challenging time of change. The ESFA Chief Executive deserves great credit for a most successful first season.

### 1.5 STAFFING

In staffing terms, the year began with the appointment of a new CEO, Andrea Chilton, who joined the Association from New College Nottingham, where she served as Deputy Chief Executive. Steve Swallow also joined the Association, in November, as Football Development Officer. Team members have all worked with the CEO to agree new job descriptions and targets, which are reflective of both the excellent work they have already completed and the expanded responsibilities they are assuming to ensure the expectations of the FA Business Plan can be met. The team have engaged positively and proactively in the team training plan and many of them are following formal qualifications to support them in their roles. The National Competitions Department have, as usual, successfully

delivered the competitions finals in some prestigious venues, to the delight of participating teams and our thanks and congratulations are offered to Darren, Ed and Sarah for their relentless pursuit of excellence. The newly formed development team have worked tirelessly to reach the vast majority of our Counties, identifying if and where they need help and support to increase footballing opportunities across the country. Well done to Andy and Steve. David has enjoyed a very successful year on his Premier League project, and has done so with his usual diligence and determination. Finally, Dawn, Lorna and Sue have worked equally hard to support the international programme, keep us on track financially and to support the rest of the team and the Council to fulfil their responsibilities. Thanks too to them.

## **1.6 AUDITORS**

The ESFA's Honorary and Professional Auditors continue to provide the Association with advice and an independent, critical eye.

The Honorary Auditors, P B Jordan MBE, D Lailey and D Prothero, all well-respected and greatly experienced schools' football colleagues, visited the ESFA's Offices on a number of occasions to prepare for, and deliver, their annual audit. During their visits they have met with the Professional Auditors (Lancasters & Co), the ESFA Chief Executive, Finance Officer, Chairman, Chair of Trustees and CWOs. In addition, they have held discussions with the staff team. These meetings and the information gained from ESFA minutes and accounts form the basis of their attached report that Peter Jordan presented to Council at their March meeting. In addition to their auditing duties they have also managed a successful recruitment process to find a new Independent Council Member to serve on Council for a maximum of 3 years. Council are grateful to all three Honorary Auditors and a special thank you must go to Peter Jordan who is to stand down after 14 years as an Auditor.

Mark Ashton of Lancasters & Co continues to perform his professional duties on behalf of the Association with due diligence. The long-standing relationship with the ESFA is greatly valued. Council wishes to record its thanks to our Honorary and Professional Auditors for their work on behalf of the Association.

## **SECTION 2 – FINANCE AND SPONSORSHIP**

### **2.1 FINANCE**

Following the significant loss reported in in the 2014 financial year (£143,100) it is pleasing to be able to report that the 2015 financial year has returned a small surplus (£30,100). This turn around has been achieved by difficult financial decisions and some 'one off' sums of money that will not be repeated in the 2016 financial year. The 'real picture' is that despite cutting expenditure in 2015 in numerous areas the association requires more savings to be made during the 2016 financial year. The challenge faced is to continue to improve the ESFA financial position without having a negative impact on football activity. Thank you to Council colleagues who have led by example as they have agreed cuts to their expenses, as well as supporting uncomfortable but necessary decisions about a range of ESFA expenditure.

We are very aware that the alternative solution to cuts is to increase the income of the association. The ESFA Council and staff team recognise that identifying sustained sources of reliable income is an even greater priority for the 2016 financial year and beyond.

A new Business Plan has been agreed with The FA in the last year. This plan guarantees income for four years if the ESFA deliver on the Key Performance Indicators set down by The FA. The KPIs require the ESFA to distribute money differently to Associations and information about this has already been shared. While any changes to the way funding is allocated will be met with mixed responses the ESFA has a duty to provide a minimum service of schools' football to children all over England, regardless of their postcode. The ESFA Trustees and Council contain many volunteers involved in Local Associations who recognise the challenges change can bring. They also take their responsibility to make a core offer available across the country very seriously. The ESFA Football Development staff have engaged with County Schools Associations to measure progress towards this aim.

Income from sponsors remains a very important part of ESFA funding and it is important that existing and potential sponsors are well served by the ESFA, so that long term partnerships can be forged to provide the sustained income streams required. In addition to the income generated, the ESFA is also aware of the brand strengthening that comes from being identified with international sponsors such as Sony PlayStation, The Premier League and Danone.

This AGM will include a proposal to change the ESFA's financial year to match the traditional football season and school year. This change would make accounting more straightforward and is backed by both the professional and

honorary auditors. It is an important change as the Trustees and Council aim to ensure that expenditure matches tight budgets at key points of the season.

Finally, the Trustees again wish to place on record thanks to the Association's Finance Officer, Dawn Howard, for administering the ESFA's finances during a particularly challenging financial year. Her dedication, hard work and enthusiasm for the work of the ESFA is much appreciated.

## **2.2 SPONSORSHIP**

The ESFA has been fortunate to have the continued support of a number of prestigious sponsors this season. Once again PlayStation have been involved with another superb three-day event at the Madejski Stadium, the home of Reading Football Club, where fifteen National Finals were successfully concluded between Monday 16<sup>th</sup> and Wednesday 18<sup>th</sup> May. PlayStation staff and their excellent PR Company HPS Jardine were much in evidence again throughout the three days. The DANONE National Finals, which feature Primary School pupils, took place at the home of the Premier League Champions Leicester City on Sunday 22<sup>nd</sup> May. Thirty-two teams were involved during the day. The Premier League supported our Under 16 Schools Cups as well as the newly introduced U11 District Primary Festivals and Finals this year. The ESFA remains grateful for their extended support. InspireSport continued their commitment to our international programme, supporting regional trials and organising a highly successful warm weather training tour to Spain in February. Pass4Soccer also continued with their support with a strong presence at trials. Impact Trophies who began supplying all our cups and medals this season were, for the first time, sponsors of the Indoor 5-a-side tournaments, the Finals of which were held in Derby at the beginning of March. Nike has this season been our kit sponsor, providing our international teams with good quality kit, although this sponsorship concludes at the end of this season. A new sponsor, it is hoped, will be confirmed shortly. Likewise, a new sponsor for our U18 Schools' and Colleges' Trophy will be announced before the start of next season.

## **SECTION 3 – COMMITTEE REPORTS**

### **3.1 INTERNATIONAL MATCH, SELECTION & COACHING**

The trials for the Boys Under 18 Squad this year were extensive, with players being watched at Area days and Regional matches. Following regional trials, a group of 34 players were invited to attend a weekend at Lilleshall in early January. After two excellent games against the RAF (1-0) and the Navy (6-0) the International Squad was selected. A further squad get together took place at the end of January which saw a victory over Walsall Academy (6-0). The squad then spent 4 days during February half in Villarreal, Spain courtesy of InspireSport. During this period, they played two games against Villarreal, sadly losing on both occasions 0-4 and 1-2.

Victories over Northern Ireland at Comber (2-1), Wales at Bangor (2-1), Scotland at Fleetwood (2-1) and a last minute goal to earn a draw against the Republic of Ireland at Oswestry (2-2) meant that England were Centenary Shield Champions for 2016. Andy Blight, in his final year as team manager, deserves great credit for this achievement on the field. He was assisted by Ben Lavelle, Andy Norwood and Steve Wilderspin. Both Steve and Andy also leave us this year. We wish them all well!

The squad again visited primary schools before matches and carried out some excellent work as ambassadors for the ESFA.

Following trials, the Under 15 Girls Squad spent a day at Lilleshall in late January, followed by a successful training week in Valencia, Spain, preparing for their matches. Two matches against local opposition, Valencia and Mislata UF resulted in wins, 2-0 and 7-0 respectively. The last opponents before the Bob Docherty Tournament, the Republic of Ireland, were defeated 1-0 at Egerton FC in Knutsford, Cheshire. The SAFIB Bob Docherty Cup was this year held at the impressive Dragon Park, Newport, in Wales. In the group games England recorded wins, against Wales 2002 (2-0) and Scotland (2-0). The final paired England with the other pool winners, the Republic of Ireland, who had reached this stage by beating Northern Ireland and Wales 2001. England ran out winners (1-0) following a very competitive match and were presented with the trophy by the Mayor of Newport, Herbie Thomas. The management team of Miranda Hall, Amy Westmarland, Andy Williams, Will Smith, Dave Burns and Gemma Hopkin deserve huge credit for these successes. We also have to say farewell to Miranda who has completed her time as manager and Amy who departs us to undertake a new venture in the Bahamas. Thank you for all of your hard work.

This is the second time in three seasons that both the boys and the girls have won their respective competitions. The girls' achievement is even more impressive in the fact that they won every game and conceded no goals.

## 3.2 COMPETITIONS

The ESFA National Competition portfolio remains as popular as ever within our member schools. The inception of three new secondary school tournaments allowed for the number of participating teams to rise to 6,805 - an increase of 378 teams on the previous year's total.

The organisation of the national finals period commenced with hosting the Deaf Schools' tournaments, in conjunction with the National Deaf Children's Sports Association, at the Derby Powerleague on Tuesday 2 February. A month later the ESFA returned to the Derby Powerleague to host the Under 12 Impact Trophies 5-a-side Schools' Cup on Monday 7 March.

Burton Albion was the host venue for a celebration of girls' football on Wednesday 16 March. The Girls' Under 18 Schools' Cup and Under 18 Colleges' Cup finals were held as a double header and were both broadcast live on ESFA TV, which attracted nearly 4,000 views on YouTube. England Women's international Kerys Harrop and Emily Simpkins of Birmingham City Ladies made personal appearances to support the event which also attracted a number of girls' football teams from across England to participate in a girls' football festival at St George's Park before joining the action at the Pirelli Stadium.

On Wednesday 27 April, at the Keepmoat Stadium, Doncaster Rovers FC, play had to be suspended for an hour as an impromptu snow blizzard interrupted play. ESFA and Doncaster Rovers staff worked tirelessly to clear the lines to ensure that the match could be completed. Fortunately, the groundsman was not in the stadium on that particular day so the final was brought to a successful conclusion. Earlier on the same day, the Keepmoat Stadium also hosted the Boys' Under 18 Colleges' Trophy which Hartpury College from Gloucestershire won for a second successive season.

The Boys' Under 18 Schools' Cup final between Shenfield School (Essex) and Thomas Telford School (Shropshire) was eventually held on Wednesday 20 April at Cambridge United FC following the initial postponement of the fixture on Wednesday 9 March, due to torrential overnight rain.

The Premier League sponsorship was expanded to cover four Under 16 Schools' Cups this season. A set of Nike playing kit was presented to each team that reached the quarter finals of each competition via the hugely successful Premier League Players' Kit Scheme. The four finals were held at Manchester City's impressive Academy Stadium on Wednesday 4 and Friday 6 May. Martyn Heather, the Head of Education and Welfare at the Premier League; Monica Golding, Head of the Premier League Charitable Fund and Ged Roddy, Head of Youth Development were on hand over the two days to present a replica of the Premier League Trophy to the captain of each of the winning school teams.

Nottingham Forest's City Ground offered an excellent playing surface on Tuesday 3 and Saturday 7 May to host the Under 13 Inter Association and Boys' Under 16 Inter County Trophy finals.

The following week the ESFA roadshow descended upon Birmingham City's St Andrew's Stadium to host six finals over three consecutive days - Monday 9 May to Wednesday 11 May. The last final of the three day event saw a euphoric and tremendously proud Chairman of the Competitions Committee (John Appleby) witness Staffordshire Under 16 girls' lift the national trophy for the first time.

PlayStation continued their sponsorship of all the Under 12 - Under 15 competitions for a third season, offering great support via their PR company, HPS Jardine and also raising the profile of the ESFA by staging ten 'Tie of the Round' events at schools across England, from September to March. Personal appearances by Premier League footballers including Dele Alli, Nathaniel Clyne, Kurt Zouma, Riyad Mahrez, Juan Mata, James Milner, Chris Smalling, Jack Butland, Phil Jagielka and Ryan Bertrand helped to secure outstanding levels of national media coverage on Sky Sports, BBC and ITV and articles reported in much of the nation's written press. The conclusion of the PlayStation Schools' Cup saw the National Competitions Department manage fifteen national finals over three consecutive days at Reading Football Club's Madejski Stadium from Monday 16 to Wednesday 18 May. Danny Rose, Jason Puncheon and future star Alex Iwobi were appointed as ambassadors for each of the three days along with England Women's captain Steph Houghton. Continuous live coverage of the event was streamed via the PlayStation Schools' Cup website and YouTube channel, which included commentary from former Liverpool and England star, John Scales and TV's Clive Tyldesley. Viewing impressions have been recorded in excess of 60,000 - many of which were in school halls and classrooms which equates to many more individuals than the recorded figure. Warwick Light, Managing Director of Sony Computer Entertainment UK and Jo Bartlett, Head of PR, were both on hand, along with other SCE

UK colleagues, to help the ESFA Chairman and Vice Chairman present the commemorative medals and trophies to the young players.

The ESFA were delighted to be able to host the Under 11 Danone Nations Cup finals at the home of this season's Premier League champions, Leicester City. Lewisham PSFA, the winners of the Inter-Association competition will represent England at the Danone Nations World Cup finals which will be hosted at the Stade de France, Paris, in October 2016.

The National Competitions Department, led by Darren Alcock, has coped admirably with the demands of organising so many national competitions and events while maintaining strong relationships with all our major sponsors throughout the season. Ed Mitchell and Sarah Kearney are to be commended for accepting the additional workload and the team have gone above and beyond the call of duty in helping the ESFA to deliver another exceptional season.

### **3.3 COMMUNITY & PUBLIC RELATIONS**

Continuing from last year's developments, the ESFA have again made vast improvements with how we present ourselves to member schools and the general public. As is now so crucial, much of this has been through the medium of social media and this is particularly important when communicating with school children (social media is their communication method of choice), sponsors and the general public. We have also seen a number of improvements to existing initiatives as well as some exciting new developments.

**Twitter** – Followers have increased significantly to 11,479 and in the last three months alone we have averaged 160 tweets, 28,000 profile visits and 382,000 tweet impressions per month. Twitter is an integral part of both our public image and communication strategy and has become hugely effective in advertising/promoting events, sharing successes and interacting with member schools. The use of hash-tags for international fixtures, cup finals, PlayStation competitions and initiatives such as girls' football week have helped to share our work and promote our successes. This is vital in terms of our existing and potential sponsors.

**Facebook** – We have grown steadily since our last report and now have 1,145 'likes.'

**Instagram** – We now have an Instagram account and plan to develop this over the next season.

**Club App** – This has been a new venture this season and has been at zero cost to the association. We have our own 'club' which gives us the ability to share team sheets, goals, results and statistics live from finals and international fixtures. Feedback and reports of interaction have been extremely positive. We will look to develop its use further next season.

**YouTube** – Our YouTube Channel has grown and is used for a variety of events such as inter-county footage, filming of inter-school fixtures sent in by schools, cup finals, festivals and all other footballing activity. A significant development in the last twelve months has been the creation of our own introductory video which was created in partnership with Staffordshire College student, Josh Hunt. We now have 113 subscribers, 50 uploaded videos and 15,941 views of the videos.

**247.TV** – Our work with this live online streaming company has continued which sees them streaming national finals and home internationals free of charge whilst they charge a £5 fee to the individual for each viewing. It is especially useful if parents/carers or relatives cannot travel to fixtures and we hope it will help us to attract new sponsorship through the increased global exposure we are able to provide. The numbers paying to watch these games has been sufficient to sustain the company's interest in continuing our relationship going forward and they are hopeful in attracting viewing figures similar to their rugby fixtures (approximately 30,000). We are currently actively seeking sponsorship to enable us to pay for more matches to be streamed free of charge to the viewing public. All PlayStation Schools' Cup National Finals were streamed free of charge this year.

**Website** – In the last twelve months our website has enjoyed over 1.9 million 'hits' with nearly 200,000 unique viewers. 45% of our viewers in this time period have been new users with 55% being returning users. We have carried out significant research with our membership with regards to the appearance, content and use-ability of the site and are very aware that we would benefit from a re-structure of the platform but budgetary constraints will almost certainly mean that this is not possible this summer as initially planned. Instead, plans are in place to dramatically improve the provision we presently have.

**PlayStation** – As with last season we have held ten extremely successful ‘Tie of the Round’ events at schools across the country with professional player appearances from the likes of Phil Jagielka, Nathaniel Clyne, Dele Alii, Jack Butland and James Milner. This has helped create some excellent national press coverage which PlayStation will pull together in a full portfolio at the end of the season.

**International Squads** – Last season’s improved media exposure of our national squads and cup finals has continued this year. This has been done both locally and nationally. In a first this season, due to the home Inspiresport Centenary Shield fixture versus Republic of Ireland being played during the school holidays (meaning they could not visit a local school), the boys squad were instead joined at their final training session by a local junior school. Special thanks must go to manager Andy Blight and his team for allowing the twenty children to join in with part of the session as well as to the squad for the excellent manner in which they embraced the children’s participation and questions as well as taking the time to sign lots of autographs. They were fantastic ambassadors and performed a great deal of good for our reputation amongst parents/carers, players and teachers.

**353 Photography** – Garry Griffiths of 353 Photography has captured some excellent images from our cup finals and international fixtures as well as a host of other events. The relationship is a very successful one that has continued to grow throughout the season providing the association with a selection of images for promotional and press use.

**ESFA Award Scheme** – We are currently considering available opportunities.

**ESFA Certificates** – We have created a standard ESFA certificate (to replace the multiple variations that were in existence) that has been sent electronically to all Council Members for their use at local and regional events. Bulk hard copies are also available from the office for larger events. These certificates provide a consistent presentation resource and have proved extremely popular with the children who take part in and support our various events.

**New Merchandise** – New drawstring bags and pens have been ordered for us to use as ‘goody bags’ for ball boys/girls who take part in our events (finals and internationals). We hope to build on the new merchandise in order to help further raise the profile of our association.

**Opportunities to Promote Our Work ‘On the Ground’** – The committee are in the process of creating ID badges with lanyards for all staff and Council Members to wear at any ESFA events we attend. Similarly, we are hoping to purchase a ‘roll-up’ banner for each Council Member (in addition to those already in use by the staff) to display at the inter-county fixtures, festivals, cup finals and other events that we are in attendance for in our regions. This will help to promote ESFA as the national governing body through the wealth of local and regional fixtures and events that already take place.

The Committee would like to extend their gratitude to Sarah Kearney for her enthusiasm, hard work, professionalism and expertise.

### **3.4 GOVERNANCE**

Governance has continued its part in the ESFA Governance Review process through Policy Review and guideline production. The Governance Committee’s work on a suitable Appeals Procedure continues as does the monitoring of the suitability of The FA’s Whole Game System (WGS) as an aid to the smooth running of the ESFA. The Committee has worked closely with the CWOs to produce a more streamlined affiliation process for the future.

Recommendations by Governance have established revised ESFA Committee protocols. This has resulted in better use of Committee time, Committees being serviced by full time staff and minutes being available within days. Other protocols include Committee members declaring an interest in agenda items and the rotation of Committee Chairmen on an agreed cycle, normally 3 years.

Work is still ongoing in preparing the Standard Rules for Schools’ Football, following the FA’s Standard Rules review. Governance continues to monitor Discipline and continues to have a positive impact on the Rewards and Recognition Programme recently initiated by The FA.

### **3.5 DEVELOPMENT**

The Development Committee oversees some of the work of the development team in their implementation of the ESFA business plan.

**Coaching courses** – The group has for the first time introduced an Under 14 Girls Residential Coaching Development Course to be held alongside the Under 17 Boys Course at Repton this summer 2016.

**Coaching/Teaching Resources** – The group has produced the first two editions in a series of coaching/teaching aids for Primary School Teachers:

1. Fun and Games in Football – A Resource Bank for Primary School Teachers.
2. Key Stage 1 Fun Soccer Practices – A Resource Bank for Primary School Teachers.

Both resources are available free to download from the ESFA website located under Resources and are in PDF format.

**Girls Football Week** – this was launched on the 16<sup>th</sup> March with ESFA providing a funding pot for organisations to apply for up to £500 to help run events in their areas.

Over 900 organisations were involved in Girls Football Week of which 33% were primary schools and 52% in total were schools. 52,237 participants took part of which 41,000 were aged 5-16 of which 27,212 were new participants. The ESFA Girls funding scheme gave grants of up to £500 and allocated £11,000 to 25 organisations to assist with the development of the game. The ESFA also ran its first girls only Junior Football Leaders course in conjunction with Burton College, with 39 attendees.

**Festivals** – Amongst the Festivals staged this season were the following:

1. The Annual Deaf Schools 5-a-side Festival took place indoors at the Derby Soccerdome on Tuesday 2<sup>nd</sup> February 2016 and was once again greatly enjoyed by the competing school teams
2. The NCSFA U14 Girls Inter County Invitational Festival was held on Saturday 12<sup>th</sup> March 2016 at Balby Carr Sports College in South Yorkshire organised by Peter Harper
3. The Yeovil U13/U14 District Festival was held between 28<sup>th</sup> and 31<sup>st</sup> March 2016 at Bucklers Mead School, Huish Episcopi School, Kings College and Millfield School organised by the Yeovil and District Schools' FA
4. The 42<sup>nd</sup> Jersey Primary Inter Association 9v9 Football Festival was held between the 2<sup>nd</sup> and 9<sup>th</sup> April 2016, once again organised by the redoubtable Pat Cullinane
5. The NCSFA U15 Boys Inter County Festival held on Saturday 14<sup>th</sup> May 2016 at Hurworth, Middlesbrough FC Academy organised by Durham County Schools' FA

As part of the ESFA's partnership with The FA and ISFA, over 800 schools signed up to the Secondary School Programme in Year 1. Schools received free resources and kit as part of the membership package and we hope to increase the sign up in Year 2.

The ESFA has distributed 40 free England tickets to its volunteers over the last 6 months as a reward for all the time and commitment put in to running Schools' Football. This commitment will continue into next season thanks to the support of The FA in providing us with the tickets to reward our workforce.

## SECTION 4 – LIAISON

### 4.1 FOOTBALL ASSOCIATION

ESFA Chairman Mike Spinks was again elected by his Council colleagues to be their representative on the FA Council. Mike has been fully involved this season, being given a place on the following four FA Committees – Development, Disability, Referees and Youth. Mike missed a couple of FA Council meetings when he was in Spain with our International squads during the February half-term break but that apart has had a 100% attendance record at Council and Committee meetings. He recently made a presentation to the FA Futsal and Small-sided Committee on the importance of Futsal as part of the school football portfolio.

#### 4.1.1 The National Game Board

As our Chairman and our FA Council representative Mike was the obvious choice to be the education spokesperson on the National Game Board. The NGB rarely discusses schools football but there was a decent debate following the publication of the findings of the Kirkland Secondary Schools Football Review. Most of the discussions however during the year have revolved around the game at grass roots level in clubs.

#### 4.1.2 FA Development Committee

Our Chairman, Mike Spinks, has been a bone fide member of the FA Development Committee this season. The Committee meets four times a year. There is an education input on a rota basis. At each meeting one of the

educational partners (ESFA, Independent Schools FA, Association of Colleges, British Universities) makes a short presentation on its activities and then answers questions from the members of the Committee.

#### **4.1.3 FA / ESFA Partners Working Group**

This group meets on a regular basis, usually at Wembley Stadium. Its Chairman is Peter Clayton, the FA representative on the ESFA Council. Geoff Lee, a former ESFA Chairman, and Donna McIvor, National Manager for Education at The FA are the other FA representatives. The ESFA contingent comprises the Chairman, Vice-Chairman and the Chairman of Trustees.

Towards the end of the season the group dealt with an issue for next season where it appeared that The FA wanted to take away the “Saturday rule” from girls’ football, in relation to the timing of Inter-County Girls football on the second Saturday of each month. This threat still remains but plans are now being made by County Schools Secretaries that the Under 14 and Under 16 Inter-County Girls football leagues and cups will continue on the 2<sup>nd</sup> Saturday of the month in Season 2016-2017.

#### **4.2 FA YOUTH COMMITTEE**

Mike Spinks was offered a place on this Committee from the start of the current season. He has attended all its meetings and given them the full details of the matches and trials organised for our Boys U18 and Girls U15 International teams. The FA has this season added an Under 15 boys squad to their portfolio of teams. During the season, as a cost-cutting exercise, The FA decided to reduce the number of Youth Committee Ambassadors travelling abroad for tournaments from three down to two. This has had obvious implications for the ESFA in that we have not been asked to send anyone on the most recent tours.

Mike Spinks has written to the Youth Committee Chairman asking to have this situation rectified as soon as possible in time for next season. There was an agreement in place, when the ESFA took over the running of the ESFA Under 15 team, that we would always be guaranteed a place on any tour with that team.

##### **4.2.1 Victory Shield**

The FA made a decision to withdraw England from the Victory Shield last year stating that they were opting to play opposition from abroad as a preference. As a consequence, the Republic of Ireland were asked to replace England. In an excellent tournament staged by the Welsh Football Trust over one week at their headquarters in South Wales the home nation emerged as the winners. It was the second consecutive year that Wales had won the Victory Shield. The 2016 Victory Shield is being staged at the new Scottish FA training headquarters in Edinburgh during a one-week slot at the beginning of November.

##### **4.2.2 Tournaments abroad with The FA**

The FA invited the ESFA to send a representative to an U16 tournament in Paris in the Autumn and John Martin volunteered to be a member of the party. It was not a particularly successful tournament for England with their Under 16 team managing just a single draw from their three games. In Florida in December they were more successful. Mike Spinks was nominated to be the FA representative to travel with the team and he acted as an Education Officer assisting the players with their school work. We were not asked to send anyone to the U16 Montaigne Festival in March or the U15 Delle Nazioni event in Italy in May.

#### **4.3 THE ESFA PREMIER LEAGUE PROGRAMME**

The U11 District programme, supported via the Premier League, has had many successes over the past 12 months. In addition to the creation of new teams and recruitment of new workforce, the National competition structure has also been piloted. Eight regional tournaments for U11 Districts have taken place, with the support of professional club academies in hosting. At the time of writing we are organising the culmination of these regional tournaments, with the respective Winners/Runner-up qualifying for a National Final.

This has proved particularly popular and an additional competition we intend on continuing for the foreseeable future, subject to confirmation of funding from the Premier League.

Girls District activity has also been impacted as a benefit of this funding, an area we are certainly looking to develop further and support moving forward. There are a number of strong ‘best practice’ examples which should be highlighted in an attempt to develop our female District offer further.

While we have greatly benefitted for the funding, it is unclear at the time of writing whether this will be forthcoming for season 2016/17. If the funding is granted again, the ESFA are exploring the opportunity to govern District football



activity centrally, utilising the funding in a more efficient manner to provide facilities (among other things) in each region.

The future of District football remains strong thanks to the individuals involved in running representative teams, but it is vital that the ESFA look toward the issues of sustainability for District Football. Conforming to the FA Youth Review and playing football in 'blocks' of competition over 6 weeks is important to ensure minimum standards are being achieved. Furthermore, the ongoing issues of player 'transition' into High School (and the subsequent drop off of Under 12 activity) and the involvement of players also within professional academies must be considered.

#### **4.4 CHILD WELFARE**

The ESFA National Welfare Officers continue to work with District and County Associations to ensure ESFA/FA compliance with FA policy and our legal obligations to ensure all those working in regulated activity with children have had a Criminal Record Check (CRC) through the FA process.

Every Association running representative teams requires an FA qualified Welfare Officer before affiliation and during the season 2015/2016 this was achieved. It has become accepted practice and all Associations are aware of this pre-requisite and succession planning has become part of their recruitment process.

The policy which requires all managers and coaches working with representative teams to have an FA CRC and safeguarding training has been in place since the start of the season, however this has proved difficult to enforce. Many Associations had affiliated and entered competition before they had appointed coaching staff and they have not always complied with the requirement to list all their team staff on the ESFA database. Much of the season has therefore been challenging for our Welfare Officers as they have been working with Associations to chase outstanding staff members and teams listed on the database without staff or with non-compliant staff. Therefore, for affiliation for the 2016/2017 season, a rule change is being proposed to reflect what is now required and to ensure all Associations are compliant with current regulations. No Associations will be accepted fully for affiliation unless all staff working with representative teams have a current, accepted FA CRC.

The National Welfare Officers continue to work closely with grassroots County Schools FAs to ensure appropriate safeguarding training for coaches and Welfare Officers is accessible locally and Associations are now fully committed to the process which has become embedded in ESFA policy.

Regular newsletters have been distributed electronically to Welfare Officers and Association Secretaries with safeguarding updates on policies and information and guidance and explaining the affiliation requirements. The ESFA welfare pages of the website have been updated to make sure processes are shared to all those involved with ESFA and there is a list of downloadable policies and best practice guidance for Associations and individuals.

Poor practice cases have been dealt with by local Associations, liaising with the ESFA Welfare Officers in more serious matters. The CWOs have continued to work closely with Case Management at The FA and with local safeguarding colleagues within the statutory agencies (i.e. the LEA, social services and the police), allowing for efficient and informed risk assessments on local cases. There have been several serious cases which are dealt with in line with FA policy. The CWOs have attended strategy meetings to discuss cases across the country, when required, and have participated in on-going FA training.

Priorities for the 2016-2017 season will include supporting Associations to ensure all their representative team staff comply with ESFA affiliation requirements and adhere to ESFA/FA safeguarding policies. We will also continue to work with County and District Associations to make sure all referees appointed to representative matches are FA qualified and registered.

#### **4.5 SAFIB**

SAFIB (or to give it its full title the Schools Association Football International Board) is an organisation of affiliated countries from around the world who have an interest in promoting football in their schools. As well as the British Isles representation many of the European countries are affiliated as well as Australia and New Zealand. During the 2015-2016 season the ESFA Chairman and Vice-Chairman attended the Annual General Meeting in Dublin in September 2015 and the Winter Meeting in Vienna in January 2016. Next season's AGM is in Belfast in September.

Each season the ESFA nominates a boys' school team to go to the Allen McKinstry U14 Cup Tournament and in 2017 we will also be asked to nominate a girls' team from the same age group to attend a parallel event for girls' schools' teams.

#### **4.5.1 SAFIB UNDER 15 BOB DOCHERTY CUP**

This tournament is for the Girls Under 15 International Teams from the British Isles – England, Northern Ireland, the Republic of Ireland, Scotland and Wales. The event in April 2016 was staged by the Welsh Football Trust at their headquarters, Dragon Park, in Newport. The ESFA team gave an excellent account of themselves being unbeaten against the other home nations and beating the Republic of Ireland 1-0 in the Final. It completed a season in which our girls were unbeaten, playing six games and winning all of them without conceding a goal.

#### **4.5.2 SAFIB UNDER 14 ALLEN McKINSTRY CUP**

These tournaments effectively create the British Isles School Champions as Northern Ireland, the Republic of Ireland, Scotland and Wales all send their champion schools to the tournament. This event last season took place too late to be reported to in the 2014-2015 ESFA Annual Report. The tournament was held in Belfast and was superbly organised by the Northern Ireland Schools Football Association. The chosen ESFA participants were Barnfield West Academy from Luton. They finished in 3<sup>rd</sup> position in the six-team festival, at the same time bringing great credit to their school, Bedfordshire and the ESFA both on and off the field of play. At the time of writing it is not known who has been chosen to represent the ESFA in the 2016 festival in Dublin.

#### **4.6 SARA**

Workload at the Sport and Recreation Alliance (SARA) has notably increased this year, led by its inspirational CEO, Emma Boggis. Anticipation is high regarding the release of Sport England's new strategy and the Alliance's own Sport Summit at the Kia Oval. A new ambassadors' website page has been created featuring support from England and Arsenal player, Kelly Smith MBE, world number nine snooker player Mark Allen and ex-footballer and boxer Leon McKenzie.

Analysis of George Osborne's 2016 Budget and how it might impact on the sports sector has taken place. The Alliance was pleased with the decision to fund more school sport at both primary and secondary level from the reinvestment of the sugar levy. This should provide a great opportunity for members to work with the education sector to deliver high quality and enjoyable sport and physical activity that gets children active. It also welcomed the £100,000 tax exemption of the income received from testimonial events. This will ensure players who have their careers cut short by injury or illness are adequately protected.

Selected further events planned for this year include meeting Shadow Culture, Media and Sport Minister Maria Eagle MP to introduce her to the work of the Alliance and discuss how the Minister and the Alliance can work together; meeting with David Evennett MP, Acting Minister for Sport and Tourism; and a meeting with Jennie Price, CEO, Sport England.

Through its membership, the Alliance has highlighted that school sport is of the utmost importance and has made this fact well known to the Minister and staff at the Department of Culture, Media and Sport. The ESFA is pleased to support the Alliance in its aims and objectives and continues to take advantage of the benefits that come from Membership.

#### **4.7 NCSS**

The ESFA remains supportive of the work of the NCSS (National Council for School Sport) which aims to facilitate contact between all those organising school sport, including School Sport Associations and National Governing Bodies. It also connects its members with the Youth Sport Trust and the Sport and Recreation Alliance.

The NCSS is still the collective voice of extra-curricular school sport in England and through the ESFA membership and regular contribution at meetings we are kept informed of changes in government policy and funding. The NCSS this year discussed topics such as the government attitudes to school sport and the influence of the 'health agenda' on it. This followed a fascinating presentation by Will Roberts a Programme Director at the Youth Sports Trust.

The NCSS actively encouraged all member organisations and individuals to respond to the Government Consultation on Sports Strategy. NCSS was assured that the Head of Sport at DCMS studied all responses of which there were more than 2000.

The NCSS has its own website ([www.ncss.org.uk](http://www.ncss.org.uk)) and produces an E-Zine on a regular basis. Pam Burrage (Tennis) has done extremely well in her first year as Chair of the Council and John Stiven (Swimming) is her Vice- Chairman. One of the meetings was held at the excellent Loughborough Sports Park, home of the ASA.

The NCSS links with the International School Sport Federation (ISF – website [www.isfsports.org](http://www.isfsports.org)) and offers school teams, and, in some sports, selected teams, the opportunity to compete internationally. ESFA is delighted that Eastbury School from Barking in Essex represented England at the ISF Futsal tournament in Croatia this year during the Easter vacation. Haberdashers' Aske's Knights Academy from South-East London will be attending this year's football tournament in France which will be played in June. They will be the first team for several years to take part in this tournament; the proximity to national exams is often a barrier to English teams taking part.

The challenges for the NCSS and school sports in general remain and the ESFA wishes them every success in the future.

## **SECTION 5 – FESTIVALS**

### **5.1 UNDER 11 JERSEY**

Two first-time visiting associations, namely Erdington & Saltley and Wokingham, were warmly welcomed to this 42<sup>nd</sup> Jersey Festival of Football.

Gloucester, Orpington and St. Albans each brought two teams and Plymouth, Thurrock, Barking, Hackney, Potters Bar and Newbury completed the contingent arriving by air throughout the day on Saturday 2<sup>nd</sup> April. Jersey and a local U12 club side (St.Paul's) made up the total of 16 teams set into two groups of eight for competition.

Games within both groups were arranged each morning from Sunday through to Thursday. Four specially laid primary pitches had been set up specifically for the Festival at the beautifully appointed and managed F.B. Playing Fields, thus permitting four games starting at 1015 and another four at 1115 on each occasion. For the final day's play, a series of matches took place between teams across the two groups.

After using the Metropole Hotel for 19 consecutive years, that hotel closed this year. Our accommodation switched to the Mayfair Hotel, a similar category establishment under the same ownership, also in St Helier.

Jersey's Football Festival aims to offer children the chance to experience as many of life's lessons as possible. One week's full-board all living together in the one hotel, mixing, playing and discussing football together, enjoying afternoon and early evening outings to several places of interest were all educational situations to draw on. All groups were provided with 17/18 seater self-drive school minibuses supplemented where necessary by rented hire cars. Naturally, the football matches themselves highlighted numerous learning opportunities, not least of which was how best to handle winning and losing situations. In this respect all bar Jersey, Orpington A and Gloucester B were fortunate enough to experience both won and lost matches. Gloucester B missed out in being unfortunate not to experience a win, while Jersey and Orpington failed to experience a loss, though the latter was able to touch on the experience with one drawn game.

The overall standard of play was at a very high level, the majority of games being well balanced and including many close-fought encounters. The weather also played a significant part in the success of the week, most days providing periods of sunshine. Rain that did fall seemed to be visiting mostly overnight.

In true Festival spirit ten qualified referees from the Local Association volunteered their services and together with three drawn from the visiting groups, all 48 matches were able to be covered.

PwC, now in their fourth consecutive year as sponsors, announced amid great applause at the Going Down Dinner that they would be continuing with this magnificent support in 2017. Further to this very welcome news, the dates for next year's event were announced as 8<sup>th</sup> - 15<sup>th</sup> April. Contributions made by our sponsor included individual certificates of attendance, glossy programmes and printed T-shirts for all the players.

Three presentations were made at the same event. Fiona Dear (Orpington) received her award for having completed 20 years' attendance at the Festival. Also completing his 20-year attendance was Chas Mangion (Hackney) who is thought to be the first person to have visited on 20 occasions as a member of staff but who also attended the Festival as a young Hackney footballer. The Referee's Shield, an annual award donated to the Festival by Alan Blue (Orpington) and presented to the referee at the current Festival who had started officiating at an earlier Festival than any of his colleagues engaged this year, was presented to Andy Norman who first took up his Festival whistle in 1982. The shield was presented for the first occasion in 2015.

We were delighted to welcome our National Chairman, Mike Spinks, who had made plans to be with us for three days. Nearer the time of the Festival he had learned that his presence had been sought elsewhere on the middle of the three planned days. True to form, he refused to cancel his Jersey visit but instead took the first aircraft departure to

London at 0705 on the day in question, and returned via the last flight back at 2010. In doing so he maintained his presence at the Festival and at the same time didn't disappoint Prince William by missing lunch at Buckingham Palace!

## SECTION 6 – COMPETITION RESULTS

### U11 Schools' Cup for School Teams Final

Sponsored By Danone UK

Sunday 22 May 2016

King Power Stadium, Leicester City FC

St Teresa's Catholic Primary School	0 (AET)	St Clement's Primary School	0 (AET)
	2 (PENS)		4 (PENS)
(Staffordshire CSFA)		(Channel Islands CSFA)	

### U11 Small Schools' Cup Final

Sponsored By Danone UK

Sunday 22 May 2016

King Power Stadium, Leicester City FC

Kilham CE VC Primary School	0 (AET)	Barkston Ash Primary School	0 (AET)
	2 (PENS)		3 (PENS)
(Humberside CSFA)		(North Yorkshire CSFA)	

### U11 Inter Association Trophy Final

Sponsored By Danone UK

Sunday 22 May 2016

King Power Stadium, Leicester City FC

Brighton, Hove & Portslade PSFA	0	Lewisham PSFA	2
---------------------------------	---	---------------	---

### U11 Schools' Cup for Girls

Sponsored By Danone UK

Sunday 22 May 2016

King Power Stadium, Leicester City FC

St Edward's RC Primary School	0 (AET)	Blue Coat CE Primary School	0 (AET)
	4 (PENS)		3 (PENS)
(Cleveland CSFA)		(Gloucestershire CSFA)	

### U12 Boys Indoor 5-A-Side Cup Final

Sponsored By Impact Trophies

Monday 7 March 2016

Powerleague, Derby

Sandwell Academy	2	St Aloysius College	4
(Sandwell SFA)		(Islington & Camden SFA)	

### U12 Girls Indoor 5-A-Side Cup Final

Sponsored By Impact Trophies

Monday 7 March 2016

Powerleague, Derby

Alder Community High School	2	Gordano School	1
(Tameside SFA)		(North Somerset SFA)	

### U12 Boys Schools Cup Final

Sponsored By PlayStation

Monday 16 May 2016

The Madejski Stadium, Reading FC

Whitgift School	3	Moorland School	1
(Croydon SFA)		(Hyndburn & Ribble Valley SFA)	

### U12 Boys Schools Cup for B Teams Final

Sponsored By PlayStation

Monday 16 May 2016

The Madejski Stadium, Reading FC

Glyn School (Sutton SFA)	2	Thomas Telford School (Telford & Wrekin SFA)	3
-----------------------------	---	---	---

U12 9 a side Schools Cup for Girls

Tuesday 28<sup>th</sup> June 2016

Lilleshall National Sports Centre

St Ivo School (Huntingdon SFA)	3	Gordano School (North Somerset SFA)	2
-----------------------------------	---	--	---

U12 9 a side Small Schools Cup

Tuesday 28<sup>th</sup> June 2016

Lilleshall National Sports Centre

Shenfield High School (Chelmsford & Mid Essex SFA)	0	Priory School (Kings Norton & South Birmingham SFA)	4
---	---	--	---

U13 Boys Schools Cup Final

Sponsored By PlayStation

Tuesday 17 May 2016

The Madejski Stadium, Reading FC

Whitgift School (Croydon SFA)	0	Thomas Telford School (Telford & Wrekin SFA)	7
----------------------------------	---	---	---

U13 Boys Schools Cup for B Teams Final

Sponsored By PlayStation

Tuesday 17 May 2016

The Madejski Stadium, Reading FC

Hurstmere School (North Kent SFA)	1	Stanley High School (Sefton SFA)	3
--------------------------------------	---	-------------------------------------	---

U13 Girls Schools Cup Final

Sponsored By PlayStation

Tuesday 17 May 2016

The Madejski Stadium, Reading FC

St Ivo School (Huntingdon SFA)	3	Thomas Telford School (Telford & Wrekin SFA)	0
-----------------------------------	---	---	---

U13 Boys Small Schools Cup Final

Sponsored By PlayStation

Tuesday 17 May 2016

The Madejski Stadium, Reading FC

The Causeway School (South East Sussex SFA)	3	Clitheroe Royal Grammar School (Hyndburn & Ribble Valley SFA)	2
--	---	--	---

U13 Inter Association Trophy Final

Sponsored By PlayStation

Wednesday 11 May 2016

St Andrew's Stadium, Birmingham City FC

Chelmsford & Mid Essex SFA	1 (AET) 3 (PENS)	Liverpool SFA	1 (AET) 4 (PENS)
----------------------------	---------------------	---------------	---------------------

U14 Boys Inter County Trophy Final

Sponsored By PlayStation

Tuesday 10 May 2016

St Andrew's Stadium, Birmingham City FC

Surrey CSFA	6	Bedfordshire CSFA	1
-------------	---	-------------------	---

U14 Girls Inter County Trophy Final  
 Sponsored By PlayStation  
 Tuesday 10 May 2016  
 St Andrew's Stadium, Birmingham City FC  
 Lancashire CSFA 3 (AET)Essex CSFA 2 (AET)

U14 Boys Schools Cup Final  
 Sponsored By PlayStation  
 Wednesday 18 May 2016  
 The Madejski Stadium, Reading FC  
 Westfield School 0 St Aloysius College 1  
 (Sheffield SFA) (Islington & Camden SFA)

U14 Boys Schools Cup for B Teams Final  
 Sponsored By PlayStation  
 Wednesday 18 May 2016  
 The Madejski Stadium, Reading FC  
 Ivybridge Community College 0 Cardinal Heenan Catholic Sports Coll 2  
 (Plymouth SFA) (Liverpool SFA)

U14 Boys Small Schools Cup Final  
 Sponsored By PlayStation  
 Tuesday 17 May 2016  
 The Madejski Stadium, Reading FC  
 Shenfield High School 0 (AET)Stretford Grammar School 0 (AET)  
 5 (PENS) 4 (PENS)  
 (Chelmsford & Mid Essex SFA) (Trafford SFA)

U14 Boys Open Schools Cup Final  
 Sponsored By PlayStation  
 Wednesday 18 May 2016  
 The Madejski Stadium, Reading FC  
 Hove Park School 0 Thomas Telford School 4  
 (Brighton & Hove SFA) (Telford & Wrekin SFA)

U14 Girls Schools Cup Final  
 Sponsored By PlayStation  
 Wednesday 18 May 2016  
 The Madejski Stadium, Reading FC  
 St Ivo School 2 (AET)Thomas Telford School 2 (AET)  
 4 (PENS) 5 (PENS)  
 (Huntingdon SFA) (Telford & Wrekin SFA)

U15 Inter Association Trophy Final  
 Sponsored By PlayStation  
 Tuesday 3 May 2016  
 The City Ground, Nottingham Forest FC  
 Bristol & South Gloucestershire SFA 0 Liverpool SFA 1

U15 Boys Schools Cup Final  
 Sponsored By PlayStation  
 Wednesday 18 May 2016  
 The Madejski Stadium, Reading FC  
 Bishop's Stortford High School 5 Thomas Telford School 4  
 (Lea Valley SFA) (Telford & Wrekin SFA)

U15 Boys Small Schools Cup Final  
 Sponsored By PlayStation

Monday 16 May 2016			
The Madejski Stadium, Reading FC			
Gosford Hill School	6	Howden School	3
(Banbury SFA)		(East Riding SFA)	
U15 Boys Open Schools Cup Final			
Sponsored By PlayStation			
Monday 16 May 2016			
The Madejski Stadium, Reading FC			
Northampton School for Boys	2	Thomas Telford School	1
(Northampton SFA)		(Telford & Wrekin SFA)	
U15 Boys Schools Cup for B Teams Final			
Sponsored By PlayStation			
Monday 9 May 2016			
St Andrew's Stadium, Birmingham City FC			
Weydon School	1	Cardinal Heenan Catholic Sports Coll	2
(Aldershot & Farnborough SFA)		(Liverpool SFA)	
U15 Girls Schools Cup Final			
Sponsored By PlayStation			
Monday 16 May 2016			
The Madejski Stadium, Reading FC			
Shenfield High School	1	Thomas Telford School	2
(Chelmsford & Mid Essex SFA)		(Telford & Wrekin SFA)	
U16 Inter County Boys Trophy Final			
Saturday 7 May 2016			
The City Ground, Nottingham Forest FC			
North Yorkshire CSFA	1	Sussex CSFA	2
U16 Inter County Girls Trophy Final			
Wednesday 11 May 2016			
St Andrew's Stadium, Birmingham City FC			
Somerset CSFA	1	Staffordshire CSFA	2
U16 Boys Schools Cup Final			
Sponsored By The Premier League			
Wednesday 4 May 2016			
Etihad Academy Stadium, Manchester City FC			
Thomas Telford School	4	Samuel Whitbread Academy	2
(Telford & Wrekin SFA)		(Bedford & District SFA)	
U16 Boys Small Schools Cup Final			
Sponsored By The Premier League			
Wednesday 4 May 2016			
Etihad Academy Stadium, Manchester City FC			
King Edward's School Witley	2 (AET)	Blacon High School	2 (AET)
	9 (PENS)		8 (PENS)
(Guildford & District SFA)		(Chester SFA)	
U16 Boys Open Schools Cup Final			
Sponsored By The Premier League			
Friday 6 May 2016			
Etihad Academy Stadium, Manchester City FC			
Dorothy Stringer School	0	Thomas Telford School	3
(Brighton & Hove SFA)		(Telford & Wrekin SFA)	
U16 Girls Schools Cup Final			

Sponsored By The Premier League

Friday 6 May 2016

Etihad Academy Stadium, Manchester City FC

St Bede's RC High School	4 (AET)	Kings' School	4 (AET)
	5 (PENS)		3 (PENS)
(Blackburn & Darwen SFA)		(Eastleigh & Winchester SFA)	

U17 Boys Schools Trophy Final

Wednesday 27 April 2016

The Keepmoat Stadium, Doncaster Rovers FC

Harris Academy Chafford Hundred	3 (AET)	Benton Park School	3 (AET)
	1 (PENS)		4 (PENS)
(Thurrock SFA)		(Leeds SFA)	

U18 Boys Inter County Trophy Final

Monday 9 May 2016

St Andrew's Stadium, Birmingham City FC

Sussex CSFA	2	Northumberland CSFA	0
-------------	---	---------------------	---

U18 Girls Schools Trophy Final

Wednesday 16 March 2016

The Pirelli Stadium, Burton Albion FC

Thomas Telford School	0	John Madejski Academy	10
(Telford & Wrekin SFA)		(Reading SFA)	

U18 Boys Schools Trophy Final

Wednesday 20 April 2016

The Abbey Stadium, Cambridge United FC

Shenfield High School	0	Thomas Telford School	1
(Chelmsford & Mid Essex SFA)		(Telford & Wrekin SFA)	

U18 Boys Colleges Trophy Final

Wednesday 27 April 2016

The Keepmoat Stadium, Doncaster Rovers FC

Hartpury College	3	Gateshead College	2
(West Gloucestershire SFA)		(Gateshead SFA)	

U18 Girls Colleges Trophy Final

Wednesday 16 March 2016

The Pirelli Stadium, Burton Albion FC

Accrington & Rossendale College	1	Solihull College	0
(Hyndburn & Ribble Valley SFA)		(Solihull SFA)	

ESFA / NDCSA Senior Boys 5-a-side Cup

Tuesday 2 February 2016

Powerleague, Derby

Braidwood School	1 (AET)	Allerton Grange School	1 (AET)
	4 (PENS)		3 (PENS)

ESFA / NDCSA Junior Boys 5-a-side Cup

Tuesday 2 February 2016

Powerleague, Derby

Royal School for the Deaf, Derby	1	Braidwood School	3
----------------------------------	---	------------------	---

ESFA / NDCSA Girls 5-a-side Cup

Tuesday 2 February 2016

Powerleague, Derby

Royal School for the Deaf, Derby	0	Heathlands School	1
----------------------------------	---	-------------------	---



## HONORARY AUDITORS' REPORT

A preliminary meeting of the Honorary Auditors was held on the 28<sup>th</sup> October. The audit itself took place on the 9<sup>th</sup>, 10<sup>th</sup> & 11<sup>th</sup> March and 11<sup>th</sup> & 12<sup>th</sup> April 2016. The following activities were undertaken:

- A meeting with Dawn Howard (Finance Officer), Mike Coyne (Trustee) and Mark Ashton from the professional auditors (Lancaster & Co.). The financial statements were inspected and questions asked.
- The Association's two CWOs, Sarah DaCosta and Martin Duffield discussed their role and the problems using the Whole Game System in their work.
- Discussions were held with the members of the headquarters office staff about their roles.
- There was also a meeting with the Chairman Mike Spinks and Chairman of Trustees Mike Coyne.
- The Honorary Auditors also attended a Council Meeting and gave a verbal and written report of their activities and findings.

The main observations from these activities are:

1. The cooperation between Lancaster & Co. and the ESFA, particularly Dawn Howard continues to be excellent and the relationship works to the benefit of the Association.
2. Our office staff continue to work extremely hard to service the needs of the Schools and member Associations.
3. The surplus of income over expenditure for 2015 is £30,100, in contrast to the very large deficit in 2014 of £143,100. This financial turnaround is the result of decisive budgeting and action by the Council and staff. The balancing act to gain significant savings without curtailing activities has been largely achieved.

#### 4. Change of Financial Year

The Council are proposing to change the Financial Year to coincide with a football season as opposed to a calendar year. The Honorary Auditors consider this to be a sound financial proposal provided that the AGM is moved to the Autumn to facilitate membership discussion and approval of the Accounts prior to them being submitted to the Charity Commission.

#### 5. Whole Game System

The FA have agreed that their Whole Game System (WGS) is currently not fit for our Association's purposes as required in our Business Plan. Two examples of this are Affiliations and Child Protection. The FA are looking to adjust the system to satisfy our needs. It is hoped that the pilot scheme currently in progress on discipline may help to adapt their system to fit our needs.

#### 6. County and District Associations Grants

The Honorary Auditors support the use of some grant aid to County Schools' FAs for the employment of a part time administrator if deemed appropriate by the County. However, the Honorary Auditors strongly oppose any scheme which compulsorily transfers the funding from activities run by the County and District Associations to employment costs.

#### 7. Independent Council Member

We have recommended to the Council that the Independent Council Member, whilst being elected annually, should serve for a maximum of three years. The rationale behind this recommendation is maintaining the role of the ICM in bringing fresh ideas and a different perspective to the Council.

Richard Graham decided that he didn't wish to continue in the role, hence the position was advertised. There were fourteen applications and seven were shortlisted and interviewed. The Honorary Auditors would like to propose Ciaran McCartan as the Independent Council Member for the forthcoming season.

P.B. Jordan, D. Lailey, D. Prothero  
April 2016