



Kent County Rugby Football Union Limited

www.kent-rugby.org

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Notice is hereby given that the Annual General Meeting will be held virtually, by a Zoom meeting on **Wednesday 2nd September 2020, 7.00 pm registration for a 7.30 pm start**. The members of the County Committee hope that you will be able to attend in this altered format.

Agenda

1. Apologies for absence.
2. Minutes of the last AGM, held on 26th June 2019.
3. Address of the President, who will propose the adoption of the Report.
4. Minutes of the AFGM of 12th December 2019.
5. Proposed Rule Amendments – Paper attached.
6. Election of Officers & Vice Presidents for 2020/21.
7. Election of Committee for season 2020/21.
8. Appointment of Auditors.
9. Any other business.

Report

Executive Committee

The work of the County Executive Committee in overseeing the finances and work programmes of the Kent RFU has - as with all of us - been disrupted by the season effectively concluding towards the end of March. This put paid to at least half of our programme of maintaining contact with our clubs which had been initiated with close to 50 clubs physically through our insight evenings in season 18-19. Despite this, communication we hope has continued to improve with our 70 clubs in full or associate membership in the County and we thank our Administration Manager, Tracy Pettingale, for the discipline around contributions and the presentation and content of our website which several other Counties have complimented us on and sought help to build similar sites. Communication on our Facebook site, which has also provided an online Fixture Exchange and a situations vacant facility as well as growing communication as we end the season on Instagram has seen good club involvement and contact. As we look to restart the 20-21 season a combination of GMS data, Facebook contact, and Club WhatsApp groups has enabled us to invite participation in a restart survey which enabled some 10% of those participating in Rugby Union in the County to respond. At the same time with all of us quarantined because of Covid-19 all County meetings went 'Virtual' as we set up a Zoom Conference call facility which has been used comprehensively by the Executive and Sub-Committees and even to hear a quite complex Discipline case late in the season.

The Executive has also worked hard to maintain a succession of high-quality volunteers who have been recruited to the numerous roles which provide a structure and support mechanism for you all at club level. In this vein, we would like to thank Peter Dessent for his 17 years of Service as a hard-working Honorary Treasurer despite making his home for many years either in Hampshire or West Sussex. We thank him and wish him many more years of sailing and Turkish sojourns. Peter put so much effort into his role we are having to replace him with a Financial gang of three with Ben Ashby scheduled to replace Peter as Hon Treasurer, Gary Evans coming in to manage our Accounts and financial information and Tracy Pettingale handling the process of Budget creation and the pursuit of data for the quarterly management account reports.

We also say goodbye to Dan Phimister who has handled the role of Chair of the Coaching and Refereeing subcommittee and was selected for the RFU Leadership in Union Course which he completed in the 18-19 season. Kent's loss is Essex's gain and we wish him well with his new career and with Rugby over the river.

We thank all who served on the Executive and subcommittees in 19-20 many of whom will continue in 20-21 and continue to seek new volunteers in a number of roles prior to the new season getting underway whenever that is.

COVID lockdown as you will read elsewhere not only saw the RFU predict final league results but also saw our U20's poised to enter the semi-finals of the National competition which was then cancelled and our County Men's team fail to get into action in the Bill Beaumont S Division 1 competition which was also cancelled as well as the Women's County side having their Competition cancelled. The County Awards Dinner at Ashford, Volunteers Awards Dinner at Faversham, County Finals Day, Mini Festivals, Girls 7's, and many other planned activities were lost at County level as well as many at Club level as well.

To ensure that the 70 clubs who finished the 19-20 season also start the 20-21 season the RFU and Counties have created COVID relief funds from RFU funds and County reserves. We are glad to say that the vast majority of County Clubs are in reasonable financial shape and only one award of grant was required to get a club through the Summer. The fund remains almost intact and we will stand ready to look at applications as things get financially tougher if the season does not restart as scheduled on the 5th September. Our objective is 70 out of 19-20 and 70 back for 20-21 and we will be notifying clubs of how we intend to keep close to them and their needs as we look to fire the game up whenever the Government and RFU signal that this can be done.

County XV

As previously mentioned, the County XV campaign takes place entirely in May of each season, so due to the COVID pandemic, it was cancelled in its entirety. The planned Development Tour to South Africa, due to take place in July was also postponed and is now scheduled to take place in July 2021.

Under 20 XV

Jason Leonard Under 20 National County Championship

This year the County Under 20 Squad went into the season full of confidence with (what looked like on paper) a strong squad. With excellent leaders in Ciaran McGann and Huw Sutton and a lot of good young talent to support them, the expectations were high.

The pool stage saw Kent firstly drawn away to Surrey and then away to Sussex with a final home game against one of the tournaments favourite's Hertfordshire.

The opening game in January against Surrey at Farnham RFC saw the venue moved at the last moment to an all-weather pitch at a local school. This was due to the prevailing poor weather and underfoot conditions at Farnham. This however did not impair the performance of Kent. An impressive bonus-point win by 24-45 playing a high tempo and skilled expansive game saw Kent get off to the flying start in the pool stages they craved.

The second match in February saw Kent travel to Horsham RFC in Sussex and, again playing on an artificial surface, Kent excelled with another fine bonus-point win. Despite a few changes to the starting line up the depth of the squad shone through and we ran out convincing winners by 31-61.

The final home game in March saw the County take on a powerful Hertfordshire side who themselves had high expectations of their squad in this season's competition. Cranbrook RFC was the venue for the game. With both sides unbeaten the match would decide the winners of the group and as winners achieve the all-important home draw for the National quarterfinals. The match proved, as expected, to be a tough close encounter.

The matchwinner was decided by the last play of the game. With time up and Kent awarded penalties, Kent opted for successive lineouts' in the corner. The lineouts were the platform for attacking rucks on the Hertfordshire line. Good ball retention and patience were eventually rewarded when, deep into added time, replacement scrum-half Cullen Daly was provided the opportunity to snipe from close range and score the all-important try and secure the victory for Kent by 10-8.

Kent were the pool winners and secured a vital home National Quarterfinal draw against Gloucestershire.

Several Kent players had shone through in the pool stages and Kent expected to have strong representation in the London Division Under 20s squad.

Sadly, as we all know, the National Competition, of which Kent had well-founded aspirations to advance in, was cut short by the Covid-19 pandemic. Also terminated were the Divisional and National Under 20 selection programmes.

This truncated season saw Kent represented by players from no less than 12 different clubs across the County. The clubs playing from level 3 to level 10.

I would like to thank Cranbrook RFC and Charlton Park RFC for providing quality match and training venues. The staff were so friendly and helpful. Their continued support of the Under 20 programme is invaluable.

I would also like to thank the Under 20 staff. Malcolm Graves as assistant coach, Monique Boorman as physio, Adi Moss as Team Manager, Quintes Kloppes as assistant physio and Alan Lane as a selector. All did a sterling job.

Finally, I would also like to recognise the work of Terry Hodson. This season saw the drawing to a close of the many, many years of work Terry has done for the Kent Under 20s and Under 21s. He became an institution and has been an absolute stalwart for the development programme. He has called time on his involvement and we wish him well in his retirement.

Under 18's

The U18s had a successful season winning 2 games and losing narrowly to Sussex. 8 Players were selected for London and SE Division trials:

Jack Cohen, Ben Fryatt, Felix Gilbert, Noah Lienafa, William McColl, Henry Moore, Finley Smith, and Jonty Wines Fryatt, Gilbert, and Lienafa were selected and played for the divisional Team.

Under 17's

This season's Under 17s had only 1 training session, 2 were cancelled due to the weather before the season ended.

Game Development Committee

This committee is responsible for all 'on the pitch' elements of Kent rugby:

Coach and Referee Development

The coaching and refereeing development team started the season off with club coaching co-ordinator forums, in conjunction with the local RFU delivery team, every club in the county was represented and exposed to the committee's plans for activity during the upcoming season. Planned activity which included a fully funded continuous match official development course with Andrew Small (ex-professional referee). We also facilitated one of the teams who is a level 3 mentor, to develop a current women's 1st XV coach on a 1-1 basis, who is embarking on her journey towards the level 3 award and we part-funded a senior men's coach through his level 3 award. The coach development team attended several clubs and delivered bespoke CPD evenings, this allowed the club coaching co-ordinator the freedom to choose which topic their coaches wanted assistance with, allowing our team to deliver workshop evenings with them.

Before the COVID-19 pandemic, we had just started with this year's cohort of new young coaches on their journey through the Kent Young Coaches Certificate, however, due to COVID-19 they successfully completed the Rugby Ready course, but the rest of the certificate was cancelled.

Also, due to COVID-19, other planned activity had to be cancelled, this included further funding of coaches and referees on courses and further mentoring of coaches working towards level 3, as well as the arrangement of funding for successful coaches onto the Level 3 award. The annual coach development conference was cancelled, along with the developing coaches and match official's course which aimed to develop coaches and referees to help them develop volunteers within their clubs.

Age Grade Rugby

The 2019/20 season got off to a great start with the Colts 10-a-side season opener. This marvellous one-day "training" event designed to prepare lads for the forthcoming season involved 24 teams.

This was followed by a very successful league season between September and December. We continue to offer a flexible menu of competition for the older boys including 15-a-side leagues for Under 18s and Under 17s alongside the 12-a-side league for Colts players. Old Elthamians took honours in the Colts league with Ashford as runners-up. In the Under 18s league Blackheath pipped Canterbury for first place whilst in the Under 17s leagues Canterbury won Division One, Old Alleynians won Division Two Met and Dartfordians took Division 2 Kent. The Under 14 to Under 16 competitions started well with 34, 24, and 26 teams participating respectively. Unfortunately for the players, we were unable to complete the season due to the COVID "lockdown". The Under 12s and 13s started their waterfall competition with 39 and 27 teams respectively but were also thwarted by lockdown and were unable to complete the season. The Colts Cup did not run its course and Finals Days and County Sevens competitions were all cancelled.

This was also the plight of the Minis Festivals, all of which were cancelled. Where costs were incurred prior to receiving income for fees we have written them off and this will have represented a significant cost saving for many clubs. As the Kent minis festivals take place late in the season we hope that there will have been sufficient relaxation of social distancing to enable these to take place in 2021.

Notwithstanding the disappointments on the part of organisers and competitors, the number of participating teams continues to suggest Kent Age Grade Rugby is strong and we hope we will attract players back to the sport as soon as we are allowed to do so.

One of the key challenges of the season was the introduction of the RFU Regulation concerning 17-year olds playing adult rugby. The significant additional administrative burden was a challenge for both clubs and KCRFU. By "lockdown" we had 23 clubs approved to play U17s in adult rugby and 61 players authorised to join their more senior colleagues. This is one of the highest numbers across all England Constituent Bodies. On the back of our experience we have (1) moved all forms on-line to make the process much easier for all parties, and (2) requested simplification of the procedure of the RFU Age Grade committee (who are currently considering our proposal).

For 2020-21 Age Grade administration will be a more streamlined, online service thanks to the efforts of Alan Erskine, Elliot Pettingale, and Tracy Pettingale. This will deliver benefits to both club and KCRFU volunteers.

The complex task of negotiating the RFU structured season calendar for 2020-21 began in earnest with input from Youth clubs, Youth schools, Women & Girls, Developing Player Programme, and Representative Rugby. Our collective calendars need to be superimposed onto an RFU pre-populated matrix of National Competitions and Developing Player Pathways. The exercise is particularly problematic for Kent due to the volume of school matches in the Autumn term and

the conflict that arises for young players who risk being over-played as a result of an accumulation of school, club, and elite player pathway rugby. The excellent news is that the RFU have granted to Kent permission to run a "trial year" to deviate slightly from the structured season. We hope this will ease pressure on players and result in less conflict between club and school.

We continue to be dogged by incidents of poor behaviour that in the main are contained and managed by our member clubs (and otherwise dealt with succinctly by the Age Grade Disciplinary Officer, Andy Gent). Having conducted an evaluation of the cause of such instances we have found that dissatisfaction with referees is a significant contributor. I do not suggest for one moment that poor refereeing can excuse poor behaviour, but we do have to recognise that within youth rugby we have a genuine need to increase the number of qualified referees and improve standards on the pitch. We hope that future initiatives to support recruitment and training of referees for the Age Grade game will pay dividends.

And finally, I would like to praise our volunteer competition managers who sometimes have a thankless task organising fixtures and keeping team administrators informed. This season, after 13 years helping the County, we say goodbye to David Caddy. David has been an invaluable colleague who offered a voice of experience and reason, gaining the confidence and respect of club coaches and team managers and his County colleagues. We wish David a happy retirement watching, rather than administering, rugby. David's tasks will be taken on by Simon Botes. Chris Smith will concentrate on his refereeing duties and hand over the administration of the Under 13 waterfall competition to Ricky Marler.

Women & Girls

Having operated the previous season without a de-facto Chairperson, Graham Withers was appointed to the voluntary role of "Women & Girls Rugby Development Manager" and to chair the newly re-formed Women & Girls County Executive sub-Committee (the WGCEC). In addition to the Chair and Treasurer, the WGCEC consisted of representatives to cover the key stakeholders - girls and women's clubs and the County Junior and Senior squads.

County Age Grade Competitions: We were able to complete three formal Kent competitions at under 13s "Waterfall" (first time), and Leagues at 15s and 18s, before the Covid-19 lockdown started. However, this did mean that we were unable to hold the annual Kent Girls Sevens event (which was to be at Tunbridge Wells at the end of April) or an inaugural Cup/Plate event that was due to culminate in an early May Finals Day at Medway.

Under 13s: Ten teams entered the county "Waterfall" Qualifying Day held at Folkestone on 1st December. We then held the Finals Day on 2nd February at Old Colfeians. The teams were streamed into groups based on previous performance and at the end of this Sevenoaks won the Cup, Tunbridge Wells picked up the Plate and Medway secured the Bowl. Based upon the quality of play and coaching on show the future looks bright for the girls of Kent. A very successful "Friday Night Lights" event was held at Beckenham in January at Under 11 and Under 13s, linking up with local schools, as well as clubs.

We also held a "pitch up and play" Under 11 Girls event on the Finals Day that some 60 players attended. Further discussion needs to be held within the county as to whether we run specific girls' events for this cohort in the future. These talks will be shaped by the clubs and their players as there seems to be a consensus forming that there is an increased likelihood of attracting more new girls to the game via single-sex events at this age, as mixed squads are not so appealing.

Under 15s & 18s: We had 8 clubs competing in both age groups. Despite some issues with the weather and teams postponing due to a lack of available players at Under 18s, we completed the season by the 2nd of February. It was particularly heartening that not one Under 15 game was forfeited.

At Under 15s, a very strong Medway squad won 7 out of 7 with full bonus points to romp away with the title. Old Alleynians were runners up and all 8 squads won at least one match. At Under 18s, two teams proved significantly stronger than the rest, but it was Aylesford who claimed the title ahead of Tunbridge Wells.

Such has been the success of our leagues that we have been approached by clubs from outside the county to enquire as to whether they might be able to join our set-up. We take this as a very big tick in the box of us doing something right! Soundings are currently being taken from competing clubs before we explore this further.

Kent County Girls squads: The trials were held at the excellent new facility at Dartford Valley in late January/early February. The Under 18s saw 72 girls invited, together with the 16 Centre of Excellence Girls who were guaranteed their spots. 86 girls attended the Under 15s trial and squads of 35 girls were selected

The squads contested two Festivals held in Hampshire & Surrey playing X7s, Sevens, and XV aside formats but, frustratingly, our own Festival to be held at Canterbury on 22nd March was a victim of the early ending to our season. Sussex are the 4th team in our "Cluster".

After several years of invaluable service, Trish Sellors has confirmed her intention to step back from the role of Team Manager, but she has agreed to remain to oversee the appointment of a replacement and act as both a mentor and remain on as a member of the WGCEC.

For next season, we are intending using new guidelines to introduce some partial continual assessment i.e. having "selectors" attend at least one league game played by each club rather than the whole process come down to a "one-off" trial afternoon. However, plans for this and the County fixtures are, understandably, up in the air at this current time. We are certainly determined as a County, though, that our girls do not miss out on the opportunity to train and, ideally, play representative rugby together with their age-group peers within Kent in some form or another.

Women's Leagues: In the Women's competitions, final league positions were calculated on the home/away "average points per game" basis under which pride of place must go to Tunbridge Juddians "Pink Ladies" who won Women's

Division 2 South East (South) and Beccehamians Ladies who won Division 2 South East (East). However, whilst Beccehamians achieved promotion to Division 1 South East (North), despite just one defeat in 13 games, the Tonbridge Juddian's final calculated total of 51.83 points saw them miss out on a much-coveted promotion to Division 1 South East (South) as Haringey Ladies won their league with 54.83 points.

For next season, we had been progressing strongly within the "development" end of Women's rugby with lots of new clubs on board. Community Rugby Coach Mark Finnis had two eagerly anticipated "taster" coaching sessions in the diary aimed specifically at newer set-ups and players. We also intended a "Development Sevens" as part of the April Kent County Sevens and all this was building towards these clubs joining a new enlarged "Inner Warrior" Merit League. However, the intended meeting between the RFU Competitions team and the county, sadly, fell victim to the lockdown restrictions and the RFU's decision to furlough staff members. We will need central guidance and assistance on this.

Kent County Senior Womens' Squad: A new coaching and management team was put in place in January after a recruitment process, with Nathan Morris appointed the new Senior County Coach. Ex-county player Claire Bernthal joined him as the new Team Manager. Nathan brought his preferred coaches on board and planned to hold an exciting series of "Open Development" sessions (rather than 'trials') at various clubs across the county. He also has a very positive intention to liaise with the junior under 18 squad management to try and develop a blueprint for a player pathway as we move forward. Unfortunately, the lockdown almost precisely coincided with the start of Nathan's player programme and, of course, the season was cancelled. We look forward to seeing the fruits of his ambition and vision in the years ahead though.

Despite the early curtailing of the 2019/20 campaign, this was a very positive season for Women & Girls rugby in the county. Behind the scenes, an experienced and energetic executive committee is now in place, the automation of the application and nomination process for all County squads has been a massive positive and there seems to be a huge amount of goodwill amongst the players, coaches and supporters alike. We already have dates in the calendar for next season, although the phrase "subject to change" has probably never been more pertinent. Contingency plans for September, November, and January start-dates are being drawn up, and whether (or not) full contact rugby will be permitted or if some form of hybrid tag/touch rugby is proposed. Whatever the case, "flexibility" is likely to be the keyword for all of us, but we are confident that we will be able to shape competitions at all age groups to fit whatever time we have to play in.

Competitions

A resume of clubs playing in the RFU Leagues is attached to the end of this report. Below is the report from the Adult Competitions Committee covering the Kent leagues etc.

London 3 South East: A keenly contested and problem-free season. Ashford had a wonderful campaign and was always in contention as likely winners. Bromley and Folkestone fought it out for the second promotion place which Folkestone achieved following a long unbeaten run. The penultimate scheduled fixture would have been an extremely interesting contest between Folkestone and Ashford, but unfortunately, that was not to be due to the curtailed programme.

Old Williamsons did not have the best of seasons not winning a game. Park House experienced their usual struggle to stay-up, but this time they just could not achieve it. Gillingham Anchorians and Sussex club, Uckfield, was nip and tuck for the final relegation place; the axe falling on Uckfield.

Shepherd Neame Kent 1: Due to the truncated finish to the season and RFU calculations, Southwark Lancers were deemed the league champions reflecting their period of heading the table and being rewarded with playing at the highest level achieved since formation in 2008. Again, predictive assessment allowed Cranbrook a better percentage than the runners-up in Sussex 1 and was also promoted. King's College Hospital had been in contention for promotion for a considerable period, but a top of the table clash, played on an "International Weekend" proved decisive in determining the top placing. There was a notable disparity within this division, with the top four clubs proving considerably more successful playing-wise than the bottom six that saw both Old Gravesendians and Whitstable relegated back to Kent 2.

Shepherd Neame Kent 2: Predictive calculation came into play again and saw Brockleians promoted as champions with Fooks Cray as runners-up; the latter reversing last season's relegation. Similarly, to Kent 1, there is a "top" and "bottom" feel to this league with the bottom three clubs being considerably adrift from those above. Askeans anchored the table from Greenwich, with Bexley and Sheppey in what was a delineated bottom three. With the introduction of both Ash and Swanley next season, Kent 2 will be a twelve-team league and this may hopefully invigorate competition.

Shepherd Neame Kent Rural and East Sussex Leagues: The season commenced with forty-four teams spread over four individual leagues. Four teams withdrew voluntarily during the season all citing lack of players. Both Vigo and Gravesend went further to state a lack of sufficient quality players, albeit retaining their third and fourth teams respectively in their league. Many clubs took advantage of the relaxed ruling that any pre-Christmas non-weather postponed matches must be completed before the New Year allowing a greater opportunity to rearrange for 2020. Notwithstanding an extremely mild winter, such concession backfired. If the season had run full course a considerable number of fixtures would nevertheless have been unfulfilled as one or other team had run out of playing dates. There remained seventeen rescheduled games to be played when the season prematurely closed in mid-March.

There were 47 forfeited games out of a total of 288 fixtures played giving a default rate of 16%.

The top two places in all four leagues were finalized by predictive results on relevant fixtures. Champions and Runners-Up in each respectively were:

Kent 3 Rural	Gravesend II	Medway II
Kent 4 Rural	Tonbridge Juddian III	Sevenoaks IV
Kent 5 Rural East	Ashford Barbarians 1	Sittingbourne
Kent 5 Rural West	Gillingham II	East Peckham & Paddock Wood 1

One enquiry was received concerning the predictive result aspect that was satisfied without acrimony; whilst four protests over matches played were all settled without recourse to appeal. There remains the frequent topic of fielding players from clubs' senior teams, possibly exacerbated in the season just ended by the withdrawal of three teams from Kent Invicta after the season had commenced. Complaints were investigated and, given the facts presented, a couple of results were adjusted to reflect drawn games.

Shepherd Neame Kent Metropolitan Leagues: A fiercely competitive season all told across each of the four leagues. Adopting predictive measures where necessary, the Winners and Runners-Up were respectively:

Kent 3 Met	Blackheath III	Old Alleynians III
Kent 4 Met	Swanley I	Bromley II
Kent 5 Met	Old Alleynians Dev	Beckenham V
Kent 6 Met	Metropolitan Police (Hayes)	Dartford Valley II

More than a passing notional reference should be made of Old Alleynians IV in Kent 4 Met who was pushing hard at the top of the table but fell victim to the weather and premature end to the season. Similarly, In Kent 5 Met, King's College Hospital II ran out of available playing dates, and Gravesend V were just pipped at the post in Kent 6 Met.

Kent Invicta League: This league remains the highest level in the County for 2nd/3rd teams, however in recent times only a few clubs have been able to compete each week hence the withdrawal of three clubs from the start of the season. During the season, meetings were held with coaches/clubs to find a way forward, the outcome of which is that for season 2020-21 a new two leagues (A & B) format will be established with teams from Kent Metropolitan and Kent Rural joining.

2019 -2020 League winners – Sevenoaks 2 Runners Up Westcombe Park 2

Cups: Shepherd Neame Kent Cup, Shield, Plate, Vase & Salver

39 clubs in the County entered these competitions at the start of the season, although a few forfeits the five competitions were on course to the Finals day at Medway RFC on 26th April before lockdown. The County decided that teams making it through to the latter stages should be awarded trophies for future presentation.

Kent Cup	Westcombe Park 2	Sevenoaks 2
Kent Shield	Aylesford Bulls 2	Beccehamian 2
Kent Plate	Sidcup 2	Medway 2 & Gravesend 2
Kent Vase	Southwark Lancers	Kings College Hospital & Hastings & Bexhill
Kent Salver	Brockleians	Cranbrook & Faversham

Spitfire Gold Kent Veterans: The Finals Day was played on 15th March at Maidstone FC, three excellent finals were played in front of good crowds, all games were of a surprisingly good standard with all exciting and close results: long may this format continue.

Cup	Westcombe Park 29	Sevenoaks 26
Bowl	Old Colfeians 11	Gravesend 0
Shield	Old Gravesendians 29	Vigo 22

Kent Referees' Society

In operational terms, this has been a very stretching season for the Society. The curtailment of the season for COVID 19, in refereeing terms saw the final appointments completed on Sunday 15th March. This makes year on year comparisons difficult. The first half of the season up till New Year was very stretching in terms of appointments with stretched refereeing resources against a backdrop of sides withdrawing from Leagues and subsequent fixture cancellations. Referee recruitment picked up around the turn of the year and made appointing easier after Christmas.

Against this recruitment picture, our referee numbers saw a decline to 87 against 91 and 92 in the previous 2 seasons. Our core numbers (as defined by regular monthly appearances) held firm at 39.

We introduced at the beginning of the season a polo shirt award to all referees who achieved a 20-game target as an incentive, and we are pleased to report despite the curtailed season some 30 referees reached this target and have been awarded a shirt.

The number of games we covered declined in total to 1045. We would estimate that we 'lost' about 165 games due to

COVID. This would cover 4 rounds of RFU Leagues, the majority of School 7's tournaments, Youth festival finals, County fixtures, and Kent Cup Finals.

However, overall numbers would indicate appointments are down 150 plus against the previous 2 seasons. Against this backdrop Tony Andreucetti (44), Alan Whittingham (40), and Oliver Smith (36) were the Society's top performers in terms of referee appearances.

In terms of Match Observers, we have done well to increase numbers to 26. However, the shortage of referees has been a major impact here with nearly a third of these, at times, used as referees, not observers. The Young Match Officials Group within the Society continues to be a key element matching appropriate opportunities to the games' wider needs within the County. Owing to the nature of the group and their ages there is much movement within the group, but every effort is made to maintain contact and direct them to other Societies (for university graduates) where appropriate.

Last season's report referenced an unacceptably high level of referee abuse. We are pleased to report that within the Adult game this level of abuse has declined as well as the number of Red cards. Sadly, however, within the Youth game discipline is a growing problem involving players, coaches, and spectators. Of even greater concern is the scale of these incidents and the number that involve our Young Match Officials.

Our Training Programme has again continued successfully with excellent numbers at all sessions. We started with pre-season fitness sessions and a joint pre-season Conference with Sussex with JP Doyle as guest speaker. The monthly Training meetings throughout the season have been very well attended and interactive. Unfortunately, the Award's Dinner has been cancelled and all awards held over to be presented at a yet to be decided date.

As we all know the COVID 19 crisis and premature end to the season have placed severe financial strains on all Kent clubs. The Society decided that to assist all clubs who have Kent appointed referees all fixtures after Christmas and New Year would not be invoiced. This covered Senior Men, Women, and Girls and Youth games. This meant some clubs received refunds whilst others had outstanding invoices cancelled. The total sum across 41 clubs amounted to £10,750. Special mention should go to Leigh and Snowdown who declined the offer and asked for the money go to Charity - the Wooden Spoon benefitting from this gesture.

Club Kent

The Saracens Developing Player Pathway groups and the Player Development Group were developing well and only lost 1 session when the season was brought to a halt.

23 players selected to attend Saracens Elite Player Development Group Under15s will progress to the Under 16 group for next season and another 21 will be in the Under 17 group.

The Under 16s had a successful season as the last group to play representative rugby for the county at that age. The playing squad will go forward to provide the basis of next season's Under 17 squad which will gain greater importance and attention as a development and playing group due to the demise of the representative element of the Under 16 calendar.

Club Development Committee

The 2019 / 2020 season has been a unique and challenging experience for all clubs across the County, with Covid-19 curtailing all playing and social activities and re-focussing our perspectives for the future. Our Club Development Committee (CDC) met regularly prior to the pandemic and has continued to operate although in a more remote fashion since. Membership of the committee has changed, with several new personnel joining our team of volunteers; Dave Pratt is the new Volunteer lead, Matt Parker has joined us as the Marketing & Sponsorship Manager and Danny Leeds briefly took on the Leadership Academy role. We continue to seek new members for our team, having recently advertised for two Safeguarding Assistants (Rural & Metropolitan), a Communications & PR Manager, and once again a new Leadership Academy Administrator.

Our primary objectives for the season were driven by priorities identified by clubs previously, with the whole team focusing their resources on activities associated with; Player Recruitment & Retention, Volunteer Recruitment & Retention, and improving Club Facilities.

On the playing side the introduction of 'Game On', rule flexibility, and other formats of the game provided more opportunities to play our game. We have sustained this by using our website, Facebook pages, and Instagram to promote clubs and advertise their available roles. The Kent RFU fixture exchange has provided playing opportunities, while also on occasion to seek available players when sides have been short. There were also some local Front Row Clinics for players and associated coaching organised by my colleagues in an extended coach & referee training schedule.

We continue to support volunteers with our 'Annual Club Volunteer Awards' and 'Mitsubishi Motors Recognition Programme', these will be celebrated nearer the start of the new season. Volunteers remain a vital club resource and the Leadership Academy is an opportunity to prepare and strengthen participants for the many roles that our rugby community needs. Kent County RFU will continue to support this initiative, although sadly this season's programme had to be postponed.

In respect to Facilities, the County initiated the 'Club Welcome' fund, however, these resources were later redirected towards our Covid-19 support. The RFU Rugby Development Officers have promoted and encouraged club participation in the NatWest Rugby Force, although this is currently suspended due to Covid-19 but will form part of the season's Reboot opportunities.

Improving our communications with clubs has been an underlying principle in supporting our community, much of which is managed by Tracy Pettingale, our exceptional administrator and office manager. We've enhanced our website to ensure it remains current, informative, and navigable.

Our Facebook pages provide regular updates and announcements while also exhibiting club notices.

Instagram has proven a hit with clubs and the County sides, with club results, team announcements, match action photos, all promoting our game, and local clubs. There is a monthly newsletter sendout and the periodic 'In Touch'.

Last season we consulted directly with clubs with three 'Insight Evenings', we continued to extend this approach with clubs organising four club forums at Dartfordians RFC, Medway FC, Folkestone RFC, and Sevenoaks RFC. Sadly, the Medway event was cancelled due to the poor take-up from clubs, and the Sevenoaks forum was affected by the Covid-19 outbreak and did not proceed.

With the impact of Covid-19 our season has taken on a very different emphasis and our work continues with a refocus on more sustainable objectives. Our remaining budgets have been pooled into our Covid-19 Relief Fund and our time has been used to support our sub-group reinforcing clubs during this difficult period. Our ultimate aim to emerge from rugby's and this pandemic shutdown with the same number of clubs and hopefully more players committed to the game, that said there are many challenges ahead.

Leadership Academy

Once again, the County agreed to provide an opportunity for local clubs to provide suitable candidates to participate in the Leadership Academy. Our focus was on a potential 18 – 23-year-old cohort, to encourage retention of this age group within clubs and to enlist younger views on how our clubs could be operated. Danny Leeds worked alongside the RFU to recruit and prepare the course, and several candidates expressed their interest in participating, however, due to changes in Danny's work demands he has ceased involvement. This resulted in delays and the CDC took the decision to postpone until the Autumn, coincidentally Covid-19 would have also resulted in abandonment. Kent RFU has a strong history of delivering a successful Academy with over 100 candidates already graduated, we believe that it provides an opportunity for individuals to strengthen the skills required to run clubs successfully and prepares them for future roles in the wider community. We are now seeking a new lead for the Academy with an amended Role Description emphasising the administrative nature of the post.

Facilities

The Insight Evenings that we held with Clubs during 2018-19 indicated their clear desire to ensure that their respective clubhouses and facilities are hospitable and attractive, such that members *want* to spend their social time in the clubhouse. We summarised this as the 'Club Welcome'. We, therefore, focused the **Small Grants Programme** (SGP) for 2019-20 on awarding grants to deliver this objective, However, due to budgetary constraints, funding for the SGP was limited to £10,000 for the entire season and maximum grants awards were capped at £500; in all other respects, the SGP remained the same as in previous years, including the application criteria. Surprisingly, by the time of the deadline for applications to be received, not one club had made a SGP application; the application deadline was extended to 30 March 2020, by which time 11 applications had been received.

The SGP process was, however, brought to an abrupt halt due to the Covid-19 pandemic and the Government's decision to lock down the population and suspend all rugby (and other sporting) activity. The Executive Committee recognised quickly that many clubs might be financially adversely affected (some seriously) by the lockdown and decided to cancel the SGP for 2019-20, diverting its budget to support clubs, as necessary, from the impact of Covid-19. At the same time, the RFU announced the cancellation of the **NatWest Rugby Force** (NWRP) programme, where the Executive Committee had announced that it would allocate to clubs that were successful in their NWRP applications matched funding (up to a maximum of £500). The County's budget for the NWRP was also reallocated to support clubs that have been impacted by Covid-19.

The Executive Committee announced in April that it would be implementing a **COVID Relief Fund**, overseen by a Sub-Group chaired by Nigel Fray, to provide financial support to those clubs that are experiencing or are in imminent risk of experiencing financial harm as a direct result of the national lockdown and suspension of all rugby activity arising from the COVID pandemic.

At the time of writing this report, 27 clubs have applied for financial support, The Sub-Group judged that up to 6 need (or may need) immediate help, and 9 may require help over the coming months. Of the remainder, applications (based on the evidence provided) seemed simply to be for revenue foregone, but where the clubs' respective financial positions still showed that they can meet their fixed costs at least for the next 6 months without compromising their status as viable going concerns. Although, as of 1 June, the COVID lockdown has been partially eased, and the RFU has issued further guidance regarding training at rugby clubs, the Executive Committee is aware that the financial impact of the lockdown

may be time-lagged, such that those clubs that were in a relatively healthy financial situation in the first few months of the lockdown might still face difficulty later in 2020, depending upon when the game can resume fully and unhindered. The COVID Relief Fund will remain open for applications until December 2020.

Rugby Safe

In early May a Rugby Safe Player Safety and Welfare questionnaire were emailed to every club within the CB, in an attempt to assess the type and level of First Aid provision provided by clubs.

This was sent to secretaries, chairmen, and medical officials for each club as per information entered on GMS. The return date for the completed questionnaires was mid-June. Reminders were sent out via email and social media and CRCs. By completion just over twenty returns had been received, mostly from the Metropolitan Kent Area. The questionnaire covered Senior and Junior age groups, Risk Assessment provision, etc. The clubs that had completed their returns; had embraced Rugby Safe and either established Rugby Safe roles or were committed to attending the Rugby Safe Conference to be held at Twickenham later in the year.

During the season I visited a few clubs mainly in the South East of the County, to introduce myself and offer advice and solutions to some of the issues raised on the Questionnaire. Nearly all clubs are having trouble either recruiting, retaining, or training First Aiders and concerned about myths of who can and can't do what. Mid-July I tasked myself to try to raise the profile of the First Aider in Rugby clubs in the county and approached several volunteer agencies regarding attracting either volunteer First Aiders, physios, or fully qualified medical professionals. Meetings were arranged, emails sent, etc but there seem little to no interest from those sources. Contact with Twickenham was sporadic; with either emails getting lost, staff being away, webinars being arranged and cancelled, resources not being received or late being produced. I believe the reason for this was Rugby Safe only starting to emerge as a key role. During my last communication with the RFU, it was suggested that Rugby Safe would undergo a rebranding, and new resources, etc would be issued. The current Covid19 pandemic has intervened and this appears to be on hold.

During the season we received one Rugby Safe concern regarding the lack of First Aid provision during a game at a Kent 2 level. This came via Rugby Safe at HQ and was dealt with sympathetically by RFU RDO Mike Hollis. After reviewing their club audit, a visit to the club was organised and an interim solution agreed that an existing club member with a current First Aid qualification would cover the shortfall until they could train sufficient volunteers to cover the gap. The club had hoped to organise an external FA training course as the cost was cheaper than the prescribed EFARU course. However, the RFU course is automatically added to any Coaches record and is designed specifically to cover injuries more likely to occur in rugby rather than football.

Several courses were run at Old Alleynians RFC during the season and we have been exploring the use of other external agencies to deliver Rugby First Aid that can demonstrate that they meet the RFU criteria. Headcase has been promoted well, along with other Rugby Safe topics on social media, the most popular being ones that relate directly to players i.e. type of boots, studs PPE, etc.

Before lockdown, I was in the process of rolling out the youth Mental First Aiders course in conjunction with the RFU with around a dozen candidates. I had hoped to reduce the price for each attendee with a funding subsidy from the CB. However, Covid-19 has brought us to an unexpected halt.

Safeguarding

For Kent, in terms of safeguarding practice, the 2019/20 season has been very much a season of consolidation. The season began with the move to online safeguarding audits which sped up what has been, in the past, quite a laborious process for Club Safeguarding Officers. We were very pleased to see submissions by every Kent Club with Age-Grade Rugby.

The introduction of greater checks surrounding players aged 17 playing Adult Rugby also provided clubs the opportunity to review their safeguarding practices surrounding this very important step between Age-Grade and Adult rugby. Thank you to all those whose work meant that we could continue to help players make this jump, and to Debbie Park for her diligent oversight of this process. Thanks also to Tracy Pettingale for helping us migrate to an online system for club and player approvals.

The Kent RFU Safeguarding team continued to support clubs with questions and concerns as they arose and we have continued to maintain an excellent relationship with the RFU Safeguarding Team at Twickenham. We are in the process of recruiting two Safeguarding Assistants for the Rural and Metropolitan areas so that we can both audit clubs more effectively and thereby provide more relevant advice and assist them in improving their safeguarding provision.

Finally, a huge thank you to the Club Safeguarding Officers who work tirelessly to ensure that DBS checks are done, policies are written and followed, and that issues are appropriately managed. Safeguarding is an unusual area of responsibility as when everything is working well, to the outside observer it's almost unnoticeable. However, without the work of our CSOs, Children and Young People across Kent would not be able to enjoy the Rugby that they do.

Volunteering

This first year with the role of Volunteer Development & Recruitment with Kent Rugby has been a challenge. Little did I think that the plans to both celebrate and reward some of the amazing achievements by volunteers across all sections would be way laid in such a dramatic fashion. However, I'm delighted to report, we have had volunteers nominated across all of our Kent RFU Volunteer Awards as well as the Mitsubishi Motor National Awards. The selection committee had to make hard decisions in finalising the winners and runners up and it was heartening to see the work and commitment that is the backbone of all clubs. Although we are currently not able to achieve a face to face celebration of these volunteers' achievements due to current social distance restrictions, we will be looking at creating a bespoke event when the season starts.

When semi-normality returns as a county and at club level, we will be reliant on the dedication and hard work of all of our volunteers even more than ever. In light of this, I am working with the Club Development committee to introduce an informal recognition scheme so volunteers across the county can be rewarded and recognised on a more regular basis. Details should be released prior to the start of the new season on how to enter nominations and what is expected.

With the challenges we face in the forthcoming season I will be looking to increase support to clubs who are struggling with volunteer recruitment or retention, therefore I welcome any requests for assistance, these can be emailed to me at volunteering@kent-rugby.org.

Associate Membership Secretary Report

Final Associate Members for the 2019/20 season

Total current Members 699 Deceased/Resigned 4/1 New Members 2019/20 13

Unsurprisingly, quite a low figure against recent years for new members but then we have lost a third of our active season.

The club that provided the most new members this season is Maidstone following a late joiner making their total 3, thereby winning the Wilf Hawkins Shield.

Following my concern last year regarding keeping in touch with our members, my fear has by no means subsided. We still have 199 members for which we either do not have an e-mail address or that held is not current. I recently sent out an email to all our members informing them of the situation over this year's AGM being postponed. If you are in touch with members of the rugby family who you think maybe a member of Kent County RFU, please ask them if they have received an email from me (kentrfumember@gmail.com). If not please ask them to contact me and provide their email details so they can be added to our database and we can keep them connected. Who knows, they may not be current members and it will give them the opportunity to join our wonderful band.

Marketing & Sponsorship

Having started in October with no previous incumbent in this post, my first challenge was to familiarise myself with existing Kent RFU sponsorship agreements and sponsors. There are a number of longer-term relationships that have evolved, so a clear interpretation of those agreements with existing sponsors was needed to allow a better understanding of what might be offered to new parties.

Unfortunately, the Covid-19 outbreak has meant a premature end to the season and in most cases, business curtailing their spending or the relevant people responsible for marketing their companies and providing sponsorship having been furloughed. Prior to this, I had held successful meetings with a significant new sponsor who wishes to invest in the county and had scheduled meetings for three of the larger coach companies in the area, exploring opportunities that could boost our membership benefits, and something which affiliated clubs might find beneficial. I am hopeful that once rugby resumes there will be scope to explore these connections further.

Going forward, Kent RFU has also explored the potential of working with 'Club Champions' on a programme of support to maximise both the County's and Clubs' ability to attract more sponsorship when we Reboot our season. With the challenges facing us all, this could prove to be a valuable tool for clubs to help stabilize and rebuild their finances.

We also anticipate more structured and clearer sponsorship packages to be available for those we partner with in the future and are in the process of clarifying what benefits individual associate members and club members might expect.

Concluding; The new season will provide a very different challenge for clubs and how the County focusses its resources and efforts in support of our rugby community. The Reboot of rugby in the community is uncertain at this time. The restrictions we may be asked to operate under will dictate what our clubs may be able to do. The Club Development Committee will continue to support the work of the County Executive team, concentrating initially on how we help clubs prepare for the new season and help support each other through these challenging times.

Finally, we would like to remind clubs that where we provide opportunities to either celebrate the success of their

volunteers or bid for small facility funding, we supply clear details of what is required by nominators and applicants. Supplying the required information in the correct format ensures that all submissions are considered in a fair and comparable manner, improving the chance of success. Please follow instructions carefully.

RFU Delivery Team – Kent

It has been another successful year for Rugby Development across the county, with the key focus from the RFU staff being upon the sustainability of clubs and helping them to flourish in their community. We have seen some fantastic models of best practice from clubs in the county showing their development with their infrastructure through facilities, coaching and refereeing, and governance. NatWest Rugby force has once again been promoted across all Clubs, with the specific weekend due to take place on September 5th/6th – the focus being upon helping rugby clubs attract new members and reboot after the Summer and the prolonged break.

The RFU local delivery team has continued to work hard with the Kent clubs to get the accredited and reaccredited to ensure appropriate standards are being met across the county and Kent continues to be a thriving county for rugby.

Notices

Subscriptions

These are due on 31st October 2020:

Member Clubs £50 Individual Associates £10 Corporate Associates £250 Associated Clubs £20

Please ensure that your club's standing order is for the correct amount as some have not amended it to reflect the current subscription rate.

International Tickets 2020/21

All fully paid up Associates of the County may apply for tickets to England's matches at Twickenham, however, such tickets are provided on the condition that they are for the sole use of Associates and their guests. Recipients will be asked to acknowledge their acceptance of the RFU's terms and conditions for the sale of tickets, and any transgression will be the subject of disciplinary action by the County. However, due to the ongoing situation regarding COVID, we have to assume no International tickets will be available. If that changes as we approach the Autumn Internationals, then we will inform you closer to the time where we have contact details. All those who have previously applied for tickets will be contacted. Any other members who wish to be added should contact Tony Power direct by email: athpower@btinternet.com or by post: 7 Foxgrove Avenue, Beckenham, BR3 5BA

Minutes of the Annual Financial General Meeting held at the Holiday Inn, Wrotham Heath on 10th December 2019 at 7.00 pm

The Meeting was chaired by Roger Clarke in the absence of the Hon Treasurer Peter Dessent who had just had a knee operation. The meeting sent him best wishes for a speedy recovery.

Clubs represented: Brockleians RFC, Old Colfeians RFC, Old Elthamians RFC, Tunbridge Wells RFC, Aylesford RFC, Bexley RFC

Apologies: 18 individual members, 5 clubs, and 3 Kent Committee members sent their apologies.

Roger Clarke welcomed all to the meeting, extending an invitation to all to stay to observe the following Executive meeting if they wished.

1. To receive the Company's Financial Statement for the year ended on 30th June 2019 and the Auditors' report thereon and to make any suitable order in respect thereof.

Kent RFU's financial statement had been published on the Kent RFU website and circulated via email to all clubs and those Individual Members with a registered email address.

The Chairman reported that 1 question had been received prior to the meeting:

1a) The County appears to have about half a million pounds of spare cash- (£354k in the bank and £198k invested in shares), is there a plan to put some of this valuable liquid asset to work for the benefit of our young players and clubs? (asked by Trevor Nicholson Chairman of Sevenoaks RFC).

1b) The County requires c 350k for working capital during the season to satisfy the 2019/20 County budget. At any one time, we then have the c £200k in predominantly long or longer-term investments. Over the past 4 years, we have spent £100k of the Counties investments on Small Grants for facilities purposes. We have agreed to spend an additional £20k of assets predominantly on retention and recruitment of Senior adult players (£20k negative budget agreed).

Our policy is to reduce the current assets and we will continue to add to discretionary funds available through Game and Club Development to benefit clubs. Specific ideas on the funding of projects to encourage recruitment and retention of young players are welcome.

1c) A second question was raised by Kevin Cope who sits on the Executive Committee regarding the loss of £1,888 on the Edinburgh Investment Trust PLC and whether it is timely, given the trend, to move this investment.

1c) The Edinburgh Trust investment will be reviewed by Peter Dessent and Tony Power. With over 40 years of money market experience between them, Paul Wilson from Brockleians also offered help with reviewing the investments should it be needed.

There being no further questions arising the adoption of the accounts was proposed by Roger Clarke (Tunbridge Wells RFC) and seconded by David Clent (Old Elthamians RFC). Copies of these were then signed by the Chairman, Honorary Secretary, and will be forwarded onto the Treasurer for signing.

2. To hear any other relevant financial matter for the consideration of the County Committee during the ensuing year, but on which no voting shall be allowed.

There being no further relevant financial matters the meeting ended at 7.15 pm.

Election of Officers & Committee for Season 2020/21

Officers

President	J E C Nunn
Hon. Secretary	S C Taylor
Hon. Treasurer	Ben Ashby

Committee Leads

R J H Clarke	Chair, Executive Committee & RFU Representative
Nigel Fray	Director of Governance and CB Facilities Management
Gary Evans	Assistant Treasurer
D A Clent	Chair, Game Development Committee
K Cope	Chair, Club Development Committee
T Fagg	Chair, Discipline Committee
Vacant	Chair, Leadership Academy
J Day	Chair, Adult Competitions Sub-Committee
A J Gwilliam	Director of Representative Rugby
S K Homewood	Hon. Associates Secretary
O Smith	Safeguarding Officer
T Hopper	Rugby Safe Officer
D Park	Chair, Youth Rugby
Dawn Waters	Chair Mini Rugby
Vacant	Chair, Coaching & Refereeing
A T H Power	International Ticket Secretary
Dave Pratt	CB Volunteer Co-Ordinator
N Wiltshire	Chair, Club Kent
Matt Parker	Marketing & Sponsorship
Darren Reeves	Education
G Withers	Chair, Women and Girls
Cluster leads:	
North Kent	Ben Ashby
Metropolitan Kent	Trevor Martingell
East Kent	Peter Macaulay
Mid Kent	Dan Phimister
West Kent	Dominic Clare
Women & Girls	Graham Withers

Kent Rugby is grateful for the support received from



www.kent-rugby.org

APPENDIX 1

LEAGUES FEATURING KENT CLUBS

FINAL NATIONAL & LONDON SOUTH LEAGUE RESULTS SEASON 2019-20

(P = Promoted, R = Relegated)

Kent Clubs in bold

London & South East Premier	
Club	Points
Rochford Hundred P	116.13
Guernsey P	115.82
Wimbledon	112.27
Hertford	74.45
Dorking	70.85
Tunbridge Wells	67.25
Sevenoaks	66.30
Sidcup	56.73
Brighton	52.65
Tring	44.79
CS Stags 1863	41.36
L Irish Wild Geese	37.82
Bedford Athletic	31.91
Guildford	28.36

London 1 South	
Havant P	104.65
Westcombe Park P	100.32
Camberley	94.55
Medway	91.00
Cobham	85.37
Belsize Park	84.28
Horsham	65.00
Chichester	63.82
KCS Old Boys	61.45
Thurrock	57.91
L Cornish	52.00
HAC R	48.45
Dartfordians R	28.36
Beckenham R	27.95

London 2 South East	
Haywards Heath P	89.40
Old Colfeians	83.11
Old Alleynians	73.33
Charlton Park	72.11
Crowborough	68.20
Gravesend	59.89
Hove	59.03
Deal & Betteshanger	56.22
Beccehamian	41.53
Thanet Wanderers	37.28
Dover	34.22
Maidstone	-3.63

London & South East 3	
Club	Points
Ashford	94.11 P
Folkestone	84.33 P
Bromley	80.67
Pulborough	62.33
Old Dunstonians	59.89
Heathfield & W	56.22
Vigo	54.45
Aylesford Bulls	53.90
Gillingham Anchorians	45.22
Uckfield	42.78 R
Park House	29.70 R
Old Williamsons	6.88 R

National 1	
Club	Points
Richmond P	116.44
Rams	107.79
Rosslyn Park	107.21
Chinnor	102.60
Blackheath	98.17
Plymouth Albion	89.13
Darlington M Park	89.04
Cinderford	84.32
Old Elthamians	82.21
Cambridge	80.29
Bishop's Stortford	77.52
Sale FC	75.48
Birmingham Moseley	52.02
Rotherham R	48.85
Canterbury R	18.85
Hull Ionians R	13.75

National 2 South	
Club	Points
Taunton Titans P	122.02
Tonbridge Juddians P	117.02
Redruth	114.9
Henley	113.75
Clifton	99.52
Bury St Edmunds	97.50
Leicester Lions	95.66
Esher	90.00
Worthing	75.10
Old Albanians	68.17
Dings Crusaders	65.00
Barnes	55.29
Westcliff	46.44
Sutton & Epsom R	31.89
Old Redcliffians R	31.38
Bournemouth R	22.12

Women's Leagues

Championship 1 South	
Club	Points
Old Albanians Ladies	50
Thurrock Ladies	48
Blackheath Ladies	46
Bath Ladies	43.67
Hove Ladies	33.83
Trojans Ladies	25
Henley Ladies	15
Supermarine Ladies R	12

National Challenge 1 South East (South)	
Club	Points
Tonbridge Judd Pink L	51.83
Cranbrook Ladies	49.67
Jersey Red Ladies	47
Lewes Ladies II	46.17
Hove Ladies II	36.17
Worthing Ladies	30.92
St Francis Ladies	18.17
Seaford Ladies	16.8

Championship 2 South East	
Club	Points
Hammersmith & Fulham L	57
Lewes Ladies	49
Beckenham Ladies	47
Sutton & Epsom Ladies	44.5
Hampstead Ladies	34
Wimbledon Women	29.5
Medway Ladies	17.14
Old Elthamian Ladies R	4.333

National Challenge 2 South East (East)	
Club	Points
Beccehamian Ladies P	55
Blackheath Ladies	51
Westcliff Ladies	49.67
Chelmsford Ladies	42
Harlow Ladies	35.7
New Ash Green Ladies	30
Bishop's Stortford L	29
Lordswood Valkyries L	24.67

National Challenge 1 South East (South)	
Club	Points
London Irish Ladies P	60
Havant Ladies	55.8
Streatham-Croydon L	47
Canterbury Ladies	45.67
Guernsey Ladies	31.5
Heathfield & W Ladies	29
Southampton Ladies	20.17
Ashford Ladies R	0

Extract from RFU statement on how final league positions would be calculated

It was agreed that final standings for the Greene King IPA Championship and men's and women's community game would be calculated on a best playing record formula maintaining promotion and relegation for those leagues.

As a result, Newcastle Falcons have been promoted back to the Premiership, while Yorkshire Carnegie is relegated to National League One.

The Tyrrells Premier 15s season has been declared null and void as there is no promotion or relegation in this league.

RFU President, Peter Wheeler, said: "We believe that the decisions made provide fair and balanced outcomes for the game and maintain the integrity of the competitions. We have listened to recommendations from the heart of the game and the approach has been ratified by the RFU Council.

"This has been a difficult decision to make in the most unprecedented of circumstances. There is no single solution that will suit every club, but the approach taken is one that we believe best reflects the nature of league rugby in England.

"With 80% of the season complete for the community game, we believe our approach is fair and the right one for our leagues. We have clubs that are clear league leaders and those who have said they would benefit from relegation to play more meaningful rugby."