



English Schools' Football Association

Membership Matters

Welcome back for the 2019/2020 season of Schools' Football!

Don't forget...

First Aid

A brief reminder that there must be a qualified and properly equipped first aider at all schools football event.

ESFA National Cup Draws (schools)

All ESFA Schools' Cup draws are now LIVE on the website – head over to www.esfa.co.uk/ competitions to see which draws are in place in your area.

Danone Nations Cup World Finals

Four teams from England will be taking part in the DNC World Finals from 10 - 12th October in Salou and Barcelona.

Two of the teams hail from Nottingham SFA and Newham SFA - you can follow the global action live via www.danonenationscup.com

or follow our updates via the ESFA social media accounts

Chairman's Welcome

Welcome to another season of schools' football. Intra-school, inter-school, inter-district, inter-county and international – schools' football really is for everyone. For my part, having been Chairman of the ESFA in its Centenary Season in 2003-4, it is an honour to find myself being recycled and having the opportunity to lead this unique and special organisation again.

I am well aware of the challenges we all face, particularly with inter-district and inter-county football. The professional clubs, Saturday leagues for clubs and so-called coaching academies all have the potential to create issues for those of us who value schools' representative football and the educational benefits it offers. I am determined to do all I can to support the great work that is being done by colleagues throughout the country, and to look at ways to ensure it continues and flourishes. We will be presenting some ideas at the forthcoming AGM, but I would welcome an input from Membership, especially from districts and counties who offer innovative and extensive programmes despite the challenges they face. I would also welcome the opportunity to meet with colleagues, to watch matches and to support in any way I can. I am looking forward to visiting Gloucester PSFA next month to see first-hand the amazing set-up they have and have a few other invitations that I am also keen to accept.

Sadly, our ESFA family has lost some real stalwarts over the summer. Alan Heads was Chairman in 1997-8 and a member of Council from 1987-03. He devoted much of his life to schools' football in his native Northumberland through his career as a teacher of Geography at Monkseaton High School, but also gave enormous service to the ESFA, especially with the U18 international programme. Jim Robinson was ESFA Chairman in 1976-77, a Council member from 1966-88, and the Association's representative on the FA Council for many years. Another wonderful servant of schools' football in the north-east and nationally. Merseyside lost a great character in Courteney Owen, one of the first advocates of schools' football for girls and a tireless and passionate supporter of U18 football. He was Chairman of ESFA in 1987-88 and a member of Council from 1976-96. In the south-east, the passing of Richard Jones brought to an end his long and distinguished service with Surrey CSFA and Woking PSFA and just last week we were saddened to hear of the death of Charlie Mortimer, whose devotion to Aldershot & Farnborough SFA for over fifty years was truly amazing. We have set up a tributes page on the ESFA website to honour these and others who have left us with such a great legacy to preserve and protect.

Have a great season and thank you for all that you do to provide such unique and special experiences for young people.

Report of Council's 15th September meeting

Phil Harding, Chair for 2019/20, opened his first meeting of the season by welcoming members back after a busy summer of preparations for the new season. Council extended a warm welcome to Tony James, Merseyside CSFA, at his first Council meeting and to Josh Charalambous, co-optee, re-appointed for a further year. A minute's silence was held in respect to members who had passed away since the last meeting.

Council received a presentation from Ian Laithwaite, the newly appointed Commercial Director, who outlined his work to date and his ambitious plans to support the ESFA to diversify its income. Members congratulated Ian on securing his first sponsorship deal, from Bouden Coach Travel, now the ESFA's official transport partner. Members all over England are encouraged to seek quotes from Bouden by contacting Martin Shutt on martin@boudencoachtravel.co.uk, referencing ESFA membership to get the best deal for local travel. Council agreed that members due to receive a 40 or 50 yearlong service award would have the option to have it presented at the AGM, or locally by local arrangement, or to attend one of the U18 boys' home internationals, to be held at Spennymoor in Durham and North Ferriby in Humberside. Council went on to consider matters of procedural compliance, noting that The FA is now expecting all disciplinary cases involving discrimination or physical contact with match officials to be referred to them. To ensure that this is the case in the schools' game, any such cases must be passed to ESFA HQ, even where discipline is handled locally, so that they are appropriately referred. Council further approved the recommendation from its Safeguarding Operations Group that persistent failure to update portal data could, due to the potential breaches of Data Protection law, result in Association suspension.

Competitions Committee reported back on the high levels of competition entries for the 19/20 season, with the new U18 super leagues appearing to be attractive in its inaugural season. This season's Danone Toolkit was being updated and the Danone World Finals were to take place in Spain in mid-October. Early planning was underway for this season's national finals, and immediate consideration was being given about continuing the girls' U11 District competition, formerly funded by the PLCF.

Representative Committee elected Owen Aiston as Chair, and met Derv Chown, the latest volunteer to take on the role of Under 18 Boys' International Programme Co-ordinator. Applications to fill the same post for the girls' team were to be invited, and members encouraged to direct anyone interested in helping administer the programme to the advert on the ESFA website [here](#). Options for the international preparatory season training, courtesy of Inspire Sport, were considered and risk assessment for home international discussed. Consideration was given to the means by which the national body could support local and county representative football better and on the recommendation of the Committee, Council agreed that this should be the topic of the workshop at the AGM.

Association Development Committee reported on the success of the 18/19 Disability Festivals, and on their continuation this season. Members are invited to contact [Andy Weston](#) if they are interested in officiating in these festivals. Council were pleased to hear that, of those recipients responding to a survey, 96% of football created by the development fund over the past three years had been sustained by members. A new fund was to be launched in the coming days.

Trustees reported back on the year end accounts, which remained subject to audit, and on staff changes, including the employment of two former interns, Josh and Jack, in the National Competitions Department. A new risk assessment template had been adopted, to include critical safeguarding checks, and would be published for members' use. A report on partnerships was given, including the appointment of Grief Encounter as the Association's new Associate Charity and the discontinuation of funding, for this season, from the PFA.

The Chair closed the meeting with a reminder of the AGM arrangements on 23rd November at the Beacon Centre in Stafford: an 11am start for the workshop, with lunch at midday and a meeting start time of 1pm.

Portal updates and Data Protection

A reminder that, under the data protection legislation which came into force last May, it is no longer legal to retain personal information which is not needed in the running of Association business. This means that your personnel list on the ESFA's portal MUST be reviewed, if it hasn't already, to remove anyone who is no longer serving your Association. Please be as diligent in removing data as you are in adding it in: without the legitimate right to hold such data, your Association is at risk of legal challenge if you do not take steps to remove out of date personal information. For this reason, Associations may be suspended if their portal data is persistently out of date.

Discipline Update: Important Actions for Members

The FA has issued guidance on the conduct of hearings for U18s. You can find this [here](#). Any hearings must now follow this format.

Sin bins will come into effect for the schools' game this season. Whilst we would expect that match officials will be briefed and trained via The FA's processes, webex seminars for the schools' audience were hosted on 4th and 5th September. A recording of the seminar can be viewed via the ESFA website and an interactive training session can be found at: <https://www.fareferees.co.uk/sin-bins/>.

In line with FA policy, any cases which involve allegations of discrimination or physical contact with a match official will be managed by The FA centrally. For this reason, all such cases from members, irrespective of whether they opt into centralised discipline, will need referral to the ESFA nationally, for onward submission to The FA.

The ESFA nationally is still seeking suitably trained volunteers to serve on disciplinary commissions. Mainly, these are conducted through on line conferencing and so travel would be limited. Anyone wishing to serve in this capacity should lodge their interest with Josh.Thornton@schoolsfa.com

The FA has published new disciplinary guidance which can be found [here](#).

Rep Football: Association Suspensions

A new page has been added to the website to list all Associations currently suspended from taking part in Representative Football. Please ensure that you refer to this page prior to arranging any fixtures to ensure that you are playing eligible teams.

[Click here to view the page.](#)



The ESFA U18 Super League competitions launched last week—we are delighted to see the uptake has been positive from schools, colleges and private providers. You can follow Super League progress [here](#)!

Sanctioning: Important Action for Members

To reflect safeguarding best practice, the application for sanction form now requires Associations to name any personnel involved in the activity for which permission is sought. You can find the new form [here](#).

Risk Assessment: Important Actions for Members

Also reflecting safeguarding best practice, the ESFA has combined its risk assessment with the Child Protection In Sport Unit's safeguarding checklist. You can find the new risk assessment [here](#).

Please bear in mind that the mitigation published on this checklist gives you matters to consider and suggested actions: you must apply it to your circumstances/events to determine which of the actions are relevant, and whether any new or additional actions are needed. Should you need help in completing your risk assessments, the Association's child welfare officers can help.

Council Membership

A warm welcome to Tony James, Merseyside CSFA, who joins the ESFA Council as our third rep for the north. We thank Tony for volunteering and look forward to working with him through the coming three seasons.

In the meantime, Council have determined that further opportunities to fill the remaining Council vacancies should be taken, and as such, nominations are now open in the North, the South West and the Midlands, with the aim of filling vacancies prior to the forthcoming

New starters at HQ

The ESFA welcomes new staff to HQ this season, although some of them will be familiar names! Josh Thornton, who completed his placement year in 2017/18 with the National Competitions Department, returns as Ed's replacement, having now graduated from Coventry University with a First in Sports Management. We congratulate Josh on his graduation and are pleased to be in a position to repay the commitment he made voluntarily with a paid role. Also rejoining HQ in the National Competitions Department is Jack Evans, 18/19 post-graduate intern, and again, we are delighted to be able to employ Jack on a 4 day week, short term contract. Also joining the ESFA is Jacob Blades, our marketing team intern. Jacob is on his placement year whilst at Coventry University where he is studying Sports Management. We wish our new, and returning, interns very good luck in their new roles.

Also joining the HQ staff is Ian Laithwaite, the Association's first Commercial Director. Ian's brief is to generate income to support, primarily, our rep football programmes and to help us reduce our reliance on single funders. I am sure you will all join me in wishing Ian success in his role.

International management team appointments

The ESFA is pleased to welcome 5 new colleagues to the international management teams. Joining Sian Williams in managing the girls will be Adam Jones, Assistant Manager; Matt Roach, Sports Therapist and David Ebberson, who re-enters the ESFA fold as the girls' goalkeeping coach. Matt George and Tony Harris also re-join the boys' team as goalkeeping coach and physio respectively, following the application process over the summer. Matt and Tony will join Richy Alderson and Luke Hampton, Manager and Assistant manager for our U18 boys team.

Girls IPC Vacancy

The International Programme Co-ordinator vacancy for the Girls' U15 England squad has been re-opened on the ESFA website. Applications are being accepted until 14 November and you can view the position online [here](#).

Girls Football

Please see below, directly from The FA, with regard to their female talent pathway:

We would like to share an overview with you of the Lioness Talent Pathway for the 2019-20 season. We are continuously reviewing our pathway to ensure we are as effective as possible in supporting players to fulfil their potential and producing a talent pipeline of players to compete on the world stage. This means the pathway must be fully aligned and integrated with the England Women's Development Teams; complementing their programmes on and off camps and supporting player's individual journeys.

It was important to highlight that the talent pathway no longer sits separately and below the England teams (as shown by the old pyramid image) but is an integrated, wraparound programme; providing supplementary support to players from U14 - U17 both in and out of England teams. This is also reflected by our re-named Lioness Talent Pathway; the journey from pathway entry through to representing England Women at senior level coming under one Lioness brand.

We want to clearly communicate that girls from any playing environment or background are able to enter the pathway, so players can choose to play in the environment that is the best fit for them. Selection to the National Development Programme is made following a formalised process with multi-disciplinary input to decide who the most appropriate players are to attend the different events. Selection to one event does not mean an invitation to all events throughout the season.

Advanced Coaching Centres (ACCs) are part of a specifically designed programme linked to the Lioness talent pathway to support the development and progression of players in the South West and East of England, where competitive playing opportunities for talented players are limited.

Below is an outline of the Lioness Talent Pathway for 2019-20:

Girl's U14 National Talent Camp (NTC) - The FA Girls' National Talent Camps aims to identify U14 players who may possess international potential, and prepare these players for the future. These three-day camps will provide selected players with the opportunity to train and play amongst high level players from around the country. Players are given access to specialist support across the Technical, Physical, Medical, Education & Wellbeing disciplines and fixture opportunities are provided.

National Development Programme (NDP) - The National Development Programme facilitates the education and development of our most talented young players in the U14-U17 age groups, and is structured to complement the England Women's Development teams as a wrap-around programme. It will work with selected players in the England Development teams as well as those within the wider Lioness Talent Pathway. The NDP has three strands of delivery (*see overleaf*)

Girls Football (continued)

NDP hubs: Hub days provide regional individualised support to players across four corners of development (Technical, Physical, Physiotherapy, Education & Wellbeing).

NDP fixtures: North and South fixture days will be held; designed to extend the competitive challenge for players.

NDP Talent ID: North and South talent ID days will provide a playing opportunity to identify new and re-emerging talent for potential future support.

England Women's Youth National Teams

Identified through the FA Women's Talent ID strategy, players will represent England in single age bands from U15s through to U21s."

With regard to Open Weekends, schools' football continues to take priority on the second Saturday of the month, although RTCs will schedule fixtures on these weekends in order to fit in their full fixture programme. The FA has allowed RTCs some greater flexibility for postponing matches in the event that releasing girls for county cup games has a big impact on RTC teams, so as long as CSFAs notify the RTCs of fixtures and squad lists 14 days in advance of playing, girls will be released to represent their Counties.

RTC Handbook

An Updated version of the RTC handbook can be found [here](#).

Sponsor update

We are delighted that the great majority of sponsors who supported the ESFA in 2018/19 continue to do so for the coming season.

PlayStation, Danone, InspireSport, Pass4Soccer, UCFB, Pendle Sportswear, Mark Harrod and Catapult Sports continue to act as great partners for the Association and further details on their offers and services, along with any new partners, will feature in a later edition of "MM".

As you will have read in the Chairman's report, we are also delighted to welcome on board new transport partners, Bouden Coach Travel as another valued member of the ESFA partnership ensemble.

AGM Reminder

A reminder that the AGM will take place on **Saturday 23rd November** at the Beacon Centre in Stafford, starting with a rep football-themed workshop at 11am, followed by lunch, long service awards and the AGM meeting, which will commence at 1pm. We look forward to

FA Funding

Some of you may be aware that negotiations with The FA took longer than anticipated at the end of our four year contract, but funding for the coming season has now been confirmed. All of the education partners funded by The FA have, we understand, had a one year contract offered this season: this is being described as a transition year whilst The FA review their education strategy and bring education partners in line with their business planning timelines.

Rep football eligibility guidance

Members have been asking for clarification on eligibility for rep football in the interests of equality of opportunity, so to supplement the guidance provided last year (you can find it at <https://schoolsfootball.org/one-stop-shop/resources/>), please see below:

1. Players must be in full time education at a DfE registered institution to be eligible to represent their District, County or Country.
2. A player shall be eligible for selection for the County Schools' FA in which they attend school.
3. A player shall be eligible for selection for the District Schools' FA in which they attend school.
4. Those who play for an Academy or RTC shall be eligible for selection nationally. Member County and District Associations have the discretion to determine whether such players are eligible for County or District selection.
5. For those receiving attending a Pupil Referral Unit, eligibility to play for a District or County shall be determined by the location of the school/unit in which they are primarily registered, unless the pupil has been prohibited from playing football as part of the terms of his/her exclusion, in which case such pupils would not be eligible for selection. PRU-educated pupils able to play for their District/County Association are eligible for national selection.

Members are reminded that eligibility to play international football is governed by FIFA and as such, eligibility is defined by the calendar year of the player's birth: those eligible should be U15/U18 on 1st January in the **calendar year** in which the competitive fixtures take place.

In Memoriam

An "[In Memoriam](#)" page has been set on the website to honour the work of those associated with the ESFA who have sadly passed away. If anyone has any submissions that they would like added to this page, please send them to [Jacob](#), Marketing Intern.



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