

Oxfordshire Rugby Football Union

Constituent Body Rugby Development Partnership

Development Plan

2007 – 2009

“Community Rugby’s role is to promote and develop the game within the community by encouraging and supporting all those who wish to participate in playing, coaching, refereeing, administrating or spectating.”

Contents by page number

3	Acknowledgements	
5	Mission Statement	
6	Defining Primary and Secondary Functions	
7	Key Stakeholders	
8	Strategic Objectives	
9	Structure Of Oxfordshire CBRDP	
10	Sub Committee Functions	
12	Age Grade Representative Development and Oxfordshire School of Rugby Plan	
19	Coaching Development Plan	
26	Youth and Schools Development Plan	
35	16 – 24 Development Plan	
40	Women’s Rugby Development Plan	
41	Income and Expenditure Overview	
43	Abbreviation Glossary	44
		Appendix List

Acknowledgements

Our thanks are due to many individuals, stakeholders and other parties who, over the past eighteen months, have either directly or indirectly contributed to the formulation and review of the first Oxfordshire RFU CB Rugby Development Plan (2005 – 2008) leading to this the final Development Plan for the period 2007 – 2009 inclusive.

The following acknowledgements are made:

Groups / Stakeholders

Oxfordshire Schools Union
Oxford Brookes University
Oxfordshire Referees Society
Oxfordshire Age Group Coaches Committee
Oxfordshire Youth Group
Oxfordshire Sports Partnership
Oxfordshire CBRDP Forum
Oxfordshire Welfare Officer Group
Oxfordshire Rugby Development Groups
London Wasps

Individuals

Regional RRDM	Clive Cashell
South West U 18 Chairman	Andy Higgs
ERFSU U16 Chairman Selectors U 16	Lloyd Morgan
Senior Level 3 Coach	Steve Kemp
Oxfordshire RFU Coaching Chairman	Martin Hoare
Buckinghamshire Youth Development Officer	Nigel Mellor
Berkshire CBRDP Chairman	Christopher Nolan

22.02.07

Individuals continued

Dorset & Wilts CBRDP Chairman	Wally Wright
RFU Equity and Child Protection Manager	Ann Hutchins
Oxfordshire Registration Officer	Carole Bradbrook – Taylor
London Wasps Academy Manager	Rob Smith

Schools

St Edwards School	Mark Hanslip and James Boyd
Radley College	Richard Greed
Abingdon School	Andrew Hall
Shiplake School	Richard Curtis
Cokethorpe School	Gareth Rees
Lord Williams School	Margaret Stevens

The CBRDP is also indebted to members of the RFU staff who have freely assisted the process of thought and action in producing the plans contained in this document :

Jason Bowers	Regional Development Officer Oxfordshire
Clive Cashell	Regional Development Manager South
Gary Townsend	Coach Development Officer
Peter Bath	National Student Development Manager
Steve Harland	Regional Referee Development Manager
Nigel Cowley	Regional Referee Trainer
Sam Marshall	RFUW Regional Development Officer

Kevin Robinson

Oxfordshire CB Rugby Development Chairman

Oxfordshire CBRDP's Mission Statements

To promote Rugby Union in Oxfordshire through the maintenance of a clear development plan for the game that enables rugby's successful development at all levels for the benefit of all participants.

Promote and develop Rugby Union in Oxfordshire utilising the CBRDP to create a unified development programme that delivers and succeeds in growing the game at all levels and in all partnership environments for the benefit of all participants.

To reflect and build upon the Rugby Football Union Strategic plan objectives relating to the ORFU CBRDP plan period.

Definition of CBRDP in Oxfordshire

Primary Function

Plan, agree and implement the strategy for Rugby Development for 7 -24 age groups within the constituent body of Oxfordshire RFU.

The key aims of the ORFU CBRDP lie within the following key areas:

Primary

Player Development and Retention

Coach Recruitment and Development

Referee Engagement and Development

Secondary - (In conjunction with other CB committees)

Facility Development	CB Facility Funding Committee
Volunteer Management	CB Community Rugby Committee
Workforce Development	RFU / Oxfordshire RFU Community Rugby Coaches

To achieve these aims the key Stakeholders of the CBRDP will be as follows:

Clubs

Rugby Development Groups

Schools, Universities and Colleges - Oxfordshire Rugby Schools Union / Oxford Brookes University / FE Colleges

Coaches

Referees

RFU – RRDM and RDO's and Community Rugby Coaches

See Appendix 1

Regional Referee Development Officers

See Appendix 1

Regional Coaching Development Officer

See Appendix 1

London Wasps – Academy Manager / Assistant Academy Manager

See Appendix 1

Local Authority - Sports Development Officers – Grant Officers

See Appendix 1

Partnership Development Managers – School Sports Coordinators and Primary Link Teachers.

See Appendix 1

Sport England

See Appendix 1

County Sports Partnership

See Appendix 1

The Strategic Objectives of the ORFU CBRDP are:

To reflect the RFU and ORFU Strategic plan objectives 2005 / 06 – 2012/13

To maintain a Single Integrated Approach to Rugby in all areas of the game

To maintain a Single Playing Pathway for the Representative Age Grades – U16 and U18

To co ordinate, implement and deliver the Oxfordshire School of Rugby

To co ordinate all aspects of development – (players / referees and coaches)

To establish and enhance links to local school and sports partnerships

To finance activities via a Single Funding Route

To establish and maintain communication with all interested partners and stakeholders

Structure of the ORFU CBRDP

The CRRDP in Oxfordshire will be structured as shown below:

CBRDP Exec

This group will contain the following personnel:

CBRDP Chairman

RFU RDO

RFU RRDM

Age Grade Representative Committee and School of Rugby Performance Review Committee (Selected Representatives)

Chair of Coaching Committee

Chair of Youth and Schools Committee

Chair of 16 – 24 Development Committees

RFUW County / National Representative

Oxfordshire Society of Referees Representative

Each of the above persons is responsible for a committee or group - See Appendix 2 for ORFU CBRDP Organisation chart.

The key functions of the operating sub committees within the CBRDP are as follows:

Age Grade Representative Committee and School of Rugby Committee

Coordinate and deliver the School of Rugby (SOR) structure within the National Framework
Facilitate the delivery of the National Curriculum of Rugby Core Skills via the SOR at all levels
Participate in the SoR Performance Review Structure established for the successful, efficient and effective delivery of the SoR
Manage programmes for the retained Development Groups and age grade groups and teams where appropriate teams for –
U13, U14, U15, U16, U17, U18 and U20
Establish and enhance the delivery of Womens / Girls Rugby within Oxfordshire (U14's +)

Coaching Committee

Deliver a Coach Education Programme
Initiate a process for Coach Development and Identification
Establish Coach Mentor, Assessor and Tutor programmes
Maintain Coach Tracking and Database procedure
Make Coach Appointments and recommendations to Age Grade Groups
Recommend and co ordinate Appointments to the Oxfordshire SoR
Create Coach Recruitment and Retention programmes
Oversee the accreditation of Coaches to deliver the National Curriculum of Rugby via the Schools of Rugby.

Youths and Schools Committee

Establish Player Recruitment and Retention programmes
Implement and coordinate the RFU Continuum
Coordinate County Festivals – Clubs and Schools
Enhance established County Schools Competitions in conjunction with County Schools Union
Reinforce and Maintain County Club Competitions
Maintain Academy Liaison and relationships
Create links with the Oxfordshire Sports Partnership Development
Motivate and support the County Rugby Development Groups.

16 – 24 Development Committee

Develop Player Recruitment and Participation programmes
Create Coach and Officials Recruitment and Participation programmes
Increase the number of opportunities for social rugby in Oxfordshire (Tag, Touch, etc)
Formulate and retain links with FE and HE Establishments to create player pathways.
Participate in RFU Initiatives (Go Play rugby) and pilot programmes (20/20)

In order for the committees to develop and evaluate their work there will be a continued administrative programme in place to compliment the work of the above. This will include:

Data Collection
Data Retention
Circulating necessary data to appropriate groups and committees
Player Tracking – **See Appendix 33**
Coach Tracking – **See Appendix 34**

Age Grade Representative Development and School Of Rugby Committee

The function of this group is to provide in an inclusive manner, an opportunity for players, coaches and volunteer officials, a development pathway making provision for 'elite' development within the Oxfordshire School of Rugby.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Deliver a single elite development structure for the Oxfordshire School of Rugby.	1) Provide the management, coaching structure and personnel for the key School of Rugby (SoR) Age bands – 13, 14, 15 and 16 yrs (See Appendix 3) (See Appendix 6) (See Appendix 7)	2 Group Directors of Rugby (qualified and accredited coaches) for 13/14 and 15/16 bands 1 SoR Central Admin Officer 1 SoR Welfare Officer 2 Coaches per Group 4 Age Band Managers 6 Visiting Coaches	ORFU Appointments Committee RFU Regional Coach Development Manager London Wasps Academy Manager (Appendix 4)	February each year	SOR Kit Coaches £75 on appointment. Team managers £50 on appointment. Visiting coaches £50 on appointment. (Appendix 5)
	2) Deliver the Core Skills Programme within the National Curriculum of Rugby as specified by the RFU.	U13 - 9 sessions U14 - 9 sessions and one match U15 – 9 sessions and two matches U16 – 9 sessions and three matches	SoR coaching teams and visiting coaches	May to April each year	£480 per session (Two ages combined) £400 per match (Appendix 16)

Age Grade Representative Development and School Of Rugby Committee Cont'd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Deliver a single elite development structure for the Oxfordshire School of Rugby. Cont'd	3) Provide a credible player nomination process utilising existing ORFU and RFU recommended protocols. (Appendix 14)	All Schools and Clubs contacted	School Of Rugby Central Administrator	February / March and September each year	Admin 4AG's X £25
	4) Provide assessment, selection and evaluation processes for the School of Rugby candidates. (Appendix 15)	U13 – 225 > 35 U14 - 175 > 25 U15 - 120 > 25 U16 – 75 > 25	SoR coaching teams and invited assessors	May - Aug	Assessment costs 4AG's X £50
	5) Monitor and ensure appropriate budget processes are in place to ensure cost effectiveness	Allocate RFU funding and balance the budget	CBRDP Chair County Treasurer SoR Group Directors	All year	Admin £250

Age Grade Representative Development and School Of Rugby Committee Cont'd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Deliver a single elite development structure for the Oxfordshire School of Rugby Cont'd.	6) Establish an on going relationship and evaluation process with the London Wasps Academy for the operation of the Oxfordshire School of Rugby	Bi monthly meetings with Wasps Academy Manager. Joint quarterly reviews with Bucks RFU and Wasps Academy Manager to ensure commonality	Chair CBRDP, Performance Review Committee Member London Wasps Academy Manager	Bi monthly January, April, July and October	Admin £100.00
	7) Maintain all player and coach records via the EPAS system	All SoR player records kept to satisfactory standard	SoR Central Administrator	All year	Admin £750 (75 hrs@£10ph)
	8) Provide quality facilities for the location(s) of the SoR groups within Oxfordshire	Location and hiring of facility	ORFU CBRDP Chair London Wasps Academy Manager	Feb / March each year	£150 per session Catering £150

Age Grade Representative Development and School Of Rugby Committee Cont'd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
<p>Conduct an annual performance review of the School of Rugby</p>	<p>1) Ensure all standards, as determined by the RFU and London Wasps, are achieved and quality standards are established and maintained for SoR player selection and development (Appendix 36)</p>	<p>Twice per annum</p>	<p>Oxfordshire School of Rugby Performance Review Committee (Appendix 36)</p>	<p>July / Jan each year</p>	<p>Venue and refreshments £100</p>

Age Grade Representative Development and School Of Rugby Committee Cont'd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Management of player development programmes for U13 – U16 age bands below the SoR elite level and manage the U17 - U20 playing programmes, as appropriate.	1) Provide management and coaching for all CB Age Groups	1 team manager and 1 lead coach and 2 assistant coaches	Oxfordshire RFU Appointments Committee (Appendix 4)	April and June each year	County kit per person £70 on appointment. (Appendix 5)
	2) Advertise all coaching and management posts for age grade groups. (Appendix 8)	1 team manager and 1 lead coach and 2 assistant coaches	Oxfordshire RFU Coaching Chair CBRDP Administrator SoR Central Administrator	March and April each year	Admin £20
	3) Provide a credible player nomination procedures linking with the SoR process. (Appendix 14)	All Schools and Clubs contacted	Team Managers CBRDP Admin SoR Central Administrator	March / April and Early Sept	Admin 5AG's X £50
	4) Provide assessment and selection protocols linking with the SoR process. (Appendix 15)	U13 - 225 > 25 U14 - 175 > 25 U15 - 120 > 25 U16 - 75 > 25 U17/U18 - 40 > 25	Age Grade Rep Committee	May - Aug	Assessment costs 5AG's X £50

Age Grade Representative Development and School Of Rugby Committee Cont'd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Management of player development programmes for U13 – U16 age bands below the SoR elite level and manage the U17 - U20 playing programmes, as appropriate Cont'd	5) Provide player development sessions for the age grade teams	U13 - 5 Sessions U14 - 5 Sessions U15 - 5 Sessions U16 - 12Sessions U17 - 4 Sessions U18 - 10 Sessions U20 - 12 Sessions	Age Group Coaching Teams	July – April each year	£75 per session (Pitch / Changing Room hire)
	6) Facilitate County Representative matches for the age grade teams linking with SoR players as appropriate. (See Appendix 17)	U13 - 1 Matches U14 - 3 Matches U15 - 3 Matches U16 - 3 Matches U16 B - 2 Matches U17 - 1 Matches U18 - 3 Matches U20 - 4 Matches	County Fixture Coordinator	Nov – March each year	£350 per home game (4 home games) £85 per away game (8 away games) (Appendix 16)
	7) Compete in County, Regional and National Competitions	U13 - 1 x CB Fest U14 - Regional 10s U15 - Regional and National 10's U16B - Regional Festival	CB, Area 6, RFU	March, April May	U13 - £200 U14 - £150 U15 – Reg' £100 U15 – Nat' £900 U16 – £300 (Appendix 16)

Age Grade Representative Development and School of Rugby Committee – Cont'd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Management of player development programmes for U13 – U16 age bands below the SoR elite level and manage the U17 - U20 playing programmes, as appropriate Cont'd	8) Combine U17 and U18 into a double year group with DOB qualification 1 st Jan as per RFU mandate.	U17 and U18 combined into one squad in Oxfordshire	CBRDP Age Group Committee. U18 Team Manager	June – Dec each year	£50
	9) Implement a Structured Player Talent Identification Programme	1) 3 trained and accredited assessors 2) Structured program of match visits to clubs and schools	SoR Age Group Directors (x2) SoR Oxfordshire Central Coordinator	May – April each year	£200 per annum £100 per annum
	10) Facilitate the movement of players in and out of ORFU Development Groups / SOR /London Wasps EPDG subject to performance and evaluation.	Effective monitoring and evaluation to allow player movement.	London Wasps SOR Age Group Directors Oxfordshire County Assessors	Ongoing	£50 admin

Coaching

The function of this group is to develop resources and programmes for the ongoing development of coaches to ensure their continuing professional development.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Coach Education Programme	1) Recruit, develop and retain Rugby Coaches within Oxfordshire and to Increase the numbers holding UK Coaching Certificates in Rugby Union by 3%	Non award courses as appropriate.	RFU RDO	Ongoing throughout the plan	N/A
		Level 1 x 6 courses annum	ORFU & RFU	As required	N/A
		Level 2 x 2 per region	ORFU & RFU	Summer / Autumn	N/A
		REPCO – CB based (4 sessions)	ORFU & RFU	Winter	£250
		TOPCO - CB based, (4 Sessions)	ORFU & RFU	Winter	£300
		Level 3 - RFU Organized.	RFU Coaching Dept	Winter	Grant - £50 x 4

Coaching – Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Coach Development and Identification	1) Produce high quality coaches at a ratio of 15 – 1 player / coach throughout the County and plan period	As Above – Item 1 As Below – Item 3	CBRDP Coaching Committee	Plan Period	N/A
	2) Organize and implement a full coaching program in Oxfordshire	5 Specialist Winter Coaching Clinics throughout the CB (Appendix 19)	CBRDP Coaching Committee	Sept – Feb each year	£350 per session (Income £200 per session) Net Cost £100 per session (Appendix 21)
		1 x Summer Coaching Seminar (All Day) (Appendix 20)	CBRDP Coaching Committee and RFU	Summer Each Year (July)	£2000 exp. £1500 Income Net Cost - £500 (Appendix 22)
		2 x Beyond Level 1 Coaching Clinics	CBRDP Coaching Committee and RFU	May and June	£600 Exp £500 inc Net Cost £100

Coaching – Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Coach Development and Identification Cont'd	3) Identify the next phase of REPCO and TOPCO coaches and encourage their development	8 coaches onto REPCO programme 5 coaches onto TOPCO programme	CBRDP Coaching Committee and RFU	All Year	£150 (Polo's)
Coach Mentor, Assessor and Tutor Programmes	1) Ensure coaches have access to continuous professional development and support within their Club and County environment	Each Club to have a Club Coaching Co-ordinator. County to appoint County Coach Coordinator (Appendix 23)	RFU RDO and ORFU Coach Committee Chair	All Year	£50
	2) Provide training opportunities for Club Coach Coordinators.	1 CCC awareness Seminar. 3 x County CCC development meeting	RFU RDO and ORFU Coach Committee Chair	All year	£50

Coaching – Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Coach Tracking	1) Register centrally coaches in Oxfordshire	70% Registration of coaches to include Qualification, Development and Personal Detail. (Appendix 34)	CBRDP Admin Officer	Yr 1 – 40% Yr 2 – 60% Yr 3 – 70%	£200 per annum
	2) Coaches to be CRIB checked	100 % Registration numbers to be retained.	CBRDP Coaching Committee	All Year	£200 per annum
Appointment of Coaches and allocation to Oxfordshire SOR and CB Age Band Groups	Provide management and coaching for all CB Age Groups and SOR groups. (See Appendices 7 – 13)	1 team manager and 1 lead coach and 2 assistant coaches for CB	CBRDP appointments committee (ORFU and Schools Union)	March – June Each Year.	£50 per annum
		3 coaches and 1 team manager for SoR age bands	RFU Wasps Academy ORFU	March – June Each Year	£50 per annum

Coaching – Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Coach Recruitment and Retention programmes	1) Retain all coaches within the game using the RFU Development Pathways	5 % increase in coaches throughout the county on an annual basis	CBRDP Coaching Committee	All Year	N/A
	2) Recruit new coaches at the first step of the pathway.	5 % increase in coaches throughout the county on an annual basis	CBRDP Coaching Committee	All Year	£50
	3) Develop coaches vertically and horizontally through the RFU Coach Education Continuum.	20% increase in attendance at the ORFU Coaching Education Clinics.	CBRDP Coaching Committee	All Year	£20 x 10 grants Total Cost £200

Coaching – Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
ORFU Coach Information Database	1) Retain and access data on qualified Level 2 and above coaches as a specific data point	Maintenance of a ORFU Central Coach database for 1) Level 2 Coaches 2) Level 3 Coaches 3) Level 4 Coaches	CBRDP Admin Officer	All Year	£200 admin
	2) Utilising the Central database above allow clubs to access this information to recruit senior coaches to their clubs.	1) Creation of the database	CBRDP Admin Officer	All Year	£200 per annum
		2) Advertise access points to the clubs	CBRDP Admin Officer	All Year	£25 admin
		3) Ensure the Coaches on database are active and available	CBRDP Admin Officer	All Year	£25 admin

Coaching – Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
RFU Equity, Welfare and Inclusion Policies	1) Reflect, within the ORFU CBRDP Coaching Committee and programmes, RFU policies to include Women and Girls, BAEM Groups, socially deprived groups and disabled performers	100% of Coaches will have the opportunity to deliver in one or more of the priority areas	CBRDP Coaching Committee	All Year	n/a
	2) Encourage ORFU Coaches to participate in coaching some of the specific groups shown above.	As above	CBRDP Coaching Committee	All Year	n/a
	3) Obtain SOA (Seal of Approval) for ORFU	SOA will be applied to all CB Groups and Oxfordshire SOR	County Welfare Officer and Age Group Team Managers	By Summer 07	£200

Youth and Schools Committee

The function of this committee is to create partnerships, implement and coordinate agreed roles and responsibilities to develop the growing game.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Player Recruitment and Retention programme	1) Value of Rugby	100 % of primary schools to have had the opportunity to access rugby by the end of the plan	Community Rugby Coaches	By 2008	£300 total per year.
		100% Implementation of RFU Promotional campaign.	RFU and Community Rugby Coaches	As per Strategic Plan	N/A
	2) Increase the number of Secondary Schools playing 5 or more matches at yrs 9 and 10. (Appendix 28)	Increase the number by 3%	CBRDP and Community Rugby Coaches	Per Year	School Incentive Packs
	3) Increase the number of affiliated schools to the RFU. (Appendix 29)	Increase the number of affiliated schools by Year 1 – 1 Year 2 – 1 Year 3 – 1	CBRDP Schools and Youth Committee	Year 1 – 3	N/A

Youth and Schools Committee – Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Player Recruitment and Retention programme contd.	4) Develop Girls Rugby 12 – 17 age group in both schools, clubs and County (Appendix 30)	Increase the number of girls within existing sections by 3%	CBRDP Schools and Youth Committee RFUW	Plan Period	£200 per annum
	5) Development of new Junior Rugby Club and Sections	Increase the number by 2 sections (Faringdon and Didcot RFC's)	CBRDP School and Youth Committee CBRDP Coaching Committee	Faringdon Year 1	£100 per section.
				Didcot Year 3	£100 per section.
	6) Develop opportunities for social rugby to be played throughout the County on non traditional rugby days.	Develop and sustain social rugby occasions and opportunities for game growth	CBRDP – School and Youth Committee and CBRDP – 16 – 24 Development committee	Plan Period	
Midweek Floodlight				Year 1	5 events = £500
Friday 10's (shotgun)				Year 2	£300 Promotion
Mixed Tag / Touch				Year 2	£300 Promotion
	Business challenge matches		Year 3	2 events £300 promotion.	

Youth and Schools Committee – Contd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Continuum and Welfare Implement and Coordinate	1) All players to be registered under the RFU guidelines.	100% registration for 7 – 18 yrs.	County Youth and Club registrar	Life of full plan	£1200 p/a RFU Grant Net Cost £400
	2) Ensure all clubs and schools comply with RFU and ORFU policies and guidelines (Appendix 31)	Tour Regulations 75% 85% 100%	Chair of CBRDP S&Y Committee and Clubs	Yr 1 Yr 2 Yr 3	Awareness Promotion £500
		Fixture Regulations 90% 100%		Yr 1 Yr 2	
		Medical Report Regulations 100%		Yr 3	
		Age Group Banding Regulations 100%		Yr1	
		Dispensation Regulations 100%		Yr 2	
	Anti Doping Regulations 100%		Yr 1		

Youth and Schools Committee – Contd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Continuum and Welfare Implement and Coordinate. Cont'd	3) Ensure all clubs and schools comply with RFU and ORFU policies and guidelines	Develop Personal Accident Insurance awareness 10% 20% 30%	Chair of CBRDP	Yr 1 Yr 2 Yr 3	Awareness Promotion £250
	4) Provide frameworks to protect the ethos and culture of the game of Rugby Union	The launch of the RFU Promotion.	RFU	When Available	N/A
	5) Manage and implement RFU welfare, equity and inclusion policies.	1) Every club to appoint Welfare Officer 2) To receive RFU training. 3) CRIB checks carried out on all volunteers (COV) working with youth players. 50% 60% 70%	County Welfare Manager and Clubs RFU (Appendix 32) County Welfare Manager and Clubs	Yr 1 Yr 1 Yr 1 Yr 2 Yr 3	n/a £300 N/A
	6) Implement County CRIB tracking programme.	100% of applicants to be tracked and recorded.	County CRIB Co-ordinator	Yr 1	£325 Admin

Youth and Schools Committee – Contd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
County Festivals – Clubs and Schools	1) Provide County competitions for both clubs and schools	Yr 7 and Yr 8 Emerging Schools Competition	RFU RDO and CRC's	Annually	£800 grant
		Chairman's Trophy (Yr 6 Primary Sch)	CRC's and Education Dept	Annually	£100
		District Tag Competition (Yr 5+6 Prim' Sch)	LA's and CRC's	Annually	N/A
		Oxfordshire Youth Games (Yr 5 + 6 Prim'Sch)	RFU RDO and CRC's	Annually	N/A
		Yr 12 and 13 Festival	Oxford Brookes CRC	Annually	N/A
		ORFU Mini Festival (Clubs)	ORFU Competitions Off'	Annually	£8000 Self Funded
		ORFU Junior 10's (Clubs) U13 and U14	ORFU Competitions Officer	Annually	£1200 Self Funded

Youth and Schools Committee – Contd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
County Clubs New Competitions	Develop one new clubs competition	ORFU Junior 15 a side Festival U13's U14's	ORFU Competitions Officer	Yr 1 Yr 2	£1500 £2000
County Schools Competitions in Conjunction with County Schools Union	1) Provide k/o Cup competitions for Schools in Oxfordshire	Schools K/O Cup U14, U15 and U19	ORFU Schools Union	Annually	£300
	2) Provide Midweek League Competition in Oxfordshire for non traditional rugby schools	ORFU Midweek Floodlight league Yr 8 Yr 10	ORFU Schools Union and CBRDP	Yr 2 Yr 3	£400 £400
County Club Competitions	Provide appropriate competitive opportunities for the teams and member clubs of Oxfordshire.	ORFU k/o Cup (Clubs) U13, U14 and Colts	ORFU Competitions Co-ordinator	Annually	£250
		ORFU Leagues (Clubs) U15, U16	ORFU Competitions Co-ordinator	Annually	£250
		3Counties U17 and Colts League	ORFU Competitions Co-ordinator	Annually	£100

Youth and Schools Committee – Contd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
County Sports Partnership Rugby Development	1) Co-ordinate the Seal Of Approval programme in Oxfordshire	14 Clubs to Achieve the SOA	RFU RDO	By end of Plan	N/A
	2) Develop the Community Sports Coach's within the county.	1)Sustain and retain the 3 x Community Sports Coaches (RFU Employed) 2) Sustain and retain 2 Community Sports Coaches (Club Employed Witney and Henley)	RFU RDO and Rugby Development Groups Target Clubs	Annually Annually	n/a Funded by Clubs or Development Groups. £2000 Government £2050 Clubs or RDG
	3) Maintain links with the Sports Development Network to ensure continuity of sports delivery	Attend 6 x Infrastructure group meetings and 6 x County Sports Partnership meetings.	RFU RDO	Plan Period	N/A

Youth and Schools Committee – Contd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
County Sports Partnership Rugby Development Cont'd	4) Develop sustainable links within the county with key partners outside of Rugby. (Appendix 1)	Meet with other organisations x 3 per year and to hold cross sport meetings x 4 p.a.	RFU RDO	Ongoing	N/A

Youth and Schools Committee – Contd

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Academy Liaison	1) Act as an advisory panel member within the Regional England Academy Liaison Group Structure.	Attend 3 x Academy liaison meetings	CBRDP Chairman and RDO	May, Sept, Feb	£50 Admin.
		At the 3 academy liaison meetings.	CBRDP Chairman and RDO	May, Sept, Feb	N/A
	2) Give feedback to the Liaison Group on the EPDG, SOR Oxfordshire and Core Skills Curriculum within Oxfordshire	Attend 2 EPDG / SOR Oxfordshire Player sessions per age group.	CBRDP Chairman and Youth and Schools Chair.	Aug, Oct, Feb, April, June	£50
		At the 3 academy liaison meetings.	CBRDP Chairman and RDO	May, Sept, Feb	N/A
	3) Submit talented players to WASPS Academy for Player reviews at U13 – U16 for EPDG assessment	12 players per age group	Age grade coordinator and age grade team managers	Sept, Oct	£250

16 – 24 Development Committee

The main function of this committee is to promote and develop the game, encourage the recruitment and participation of players, coaches and officials in the 16 – 24 age brackets throughout Oxfordshire with an emphasis on Enjoyment.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resource
Link HE and FE to local Clubs 2% per annum (Appendix 22)	1) Establish a liaison officer in selected clubs to work with the University/College.	Establish 5 liaison officers	Chair of 16 – 24 Development Committee / Brookes CRC	Year 1 – 2 Year 2 – 2 Year 3 – 1	£200 per annum
	2) Establish a liaison officer at the University / College.	5 Liaison Officers	Chair of 16 – 24 Development Committee Brookes CRC	Year 1 – 4 Year – 1 total 5	N/A
	3) Create training opportunities for players at local clubs	5 Clubs in total to offer opportunities	Chair of 16 – 24 Development Committee Brookes CRC	Year 1 – 2 Year 2 – 2 Year 3 – 1	N/A

16 – 24 Development Committee Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resource
Link HE and FE to local Clubs 2% per annum (Appendix 22) Cont'd	4) Create a central information exchange for players and clubs	Exchange Created	Brookes CRC (Exchange Co-ordinator)	Year 1	£100
	5) Create a contact directory of all FE and HE contacts within Oxfordshire.	Rugby administrators Playing information player data base	Chair of 16 – 24 Development Committee And Brookes CRC	Year 1 Jan	£100
Provide support and incentive programmes to increase the number of teams	1) Increase the number of teams in age groups 16 – 24 by running activities. 2) Allow university / college players to form teams within clubs.	The increase in teams will be 5% 2 team 1 teams	16 – 24 Development Committee Brookes CRC	Oct – Dec Feb – April Yr 1 Wheatley, Quins Yr 2 Littlemore	£150
Increase participants in 16 – 24 age range	Increase number of players In the game through social rugby and competitive opportunities	Increase players by 2%	16 – 24 Development Committee Brookes CRC	Ongoing	RFU Toolkit

22.02.07

16 – 24 Development Committee Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resource
Increase the number of ethnic minority community participants playing rugby in Oxfordshire	1) Develop an outreach programme, emphasising rugby values – Equity, Welfare, Enjoyment and Participation.	Increase Ethnic Participation by 1% of playing base across all levels	16 – 24 Development Committee Brookes CRC	Year 2 Sept – Dec	£200
	2) Identify areas of high ethnic populations and deliver outreach programmes	3 Programmes	3 x CRC's	Sept – March Year 1 = 10 Year 2 = 15 Year 3 = 15 Players joining clubs.	£200 + Grant assistance.
College and University players playing rugby in Oxfordshire clubs at weekends	1) Create FE/HE player pool to link to ORFU Clubs for lower team Saturday rugby.	Sustain Lower team rugby in County Clubs	16 – 24 Development Committee Brookes CRC	Oct – April annually	£200voucher Promotion (Drink / Meal promotion)
	2) Create a Central Player pool exchange for player / club liaison.	Create 1 Central player pool. Year 1 = 20 players Year 2 = 30 players Year 3 = 30 players	Brookes CRC Exchange Coordinator	Oct – April annually	£150

22.02.07

16 – 24 Development Committee Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resource
Increase the number of young officials in the game	Recruitment and retention of 16 – 24 yrs as officials. (See Appendix 27)	4 x ELRA Courses for schools	Regional Referee Trainers and Ref DO / RDO	Sept – April	£100
		1 x ELRA Course for County U16 squad members	County Age Grade Coordinator	August	£100
		4 x ELRA Course for in house club and school referees. (See Appendix 24) (See Appendix 25) (See Appendix 26)	CBRDP Sub Committee	Nov, Jan, May and June	£200
		90 new referees and officials	CBRDP 16 – 24 Sub Committee	Year 1 = 40 Year 2 = 30 Year 3 = 20	£700 per annum. (Stash etc) RFU Toolkit

16 – 24 Development Committee Contd.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resource
To recruit and Retain Players new to the Game of Rugby (Rugby Virgins)	1) Utilise current development initiatives through the OSP to access those participants that are currently not involved in Rugby, but in other physical activity.	22 new player playing rugby in teams throughout Oxfordshire.	County Sports Networks and the Infrastructure Group.	Year 2	£500
	2) Provide opportunities for new rugby participants at social rugby events (Shotgun Rugby)	3 teams 7's / 10's / 15's	16 – 24 Development Committee	Year 1	£300
Provide an Innovative experience of Officiating	1) Officials will referee in the new tournaments and competitions and will be rewarded. 2) Create a Referee and Coach incentive programme to help and aid introduction and retention.	Best Referee	Ref DO, RDO and CBRDP 16 – 24 Sub Committee	Sept – April	£200
		Best Touch Judge			
		90 new referees and officials	CBRDP 16 – 24 Sub Committee	Year 1 = 40 Year 2 = 30 Year 3 = 20	£500 per annum. (Stash etc)

22.02.07

Women’s Rugby Development Plan

The main function of this committee is to promote and develop the game, encourage the recruitment and participation of players, coaches and officials throughout Oxfordshire within the Women’s game.

Issue	Objectives	Performance Indicator	Responsibility	Timescale	Resources
Retain and recruit girls and women playing rugby in Oxfordshire	Create opportunities for signposting current female players to clubs in the County and assist in creating meaningful competitive opportunities,	60% of players currently playing the game of rugby in Oxfordshire	RFUW and CRC’s	Year 1	£100
Support the development of women’s rugby.	1) Increased Players	20 new players	RFUW and 16 – 24 Development Committee	Sept - April	N/A
	2) More Teams	1 new women’s team.	County clubs and RFU	Yr 2	Grant £100
	3) Increased Volunteers	1 New female referee per annum			£50.00
	4) Increased Coaches	3 New women’s coaches per year			£150.00 (Bursary)

Costing Plan

Income

CBRDP RFU Funding	£ 14600
RFU Youth Registration Grant	£ 800
ORFU Funding	£ 8000
Representative Groups Fees	£ 3500
RFU Referee Toolkit	£ 2600
RFUW Grant Aid	£ 1000
Schools Rugby Academy Contributions	£ 4400
TOTAL	£ 34900

Costing Plan

Expenditure

Schools of Rugby Development Costs	£ 14500
Age Grade Representative Costs	£ 9000
Coaching Development Costs	£ 3500
Youth and Schools Development Costs	£ 4000
16 -24 Development Costs	£ 3500
Women's Rugby Development	£ 400
TOTAL	£ 34900

Glossary of Abbreviations :

CB	Constituent Body	RDG	Rugby Development Groups
CBRDP	Constituent Body Rugby Development Group	RFU	Rugby Football Union
CCC	Club Coaching Co- Ordinators	RFUW	Rugby Football Union for Women
CRC's	Community Rugby Coaches	RRDM	Regional Rugby Development Manager
CRIB	Criminal Record Investigation Bureau	REPCO	Representative Coaches
CSLA	Community Sports Local Authority	SOR	School of Rugby
EPDG	England Player Development Group	SOA	Seal of Approval
ERFSU	England Rugby Football Schools Union	TOPCO	Top Coaches
FE	Further Education	UKCC	United Kingdom Coaching Certificate
HE	Higher Education		
LA's	Local Authorities		
N/A	Not Applicable		
ORFU	Oxfordshire Rugby Football Union		
RDO	Rugby Development Officer		

22.02.07

Appendices

Appendix List

- | | | |
|----|---------------|------------------------------------------------------------|
| 1 | Pages 3 - 7 | Oxfordshire RFU Stakeholders |
| 2 | Pages 8 - 11 | Oxfordshire RFU CBRD Organisation Chart |
| 3 | Page 13 | Oxfordshire School of Rugby Structure |
| 4 | Page 14 | School of Rugby & Age Group Appointment Committees |
| 5 | Page 15 | School of Rugby & Age Group County Coaches Kit Budget |
| 6 | Pages 16 - 17 | School of Rugby Coach Identification and Training Criteria |
| 7 | Page 18 | Oxfordshire School of Rugby Coaches Advert |
| 8 | Page 19 | Oxfordshire County Age Group County Appointments Advert |
| 9 | Page 20 | Oxfordshire Coaching Pathway |
| 10 | Page 21 | Oxfordshire County Head Coach Job Description |
| 11 | Page 22 | Oxfordshire County Head Assistant Coach Job Description |
| 12 | Page 23 | Oxfordshire County Team Manager Job Description |
| 13 | Pages 24 – 25 | Oxfordshire County Management Application Form |
| 14 | Pages 26 - 28 | County Player Nomination Process |
| 15 | Page 29 | Sample - County Standardised Player Assessment Process |

22.02.07

Appendix List Cont'd

16	Page 30	County Match Costing
17	Page 31	County Match Opposition Circuit
18	Page 32	RFU Coach Development Pathways
19	Page 33	Oxfordshire RFU Winter Coach Education Programme
20	Page 34	Oxfordshire RFU Summer Coach Education Programme
21	Page 35	ORFU Winter Coach Education Programme Costings
22	Page 36	ORFU Summer Coach Education Programme Costings
23	Pages 37 – 38	Club Coach Coordinators Job Description & RFU Agreements
24	Page 39	Oxfordshire ELRA Referee Award Advert
25	Page 40	Oxfordshire Invitation To Join Referee Society Letter
26	Page 41	Oxfordshire handout ‘About the Referee Society‘
27	Page 42	RFU Toolkit Rugby Compass Project – More Referees
28	Pages 43 – 47	Oxfordshire Schools Age Group Participation Schedules
29	Pages 48 – 50	Oxfordshire Affiliated and Non Affiliated Schools List
30	Pages 51 - 52	Oxfordshire Schools and Clubs Girls Section Schedule

Appendix List Cont'd

31	Pages 53 - 57	Oxfordshire RFU Sample Welfare Tour Guidelines
32	Page 58	Club Welfare Officer Job Descriptions
33	Page 59	Oxfordshire RFU Player Tracking Form
34	Page 60	Oxfordshire RFU Coach Tracking Form
35	Pages 61 – 66	Oxfordshire Sports College Schools Network Maps
36	Pages 67 – 81	School of Rugby Performance Review Document
36	Pages 82 – 85	Oxfordshire CBRDP Costing Plan
37	Page 86	Abbreviation Glossary