



RUGBY FOOTBALL UNION

**AGE GRADE REPRESENTATION TASK
GROUP REPORT**

April 2006

Introduction

1. In February 2006 the RFU Council authorised the setting up of a Task Group to review the Schools, Students & Youth Review agreed by the RFU Council in April 2004. This current review is in accordance with the recommendation in Appendix 21B, Page 199, of the 2004 Report that “all structures will be reviewed every two years”.
2. A critical element of the original review was the recommendations in respect of the Age Grade Representative programme. It was agreed, therefore, that a sub-group should be established to focus on this specific area thus providing the full Review group with a wide ranging perspective on progress in this area. John Owen, Cumbria Representative on RFU Council, Chairman of Community Rugby Standing Committee and member of RFU Management Board agreed to chair this Task Group, whose membership consisted of:-

- **Robin Wannop**
Durham representative on RFU Council, Chairman of U17-U19 Executive Committee.
- **Chris Kelly**
ERFSU representative on RFU Council, Chairman of Playing Development Sub-Committee, member of Club England Standing Committee.
- **Tim Stirk**
ERFSU representative on RFU Council, member of Governance Standing Committee and Playing Development Sub-Committee.
- **Lynne Lewis**
National U18 Group Manager, member of Playing Development Sub-Committee.
- **Terry Burwell**
Tournaments and Competitions Director.
- **Conor O’Shea**
Director of Regional Academies.
- **John Elliott**
National Playing Development Manager.
- **Andrew Scoular**
Acting Director of Community Rugby.

Terms of Reference

3. To review the integrated Under 16 and Under 18 representatives structures together with the under-pinning structures/elite pathways at CB, Regional and Divisional levels.
4. To report on these matters to the Club England Standing Committee and the Playing Development Sub-Committee and make recommendations to the RFU Management Board for subsequent inclusion in the Schools, Students & Youth Review document to be presented to the RFU Council.

Implementation of Review

5. Following acceptance by the RFU Council of the SSY Review in April 2004, all parties involved in the development of young players and age grade teams have worked extremely hard to implement both the policy and spirit of the original recommendations.
6. The key recommendations of integration of our club and schools pathways has been implemented with varying degrees of success at CB, Divisional and National Representative level. However, it is important to remember that the full Review was implemented by all stakeholders within a few months of the RFU Council decision.
7. It is to the credit of all those involved, volunteers within the community game, professional staff, ESRFU officers and the Academy professionals that despite this very tight timescale for implementation, our U18 and U16 National Representative teams have enjoyed significant success in their respective festivals and competitions. More importantly, the individual players have benefited significantly from the development process put into place and there are encouraging signs that a new generation of talented players is emerging.
8. In addition some very talented players have progressed through the 16-18 age grades straight to U19 selection. This has enabled them to develop at a higher level but has also provided additional opportunities for other players to play at U18 age grade.
9. Over the past two years, the Academy Liaison Groups have been strengthened by the involvement of the key stakeholders from CBs, clubs and schools and whilst there are a number of issues that need to be managed locally, the partnerships established are working effectively.
10. There has also been a thorough monitoring and evaluation of the Academy process and structure by the RFU and Sport England and recommendations from these groups are being implemented.
11. At Divisional level, there have been a few difficulties, particularly in respect of ensuring all groups, clubs and schools are properly represented and working within the National framework recommended in the original Review and required by the Under 17/19 Executive Committee.

12. At the end of the 2005/06 season, the Under 18 (1st September) representative team will play its final match against France. This eligibility date is being discontinued and all future Under 18 National teams will be selected on date of birth eligibility 1 January.

The Integrated Development Pathway

13. The rationale of the original Review was to establish a clear integrated development pathway for all those involved in representative rugby. This includes those who have the capability and desire to choose rugby playing as a career and those who have aspirations to play rugby at the highest level. The latter group may choose to follow an alternative career path that may be more focussed on the traditional academic route of university entrance.
14. It is accepted that our present structure places significant demands on the more talented player and has led to concerns of overplaying and over exposure to rugby at a critical period in their education.
15. The pressures on players in relation to their commitment to School, Club, EPDC/EPDG, Academies, County, Division, Conferences and National Squads and Competition at U16, U18 and U19 age grades has been extremely difficult to manage.
16. So far, integration of our development pathway has focussed on horizontal integration of our squads at specific age grades at all representative levels from CB to National Teams. This approach has contributed to the fact that many players are required to be involved across the structure and does not focus sufficiently on the qualitative approach to player development.
17. The appointment of a National Player Development Manager recommended by the Review, has played a crucial role in the resolution of these issues. However, there remains a number of areas of tension that require clear guidance and structure to enable future planning for potential elite players to be put into place.

Constituent Body Rugby

18. The management of competition, training and development programmes for both schools and clubs has been a challenging area, particularly the requirement for all parties to comply with the Youth Structured Season.
19. It is imperative that any development pathway through the representative route complements the work of schools and clubs and does not compromise the participation of young players who are not selected for the development opportunities.
20. The integrated player development programme has highlighted the true cost of representative rugby and as such additional funding was provided to CBs to

support this area of activity. The establishment of the CBRDP Working Group has resulted in a more detailed analysis of funding requirements and this has been incorporated into the RFU Business Plan for season 2006/07.

21. The group considered in detail the scope and extent of the CB Development Squad programme and concluded that clear guidance on this was appropriate if we are to meet the dual objectives of increased participation and talent identification.
22. The development of a vertical and horizontal pathway development programme from U13 to U20 is seen as a critical factor in ensuring a 'player centred' approach focussing on the individual's development and enabling all players of whatever level to reach their potential in the game.
23. It is important that we do not duplicate and therefore over-resource, the development of players at U13-U16 age grade level and it is believed that the area of CB Development Squads and the EPDC structure linked to the Academies requires rationalisation thus providing clarity of purpose and a coherent approach in the early development years.
24. It is important when analysing where our talented players come from, that we fully recognise and appreciate the role of the traditional rugby playing schools, both Independent and maintained in the development of both players and coaches. They remain a fundamental human and physical resource that needs to be fully involved in the process we adopt going forward.
25. Consideration has been given to the balance between match/competition and development of each age grade and specific recommendations have been made on the extent of the CB County Match programme.

EPDC/Academies

26. Having identified the need to rationalise our existing approach, there remains a fundamental requirement to implement a properly structured player identification and development programme that involves the Regional Academy staff in supporting the delivery of the CBs development work. The Regional Academy staff will be encouraged to work with identified CB personnel in developing methods of best practice.
27. In order to achieve this clarity of purpose, there is a requirement to merge the existing structures of CB Development Squads and EPDCs into CB Schools of Rugby.
28. The purpose of the School of Rugby will be to deliver a core skills curriculum currently being developed by the National Academy Coaches. The curriculum will act as the technical programme and will be delivered at all CB Schools of Rugby. To ensure quality of delivery, training and personal development will be provided for all coaches within the programme.

29. The RFU has currently approved 51 EPDC's through the regional academy network, with each centre attracting funding of £7k. This money is additional to the fixed and programme costs distributed through the licence agreement and is distributed specifically for use towards their EPDC/G programmes. We will be in a position to examine the funding of the EPDC/G programme at the end of the licence agreement in 2008/09.
30. The RFU core funding support to its Academies, includes provision of fixed costs for the appointment of Academy Manager, Assistant Academy Manager and support staff, together with programme costs for physio, conditioners, etc.
31. The RFU does provide some funding to CBs to support the running of CB Representative Squads and player development sessions. In season 2005-06 this amounted to an average of £11,000 per CB.
32. Rationalisation of the EPDC and CB Structure should also ensure that cost-effective programmes can be delivered without duplicating much needed financial support.

England Player Development Groups

33. Within each year group at the CB Schools of Rugby a group of the most talented players will be identified by the Regional Academy Managers for inclusion in an England Player Development Group (EPDG) where they will receive more individualised and specialised development managed by the Regional Academy staff and supported by the CBs.
34. Each Regional Academy will host an England Player Development Group for the players identified in Para 33. For example, it is anticipated that players will progress from the "Surrey School of Rugby" to the "Harlequins Player Development Group" and from there to the Junior National Academy.
35. Many young players, their parents and coaches are confused by the existing process that has differing types of Academy athletes within the Regional Academy structure. The development of the EPDG will enable individual players to clearly further understand the options that we make available to them.
36. Any player within the EPDG or the CB School of Rugby will be able to move in and out of either group depending on performance. Having attained 16 years of age a player who has been assessed as having outstanding ability by the Regional Academy staff will be progressed into a Regional Academy programme.
37. This programme will need to be properly defined and explained to the individual player and will need to take full account of the players academic options and requirements.
38. There has been much debate over the past two years as to whether it is appropriate for academies to run a number of games within their EPDG group of players aged 16-18. This is a difficult balance of ensuring the best competitive

matches without overplaying the talented and gifted in our structure. Over the past season, some players have been “fast-tracked” through a number of conference games but only on the basis that their involvement has the support of their parents and schools.

Under 18 Age Grade

39. This remains the most contentious and challenging Age Grade to assess, given the pressures and aspirations of the players identified to progress further in the game. We are all agreed that we need a “player centred” approach that provides an appropriate lifestyle balance and recognises the difficult choices players undertake at this age.
40. The original Review provided for the Performance Department through the Academy network to identify up to 35 players for specialised rugby input in a number of disciplines, ie: nutrition, playing programme, fitness schedules and conditioning. Consideration has been given, therefore, to establishing 2 parallel pathways within the integrated player pathway, the Conference and the Divisional programme.
41. There will be a 2 year development programme post U16 age grade. Players will be nominated from Academy recommendations, CB/Divisional nominations and consultation with the relevant age grade coaches (U16 and U18) to attend the development week in July/August, which is currently held at Loughborough University. This week will focus on approximately 55 players.
42. The programme and structure of the development week will be determined by the Performance Department and the U18 Executive Committee who will consult with the National Development Manager and the Age Grade appointed coaches. The specific format that will be followed is:-
 - a. ***Conference Pathway***
43. Coaches involved at the Development week will work with the Performance Department to select approximately 30 players who will be invited to participate in a number of conference matches the following Autumn designed to provide these players with an appropriate competitive match programme.
44. These 30 players will play in the Conference games, school games and any other games appropriate to the player’s individual development. Full discussions in relation to individual training/development/playing programmes will take place involving the player, the player’s parent(s), head teacher, National Player Development Manager and Academy Staff.
45. These players will not play in CB and Divisional representative games unless to do so is deemed to be in the players best interests and relevant to the players individual development and only after agreement between all interested parties.

46. Even though the focus of this group will be on progressing their rugby capabilities, significant resource and attention will be given to other aspects of the players' education and lifestyle choices. It is also acknowledged that many of this group will remain in full time education.

b) Divisional Pathway

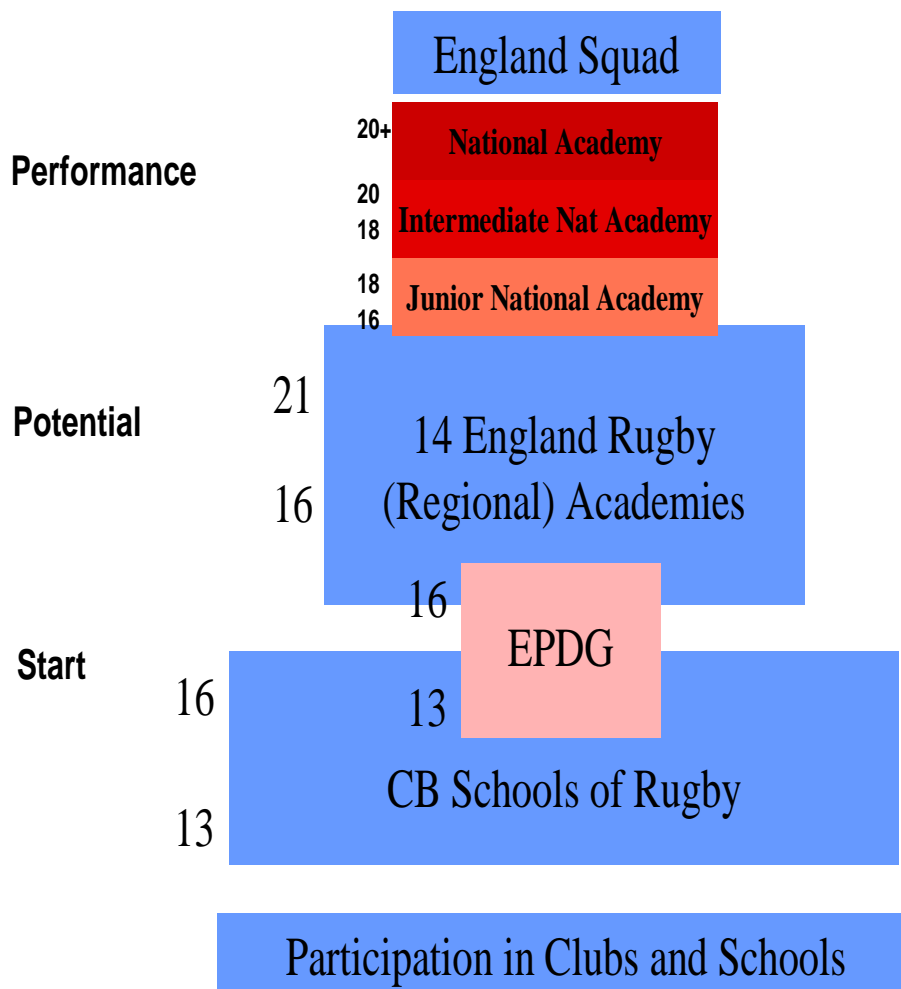
47. It is important that we continue to recognise and value the roles of schools and clubs and their army of unpaid volunteers, who have coached and selected young players and successfully administered competitions and representative rugby both at home and abroad.
48. There are a number of talented young players in the game who do not wish to enter Regional Academies on a full time basis but who wish to continue their academic studies through their chosen School and University. These talented young players, many of whom attend traditional rugby playing schools, have access to excellent coaching and facilities and play rugby on a regular basis alongside their academic programmes.
49. It is important that we continue to provide the opportunity for players from this sector of our game to play at the highest level their ability will allow and this will be the Divisional pathway.
50. This pathway will continue to follow the same selection programmes that currently exist utilising county, divisional and national structures and volunteers.

c) National Selection and Competitions

51. From Season 2006/07 onwards our Under 18 National Squads are committed to playing in two competitions, the proposed Six Nations Festival (developed from the successful 4 Home Unions Festival) and the FIRA/AER European Championships (which England has won for the past 2 seasons).
52. It is of vital importance that each individual player, at an early stage, is given the information detailing the options of entering either the Conference Pathway or the Divisional Pathway. This will facilitate full discussions taking place between the player, his parents, head teacher and National Player Development Manager.
53. It is acknowledged that there is merit in the establishment of a joint development programme post Christmas for both groups. This is a further development of the successful programme developed in 2005/06 and will result in our Conference selection participating in the Six Nations Festival and the Divisional group participating in the AER Tournament.
54. Considerable debate has focussed on the merits of the Conference selection being coached by professional coaches appointed by Club England and the Under 18 Executive. Concerns have been expressed as to whether this will provide 'added value' to the existing format in either a technical or pastoral sense.

55. It is the view of the Performance Department that our present system, whilst very successful to date, does not create the environment to establish potential elite players, who are choosing rugby as a career, as world class international rugby players. The counter view believes that managing the whole individual within the existing system is beneficial in creating well-rounded, intelligent, rugby players.
56. It is possible for both structures to co-exist and all parties are encouraged to accommodate the alternative perspective of professional appointed coaches working alongside volunteer management/coaches.
57. The diagram below illustrates the Integrated Performance Pathway that is being proposed:-

Integrated Performance Pathway



Coaching

58. Over the past 2 seasons we have developed an integrated coaching programme that has involved the best coaches from the club and schools sectors. These coaches have been responsible for CB/Divisional and National team preparation and have been supported by the Community Rugby Coaching Department who have provided them with continuous professional development.
59. National Academy Coaches have provided support at National Squad level and the Loughborough Development camp, which has further enhanced the partnership required to add real value to the individual players progress and development.
60. With the development of a National Skills curriculum by the Head of Elite Coaching, there is an opportunity to focus the development programme within the School of Rugby and the Academy on a core skills based technical programme.
61. Starting with the 14 Regional Academies, the programmes will be rolled out to all those involved in coaching young players beyond club and school involvement. CB coaches will be supported in acquiring the necessary skills and competence to deliver the National Skills curriculum in the CB programme. This will involve an extensive accreditation programme of coaching in the community game working in the CB School of Rugby.
62. Selection of coaches for the U18 National Squads will be based on nomination and evaluation of individual candidates by the Under 18 Executive Committee and Club England Standing Committee. To date, volunteer coaches have done an excellent job in preparing our young players for international competition whilst balancing the demands of various lifestyle choices for young men. As previously stated, careful consideration needs to be given to the appointment of coaches to U18 National teams from both the professional staff and the volunteer coaches.
63. Selection of coaches for the England Under 16 is the responsibility of the ESRFU in consultation with the Head of Coach Development. Continued involvement in coaches at this level is of vital importance for the growth and development of our game.

Volunteers, Managers and Selectors

64. One of the great strengths of the English game is that we are a “people-rich” organisation within the volunteer sector. The bedrock of our game’s development is our volunteers and there was concern at the time of the original review that the proposals would lead to a perceived loss of volunteers, particularly from the schools sector.

65. It is difficult to quantify if this is the case or not. What is certain is that continued involvement in volunteers is essential if we are to ensure their future positive involvement in developing and identifying young players.
66. We must continue to manage our representative squads utilising volunteer resources who have the necessary mentoring and pastoral skills. The recognition of the value and competence of selection within the volunteer sector is also underlined.

Competitions

67. This report makes recommendations on the extent of competitive matches for the Under 13 – Under 16 age grades and in so doing seeks to ensure the appropriate balance for players at that age. This must be in line with the Youth Structured Season.
68. The England Under 16 programme is based on a traditional county/divisional/national selection process culminating in participation in 2 distinct programmes:-
 - a. the international programme that will involve internationals against France/Italy and Wales in an Annual Festival week and
 - b. The Millfield Development programme that involves the next level of our talented players in a Festival at Millfield School with invited teams from Europe and North America.
69. The further development of conference games at Under 18 level is considered essential for the identified group of approx 30 players, in the Conference pathway.
70. The Under 18 Divisional pathway competitive programme will continue to develop through the County/Divisional route in line with the Youth Structured Season and taking into account the Daily Mail Schools Competition, traditional schools/club fixtures and competitions.
71. There is also a recognition that the ambition of a player to play for the England Senior XV will be fulfilled through playing in the Guinness Premiership. Our integrated development pathway acknowledges this but our competition structure does not. The question of whether it is desirable to develop an RFU managed Academy Competition programme needs to be examined against the existing Academy programme and the individual player's commitment to school and club competitions. This is an important area for us to keep under review and we need to allow sufficient flexibility for the Under 18 Executive Committee to proactively introduce competitions if they are required.
72. The IRB has recently published a report on Age Grade Rugby with recommendations on competitions at respective age grades. In addition the Six Nations has agreed a united approach on Age Grade competitions that Unions will participate in. A recent IRB Council meeting received the following

recommendations from the RFU and the Six Nations and this is the structure we will be working to achieve over the next two seasons:-

- a) support to the U19/U21 RWC Tournaments in Belfast 2007 (U19) and Cardiff 2008 (U21)
- b) Rationalise RWC Age Grade Tournaments to one age grade from 2008/09 with the recommended age grade of U20.
- c) Introduction of Six Nations Under 20 Tournament in 2006/07.
- d) Limited Under 19 Internationals in 2006/07 and no Under 21 Internationals in 2006/07.
- e) Under 18 Six Nations Festival to be introduced in 2006/07.
- f) Continued support to Under 18 FIRA/AER European Championship.

Recommendations

General

The selection of players for the CB Schools of Rugby for U13 – U16 age grades will be made from nominations received from Schools, Clubs, Community Rugby Coaches and Regional Academy staff. It is important that all those involved in the selection process acquaint themselves of fixtures within the rugby playing schools in order to identify and progress players into the CB Schools of Rugby. All schools and clubs should be encouraged to nominate players to the CB Schools of Rugby. A programme of training and support in respect of player identification will be implemented and delivered by Regional Academy staff, Coaching Development Officers and relevant CB personnel.

CB Schools of Rugby

Recommendation 1

The Task Group recommends:

Constituent Body Schools of Rugby will be established to replace existing CB Development Squads and England Player Development Centres and will have responsibility for delivering a core skills curriculum. The CB Schools of Rugby will be based on geographical districts at U13, U14, U15 and U16 levels and will be supported by Regional Academy Staff and CB accredited personnel.

Constituent Body Playing Programme

Recommendation 2

The Task Group recommends that at U16 level and below all teams will continue to be selected on date of birth eligibility 1 September.

Recommendation 3

The Task Group recommends:

- a) the U13 group will attend the CB School of Rugby for one development session per month
- b) that there is no requirement for this group to play County representative games.

Recommendation 4

The Task Group recommends:

- a) the U14 group will attend the CB School of Rugby for one development session per month
- b) that this group will play one County representative (A&B) game over the Easter Holiday period.

Recommendation 5

The Task Group recommends:

- a) the U15 age group will attend the CB School of Rugby for one development session per month
- b) that this age group will play 2/3 County representative games(A&B) in total – to be played in the February and Easter vacation periods. Players in this age group will also participate in the CB National 10's Festival each year
- c) that this age group will attend two week-end development sessions in the summer months leading into the U16 programme.

Recommendation 6

The Task Group recommends:

- a) that the U16 age group will attend the CB School of Rugby for one development session per month
- b) that this age group will play a maximum of 4 county representative games (A&B) either in Festival format or as stand alone fixtures. CBs may play up to 2 additional representative matches post Christmas to assist in the development of players not selected for the Division
- c) Divisional Squads will be selected from which a National Squad will be selected to participate in an International Festival against France, Italy and Wales
- d) that two England U16 'A' and 'B' squads (minus those players in the National Squad) will be selected to participate in the annual Millfield Festival
- f) that the U16 playing programme is managed by the U16 Executive Committee which will report to the RFU Playing Development Sub-Committee. See Appendix 1 & 2

- g) that National Academy Coaches will be allocated by the Performance Department in consultation with the U16 Executive to assist team coaches and players.

U18 Programme

Recommendation 7

The Task Group recommends the setting up of an U18 Executive Committee to replace the existing U17-U19 Executive Committee. It will continue to oversee, manage and administer the U18 playing programme reporting to the RFU Playing Development Sub-Committee. The structure, terms of reference, membership etc. are detailed in Appendix 3.

Recommendation 8

The Task Group recommends:

- a) that the development programme at Under 18 age grade is a 2 year programme integrating the Under 17 age grade
- b) that the selection of players in this age grade will be based on date of birth eligibility 1 January.

Recommendation 9

The Task Group recommends:

- a) that within the integrated development pathway, 2 parallel pathways are established, the Conference pathway and the Divisional pathway
- b) that there will be a development week in July/August each year for approximately 55 players who will be identified and selected for further development
- c) that a squad of 30 players selected, post the Development week referred to in b) above, will play in a number of conference games as determined by the Director of Regional Academies and the National Playing Development Manager
- d) that an England U18 (Conference) team, selected from those players in c) above will participate in a 4/6 Nations Festival during the Easter period
- e) that those involved in the Divisional pathway will play a maximum of 4 County representative games in either a Festival format or stand alone fixtures
- f) that Divisional squads will be selected from those players who play in county matches in e) above. These squads will play in a Divisional Festival during the Christmas holiday period from which an England U18 (Divisional) squad will be selected to participate in the AER Tournament during the Easter period.

Recommendation 10

The Task Group recommends:-

- a) that the England Under 18 squads work together for a period post Christmas as preparation for their respective Tournaments
- b) that careful consideration needs to be given by the Under 18 Executive Committee on the protocol of players moving between their respective squads.

Recommendation 11

The Task Group recommends that the personnel appointed to coach/manage and select the Under 18 age grade teams should be determined by the Under 18 Executive Appointments Sub-Group. (Membership and Terms of Reference of this Sub Committee are detailed within the U18 Executive Committee (appendix 3).)

Recommendation 12

The Task Group recommends:-

- a) that Recommendations 1-6 are implemented in season 2007-08
- b) that recommendations 7-11 would be implemented in season 2006-07.

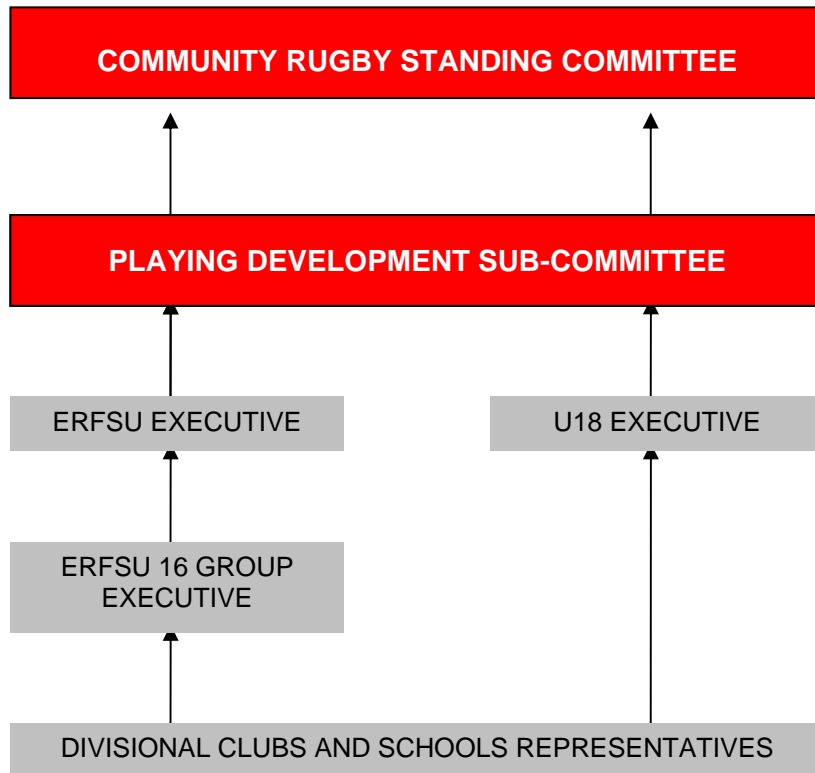
This report has the unanimous support of members of the Task Group.



John Owen
Chairman

APPENDIX 1

U16 AND U18 Executives (Administrative Pathway)



APPENDIX 2 – 16 Group Structure

ERFSU 16 Group Executive

1. Terms of Reference

- To oversee and manage U16 representative rugby, including trials and matches.
- To recommend to the RFU Playing Development Sub-Committee via the Executive and Full Committee of the ERFSU, names to serve as Chairman of RFU Selectors, Coaches, Assistant Coach and National Selectors.
- To recommend to the Playing Development Sub-Committee, ERFSU Executive and full committees any programme developments and budgets.
- To oversee the U16 Policies of the SSY Review

NB: The Panel which finally appoints the Coaches to the National side comprises the ERFSU President, the Chairman of the 16 Group Executive the Chairman of Selectors, plus an appointee of the RFU.

2. Membership

- The U16 Group Executive Officers, ie: Chairman, Vice Chairman, Honorary Secretary, Honorary Treasurer and the Immediate Past Chairman.
- The U16 Group Executive Officials, ie: Chairman of Selectors, Honorary Team Manager and the Coach.
- Nominated Representative from the Playing Development Sub Committee
- Eight members, providing that there will be two from each Division, elected at the Divisional AGM by 31st May
- Tours and Sevens Executive, Head of Coach Development and National Education Development Manager.

3. Divisions – U16 Terms of Reference

(Minimum of 3 meetings per annum)

- To establish a formally constituted group and develop a Divisional playing and development programme inclusive of schools and clubs and within the Youth Structured season.
- To nominate two Divisional representatives U16 Executive
- To appoint Team Managers, Coaches, Selectors, Medical staff, etc, for the appropriate Divisional sides.

- To develop and arrange CB Fixtures that must be in line with the Youth Structured Season.

4. Divisional Membership

- Three representatives (two from schools and one from clubs) from each Constituent Body. It was agreed that the Schools representative should be members of their County Schools Union Committees and nominated via the CBRDP.
- Chairman appointed from within the group.
- Secretary appointed from within the group.
- Treasurer appointed from within the group, where necessary.
- Head of Elite Coaching or Head of Coaching Development (to assist in technical appointments only).
- Team Managers, on appointment.

5. Support

- The Coaching Departments within Performance and Community Rugby will provide education, development and support to those coaches involved in divisional teams/squads, to ensure a structured pathway for coaches to progress and develop within the system.
- The administration of divisional squads will be facilitated by the administration staff within Twickenham.
- Refereeing and governance issues relating to both the U16 and U18 divisional squads and matches will be supported by the staff at Twickenham.

APPENDIX 3 – 18 Group Structure

U18 Executive

1. Terms of Reference

- To co-ordinate and manage the Under 18 Representative programme at Divisional and National level.
- To receive nominations from Divisions and Club England Standing Committee for the appointment of the National Management Teams, ie: coaches, managers, selectors, etc.
- To establish an Appointments Sub-Group to appoint the U18 Age Grade Teams, Coaches, Managers, Selectors, etc.
- To appoint the National Age Grade Manager (U18).
- To appoint the additional member to the U18 Appointment Sub-Group.
- To establish links with Regional Academies, Schools and Clubs, thereby ensuring the liaison and co-ordination of the development programmes.
- To work with the IRB, FIRA/AER and 6 Nations to establish appropriate international competitions for Age Grade Development.
- To direct the parallel Under 18 pathways, by setting minimum standards for matches, players, coaches, managers and selectors.
- To oversee implementation of the U18 Policies of the SSY Review
- To recommend to the Playing Development Sub-Committee, any programme developments and budgets.

2. Membership of Executive

- Chairman appointed by Playing Development Sub-Committee (Council Member)
- Two representatives from each of the divisions (one schools and one Clubs Representative)
- Tournament & Competitions Director.
- National Player Development Manager.
- Director of Academies

- National Age-Grade (U18) Manager.
- Head of Elite Coaching/Head of Coach Development.

3. Membership of the Appointments Sub-Committee

- Chairman will be the Chairman of the U18 Executive Committee
- National Playing Development Manger
- Head of Elite Coaching
- National Age Grade Manager (U18)
- Plus 1 other individual nominated by the U18 Executive Committee

Terms of Reference

- a) To consider the nominations from the Divisions and Club England Standing Committee and appoint the National coaches managers, selectors etc.
- b) To make recommendations to Club England and the Playing Development Sub-Committee on the appointments in a).

4. Budgets

Funding will be held centrally with the Tournament & Competitions Director. Additional funding for the Loughborough Summer Camp and Pre-Christmas Conference games will be held by the Performance Department, as appropriate.

5. Relationships

RFU Committees including:-

- For policy guidance Playing Development Sub-Committee, Club England, Community Rugby Standing Committee, ERFSU.
- For international competitions involvement the International Rugby Board, Six Nations, FIRA/AER.
- For resource and support the Performance Department, Tournaments & Competitions Department, Community Rugby Department.
- CBRDPs and Divisions for the nomination of coaches, managers and selectors to appropriate level.

6. Support

- The administration of U18 Executive, divisional squad weekends and Festivals will be facilitated by staff within the Tournaments & Competitions Department at Twickenham.
- The Coaching Departments within Performance and Community Rugby will provide education, development and support to those coaches involved in divisional teams/squads to ensure a structured pathway for coaches to progress and develop within the system.
- The administration and management of the National Squads participating in Tournaments & Competitions will be facilitated by staff within the Tournaments & Competitions Department in consultation with the Performance Department.

7. Divisions – U18 Terms of Reference

(Minimum of 3 meetings per annum)

- To establish a formally constituted group to oversee and develop a Divisional playing and development programme inclusive of schools and clubs, that complies with the Youth Structured Season.
- To report to the Under 18 Executive by forwarding invites of all meetings within 28 days of Divisional Meetings taking place.
- To nominate two Divisional representatives to the U18 Executive (1 schools and 1 Clubs Representatives)
- To appoint Team Managers, Coaches, Selectors, Medical staff, etc, for the appropriate Divisional sides.
- To develop and arrange Divisional, Academy and CB Fixtures in line with the Youth Structured Season.

8. Divisional Membership

- Two representatives (one from schools and one from clubs) from each Constituent Body.
- Chairman appointed from within the group.
- Secretary appointed from within the group.
- Treasurer appointed from within the group, where necessary.
- Head of Elite Coaching or Head of Coaching Development (to assist in technical appointments only).
- Team Managers, on appointment.

APPENDIX 4

Representative Matches

Current	Proposed
U16 A & B playing in extended Millfield U16 internationals against Wales, Italy and France	U16 continue to develop the Millfield Festival with more teams entering and A & B England Teams. Develop an U16 international festival incorporating Italy, France and Wales.
U18 Home Countries Tournament (1 st Jan) U18 AER Festival/Tournament (1 st Jan) U18 matches against France (1 st Sept)	U18 Conference Group playing in 6 Nations Festival U18 Divisional group playing in AER Festival. Free standing fixtures against teams from other Unions.

APPENDIX 5 – Under 18 Development Pathways

