

SoR Working Group 2009/10
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Rugby Football Union (RFU), the national governing body of the game
in England.

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SCHOOL OF RUGBY
IMPLEMENTATION GUIDELINES
2010/11

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Introduction

This document sets out the guidelines for the delivery of the Schools of Rugby (SoR) programme for 2010/11.

In 2009/10 the Coaching Department undertook research into Talent Detection, Identification and Development, in conjunction with a number of education events allied with the National Academy U14 Programme. As a consequence of this and the feedback received, guidelines and templates for the Under 13 Assessment Process have been developed and these can be found on our website rfuc.com.

The SoR programme is part of a national programme to identify and develop talented players. The programme will be led by the CB SoR Manager who should work closely

with the Coach & Player Development Officer (CPDO) and Academy staff. Funding for the programme will be provided by the Community Rugby Department against Minimum Operating Standards.

Each Academy and SoR programme will be overseen by the Academy Liaison Group, which will report to the RFU's Player Development Committee.

To assist CBs with their planning, the guidelines for 2011/12 will be published in early January 2011.

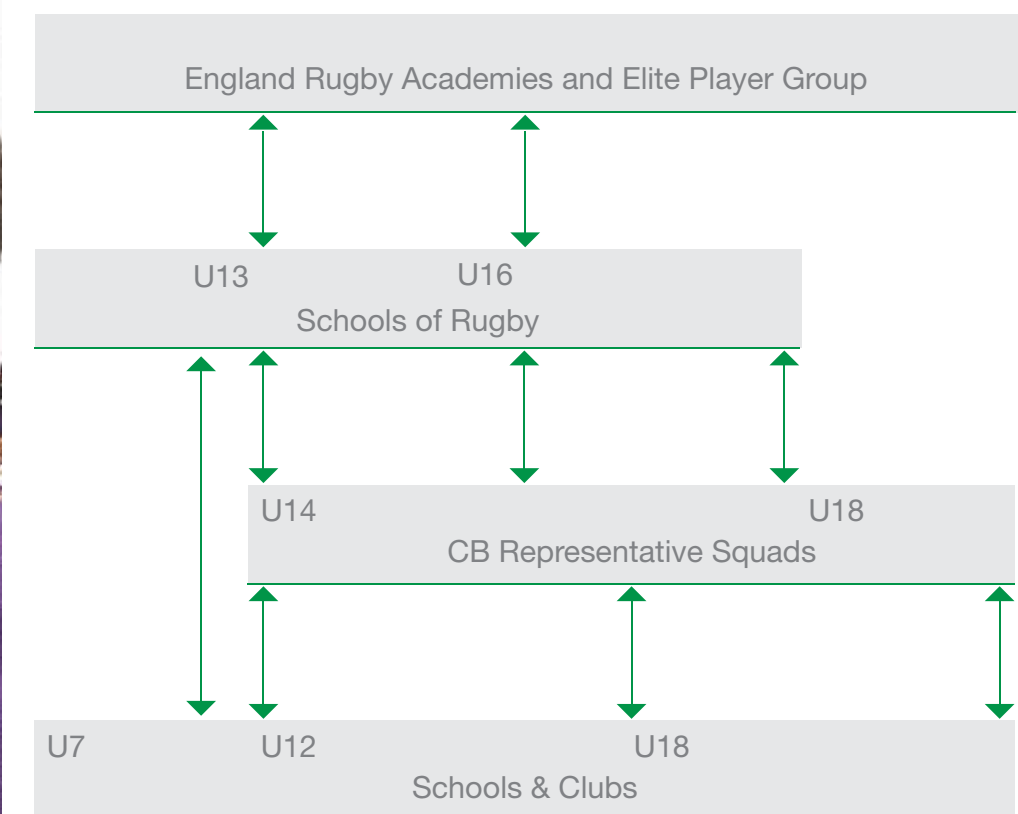


Image supplied by rugby-matters.net

Rationale

The SoR programme:

- aims to identify and develop young players who have the potential to play at the higher levels of the game in England.
- is a CB run programme within a national framework.
- selects players / athletes using consistent national criteria (page 16/17) and provided on rfu.com/coach
- should develop individual core technical skills together with tactical appreciation of the game.
- must not be used for CB match preparation.
- will introduce players and parents to the key lifestyle, fitness and mental components.

The CB squads are a part of the mechanism for identifying players with potential for the SoR; others may include the Gifted & Talented Schemes. The programme also provides opportunities to **identify and develop** talented coaches within each Constituent Body. Schools of Rugby Managers must liaise closely with the Coach and Player Development Officer and the CB's Coaching Development Committee to appoint coaches who fulfil the required criteria

Players for the Under 13 programme should be identified by using the programme provided on rfu.com/coach. Players for the Under 13 programme should not be selected for identification prior to Christmas (i.e. the first term of Year 8). This will allow for a greater period of assessment of athletic, physical and rugby ability for those nominating; provides the opportunity for further skill and playing development at club and school; is consistent with late specialisation and the Player Development Model.

The rationale for these changes at Under 13 are described in more detail on Page 5

The SoR provides an opportunity to identify emerging talent. The focus of the SoR is to develop core technical skills together with tactical appreciation of the game. It is not designed, and **must not** be used for match preparation, and a focus on individual development must be maintained throughout. Players will also be introduced to the key lifestyle, fitness and mental components which will help them to reach higher levels of performance, **and possibly the highest levels.**



The Schools of Rugby programme aims to identify and develop young players and athletes who have the potential to play at the higher levels of the game in England, providing a route for players in to the England Rugby Academy system through the England Rugby Academy Elite Player Development Group

Talent Identification & Retention of Players - Boys

Findings from the consultation exercise held in 2009 suggest that there is a range of selection procedures and personnel across the CBs. As a consequence, some SoRs selected candidates based on position and players have been recommended after CB squad selection. This could, for example, rule out the third best scrum half in the CB, who might actually have the potential to be a talented player in another position. The assessment criteria are based upon key attributes and skills and may be found on page 17 and 18. At Under 13 – 16 SoR, players should be receiving a large number of positive marks against the majority of the criteria. The criteria and assessment sheets are available at rfu.com/coach

From 2011/12 players for the Under 13 programme should not be identified prior to Christmas (i.e. the first term of Year 8). This will allow for a greater period of assessment of athletic, physical and rugby

ability for those nominating; provides the opportunity for further skill and playing development at club and school; is consistent with late specialisation and the Player Development Model.

The rationale for this change in emphasis at Under 13 is based on research which demonstrates that those players who have been well versed in the “functions” and techniques of tackle, passing, contact, clearing out etc (i.e. have been at a rugby playing school, or involved in rugby at a club for many years) will have an advantage over those who have only just been introduced to the game, but who may have greater potential. This is especially so where the assessment criteria are based primarily on specific rugby skills. The revised guidelines set out to give all participants an equal opportunity to demonstrate athletic ability and mental aptitude.

Under 13

Boys

It is expected that this age group should have a larger number of athletes available for selection compared to the others. Those conducting player observations and identifying (selecting) players must demonstrate an understanding of the RFU's requirements and protocols.

The RFU's CPDOs, together with the Academy Managers, will provide training and support to each of the CB's coaches/selectors. Guidelines on rfu.com/coach are also provided to assist in the nomination procedure and assessment process, content and criteria. It is unlikely that the number of talented players meeting the criteria will exceed 25 – 30 at this age group, dependent on the number of high quality coaches available for the programme, providing a ratio of 1: 8 (min) or 1:10 (max). Athletes may also be identified from School Sports Partnership Gifted and Talented Schemes. Athletes and their parents should be provided with clear action points that can be shared with their coaches and teachers to help the player improve.

Under 14 - Under 16

Boys

At these age groups, the SoR will draw primarily upon the group of players from the previous year's programme. However, additional players that meet the selection criteria may be identified from the CB representative squads. Similarly, those who fail to maintain the required standards should be released with a clear and precise action plan. Where possible 'released' players, and or their coach, should be contacted on a regular basis to monitor their progress against their Action Plan and reintegrated back into the programme if appropriate. The ratio of coach to player should not exceed 1:8 at this age group.. Players may also be identified from School Sports Partnership Gifted & Talented Schemes.



Talent Identification & Retention of Players - Girls

Under 15

Girls

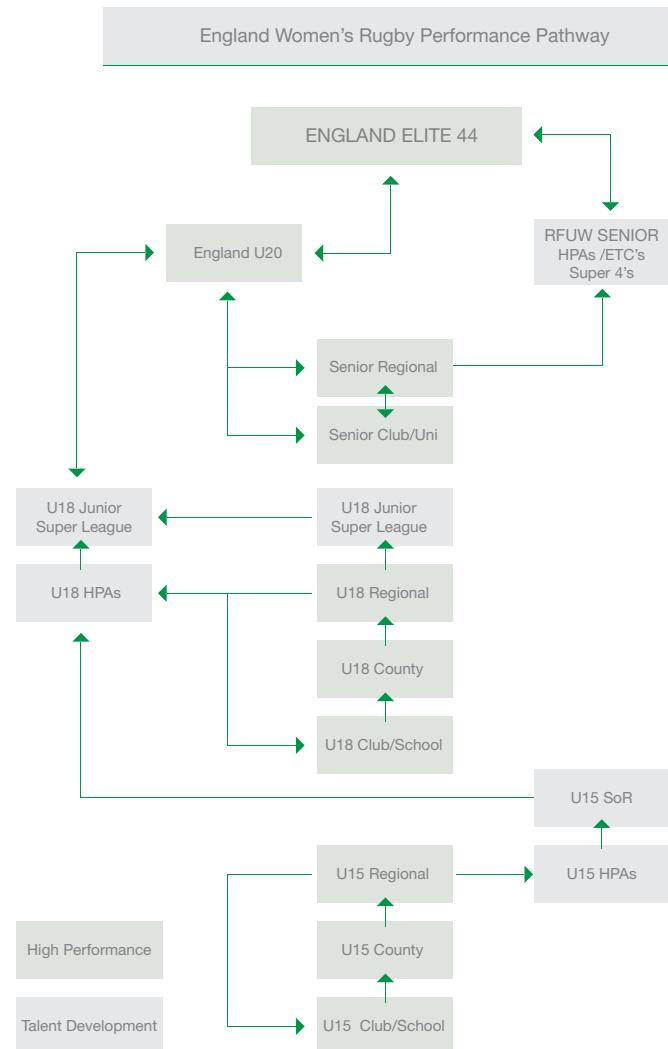
The RFUW has a commitment to the identification and development of talented young female players. The SoR programme will continue to provide opportunities for talented U15 female players to develop and progress along the England player pathway

From September 2010 a new Women's and Girls' Player Pathway will be implemented. U15s players will enter the player pathway through inclusion / selection into CB representative rugby. From CB rugby, players will then be nominated to attend Divisional trials in January.

Following the selection of U15 Divisional squads, RFUW Staff (Divisional Talent Development Officers) will liaise with CPDOs, SoR Managers and CBRDP to ensure the inclusion and integration of U15 girls at SoR within the Divisions. The SoR will form at part of the Divisional programme and will provide U15 Divisional players with additional coaching and development opportunities.

Only players selected into the U15 Divisional Squads will be included in the SoR.

The RFUW will provide guidance and selection criteria for Divisional trials that will ensure consistency across the country.



Schools of Rugby 2010/11 Delivery & Management - Boys

1 The programme is the start of a single elite player development structure for the game in England, developing core skills away from the pressures of preparing young players for the next game. Players might progress from the CB SoR into an England Rugby Academy Elite Player Development Group, to become a member of an England Rugby Academy.

2 SoR should be treated as CB Player Development Groups providing individual specific player development activities for the potentially gifted players (identified in accordance with the selection criteria). The majority of the SoR players may well be drawn from the CB representative squads at Under 15 and 16. However, some may be talented athletes not yet ready for CB representative sides. It is very unlikely that **all** CB age-grade players will meet the necessary criteria to attend the SoR.

3 Each CB will operate one SoR for each of the U13, U14, U15 & U16 age groups. As in previous years, larger CBs may run satellite centres to help provide locally based programmes. Players must attend the CB SoR in the CB in which they reside or in which they are "boarding" at school to minimise travel, however there are some anomalies to this. Where a CB partners more than one Academy, in line with the terms of the Licence Agreement and RFU Regulation 15 (Age-grade Rugby), the players from that CB should be allowed to choose the SoR they wish to attend (with no pressure from any concerned parties) but must also be allowed to represent their CB. A SoR player is entitled to play for his club/school and CB squad. Furthermore, an EPDG player should only attend a SoR Programme at the discretion of the Academy Manager.

4 Each CB SoR will deliver a programme based upon the core curriculum outcomes and the Minimum Operating Standards developed by the RFU's Coach & Player Development Departments. Funding to CBRDPs for SoR will be conditional upon meeting the criteria outlined in the Minimum Operating Standards. This will be assessed by the CPDO who will submit a report to the Academy Liaison Group.

5 Key to the success of the SoR is the quality of coaching and feedback to players, their parents, club coaches and / or teachers. CPDOs and SoR Managers, should lead the appointment of coaches. The CPDO will provide technical support and guidance to ensure the most suitably skilled and qualified coaches are used. The administrator will liaise closely with the CB SoR Manager and CPDO to ensure that player reports are provided to the player/ parents, club coach and teacher. A standardised reporting format has been devised and is available from the regional CPDO.

6 The Youth Structured Season for 2010/11 schedules dates for delivery of the programme, and CBs should adhere to these dates for monthly delivery. This is designed to assist in reducing over-training and playing. Nine sessions are scheduled to be delivered on a monthly basis and should not conflict with club rugby on Sundays. Alternatively, and subject to agreement of the CPDO, the CB may arrange alternative delivery provided that it meets the best interests of the players involved, and other rugby playing activities within schools, clubs and counties. Where agreement cannot be reached the matter should be referred to the regional Academy Liaison Group, who will consult with the RFU's Player Development Committee.



Schools of Rugby 2010/11 Delivery & Management - Girls

- 1 The SoR form an integral part of the RFUW's player pathway with the aim of developing individual core skills, technical ability and game awareness. Whilst players will be selected and included in the SoR through the Divisional Programme, the SoR sessions WILL NOT be used for team or unit preparation.
- 2 The integration and inclusion of the girls into the identified SoR venues will be overseen by the RFUW Performance Department through the Player Development Manager, Player Development Support Officer and at a local level, the RFUW Divisional Talent Development Officer.
- 3 The Divisional Talent Development Officer, will liaise directly with the CPDO and SoR Manager to identify how the RFUW SoR programme will integrate with the RFU programme within the CB and Division.
- 4 It is anticipated that approximately 120 (4 Divisional Squads x 30 players) players from across the country will attend the SoR.
- 5 It is anticipated that U15 Divisional players included in the SoR will be spread at SoR sites across the Division and the 8 – 12 players will attend 3 SoR sites. Players may well attend an SoR in an area that may differ from the CB in which they reside / represent. For example: from the London and South

- East U15 Divisional squad, 6 x U15 players selected from the Kent CB and 8 x U15 players selected from the Surrey CB will join together to form a group of 14 players to attend the sessions at a 'central (Surrey)' SoR venue.
- 6 U15 girls may train alongside the U14 boys group and where feasible integrate into non-contact training sessions. Where contact sessions occur, the girls must train as a separate group following the same coaching outcomes. This process will be coordinated by the Divisional Talent Development Officer and the U14 age group coaches.
 - 7 Only U15 players will be permitted to attend the SoR and all players must have been selected through the RFUW Divisional Programme. However, it may be feasible that talented players may be identified from programmes and activity outside the Divisional programme and may be deemed suitable to join the SoR. Any additional player deemed as a suitable SoR attendee must be referred through the RFUW Divisional Talent Development Officer.



Minimum Operating Standards

COACH and PLAYER DEVELOPMENT OFFICER (CPDO)

- 1 Establish and maintain positive working relationships with both the CB SoR Manager and the England Academy Manager.
- 2 Provide support to the CB SoR Manager to ensure the SoR programme is implemented in line with the aims of the national programme.
- 3 Provide support to the CB and ensure the coach identification and appointment process is fair, equitable and that suitably skilled and high quality coaches are appointed.
- 4 In conjunction with the CB and Academy Manager, deliver an annual induction and update programme for all SoR coaches prior to the start of the programme.
- 5 Deploy RFU Coach Advisor/Trainers/Coach Educators to support and review SoR provision and each SoR coach and provide an individual action plan.
- 6 Attend the England Rugby Academy Liaison Group (ERALG) meetings and provide reports on the progress and performance of coaches.
- 7 Monitor facilities to ensure the venue/equipment/coaches dress/branding is conducive to best practice.
- 8 Circulate the standardised reporting mechanism to SoR Managers, Coaches and Administrators.
- 9 Report on a monthly basis SoR player numbers, coach numbers and activity.

CONSTITUTE BODY RUGBY DEVELOPMENT PARTNERSHIP (CBRDP) Including CB School of Rugby Manager, SoR Administrator and SoR Coaches

Including CB School of Rugby Manager,
SoR Administrator and SoR Coaches

- 10 Appoint an SoR Manager who should report into the CBRDP 13-18 group and be responsible for the successful management and delivery of the programme in the CB in line with the aims of the programme, the budget and the timetable.
- 11 The SoR Manager will establish and maintain positive working relationships with the regional CPDO and England Rugby Academy Manager.
- 12 Ensure all players are registered to the SoR using the specified form.
- 13 CBs must utilise administrator funding to appoint a part-time administrator or extend the remit of existing administrators. CBs also have the option of liaising with either the CPDO or Academy staff to appoint an administrator to support a number of CB SoRs to fulfil the administrative requirements of the programme.
- 14 Programme a minimum of 18 hours of SoR sessions for each age-group (U13, U14, U15 and U16) that is aligned to the Youth Structured Season or to school holidays / weekdays. The SoR sessions must be run separately from CB representative squad sessions.
- 15 Liaise with the Academy and organise and deliver from an annual player and parent induction event.
- 16 Organise with the England Rugby Academy a minimum of two "lifestyle" events or support/advice sessions for players and parents a year.
- 17 The SoR Manager should involve the CB Coaching Development Committee and CPDO in the appointment of suitably skilled and qualified coaches to the programme.
- 18 The protocols and standards for the identification and selection of players should be followed.
- 19 The coach to player ratio should not exceed 1:8.
- 20 Ensure coaches undertake player assessments after each session which are returned to the SoR administrator.
- 21 Distribute and store the standardised player reports to the Academy Manager, players, parents, club coaches and teachers of players.
- 22 Arrange facilities and invitations to coaches for coach induction, development and SoR sessions. Including CB School of Rugby Manager, SoR Administrator and SoR Coaches.
- 23 Liaise regularly with players, clubs, schools and coaches to ensure they are fully aware of the programme's aims and logistics.

Minimum Operating Standards (continued)

- 24 The administrator should record SoR player details (from registration forms), numbers and player assessments for each session and provide reports to the CBRDP, England Rugby Regional Academy Liaison Group (ERALG), CPDO and Academy Manager.
- 25 Provide high quality facilities and rugby training equipment (balls, cones, shields/suits) for SoR sessions.
- 26 Provide high quality, well-planned coaching sessions to players in line with the SoR outcomes and in accordance with RFU delivery protocols.

ENGLAND RUGBY ACADEMY (ERA)

- 27 Establish and maintain positive working relationships with both the CPDO and CB SoR Manager.
- 28 Provide support to coaches and selectors to ensure the talent identification process identifies the most suitable players in line with the selection criteria.
- 29 Support the delivery of the SoR within CBs to ensure they are accessible to players and coaches.
- 30 Provide two coach development activities each year. (per academy) that meet the needs of coaches identified by the coach review process run by the CPDO.
- 31 Fund or provide physio/medical staff for each SoR and approved satellite centre.
- 32 Fund or provide agreed facility hire to each SoR and approved satellite centre.
- 33 Provide specialists to deliver lifestyle advice (fitness, nutrition and mental components) events to players and parents at each SoR.
- 34 Support the delivery of the parent and player induction and education programme by providing presenters and content.
- 35 Select players from the SoR for the Elite Player Development Group (EPDG) in line with National Academy Guidelines.

ENGLAND RUGBY REGIONAL ACADEMY LIAISON GROUP (ERALG)

- 36 Provide overall quality assurance of the programme within each academy and CB.
- 37 Provide reports to the RFU's Player Development Committee.

DIVISIONAL TALENT DEVELOPMENT OFFICERS

- 38 Oversee the integration of girls into the SoR.
- 39 Provide support to the CPDO and CB SoR Manager to ensure the SoR programme is implemented in line with aims of the national programme.
- 40 Liaise with the CPDO and SoR Manager to ensure appropriate facilities are provided to accommodate girls.
- 41 Liaise with appointed U15 girls SoR coaches to co-ordinate the delivery of coaching sessions.
- 42 Liaise with appointed U14 boys' coaches to ensure (where feasible) that integrated coaching sessions with the U15 girls (non contact) are delivered.
- 43 Work in conjunction with the CPDO and SoR Manager to ensure that a female member of the workforce is present at all daytime sessions which girls attend.
- 44 Following the delivery of daytime sessions provide reports on players, coaching delivery and activity.
- 45 Provide reports to RFUW Player Development Manager and ensure player reports are distributed to players, parents, clubs, etc. where girls are included in Schools of Rugby.

The RFU Regional Academies - Key

Region	Contact	Address	Academy Manager
North East & Yorkshire	1	Newcastle Falcons Kingston Park, Brunton Road, Kenton Bank Foot, Newcastle-upon-Tyne. NE13 8AF	Mark Laycock T: 0191 214 2895 M: 07764 933311 E: mark.laycock@newcastle-falcons.co.uk
	2	Leeds Carnegie Clarence Fields, Bridge Road Kirkstall, Leeds. LS5 3BW	Diccon Edwards T: 0113 239 9175 M: 07828 943080 E: diccon.edwards@leedsrugby.com
North West	3	Sale Sharks Sale FC Training Ground, Carrington Lane, Carrington Manchester. M31 4AE	
North Midlands	4	Worcester Sixways, Pershore Lane, Hindlip Worcester. WR3 8ZE	Andrew Stanley T: 01905 459327 M: 07841 055600 E: andrew@wrfc.co.uk
East Midlands	5	Leicester Tigers Aylestone Road, Leicester. LE2 7TR	Neil McCarthy T: 0116 217 1327 M: 07515 083169 E: neil.mccarthy@tigers.co.uk
	6	Northampton Saints Franklins Gardens, Weedon Road Northampton. NN5 5BG	Alan Dickens T: 01604 599154 M: 07793 630221 E: alandickens@northamptonsaints.co.uk
South West	7	Gloucester Rugby Hartpury House, Hartpury College Hartpury, Gloucestershire. GL19 3BE	Mark Cornwell T: 01452 872264 M: 07515 753686 E: markcornwell@gloucester rugby.co.uk
	8	Bristol Rugby c/o Clifton Rugby Club, Cribbs Causeway, Bristol. BS10 7TT	Liam Middleton M: 07769722731 E: lmiddleton@bristolrugby.co.uk
	9	Exeter Truro College, College Road Truro. TR1 3XX	Robin Cowling T: 01872 267190 F: 01872 267100 M: 07734 070965 E: robincowling@rfu.com
Southern	10	Bath Rugby 11 Argyle Street, Bath. BA2 4BQ	Frank Butler T: 01225 462149 M: 07764 960382 E: frankbutler@rfu.com
London North	11	Saracens Saracens Training Ground, Woolham Playing Fields, 160 Harpenden Rd St Albans, Herts. AL3 6BB	Jan Bonney M: 07764 699641 E: janbonney@saracens.net
	12	London Wasps Twyford Avenue Sports Ground Twyford Avenue, Acton, London. W3 9QA	Rob Smith T: 020 8896 4884 Ex.235 M: 07764 336715 E: robsmith@rfu.com
London South	13	London Irish The Avenue, Sunbury-on-Thames Middlesex. TW16 5EQ	Neal Hatley T: 01932 750111 M: 07939 078356 E: neal.hatley@london-irish.com
	14	Harlequins The Richardson Evans Playing Fields Roehampton Vale, London. SW15 3PQ	Tony Diprose T: 020 8780 6415 M: 07802 420003 E: tonyd@quins.co.uk

The RFU Regional Academies

What are Schools of Rugby?

Schools of Rugby are Player Development programmes that:

- aim to identify and develop young players who have the potential to play at the higher levels of the game in England;
- are part of a CB run programme within a national framework
- select players / athletes using consistent national criteria
- develop individual core technical skills together with tactical appreciation of the game.
- introduce players & parents to the key lifestyle, fitness and mental components

The Schools of Rugby are run by Constituent Bodies with satellite centres being run for larger geographical counties to make travelling and attendance easier.

Schools of Rugby in:

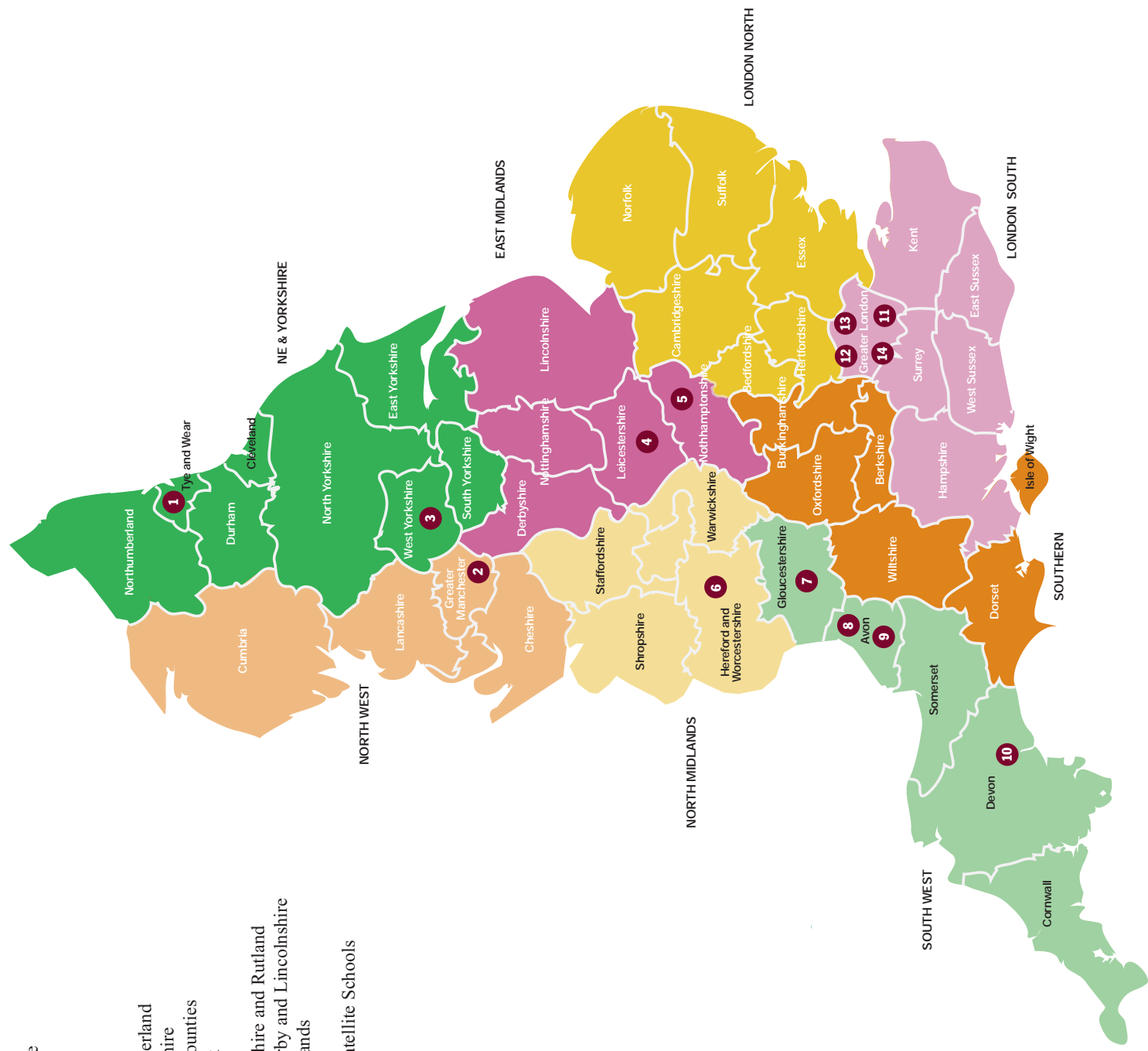
Kent	Lancashire
Surrey	Cheshire
Sussex	Cumbria
Berkshire	Yorkshire
Buckinghamshire	Durham
Hampshire	Northumberland
Oxfordshire	Hertfordshire
Dorset and Wiltshire	Eastern Counties
Somerset	Middlesex
Devon	Essex
Bristol and South Gloucestershire	Leicestershire and Rutland
Cornwall	Notts, Derby and Lincolnshire
North Midlands	East Midlands
Warwickshire	Plus 22 Satellite Schools
Staffordshire	

England Regional Academies

What are Academies?

These are established across England; they are a joint venture of the Premier Rugby Ltd and the RFU. The “ownership” of these academies is in the hands of Premier Rugby. They aim to produce elite players for the Premiership and England. They also aid the E.P.D.G Programme.

1. Newcastle Falcons
2. Sale Sharks
3. Leeds Tykes
4. Leicester Tigers
5. Northampton Saints
6. Worcester
7. Gloucester
8. Bristol
9. Bath
10. Exeter
11. Wasps
12. Saracens
13. Harlequins
14. London Irish



Eight coaching regions



Advanced Apprenticeships in Sporting Excellence (AASE Schools)

What are the AASE Schools?

Their programme is designed to meet the needs of young people aged between the ages of 16 and 18 who have the potential to achieve excellence in rugby while pursuing an education at the same time. The Academies have established partnerships with local schools or Colleges. These are the present schools and Colleges:

- | | |
|--|--|
| Oaklands College – Hertfordshire | St Paul's CC – Middlesex |
| Prince Henry's Grammar School – Yorkshire | Truro College – Cornwall |
| Harpury College – Gloucestershire | Ivybridge College – Devon |
| Myerscough College – Lancashire | Exeter College – Devon |
| Moulton College – Northamptonshire | Twyford C of E School – Middlesex |
| Worcester VI Form College – Worcestershire | Wyggeston & QE 1 School – Leicestershire |
| Filton College – Gloucestershire | Gosforth – Northumberland |

Coach and Player Development Officers (CPDOs)

Gary Henderson

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garyhenderson@rfu.com

Gary Townsend

Player Development Manager
garytownsend@rfu.com

Area	Name and Role	Contact
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London North	Tony Robinson	Mobile: 07894 783339 tonyrobinson@rfu.com
Southern Region	Gavin Williams	Mobile: 07764 960391 gavinwilliams@rfu.com
South West	Alan Hubbleday	Mobile: 07764 960374 alanhubbleday@rfu.com
West Midlands	Ian Bletcher	Mobile: 07764 699642 ianbletcher@rfu.com
Midlands East:	David Fraser	Mobile: 07872 465425 davidfraser@rfu.com
North East	Alan Moses	Mobile: 07764 960388 alanmoses@rfu.com
North West	Ian Thompson	07738 029110 ianthompson@rfu.com



CBRDP Funding

The following table outlines the funding which will be provided to each CB for age-grade representative rugby and the SoR. Final funding amount and breakdowns will be available from the CPDO when they meet with the SoR Manager. Funding for the delivery of the SoR programme will be subject to meeting the Minimum Operating Standards contained herein and being approved by the CPDO and Academy Liaison Group.

The Community Rugby Department will provide funding to each CB for the following:	REPRESENTATIVE MATCH FUNDING PER CB	AMOUNT	PAYMENT
	U14 CB Squad – 1 Match (A Team only)	£750	Released to CBs in September
	U15 CB Squad – 2 Matches (A Team only)	£1,150	
	U16 CB Squad – 3/4 Matches (A Team only)	£1,650	
	U18 CB Squad – 3/4 Matches (A Team only)	£1,650	
	Total	£5,200	
The Community Rugby Department will provide the following funding to CBs for the SoR Programme subject to the Minimum Operating Standards being met. Specific figures for each CB and activity will be available from the regional CDO.	SCHOOL OF RUGBY FUNDING	AMOUNT	PAYMENT
	Coaching Expenses	£1,875	Based upon SoR delivery at all four age groups
	Catering & Refreshments (for players & parents)	£1,000	
	Administrator	£4,000	
	Coach induction and lifestyle workshops	£700	Based upon delivery
	Total	£7,575	
The Community Rugby Department will provide the following funding to CBs for each SoR satellite programme subject to the Minimum Operating Standards being met. Specific figures for each CB and activity will be available from the regional CDO.	ADDITIONAL PAYMENT PER APPROVED SCHOOL OF RUGBY SATELLITE	AMOUNT	PAYMENT
	Coaching Expenses	£700	Based upon SoR delivery at all four age groups at each satellite
	Catering & Refreshments (for players & parents)	£425	
	Administrator	£300	Based upon appointment and delivery of tasks
	Coach induction and lifestyle information workshops	£200	Based upon delivery at each satellite
	Total	£1,625	
ADDITIONAL SUPPORT PROVIDED TO EACH SoR AND APPROVED SATELLITE CENTRE			
	Facility Hire	England Rugby Academy	
	Physio support	England Rugby Academy	
	Coach Mentoring & Support	CPDO	
	Coach Development Seminars	CPDO & England Rugby Academy	
	Rugby Balls & Cones Equipment	CPDO – CB to select from menu	
The RFUW will provide funding to each CB where girls are integrated. Payment will be made through RFUW following successful delivery and integration of girls. Payment is based on inclusion of girls over entire SoR programme and not per session.	RFUW SCHOOL OF RUGBY FUNDING	AMOUNT	PAYMENT
	Inclusion of girls	£500	Based upon delivery
	Total	£500	

Selection & Development Criteria

CRITERIA	1	2	3	4	5
Assessment					
Work rate Courage Confidence Ambition	Shows some/little interest and puts in minimal effort.	Is comfortable but not dominant in contact/exposed/pressurised situations.	Will get involved in contact/exposed positions in matches and training. Can hold own in pressurised situations.	Is resilient under pressure, maintains involvement and is able to perform most skills.	Is brave and shows a real drive to improve both understanding and own personal performance.
Assessment					
Lead Perform Evaluate	A greater appreciation of the need to recognise, repeat techniques in relation to the tasks set is required. Rarely leads.	Can describe and recognise critical parts of the task set. Prefers not to lead.	Shows sound problem-solving and decision-making skills. Can lead when asked. Is able to evaluate own performance.	Able to review practice/match, refine where necessary and ultimately improve performance. Can lead.	Able to compare and contrast play in order to adjust/ adapt/ improve own and others' performance. Always takes responsibility for own actions.
Assessment					
Co-operate with others	Needs to be guided in most areas and demonstrates little appreciation of the key elements of the task.	Is usually tolerant, listens and communicates when required. Requires supervision some of the time.	Able to work using own initiative. Does contribute in the session. Can work sensibly and effectively most of the time.	Generally makes positive contributions. Is able to work sensibly and safely on own.	Able to work under own initiative and always makes a positive contribution. Able to work effectively in unit/group/core tasks.
Assessment					
Coachability	Can appear unable /unwilling to act on advice and feedback.	Will need prompting/reminding of the key elements of the task in order to meet with success.	Does work effectively unsupervised and without prompting.	Shows a good understanding of the game. Generally is assertive, will question if unsure, and wants to improve.	Shows excellent understanding of the game and will question as necessary. Wants to be the best player s/he can be. Is assertive when required.
Assessment					
Running & Evasive Skills	Limited to straight line running and into contact.	Favours one side as a runner. Recognises the need to evade and can change direction on the run.	Can make a 2v1 in a "game" situation. Is able to sidestep and swerve either way to beat opponents.	Generally makes positive contribution as a runner in support or as an option. Is often successful 1v1 by using a variety of footwork techniques off both feet.	Runs effectively as a receiver/support player into space, evades effectively. Beats players. 1v1. Uses angles to create space/fix up defenders.
Assessment					
Physical	Not able to compete on equal terms with peers currently.	Works hard with limited effectiveness particularly in the contact area.	Is able to compete adequately but not dominate his peers. Can hold own in pressurised situations.	Is physically able and is capable of asserting self in match/training situations. Dynamic and fit, demonstrates good speed and agility.	Has real physical presence across all facets of the game and is quick and powerful. Able to dominate contact situations in attack and defence.

CRITERIA	1	2	3	4	5
Assessment					
Defence & Tackling	Needs to work on go forward to meet opposite number. Generally tackles low and is somewhat passive. Lacks shoulder contact/leg drive in the tackle. Lacks defensive awareness and at times is unsure of who to take.	Somewhat passive in terms of go forward but does tackle. Will get opposite number to ground but not considered dynamic. Will contest for the ball and make turnovers from time to time, however, needs encouragement.	Is able to tackle competently and can put opposite number to floor. More effective on one shoulder. Will contest for the ball and make turnovers.	Is a good tackler when required to do so. Is able to tackle effectively off either shoulders, generally reliable. Is technically competent and communicates well to others. Shows good defensive awareness and normally picks the right player to tackle. Generally contests for the ball.	Executes a range of tackles effectively off either shoulders. Doesn't miss and will put him/herself in physically exposed positions. Technically accurate in all elements is able to defend the inside shoulder and slide accordingly. Strong shoulder contact, arm wrap and leg drive at the point of tackle. Always contests for the ball.
Assessment					
Handling	One hand dominant struggles to meet minimum standard under pressure. Limited to basic lateral passing.	Favours one side handling. Can produce "quick hands" as the middle part of a chain of players. Sometimes produces inaccurate passes that check the receiver particularly off the weaker side.	Competent/reliable catcher and passer. Can catch and pass on the run. Can make a 2v1 in a "game" situation. Relaxed with ball in hand and is able to execute basic lateral, switch and scissors passes on either sides.	Generally makes positive contribution as a handler. Spots space and links play. Understands/ executes overs/ unders. Can miss pass effectively and has quick/soft hands as required.	Catches cleanly from either side executes a wide range of passes effectively. Disguises the pass. Puts the ball into space, passes equally well off either sides. Able to pass accurately at speed. Rarely drops a pass and can collect awkward passes.
Assessment					
Contact	Shows a limited capacity to impact the contact area and go forwards. Can work effectively albeit inconsistently in the contact area. Does turn the ball over lacks leg drive and real go forwards. Clears out ineffectively and rarely contests opposition ball.	Will prepare for contact and present for ruck or maul, is able to latch or clear as first support player. Can communicate to ball carrier approaching contact. Is able to work with other players to secure the ball. Sometimes prone to turnover.	Prepares early for contact utilising effective body shape and height. Engages dynamically and produces leg drive. Is capable of winning/securing ball in the contact area.	Generally is secure with the ball in the contact and invariably does not lose it, makes sure it comes back. Good body height, shape and leg drive. Reliable in and around the contact area.	Approaches contact assertively, is able to control the contact situation, carries the ball correctly and doesn't spill it. Provides go forwards, clears out, and secures/wins ball that would get turned over. Off loads appropriately. Rarely gets turned over in possession.
Assessment					
Game Sense	Decision making and execution are generally inappropriate. Can get caught in possession and lacks a broader awareness. Has struggled in pressure situations to succeed.	Understands own role however lacks a broader strategic awareness. Can miss defensive weaknesses and opportunities presented. Decision making is inconsistent. Adequate under pressure.	Does the right thing at the right time and invariably produces an appropriate outcome. A consistent performer. Improving his/her understanding of the laws and impacts the game positively.	Generally performs well under pressure. Is a good decision maker who is able to read the game /situation. Willing to take responsibility and understands the laws.	Performs all techniques effectively under pressure. Makes appropriate decisions and shows real awareness of what's going on. Understands the laws and plays on the edge. Reads the situations presented and adapts/adjusts accordingly.

CB School of Rugby Manager Role Description

Rationale

The Constituent Body (CB) School of Rugby (SoR) Manager will play a key role in delivering a successful CB SoR programme within each CB. He/she will be part of the CB's Rugby Development Partnership (CBRDP) and represent its interests on the England Rugby Academy Liaison Group (ERALG). The SoR Manager will also ensure that the programming of SoR sessions and identification of players and coaches is handled correctly, and in line with best practice.

Role

The CB SoR Manager is appointed by the CBRDP to ensure the effective operation of the SoR and any satellites within the CB

Role Description

- 1 In liaison with the CBRDP, CPDO and England Rugby Academy Manager, plan the annual SoR programme in accordance with the Youth Structured Season, and any additional opportunities provided by the England Rugby Academy.
- 2 In liaison with the CB SoR Administrator, promote the SoR programme to players, coaches, schools and clubs.
- 3 Identify and agree with the CBRDP and England Rugby Academy Manager the most appropriate venue / facility for the SoR & SoR satellite centres and ensure that all facilities are arranged by the SoR Administrator.
- 4 Liaise with the regional CPDO and CBRDP Coaching Committee to establish a coach selection and induction process and ensure that the most suitably skilled and qualified coaches are appointed to the programme.
- 5 Ensure that the SoR Administrator records all player details including attendance and performance profiles for reporting purposes to the RFU and England Rugby Academy and each player's school and/or club.
- 6 Represent the CB SoR on the Academy Liaison Group.
- 7 Agree SoR exit strategies for young players with England Rugby Academy Managers.
- 8 Working with the regional CPDO review SoR coach reports and feedback to the CBRDP Coaching Committee.
- 9 Liaise with the Chair of the CBRDP 13-18 committee to ensure good co-ordination of the SoR with the CB Age Grade Development Squads to provide playing opportunities, talent ID pathways and exit strategies.



CB School of Rugby Administrator Role Description

Rationale

The Constituent Body (CB) School of Rugby (SoR) Administrator will play a key role in delivering a successful CB SoR programme within each CB. The SoR Administrator will be responsible for the successful administration provision of the SoR and enable an effective communication system to be established between players, parents, academy, coaches and the CBRDP.

Role

The CB SoR Administrator will provide logistical support to ensure the efficient operation of the SoR and any satellites within the CB. They will establish and implement (in line with agreed protocols) a high quality communication system between the CBRDP, facility contacts, players, parents, Academy Managers, CPDOs and coaches.

Reporting

The CB SoR Administrator will report to the CB SoR Manager, unless otherwise agreed by the CBRDP, CPDO & Academy Manager.

Role Description

- 1 Distribute the annual SoR programme to all appropriate coaches, players, parents, club, school, CBRDP and facility contacts.
- 2 Liaise with players, parents and coaches to ensure all are informed of the timings and locations of SoR sessions.
- 3 Liaise with agreed facility contacts and ensure all venues are reserved for SoR usage as agreed within the SoR annual programme.
- 4 Ensure all rugby training equipment is in place at each SoR venue to support the delivery of a high quality programme.
- 5 Provide administrative support to the organisation of the coach identification, selection and training programmes.
- 6 Electronically record all player details (provided by coaches) including registration forms, attendance and performance profiles for reporting purposes to the RFU and England Rugby Academy and each player's school and/or club.
- 7 Provide SoR and Coach Assessment reports to the relevant CB Committees as and when required.
- 8 Register all players on the scheme as per the standard registration sheet.



CB School of Rugby Coach Role Description & Person Specification

Role

The Constituent Body (CB) School of Rugby (SoR) coach will deliver a player development programme to a prescribed group of players, in line with the guidelines and protocols established by the RFU's Player Development Committee and SoR Implementation Group. The coach is responsible for developing all players' technical skills and tactical appreciation of the game through high quality coaching and feedback to players. To be highly effective the coach must be able to commit to delivering regularly to a specific group of players.

Coaching Skills & Knowledge

A SoR Coach must :

- 1 be qualified to a minimum of Level 2 or equivalent coaching qualification in rugby union;
- 2 plan and deliver high quality player development sessions;
- 3 review and reflect upon own coaching performance, and with the RFU Trainer identify an action plan for improvement;
- 4 deploy a player-centred approach within the delivery of coaching sessions;
- 5 demonstrate high quality observation and feedback skills;
- 6 provide feedback and action plans to players in line with SoR policies;
- 7 commit to regularly coaching a specific group of players;
- 8 demonstrate high personal standards of performance and conduct whilst working with players;
- 9 demonstrate through their coaching, an understanding of RFU safeguarding requirements & protocols;
- 10 possess a current and valid enhanced CRB disclosure;
- 11 attend relevant CPD as arranged and directed by the CPDO and SoR Manager.



School of Rugby Player Registration

I confirm my understanding of the conditions and entitlements and wish to register with:

_____ (Constituent Body) as a School of Rugby Player during season 2010/11.

This agreement is made by: _____
(Player's Name)

Date of agreement: _____

Player's Signature: _____

Parent/guardian Signature: _____

(CB) confirm acceptance of the above player as a SoR player during season 2010/11.
Signed on behalf of the Constituent Body by:

_____ [SoR Manager]

_____ SoR Manager [Name]

_____ Date of agreement

For the avoidance of doubt a player cannot be involved with two SoRs and I confirm that I have not and am currently not attending another SoR attached to another county. If you have please state which SoR:

Previous SoR attendance (if applicable):

County/CB _____

From _____ To _____

This agreement entitles 'The Player' to all benefits involved in the
_____ (CB) SoR process.

In return the club expects that the player will follow to the full the individual development plan created for him/her, by the SoR staff in partnership with his school and local club.

Both parties involved to hold copies of this agreement document.



Academy Liaison Group (Incorporating the Schools of Rugby) Terms of Reference

Objectives

- To facilitate interaction between the CBs and England Rugby Academies (ERA) within the designated ERA region.
- To ensure that staff are meeting their responsibilities and obligations in accordance with RFU published CB SoR Implementation guidelines.
- To ensure that the CB SoR in each ERA region is operating effectively, and meeting all the objectives of the SoR programme.

Personnel

- RFU Council representative (1)
- CBRDP Chairmen from each of the CBs in the ERA region
- SoR Managers from each of the CBs in the ERA region
- RFU Coach Development Officer (CPDO)
- RFU Regional Rugby Development Manager (RRDM)
- ERA Manager
- England Rugby Football Schools Union (ERFSU) representative or representative from the County Schools Union

Terms of Reference

- 1 One Rugby Academy Liaison Group per ERA
- 2 Provide a mechanism that allows for interface between all constituents within the designated academy region, thereby enhancing the development of talented rugby players and coaches.
- 3 Meet as appropriate, but normally three times per year – August/September, December/January and April/May.

- 4 Ensure SoRs are operating in accordance with the SoR programme and at a high level of quality in terms of safety, selection, coaching, facilities, medical support and fitness, education and pastoral care.
- 5 Receive progress reports from CB SoR Managers.
- 6 Receive progress reports from the ERA Manager on all aspects of the ERA programme.
- 7 Advise on and assist in planning additional activities around SoR and EPDG sessions.
- 8 Receive progress reports from the CPDO on the SoR coach development programme.
- 9 Determine that the ERA has in place appropriate strategies to meet the needs of the player's long term welfare, including strategies should they cease to be in the ERA.
- 10 Any other matters that pertain to the ERA or SoR that might arise from time to time.
- 11 To refer any unresolved issues or disputes concerning SoR to the Chairman of the RFU Player Development Sub-Committee.

Administration

- 1 The group to elect as its Chairman the most appropriate person for the role.
- 2 The secretary shall be an SoR Administrator.
- 3 Chairman and Academy Manager to agree meeting dates (normally three per year August/September, December/January and April/May).
- 4 The Chairman to determine the agenda items for discussion in consultation with the Academy Manager
- 5 Draft agenda attached.



School of Rugby Review Group (Incorporating the Academy Liaison Group)

Sample Meeting Agenda

1	Approval of minutes of previous meeting	Chairman
2	Matters arising (or action update if attached)	Chairman
3	Schools of Rugby (for each CB in the ERA region)	
3.1	Player selection including numbers of players at each age group & number of players invited from SoR into EPDG)	SoR Manager
3.2	Coach selection (including numbers of at each age group & coach:player ratios)	SoR Manager
3.3	Coach training, development and mentoring reports	CPDO
3.4	Facilities	SoR Manager
3.5	Medical and physiotherapy provision	SoR Manager/ERA Manager
3.6	Education and workshops	SoR Manager/ERA Manager
3.7	Pastoral issues	SoR Manager
3.8	Other SoR matters of relevance	
4	England Rugby Academy (to include)	Academy Manager
4.1	EPDG programme	
4.2	Player exit strategies	
4.3	Advance Apprenticeship in Sporting Excellence	
5	Other ERA matters of relevance	Chairman

Notes AOB

- (i) Although there will be some element of reporting that has already taken place, it is hoped that these meetings can be strategic to enhance SoR and ERA programmes going forward.
- (ii) The action update might be a resume of progress against actions agreed at the previous meeting, circulated with the agenda to save time on 'matters arising'.
- (iii) AOB topics should be identified to the chairman seven days in advance.

Glossary of terms

CB Schools of Rugby:

The SoR programme aims to identify and develop young players and athletes who have the potential to play at the higher levels of the game in England. It provides a route for players into the England Rugby Regional Academy system through the Elite Player Development Group (EPDG).

Elite Player Development Group (EPDG):

(England Rugby Regional Academy) Elite Player Development Group - Players might progress from the CB SoR into an EPDG, to possibly become a member of an England Rugby Academy. These players will be identified mainly (but not exclusively) from the SoR as outstanding performers.

CB Development Squads:

The CB Development squad identifies able players as a first step on the representative ladder and is a key mechanism to identify and benchmark potential elite players for the SoR

England Rugby Regional Academies:

There are currently 14 England Rugby Regional Academies established across England under an agreement between the Rugby Football Union and Premier Rugby Limited. These 14 Regional Academies serve specific geographic areas. Twelve are sited at Premiership clubs, one at Bristol and one at Exeter.

Coach & Player Development Officers:

RFU employed staff responsible for the development of coaches and players within the community game.

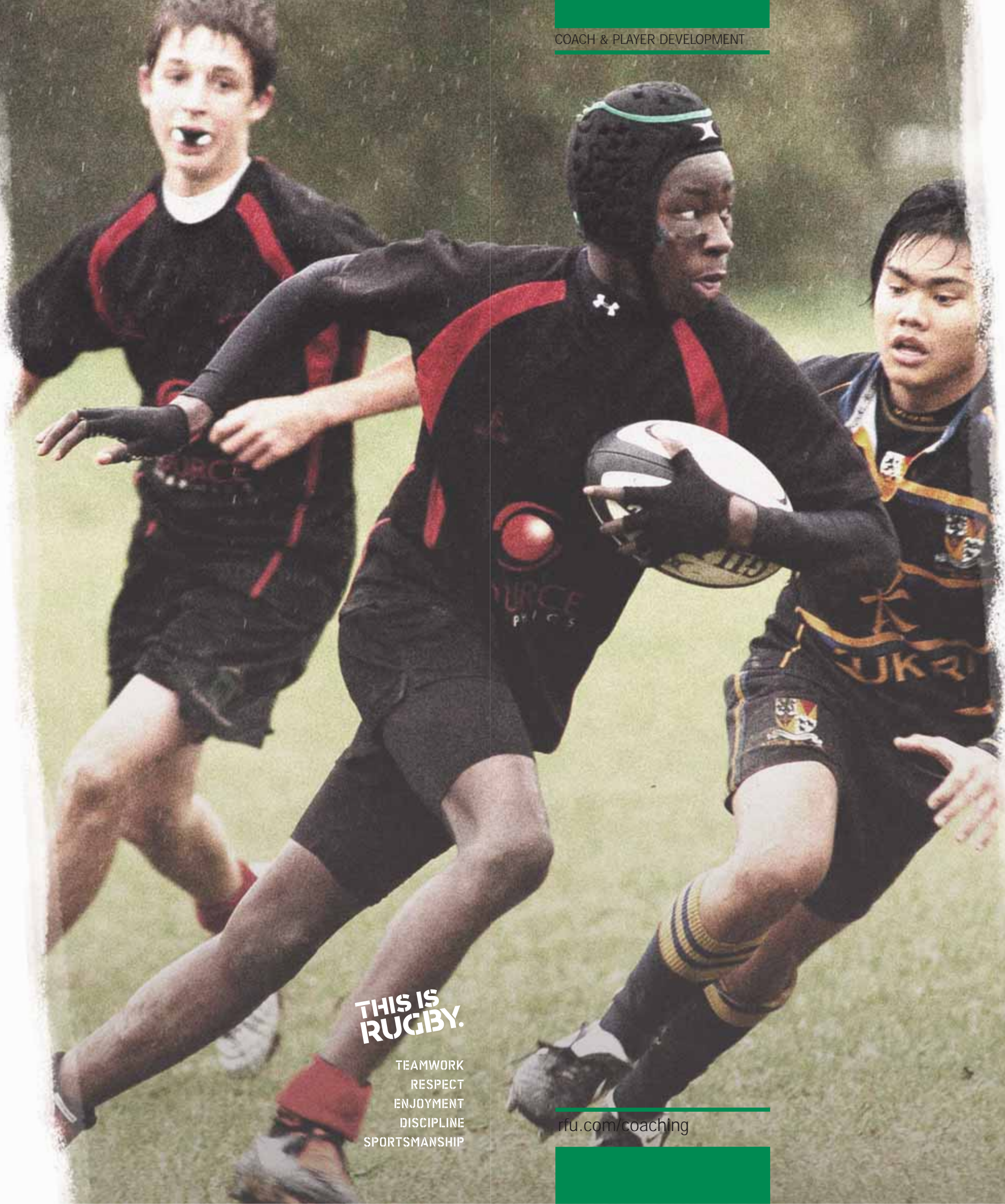
Regional Academy Liaison Group (RALG):

The RALG facilitates interaction between the CBs and England Rugby Regional Academies (ERRAs) within the designated Academy region. They also ensure that the CB Schools of Rugby in that ERRA region are operating a quality programme, and meeting all the objectives of the SoR programme.

AASE Colleges:

The Advanced Apprenticeship in Sporting Excellence (AASE) programme is designed to meet the needs of young people, aged between 16 and 18 who have the potential to achieve excellence in rugby, while pursuing an education at the same time. The scheme has been running in 12 England Rugby Regional Academies. The academies running the RFU apprenticeship scheme have established partnerships with a local school or college to deliver the Technical Certificate and Key Skills, with the Academy staff delivering the rugby element.





SCHOOL OF RUGBY
IMPLEMENTATION GUIDELINES
2010/11

SoR Working Group 2009/10
Peter Vernon
Stuart Lancaster
John Fletcher
Mike Glogg
Gary Townsend

Special Thanks to:

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for providing U13 Pilot Assessment

Vicky Buck,
Somerset SoR Manager
designing and devising U13 Assessment Programme

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provision of various templates

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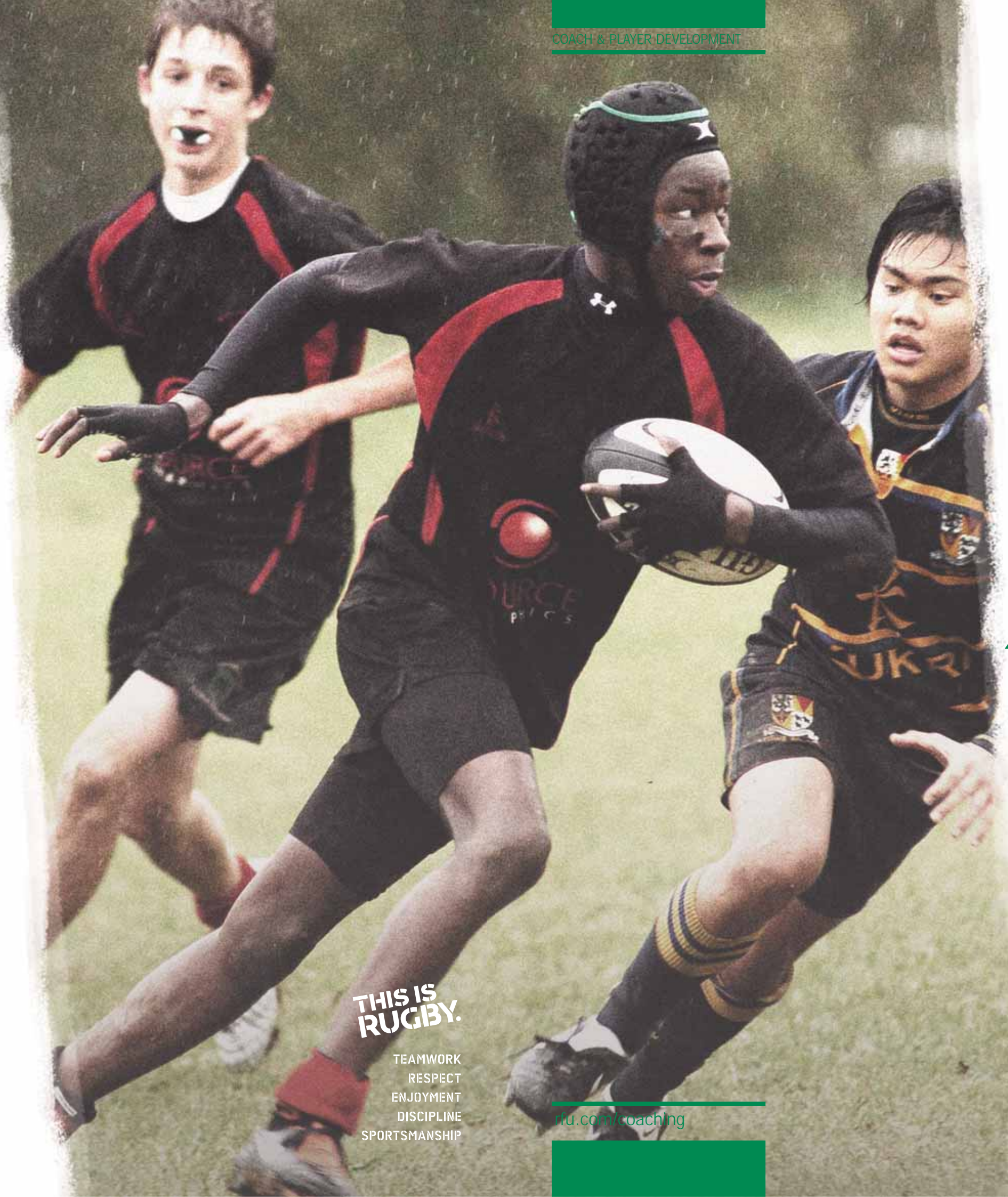
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