



Salisbury RFC Coaches' Continuous Personal Development Handbook



Salisbury Rugby Football Club

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Produced by Mick Brown Club Coaching Coordinator

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Forward

The coaches in our mini and junior sections are highly valued by myself and others in the Seniors at Salisbury. We have an enviable record of producing strong age-group squads and players able to make the step into representative rugby, and for some the opportunity to challenge for full International honours.

But our coaches key responsibilities are to imbue the love and respect for Rugby; to make it their life sport. Salisbury's Junior teams have produced a great number of players who have done just that, and all of our Senior teams continue to benefit from and rely on the conveyor belt of skilful and committed young rugby players you produce.

So please use this fantastic resource and all the support Mick Brown and all that our Club offers to develop your coaching skills, to continue to produce the excellent, rounded young men and women of whom we are so proud.



Richard Lloyd

Director of Rugby

Introduction

This CPD Pathway Handbook has been produced by the collaboration of coaches from across the age groups at Salisbury RFC and myself, as Club Coaching Coordinator, in order to provide a 'One Stop Handbook' for coaches, which identifies a structured development pathway for coaches responsible for the age groups from U6 to Colts. The Pathway is designed to identify the target qualification (courses), which Salisbury RFC feels Lead Coaches, Assistant Coaches and Parent Helpers should have in order to provide a safe and player centred approach to rugby. Qualifications are structured throughout the Pathway so as to provide a balance across those coaching at each age group level and to spread the demands of attending courses across the coaching team.

The Handbook also highlights the ethos at Salisbury RFC, which is to provide a positive and enjoyment-based environment, which reflects a 'Player Centred', 'Development Driven' and 'Competition Supported' approach to rugby. The Handbook has been enhanced by the inclusion of a commitment from the Club and coaches to provide a standard of coaching and club based facilities to support and develop the boys and girls through the age groups to senior level. The contents of this document reflect the Club's commitment to Rugby's 'Five Core Values



Mick Brown

Salisbury RFC Club Coaching Coordinator

Teamwork – Respect – Enjoyment – Discipline – Sportsmanship

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Age Grade Rugby

Young people tell us that above all else they want to have fun playing rugby with their friends. This is at the heart of a new Age Grade Rugby framework that was launched in September 2016 for six to eighteen year olds.

This will ensure the game is player centred, development driven and competition supported. It puts inclusivity and each player's skill development first, increasing the intensity of competition in line with the motivations of our young players. It aims to help children develop and learn the game at their own pace, and make sure they have plenty of fun while playing competitively.

For the first time Age Grade Rugby will have a nationally consistent competition calendar and menu. This will improve the clarity of the competition pathway for young players and avoid conflict between club, school, college and representative rugby competitions; all helping every level of player to enjoy a more balanced playing season.

The New Rules of Play, the bedrock of Old Mutual Wealth Kids First, was put in place in clubs and schools at Under 13 and younger from September 2016. The New Rules provide building blocks to the 15-a-side game, allowing players time to get to grips with the basics before contact and specialism is gradually introduced. Coaches and teachers can help players master the skills of the game at a safe and appropriate pace in an environment based on activity, safety and fun.

As part of the new approach the Age Grade girls' game is given even greater focus. Girls will continue to play mixed rugby up to and including U11 to match their maturity as players before moving into the dual age bands at Under 13 and Under 15.

Player Centred, Development Driven

What is Player Centred, Development Driven?

PCDD is an enquiry-based approach to coaching that is an alternative to the "skill drill technique" focused directive approach. It is devoid of negative feedback and provides a positive learning environment that fosters problem solving skills and inquisitive learners, instead of a passive receiver knowledge approach to coaching.

Salisbury RFC Response

Salisbury RFC has identified the need to ensure that the age group coaches have the appropriate qualifications and skill sets to support the principals of Age Grade Rugby and with it player development. Adopting that principal the CPD Pathway has been developed to provide a structured approach to coach development, running in parallel with the identified needs of each age group.

Rugby's Core Values

Rugby's values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship are what make the game special for those who enjoy the environment and culture they create. They define the game and define England Rugby.

Teamwork

Teamwork is essential to our sport. We welcome all new team members and include all because working as a team enriches our lives. We play selflessly: working for the team, not for ourselves alone, both on and off the field. We take pride in our team, rely on one another and understand that each player has a part to play. We speak out if our team or sport is threatened by inappropriate words or actions.

Respect

Mutual respect forms the basis of our sport. We hold in high esteem our sport, its values and traditions and earn the respect of others in the way we behave. We respect our match officials and accept their decisions. We respect opposition players and supporters. We value our coaches and those who run our clubs and treat clubhouses with consideration.

Enjoyment

Enjoyment is the reason we play and support rugby union. We encourage players to enjoy training and playing. We use our sport to adopt a healthy lifestyle and build life skills. We safeguard our young players and help them have fun. We enjoy being part of a team and part of the rugby family.

Discipline

Strong discipline underpins our sport. We ensure that our sport is one of controlled physical endeavour and that we are honest and fair. We obey the laws of the game, which ensure an inclusive and exciting global sport. We support our disciplinary system, which protects our sport and upholds its values. We observe the sport's laws and regulations and report serious breaches.

Sportsmanship

Sportsmanship is the foundation upon which rugby union is built. We uphold the rugby tradition of camaraderie with teammates and opposition. We observe fair play both on and off the pitch and are generous in victory and dignified in defeat. We play to win but not at all cost and recognise both endeavour and achievement. We ensure that the wellbeing and development of individual players is central to all rugby activity.

Salisbury Rugby Club Principal Objectives:

- To create a safe, enjoyable but challenging environment to allow the players to reach their potential.
- To develop the ethos of good sportsmanship in an environment which encourages self discipline and respect for other teams' players and match officials.
- To create an environment with an emphasis on performance rather than one of results, where all players have an equal opportunity to take part in games.
- To create a structured player coaching pathway to develop players through the age groups with the aim of establishing continuity that results in progression to adult rugby.
- To support the development of the coaches through a structured CPD programme in support of player development.

"Children learn what they live"

"Coaches facilitate a significant part of this learning and have a big responsibility to develop an environment that enriches the lives of people"

Lynn Kidman

Australian Institute of Sport

The Club will...

- Produce a coach CPD based development strategy.
- Produce role specifications for all senior coaching posts.
- Support coaches in the development of age group related seasonal training schedules and assessment criteria.
- Organise refresher training on a regular basis for coaches in order to maintain the Club's "Core Values" and enhance best practice.
- Provide club coaches with opportunities to attend RFU CPD courses and courses run by other organisations, where possible at Salisbury RFC.
- Through the Club Coaching Coordinator, provide one to one support for coaches as they progress through the CPD programme.
- Encourage all coaches to maximize their potential through the CPD program.

Coaches will...

- Produce an age-group related seasonal training schedule and assessment criteria which is appropriate to the physical ability and skill level of the players and is consistent with the long-term development of players.
- Provide a safe environment which challenges players, with the emphasis on fun and enjoyment.
- Provide an environment, which ensures all players have the opportunity to participate in an equal amount of playing time during the season.
- Provide an environment, which ensures all players have the opportunity to experience as wide a variety of positions as appropriate to their physical and skills ability.
- Provide a challenging coaching environment, which will help players reach their potential, whilst enjoying their rugby.
- Provide regular individual feedback to players to help with their personal development.

The Club will measure success by...

- Monitoring player recruitment and retention at each age group.
- Monitoring coach development through the attainment of RFU and other CPD qualification.
- Measuring the retention of skilled and qualified coaches.
- Measuring the number of players who continue to play to Senior level.



What is Continuous Personal Development?

Continuous Personal Development (CPD) is the term used to describe the learning activities engaged in to develop and enhance skills, knowledge and abilities.

Why is CPD important in Coaching Rugby?

Continuous Personal Development is important because it delivers benefits to the coaches, their players and enhances the reputation of Salisbury RFC.

Continuous Professional Development is widely recognized as fundamental to the development and enhancement of coaching standards at Salisbury RFC in order to achieve the full potential of players. It ensures that coaches enhance their skills and abilities by learning in a structured, practical and relevant way.

The benefits of CPD

- CPD allows coaches to focus on what specific skills and knowledge they require in order to be confident in their proficiency and skill sets.
- CPD ensures that coaches maintain and enhance the knowledge and skills they need to deliver a high standard of training.
- CPD ensures that the coach's knowledge and skill set stays relevant to the age group being coached.
- CPD helps prevent coaches being left behind, and the currency of their knowledge and skills becoming outdated.
- CPD helps coaches continue to make a meaningful contribution to player skills and knowledge development.
- CPD opens coaches up to new training approaches, new knowledge and new skills areas.
- CPD ensures coaches keep pace with the current standards of others operating at the same level.

Salisbury RFC CPD Pathway

The Pathway has been divided into four age groups, in line with the in house structure, of Mini, Midi, Junior & Colts. The Pathway is also structured so as to identify separately the courses deemed as 'Basic', '15-A Side', 'Senior Qualifications', 'Refereeing' and 'First Aid'.

Relative to each age group the Pathway identifies those qualifications (courses) that the Head Coach, Assistant Coach/es and Parent Helpers should aspire to already have or should undertake during the appropriate season in-line with the key below.

Key:



'Optimal' in order to provide a safe and player-centred approach to rugby appropriate to the age group and game core elements.



This indicates those qualifications (courses) that are deemed **'Desirable'** in order to provide a safe and player-centred approach to rugby appropriate to the age group and game core elements.



This indicates those qualifications (courses) that are deemed **'Optional'** and represent qualifications (courses) that will assist personal development, enhance the coaching team and provide a balance of coaching skills at that age group.




N.B.: *There is only one Assistant Coach entry shown on the CPD table, however, this does not mean all AC must have the qualification.*

Identified courses/qualifications should be shared across the age group coaching team except for Play it Safe, Rugby Ready and Headcase (Concussion), which all coaches should attain.

In order to be classified as a 'Coach', to meet RFU requirements, then the England Rugby Coaching Award (Level 2) must have been obtained.

Salisbury RFC will use the term 'Tag Coach' for those who have not completed the ERCA (L2) qualification

CPD Pathway Mini Age Group

Key:
Optimal: 
Desireable: 
Optional: 

U6
Head Coach
Assistant Coach/s
Parent Helper

U7
Head Coach
Assistant Coach/s
Parent Helper

U8
Head Coach
Assistant Coach/s
Parent Helper

U9
Head Coach
Assistant Coach/s
Parent Helper

U10
Head Coach
Assistant Coach/s
Parent Helper

U11
Head Coach
Assistant Coach/s
Parent Helper

BASIC COURSE

HEAD CASE ON LINE
(Every 3 years)

PLAY IT SAFE (Every 3 years)

TAG RUGBY

RUGBY READY...
...See ERCA (L2)

QUILTER KIDS FIRST
AGE SPECIFIC U10 & 11

QUILTER KIDS FIRST
AGE SPECIFIC U12 & 13

SPECIAL QUALIFICATIONS

REF L1 (Children)




FIRST AID (Every 3 years)

SENIOR QUALIFICATIONS

ERCA (L2)

COACHING
LICENCE

CPD Pathway Midi/Junior Age Groups

Key:
Optimal: 
Desireable: 
Optional: 

Midi Age Groups

U12 Head Coach
Assistant Coach/s
Parent Helper

U13 Head Coach
Assistant Coach/s
Parent Helper

Junior Age Groups

U14 Head Coach
Assistant Coach/s
Parent Helper

U15 Head Coach
Assistant Coach/s
Parent Helper

U16 Head Coach
Assistant Coach/s
Parent Helper

BASIC COURSE

HEAD CASE ON LINE
(Every 3 years)

PLAY IT SAFE

RUGBY READY...
...See ERCA (L2)

QUILTER KIDS FIRST
AGE SPECIFIC U12 & 13

SPECIAL QUALIFICATIONS

REF L1 (Children)

Ref 2 (15 A-Side)

FIRST AID (Every 3 years)




SENIOR QUALIFICATIONS

ERCA (L2)

COACHING
LICENCE

Head Coach	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Optional	Optimal	Desireable	Optimal
Assistant Coach/s	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Desireable	Optimal	Desireable	Optimal
Parent Helper	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optional	Desireable	Optional	Desireable	Optimal
Head Coach	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Optimal	Optimal	Optimal	Optimal
Assistant Coach/s	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Optimal	Optimal	Optimal	Optimal
Parent Helper	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Optimal	Optimal	Optimal	Optimal
Head Coach	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Optimal	Optimal	Optimal	Optimal
Assistant Coach/s	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Optimal	Optimal	Optimal	Optimal
Parent Helper	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Optimal	Optimal	Optimal	Optimal
Head Coach	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Optimal	Optimal	Optimal	Optimal
Assistant Coach/s	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Optimal	Optimal	Optimal	Optimal
Parent Helper	Optimal	Optimal	Optimal	Optimal	Optional	Desireable	Optimal	Optimal	Optimal	Optimal	Optimal

CPD Pathway Mini/Midi Age Groups

Key:
Optimal: 
Desireable: 
Optional: 

COURSES (15 A-SIDE)

SCRUM FACTORY...
...See ERCA (L2)

CONTINUITY

MANAGING CONTACT

PRINCIPLES OF ATTACK

PRINCIPLES OF DEFENCE

BACK ATTACK FROM DEFENCE

MAUL & RUCK

LINEOUT

SENIOR QUALIFICATIONS

UK CC L3

Mini Age Groups

U10 Head Coach
Assistant Coach/s
Parent Helper

U11 Head Coach
Assistant Coach/s
Parent Helper

Midi Age Groups

U12 Head Coach
Assistant Coach/s
Parent Helper

U13 Head Coach
Assistant Coach/s
Parent Helper




Junior Age Groups

U14 Head Coach
Assistant Coach/s
Parent Helper

U15 Head Coach
Assistant Coach/s
Parent Helper

U16 Head Coach
Assistant Coach/s
Parent Helper

CPD Pathway Colts Age Group

Key:
Optimal: 
Desireable: 
Optional: 

Colts Groups

U17 Head Coach
Assistant Coach/s
Parent Helper

U18 Head Coach
Assistant Coach/s
Parent Helper

Key:
Optimal: 
Desireable: 
Optional: 

Colts Groups

U17 Head Coach
Assistant Coach/s
Parent Helper

U18 Head Coach
Assistant Coach/s
Parent Helper

COURSES (15 A-SIDE)

SCRUM FACTORY...
...See ERCA (L2)

CONTINUITY

MANAGING CONTACT

PRINCIPLES OF ATTACK

PRINCIPLES OF DEFENCE

BACK ATTACK FROM DEFENCE

MAUL & RUCK

LINEOUT

SPECIAL QUALIFICATIONS

REF 2 (15 A-Side)

FIRST AID
(Every 3 years)

SENIOR
QUALIFICATIONS

UK CC L3

PREREQUISITES

GAME PLANNING

GOAL SETTING

PERFORMANCE
ANALYSIS

PLAYER PROFILING

PLANNING &
PERIODISATION

COACHING LICENCE
(Every 3 years)

Coaches must have demonstrated a regular commitment to attending RFU CPD course when applying for the UK CC L3

Coaches must select at least three of the five Prerequisite Courses and have taken them before commencing the Primary Course, which takes 12 months (Please see the details on page 18). It would be considered beneficial if coaches take the remaining two courses.

England Rugby Coaching Award (Level 2)

- Duration: 3 days
- Min.Age: 16
- This course is an entry point for coaches working with players of U9 and above.
- It is tailored to the needs of the players being coached.
- It provides coaches with the knowledge, skills and attributes to effectively coach young players and adults.
- It is an Accredited UKCC Level 2 qualification.

Mandatory Pre- Course task

- Attendees must have completed the RFU online Headcase module prior to attending the course.
- Attendees will also have to complete the IRB on line Rugby Ready and Law Test elements.
- The details for the three prerequisite will be sent to the candidates after they have registered for the course.

N.B. This course now includes Rugby Ready and Scrum Factory, so those elements are no longer a prerequisite undertaken before attending.

UK CC L3 Prerequisites

Coaches will have to provide evidence of attendance at three or more Advanced Coaching CPD series courses, comprising at least two from: Planning & Periodisation, Player Profiling and Game Planning, plus one from: Goal Setting and Performance Analysis. Details of courses being run currently can be found online at www.englandrugby.com/my-rugby/courses/search . Coaches will be required to submit a screenshot of their record from My Rugby Academy showing details of the relevant Advanced Coaching CPD courses that have been attended.

UK CC L3

The course consists of 3 modules, 2 of which are delivered face-face, and one as development in the coaching workplace, supported by a trained RFU mentor.

The course lasts one year and applicants should make themselves available for all modules.

The course is a mixture of practical and classroom based activities.

Assessment is competency based allowing you to be continually assessed & receive support & action planning throughout the course. On successful completion of the Level 3 all coaches should be able to:

- Analyse participants' current and potential performance needs and aspirations.
- Articulate clear Coaching and Playing philosophies.
- Plan a coaching programme according to agreed goals.
- Manage a safe and effective coaching environment.

Deliver a coaching programme using a range of coaching styles and interventions to meet participants' needs.

Coaching Licence

A Coaching Licence will be automatically granted following the successful completion of any RFU coaching qualification course. This will mean you have complied with the Terms and Conditions and upholding the RFU Coach's Code of Conduct.

If you are actively coaching in the contact game, (U9s upwards), and already have a RFU or UKCC Rugby Coaching Qualification, then you are eligible to apply for a Coaching Licence from the RFU.

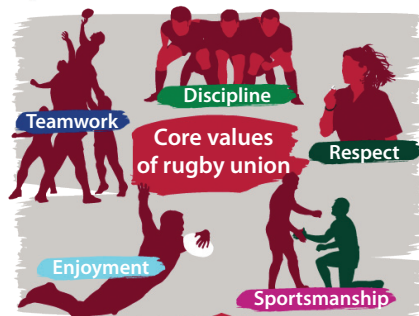
In all cases please apply to the Regional Coaching Centre – details on the RFU Coaching website.

The Licence must be renewed ever three years

By becoming licensed you are making a statement that you have taken the responsibility to improve yourself as a coach by attending Continuous Personal Development (CPD) courses. These ensure you maintain up to date knowledge and broaden your skills which will result in your coaching being more effective.

This means your own personal development will benefit all those you coach. Additionally a range of offers and promotions linked to membership of a Coaches Association is being developed.

RUGBY IS GOOD FOR YOU



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