

Ilkeston Rugby Union Football Club

Coaching Framework Document

The Stute

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# INTRODUCTION

The provision of and effective safe and enjoyable mini and junior section is crucial to the success on and off the field of Ilkeston Rugby Club.

Volunteering in the Mini and Junior Section is not a task to be taken lightly and being a coach or team manager takes a lot of dedication and focus. However it is highly rewarding and offers the opportunity to challenge and develop yourself in many different ways.

The following framework details the requirements of an Age Group Coach or Team manager at Ilkeston Rugby club aiming to drive consistency across the junior section

**YOUR RESPONSIBILITY AS A COACH OR TEAM MANAGER**

Players make a choice to come to Ilkeston Rugby Club. Coaches and Team mangers must ensure that that choice is an easy one. Coaches and managers should create a supportive, positive environment by championing the RFU Core Values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship and actively engage players and supporters to uphold these values.

Shouting or arguing with officials, parents or opposition team players and coaches is totally unacceptable. Club officals, parents and coaches are encouraged to challenge any incidents of this behavior on the side line in an appropriate manner and the club will support them in the upholding of these values.

We expect our players to develop and the same is expected of coaches. Coaching techniques change, laws and guidelines change and the game changes over time. To deliver the best experience for the players they are responsible for coaches must ensure that they engage in ongoing personal development.

The Club Coaching Coordinator (CCC) will develop and maintain a coach development plan and will ensure that coaches are aware of any appropriate courses that they can attend. Age grade coaches will be expected to hold or be working towards the appropriate coaching qualification for their age group as defined in the coach development matrix (Appendix 1) and attend at least one CPD event per season. Where possible the club will fund or subsidise the cost of these courses.

The safety of the young people in our care is our most important priority, all coaches and team managers will be required to hold a valid eDBS certificate before they can commence/continue coaching. The Club Safeguarding Officer or Club Coaching Coordinator will inform coaches in advance when their eDBS is due for renewal. If a coach does not hold a valid eDBS certificate they will be asked to cease contact with young players until such time that the eDBS process has been completed.

All coaches and team managers will be expected to have completed the appropriate online HEADCASE concussion training module.

New coaches will be recruited as per the Ilkeston Rugby Club volunteer recruitment process and policy. All potential coaches should be notified to the CCC prior to commencing coaching.

**OUR APPROACH TO THE GAME**

Ilkeston Rugby Club aims to give the opportunity for as many people as possible to participate in rugby union and develop as players both technically, tactically, mentally and socially.

The club will guide and allow each coach to develop their own coaching style and philosophy and deliver challenging and enjoyable session that are appropriate for the players in their team.

Ultimately the club wishes to retain as many players as possible and ensure that the pathway to the senior teams is clear, defined and produces players capable of succeeding in the clubs senior sides.

As such the following guidance is given:-

* Rugby is played with the ball in hand and requires the identification and exploitation of SPACE.
* Contact is a key part of the game but in attack the aim should be to AVOID CONTACT ensure the ball is kept alive
* In defense STRONG TACKLING and EFFECTIVE CONTACT SKILLS allow the opposition to be put under pressure and you to play off the front foot
* The set piece (line out and scrum) is an EFFECTIVE ATTACKING PLATFORM and opportunity to get the ball back in defense – consider however the time that is spent in the set piece as opposed to phase play.

**PLAYER DEVELOPMENT AND COACHING SESSIONS**

All coaches must ensure that the sessions they deliver are player centered, are accessible and offer appropriate challenge to the players they are working with.

There are many approaches to coaching and session structures that may be employed, it is a case of finding the right tool for the job. However it is strongly recommended that coaches use to the following approaches in all their sessions

**GAME BASED**:-

Game based coaching should be used as opposed to an over reliance on drills, sessions should be arranged using GAME ZONES and SKILL ZONES, the use of constraint based invasion and evasion games will allow you to develop players who are effective problem solvers and can perform cores skills under pressure..

**A.P.E.S.**:-

A – Active

P – Purposeful

E – Enjoyable

S - Safe

As a basic approach the session should maximize the time the players are active, ensure that all tasks have a purpose and aid learning.

**FOCUSSED ON THE PRINCIPLES OF PLAY**:-

* Go Forward
* Support
* Continuity
* Contest Possession
* Pressure
* Communication

**C.A.R.D.S.**:-

C – Creativity

A – Awareness

R – Resilience

D – Decision Making

S – Self Organisation

The CARDS approach is being used in England age group rugby and is focused on developing creative players that can make effective decisions under pressure. This approach requires the creation of an environment where player can experiment and problem solve – Conditioned game based practices where the coach challenges the player to “beat the game” are key to this approach.

# CLUB OFFICIALS AND JOB DESCIPTIONS

Age group rugby at Ilkeston is split into the following three sections

* The Minis section consisting of 7 teams from U6 – U12s
* The Juniors section consisting of teams from U13 – U16
* The Colts team (U17s –U19s) which comes under the guidance of the senior section.

The administration of these sections is performed by the roles described below.

## **Junior and Minis Section Chairman**

The person with the responsibilities as defined in the clubs constitution.

## **Juniors and Minis Fixture Secretary**

The person with the overall responsibility for the fixtures for all sides within the Juniors and Minis.

## **Club Safeguarding Officer**

Please refer to RFU.com latest statement for the obligations of this role within our club.

The Safeguarding Officer is your first point of contact for any concerns or information regarding safeguarding incidents or concerns.

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## **Club Coaching Coordinator / Club Refereeing Coordinator**

This is the individual with responsibility for supporting the Junior and Mini section coaches and referees in all aspects of coaching rugby. The Coaching Coordinator is your dedicated point of contact for advice on coaching, coaching courses, coach mentoring and coaching development.

## **Lead Coach Job Description**

A dedicated coach who is accountable for the development of a specific age group in the Mini and Juniors Section. The Lead Coach will design and deliver coaching sessions with the aid of the assistant coaches which will achieve the overall aims and objectives for player development in that age group.

Coaches may progress with the players through the age groups or if requested, coach at a specific age group level.

The Lead Coach will be accountable for the progress of the players within their age group and will engage with relevant club officials on a regular basis to provide updates on progress and highlight any successes or issues.

It is expected that a Lead Coach will be fully supportive of the clubs philosophy and player development pathway.

They will champion the player centered approach to coaching and uphold and promote rugbys core values and follow the appropriate codes of practice.

Ideally you’ll need to be: −

* Knowledgeable about the game
* Enthusiastic and willing to earn an RFU Coaching Award and continually develop as a coach by regularly attending coaching CPD events.
* Confident and good at communicating
* Committed to fair play and the development of children through sport.
* Well-organised and a good timekeeper
* Approachable and good with people

What you’ll do: −

* Plan and run safe, enjoyable, effective training sessions following current models of best practice.
* Develop individuals’ skill, confidence and fitness
* Select the team and set the tactics appropriate to the age group you’re working with and in line with Ilkeston Rugby Clubs playing aims and philosophy
* Ensure players are given an equal opportunity to play in fixtures. Promote fair play, team standards and codes of conduct
* Retain players and work with relevant club officials, volunteers and RFU personnel to recruit players
* Manage and develop your team of assistant coaches and work with the Club Coaching Coordinator to continue you and your teams learning and developing.
* Work closely with the Team Manager and Junior Fixtures Secretary to ensure appropriate fixtures are arranged and details are communicated effectively to players, parents and officials.
* Build team spirit and encourage participation in both the playing and social areas of Ilkeston Rugby Club

## **Assistant Coach Job Description**

An assistant coach will assist and support the Lead Coach in the design and delivery coaching of sessions which will achieve the overall aims and objectives for player development in that age group.

Coaches may progress with the players through the age groups or if requested, coach at a specific age group level.

The club will offer a supportive environment for assistant coaches allowing them to develop into lead coaches if they so wish.

The assistant coach will be fully supportive of the clubs philosophy and player development pathway.

They are will champion the player centred approach and uphold and promote rugbys core values and follow the appropriate codes of practice.

Ideally you’ll need to be: −

* Knowledgeable about the game
* Enthusiastic and willing to earn an RFU Coaching Award and continually develop as a coach by regularly attending coaching CPD events.
* Confident and good at communicating
* Committed to fair play and the development of children through sport.
* Well-organised and a good timekeeper
* Approachable and good with people

What you’ll do: −

* Assist in the planning and run safe, enjoyable, effective training sessions following current models of best practice.
* Develop individuals’ skill, confidence and fitness
* Assist the Lead coach in selecting the team and setting the tactics appropriate to the age group you’re working with and in line with Ilkeston Rugby clubs playing aims and philosophy
* Ensure players are given an equal opportunity to play in fixtures. Promote fair play, team standards and codes of conduct
* Retain players and work with relevant club officials, volunteers and RFU personnel to recruit players
* Build team spirit and encourage participation in both the playing and social areas of Ilkeston Rugby Club

**Team Manager Job Description**

This is the person with the responsibility for supporting the team with all non coaching aspects such as fixtures, transport etc. The team managers in both the Juniors and Minis will progress with the players through each age group.

As Team Manager, you represent the team and the parents to the club management, including the Director of Rugby, Safeguarding Officer and Coach.

The team manager will ensure that players and are informed of any notices, game and training arrangements and will champion the RFU core values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship.

Ideally, you’ll need to be:

* Well-organised
* Enthusiastic and motivating
* A good listener who’s easy to approach
* A good timekeeper

What you’ll do: −

* Make sure all players are registered before the first match by getting all the appropriate information from each player.
* Liaise with opposition team managers/coaches and the referee as required to ensure that fixtures, dates, timings and any other relevant information is communicated to them in a timely manner.
* Fill in team sheets and other relevant forms before matches
* Arrange for the team jerseys and equipment to be cleaned and available for matches
* Make sure the players don’t walk off with the kit at the end of the season
* Make sure the team turns out properly dressed for matches, mouthguards and safety studs
* Make sure players, families and supporters know where they’re playing and training each week
* Represent the team at club meetings (if required)
* Follow any relevant Ilkeston Rugby policies and safeguarding procedures are followed

# Age Grade Rugby

Ilkeston Rugby Club is fully supportive of the Age Grade Rugby pathway implemented by the RFU the development focus of the programme.

Coaches should familiarize themselves with the various age grade regulations and rules of play. Age grade rugby builds on skills acquired through each age group and coaches should be mindful that the age grade rules of play are described as “maximum” rules for that age group. This means that the game played by the children as they enter the U9 age group, for example, is very different to that that they play as they move to the U10 group. Progression through the year should be based on the ability of ALL the players (not just the better ones) and coaches must plan their season accordingly -the aim is that the players are competent at the skill(s) introduced at that age group and ready to move on.

The Age Grade Rugby pathway and Ilkeston Rugby Club does not support a win at all costs mentality and the club will challenge this when it is observed. Players are entitled to equal game time (with due to consideration to the players safety and mental wellbeing) and squads should be appropriately rotated. There will be no A or B / NLD or Non NLD/ 1st or 2nd teams in the Ilkeston Rugby Club Mini and Junior section.

Appendix 2 of this document give guidance on “What Good Looks Like” for a player who has passed through the Mini and Junior Section at Ilkeston Rugby Club this is offered as guidance for coaches to assess their players progress.

Age Grade Code of Practice

The RFU Age Grade Code of Practice was published in October 2017 and Ilkeston Rugby Club are supportive of this approach. Many of the requirements detailed above are referenced in the code of practice and coaches must familiarize themselves with its content and look to apply best practice whenever possible.

Specific Attention is drawn to Code of Practice 4 – An individual playing up or down.

Playing player out of age grade should only be considered as a development opportunity for that player and all appropriate assessment and sign offs should be obtained before a player is selected out of age grade. Playing out of age grade will not be considered for reasons of an age grade “requiring a player” parental pressure or other non development focused reasons. It must be made clear to the player approached to play out of age grade that they may return to their original age group and if playing out of age grade at the end of a season will be reassessed at the start of the next.

APPENDIX 1 COACHING DEVELOPMENT MATRIX

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Age Group** | **eDBS** | **Head Case**  | **Rugby Ready** | **Coaching Children in Rugby Union** | **England rugby Coaches Award** | **Age Grade CPD** | **Scrum Factory** | **Managing Contact** | **Coaching the Ruck and Maul in the 15 aside game** | **Coaching Kicking in the 15 aside game** | **Coaching Back play in the 15 aside game** | **Coaching defense in Phase Play** | **Coaching Continuity in the 15 aside game** | **Coaching Half Back Play in the 15 aside game** | **Coaching the Line Out** | **CPD Inside 7S** | **Game Planning\*** | **Player Profiling\*** | **Planning and periodisation\*** | **Performance analysis\*** | **Goal Setting\*** | **EFARU** | **Play it Safe** |
| **U6** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **U7** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **u8** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **u9** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **u10** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **u11** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **u12** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **u13** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **u14** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **u15** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **u16** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| **Colts** |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |

|  |  |
| --- | --- |
|   | Required |
|   | Highly Recommended/Working Towards/Appropriate for Age group |
|   | Not Essential/Nice to Have |
|   | Not offered for age group |
| \* | Advanced CPD (only available for level 2 Coaches) |

**APPENDIX 2**

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| **WHAT GOOD LOOKS LIKE** |
| The below table gives an overview of the expectations of a player who has progressed through the age groups at Ilkeston RUFC as they move into the Colts section and look to transition to senior rugby. It is understood that different players progress at different rates and that some positions require different specialist skills and technique but a focus on providing a grounding in the fundamentals of rugby should be the focus. Success for a coach is the delivery of a player to the senior game with these basic skills and understanding.The areas detailed below should be linked to the Principles of Play and it is expected that a player has a thorough understanding of these:-CONTEST POSESSION, GO FORWARD, SUPPORT, CONTINUITY, PRESSURE, COMMUNICATION |
| TECHNICAL | Pass | Able to execute pop, push and spin pass consistently off either hand whilst running. Accurate over a range of distancesAdapts to conditions |
| Catch | Able to catch a range of passes.Comfortable catching a high ball from a kick off or clearing kick |
| Kick | Perform a punt, drop or place kick consistently and accurately |
| Run | Able to change direction at full speed.Able to use a change in pace and footwork to beat a player.Hold ball appropriately in open play or contact area. |
| Tackle | Executes a safe front, side or rear tackleRegains feet after tackle to compete for the ballPerforms effective ball placement or offload in tackle |
| Contact | Manages body in contact and performs effective present.Shows correct body position in ruck and maul.Can build and maintain Tower of Power body shape. |
| TACTICAL | Attack | Recognises and exploits overlaps and space.Can manipulate defenders to create space or penetrate defenseUnderstands and can execute a basic game plan.Uses appropriate techniques to manage and attack space |
| Defense | Uses appropriate tackle for situation Manages space in defense and goes forwardCan execute basic defensive patternsAware of different defensive requirements according to field position. |
| Set piece | Understands importance of set piece as attacking platformMake appropriate tactical decisions at set piece according to conditions, field position and game flow.  |
| PHYSICAL |  | Understand the need for an appropriate level of fitness.Understands the need to train and work hard at club training sessions and in own time to succeed at higher levels.Able to perform body weight exercisesAble to maintain body shape during games and under fatigueAble to identify and mange own injuries effectively. |
| MENTAL |  | ResilientSelf Aware and willing to accept coachingMakes good decisions when fatiguedUnderstands and applies Rugby Core ValuesSupportive of Teammates and their development. |