

Mission: To develop players that want to stay in the game

COACHING POLICY

Coaching and Playing

1. Treat all players fairly. No A and B teams. Play teams of mixed ability players.
2. Develop all your players. Sometimes, less able players require more 1-to-1 development time from the Coaches. Rugby is a game for everyone, of all abilities. Don't favour your best players. It is tempting to always play your best players but the average players need your attention too. We encourage Coaches to issue and maintain Personal Development Plans for all players.
3. Ensure that all players get a fair amount of match playing time representative of their commitment and ability. This means that you should rotate your squad and if that means not relying on your stronger players to win matches, so be it. Over a maximum of 6 consecutive matches all players in your squad should have fair playing time. A player missing a weekend due to family commitments is not a reason to not give fair playing time.
4. All substitutes at away matches should play a minimum of 25% of the match. Make all efforts to do the same at home matches.
5. The only exception to points 3 & 4 above is for County Cup matches and Tournaments where you may play your strongest team and use substitutes as you see fit.
6. Do not allow any discrimination by players of other players. Split up cliques and combine stronger players with less able players. Encourage them to treat all their team mates equally, to help each other and to bond together as a squad.
7. If any players are not taking part in your age group match (i.e. in cup games where the size of the squad is limited by the rules of the competition) try to offer them some other involvement so that they feel they are still important to the club. If they wish to come and support the team at such games, do not leave them on the side but get them involved (e.g. helping with pre-game warm up, holding a tackle bag, looking after the water bottles or carrying the kicking tee on during a match). Small things help to keep the squad together.
8. All Coaches are expected to manage the standard of players' behaviour on and off the pitch at all times. If there is a persistent problem with any of your players, report it to the Child Welfare Officer and/or CCC and together we can start to resolve the problem.
9. All Coaches are recommended to seek self improvement by taking part in a wide range of training courses available via the RFU and other rugby related bodies.
10. Please do not arrange matches for your age group without informing the Fixtures Secretary and, if a home game, the Club Steward as pitch/changing room availability may be an issue. This is to ensure the overall management of the clubs facilities (i.e. kitchen, pitches and training areas) on a Sunday morning, which is for the whole club and not just for your age group.
11. If you need to call the Emergency Services, please send someone to the main entrance of the club to meet the Emergency Services, so they can be guided to the right place. Making sure that all Emergency access areas are clear of cars and people at all times. Inform any member of the Club Committee (many are on site on a Sunday) and the Clubhouse Staff that you have called the Emergency Services so they can help you.
12. It is your players who matter – not their won/lost record. Invest your time in their well being. Keep yourself informed on the principles of sound coaching. Understand the way children grow and develop. Remember they are not small adults.
13. Teach your players that victory isn't everything – playing as well as you can is just as important. **Remember it's not the winning; it's the taking part that counts.**

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Child Protection and Safety

1. Protection not only applies to the children, it also applies to you and your helpers.
2. If you see anyone acting in an unsafe or an aggressive manner towards any of the following: a Child, the Referee, a Coach or a Parent, you are in your rights as a Referee, Coach or Welfare Officer to ask them to refrain from this course of action and if they continue, you can ask them to leave the club.
3. If you hear of any incident which has taken place during training or at a match which you are unhappy about, check the facts with the child and / or their parent. You must take notes at the time, so the facts of the incident do not change. Once you are happy with the details, inform a club official who can pass the details onto the relevant person to deal with the issue.
4. Some clubs play unauthorised mixed age groups, if you feel this is the case in your match ask the referee to check or we can check the players' details on Rugby First. If the other club are playing any over age players it is potentially un-safe to play, so ask them not play those players or do not play the match and report the incident to the club who will take any action required.
5. Beware when discussing details of any player or a parent. Do so in private so you are not accidentally overheard by other players or parents.
6. Make sure all your team of helpers are CRB checked.

Administration

1. Remember all players must have a RFU registration number and must also be a paid up member of IBRFC before they can play in any match for the club. All membership fees should be paid within 6 - 8 weeks of the start of the season. If any player is having problems paying their membership due to financial issues please contact the Junior Chairman who will be able to help.
2. Communicate with your parents. They will be happier if they fully understand your plans for your squad. If they want to discuss any matter, encourage them to talk with you or the Junior Players Representative or the relevant club official.
3. Try not to be negative in your match reports on the website or any forwarded to local newspapers. Highlight the positive points during the after match debrief not just what went wrong. The squad will know it was a bad game, forget it and move on.
4. Touring – If squads are considering touring please contact the Club before any planning or agreements are made.

Summary

We are here for the children's enjoyment, not ours, so relax and enjoy the rugby. Remember that your Club officials are here to help you at all times. Remember that it is always better to be safe than sorry. As long as you have abided by RFU and IBRFC policies and protocols, the club will always back you.