



## **Review of the existing CBRDP Organisational Structure within the Eastern Counties Rugby Union-Jan 2011.**

### **Introduction.**

Following the production of the Document entitled 'Player Development Pathway and Club Eastern Counties and the subsequent ratification of its proposals at the 11th October 2010 ECRU Management Committee meeting it was further discussed at the following CBRDP meeting held on the 10<sup>th</sup> November 2010. It was clear from that discussion that there was substantial concern about the 'fitness for purpose' of the current CBRDP organisational structure. It was agreed that a small working group would meet to review the existing CBRDP structure and make any necessary proposals to ensure it could most effectively meet its 'whole player pathway commitments'. The imperative nature of this review was further reinforced by the RFU having recently produced a policy document having identified 'Performance' (Elite) and 'Aspirational' (Clubs and Schools) Playing Pathways encouraging CB's to focus on the latter particularly with respect to the formation of better links between the youth and adult levels of the game in order to retain/recruit more active adult players. Further impetus has been provided given the knowledge that the current CBRDP Chairman is resigning at the end of the season and the Chairman of the 7-18 CBRDP sub committee has already resigned. This makes it even more vital we take this opportunity to review the existing organisational structure so that any agreed changes can be swiftly identified and incorporated into the Terms of Reference for any new group/s and the job descriptions of its leader/s and members.

### **The Review.**

The Working Group met on a Saturday in early December and agreed that the Current structure of the CBRDP had outlived its useful purpose and proposed that it be

reconstructed in the form of 2 Groups, 1 representing the Elite( Performance) Player Development Pathway and the other representing the Club and Schools (Aspirational ) Player Development Pathway. The component parts of both these Groups are represented in diagrammatic form in the attachment to this document at Appendix 1. Clearly there is still work to do in producing definitive Terms of Reference and Job Descriptions for the Leaders of each Group as well as their membership and this needs to be completed quickly so that ,at the very least ,if agreed, we are ready to proceed in this format from the beginning of July 2011 at the latest. We will also need to dovetail these organisational changes and their associated objectives into the 2011/12 Action Plans and in a way that is consistent with our previously agreed Player Development Pathway and Club E.C. Policy.

### **Summary.**

This initial Review was written in something of a hurry specifically for the January Exec Meeting so further guidance and direction might be given about the timing and priority order of the various tasks to be pursued and, indeed, by whom these will be achieved.

At the January Executive meeting the 'broad brush' of these 'skeletal' proposals were accepted and it was agreed that the next steps were to put 'flesh on the bones 'of the proposed structure in time for a presentation to the 8th February 2011 ECRU Management meeting for a discussion and a final decision about whether or not to proceed with the proposed organisational changes to the CBRDP Structure and its implementation. It should be noted that the 'skeletal ' proposals were also presented to the existing CBRDP Group at their meeting on the 19<sup>th</sup> January and they met with general and enthusiastic approval. The remainder of this document will now concentrate on providing the more intricate detail of what such a reorganised CBRDP structure will look like in its operational role. It will include the following:

- A rationale for the need to engage in this organisational change.
- A description of the purpose of each of the 2 Principal Groups being proposed.
- The staffing and support required to make these proposals effective.
- The roles of the Staff required both voluntary and paid.

- **A description of how communication within the CBRDP i.e. between the 2 Groups might best be effected and also how the CBRDP as a whole might both efficiently and effectively communicate with the wider ECRU organisation.**
- **A description of how the Action Planning process of both Groups will be managed , how this marries with the wider strategic aims of the CB and RFU, and how it also links cohesively with the Playing and Development and Club EC Strategy and Objectives agreed in late 2010.**
- **A description of the Financial and Budgetary responsibilities and the commitments of both groups and the CBRDP as a whole.**
- **Finally it will include a summary of all the proposals contained in this document which it recommends are ratified by the Management Committee.**

## **ECRU CBRDP – Reorganisation.**

### **1. Rationale for Change.**

The existing ECRU CBRDP organisational structure had arisen out of the Youth Development Committees and its culture, not surprisingly, still predominantly focused on the development of Youth rugby up to the age of 18. There was very little acknowledgement of Adult rugby at either Club or ECRU level – indeed the CBRDP Committee had only one main sub committee ( the 7 – 18 ) actively reporting back to the main committee. Although Coaching, Refereeing, Club EC, and Safeguarding were nominated further sub groups they had really developed a ‘life force’ of their own and the level of reporting back to and the influence of the CBRDP Committee was nominal and erratic. There was substantial confusion and a lack of cohesion and uniformity concerning a) the assessment and selection of those players destined for the ‘Elite’ player development programme and b) the provision for those players (the vast majority) who would be destined for development at Club/Community level. In its ‘Player Development Pathway Report’ in 2010 the RFU recognised exactly these issues and additionally the need to more effectively manage the transition of Players from the youth game into Adult Club rugby. This last point is a powerful argument for change within the ECRU ,a CB that has witnessed a major decline in the provision of adult rugby over the last 20 years against a ‘backcloth’ of an ever burgeoning number of playing participants in the mini, junior and youth game. We need to increasingly focus our efforts at Community/Club level whilst at the same time having an effective but distinct

developmental programme for 'Elite' player performance. In the RFU Report these 2 groups were named as follows:

- The Performance Pathway ( Elite).
- The Aspirational Pathway ( Club).

It was recognised, as we have done, in this proposal that these 2 Groups cannot exist in isolation and there will always be a need for a constant and consistent interface. This will occur particularly around the interchange/migration of players between the Performance and Aspirational Pathways according to developmental progress. A system of communication between the 2 Groups will be proposed later in this document and at some stage a protocol for managing the movement of players both ways will need to be formally agreed.

## **2. Description of the 2 Groups being proposed to replace the existing CBRDP organisational Arrangements.**

### **- Player Performance Development Pathway (Elite).**

This will be a high performance (elite) pathway aimed at producing top class rugby players, some of whom will achieve full international honours and be the stars of the future. These will be the tiniest proportion of those starting and hopefully continuing the rugby journey into adulthood. They do, however, deserve to be subjected to the best coaching and supporting staff that we, in conjunction with our Academies can provide.

### **- Club Player Development Pathway ( Aspirational).**

This Group will represent all players as well as being socially inclusive of all groups under represented in the game. Its aim will be to provide an organisational structure that will allow every player to reach his/her potential. It will raise standards and enrich the game and encourage the retention of players through a properly funded coaching, refereeing, safeguarding, and administrative training and support programme at all playing ages within clubs. This investment will be based upon the principle that the better the training/coaching programme allied to other supporting staff then the more likely it is that more players will be produced for the Performance (Elite) Pathway whilst

at the same time we will be improving the rugby playing quality and experience at club level. These outcomes can be tangibly measured over time.

NB. Although the main part of this document does not specifically refer to girls/women's rugby it should be taken as implicit that they are included. This is relatively easily encompassed in the Club Player Development Pathway (it is included in their Terms of Reference) and to a greater extent than ever before is already happening. It is not so easily encompassed at present within the Player Performance Development Pathway (Elite) Group and this is certainly an area that should be urgently considered for future development by that group so that there is transparently equitable provision.

### ***Proposals***

- ***We propose that the existing CBRDP be reconstituted to form the 2 Groups identified and described above.***
- ***We propose the adoption of the Terms of Reference for each Group at Appendices 2 and 3.***

### **3. Staffing and Organisational Structure and Support required to make these proposals effective.**

The staffing structure required to make these proposals work can be graphically and simply viewed in the Flowchart located in this document at Appendix 1.

Each group will be led by a Chairperson and we would propose a Deputy Chair approved by the ECRU Management Committee. The Job Description for the respective Chairs is located at Appendices 6 and 7.

The Terms of Reference for each Group Membership and Meetings is located at Appendices 4 and 5.

#### ***It is proposed that:***

***a) Each Group Chair has a place on the other's committee/group meetings to ensure 2 way communications.***

***b) Each chair has a place on the ECRU management Committee.***

- c) The Chair of the Club Player Development Pathway has a place on the ECRU Executive Committee where he will also have a collective responsibility to represent the view of the Performance (Elite) Pathway Group.***
- d) Both Chairs will be encouraged and supported to attend relevant RFU National/Divisional organised conferences /training events on behalf of the ECRU(CB).***
- e) The minutes and any other relevant material from each group will be placed on the ECRU website in timely fashion.***
- f) In addition to attending ECRU Management Meetings each Chair will submit a prior written report on Action Plan progress to the ECRU Hon Sec.***

#### **4. Action Planning Process.**

Each of the 2 Groups will have a responsibility to discuss, review and contribute to the ECRU Annual Action Plan in accordance with the prescribed time table. There will be a shared responsibility of the 2 Chairs to consult with each other and other relevant parties e.g.; coaches, referees concerning any dovetailing or operational sharing that is required before submission to the Secretariat. The Annual Plan will be kept under regular review at each Group's meeting and should form the central basis of the meeting's Agenda. It will also be the responsibility of each Group to keep ' The ECRU Playing Development Pathway and Club Eastern Counties ' ( see Appendix 8) under review and to ensure it links cohesively with the production of the CB Annual Action Plan.

***It is, therefore, proposed that:***

- Each Group has a responsibility to contribute to the regular review and compilation of the Annual CB Action Plan in accordance with its prescribed timetable and to ensure that their contributions are cohesive as well as consistent with the Strategic Aims and Goals of the ECRU Player Development Pathway and Club EC. Policy document.***

#### **Financial and Budgetary Responsibilities.**

***It is proposed that:***

*Each Group will be responsible for the discharge of their Financial and Budgetary duties in accordance with the ECRU Financial and Budgetary Protocols, a copy of which is located on the ECRU website.*

This may include the training of new budget managers particularly those with team responsibilities. It will require strict adherence to the protocols and process which in the first instance be the responsibility of the Group Chair Budget Manager who will be held ultimately accountable by the Finance Committee.

### **SUMMARY of PROPOSALS**

***It is proposed as follows:***

- ***The adoption of the reconstituted ECRU CBRDP proposal to form 2 Main Groups namely:***
  - a) ***Player Performance Development Pathway (Elite).***
  - b) ***Club Player Development Pathway (Aspirational).***
- ***The Terms of Reference for each Group ( Appendices 2 and 3) is adopted.***
- ***The Membership and meetings Structure is adopted ( Appendices 4 and 5).***
- ***The Job Descriptions of the Chairs of each Group be adopted ( Appendices 6 and 7).***
- ***The Chairs of each Group should have a place on the others Group as well as each attending the ECRU Management Meetings.***
- ***Each Group shall appoint a Vice Chair approved by the ECRU Management Committee.***

- ***The Chair of the Club Player Development Pathway Group should represent the CBRDP on the ECRU Executive Committee.***
- ***The Minutes of all Group Meetings will be placed on the ECRU website.***
- ***Both Groups will be committed to acting in accordance with RFU/CB processes and policies with particular reference to the following:***
  - ***Action Planning and Player Development Pathway and Club EC.***
  - ***Staffing Recruitment.***
  - ***Financial and Budgetary Protocols.***
  - ***Safeguarding.***
  - ***Governance.***
  - ***Equity.***
  - ***Core Values.***

***Finally, it is proposed that a small Working group be convened to start planning the processes that will be required in order to be in a position for the fully operational implementation of these new arrangements by the commencement of the 2011/12 season. I propose the most immediate task is to advertise for the 2 Group Chair posts so that they might play an integral part in the implementation processes.***

**It is recognised there is still much work to be done although I hope you feel this is a substantial start from which we can build a CBRDP structure that more nearly fits the present and anticipated playing development needs within all Clubs and Groups in Eastern Counties.**

**Appendix 1 attached separately.**

RDC 3<sup>rd</sup> Feb 2011

# **ECRU. CB Rugby Development Partnership (RDP). Terms of Reference.**

## **Club Player Development Pathway (Aspirational)**

1. **Plan, agree and implement and review the strategy for Rugby Development for all** players within CB and involve all partners, agencies and stakeholders in the game including clubs, schools, HE's/FE's, Coaches and Referees and ensure Annual Action Plan is delivered in accordance with CB and RFU Strategic Plans.
2. Report in writing to and attend both the ECRU Management and Executive Committee Meetings.
3. Contribute to a co-ordinated Annual Rugby Development Action Plan programme for the CB that incorporates the CB Rugby Development Officers (RDOs) work programmes in accordance with RFU and CB Strategic Plans.
4. Review and manage the relevant parts of the ECRU CB 'Player Development and Club EC Policy Document (2010) with particular reference to the Youth to Adult Player continuum.
5. As the Club Player Pathway Budget Manager monitor and review its agreed budget according to the ECRU Financial Protocols.
6. Establish and manage an integrated player development and playing programme in accordance with Structured Season that includes all CB Teams.
7. Establish and maintain a player database and player tracking system across all age ranges.
8. Liaise with the Player Performance Development Pathway Group (Elite) by attending their meetings and any other relevant developmental/planning meetings within the CB and at regional and national level.
9. Work in partnership with CB Schools Union and support its activities.
10. Implement the ECRU Action Plan and Strategy for Girls and Women's Rugby and encourage its development.
11. Make recommendations for the recruitment, development and retention of: a) Players of all ages, b) Coaches at all levels and, c) Referees (in conjunction with the Referees Society).
12. Manage County Festivals for Schools and Clubs.
13. Continue the development of Partnership arrangements with Active Sports Programmes.
14. Support and Promote the Core Values of Rugby in all activities.
15. Ensure regular appropriate communication is maintained with key personnel at all levels within all clubs, schools, colleges, universities and community settings and that each is visited as part of a structured programme.
16. Support the implementation of programmes for clubs, other community groups agreed with the RDM as part of the CB Action Plan.
17. Liaise with the RDT, CB and key Volunteers to provide appropriate playing, teaching, coaching, refereeing, and medical/safeguarding structures within clubs, schools colleges, and universities and other local community settings.
18. Support and encourage all appropriate social inclusion rugby playing activities.

RDC 2<sup>nd</sup> Feb 2011

# **ECRU. CB Rugby Development Partnership (RDP).**

## **Terms of Reference.**

### **Club Player Development Pathway (Aspirational)**

2. **Plan, agree and implement and review the strategy for Rugby Development for all** players within CB and involve all partners, agencies and stakeholders in the game including clubs, schools, HE's/FE's, Coaches and Referees and ensure Annual Action Plan is delivered in accordance with CB and RFU Strategic Plans
3. Report in writing to and attend both the ECRU Management and Executive Committee Meetings.
6. Contribute to a co-ordinated Annual Rugby Development Action Plan programme for the CB that incorporates the CB Rugby Development Officers (RDOs) work programmes in accordance with RFU and CB Strategic Plans.
7. Review and manage the relevant parts of the ECRU CB 'Player Development and Club EC Policy Document (2010) with particular reference to the Youth to Adult Player continuum.
8. As the Club Player Pathway Budget Manager monitor and review its agreed budget according to the ECRU Financial Protocols.
8. Establish and manage an integrated player development and playing programme in accordance with Structured Season that includes all CB Teams.
9. Establish and maintain a player database and player tracking system across all age ranges.
19. Liaise with the Player Performance Development Pathway Group (Elite) by attending their meetings and any other relevant developmental/planning meetings within the CB and at regional and national level.
20. Work in partnership with CB Schools Union and support its activities.
21. Implement the ECRU Action Plan and Strategy for Girls and Women's Rugby and encourage its development.
22. Make recommendations for the recruitment, development and retention of: a) Players of all ages, b) Coaches at all levels and, c) Referees (in conjunction with the Referees Society).
23. Manage County Festivals for Schools and Clubs.
24. Continue the development of Partnership arrangements with Active Sports Programmes.
25. Support and Promote the Core Values of Rugby in all activities.

26. Ensure regular appropriate communication is maintained with key personnel at all levels within all clubs, schools, colleges, universities and community settings and that each is visited as part of a structured programme.
27. Support the implementation of programmes for clubs, other community groups agreed with the RDM as part of the CB Action Plan.
28. Liaise with the RDT, CB and key Volunteers to provide appropriate playing, teaching, coaching, refereeing, and medical/safeguarding structures within clubs, schools colleges, and universities and other local community settings.
29. Support and encourage all appropriate social inclusion rugby playing activities.

**ECRU. CB Rugby Development Partnership (RDP).  
Club Player Development Pathway ( Aspirational).**

**Group Membership and Meetings.**

Chair

Vice Chair

Chair of Performance Player Development Pathway

Schools Rep

HE's/FE's

Coaching Committee Rep

Referees Rep

Discipline Rep

Safeguarding Rep

Competitions Rep

Sub Counties Youth Development Rep

Clubs Rep

Sports Partnership Reps

RDO/S

Girls Group Rep

Women's Group Rep

There may be core members and others I have missed from this list. I see no difficulty in this committee being given power to invite members on an ad hoc basis according to Agenda items.

**Meetings.**

**It is recommended that meetings should be held at least bi monthly although in the initial stages of their development there may be a need for greater frequency. All meetings shall be minuted and minutes placed on the ECRU web site. The group may on occasions wish to divide up into smaller working numbers in order to complete a specific piece of work and this is both acceptable and encouraged. Secretarial and administrative support is available to this main Group from Lisa Greetham.**

# **ECRU. CB Rugby Development Partnership (RDP).**

## **Player Performance Development Pathway (Elite).**

### **Group Membership and Meetings'**

Chair

Vice Chair

EPDG Academy Reps

School of Rugby Chair

ECRU

ECRU Coaching Committee Rep

RCDO

Managers EC Age Group Teams 14- Senior

There may be core members and others I have missed from this list. I see no difficulty in this committee being given power to invite members on an ad hoc basis according to Agenda items.

#### **Meetings.**

**It is recommended that meetings should be held at least bi monthly or more frequently as required. It may be that in the initial stages of their development there may be a need for greater frequency. All meetings shall be minuted and a copy placed on the ECRU web site. The group may on occasions wish to divide up into smaller working numbers in order to complete a specific piece of work and this is both acceptable and encouraged. Secretarial and administrative support is available if required form Lisa Greetham.**

RDC 2nd Feb 2011



## JOB DESCRIPTION

**Role Title:** Chairman of Elite Playing Development  
**Reports to:** Management Committee  
**Responsible for:** Player Pathway, Coach Development and ECRU representative sides.

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### NATURE AND SCOPE OF ROLE

#### ACCOUNTABILITIES

The role holder is accountable for:

1. Developing and delivering ECRU elite player development pathways and skills frameworks from 14 to senior level
2. Developing and delivering effective Elite Coach development programmes.
3. Providing clear and decisive leadership for all the Players, coaches, volunteers, and staff involved in development process
4. Ensuring that all activities are conducted within ECRU budgets securing maximum value for money in the most economic and cost-effective way at all times.
5. Participating in the production of the ECRU (CB) Annual Action Plan and ensuring compliance with all RFU Strategic Guidelines.

#### CORE RESPONSIBILITIES

- 1 To develop the elite playing and coaching of the game throughout ECRU, whilst promoting high standards of behaviour and good conduct.
- 2 To implement, manage and direct relevant aspects of the Elite Playing Development strategy.
- 3 To ensure that an integrated ECRU playing development structure is developed and implemented, balancing the needs of the aspirational and elite performance elements within the ECRU rugby landscape .
- 4 To develop and implement a cohesive and integrated (Playing & Coaching) elite rugby skills pathway that delivers improved standards at EC representative level, Premiership and International level.
- 5 To act as an ambassador for the Core Values of rugby football, and promote the best interests of the ECRU and the RFU at all times.



## **CONSTITUENT BODY RUGBY DEVELOPMENT PARTNERSHIP (CBRDP).**

### **JOB DESCRIPTION.**

**TITLE: CHAIR of CLUB PLAYER DEVELOPMENT PATHWAY GROUP.**

### **ROLE:**

- To identify the Club/Community Rugby Playing Development needs for the CB(ECRU) across all age groups and gender.
- To plan, agree, and implement the Strategy for Rugby Development within the CB.
- Demonstrate fairness and openness in all aspects with those stakeholders involved in CB Rugby Playing Development Partnerships including Coaching; Refereeing; Playing Administrators; Clubs; Schools; HE/FE's; and Sports Partnerships.
- Support and Promote Rugby Core Values in all activities.
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**REPORTING TO:** ECRU Management Committee.

### **TASKS:**

1. Contribute to and manage the implementation of the CB Annual Action Plan ensuring it is delivered in accordance with the RFU and CB Strategic Plans.
2. Chair the meetings of the Group ensuring the Agenda and Minutes are produced in timely and relevant fashion.
3. Ensure the 'Player Development Pathway and Eastern Counties Policy Document' is kept under regular review and any amendments referred to the ECRU Management Committee for ratification.
4. Appoint a Vice Chair to be approved by the ECRU management Committee.
5. Prepare and manage the agreed CB Budget in accordance with the EC Financial and Budgetary Protocols.

6. Ensure Group members attend meetings regularly and are replaced where necessary.
7. Attend CBRDP 'Player Performance Development Pathway (Elite)' Meetings.
8. Establish effective communication links with the Chair of the Player Performance Development Pathway (Elite) Group.
9. Establish effective links with the Marketing and Communication Committee in order to publicise and inform members of the activities of the group.
10. Establish and maintain an effective player and coaching tracking system including a system for better managing the transition and retention of youth players into adult rugby.
11. Liaise with and establish effective links with Coaches and Referees Committees in implementing coordinated rugby player development programmes at all club and community groups.
12. Where and when appropriate work with other partners/agencies to ensure delivery of the club playing development plan.
13. Create and maintain effective links between schools, clubs, and HE's/FE's.
14. Attend all relevant Regional/national CBRDP Conferences/Forums (usually 2x/year).
15. Support and develop the joint working arrangements of the CB with RFU staff in the delivery of all coaching and refereeing club rugby playing development programmes.
16. Establish effective communication arrangements with all sub counties within the CB ensuring a consistent approach to club /community rugby playing development provision.
17. Review and further develop the Girls/Women's Rugby Playing Development Strategy within the whole CB.
18. Manage the implementation of the Structured Season across all clubs in the CB.
19. Provide written Action Plan Review Reports in advance of attendance at all ECRU Management Meetings.

Support and assess the work of all group members.

## EASTERN COUNTIES RUGBY UNION LIMITED



1st Sept 2010

# Player Development Pathway and Club Eastern Counties.

## 1. Introduction.

During the last couple of years at least when much work has occurred within the management structure of ECRU in looking at developing key areas such as Finance; Youth Rugby; Marketing and Communications; Safeguarding; Volunteering; and Coaching to name but a few, the attention paid to Adult ECRU Representative rugby and its playing development links with Youth rugby has been scant. Its attention and activity has been focused, hitherto, through a group entitled 'Club EC', estimably chaired/managed by Ian Forton and staffed by a coterie of enthusiastic coaching and administrative volunteers. It has had no effective link with any other sub committee of ECRU although it was placed within the CBRDP and General Management Committee.

At the June 2010 ECRU Management Meeting concern was expressed that 'Club EC' had not received due and proper support and attention. It was agreed that a Working Group be convened to review the organisation and structure of 'Club EC' as well as looking at how the CB might best and most effectively manage the Player Development Pathway ( 'the continuum') between Youth and Adult rugby.

It was recognised that the work already 'bearing fruit' in the improvement of ECRU representative teams at Youth level had no well defined, coherent pathways into the Adult representative game.

Such a Review was made the more timely by the RFU having recently produced a policy identifying 'elite' and 'aspirational' Player Development pathways and

encouraging CB's to focus on developing the latter particularly with respect to the better formation of links between Youth and Adult levels of the game. This coincided, not accidentally, with the RFU announcing the formation of a new National U20's competition that would allow non elite players a real opportunity to 'showcase' their abilities and to represent their country. These changes also resonate with the rapid development of the ECRU's own progressive 'Club to Country' Coaching programme.

The Working Group which was largely self selecting met on 2 occasions although preparatory and follow up work also occurred outside the meetings. The meetings were chaired by Ian Forton.

This document contains the following:

- Terms of Reference for the W.G. which were agreed at the first meeting. (Appendix 1).
- The names of those on the Working Group. ( Appendix 2).
- Draft Player and Coach Development Strategic Plan. (Appendix 3).
- Job Description for the post of U20's Team Head Coach. (Appendix 4a).
- Job Description for the post of U20's Team Manager. (Appendix 4b).
- Proposed Financial Budget for U20's Team. (Appendix 5).
- A copy of the letter sent (by Ian Forton) to all ECRU sub counties regarding U20's ( Appendix 6).
- A copy of the letter 'Player Development and Club Eastern Counties' sent out to Clubs and Sub counties. ( Appendix 7).

All these Appendices are worth reading prior to considering the remainder of this narrative which will, using the chronology of the Terms of Reference, attempt to summarise a) the decisions made for which we seek ratification and b) the proposals upon which the Working Group would wish to engage further management discussion and receive guidance/ direction.

## **2. A Review of the existing Club EC organisation and Structure**

This was completed and provoked the Draft Strategic Plan and associated goals outlined in the Document at Appendix 3.

**Decisions:** We ask for ratification of the following: That ECRU establishes an U20's Representative Team with effect from Season 2010/11 and that this team participates in the National u 20's competition.

1. That ,using the Job Descriptions in Appendix 4a and b we select an U20's Head Coach and Team Manager for Season 2010/11.
2. That we ratify the Strategic Goals and Targets identified in the Draft Player and Coach Development Plan.
3. Establish a Player and Coach monitoring System that will support the development continuum between the beginnings of Youth and Adult Rugby.

**We Further Recommend The Following:**

4. We integrate Club EC with Coaching to form a new Group 'EC Player and Coach Development' which could either stand alone or form a sub committee under the jurisdiction of CBRDP?
5. We adopt a structure similar to that identified in the Draft Strategic Plan Flow Chart?

### **3. How we might more effectively ensure the continuum within the existing Youth programme carries into Club EC adult playing provisions?**

**Decision:** See 4 above.

### **4.How we select future Team managers/coaches and any other staff connected with future Club EC teams?**

**Decision:**

1. Devise and implement a System that provides for the formal Assessment and Selection of Players and Coaches in School of Rugby, CB Squads U14-U18's and Adult sides. This is already in partial operation.

## **5.How we might best ensure ‘buy in’ from Players and Coaches at all Clubs and Teams within ECRU?**

### **Decision/s:**

1. Establish a Player selection and development process for all CB teams.
2. Establish a system for the selection and development of all CB Coaches.
3. Establish a method of monitoring and evaluation to track progress of Players, coaches and team managers against targets
4. Publicise 1, 2, and 3 above to all Sub Counties, Clubs, and Coaches.
5. Ensure there is linkage between the Coaching and Management of U18's and U20's and U20's and The Senior teams of ECRU.

## **6.What might be the financial implications for any future programme proposals?**

### **Decision:**

1. See Appendix 6 for draft U20's Budget – this will go to Finance Committee on 9<sup>th</sup> September for discussion. This is an additional cost to 2010/11 budget because at that time no U 20's team was being envisaged.

In general terms there may well be additional costs if the whole of this programme is adopted although there will be some savings in scale if playing and coaching development processes are more closely aligned. For the current season apart from U20's the anticipated costs can be contained within existing budgets.

## **7.Summary.**

This document has attempted to give a general outline of what the organisational and support structure of an effective and viable Club EC /Playing and Coaching Development would look like if these proposals were accepted. There is clearly still a considerable amount of ‘nuts and bolts’ work to perform to ‘flesh out ‘ the proposed structure and to achieve ‘buy in ‘ from clubs, players and other stakeholders. It is certainly not, however, remotely

**an insurmountable obstacle. The measurements by which we should be judged over the period of the proposed 5 Year Plan are clearly outlined in the Draft Strategic plan at Appendix 3.**

**This Review is now placed by the Working Group before the ECRU Management Committee for the ratification of those Decisions outlined .**

**\_R.D. Cranna. Aug 2010.**

