



COACHING POLICY



Midsomer Norton RFC Coaching Policy

Like lots of other grass roots clubs, Midsomer Norton RFC senior sides are primarily built from players that come through the junior ranks. The future success and survival of our club is built on Wednesday evenings and Sunday mornings, our priority as coaches is that ALL players get involved and stay involved in the sport that we all love. Player enjoyment of the game is a key driver for them being and remaining part of our club.

Rugby has 5 core values and they are fundamental to not only what we deliver as coaches but also what we get rewarded with: Teamwork, Respect, Enjoyment, Discipline and Sportsmanship

Age Grade Rugby guidance has been put forward by the RFU

http://www.englandrugby.com/mm/Document/General/General/01/31/97/13/AgeGradeGuidance-July2016_English.pdf

Although not all points are directly applied within this coaching policy, the guidance should be reviewed and applied at all times throughout a player's development.

Player Development should be at the core of everything. This should include the entire squad. We all recognise there will be less able players, that will require more focused coaching, but the game is for everyone, of all abilities. Your squad is only as strong as your weakest player. We encourage all coaches to issue and maintain Personal Development Plans for all players.

Players should be encouraged to try out multiple playing positions, as they grow and develop, so will their skills and agility. Playing positions should be a joint decision between player and coach, not parents, who often pressurise children into positions they are not suited for or do not enjoy. Their enjoyment should be first and foremost.

Involvement

Ensure all players get a fair amount of playing time in line with their training commitment. You should try to rotate your squad, if that means resting or not playing your stronger players, so be it. Do not always start with the same team. Over the course of 6-8 weeks, players in your squad should have fair playing time. Personal commitments will get in the way, but aren't an excuse for not getting game time. All substitutes should play a minimum of 30% (25mins) of the match. For example, if you: have 4 props, no prop should be on the pitch for more than 50 minutes; 3 scrum halves, no scrum half should be on the pitch for more than 30 minutes.

Exceptions – Cup Competitions and Tournaments will from time to time restrict the size of playing squads, if you choose to prioritise players in your playing squad, ensure that those not involved are prioritised in other matches across the 6-8 weeks around to compensate.

At these competitions, try to accommodate non-playing squad members, offer them other roles so that they still feel part of the club/squad. If they do come to support, don't leave them on the sidelines, e.g. get

**TEAMWORK
RESPECT
ENJOYMENT
DISCIPLINE
SPORTSMANSHIP**





COACHING POLICY



them involved in the warm-up, carrying water bottles, kicking tees, bring them into the squad huddles. Small things will help retain the bond of the squad.

Do not feel pressured by parents you are fully within your rights to play the team you decide based on the club coaching policy and if they are unsupportive of your decisions, feel free to refer them to the Club Coaching Coordinator or a Committee member.

Player behaviour

Do not allow any players to discriminate against other players, split up cliques and combine stronger players with less able players. Encourage all squad members to treat each other equally and to help each other, this will aid bonding within the squad.

All coaches will be held responsible for player and parent behaviour on and off the pitch at all times. If there are persistent or severe problems, please report it to the Child Welfare Officer and/or Club Coaching Coordinator so that the problem can be resolved as soon as possible.

All disciplinary issues, e.g. sending off or enforced substitution should be reported to the Junior Committee within 24 hours.

Self-improvement and minimum standards

Midsomer Norton RFC expects that all coaching staff have a valid DBS certificate, will have attended Rugby Ready, have undertaken current concussion protocol training and age appropriate coaching courses, details of all these courses will be provided by the Club Coaching Co-ordinator.

All Coaches are expected to seek self-improvement by attending and taking part in the wide range of coaching courses available from the RFU. If unsure, ask the Club Coaching Co-ordinator.

Remember, no one is an expert in everything, reach out to other coaches and offer your expertise, or if required ask for help. The Club Coaching Co-ordinator is also available to help you find expert help you may need.

Fixtures

Any change to scheduled fixtures should be notified to the Fixtures Secretary, there may be changing room availability or catering conflicts.

Injuries

Player health and well-being is one of our highest priorities. Any player suffering an injury or be suspected of being injured, should be assessed by a qualified first-aider or the club physio. If appropriate, contact the Emergency Services. When contacting the Emergency Services, the coaching team should then ensure that someone is sent to notify other club officials in the clubhouse, they should then wait close to the club entrance so that the Emergency Services can be guided to the right place. Make sure that all access areas are clear of cars and people.

Players suffering or being suspected of sustaining a head injury should immediately be removed from the field of play and the appropriate protocols put in place.

**TEAMWORK
RESPECT
ENJOYMENT
DISCIPLINE
SPORTSMANSHIP**





COACHING POLICY



All injuries should be documented and reported to the Child Welfare Officer within 72 hours.

The Future.....

Silverware sits on a shelf and gets dusty. Teach your players that victory is not everything – playing to the best of your ability is just as important.

Judge your success not by short term game results but by how many of your players stay in the game, to enjoy the sport.

Remember you are coaching for the future.

Safeguarding

Safeguarding not only applies to the children, it also applies to you.

Stay aware of the current RFU guidelines, this includes no adults being involved in contact with players e.g. coaches tackling players, coaches hold tackle shields, coaches taking part in scrummage activities, etc.

If you see anyone acting in an unsafe or an aggressive manner towards any of: a child, a referee, a coach or a parent, you are fully within your rights to ask them to refrain from this course of action and if they continue, you can ask them to leave the club. Alternatively escalate to the Child Welfare Officer, Club Coaching Coordinator or a Committee member.

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. Take notes at the time, so the facts of the incident are not lost or do not change. Once you are happy with the details, contact the Child Safeguarding Officer and/or the RFU Safeguarding Team.

Under no circumstances can you play unauthorised mixed age groups. If you feel that a club you are playing is doing so, ask the referee to check the players' details. Any club playing over-age players is potentially endangering other players, so ask them not to play those players or do not play the match and report the incident to the club who will take action.

Be aware of your surroundings when discussing details of any player or a parent. Do so in private so you are not accidentally overheard by other players or parents.

Touring/Out of Season

Any touring team should consult with and seek the permission of the club committee before any planning. The Child Welfare Officer will need to be consulted for full details of the requirements and restrictions.

All out of season fixtures and activities should have the prior approval of the club committee.

Pre-season training/preparation should concentrate on rugby skills and no contact/tackling should be undertaken before the official start of the season.

Administration

**TEAMWORK
RESPECT
ENJOYMENT
DISCIPLINE
SPORTSMANSHIP**





COACHING POLICY



All players must have a RFU registration number and must be a paid up member before they can play in any match for Midsomer Norton RFC.

Communicate with your players and parents, set out your plans for the season. They will be happier if they are aware of your plans for matches and the squad. If they have any concerns and want to discuss, encourage them to talk with you or the relevant club official.

Try not to be negative, especially in your match reports on the website or forwarded to any local newspapers. Highlight the positives during the match debrief, not just what needs to be fixed. The kids will know if the game was as bad as you say or not, they don't need reminding of it, let them forget it and move on.

I, the undersigned acknowledge and agree to abide by the coaching policy outlined above.

Name:

**TEAMWORK
RESPECT
ENJOYMENT
DISCIPLINE
SPORTSMANSHIP**

