

MANAGEMENT COMMITTEE 2022-2023

	Chair	Hon Sec	Hon Trsr	Resources Rep	Dev Rep*	Governance Rep	RFU Rep 1	RFU Rep 2	YC Rep	Notts RFU Rep	Lincs RFU Rep	Derbys RFU Rep	President
Holder	Jeff Mapp	Darren Dolby	Richard Carpenter	Dilwyn Evans	Dave Andrews	Darren Dolby	Chris Brookes	Jackie Dyer	<i>TBC</i>	Mike Waplington	Tim Bembridge	Sam Heath	Mike Waplington
Tenure	3 (+3)yrs	3 (+3)yrs	3 (+3)yrs	3 (+3)yrs	3 (+3)yrs	3 (+3)yrs							1yr

COMMITTEES

DEVELOPMENT		RESOURCES		GOVERNANCE
(D Andrews)		(D Evans)		(D Dolby)

SUB COMMITTEES

Representative Rugby R. Pike		NLD Finances R. Carpenter		Diversity & Inclusion C. Rio Nelson
Coach & Match Official Development D.Andrews		Funding & Facilities D. Evans		Discipline T.Bembridge
Age Grade Rugby Development T. Wilbraham		Marketing & Sponsorship TBC		Safeguarding J.McDonald
Educational Establishments T.Wilbraham				Rugby Safe R. Pike
Competitions Senior – Comps Committee Junior -D. Duddles				Club Volunteers D. Dolby
Youth Council Tim Wilbraham				Communications Danny Cardew



England
Rugby

CLUB
DEVELOPMENT
MIDLANDS

TEAM MIDLANDS



RICHARD LIGHTBOWN

CLUB & VOLUNTEER
SUPPORT MANAGER



JON CRITCHLOW



JENNA BONSER



TIM WESTWOOD



PATRICK HILL



ANNIE COULSON

CLUB DEVELOPERS



@RFUMIDSClubSUP

#TEAMMIDS

CLUB DEVELOPERS:



- *To support clubs and their volunteers to be fit for the future, robust and sustainable.*
- *This will be provided through a blend of online and face to face cluster meetings with specific themes allowing the sharing of knowledge / Models of good practice, with RFU specialist support and collaborative working with external partners.*
- **Support the delivery of key national programmes and initiatives.**

Facilities **36 clubs**

Adult male RR including Colts transition and 18 + HE initiatives

. **33 clubs**

Club School Links **23 clubs**

Age grade Male R&R **17 Clubs**

Age Grade Female R&R **17 Clubs**

Volunteering **22 Clubs**

Coach Development **13 Clubs**

Match Official Development **1 Club**

1st Aid **12 Clubs**

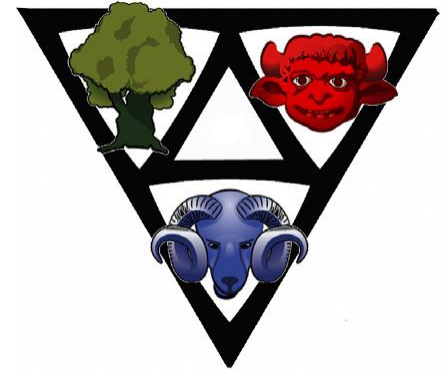
Adult Female R&R **9 Clubs**

Governance **4 Clubs**

CLUB ACTION PLANS



FACILITIES AND FUNDING UPDATE



- On line risk assessment tool available
- Commonwealth Games funding secured for Women's & Girls recruitment – 9 projects being supported.
- Pitch Power app to be promoted – possibly used to direct future funding .Launched in January.
- Rolls Royce – support for storage container
- RFU Loan applications – 5 clubs visited
- Club irrigation systems – discussions ongoing
- F& F Committee require a Derbyshire representative
- 52% of CAPs returned (Sept.22) – another request sent to clubs. Final figure c 72% return.



FACILITY IMPROVEMENT AND DEVELOPMENT

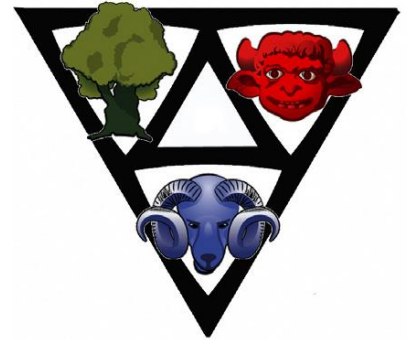
GRANT AID AVAILABLE

15K ON A £4£ BASIS

CLUBHOUSE/CHANGING ROOM IMPROVEMENT

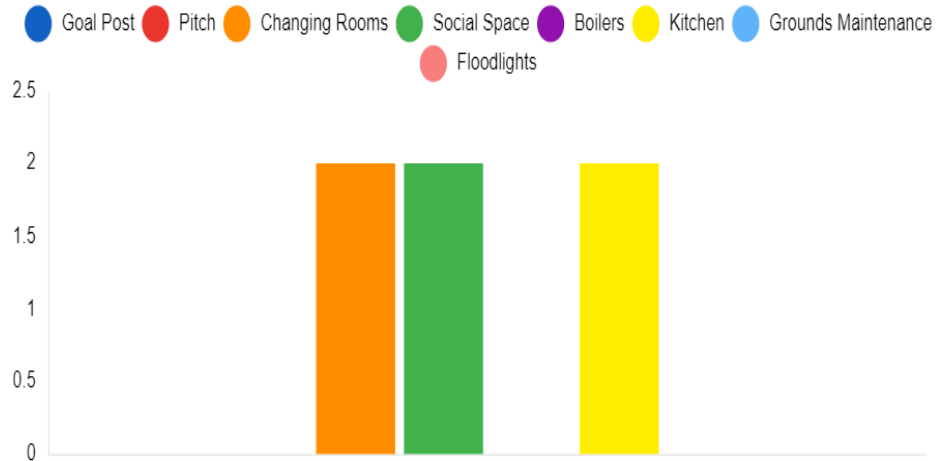
RENOVATION AND REPAIRS

IMPROVING PITCH QUALITY THROUGH BETTER IRRIGATION?



FACILITIES

NLD RFU - Facility area preventing Rugby Activity



Clubs with Facility need preventing Rugby Activity

2

Facility Needs Clubs

Clubs who have identified a facility need which is preventing Rugby being played.



- RWC – Impact Programme Facilities Fund
- Pitch Power App being launched in January
- Pitch Advisor Visits

2021/22 IN NUMBERS

9

CLUB VISITS CARRIED
OUT

59

EC	EM	LEI	NLD	NM	STAFFS	WAR
8	6	4	21	10	5	5



PITCHES
ASSESSED

199

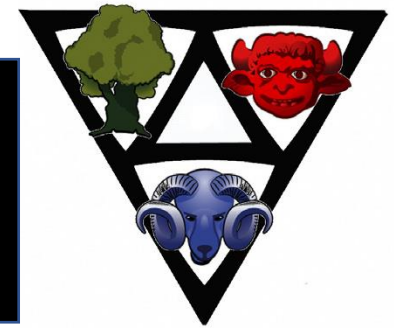
EC	EM	LEI	NLD	NM	STAFFS	WAR
29	24	20	61	41	11	13



REPORTS / PQS SCORES



CB	No of Reports	No of Pitches	Advanced	Good	Basic	Below
EC	6	19	7	1	11	0
EM	6	15	4	4	7	0
LEI	3	15	8	1	5	1
NLD	18	50	26	3	21	0
NM	10	25	4	12	9	0
STAFFS	7	15	8	4	3	0
WAR	4	8	3	4	1	0
MIDLANDS	54	147	60	29	57	1



FACILITIES AND FUNDING ON THE NLD WEBSITE

: <https://nldrfa.co.uk/about-nld/resources/facilities-funding/>

[Energy Update Oct 22](#)

Useful advice from the RFU relating to managing energy costs

[Helping Clubs Reduce Operational Costs - Waste & Washroom Services](#)

RFU Webinar exploring how clubs can reduce their annual costs for 'Waste & Washroom' services

[Tackling Energy Use in Rugby Clubs](#)

Watch this webinar to find out more about your renewable energy options, with expert advice from the Energy Saving Trust

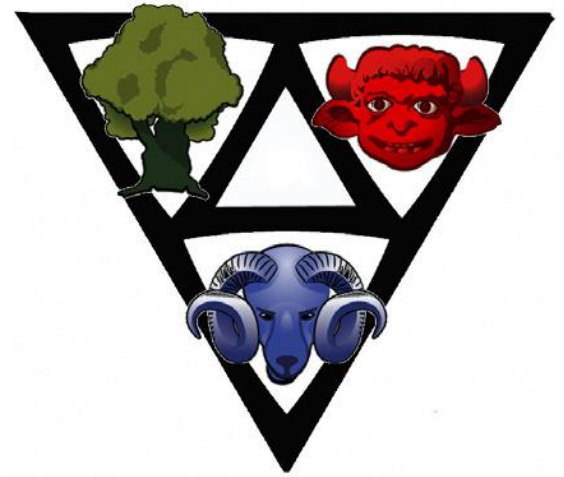
[England Rugby Funding](#)

RFU resources including a Grant Search Facility and links to Sport England funding

ADULT MALE RUGBY RECOVERY PLAN

3 THINGS THE RFU WILL DO

1. A major national campaign to encourage players back to the game
2. Targeted support from RFU Coach developers in 100 clubs.
3. Support the “Game On” campaign and provide support to Competition organisers



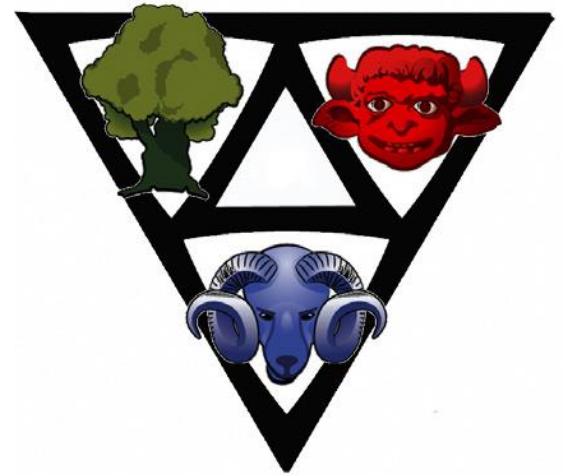
ADULT MALE RUGBY RECOVERY PLAN

3 THINGS THE RFU WILL PROVIDE FUNDING TO CBS
TO DO

4. Additional funding to support local playing opportunities

5. Local coach development opportunities to support player return

6. Funding to support university students in playing for local clubs



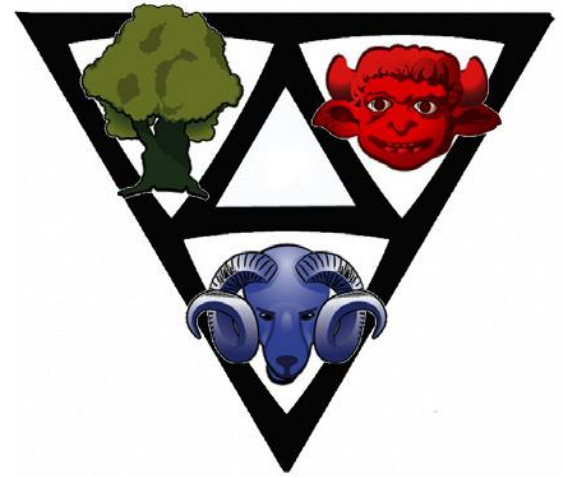
ADULT MALE RUGBY RECOVERY PLAN

3 THINGS THE RFU WILL SUPPORT CLUBS TO DO

7.Support to clubs in using social media to find and attract returning players

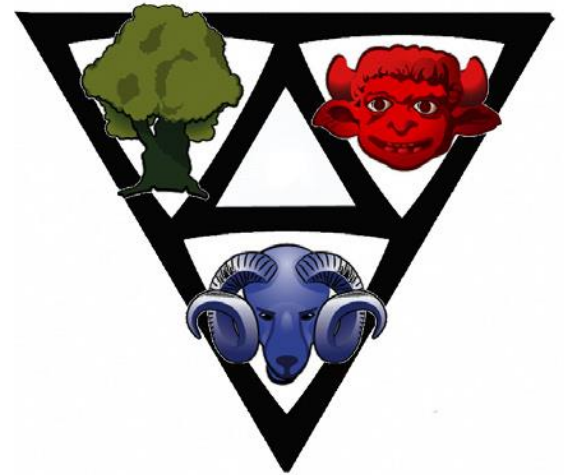
8.Ideas,incentives and support for clubs in enhancing the player experience when back in the club .

9.Recognition and reward for “Rugby Heroes” – players who play regularly and captains and managers that get them back on the pitch



- a. “Game On” promoted. Underpinning NLD Merit Table
- b. Player survey completed. Player panel formed.
- c. Top 2 “wants” from players : appropriate opposition and less travel time .
- d. NLD Merit table implemented August 2022 – based on “travel time”
- e. NLD Merit Table reviewed. (Oct 22)
- f. Replies from highlighted clubs – West 8. Central 9. East 3. 20 in total
- g. 11 clubs identified for 121 interviews . 6 clubs requested support.
- h. Actions implemented including “cluster” and “intra club playing opportunity – funding made available

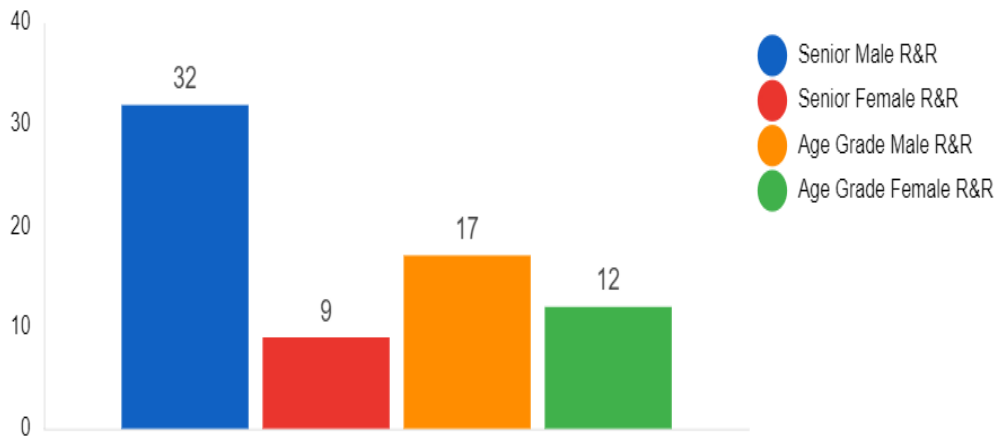
West 3 teams Central 2 teams East 1 team



CLUB INSIGHTS - PLAYER RECRUITMENT AND RETENTION

Club Needs - NLD RFU

NLD RFU - R&R Support Required



NLD RFU - R&R Priority needs Clubs

0

R&R Priority Clubs

Clubs who have identified they will need priority R&R support

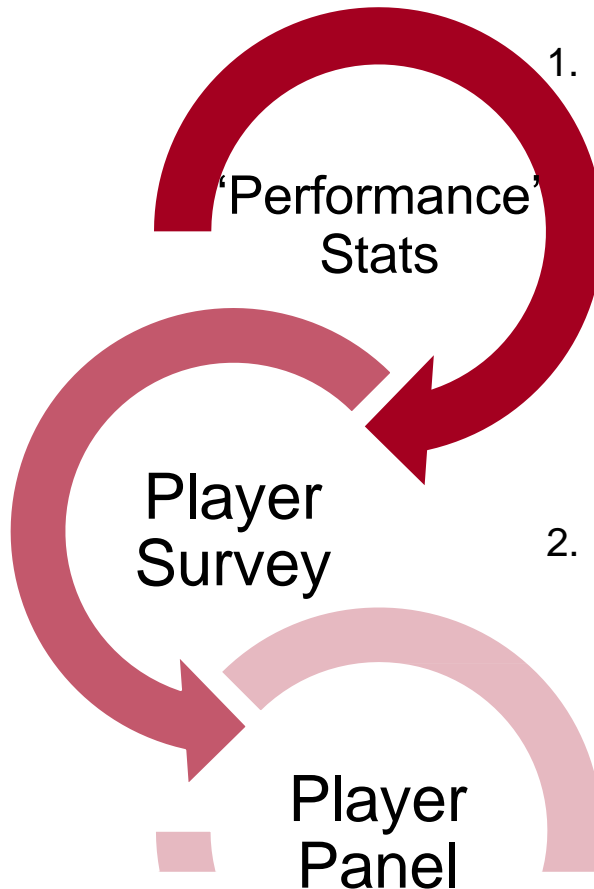


NLD RFU

Using the player voice....



Why?



1. Overcome challenges experienced since returning from the pandemic seeing:

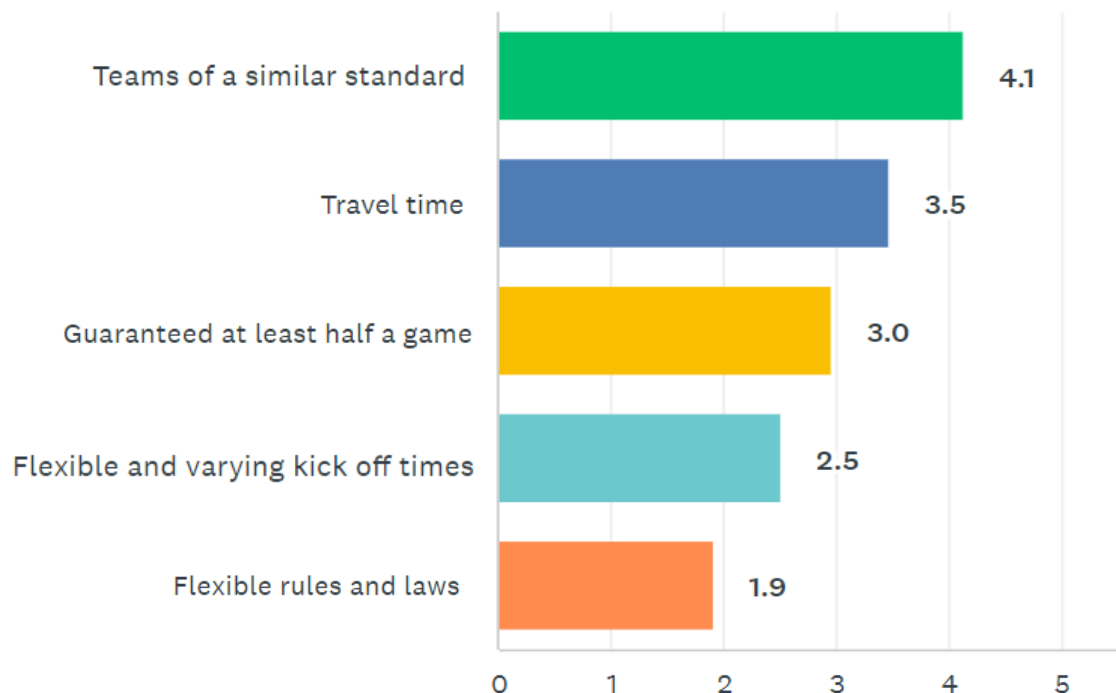
- Reduction in game completion rates - only 1 out of 4 merit tables playing games regularly.
- Changes in player habits
- Concerns from club meetings/forums

2. Looking ahead to 2022 – 23 season a number of 2nd & 3rd XV teams now entering into the RFU leagues

Player Survey



'Socially based' players tell us that the following are really important to them when playing in local competitions. *(1 being the most important and 5 being the least important)*
Please tell us how important they are to you, by ranking them 1-5.



Answered: 225 Skipped: 95

Player Survey



'Socially based' players tell us that the following are really important to them when playing in local competitions.

Please tell us how important they are to you, by ranking them 1-5 (1 being the most important and 5 being the least important).

	1	2	3	4	5	TOTAL	SCORE
Teams of a similar standard	57.33% 129	19.56% 44	9.33% 21	7.11% 16	6.67% 15	225	4.14
Travel time	16.44% 37	40.00% 90	24.44% 55	13.33% 30	5.78% 13	225	3.48
Guaranteed at least half a game	16.44% 37	19.11% 43	27.56% 62	17.78% 40	19.11% 43	225	2.96
Flexible and varying kick off times	5.33% 12	14.22% 32	25.78% 58	35.56% 80	19.11% 43	225	2.51
Flexible rules and laws	4.44% 10	7.11% 16	12.89% 29	26.22% 59	49.33% 111	225	1.91

57% ranked *teams of a similar standard* as most important

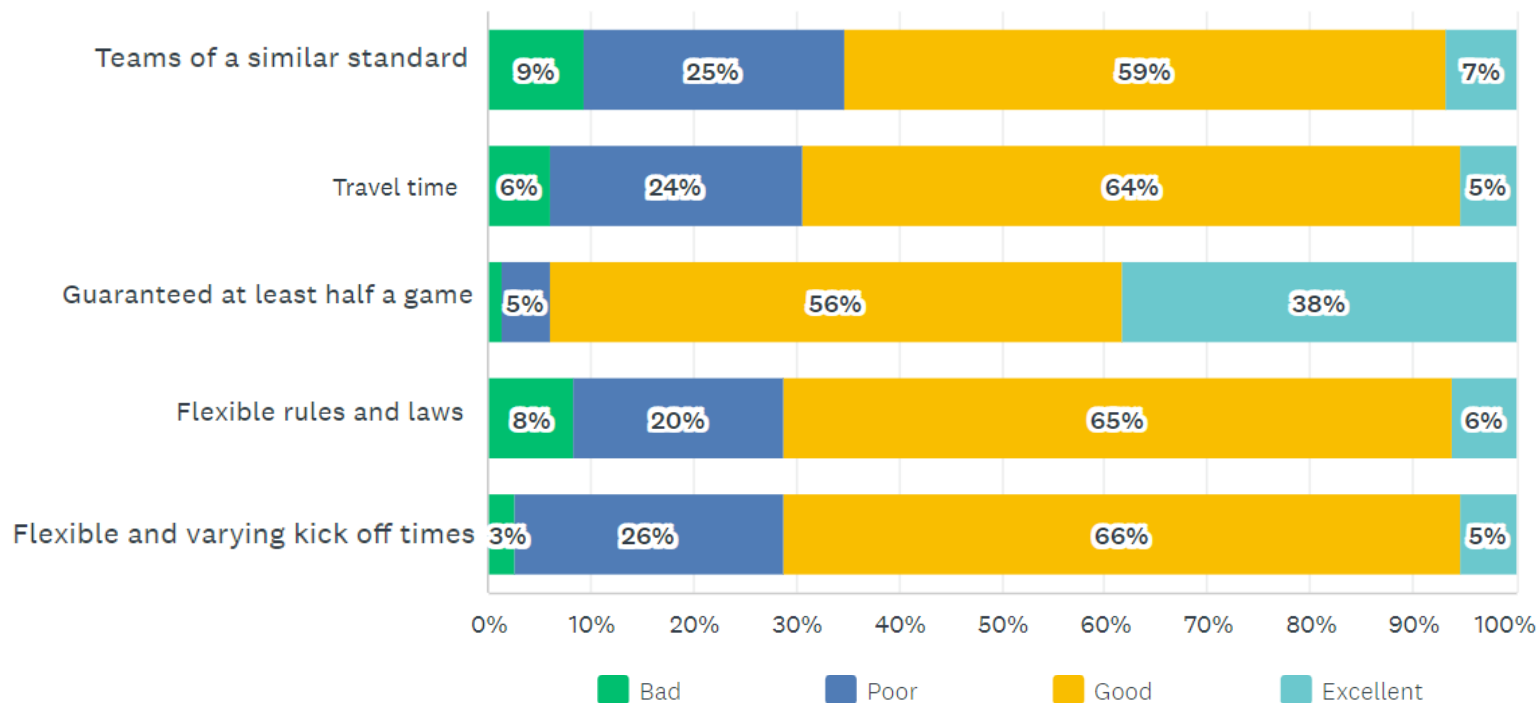
40% ranked *travel time* as second most important

49% ranked *flexible rules/laws* as least important

Player Survey



Linked to the previous question, please now tell us how you would rate your playing experience in each of these areas:



Answered: 225 Skipped: 95

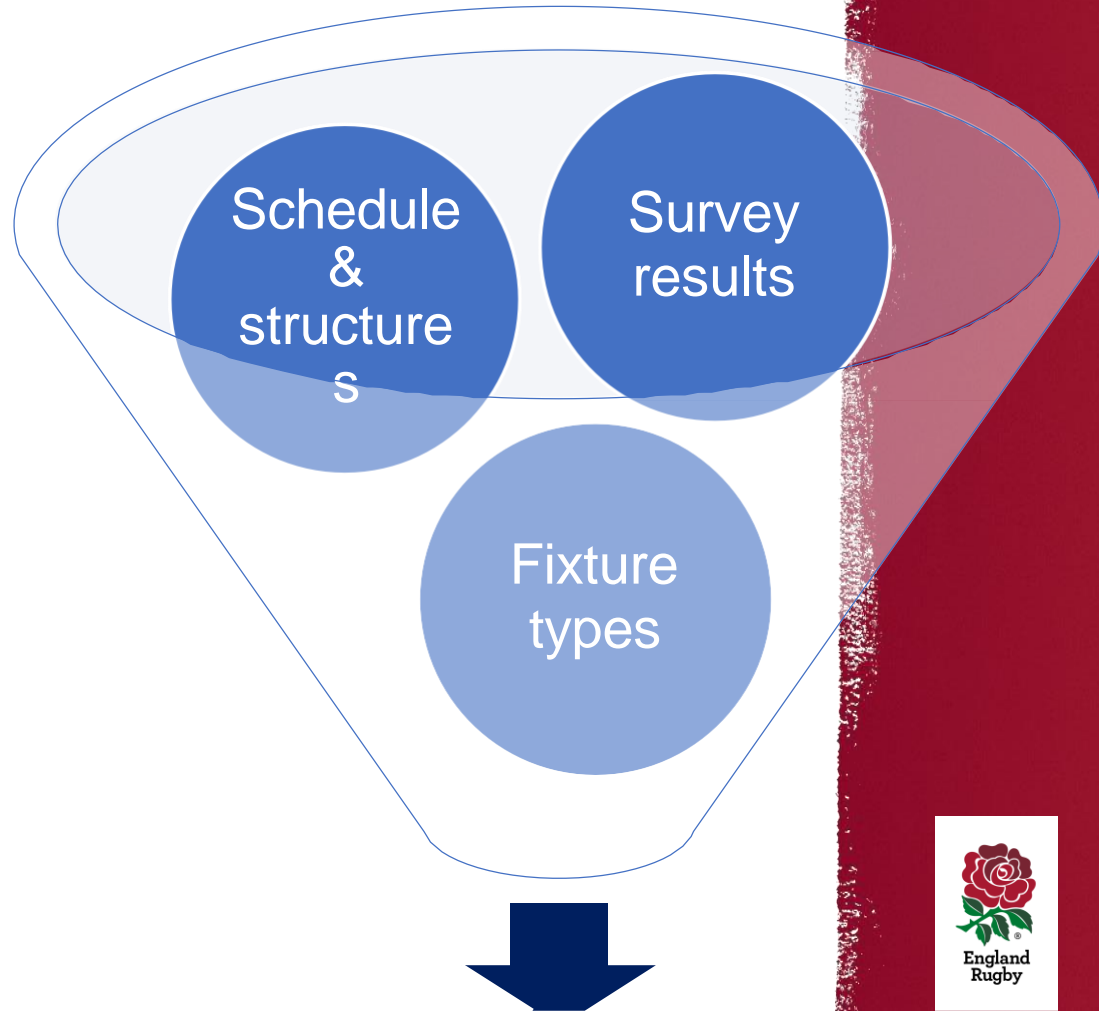
Player Panel

Invited all those who had submitted email via the survey to a web panel.

Geography (Travel)

Vs

Level/Standard of Teams





One size doesn't have to fit all



WHAT WILL HAPPEN IN THE FUTURE?

CB to identify club needs through Club Action Plans 33 clubs identified.

Devolve funding to Partner Unions – December 2022.
(tbc)

Notts.10 Clubs £3500

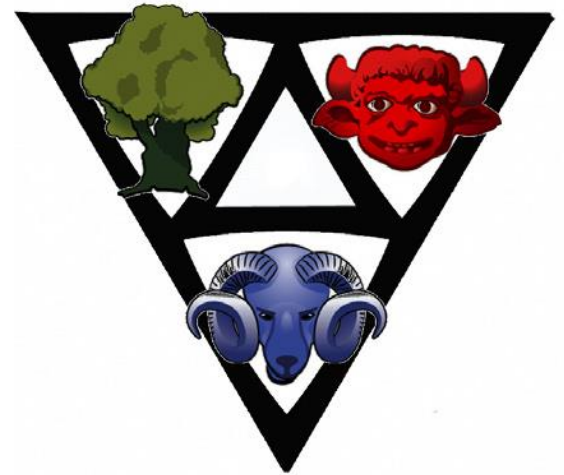
Lincs. 12 Club £4200

Derbys. 11 Clubs £3850

Partner Unions to add to funding if available.

Grant allocated on a £4£ basis.

Club plan to be written January 2023 – support available.
Funding allocated February – actions completed through 2023 .



GAME ON!

**NOT GOT AN ADULT 15?
HERE ARE SOME
OPTIONS TO KEEP
THE GAME ON!**



**WE PLAY
RUGBY**



MATCH LENGTH

MINIMUM OF 40 MINS
IN TOTAL



ROLLING SUBS

PLAYERS ABLE TO RETURN
TO THE FIELD OF PLAY



LINE-OUT

TEAMS MAY AGREE
NOT TO CONTEST OR
LIFT IN THE LINE OUT



HALF GAME RULE

ALL PLAYERS TO PLAY
AT LEAST HALF A MATCH



MINIMUM 10 PLAYERS

TEAMS FROM 10 TO 15 A SIDE.
EQUAL NUMBERS ENCOURAGED



SCRUMS

TEAMS MAY AGREE THAT SCRUMS
WILL BE UNCONTESTED

CONFIRM WITH OPPONENT AND MATCH OFFICIALS PRIOR TO MATCH

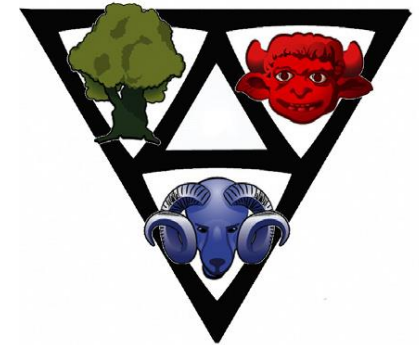


SHORT OF A FULL 15?

Kick off with
a minimum
of 10 players



THIS IS GAME ON EVERY GAME MATTERS



NEXT STEPS

DECEMBER : review and agree additional alternative playing opportunities including a local cup offer .

JANUARY ONWARDS - re establish CB Competitions Committee – induction and handover from May 2023 onwards

Temporary Organising Committee

Liz Fletcher (RFU)

Chris Brookes (NLD Council member)

Jackie Dyer (NLD Council member)

Tony Smith (Merit table: East)

Siobhan Peeling - (Belper RFC) Girls' Rugby Coordinator

Chris Briggs - (Lincoln RFC) Girls' Pitch up & Play events, NLD Youth Council

Facilitator, U14-U16 player retention events

Richard Waterhouse - (Chesterfield RFC) Girls' Pitch up & Play events.

Alan Staines (Newark RFC) - School-Club links ('Schools Charter')

Danny Cardew - NLD website, information and resource development

Deborah Linn - Girls U18 retention and transition to adult rugby

Tim Wilbraham (Melbourne RFC) - NLD Youth Council Facilitator, U18 Male and Female Club-University links, School-Club links, RFU Platform4Rugby review group



NLD
Age Grade Team

- **Increase playing opportunities for male and female rugby**
 - **ColtsFest (September) received great feedback. Youth Council want to develop this idea further, to include girls and different playing formats – playing venue needed in March / April**
 - **Club (18 to 23) Development Teams v University IMS teams (see above)**
 - **Implemented U16 Girls DPP. Excellent feedback so far from players and parents**



NLD

Age Grade Team



- **SCHOOL CLUB Links**
 - **A.NLD Schools Charter – Match funding for clubs sending coaches into local schools with the aim of recruiting players**
 - Two clubs signed up so far
 - Newark trialing a project targeting girls' rugby recruitment from primary and secondary schools
 - **B. Supporting the development of rugby in NLD schools via the NLD Schools group**
 - Festivals held in Derbyshire and Nottinghamshire
 - Finding it difficult to gain traction in Lincolnshire
 - **C. Support the development of new M&J sections**
 - Meeting of 9 clubs in July
 - Clubs liaising with each other and contacting us for support
 - Two of the clubs have accessed Schools Charter funding £500 £4£.

- **Player retention**

- **Masterclass events in each county for U14 -U16 players (male and female) in 2023**
- **Setting up transition events for U18 women and post university players**
- **Fixtures between Club Development teams and university Intra mural teams (IMS)**
- **Negotiating with Nottingham Uni 5th team to set up fixtures with clubs**
- **Girls' Pitch Up & Play events supported by Loughborough Lightning and Nottingham RFC players.**



- **Youth Council Growth**

- **Team of 11 recruited (male and female)**
- **First meeting held. Group have prioritised**
 - **Setting up an Age Grade festival**
 - **Coaching in schools**
 - **Fostering club links with schools**



NLD

Age Grade Team

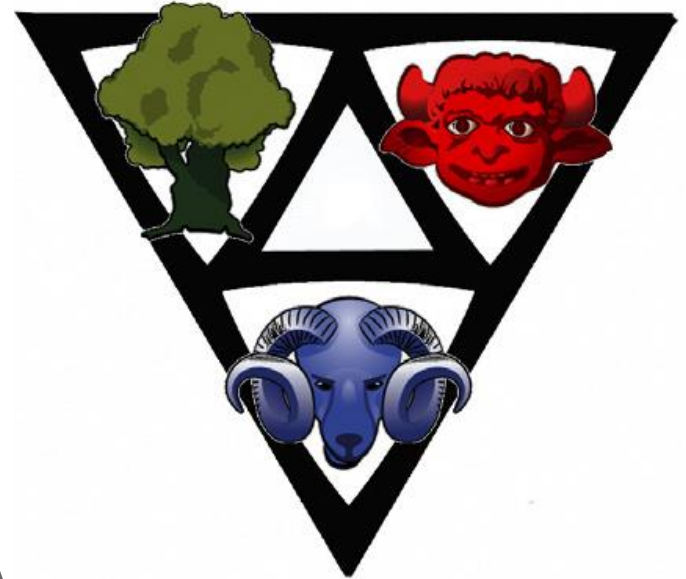
RETAIN AND REWARD

VOLUNTEERS:

WHAT'S AVAILABLE TO RETAIN AND REWARD?

The Honda Volunteer Recognition Programme provides grassroots rugby clubs, Constituent Bodies and the rugby community with opportunities to recognise and reward the volunteers who make up an integral part of the game.

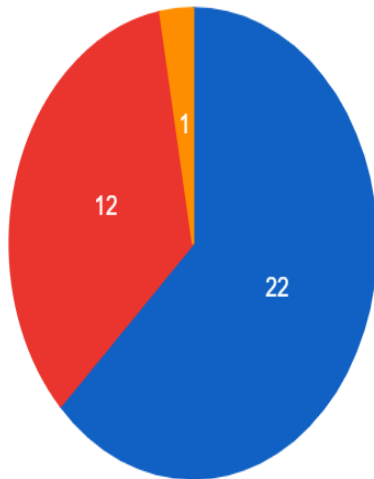
Say thank you to the volunteers at your club or organisation who deserve to be rewarded for their efforts by nominating them for the Honda Volunteer Recognition Programme



HONDA
The Power of Dreams

CLUB INSIGHTS - VOLUNTEERING

NLD RFU - Volunteer Support Required



- Volunteers - Off Field
- Volunteers - Coaches
- Volunteers - Match Officials

NLD Midlands RFU - Red Flag Volunteers

1

Red Flag Clubs

Clubs who have identified they will need Volunteer support across all categories

VOLUNTEERING

'Building your volunteer team' webinars delivered in March & April

On demand resources produced in June for coaches, refs & off field volunteers.

Honda Recognition Programme & Honda Volunteer of the Year

Rugby Leaders Network

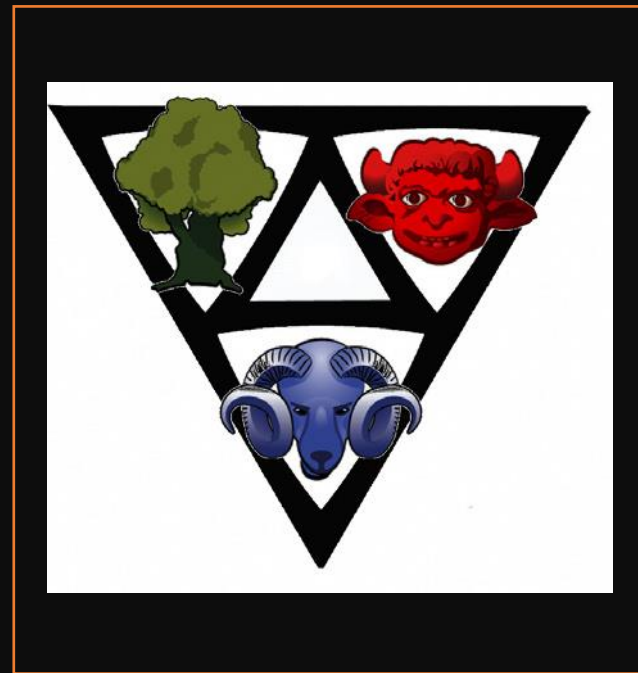
Youth Council

More to come in 2023....



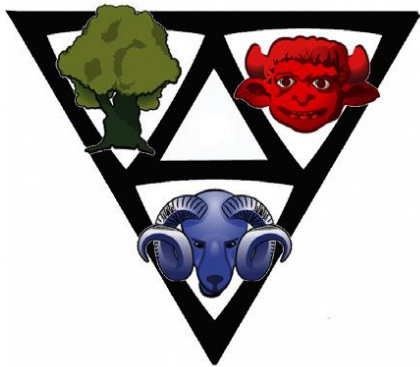
- Coach and Match Official Development

- All NLD courses filled.
- The RFU recognises that more courses could be offered and are seeking to increase the number of Course Deliverers to facilitate this.
- We are supporting Youth Council Members in obtaining qualifications which would allow them to coach in schools.



Representative Rugby

- Rhuari Pike is Head of Representative Rugby and Coaching teams are in place for all teams. NLD will be fielding teams as below.
- NLD Senior Men, NLD Senior Women, U20Men, U18 Girls, U18Boys, U17Boys.
- The Playing Programme is in place and dates are available on the NLDRFU website
- Whilst not part of the Representative programme a Developing Player Programme for U16 Girls has been set up and is led by Siobhan Peeling.
- The main problem in this area is that Representative sides are meant to be supported by an ICIS Level3 Qualified (or equivalent) person and whilst we have the money to pay such a person we are having difficulty in finding suitably qualified and willing people. Any help with the names of people whom we might approach would be appreciated.
- Full details all the representative playing programme are on the NLD website



OTHER....

Female Rugby:

- Girls Recruitment webinar 6th Dec
- Growing the girls game resource
- Every Rose Action Plan
- Inner Warrior

Costs:

- Tackling Energy Use in Clubs
- Helping clubs to reduce operational costs

Game Development:

- Keep Your Boots On

Community Engagement:

- Club Matters – Engaging your community & A Club For Everyone (webinars in Oct & Nov)

Governance

- Vision & Planning support
- GMS training

Facilities

- RFU & CB support





England
Rugby

CLUB SUPPORT: NOTTS, LINGS, DERBYS

Dec 2022





CLUB NEEDS INSIGHT



England
Rugby

HOT TOPICS

CLUB-EDUCATION LINKS

Club-School links webinars delivered in March & April

Follow up Club-School links webinar in January

Promoting NLD Schools Charter

Club-Uni links webinar delivered in September



Adult Male Player Recruitment

- Good 'stash' a badge of 'belonging' #proudtobelong
- Revised Games e.g. Touch and 7's.
- Marketing – take the Game to the community to increase visibility.
- Utilise 'milk/paper rounds' to advertise local clubs.
- Engage better with 18-24 years, easing transition into Senior Men's Teams.
- Stage other sports at the same time as Rugby at other sports clubs.
- Incentivise current players – rewards beer token/reduced subs etc.
- Prop Idol – to aid Front Row transition and retention.
- Play Games for fun – re-emphasising that!
- Put Games on when players want to play, not when you just have a fixture.
- Refocus on First Aid & Injury prevention.
- Play double headers/tri fixtures.
- Utilise current players as 'recruiters' – incentivise them.
- Engage better with Local Authorities.

Volunteer Recruitment & Retention

- Good stash!
- Small jobs – big returns (being more task focused),
- Use smaller working groups for tasks.
- Increase awareness/visibility of the CB & RFU – Get better Club engagement.
- Ask people what they want to do – rather than being job description led.
- Attract mentors to support volunteers.
- Highlight/Prioritise jobs and make this visible for volunteers to see and sign up to.
- Increase volunteer awards/recognition.
- Clear lines of succession planning.

Education – Club Links

- Focus on Primary School engagement similar to City of Rugby (Coventry)
- Utilise PRL Clubs to support Education – Club delivery.
- Utilise Uni Students to support School delivery linked to Clubs.
- Rugby's involvement in the School Games.
- Support Clubs in contacting local schools and delivery of something similar to Dallaglio Project.
- Give every School a rugby ball and/or equipment packs.
- Incentivise Teachers.
- Have good quality coaches available to deliver, particularly at U16 AGR and above.
- Delivery Summer Camps at Clubs – targeting local school children.
- Create local CB Education Officer.