

GROWING THE GIRLS' GAME

2023



England
Rugby



GROWING THE GIRLS' GAME

THERE HAS NEVER BEEN A BETTER TIME FOR GIRLS' RUGBY.

The success of the Red Roses has increased visibility and raised awareness that rugby union is a game for everyone.

England hosting the Women's Rugby World Cup in 2025 will bring the spotlight to girls' rugby, an opportunity on which we are excited to capitalise.

BUT recent [research](#) by Women in Sport has shown that from a young age, girls are surrounded by expectations and stereotypes that negatively affect how they view and experience sport.

By the time they are teenagers, many girls have decided that they do not 'belong' in sport.

We want to tackle this head on and support girls to see and feel that rugby is place where they can thrive.

This guide has been written to support clubs, to support girls, to live their best lives playing rugby.

**SURROUND GIRLS WITH THE EXPECTATION
THAT THEY CAN BE COURAGEOUS, POWERFUL
AND FEARLESS AND THEY WILL SUCCEED.**



A GUIDE TO GROWING THE GIRLS GAME

THE PURPOSE OF THIS RESOURCE IS TO PROVIDE ADVICE AND PRACTICAL INFORMATION, INCLUDING:

- Introducing girls' rugby at your club
- Creating a welcoming environment for girls
- Recruitment of players
- Retention of players
- Playing Opportunities and Competitions
- Local Partnerships and clusters
- Safeguarding
- Girls Health & Wellbeing
- Volunteers, Coaches & Match Officials
- Coaching principles for each age group



INTRODUCING GIRLS' RUGBY AT YOUR CLUB



INTRODUCING GIRLS' RUGBY AT YOUR CLUB

STEP BY STEP...



WHO ARE YOUR KEY STAKEHOLDERS?

BEFORE YOU START MAKING A PLAN, ENGAGE WITH THE WOMEN AND GIRLS LEAD AT YOUR CONSTITUENT BODY (CB) AND YOUR RFU CLUB DEVELOPER. THEY CAN GIVE YOU INFORMATION ABOUT THE OPPORTUNITIES AVAILABLE IN YOUR AREA AND WILL BE ABLE TO SHARE RESOURCES AND POTENTIAL FUNDING WITH YOU THAT COULD MAKE YOUR JOB EASIER!

Find advocates within your club that will support and champion girls' rugby, if you can find some allies from the male game, they can provide valuable moral support and guidance.

Have you spoken to parents or older players to see if anyone has a passion for supporting girls' rugby at your club? Finding new volunteers will help to share the workload and create a more sustainable club.

If you register your girls' team on [GMS](#) and allocate someone to the Golden Roles, the RFU can see how many players and teams are in your club and you are more likely to be awarded funding. You will also be visible to anyone looking for a playing opportunity on [FIND RUGBY](#), which can help with your recruitment!



HAVE YOU SPOKEN TO PARENTS OR OLDER PLAYERS TO SEE IF ANYONE HAS A PASSION FOR SUPPORTING GIRLS RUGBY AT YOUR CLUB?

CREATING A WELCOMING ENVIRONMENT FOR GIRLS



CREATING A WELCOMING ENVIRONMENT



Consider what your club will look and feel like to a girl. What impression would your club make when they arrive for the first time, are you inspiring girls and their parents to return next week?



Representation of women in the coaching and volunteer positions creates role models and someone who is relatable for the girls.



Provide clean and safe facilities, including girls' toilets with locks and sanitary provision.



Involve older girls as volunteers and leaders so they can support the younger girls.



Ensure it's easy to identify the front door with clear signage and external lighting, have clear signage throughout the clubhouse so it's easy for girls to find their way around. For more guidance about facilities please visit our [website](#).



Speak to girls that are in the club to get their thoughts!



Have you got pictures of girls up on the walls? Aim to make girls feel valued and that they belong at your club.



What is the club doing to understand and support girls mental and physical health? Talk to parents and explain your approach.



Celebrate girls' teams successes on club social pages and website, encourage parents and players to follow you.



Show a clear playing pathway so parents and girls can see what their journey at the club would be.



Provide reassurance that there is no pressure to play in competitive fixtures or contact rugby until they are ready.

RECRUITMENT OF PLAYERS



GROW THE GAME TOGETHER

BUILD YOUR NETWORK – SCHOOLS AND COLLEGES

ESTABLISHING STRONG RELATIONSHIPS WITH LOCAL STAKEHOLDERS IS KEY TO SUSTAINABILITY.

Can your club support and work with local schools and colleges to offer rugby?

In the education sector the RFU are driving participation through [The Touch Union](#) (our non-contact format). These formats are easier to deliver and provide a safe and enjoyable introduction to rugby.

Can you offer opportunities within your club that align with school rugby so players who wish to continue playing can progress if they wish to?

A guide to help you develop and build partnerships with schools has been written for your club [click here](#).



GROW THE GAME TOGETHER

BUILD YOUR NETWORK - OTHER SPORTS AND YOUTH GROUPS

Engaging with other sports and activities can be hugely beneficial for rugby clubs. Not only does it put the club at the heart of the local community but can support with

- 1. Shared resources, knowledge and facilities.**
- 2. Collaboration and community integration.**
- 3. Talent identification, recruitment and player development.**

THE BENEFITS HIGHLIGHTED ABOVE CAN CONTRIBUTE TO THE CLUB'S GROWTH AND ABILITY TO THRIVE.

When building relationships within your community consider the following:

- ➔ What partners have similar values and goals to your club?
- ➔ What female groups might attend the club for different purposes, which could create a stepping stone for them to join your club?



DON'T UNDERESTIMATE THE CLUB'S FACILITIES AND THE VALUE THEY COULD HAVE TO YOUR COMMUNITY!

GROW THE GAME TOGETHER

BUILD YOUR NETWORK - ACTIVE PARTNERSHIPS

THERE ARE 43 ACTIVE PARTNERSHIPS ACROSS ENGLAND, WHOSE PURPOSE IS TO PROMOTE SPORT AND PHYSICAL ACTIVITY.

An Active Partnership can help create partnerships with schools and other organisations that will help you to recruit players and volunteers or access resources that can support women and girls at your club. This could be through links with the [This Girl Can](#) campaign and other targeted work they may do around engaging females in sport.

KEY AREAS OF WORK FOR ACTIVE PARTNERSHIPS INCLUDE:

- Collaborating with partners and communities.
- Facility Development, working with partners to maintain and enhance facilities.
- Funding and Support, identifying and securing appropriate resources.
- Workforce Development, supporting a skilled and diverse workforce.
- Find your local active partnership [here](#)



PLANNING A RECRUITMENT EVENT AND CAMPAIGN

TO HELP WITH PLANNING A RECRUITMENT EVENT OR CAMPAIGN SPEND TIME CONSIDERING THE FOLLOWING:

- Who are your potential players and what will engage them i.e., age, background, location?
- Which format are you going to offer – do you have enough capacity to provide contact and non-contact options? Could you run a taster session, festival or a series of weekly pitch up and play sessions?
- Which months, days, times are the sessions going to run? Who will you need to run the sessions effectively?
- Where will the sessions take place? Could they start at a school, college or neutral location that the girls are familiar with i.e., girl guides, leisure centre, local park.
- What is the cost to the club, and do you need to charge players attending?
- Parents and girls will feel more comfortable turning up to something if they have all the information they need in advance; times, locations, what to bring and wear, what they will be doing at their first session and what is expected of them after their first session.
- Reassure parents that you have the appropriate safeguarding, first aid and player welfare policies in place.
- Provide information about what the offer will be for players at the club and what commitment they are required to give.
- Have a friendly face to greet girls on their arrival to help ensure they have a positive first interaction. This can help reassure them that they are welcome at your club.

DELIVERING A RECRUITMENT CAMPAIGN

TOP TIPS FOR RUNNING A SOCIAL MEDIA CAMPAIGN

- Ask someone who has a passion for social media to take responsibility for the club channels.
- Post 2-3 times a week to keep your audience engaged.
- Promote your girls' section and training sessions with clear information about time and location.
- Repost or share relevant content for your audience, such as posts from the RFU channels, school/youth organisation accounts, or wider club initiatives.
- Share photos of your players enjoying training sessions, matches and club events. You will need to have parental consent for sharing any images of U18's.
- Keep text as short as possible to make it easy to read on mobile (that's what most people will be using!)
- Check your page regularly, making sure to reply to all comments and direct messages.
- Follow accounts – such as the RFU, women and girl networks, partners and club sponsors.
- Don't just broadcast information. Ask questions, polls, give-aways to encourage your audience to engage.
- Use paid ads or boosted Facebook posts.
- Mobilise your existing players and volunteers and ask them to share!

For more information about using social media please visit our club webinar [Click Here](#)



DELIVERING A RECRUITMENT CAMPAIGN

OTHER THINGS TO CONSIDER

- Make sure you're searchable in local listings and use local notice boards – both virtual and real life!
- Engage with your local media – local radio, social media sites and newspaper.





ENGLAND RUGBY HAVE RECENTLY LAUNCHED RUGBY.

A new campaign to support clubs with the recruitment of girls to their club. The campaign is aimed at girls 9-18 years old and will inspire them through sharing the passion, energy and fun that girls experience from playing rugby with their friends.

Every club has access to imagery and videos, that they can share on their socials, with parents and partners and at their club to engage and attract new players.

For more information about how to access and use the campaign please [click here](#)



PLAYING OPPORTUNITIES AND COMPETITIONS



AGE GRADE RUGBY GUIDING PRINCIPLES

AGE GRADE RUGBY PROVIDES DIFFERENT FORMATS OF RUGBY AT VARIOUS AGES, ENSURING THAT YOUNG PLAYERS PLAY THE RIGHT RUGBY AT THE RIGHT TIME. THE PRINCIPLES OF THE GAME ARE TO BE PLAYER-CENTRED, DEVELOPMENT-DRIVEN AND COMPETITION-SUPPORTED.

The formats are supported by the regulations of the [Age Grade game](#) (see Regulation 15) and have been developed by scientific research and studies on player development in sport. Contact rugby is mixed up to U12s (Year 7); then the game splits into girls' and boys' rugby. This ensures their safety and welfare, when the children reach secondary school and start to mature physically. Non-contact rugby can continue to be played by mixed groups.

The principle behind Age Grade Rugby is to provide a playing format with building blocks to the 15-a-side game that allows players time to get to grips with the basics of running and catching the ball before contact and specialism is gradually introduced.

Age Grade Rugby puts inclusivity and skill development first, with the increasing intensity of competition introduced later. Young players will start with festivals and triangulars and progress to knockouts, tournaments and leagues as they get older and develop their game. The '[Competition menu](#)' highlights the formats which may be played at each age group.

[Click here for more guidance on coaching Age Grade rugby.](#)

AGE GRADE RUGBY PUTS INCLUSIVITY AND SKILL DEVELOPMENT FIRST, WITH THE INCREASING INTENSITY OF COMPETITION INTRODUCED LATER



HOW DO YOU ENGAGE AND MOTIVATE GIRLS AT YOUR CLUB?

GIRLS' ENJOYMENT AND MOTIVATION ARE DRIVEN BY 4 KEY ELEMENTS

1.



PERSONAL ACHIEVEMENT

- Making progress
- Recognition/praise
- Challenge/competition
- Progress/feedback
- Given responsibility
- Key to driving a passion for sport

2.



BELONGING/FAMILIARITY

- Involves support from friends or family - mum, brother, dad etc.
- Gives sense of belonging (e.g. routine, uniform, part of the club)

3.



PEER ROLE MODELS

- Someone to aspire to
- Someone they feel is similar to them

4.



FEELS GOOD/SENSE OF RELEASE

- Even more important since lockdown
- Uses up energy, feel free, excitement, fresh air

PLAYING OPPORTUNITIES AND COMPETITIONS

IN 2022 THE GIRLS AGE BANDS CHANGED TO INCLUDE U12, U14, U16, U18. FOR MORE INFORMATION VISIT [FAQ](#).

CBs and clubs organise playing opportunities that are shaped to meet the needs of the players. Format and frequency of these are important, to ensure they are developmentally appropriate for the players.

These activities may include:

- **Festivals and fixtures** – enjoyable competitive style playing opportunity arranged between clubs or CB.
- **Pitch Up & Play/Train** – sessions hosted by clubs through the season to bring developing teams together to provide opportunities for training and matches.
- **Recruitment Camps** – a planned recruitment session with an emphasis on welcoming new players and introducing rugby in a fun and exciting way.

[The Age Grade Calendar](#) provides a framework for activity throughout the season. [Click here](#) for guidance for summer activity for age grade rugby.

[Contact your CB Women & Girls Lead](#) for more information on what is planned in your CB.

The [National Girls Cup](#) is for U16 & U18 girls' teams that take place from October – April. No cluster teams are eligible to enter. For more information contact your CB.



PLAYER PATHWAYS

PLAYERS WANT TO UNDERSTAND WHERE AND HOW THEY CAN PROGRESS DEPENDING ON THEIR ASPIRATIONS AND ABILITY.

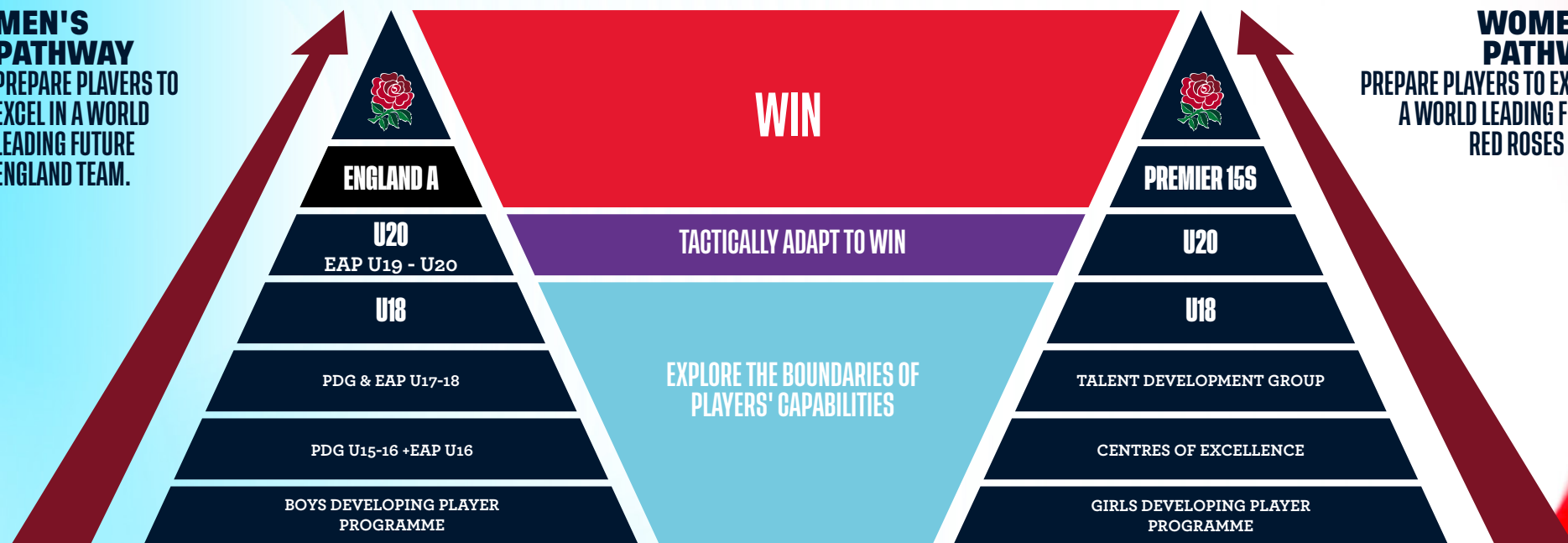
It helps players and parents if they can see this and know in advance when opportunities and competitions are coming up.

Speak to your CB about what opportunities there are for players in your club to progress, so you are aware of the timeline, requirements and deadlines. Where possible share these on social media and in your team communication channels.

For more information and guidance about the England Rugby Development Framework click [here](#).

**MEN'S
PATHWAY**
PREPARE PLAYERS TO
EXCEL IN A WORLD
LEADING FUTURE
ENGLAND TEAM.

**WOMEN'S
PATHWAY**
PREPARE PLAYERS TO EXCEL IN
A WORLD LEADING FUTURE
RED ROSES TEAM.



U11 GIRLS - HOW TO SUPPORT THEM

U11S

RESEARCH HAS SHOWN THAT GIRLS ARE LESS CONFIDENT THAN BOYS IN THEIR ABILITY AND THAT GIRLS NEED TO FEEL CONFIDENT THAT THEY HAVE THE SKILLS REQUIRED BEFORE THEY GET INVOLVED.

If you have girls playing in a mixed teams give some consideration to their needs.

- First and foremost, ask the girls what support they might need.
- Think about building their confidence and belief that they belong in the team. Praise other players that demonstrate inclusive behaviour.
- Focus on ensuring that they have the skills required and confidence in their ability, before putting them into a competitive environment.
- Try to offer a choice of pitch up and play and less competitive opportunities.
- Can you run girls only sessions or offer non-contact rugby with other local girls' teams, older girls' teams or mixed sessions so they have a choice of playing opportunities.
- Start to build a volunteer network that will support an U10s, U11s girls offer, where possible engaging with female coaches and volunteers.




- Build links with primary schools and provide training opportunities with a focus on girls’.
- Girls’ bodies are changing, and they might be sensitive to topics about female health. Have someone from the older girl’s teams be available to talk to and support the girls.
- Make sure that facilities are clean and safe for the girls when they are training and playing matches both home and away.


For more information about summer activity, transitioning girls ready to play in an U12 team please [click here](#).




HOW DO YOU SUPPORT GIRLS TO SUCCEED IN YOUR CLUB?


8 PRINCIPLES FOR SUCCESS


1.  **NO JUDGEMENT**
Take pressure off performance and give freedom simply to play.


2.  **INVOKE EXCITEMENT**
Bring a sense of adventure and discovery.

3.  **CLEAR EMOTIONAL REWARD**
Reframe achievement as 'moments of pride', not winning.

4.  **OPEN EYES TO WHAT'S THERE**
Redefine sport as more than school sport.

5.  **BUILD INTO EXISTING HABITS**
Tap into existing behaviours in other spheres.

6.  **GIVE GIRLS A VOICE & CHOICE**
Allow girls choice and control to feel empowered.

7.  **CHAMPION WHAT'S IN IT FOR THEM**
Make it much more than just about health.

8.  **EXPAND IMAGE OF WHAT 'SPORTY' LOOKS LIKE**
Create truly relatable role models which inspire.

HOW TO SUPPORT A PLAYER'S TRANSITION INTO THE ADULT GAME

→ Click [here](#) for more guidance about supporting a player's transition from age grade to adult rugby.

→ Click [here](#) for guidance about the rules of U18 playing adult rugby. Section 7

THE BELOW CHECKLIST OUTLINES SOME KEY AREAS FOR YOUR CLUB TO CONSIDER WHEN CREATING AN ACTION PLAN FROM THIS GUIDE.

Do you have a willing volunteer or group of volunteers who can oversee players moving into adult teams?

Do you know how many players you have ready to make the move to adult rugby?

Can you plan in some joint fun non-contact rugby sessions during the off season?

Do you have any social events planned?

Are you able to run a buddy system to help players get to know each other?

Are you able to engage with local schools, colleges, or Universities?

Can you offer incentives to existing members to recruit new players?

Have you created a social media plan to help with recruitment?

Ensure all new players are introduced to other members prior to your kick-off weekend

Set-up of a culture workshop with key members of your club

Develop your club charter to share with all club members

How will you recognise those players who have 'graduated' to the adult teams?

LOCAL PARTNERSHIPS & CLUSTERS



GROW THE GAME TOGETHER

LOCAL PARTNERSHIPS / CLUSTERS

Definition of a 'Cluster' – **an informal and short-term arrangement between clubs to aid the growth and development of the players and teams involved.**

Players from different clubs can cluster together in their age grades to train and play when they start out – this is at the development level, where increasing participation is the priority. Games should be about enjoyment and player development, where players have the opportunity to play with and against different teams, and try playing different positions.

Club identity is very important, and girls will want and need to feel a sense of belonging to their club. As the girls' game has grown over the years, the need for clubs to work together effectively has been evident, but the club identity must be retained.

Ultimately, the more sustainable teams that are in a local area, the more appropriate the playing opportunities available and less travel required. There are other benefits such as coach and referee development and support for volunteers.

One of England Rugby's Game Objectives is Flourishing Rugby Communities: Support clubs to sustain and grow themselves and to reflect society. RFU local staff and CB volunteers are well positioned to support and advise clubs when starting a new playing offer.

**YOUR LOCAL NETWORK IS VITAL
TO LONG TERM SUCCESS**



LOCAL PARTNERSHIPS / CLUSTERS

- ✓ Have an agreed purpose
- ✓ A short-term solution
- ✓ A date/target of when to aim to play as a stand-alone club team
- ✓ Ensure key individuals in each club are in agreement on the plan (Chair, safeguarding officer, GMS officer)
- ✓ CB supported and approved
- ✓ Take part in and/or host local playing opportunities
- ✓ Recommended no more than three teams per cluster
- ✗ Change, combine or create a new Team/Club name
- ✗ Need to provide different training/playing kit
- ✗ Will compete in National Cup Competition

WHAT DOES AN EFFECTIVE PARTNERSHIP LOOK LIKE?

Clear agreement and action plan from clubs involved with the aim to grow their own sections. Collaboration between volunteers involved to offer positive playing opportunities in the short term.

SAFEGUARDING FOR CLUSTER GROUPS

It is important to establish roles and responsibilities within the volunteer group when establishing a cluster or playing as a collective. This is to ensure that safeguarding requirements are met, and that the welfare of all girls is a priority. Due to the number of people involved from various clubs making up clusters, the following guidance is provided to assist:

- A main club should be identified and agreed by all the clubs in the cluster.
- The main club acts as the main point of contact for external bodies (e.g., CB/RFU)
- Each player must be registered to their own club on GMS
- A group of volunteers, with representation from every club, should oversee the responsibilities below
- To ensure DBS and training compliance across the cluster, including relevant consent (e.g., medical, photography)
- First Aid and concussion provisions
- Compliance with Age Grade Rugby (Regulation 15) and knowledge of dealing with disciplinary issues at club/CB/RFU levels
- Ensure that all necessary information is provided to parents, club volunteers and opposition (e.g., coach, team manager, first aider, safeguarding officer, etc.)



SAFEGUARDING



SAFEGUARDING

THE [RFU SAFEGUARDING POLICY](#) SETS OUT BEST PRACTICE METHODS AND HELPS THOSE INVOLVED IN RUGBY TO MEET THEIR OBLIGATIONS AND COMPLY WITH ITS TERMS. THE RFU HAS A RANGE OF GUIDANCE DOCUMENTS TO HELP CLUBS AND THEIR SAFEGUARDING OFFICERS TO MITIGATE RISK TOWARDS CHILDREN IN THE RUGBY ENVIRONMENT FOR CLUBS:

- [Safeguarding Toolkit](#)
- [Cyber Guidance](#)
- [Club Code of Conduct template](#)
(can be utilised for Clusters too)
- [Protocol for Contact in Rugby](#)
- [Sharing Concerns](#)
- [Safer Recruitment - DBS FAQs](#)
- [Safeguarding Considerations for Changing Rooms](#)

CLUB REQUIREMENTS FOR SAFEGUARDING AS STIPULATED IN REGULATION 21

- **All persons aged 16 years old or over** who are working or volunteering with children must have completed the Introduction to Safeguarding eLearning module prior to their DBS application.
- **All persons working or volunteering with children** who meet the relevant threshold for a DBS check (and those working in Regulated Activity) must be in place.
- **Provides procedures** as to how concerns can be raised and how they are managed.

GIRLS' HEALTH AND WELLBEING





WOMEN & GIRLS' HEALTH & WELFARE TOOLKIT

THE RFU ARE DEVELOPING A **RANGE OF TOOLKITS** TO ENCOURAGE AND SUPPORT OPEN DISCUSSION ABOUT THE HEALTH AND WELFARE ISSUES THAT FEMALE ATHLETES FACE WHEN PARTICIPATING IN RUGBY. THE TOOLKITS ARE AVAILABLE TO EMPOWER THE INDIVIDUAL TO MAKE THE BEST DECISIONS FOR THEM. THEY PROVIDE COACHES AND CLUB VOLUNTEERS WITH INFORMATION AND GUIDANCE TO SUPPORT INTERACTIONS WITH THEIR RUGBY ATHLETES

Every toolkit has been developed with experts within the field.

TOOLKITS BEING LAUNCHED IN SUMMER 2023 INCLUDE:

- Menstrual Health
- Breast Health
- Pelvic Health

TOOLKITS IN DEVELOPMENT FOR 2023/24

- Puberty
- Menopause
- W&G Injury Prevention
- W&G CRISP
- Pregnancy
- Mental Health & Wellbeing



CRISP

COMMUNITY RUGBY INJURY SURVEILLANCE & PREVENTION PROJECT

INJURY DATA WANTED!

THE CRISP PROJECT TEAM IS HUNGRY FOR INJURY DATA TO HELP US DEVELOP OUR UNDERSTANDING OF INJURIES ACROSS ALL LEVELS OF THE ENGLISH COMMUNITY GAME.

Submitting your injury data helps us to improve player safety. It allows us to understand the:

- Impact of the lowered tackle height for 2023/24 on injuries
- Differences in injuries across age groups
- Differences between the men's and the women's game

We are looking for teams from adult female (especially National Championship), girls' age grade (especially U16 & U18 girls), and university female teams.



For more information use the
QR Code or go to
www.keepyourbootson.co.uk
and visit the RugbySafe
Research Toolkit

COACHES, VOLUNTEERS & MATCH OFFICIALS



GROW THE GAME TOGETHER

VOLUNTEERING IN THE WOMEN & GIRLS' GAME

'BUILDING YOUR INCLUSIVE VOLUNTEER TEAM' [TOOLKIT](#) PROVIDES IDEAS ON HOW TO INSPIRE, RECRUIT AND ENGAGE MORE VOLUNTEERS, FROM BOTH WITHIN AND OUTSIDE OF YOUR CLUB.

When setting up and developing a Women & Girls team consider the following roles:

- Women & Girls Lead
- Player Pathway Officer
- Team Manager
- Event Manger
- Social Media Manager

To find the full role descriptions, please click this [link](#).

When recruiting volunteers ensure they are appropriately trained and suitable to work with young people in accordance with the [RFU Safeguarding Policy](#).



GROW THE GAME TOGETHER

COACHES & MATCH OFFICIALS

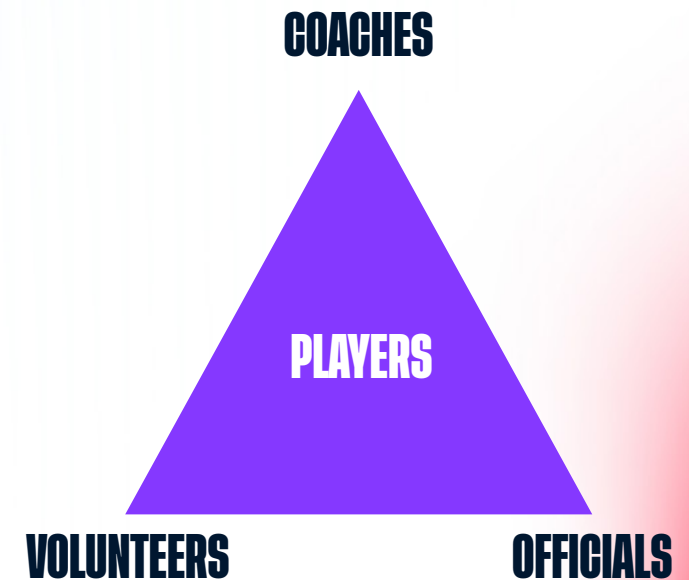
VISIT '[KEEP YOUR BOOTS ON](#)' FOR MORE INFORMATION ABOUT COACHING AND REFEREEING INCLUDING:

- **Take up the whistle** – encourage players to have a go at refereeing, no pressure, great way to learn and experience the game from a different angle. [Click here](#).
- **Introduction to refereeing** is a great first step and an easy process to follow on keepyourbootson.co.uk to book a free course at our club.
- **Support networks available for women** who are new to coaching and refereeing – the RFU is working to increase the number of women involved in the game, to act as role models and leaders to support the future growth of the game. [Click here](#) for England Rugby Facebook Group for women officials

If you need any more guidance to support your playing opportunities, please contact matchofficials@rfu.com

Encourage parents who are new to the game to get involved – [What is Kids First?](#) (englandrugby.com).

For more information visit the England Rugby Coaching & Match Officials Awards [Course booklet](#)



GENDER PARTICIPATION





GENDER PARTICIPATION

TO VIEW THE RFU GENDER PARTICIPATION POLICY AND FAQs [CLICK HERE.](#)

GENDER PARTICIPATION VIDEO

FURTHER READING

- [England Rugby: RugbySafe Essential Guides and Templates](#)
- [England Rugby: Inclusion - resources](#)
- [World Rugby Laws of the Game - Clothing](#)
- [Women in Sport](#)
- [This Girl Can](#)



