

## TAMWORTH RUFC WHOLE CLUB SPORTS DEVELOPMENT PLAN 2011 - 2016

<b>DEVELOPMENT STRAND: PEOPLE – SENIOR PLAYERS</b>							
Sporting Objectives							
1. Continuously develop players to improve individual, team and club performance							
2. Retain a greater proportion of Senior Players							
3. Set up a player mentoring programme to aid transition from Colts to senior rugby							
REF	ACTION (How will you achieve the objective)	OUTPUT KPI	TIMESCALE	LEAD PERSON RESPONSIBLE	KEY PARTNERS	RESOURCES	PROGRESS
1.1	Planning and coordinating development via the use of fixtures, coaching sessions and an individual coaching plan	N/A	Ongoing Jul to Apr each season	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Pitches & New Training Area Changing Facilities	
1.2	Liaison between team Coach, Head Coach and Club Coaching Coordinator	N/A	Ongoing Jul to Apr each season	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Nil	
2.1	Develop senior teams to maintain 3 regular senior sides and a veterans squad, with the 2 <sup>nd</sup> team being the development feeder squad for the 1 <sup>st</sup> team	Continued feed of players to 1 <sup>st</sup> XV	Ongoing Jul to Apr each season	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Pitches & New Training Area Changing Facilities	
2.2	Sustain and run senior coaching sessions and fixtures for 1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> teams, Veterans, Ladies and Colts team	Approx 17 (1.5 hour) sessions / games each	Ongoing Sep - Apr	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Pitches & New Training Area Changing Facilities	

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2.3	Sustain and run senior fixtures for 1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> teams, Veterans and Ladies teams	Approx 62 (80 min) home games each year	Ongoing Sep - Apr	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Pitches & New Training Area Changing Facilities
2.4	Set up new 4 <sup>th</sup> team as a Veterans squad to retain ex 1 <sup>st</sup> , 2 <sup>nd</sup> and 3 <sup>rd</sup> team players	25 players	Achieved in Oct 2011, now Ongoing	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Pitches & New Training Area Changing Facilities
2.5	Develop the Ladies team through additional games and player development	10 home games per season	By Jan 2013	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Pitches & New Training Area Changing Facilities
2.6	Develop the Colts team as a feeder to 3 <sup>rd</sup> , 2 <sup>nd</sup> and 1 <sup>st</sup> teams through additional coaching sessions and player development	19 regular players	Ongoing, continue to monitor each season	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Pitches & New Training Area Changing Facilities
3.1	Identify key players to fulfil mentoring role and players that would benefit from being mentored	3 mentors in place	From Sept 12	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Nil

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3.2	Develop activities and sessions to ensure a robust process is developed	N/A	From Sept 11	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Nil	
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## TAMWORTH RUFC WHOLE CLUB SPORTS DEVELOPMENT PLAN 2011 - 2016

<b>DEVELOPMENT STRAND: PEOPLE – JUNIOR PLAYERS</b>							
Sporting Objectives							
1. Continuously develop junior players to improve individual, team and club performance							
2. Retain a greater proportion of Junior Players							
3. Set up a player mentoring programme to aid transition from Juniors to Colts and senior rugby							
REF	ACTION (How will you achieve the objective)	OUTPUT KPI	TIMESCALE	LEAD PERSON RESPONSIBLE	KEY PARTNERS	RESOURCES	PROGRESS
1.1	Planning and coordinating development via the use of fixtures, coaching sessions and an individual coaching plan	N/A	Ongoing Jul to Apr each season	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Pitches & New Training Area Changing Facilities	
1.2	Liaison between team Coach, Head Coach and Club Coaching Coordinator	N/A	Ongoing Jul to Apr each season	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Nil	
2.1	Sustain and run junior coaching sessions and fixtures for U7, U8, U9, U10, U11, U12, U13, U14, U15 and U16 teams	Approx 21 (1 – 2 hour) sessions / games each week	Ongoing, continue to monitor each season	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Pitches & New Training Area Changing Facilities	
2.2	Sustain and run junior fixtures for U7, U8, U9, U10, U11, U12, U13, U14, U15 and U16 teams	Approx 135 (30 – 60 min)	Ongoing, continue to monitor each	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Pitches & New Training Area	

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		home games each year	season		Changing Facilities	
3.1	Identify key players to fulfil mentoring role and players that would benefit from being mentored	3 mentors in place	From Sept 12	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Nil
3.2	Develop activities and sessions to ensure a robust process is developed for player mentoring to aid transition from juniors to colts and colts to senior rugby	N/A	From Sept 11	Club Coaching Coordinator Head Coach Team Coach	SRFU RFU	Nil

## TAMWORTH RUFV WHOLE CLUB SPORTS DEVELOPMENT PLAN 2011 - 2016

<b>DEVELOPMENT STRAND: COMMUNITY LINKS</b>							
Sporting Objectives							
1. Run regular rugby playing initiatives to help recruit new junior and senior players							
2. Use of club facilities by other local sports groups and teams							
3. Use of club function room and facilities by local groups and clubs							
REF	ACTION (How will you achieve the objective)	OUTPUT KPI	TIMESCALE	LEAD PERSON RESPONSIBLE	KEY PARTNERS	RESOURCES	PROGRESS
1.1	Run local Schools Rugby Tag Tournament in partnership with Tamworth Schools Partnership	2 per year 110 players	Apr and June	Club Secretary supported by Age Group Coaches	SRFU RFU Tamworth h SSP	Pitches & New Training Area Changing Facilities	
1.2	Run annual Rugby Summer Camp for local children to try rugby	1 per year 5 days 35 players	Aug	Junior Secretary	SRFU RFU	Pitches & New Training Area Changing Facilities	
1.3	Set up New Secondary Schools Rugby 10's Tournament for 12 – 16 year olds (year 7 – 11) with 15 – 18 players per school team	1 per year 5 Schools 90 players	By Sep 12 Every Jul	Club Secretary supported by Age Group Coaches	SRFU RFU Tamworth h SSP	Pitches & New Training Area Changing Facilities	
1.4	To apply to host Leicester Tigers Prima Cup to include 8 – 10 x U10's teams with 15 players per team with winning team to attend Welford Road Quarter Finals	1 per year 150 players	By Sep 12	Club Secretary supported by U10's Team Manager	SRFU RFU Leicester Tigers	Pitches & New Training Area	

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1.5	Set up New Choose Rugby Touch Programme as a means to encourage non playing members to actively take part in Club activities. To invite parents, players, and local workplaces to form teams of 7 players and 3 subs (including 2 regular players and 1 female) as a squad of 10 players. Run a league type system for 10 teams playing on a round robin basis with matches being 10 minutes each way with 2 matches being played concurrently on 1 pitch (half pitch per match)	10 teams 100 participants	By Sep 13 May – July	Colts Coaching Team	SRFU RFU Workplaces	Pitches & New Training Area Changing Facilities
1.6	Continue holding friendly cricket and rugby matches against local cricket team, to continue the tradition, each summer, at the end of the cricket season	N/A	Ongoing yearly	Club Secretary supported by Martin Page	Club Committee Cricket Club	Pitches & New Training Area Changing Facilities
2.1	Encourage use of new floodlit training pitch by Tamworth Cricket, Hockey and Squash Club for ongoing fitness work	16 weeks per year	By Sep 12 Oct - Mar	Club Secretary supported by Martin Page	Tamworth Cricket, Hockey and Squash Club	Pitches & New Training Area Changing Facilities
2.2	Encourage use and revenue stream by continued communication with local Football, American Football Clubs and sports groups	N/A	Ongoing yearly	Club Committee	Football Clubs American Football Club	Pitches & New Training Area Changing

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				Sports Clubs	Facilities	
3.1	Maintain regular communication with Quiz Club, Cycling Club, Chess Club, Dominoes Club, Darts Team and Table Tennis Teams to ensure continued use of bar and lounge area, function room, meeting rooms etc and maintain revenue stream	6 Clubs Approx 105 + additional users 3053 visits	Ongoing yearly	Rod Bristow  Club Committee	Nil	



## TAMWORTH RUFV WHOLE CLUB SPORTS DEVELOPMENT PLAN 2011 - 2016

<b>DEVELOPMENT STRAND: PEOPLE - COACHES AND REFEREES</b>							
Sporting Objectives							
<ol style="list-style-type: none"> <li>1. Club Support Coaches to achieve RFU Level 2 &amp; 3 Coaching Awards</li> <li>2. Assistant Coaches qualified to RFU Level 1 Coaching Award</li> <li>3. Increased number of active referees available within the club</li> <li>4. Support development and education of active referees within the club</li> </ol>							
REF	ACTION (How will you achieve the objective)	OUTPUT KPI	TIMESCALE	LEAD PERSON RESPONSIBLE	KEY PARTNERS	RESOURCES	PROGRESS
1.1	Take up invitation received Level 2 and post Level 2 Coaching Award and enrol and participate on the course	Three L2 and one L3	By Sept 13	Head Coach	SRFU RFU	£500	
2.1	Enrol candidates onto a local course	Three L3 and one L3	By Sept 12	Club Coaching Coordinator Head Coach	SRFU RFU	£200	
3.1	Organise an ELRA 1 & 2 course at Club, ensuring targeted attendance of 5 volunteers	5 ELRA Refs	By Apr 12	Club Coaching Coordinator	SRFU RFU	£400	
4.1	Organise 3 CRDA modules per season to improve referees abilities and encourage membership of local Referees Society for active referees	N/A	By Sept 12	Club Coaching Coordinator	SRFU RFU	£400	
4.2	Host Staffordshire RFU Level 1 Coaching Award	1 per year 4 days 30 people	By Sept 12	Club Coaching Coordinator	SRFU RFU	Pitches & New Training Area Changing Facilities	
4.3	Host RFU Entry Level Referee Award training sessions	2 per year 4 days	By Sept 13	Club Refs Coordinator	SRFU RFU	Pitches & New Training	

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		20 new refs				Area Changing Facilities	
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## TAMWORTH RUFC WHOLE CLUB SPORTS DEVELOPMENT PLAN 2011 - 2016

<b>DEVELOPMENT STRAND: PEOPLE – VOLUNTEERS</b>							
Sporting Objectives							
<ol style="list-style-type: none"> <li>1. Recruit and appoint a Volunteer Coordinator each season</li> <li>2. Enhance skills of existing volunteers</li> <li>3. Succession plan in place for key volunteer positions</li> <li>4. Recognise volunteer achievements and reward volunteers accordingly</li> <li>5. Recruit volunteers to ensure club activities are maintained</li> </ol>							
REF	ACTION (How will you achieve the objective)	OUTPUT KPI	TIMESCALE	LEAD PERSON RESPONSIBLE	KEY PARTNERS	RESOURCES	PROGRESS
1.1	Advertise position at the end of each season to either retain current incumbent or recruit replacement if necessary	CVC in Place	Ongoing yearly	Club Chair	Club Committee	Nil	
2.1	Identify areas that need development	N/A	Ongoing yearly	Volunteer Coordinator	Club Committee	Nil	
2.2	Organise effective training to fulfil the development needs or ensure courses are attended by relevant volunteers	N/A	Ongoing yearly	Volunteer Coordinator	Club Committee	Nil	
3.1	Complete RFU template, identifying the key roles and likely candidates	N/A	By Apr 12	Volunteer Coordinator	Club Committee	Nil	
4.1	Recognition awards given annually	N/A	Ongoing yearly	Volunteer Coordinator	Club Committee	Nil	
4.2	Outstanding contributions recognised and rewarded	N/A	Ongoing yearly	Volunteer Coordinator	Club Committee	Nil	
5.1	Maintain link with Community Volunteer Service to offer placements for those outside	N/A	Ongoing yearly	Volunteer Coordinator	Club Committee	Nil	

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5.2	of the club environment Maintain link with FE Institute to offer placements for those outside of the club environment	N/A	Ongoing yearly	Volunteer Coordinator	e Club Committee	Nil	
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## TAMWORTH RUFC WHOLE CLUB SPORTS DEVELOPMENT PLAN 2011 - 2016

### DEVELOPMENT STRAND: MEMBER SERVICES - PLAYING AND TRAINING

#### Sporting Objectives

1. Increased number of senior players attending club training sessions including those outside of first team
2. Increased use of position / subject specific training sessions
3. Monitor senior teams progress
4. Develop ladies team

REF	ACTION (How will you achieve the objective)	OUTPUT KPI	TIME SCALE	LEAD PERSON RESPONSIBLE	KEY PARTNERS	RESOURCES	PROGRESS
1.1	Maximise the appeal of sessions to encourage attendance	N/A	From Sept 11	Club Coaching Coordinator Head Coach Team Coach	RFU SRFU	£200	
1.2	Develop selection criteria to give priority to players attending training sessions	Regular 1 <sup>st</sup> & 2 <sup>nd</sup> XV players at Training	From Sept 11	Club Coaching Coordinator Head Coach Team Coach	SRFU	Nil	
2.1	Develop a plan showing the sessions required and planned for the duration of the season	Plan in place & signed off	From Sept 11	Club Coaching Coordinator Head Coach Team Coach	RFU SRFU	Nil	
2.2	Use specialist coaches and those with knowledge of particular positions	N/A	From Sept 11	Club Coaching Coordinator Head Coach Team Coach	RFU SRFU	£200	
3.1	Develop success through appropriate fixtures and review performance on a regular basis	N/A	Ongoing	Club Coaching Coordinator Head Coach	RFU SRFU	Pitches & New Training	

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				Team Coach		Area Changing Facilities	
3.2	Effective individual feedback to players	N/A	From Sept 11	Club Coaching Coordinator Head Coach Team Coach	RFU SRFU	Nil	
4.1	Provide appropriate, friendly, fixtures – target 8 per season for ladies team	N/A	Ongoing	Club Coaching Coordinator Head Coach Team Coach	WRFU SRFU	Nil	
4.2	Host County Squad Development Days, as required	3 per year 24 players	By Sep 13	Club Coaching Coordinator	SRFU RFU	Pitches & New Training Area Changing Facilities £50 for refreshment	

## TAMWORTH RUFC WHOLE CLUB SPORTS DEVELOPMENT PLAN 2011 - 2016

<b>DEVELOPMENT STRAND: MEMBER SERVICES - SOCIAL</b>							
Sporting Objectives							
1. Develop a new food sales, cafeteria and kitchen area to provide refreshments to players, members and visitors							
2. Hold player and member social events, such as themed evenings, quiz nights and barbeques							
3. Organise tour for senior teams							
REF	ACTION (How will you achieve the objective)	OUTPUT KPI	TIMESCALE	LEAD PERSON RESPONSIBLE	KEY PARTNERS	RESOURCES	PROGRESS
1.1	Identify suitable area and funding opportunities	N/A	By Sept 12	Club Chair	Club Committee	£12,000	
1.2	Establish business plan, showing revenue potential	N/A	By Sept 12	Club Chair	Club Committee	Nil	
2.1	Delegate responsibility for social events to a committee member each season	N/A	Ongoing yearly	Club Chair	Club Committee	Nil	
2.2	Organise three or more events each year, including end of season presentation	3 per year	Ongoing yearly	Club Chair	Club Committee	Nil	
3.1	Create a working group to organise the tour and liaise with relevant parties	Tour in place	Ongoing, continue to monitor each season	Club Coaching Coordinator Head Coach Team Manager Fixtures Secretary		Nil	

## TAMWORTH RUFC WHOLE CLUB SPORTS DEVELOPMENT PLAN 2011 - 2016

<b>DEVELOPMENT STRAND: MEMBER WELFARE - EQUITY, MEDICAL AND WELFARE</b>							
Sporting Objectives							
1. Undertake a planned schedule of risk assessments during the playing season, to highlight areas of concern							
2. Ensure health and safety policy is adhered to and complied with							
REF	ACTION (How will you achieve the objective)	OUTPUT KPI	TIMESCALE	LEAD PERSON RESPONSIBLE	KEY PARTNERS	RESOURCES	PROGRESS
1.1	Carry out club risk assessment, by an appointed person	RA's in place	In place & Ongoing yearly	Appointed Person	Club Committee	Nil	
1.2	Review results and feedback concerns to committee	N/A	Ongoing	Appointed Person	Club Committee	Nil	
2.1	Issue a copy of the policy to each team manager	N/A	Ongoing	Appointed Person	Club Committee	Nil	
2.2	Encourage event reporting and reporting of near misses	N/A	Ongoing	Appointed Person	Club Committee	Nil	



## TAMWORTH RUFC WHOLE CLUB SPORTS DEVELOPMENT PLAN 2011 - 2016

<b>DEVELOPMENT STRAND: CLUB MANAGEMENT (LEGAL, ADMINISTRATION, FINANCE, PUBLICITY AND PROMOTION)</b>							
Sporting Objectives							
<ol style="list-style-type: none"> <li>1. Become registered as a CASC Club</li> <li>2. Create a Mini and Junior Development Plan that feeds into the Whole Club Plan</li> <li>3. Use Gift Aid to increase club revenue once CASC registration is implemented</li> <li>4. Encourage and recruit club members and participation at club events</li> </ol>							
REF	ACTION (How will you achieve the objective)	OUTPUT KPI	TIMESCALE	LEAD PERSON RESPONSIBLE	KEY PARTNERS	RESOURCES	PROGRESS
1.1	Create a working group to facilitate transition from current status to CASC	N/A	Sept 11	Treasurer Working Group	Club Committee	Nil	
2.1	Meeting with Coaches and Managers to cascade ideas and get feedback so the Development Plan can be updated effectively, on a regular basis	N/A	Ongoing since Sept 10	Club Secretary	Club Committee Mini and Junior Coaches and Managers	Nil	
3.1	Ensure appropriate measures are taken to apply necessary actions for Gift Aid	N/A	Sept 11	Treasurer	Club Committee	Nil	
4.1	Utilisation of club website to promote our purpose, facilities and club ethos	N/A	Sept 11	Social Working Group	Club Committee	£2,500	
4.2	Develop club newsletter and distribution	N/A	Apr 12	Social Working Group	Club Committee	As above	
4.3	Produce welcome pack	N/A	Sept 11	Social Working	Club	As above	

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4.4	Foster a working relationship with local community groups	N/A	Sept 10	Social Working Group	Committee	As above	
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## TAMWORTH RUFC WHOLE CLUB SPORTS DEVELOPMENT PLAN 2011 - 2016

### DEVELOPMENT STRAND: FACILITIES AND EQUIPMENT

#### Sporting Objectives

1. Develop new, floodlit, training area within Wigginton Park
2. Redevelop Club changing and member facilities to include: segregated changing areas for juniors, senior men and women, meeting and education rooms, corporate hospitality and members lounge
3. Develop an improved gym area containing optimised equipment for players and members to improve fitness
4. Improve pitch maintenance at Wigginton Park

REF	ACTION (How will you achieve the objective)	OUTPUT KPI	TIMESCALE	LEAD PERSON RESPONSIBLE	KEY PARTNERS	RESOURCES	PROGRESS
1.1	Implement project plan to present to investors and partners to aid funding opportunities	N/A	By Sept 11	Club Secretary	Club Committee RFU Tamworth BC	£75,000	
1.2	Obtain relevant permissions from Local Authority	N/A	By Sept 11	Club Chair	Tamworth BC	As above	
2.1	Implement project plan to present to investors and partners to aid funding opportunities	N/A	By Dec 14	Club Secretary	Club Committee RFU Tamworth BC	£150,000	
2.2	Obtain relevant permissions from Local Authority	N/A	By Dec 14	Club Chair	Tamworth BC	As above	
3.1	Identify suitable area and agree funding	N/A	By Sept 14	Club Secretary	Club Committee	£2,500	
3.2	Refurbish and update current equipment and	N/A	By Sept 14	Club Secretary	Club	As above	

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	replace where necessary				Committee	
4.1	Plan for spring re-seeding and top soiling	N/A	By Sept 12	Andy White	Club Committee	£3,000
4.2	Weed killing, fertilizing and regular maintenance programme	N/A	By Sept 12	Andy White	Club Committee	£1,500