



PENRYN RFC KIDS FIRST POLICY

‘Better people, better Borough’

This policy aims to give understanding of the Quilter Kids First program and establish a Kids First club Policy and a Manifesto. It supports Penryn’s commitment to the Quilter Kids First approach and positions Penryn as a club that is at the forefront of current thinking and builds into the club strategy of “Better people, better Borough”. It enables us to challenge poor practice, change culture and become a club that positively influences other clubs. This now forms Penryn RFC club policy.





Penryn RFC Kids First Coordinator

The Penryn RFC Kids First Coordinator is Steve Maclean. The role sits on the Rugby Committee's Development Team. The Kids First Coordinators role includes:

- To reinforce the clubs core values of teamwork, respect, enjoyment, discipline, sportsmanship, loyalty and friendship.
- Liaising with coaches to ensure the kids first policy is understood and the manifesto is implemented.
- Liaise with the players in the mini section to understand if their needs are being met and garner feedback on the clubs reforms and policies.
- To coordinate Penryn RFCs aim of providing the best possible experience of the game.



- To support the use of the age grade rules as the children build towards the 15 a side game.
- To upskill coaches through the Quilter Kids First courses and use of the Quilter Kids First Series online resource.
- To act as a point of contact for Kids First matters at the club.
- To provide support, advice and knowledge for coaches U7 - U12 providing kids first rugby.
- To be a key stakeholder in the half game rule implementation.
- To administer the Quilter Kids First Green Laces award scheme.

Who is Quilter?

As the largest wealth management business in the UK, Quilter aims to help people secure their financial futures. If you haven't heard of them before, it's probably because most of their products are sold via financial advisers. Quilter is a strong believer in the value of financial advice as the best way to help people achieve their financial goals. The company oversees £98.6bn** in customer investments and is part of Quilter plc, a FTSE 100 group.

What is Quilter Kids First Rugby?

Quilter Kids First puts children first. Aimed at U7-U13 boys and girls, it upskills coaches and creates a great rugby environment, so that everyone stays in the game for longer. Quilter Kids First is linked to a wider review of age grade rugby. It is a coaching mind-set that gives boys and girls aged 6-13 the opportunity to prosper through rugby. It does this by fostering an environment for having fun, learning and building confidence.

It's all about helping children develop and learn the game at their own pace, and making sure they have plenty of fun while playing.



Why is Quilter Kids First good for your club or school?

- Motivate more players to play rugby and to play for longer
- Strengthen the foundations of our sport – it is where most players first experience rugby
- Drive an enjoyable, quality experience so that boys and girls enjoy rugby more
- Reduce dropout of players aged 6-13 and get more playing 15 a side rugby

This is:

- Good for rugby in England
- Good for the future of rugby clubs and
- Good for everyone taking part

So what's it all about?

- The rules are simplified to support children's development – they are deliberately uncomplicated, progressive and flexible.
- A free-flowing and continuous game should be encouraged. The core guidelines have enough flexibility for coaches to adapt to the needs of their players.
- The game has been developed to increase player involvement, increase the number of decisions a player has to make which in turn will improve their game understanding.
- More touches of the ball supports players' skill development as they are involved more frequently, during the game.

How does Quilter Kids First relate to the Rules of Play and Age Grade Rugby?

Quilter Kids First is the player centred philosophy of putting our kids first in the way we coach, enjoy and play our game.



- The Rules of Play are the development driven game rules that are played on the pitch.
- The Age Grade Rugby refers to the structure of competition; this supports the Quilter Kid First philosophy and gives opportunities for children in our clubs and schools to play competitive rugby using the new Rules of Play.

Our Age Grade principals will drive the future of Age Grade rugby. We will ensure rugby remains; player-centred, development driven and competition supported. Adopting these principles will create a consistent offer for players, providing clarity and removing conflicts between clubs, schools and representative rugby.

For additional information, please visit:

www.englandrugby.com/agegraderugby

The Kids First Pledge

England rugby has asked rugby clubs and schools across the country to take the Quilter Kids First pledge to commit to a range of high quality standards. Penryn has taken the pledge, is a Kids First club and clearly displays this with the club house plaque. For more information on the pledge please visit -

<https://www.englandrugby.com/my-rugby/players/kids-first-rugby/pledge/>

Penryn RFCs Kids First Policy

Penryn RFC, its members and volunteers will promote the 'Borough Way' by;

- Put children at the heart of everything we do and all the decisions we make.
- Encourage fun on the pitch, through equal opportunity and realistic expectations of our children.



- Develop children’s confidence and character as players and as people, challenging any behaviour that conflicts with this.
- Ensure coaches accept the clubs ethos and vision and commit to coaching the Borough Way via the coach development pathway.
- Build the skills of our adults to provide a safe, healthy, respectful and enjoyable environment for kids.
- Champion Penryn RFCs core values, inspiring a lifelong bond between children, adults and our sport.
- Commit to the Half Game Rule, ensuring all players have equal game time irrespective of perceived ability.
- Accept that rugby is a late development sport and that players develop physically and emotionally at different rates and will have differing needs.
- Work with and include all players to help improve their core skills.

If you see behaviour that conflicts with the pledge and impacts on children’s enjoyment it must be challenged. How we do that is dependent on the severity of what we see:

- Core Values - is what you see in coaching practice or touchline behaviour supporting our core values? If it doesn’t we have a duty to the game and to the children to challenge.
- Poor practice or contravention of the RFU codes of practice - engage in conversation with them and look to influence what they are doing through conversation or by demonstrating good practice. An example of this could be long lines of children standing still, can we suggest an alternative activity that creates activity for all. Check it against the ‘APES’ principle: is it Active, Purposeful, Enjoyable and Safe?
- Dangerous practice or Safeguarding related - Intervene. We need to do all we can to prevent injury and to protect the welfare of our young people. Report the matter to other coaches, Club Safeguarding Officer (CSO) or



the Club Coaching Coordinator, they are there to help. Don't assume someone else will.

What are the green laces and how do I use them?

The green laces are there to help you recognise and reward, on a weekly basis, the players in U7-U13 age grades who are demonstrating Penryn RFCs core values; Teamwork, Respect, Enjoyment, Discipline, Sportsmanship, Loyalty and Friendship. Here's how you can use them:

- 1. **Identify** a player aged 6 – 13 who demonstrates rugby unions core values, working in conjunction with other coaches/teachers at your club/school
- 2. **Reward** them with a pair of green laces and a player certificate, explaining how they have demonstrated rugby unions core values
- 3. **Broadcast** this players achievements using the 'clubhouse' poster and share on social media using #QuilterKidsFirst

Half Game Rule

Age grade players have told the RFU that they want to play, and that being part of a team and playing with their friends is the most important thing to them about rugby. The half game rule is already policy in New Zealand and Wales with positive impact on recruitment and retention, and trials during the 2017/2018 with clubs and schools within Dorset and Wiltshire, Eastern Counties, Lancashire and Sussex. The pilot was reviewed by the University of Essex who found that playing half a game 'often' means a players are six times more likely to enjoy rugby. There was no evidence that suggested this impacted on results of games or increased injury. Penryn RFC fully embrace these findings and will adopt the half game rule, building it into the clubs Kids First policy.

More support and guidance can be found at www.englandrugby.com/halfgame or from Nathan Brown, Head of Rugby Development.





Matthew Gray
Head of Youth Rugby

