

# SUTTON & EPSOM RUGBY FOOTBALL CLUB



## COACHING APPROACH TO PLAYER DEVELOPMENT

AN INTRODUCTION FOR COACHES AND PARENTS



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Grassroots rugby should be a fun, positive, rewarding, and at times a suitably challenging experience for our children.

As adults involved in **their** game, we have the potential to make or break this experience. At Sutton & Epsom we are committed to providing a player-centred, positive, safe environment for our young players to learn to love rugby.

This document provides details on how we expect the adults in our player's rugby lives to achieve this. This includes our core aims and values that encapsulates our philosophy of coaching.



The information presented here is based on best practice guidelines from the RFU and World Rugby and the scientific research underpinning effective coaching in rugby. It is an approach that will give our players the chance for the very best possible rugby experience.

We hope that this approach resonates with your own ideology as a coach and/or a parent. We would love for you to be a part of our club, and we look forward to sharing in your child's rugby journey, and you as a grassroots coach / parent.

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# WHAT DO CHILDREN GAIN FROM RUGBY?



**Our Club is built on TREDs**

**Teamwork Respect Enjoyment Discipline Sportsmanship**

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# OUR COACHING PHILOSOPHY

To achieve our core aims we have a developmental coaching philosophy that is underpinned by 3 key points:

## COACH THE PERSON

Coaching players to be good people by emphasising the core values of rugby (Teamwork Respect Enjoyment Discipline Sportsmanship). Through the power of rugby and instilling our own club values we will teach resilience, humility and kindness.



## PLAYER CENTRED

We will prioritise the process over the outcome. Value challenge and learn from failures. Embrace proactivity and develop the ambition to be competitive. Decisions will predominantly be based on development of players, not results.

## LEARNING THROUGH GAMES

We will predominantly (not always) use a games-based approach to coaching, aligned with the RFU and World Rugby recommendation. This encourages learning in random and variable game-based contexts that are more engaging and fun.



**"... the fact is that kids learn to make good decision by making decisions, not by following directions"**

Alfie Kohn, Education Expert

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# PRINCIPAL AIMS AS COACHES

Every time we coach, we have a chance to make a positive impact by:



## Instilling a lifelong love of the game of rugby

We want players to love rugby and stay in the game of rugby for life... as a player, coach, referee, volunteer and always as a fan

## Helping our players become better people

Very few (<1%) of players will play professionally, but 100% of them can be better people and good members of our community. Through rugby we can help our players develop good personal qualities and leadership that will serve them well in the future



## Helping our players become better rugby players

Our coaching and matchday activities are planned to ensure the environment is positive and safe to develop rugby skills. We want to make the players the best they can be, to realise their potential

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# HOW DO WE ACHIEVE THOSE AIMS?

## LOVE THE GAME OF RUGBY

- Enjoyable training and game play
- Positive (body) language and attitudes
- Safe and secure environment  
(including teammates and coaches)



## DEVELOPING BETTER PEOPLE

- Through **T.R.E.D.S.**
- Personal and social development through community sport
- Role model behaviour for a positive influence on players
- Supportive of others, taking responsibility, positive and critical reflection

## DEVELOPING BETTER PLAYERS

- Physical, tactical and technical development to play the game
- Do the basics well



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# OUR TRAINING AND PLAYING ENVIRONMENT

Our training provision is aligned with the RFU and World Rugby guidelines and delivered by appropriately qualified coaches. You can expect to see:



## GAMES-BASED PRACTICES

Players will be engaged in games that allow development of skills, tactics, technique and physical qualities.

Some games are small, some will be bigger, but we aim to have it enjoyable at all times

## NO LINES, LAPS OR LECTURES

We encourage coaches to talk less and let players play more. Even seniors can't take much information in, so action is key.

Expect to see a little chaos, no one likes lining up regimentally, and no one likes meaningless laps of the pitch

## PLAYER AUTONOMY

Players are encouraged to make decisions during training and have some ownership about how they develop – particularly as players get older



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# COACH QUALIFICATION FRAMEWORK

Recommended coach qualifications / training check list  
for the lead coach at each age band

Tag – U9s	U10s – U13s	U14s - Colts
Introduction to Safeguarding ** [DBS requirement] (free 30 min online course)	Introduction to Safeguarding ** [DBS requirement] (free 30 min online course)	Introduction to Safeguarding ** [DBS requirement] (free 30 min online course)
Satisfactory DBS check **	Satisfactory DBS check **	Satisfactory DBS check **
Headcase Concussion Awareness (free 30 min online course)	Headcase Concussion Awareness (free 30 min online course)	Headcase Concussion Awareness (free 30 min online course)
1st Aid (recognised qualification)	1st Aid (recognised qualification)	1st Aid (recognised qualification)
For Tag - Kids First Tag Rugby	TackleSafe - if no ERCA or L2 (free 30 min online course)	TackleSafe - (if no ERCA or L2 free 30 min online course
From U9's	Kids First Contact Rugby - if no ERCA or L2	Kids First Contact Rugby - if no ERCA or L2
TackleSafe (free 30 min online course)	Principles of Scrummaging	Principles of Scrummaging
Kids First Contact Rugby	Working towards ERCA *	Principles of Lineout
		Should possess ERCA *

- Indicates minimum requirement for the lead coach at each age band
- Indicates desirable qualifications for the lead coach at each age band

\* ERCA (English Rugby Coaching Association award) is suitable for all coaches from U9s

\*\* Minimum requirement to be involved in coaching children (18 years and below)

The club is committed to getting coaches appropriately qualified and will support (where possible) coaches achieve relevant qualifications and training. Please contact Nick Harris

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# PLAYER DEVELOPMENT

## Our approach through the age groups

Minis Tag – U9s	Juniors U10s - U13s	Youth U14s - Colts
Foundation	Junior Development	Youth Development
Mastering fundamental skills through game play. Lots of ball handling.	In addition to Foundation.	In addition to Foundation and Junior.
Players should be challenged physically to manipulate their own body weight. Increase co-ordination.	Mastery of own body mass and opponents. Inclusion of speed and agility. Education on importance of RAMP.	Greater physicality. Players can consider engaging in (properly instructed) resistance exercise.
Instil positive attitudes and behaviours in line with <b>T.R.E.D.S.</b> values	Greater awareness of field positions and lines. The importance of communication.	Greater tactical awareness and skills execution as individuals, units and as a team.
Players should play in every position (positional rotation) and equal playing time for all. Subject to displaying core <b>T.R.E.D.S.</b> values.	Players should have extensive rotation in forwards and backs with less rotation at U13s. Minimum of 50% playing time for each player.	Far less rotation of positions – greater specialisation. Minimum of 50% playing time for each player.

**The table provides an overview of the player development at each phase. Greater details are provided in our coaching resources. Players in the Junior and Youth sections can be provided with individual player development profiles (PDP) to help support their development**

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# OUR BEHAVIOUR AS COACHES, PLAYERS & PARENTS IS CRITICAL - PLEASE BE POSITIVE KEEP IT FUN



He waits in position with his heart pounding fast  
The ball is won, the pass is made and the die is cast  
His parents can't help him, he stands there alone  
A catch, a last dive for glory and his team will have won  
He grabs, but alas the ball slips from his grasp

A groan from the "supporters"  
and arms are raised high as they gasp...  
'He should have never been picked'  
comes a thoughtless shout from the crowd  
Tears fill his eyes... this game is not fun

Give him a break, it was only a mistake and he's learning  
In moments like this a man you can make  
Keep this in your mind and please don't forget,  
they are just growing, and not a man yet.

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# CODE OF RUGBY

Everyone involved in rugby at Sutton and Epsom RFC is expected to uphold the Core Values of our sport.

## **Teamwork • Respect • Enjoyment Discipline • Sportsmanship**

- Play to win - but not at all cost
- Win with dignity, lose with grace
- Observe the Laws and regulations of the game
- Respect opponents, referees and all participants
  - Reject cheating, racism, violence and drugs
  - Value volunteers and paid officials alike
  - Enjoy the game

**We look to promote positive sporting behaviour that extends beyond the club and nurtures players to reach their full potential, regardless of ability in a safe and supportive environment. Instilling inclusive, respectful behaviours that encompass the idea of family to create a positive club environment and culture.**

**It is clear from a wealth of evidence that the emphasis across all levels of children's sport, including talent pathways, needs to be on enjoyment and development, rather than performance and winning.**

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# SUMMARY

Our approach to coaching is focussed on helping players love the game of rugby, supporting their development as people in our community and as players (regardless of ability).

We want our players to be competitive; to strive to win, to be resilient, to be gracious and respectful in victory and defeat, to learn from failure... but we need to ensure that our desire to win (as adults) doesn't compromise the development of our players.

We **must** take the longer-term view, and create environments where players can learn rugby and the values it encapsulates, without pressure to win games.



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