

# SUTTON & EPSOM RUGBY FOOTBALL CLUB



## COACH FRAMEWORK FOR RUGBY DEVELOPMENT

### A GUIDE FOR OUR COACHES

Remember we are a community rugby club, not an academy !



Document created by Andrew Spooner (Director of Rugby), Sutton and Epsom RFC June 2022

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# COACH FRAMEWORK FOR RUGBY DEVELOPMENT AT SERFC

## Our Coaching Philosophy 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, let's make a positive impact**

## **Instil a lifelong love of the game of rugby**

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

- Create enjoyable training sessions and game play
- Use positive language
- Remember the 3 L's: *No Lines, No Laps, No Lectures*

## **Help our players become better people**

Very few (<1%) 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

- Drive your own personal and social development in rugby
- Be a role model coach (everything you say and do influences players)
- Be supportive of others, teach, learn and encourage positive reflection

## **Help our players become better rugby players**

During coaching and matchday activities 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

- Physical, tactical and technical development – meet the demands of the game
- Do the basics well (tackle, catch, pass, space awareness)
- Player focussed training using PDP
- Feed the senior club with well-rounded, mixed ability players.

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# OUR COACHES

**Every time we coach, let's make a positive impact**

## **Understand and buy-in to our “Principle Aims as a Coach”**

- A. Love the game, better people, better players**
- B. We coach community rugby, not elite performance.**

**Higher ability players will be identified and supported by the club  
(for example, DPP academy and scholarship rugby)**

## **You should be adequately qualified**

- A. Engage in annual CPD activity (RFU and/or club led)**
- B. Contribute to the club's coaching forum**
- C. Be open minded to self-develop and progress**
- D. All coaches should complete the recommended training**

**All new volunteer coaches must seek permission from the club via the Mini and Junior Chairman, or Director of Rugby, or Safeguarding Officer, to coach at the club before being involved in any capacity; and all new volunteer coaches must fulfil minimum requirements before being in any coaching-related role with children**

**Sutton and Epsom RFC will support all coaches to achieve  
the right training and development**

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

- 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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# COACHING QUALIFICATIONS PROGRESSION

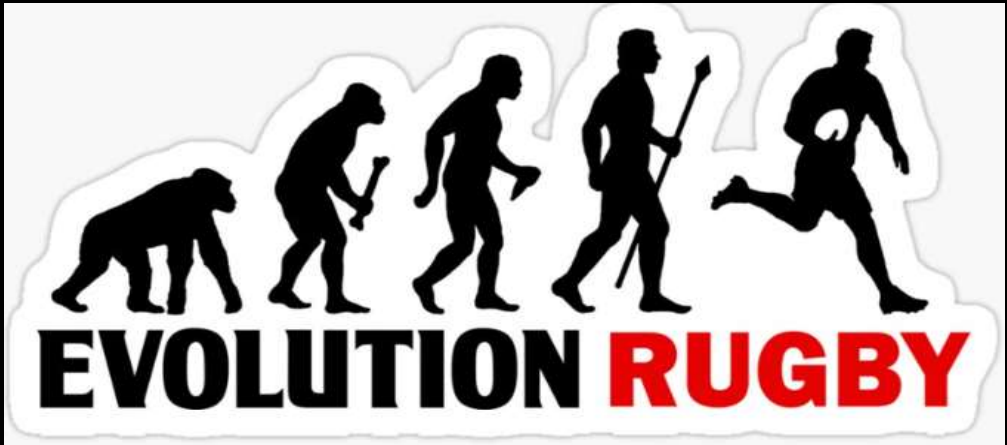
Bronze	Silver	Gold
Beginning the coaching journey	The developing coach	Well qualified coach
Play It Safe course	Must complete all in BRONZE	Must complete all in SILVER and BRONZE
Headcase eLearning	Actively working towards ERCA	ERCA/Level 2 or higher
Kids First Contact (if no ERCA)	Principles of Scrummaging	Principles of Lineout
TackleSafe eLearning (if no ERCA)	Engage with CPD activity	Engage with CPD activity
First Aid Qualification		
Engage with CPD activity		

The table provides an overview of the coach learning progression to help support their development

[ENGLAND RUGBY TRAINING COURSES](#)

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# S&E RFC Player Framework



A physical, tactical and technical model for player development at each stage of players rugby journey. This resource provides coaches with the fundamental player qualities to help focus our coaching efforts.

These qualities are not exhaustive, but illustrative what areas coaches can improve players development. The Player Development Plan (at the end of this document) will provide coaches with tools to reflect (with players) on their strengths and weakness to support their development.

It is recommended that it is implemented from U10s.

**Questions for clarification, should be directed to our  
Club Coaching Coordinator**

**Nick Harris**

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# S&E RFC Player Framework

## Tag U7s, U8s, U9s

Physical	Tactical	Technical
<b>STRENGTH</b> Hold body mass e.g. push up, plank, squat, lunge, jumping and landing	<b>SUPPORT PLAY</b> (behind the ball carrier)	<b>PASS</b> left and right hands 3m to green zone (shoulder and waist)
<b>RUNNING</b> Change of direction	<b>ATTACK</b> in staggered line (importance of depth and pace)	<b>CATCH</b> hand position towards ball
<b>TOWER OF POWER</b> Body position (prep. for U9s tackling)	<b>DEFEND</b> in a flat line (no dog-leg)	<b>BALL CARRY</b> 2 hands at all times where possible
Incorporate <b>ACTIVATE</b> into training sessions	<b>GO FORWARD</b> In Defence and Attack	<b>U9s only</b> <b>TACKLE</b> introduction (head, hands/arms, feet)
		<b>U9s only</b> Introduce 3-man <b>SCRUM</b>

Players should play in every position (positional rotation) and equal playing time for all. Subject to displaying core **T.R.E.D.S.** values.

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# Player Framework

## Tag U10s, U11s, U12s, U13s

Physical	Tactical	Technical
<b>STRENGTH</b> Hold body mass e.g. push up, plank, squat, lunge, jumping and landing	<b>SUPPORT PLAY</b> (behind the ball carrier) Importance of support in contact (ruck and maul)	<b>PASS</b> left and right hands 5m to green zone (shoulder and waist)
<b>RESISTANCE</b> Use of others to create resistance e.g. piggy backs, wheelbarrows, turtles, wrestling, tug-o-war <b>Consider:</b> push, pull, brace, hip, knee	<b>ATTACK</b> in staggered lines importance of depth and pace	<b>CATCH</b> hand position towards ball  <b>BALL CARRY</b> Use two hands to carry
<b>RUNNING</b> Repeated sprints / effort ability through use of games or short efforts	<b>DEFEND</b> in a flat line (no dog-leg) importance of line speed	<b>TACKLE</b> <b>Through ages</b> from front, side and back. Instil confidence
<b>EVASION</b> Ability to run. Sprint speed, Agility and Change of Direction	<b>RESTARTS</b> Kick and Receive	<b>SCRUMMAGING</b> <b>All</b> : binding and body position (age specific)
<b>R.A.M.P</b> Importance to raise heart rate, activate, mobilise, potentiate	<b>PRINCIPES OF PLAY</b> pressure, contest, possession, go forward, support, continuity, <b>COMMUNICATION</b>	<b>RUCK and MAUL</b> <b>ALL</b> : body positions and support (age-specific)
	<b>KICK</b> <b>U11s - U13s</b> When, where to kick	<b>KICK</b> <b>U11s - U13s</b> How to kick
		<b>2 vs 1 and 3 vs 2</b>

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# Player Framework

## Tag U14s, U15s, U16s, Colts

Physical	Tactical	Technical
<b>STRENGTH</b> Hold body mass e.g. push up, plank, squat, lunge, jumping and landing	<b>SUPPORT PLAY</b> (behind the ball carrier) Importance of support in contact (ruck and maul)	<b>PASS</b> left and right hands 8-12m to green zone (shoulder and waist)
<b>RESISTANCE</b> Use of others to create resistance e.g. piggy backs, wheelbarrows, turtles, wrestling, tug-o-war <b>Consider:</b> push, pull, brace, hip, knee	<b>ATTACK</b> in staggered lines importance of depth and pace Phases of play and pods	<b>CATCH / CARRY</b> hand position to receive use two hands to carry 2 vs 1 and 3 vs 2 etc.
<b>RUNNING</b> Repeated sprints / effort ability through use of games or short efforts	<b>DEFEND</b> in a flat line (no dog-leg) importance of line speed Types : Blitz, Drift, J etc.	<b>TACKLE</b> from front, side and back. Instil confidence and jackal ability
<b>EVASION</b> Ability to run. Sprint speed, Agility and Change of Direction	<b>RESTARTS / KICK</b> Kick and Receive When and where to kick	<b>RUCK and MAUL</b> body positions and support options
<b>R.A.M.P</b> Importance to raise heart rate, activate, mobilise, potentiate	<b>PRINCIPES OF PLAY</b> pressure, contest, possession, go forward, support, continuity, <b>COMMUNICATION</b>	<b>SCRUMMAGING</b> binding and body position, cohesion
Consider supervised systematic resistance training (compound exercises)	<b>F&amp;B:</b> integrated play Reactive, decision making, chaos rugby	<b>FWDS : LINE OUTS</b> positions and strategies <b>BACKS :</b> roles and moves
<b>EAT AND DRINK</b> energy <i>balance</i> and hydration		<b>F&amp;B:</b> integrated play Phases and pods

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# Player Development Profile (PDP)

<u>Personal and Social</u>	<u>Technical</u>
Coachable	Catching
Motivated	Passing
Resilience	Tackling
Confidence	Body position
Communication	Compete 4 ball
Teamwork/supportive	Kicking
Problem solve & reflect	Support play
Organised (self)	Skills under pressure
Super strength:	Super strength:
Development:	Development:

<u>Physical</u>	<u>Tactical</u>
Speed	Understands the game
Strength	Game awareness
Endurance	Decision making
Co-ordination & balance	Space awareness
Agility & COD	Movement/Field position
Flexibility	Versatility
Super strength:	Super strength:
Development:	Development:

A tool for coaches to use as a conversation piece with players to identify personal, physical, technical, and tactical strengths and development areas. It is intended to support the direction for coaching to develop individual and team qualities important for the game. This can be used at any time for any age group, but it is likely more beneficial to those entering the teenage years and can be reviewed periodically

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# Player Development Profile (PDP)

## Personal and Social

<b>Coachable</b>	Willingness to listen and apply instruction. A positive attitude to take constructive feedback and (well-intended) pressure and attempt to address in order to improve
<b>Motivation</b>	The players determination to try their best with and without the ball in training and matches.
<b>Resilience</b>	The players ability to apply themselves and respond to challenging/difficult situations overcome them. Use these to positively move forward
<b>Confidence</b>	The player has belief in themselves with positive self-esteem to express themselves within the team
<b>Communication</b>	The players ability to communicate (talk/listen and execute) with team-mates and coaches in training and games
<b>Teamwork/ supportive</b>	The player supports their teammates, encourages, and leads by example with their positive behaviour
<b>Problem solve &amp; reflect</b>	Given and receive critical feedback in a positive way. Ability to find solutions to challenges in game play
<b>Organised (self)</b>	Right place, right time, right kit. Can take ownership of nutrition and additional training and recovery

## Physical

<b>Speed</b>	The ability to run at pace with and without the ball. Understanding of ground contact time and body position
<b>Strength</b>	Ability to hold and move own (and others) body mass in various challenges. Push, pull, brace, pivot (hip and knee)
<b>Endurance</b>	The ability to maintain high levels of work throughout training & matches
<b>Co-ordination &amp; balance</b>	The ability to co-ordinate upper and lower body during variously challenging movement tasks
<b>Agility &amp; COD</b>	The ability to change direction quickly with and without the ball, and in response to opponents (to exploit space)
<b>Flexibility</b>	Good range of motion. Combo' movement and strength for playing position. Uses body to master their opponent

# Player Development Profile (PDP)

## Technical

<b>Catching</b>	Ability to catch a ball – target hand position. Better (or more senior) players can catch in various positions and heights and speeds and whilst running at pace
<b>Passing</b>	Ability to pass the ball accurately off both hands. Able to pass at pace. Better /older players able to pass over longer distances off both hands.
<b>Tackling</b>	Good body position. Spot hips – head position - shoulder hit - wrap and hold. Able to tackle on both sides. Better player can tackle-jackal and make +ve tackles (go forward)
<b>Body position</b>	Demonstrates good body positions in and out of contact (e.g. tower of power)
<b>Compete 4 ball</b>	Ability to pressure attack to win the ball in defensive line, tackle, ruck and maul beat a defender in a 1v1 situation using technical and physical skills and abilities
<b>Kicking</b>	Understanding of where kick can/should be used. Ability to kick (drop and place). How to react to opposition kick
<b>Support play</b>	Understanding and execution of supporting team-mates in attack and defence. Importance of support at the breakdown to retain the ball
<b>Skills under pressure</b>	Ability to execute fundamental skills under pressure (catch, pass, tackle). Can be inventive/innovative

## Tactical

<b>Understands the game</b>	Understand the principle laws, specific roles and positioning (and those of team-mates). Shows understanding in during training & matches
<b>Game awareness</b>	The players ability to recognise the opportunities and dangers during game and match play
<b>Decision making</b>	The ability to make good decisions with and without the ball in a competitive match environment
<b>Space awareness</b>	The players ability to play ahead of the game through effective scanning & awareness
<b>Movement/Field position</b>	The players ability to understand space, distances, and angles to position & move into effective areas
<b>Versatility</b>	The ability to play in different positions and impact the match

# 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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