



Hemel Hempstead (Camelot) RUFC

Age Grade Volunteers Pathway

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Introduction

Age Grade Rugby

Young people tell us that above all else they want to have fun playing rugby with their friends. This is at the heart of the Age Grade Rugby framework that was launched in September 2016 for six to eighteen year olds.

This will ensure the game is player centred, development driven, and competition supported. It puts inclusivity and each player's skill development first, increasing the intensity of competition in line with the motivations of our young players. It aims to help children develop and learn the game at their own pace, and make sure they have plenty of fun while playing competitively.

The 'New' Rules of Play, provide building blocks towards the 15-a-side game, allowing players time to get to grips with the basics before contact and specialism is gradually introduced. Coaches can help players master the skills of the game at a safe and appropriate pace in an environment based on activity, safety and fun.

Rugby's Core Values

Rugby's values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship are what make the game special for those who enjoy the environment and culture they create. They define the game and define England Rugby.

Teamwork

Teamwork is essential to our sport. We welcome all new team members and include all because working as a team enriches our lives. We play selflessly: working for the team, not for ourselves alone, both on and off the field. We take pride in our team, rely on one another, and understand that each player has a part to play. We speak out if our team or sport is threatened by inappropriate words or actions.

Respect

Mutual respect forms the basis of our sport. We hold in high esteem our sport, its values and traditions and earn the respect of others in the way we behave. We respect our match officials and accept their decisions. We respect opposition players and supporters. We value our coaches and those who run our clubs and treat clubhouses with consideration.

Enjoyment

Enjoyment is the reason we play and support rugby union. We encourage players to enjoy training and playing. We use our sport to adopt a healthy lifestyle and build life skills. We safeguard our young players and help them have fun. We enjoy being part of a team and part of the rugby family.

Discipline

Strong discipline underpins our sport. We ensure that our sport is one of controlled physical endeavour and that we are honest and fair. We obey the laws of the game, which ensure an inclusive and exciting global sport. We support our disciplinary system, which protects our sport and upholds its values. We observe the sport's laws and regulations and report serious breaches.

Sportsmanship

Sportsmanship is the foundation upon which rugby union is built. We uphold the rugby tradition of camaraderie with teammates and opposition. We observe fair play both on and off the pitch and are generous in victory and dignified in defeat. We play to win but not at all costs and recognise both endeavour and achievement. We ensure that the wellbeing and development of individual players is central to all rugby activity.

Hemel Hempstead (Camelot) Rugby Club's Principal Objectives

- To create a safe, enjoyable but challenging environment to allow players to reach their potential
- To develop the ethos of good sportsmanship in an environment which encourages self-discipline and respect for other teams' players and match officials.
- To create an environment with an emphasis on performance rather than one off results, where all players have an equal opportunity to take part in games.
- To create a structured player volunteer (coach & referee) pathway that helps develop players through the age groups with the aim of establishing continuity that results in progression to adult rugby.
- To support the development of coaches and referees through a structured education programme in support of player development

The club will:

- Encourage all volunteers to maximise their potential through a timely coaching and / or refereeing development programme.
- Provide volunteers with opportunities and financial support to attend relevant training courses run by the RFU and other organisations. Where possible we will offer to host such course at Hemel Hempstead (Camelot) RUFC.
- Through the club Volunteer Co-ordinator and various section Directors of Rugby, provide one to one support for volunteers as they progress through their development programme.
- Work with coaches to develop age group specific training goals / seasonal overview plans (to be worked on early season 2022/23).

Coaches will:

- Provide a safe environment which challenges players, with the emphasis on fun and enjoyment.
- Provide an environment, which ensures all players are given an opportunity to participate in an equal amount of playing time during the season.
- Provide an environment, which ensures all players have an opportunity to experience as wide a variety of positions as appropriate to their physical and skills ability.
- Provide a challenging coaching environment, which will help players reach their potential whilst enjoying their rugby.
- Take personal responsibility to ensure their volunteer development progresses in line with what is required on an age group by age group basis.

The club will measure success by:

- Monitor player recruitment and retention at each age group.
- Monitor coach and referee development through the attainment of RFU and other CPD qualifications.
- Measure the number of players who transition to senior rugby or play whilst away at college / University.

England Rugby Training Courses 2021/22

To view information about the training offer for coaches, referees and volunteers please double-click on the link below (this will open a new window viewing this RFU produced PDF document):

[England Rugby Training Courses - 2022/23 \(PDF Booklet\)](#)

Note – within the booklet above; clicking on the icon next to the course will access the course booking page or the learning resource (e.g. video / eLearning page).

In addition to these prescribed / desired courses the RFU also offers lots of additional coaching and refereeing resources as part of its “Keep Your Boots On” YouTube channel:

[Keep Your Boots On! \(YouTube\) Channel](#)

The remainder of this document outlines Camelot’s position with regards to best practice course coverage / attendance for individual volunteers and additionally overall coverage within an age group. The levels of demand on you as a volunteer are:

Level	Description
Mandatory	All coaches and / or referees to complete this course at the earliest opportunity.
Optimal	Whilst it is considered Optimal for an individual coach / referee , we do consider it mandatory that at least one of the coaching team / refereeing in the age group has the qualification.
Desirable	
Optional	
<Blank>	Course not required / appropriate at that age group

To ease navigation, we have broken the offerings available down into those appropriate for Mini / Kids First Rugby, i.e., U6s through to U12s and those for the youth game, i.e., U13s through to Colts (U18).

Volunteers Education & Development Pathway – U6 to U12

Course Area / Course	U7	U8	U9	U10	U11	U12
Player Welfare (On-line)						
Head Case Concussion Awareness	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory
Play it Safe	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory
Introduction to Safeguarding	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory
TackleSafe			Mandatory	Mandatory	Mandatory	Mandatory
Emergency 1st Aid in Rugby ¹	Desirable	Desirable	Desirable	Desirable	Desirable	Desirable
Player Welfare (Face to face courses)						
Play it Safe	Desirable	Desirable	Desirable	Desirable	Desirable	Desirable
Emergency 1st Aid in Rugby ¹	Optional	Optional	Optional	Optional	Optional	Optional
Kids First Rugby (On-line)						
Kids First Tag Rugby	Mandatory	Mandatory				
Kids First Contact Rugby			Mandatory	Mandatory	Mandatory	Mandatory
Kids First U10 Rugby				Mandatory		
Kids First U11 Rugby					Mandatory	
Kids First U12 Rugby						Mandatory
Kids First Rugby (Face to face courses)						
Kids First tag Rugby	Optional	Optional				
Kids First Contact Rugby			Optional	Optional	Optional	Optional
Refereeing (Whistle Stop Video Guides)						
Refereeing Children ²	Desirable	Desirable	Desirable	Desirable	Desirable	Desirable
Player Safety ²	Desirable	Desirable	Desirable	Desirable	Desirable	Desirable
Communication Essentials ²	Desirable	Desirable	Desirable	Desirable	Desirable	Desirable
Positioning ²	Desirable	Desirable	Desirable	Desirable	Desirable	Desirable
Refereeing the tackle ²			Optional	Optional	Optional	Desirable
Refereeing the Scrum ²				Optional	Optional	Optional
Fit to Referee	Optional	Optional	Optional	Optional	Optional	Optional
Managing the Touchline	Optional	Optional	Optional	Optional	Optional	Optional
Dealing With Players & Captains						
Refereeing Sevens						
Refereeing (Face to face Course)						
England Rugby Referee Award ²			Optional	Optional	Optional	Optional
Coaching (On-line)						
Principles of Scrummaging				Optional	Optional	Desirable
Principles of the Lineout						
Coaching the Breakdown					Optional	Optional
Coaching (Face to face courses)						
England Rugby Coaching Award			Optional	Optional	Optional	Desirable
Principles of Scrummaging				Optional	Optional	Desirable
Principles of Lineout						

¹ It is mandatory that each age group has a nominated first aider who has attended both the elearning course and the classroom course. Ideally this person will not be a member of the coaching team, therefore allowing sessions to continue whilst a player receives treatment.

² Whilst these courses are not mandatory for the individual coaches, it should be remembered someone within the age group will need to referee any games against other clubs. Unless you can find another non-coach volunteer this is likely to be one of the coaching group. Therefore, it is mandatory at least one person within the age group completes these courses.

Volunteer Education & Development Pathway – U13 to Colts

Course Area / Course	U13	U14	U15	U16	Colts
Player Welfare (On-line)					
Head Case Concussion Awareness	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory
Play it Safe	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory
Introduction to Safeguarding	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory
TackleSafe	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory
Emergency 1st Aid in Rugby ³	Desirable	Desirable	Desirable	Desirable	Desirable
Player Welfare (Face to face courses)					
Play it Safe	Desirable	Desirable	Desirable	Desirable	Desirable
Emergency 1st Aid in Rugby ³	Optional	Optional	Optional	Optional	Optional
Kids First Rugby (On-line)					
Kids First Contact Rugby	Mandatory				
Kids First U13 Rugby	Mandatory				
Kids First Rugby (Face to face courses)					
Kids First Contact Rugby	Optimal				
Refereeing (Whistle Stop Video Guides)					
Refereeing Children ⁴	Desirable	Desirable	Desirable	Desirable	Desirable
Player Safety ⁴	Desirable	Desirable	Desirable	Desirable	Desirable
Communication Essentials ⁴	Desirable	Desirable	Desirable	Desirable	Desirable
Positioning ⁴	Desirable	Desirable	Desirable	Desirable	Desirable
Refereeing the tackle ⁴	Desirable	Desirable	Desirable	Desirable	Desirable
Refereeing the Scrum ⁴	Optional	Desirable	Desirable	Desirable	Desirable
Fit to Referee	Optional	Optional	Optional	Optional	Optional
Managing the Touchline ⁴	Desirable	Desirable	Desirable	Desirable	Desirable
Dealing with Players & Captains	Optional	Optional	Optional	Optional	Optional
Refereeing Sevens					
Refereeing (Face to face course)					
England Rugby Referee Award ⁴	Optional	Optional	Optional	Optional	Optional
Coaching (On-line)					
Principles of Scrummaging	Desirable	Optimal	Optimal	Optimal	Optimal
Principles of Lineout		Desirable	Optimal	Optimal	Optimal
Coaching the Breakdown Masterclass	Optimal	Optimal	Optimal	Optimal	Optimal
Coaching (Face to face courses)					
England Rugby Coaching Award	Optimal	Optimal	Optimal	Optimal	Optimal
Principles of Scrummaging	Optional	Desirable	Optimal	Optimal	Optimal
Principles of Lineout		Optional	Desirable	Optimal	Optimal

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⁴ Whilst these courses are not mandatory for the individual coaches, it should be remembered someone within the age group will need to referee games against other clubs. Unless you can find another non-coach volunteer this is likely to be one of the coaching group. Therefore, it is mandatory at least one person within the age group completes these courses.

Booking, Attendance & Re-imbursement Process

1. Book the course (via the link in the England Training PDF above)
2. Pay for course (if required)
3. Claim re-imbursement for course required (cost of attending course)

Send copy of course certificate, payment receipt (email) and your bank details to finance@camelotrfc.co.uk

4. Share course completion certificate to volunteer@camelotrfc.co.uk.