

Lasswade Rugby Football Club Mission Statement:

Lasswade RFC aims to provide a positive rugby experience for all players, coaches, parents and other members by honouring the game of rugby.

We will do this by promoting the values of;

- **RESPECT**
- **RUGBY FOR ALL**
- **CONTINUOUS IMPROVEMENT**
- **CLUB UNITY**
- **COMMUNITY FOCUS**

To achieve this we will:

- **Promote sportsmanship, self-discipline and obey the laws of the game.**
- **Show respect to officials, opponents and team-mates.**
- **Strive to ensure anyone who wishes to participate in the sport has the chance to do so at Lasswade RFC.**
- **Foster an environment of continuous improvement and development on and off the field of play.**
- **Value the contribution of every member, player, coach, parent or volunteer.**
- **Reach out to the wider community in order to promote, develop and grow the game of rugby.**

‘Our coaching philosophy is to promote effort over ability and instil an attitude of continuous improvement throughout the club’

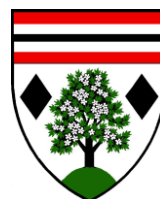






THE LASSWADE ETHOS

An introduction to our culture:

We are an ambitious club with a thriving mini/midi and adult rugby membership. We are positive and forward thinking and place a massive emphasis on developing the person as well as the player. As a coach you are at the forefront of delivering the club's key messages of respect, effort over ability and continuous improvement.

‘Our philosophy is to promote effort over ability and instil an attitude of continuous improvement throughout the club’



Base Level (Before Coaching)	Next level (within 6months)	Future
Rugby Ready (renewed each year)	Personal Coaching Goals  Specifics  Up skill	Next level Course (UKCC1)
Understanding of LRFC child protection Policy	Working with Mentoring Coach/Group	CPD (club and Scottish Rugby)
Understanding of LRFC PCS	Working on Strength and weaknesses with Coaching Group and Mentor Coach	Mentorship  Weaknesses  Strengths
Understanding and Buy in to LRFC Coaching Philosophy		Becoming a Mentor (young age group, different skill set)
Welcome Pack		
Understanding of LRFC Operating Manual		

Continuous Improvement

How do we develop young rugby players?

We build our coaching philosophy on our strategic core values of rugby for all and continuous improvement.

We provide quality coaching through ongoing learning and development. In order to do this we need to work together as a coaching team as we don't want age group teams to function as silos. We need knowledge to diffuse to all corners of the mini and youth sections. We believe that long term player development is depending on the competency of our coaches and for that reason we support our coaches in their personal development ensuring mentoring and input from within the club is readily available as well as plugging coaches into the Scottish Rugby coach education system with emphasis on Rugby Ready Practical courses, coaching updates every year as well as UKCC courses and CPD events applicable/relevant to the specific coach. We also aim to utilise the new Scottish Rugby LTPD resources as the foundation of what we coach. We aim to create a coaching environment where all players are developed to reach their potential as we have a growth mindset and we believe that skilled individuals will add up to a winning team in the long run.

How do we develop young people through Rugby?

Our club ethos forms the foundation of the life skills that we want to teach our young players. Our code of conduct for players (please see appendix) create a solid starting point for teaching this ethos in an understandable way and also teach valuable life lessons on how to compete.

At Lasswade RFC we adopt the Double Goal Coach ethos which has two main aims:

1. Winning (which should translate to LTPD)
 - Learning to compete effectively
 - Wanting to win, not at all costs, but through concerted effort
2. Teaching young people vital, character building life skills through sport that will equip them for the future

In your role as a coach, you will inspire young people, develop their self confidence, facilitate the development of their rugby skills and give them a positive sporting experience. The Double Goal Coach ethos takes into account all aspects of positive coaching and gives you principles to follow so that you can create a positive team environment and equip yourself with the most effective methods and practices to use in your coaching career. The three key PCS principles and their specific coaching tools create the positive environment we need to develop young rugby players *and* develop young people through rugby. These principles follow.

1. Honour our sport (ROOTS)

The first principle teaches young people how to honour their sport through teaching respect for rules, opponents, officials, team mates, and self.

R	Rules	Always play by the laws
O	Opponents	Always respect your opponents
O	Officials	Always respect the referee
T	Team mates	Always respect your team mates
S	Self	Always respect yourself

Youth sport should not be confused with professional or elite sport. The focus of youth sport should be around participation and enjoyment, a positive mental attitude and passion – values shared with professional and elite sport but without the ‘win at all costs’ mentality often associated at the elite end of sport. It is important to recognise that youth sport should not be about winning at all costs, but should be about the development of young people. Youth coaches need to behave in a different manner from those involved in professional sport. Within your sessions you should create a culture where honouring the sport is at the heart of everything you do. In other words the culture should simply be ‘the way we do things here’. As a Double Goal Coach you are one of the most influential people in a young person’s life. Through sporting activity you have a tremendous opportunity to instil and reinforce positive values and to be a positive guide in a young person’s journey through life.

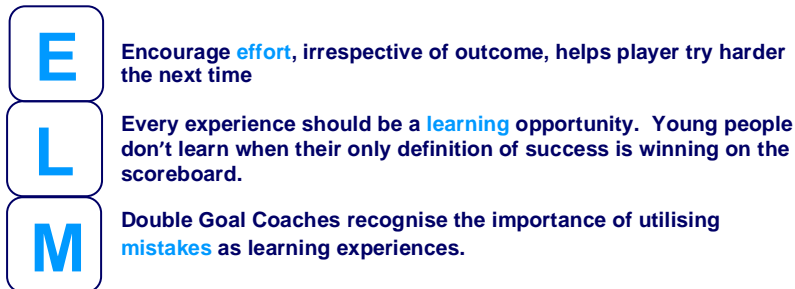
As a coach, it is crucial that you teach young people respect (don’t assume they hear it at home and if they do then it still needs reinforcement) and how to honour our sport – that is why ROOTS is such a critical factor in becoming a Double Goal Coach as it enables young people to develop life skills in and out of sport.

It is by no mistake the RESPECT is one of our club’s core values. Please see the codes of conduct in the appendix as this will tell you how we put this value into action.

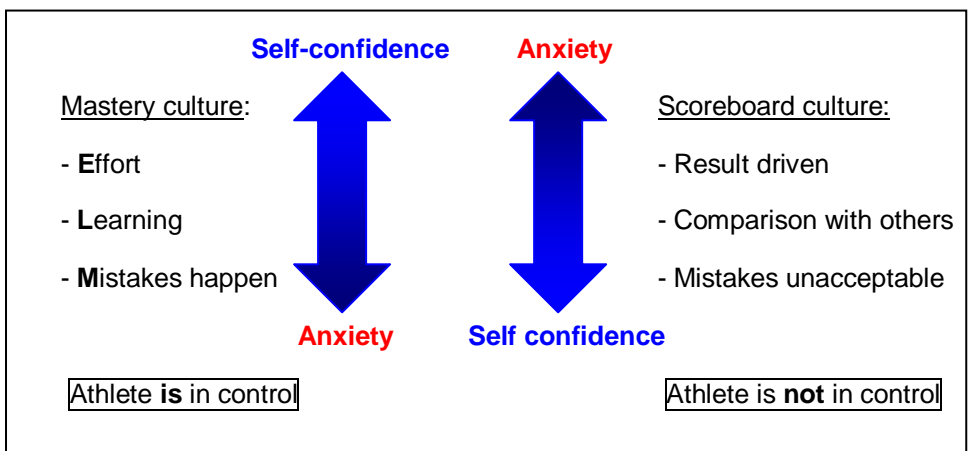
2. Redefine 'winner' (ELM)

To help young people become successful in life, we should recognise that constantly focusing on winning the game or match is a short-term achievement and may hinder young people's long-term development.

We want young people to see beyond the scoreboard when taking part in rugby. True winning comes from giving the best possible effort, continually improving by learning, and maximising potential by not being afraid to make mistakes and learn from them.



Positive Coaching Scotland shifts the emphasis from a scoreboard culture (winning at all costs) to a mastery culture (winning through effort).



A winner in life is someone who:

- Gives their best at all times
- Continues to learn and improve
- Does not let mistakes, or fear of making mistakes, stop them from trying new things

3. Fill the emotional tank (ETANK)

Young people need to feel appreciated no matter what their ability. It is crucial that we encourage, teach, appreciate, provide non-verbal support and know how to praise.

E	Encouragement - Encourage your players by using verbal and non-verbal communication
T	Teachable moments - Rugby is a fantastic way of teaching life lessons. Coaches should utilise teachable moments.
A	Appreciate effort - Praise effort regardless of outcome. Pay special attention to effort goals.
N	Non-verbal support - Encourage and build confidence with positive body language.
K	Know how to praise - Use praise to develop mutual trust by giving truthful and specific feedback.

A young person with good self-esteem will have the confidence to try new things and make new friends. If they have confidence in themselves they will understand that if things do go wrong, they can put them right and continue to progress. In order to build self-confidence and self-esteem in young people, it is vital that coaches give consistent encouragement and praise. For many players, confidence is fragile and can waiver depending on performance. Additionally, negative comments from coaches or parents can discourage young rugby players and create anxiety. If a young person's tank is filled then they will have more confidence and will perform better. On the other hand, if their tank is empty then they will become negative, dispirited and give up easily.

What drains the e-tank? <ul style="list-style-type: none">• Criticising• Using sarcasm• Ignoring effort	What fills the e-tank? <ul style="list-style-type: none">• Praising truthfully and specifically• Listening• Showing appreciation• Using positive body language
What effect does this have on the player? <ul style="list-style-type: none">• Less coachable• Pessimistic• Gives up easily	What effect does this have on the player? <ul style="list-style-type: none">• More coachable• Optimistic• Deals with challenges

Double Goal Coach Tools:

Below is a set of tools which are essential to the delivery of the Positive Coaching philosophy. As a Double Goal Coach they will help you create, promote and maintain a positive culture within your team/club/organisation.

COACHES' TOOLBOX

ROOTS	ELM	ETANK
<ul style="list-style-type: none">• Code of conduct (see appendix)• Culture keeper• Teach and discuss• Practise through practice• Self control routines• Teachable moments• Direct approach	<ul style="list-style-type: none">• Teach and discuss• Effort goals• Rewarding effort• Stretch goals• Dealing with mistakes• Session plans	<ul style="list-style-type: none">• Model and teach• Buddy system• Coaching style• Fun activities• Magic ratio• Constructive feedback• Positive charting• Behaviour management• Winner's circle

These tools can be used in your current coaching sessions and no doubt during your coaching career you will be able to develop and implement them in the way that best suits your role. Details on these tools are discussed in the Double Goal Coach workshops. The details of these coaching tools can also be found on the Scottish Rugby website under coaching/Positive Coaching Scotland:

<http://www.scottishrugby.org/community/content/view/4241/1226/>

For more information: <http://www.positivecoachingscotland.com/coaches.aspx>

For any questions on the club's ethos and the way forward for you as a coach, feel free to contact:

Jack Forrester – jackforr4@hotmail.co.uk – 07738736870 – Club Development Officer










Oz Wright – ozziew@hotmail.co.uk – 07506791956 – Mini Convenor

Mark Billingham – billinm1@live.co.uk – 07841763777 – Club Coach Coordinator

APPENDIX

Lasswade RFC Coach Code of Conduct










Create a positive environment for young people to thrive in the following way:

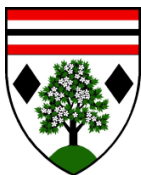
-  Promote a positive attitude
-  Respects officials on and off the field
-  Respect other coaches
-  Support both teams in a positive manner
-  Always applaud good play
-  A game for all
-  Respect the Club (equipment and facilities)
-  Success is not just about winning games
-  Respect the person

Lasswade RFC Mini/Midi Player Code of Conduct

At training and at games

Be an ambassador for the club in the following way:

-  Have fun
-  Always control your temper
-  Respect coaches (listen and pay attention)
-  Respect other players (views, answers and abilities)
-  Never knowingly bully other players (verbal, physical and mental)
-  Treat others as you would want to be treated
-  Always respect the referee's decision
-  Respect the club (changing rooms and equipment)
-  Always congratulate opponents (three cheers, shaking hands)



www.lasswaderfc.co.uk



www.positivecoachingscotland.com



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WINNING
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