



# Academy Charter



**Our Purpose at FRUFC** is 'To provide the best possible rugby experience for our members in an environment that is inclusive, safe and sustainable'.

**Our Objective 'Best Rugby Experience'** is defined by:

- Maximising the enjoyment our members get from playing (coaching/watching) rugby for their club
- The rugby education that we provide is geared to making all our players (and coaches) the best they can be irrespective of age or ability
- The ambition of our club is to be successful at all levels, on and off the pitch, thereby allowing our members to perform to their best, to fulfil their rugby potential and gain the maximum out of their rugby careers
- A belief that our club rugby success has both quantity and quality dimensions
- The provision of physio/medical care that enhances players abilities and focusses on their enjoyment and well being

The 'health' of the Academy is integral to achieving the club's success. It is the pinnacle of the Mini and Junior section and many players (and coaches) will have progressed through successive age groups building strong relationships with people who will become lifelong friends with a common interest in rugby. It is the stepping-stone into Senior rugby.

The Academy is a period in young people's lives where there is an increasing number of alternative pastimes and equally educational pressures. We want to be able to provide everyone with an outstanding Academy experience with best in class coaching, and at the same time maintain an environment that fosters their involvement and engagement with their team-mates and Farnham Rugby Club. To that end the Academy will focus on the following:

## **Rugby Development**

- The development of every player in the squad will be of equal importance
- Developing core rugby skills, game awareness and rugby related fitness will be central to the coaching approach
- All players will be coached to play to the FRUFC and Academy game plan, allowing for continuity, and regular movement of players between the teams
- There will be streamed elements in training, to reflect the varying experience, physical maturity and rugby 'intellect' across the squad and allow players to develop at their own pace

## **Coaching Environment**

- The Head Coach of the Academy will be independently appointed and will not be a parent of any player in the Academy
- Across the season all the coaching team will coach all the players
- All players will receive positive and constructive feedback to help them develop their rugby
- Coaches will be encouraged to regularly attend England Rugby CPD Courses
- Regular team video analysis sessions will be a feature of the Academy experience



## **Selection**

- The Academy will run teams playing in National, Surrey & Hampshire competitions
- Selection decisions will be driven by a player's ability to play to the game plan alongside a positive commitment to the squad ethos
- The independent Head Coach will have the final input/decision regarding selection
- Parental Coaches will have no input into selection decisions involving their son
- All players selected for any match will play at least half a game

## **Inclusivity**

- Players develop at different rates and different times; this is particularly apparent at the Academy age. The Academy environment should build upon previous experience, based on assessment of current merit
- Whilst we expect and encourage a lot more independence and maturity from Academy players, parental support will be important to ensure all players turn up for training and matches with a positive mindset
- At squad meetings players will be expected to input into how the Academy is run
- Academy players will have training and social opportunities to mix together and with the Seniors
- Academy players will have access to physiotherapy and the Rehab Gym
- Pre-season camps and touring will be part of the Academy experience

## **Key KPI's**

- Retention – 40+ players playing in the Academy encompassing all abilities and experience
- Access to weekly training and in the region of 10 fixtures within a season for each individual (friendlies/cups/tournaments) – dependent on player availability, weather and opposition availability
- Minimum game time of 35 minutes when selected for a match day squad
- At least 2 U21 fixtures per season – where current and previous Academy players can play together
- Representation at National, County and wider Premiership Academy (Quins/LI)
- Transition of 5-10 players into the FRUFC Senior Teams each season
- 50% of the squad still playing rugby after they leave the Academy