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# Caldy Rugby Football Club

Paton Field, Telegraph Road, West Kirby, Wirral, Merseyside CH48 1NX

## COMMUNITY COACHING CHARTER

Our Caldly RFC Community Coaching Charter provides a framework for coaches working with different age groups at Caldly Rugby Club. It outlines the fundamental principles, methodologies, and ethical guidelines that coaches should adhere to while fostering the holistic development of young rugby players.

**1. Player-Centered Development:** Tailor coaching methods to the needs and abilities of each age group. Prioritize the overall development of players, encompassing physical, mental, and social aspects. Emphasize skill acquisition, enjoyment, and sportsmanship over winning.

**2. Safety and Wellbeing:** Ensure a safe training environment by adhering to proper safety protocols and equipment standards. Incorporate adequate warm-up, cool-down, and injury prevention routines into every session. Encourage proper nutrition, hydration, and rest for player well-being.

**3. Fundamental Skills:** Focus on teaching age-appropriate rugby fundamentals, including passing, catching, running, tackling, and evasion. Use engaging and progressive drills to enhance skill acquisition while keeping the training fun.

**4. Long-Term Athlete Development:** Recognise the unique developmental stages and needs of players as they progress from U6 to U18. Gradually introduce more complex tactics and strategies as players mature.

**5. Positive Coaching Environment:** Promote a positive atmosphere that encourages respect, communication, and teamwork among players. Recognize and celebrate effort, improvement, and sportsmanship, not just game outcomes.

**6. Inclusion and Diversity:** Create an inclusive environment where all players, regardless of background, skill level, or physical ability, feel welcomed and valued. All players should play at least 50% of any games they are involved in. Caldly rugby club do not stream teams and all non-competitive games should involve a mixed ability squad. Only for Cheshire Cup fixtures can the age group select its strongest squad. Adapt coaching strategies to accommodate players with different learning styles. Players should be given the opportunity to try different positions although coaches must pay consideration to safeguarding procedures. Summer training is optional for all players and should occur in accordance with the RFU relevant age group rules. Caldly RFC are keen that players should participate within different sports during the rugby off season to develop other skills and interests.



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**7. Ethical Conduct:** Uphold the highest ethical standards in interactions with players, parents, officials, and other coaches. Encourage players to play fairly, with respect for the rules and opponents.

**8. Communication:** Maintain open and clear communication with players, parents, and fellow coaches about training schedules, expectations, and player progress. Address concerns and feedback promptly and professionally.

**9. Parent Engagement:** Foster a collaborative relationship with parents by keeping them informed about their child's development and involving them in a positive manner. Encourage parents to support their child's participation and growth in rugby.

**10. Continuous Learning:** Stay updated with the latest coaching techniques, safety guidelines, and rugby-related research. Attend workshops, seminars, and coaching clinics to enhance coaching knowledge and skills.

**11. Respect the Journey:** Understand that every player progresses at their own pace, and success is measured by personal growth, effort, and enjoyment. Focus on developing well-rounded individuals who embody the values of rugby both on and off the field.

By adhering to this Junior Rugby Coaching Charter, coaches can contribute significantly to the holistic development of young rugby players, helping them to not only become skilled athletes but also responsible, respectful, and resilient individuals.

## Caldy RFC Community Coaching Charter - Age Group Focus Guidance

Our Caldyp RFC Community Coaching Charter outlines the specific guidelines and principles that coaches should follow when working with rugby players of different age groups. Each age group presents unique challenges and developmental needs, requiring tailored coaching approaches to ensure optimal growth and enjoyment.

### U6 - U8: Early Introduction Phase

- Focus on creating a fun and engaging environment to foster a love for the game.
- Emphasize basic motor skills such as running, jumping, and hand-eye coordination.
- Utilize simple and playful drills that incorporate basic rugby movements.
- Celebrate participation, effort, and teamwork more than specific skill outcomes.
- Encourage equal playing time and minimal competition, promoting inclusivity.



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## **U10 - U12: Skill Development Phase**

- Continue emphasising fun while introducing more structured rugby activities.
- Teach fundamental rugby skills such as passing, catching, and basic tactical concepts.
- Use small-sided games to develop decision-making and teamwork skills.
- Provide positive reinforcement and constructive feedback to boost player confidence.
- Foster sportsmanship and respect for teammates, opponents, and officials.

## **U14 - U16: Skill Refinement Phase**

- Develop players' technical skills, focusing on refining passing, tackling, and position-specific abilities.
- Introduce basic team tactics and strategies, gradually increasing the complexity as players mature.
- Promote a competitive but supportive environment that values effort and improvement.
- Provide targeted feedback that helps players understand their strengths and areas for growth.
- Instill a sense of responsibility and leadership, encouraging players to take ownership of their development.

## **U18: Performance Phase**

- Hone advanced rugby skills and position-specific expertise.
- Implement comprehensive team tactics and strategies, emphasizing adaptability and decision-making.
- Prepare players for higher-level competitions and potential pathways.
- Cultivate leadership skills and character development on and off the field.
- Encourage self-assessment and goal-setting, empowering players to drive their improvement.
- Maintain a balance between high-performance expectations and the holistic well-being of players.



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## General Principles Across Age Groups:

- Prioritize player safety through proper warm-ups, cool-downs, and injury prevention practices.
- Create a positive and inclusive atmosphere where every player feels valued and supported.
- Embrace a growth mindset, emphasizing effort, learning, and resilience over outcomes.
- Establish clear communication with players, parents, and fellow coaches.
- Continuously seek opportunities for professional development and learning.
- Lead by example, demonstrating sportsmanship, respect, and ethical conduct.
- Adapt coaching methods to accommodate varying learning styles and individual needs.
- Collaborate with parents as partners in players' development journeys.

By adhering to this Coaching Charter tailored to different age groups, coaches can contribute effectively to the overall growth and success of young athletes while fostering a lifelong passion for rugby.

## Guidance for Collaborative Decision-Making among Community Rugby Coaches

Each age group, whether that be minis or juniors or colts, are to be operated with all decisions made in accordance with the Cald RFC Community Coaching Charter which operates in line with the RFU guidelines.

All age groups can have one or more lead coaches but any decisions are to be made collaboratively by the overall coaching group with the majority rule.

In all instances all age groups should work with a primary focus on the long term benefit of the age group and look to compromise and reach a decision that if necessary can be reviewed after an appropriate period of time.

Any occurrences where a majority decision cannot be attained within the age group, they are to utilise the relevant Chairperson whose decision is will be final.

Effective decision-making within a coaching team is essential for the holistic development of rugby players. By fostering a democratic and collaborative approach, coaches can pool their knowledge and experience to make well-informed decisions that benefit the athletes and the team as a whole. Here are some guidelines to facilitate this process:



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- 1. Shared Vision and Values:** Establish a common understanding of the team's objectives, values, and long-term goals. Ensure that all coaches are aligned with the overarching purpose of player development, enjoyment, and sportsmanship.
- 2. Open Communication:** Create an environment where open and respectful communication is encouraged. All coaches should feel comfortable sharing their perspectives, concerns, and ideas without fear of criticism or judgment.
- 3. Regular Meetings:** Hold regular coaching meetings to discuss various aspects of the team's progress and development. These meetings can take place before and after training sessions, games, or on a predetermined schedule.
- 4. Clearly Defined Roles:** Assign specific roles and responsibilities to each coach based on their expertise and strengths. This promotes a sense of ownership and accountability among the coaching team.
- 5. Inclusive Decision-Making Process:** Involve all coaches in the decision-making process, regardless of their experience level. Encourage each coach to contribute insights, suggestions, and concerns to the discussion.
- 6. Consensus Building:** Strive for consensus by encouraging a thorough discussion of different viewpoints. Coaches should actively listen to one another and be open to compromise when necessary.
- 7. Data-Informed Decisions:** Base decisions on objective data, player performance metrics, and observations from training sessions and games. This ensures that choices are rooted in evidence rather than personal biases.
- 8. Brainstorming and Idea Generation:** Encourage coaches to brainstorm creative solutions to challenges and opportunities. The diversity of perspectives can lead to innovative strategies and approaches.
- 9. Evaluate Pros and Cons:** List the pros and cons of different options before making a decision. This exercise helps coaches consider the potential impact and trade-offs of their choices.
- 10. Prioritize Player Welfare:** Always prioritize the well-being, safety, and development of the players. Any decision made should align with this core principle.
- 11. Document Decisions:** Record the decisions made and the rationale behind them in written form. This documentation helps maintain clarity and accountability over time.



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**12. Adaptability:** Be willing to adapt decisions based on new information or changing circumstances. A flexible approach allows the coaching team to respond effectively to evolving needs.

**13. Positive Conflict Resolution:** In cases of disagreements, address conflicts constructively and professionally. Encourage coaches to voice their concerns respectfully and work together to find solutions.

**14. Reflect and Review:** Periodically assess the effectiveness of decisions and strategies. Reflect on what worked well and what can be improved, making adjustments as needed.

**15. Continuous Learning:** Engage in ongoing professional development and learning to stay updated with the latest coaching techniques and methodologies. Share new insights with the coaching team.

By following these guidelines for collaborative decision-making, rugby coaches can harness the collective expertise and perspectives within the team to create a positive and enriching experience for the young athletes under their guidance.

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Caldy RFC

Date: October 2024