



SCOTTISH RUGBY STATE SCHOOL STRATEGY 2022-28



Contents

Executive Summary	2
Introduction	3
Purpose of this Strategy	3
Our Mission	3
Strategic Objectives – Overview	3
Strategic Objectives – Detail	4
Strategic Planning Process	5
Investment and Development Progression	7
Season structure and Playing and Pathways	8

Executive Summary

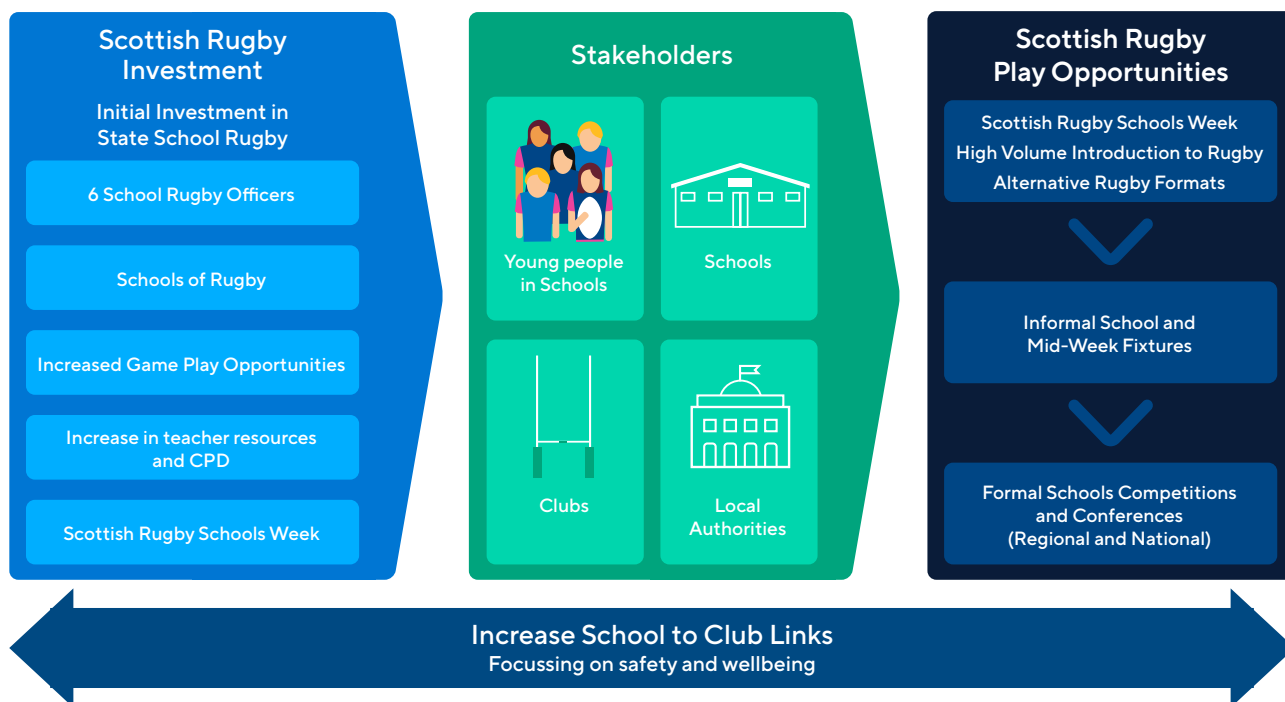
Scottish Rugby are dedicated to ensuring that our game and most critically our values, enrich the lives of all those involved in State School Rugby and their local communities.

Throughout Scotland there are approximately 2,358 schools in total (2,001 Primary Schools and 357 Secondary Schools). Scottish Rugby currently supports 176 Secondary Schools to participate in Conferences and Fixtures/Festivals - a number we aim to increase as a result of our State School Strategy working in conjunction with our 82 clubs across the country who facilitate youth programmes and play opportunities at their club. The emphasis is on young people enjoying rugby in a safe environment that takes care of their wellbeing.

What we want to achieve



Scottish Rugby State School Strategy in Action



Introduction

As identified in the Scottish Rugby Corporate Strategy, State School Rugby is very important to our game at all levels. Recognising our ambition that “Rugby is for Life”, we are dedicated to ensuring that our game and most critically our values, enrich the lives of all those involved in State School Rugby and their local communities.

The quality and variety of playing and training opportunities within the State School sector has a significant influence on people’s lifelong engagement in rugby. We want to work collaboratively, and actively seek to engage with and include all members of our community when retaining and growing the role of rugby throughout State Schools.

Our Purpose

To support rugby communities to deliver a safe, thriving and vibrant State Schools game.

Our Mission

1. Develop more rugby environments within our State Schools

We aim to increase the number of schools committed to developing rugby across the country, utilising a range of promotion and recruitment strategies.

2. Ensure targeted investment increases School of Rugby Programmes that have high quality environments

Increase the number of School of Rugby programmes. Ensuring quality personnel drive the programmes, and the strength of partnership with a local club to allow effective transition and retention of players within the community.

3. Provide educational resource and game development learning to the workforce

Reinforce promotion of safety and wellbeing and support and influence the learning and ongoing training for PE staff and physical education deliverers in Primary and Secondary settings. Continue to strengthen teacher training and support resources and materials.

4. Resource and facilitate Regional State School playing opportunities and club links

Identify and engage with state schools within their communities to strengthen regional and local mid-week fixture and festival programmes for Girls and Boys for new and existing schools to increase participation in a safe environment.



Strategic Objectives - Overview

1. Increase the volume of rugby activity for school pupils in Scotland
2. Increase the number and diversity of pupils involved in the game
3. Improve the quality of game play
4. Increase the number of full and alternative game fixtures played by state school teams
5. Provide stronger links to clubs increasing player and volunteer retention
6. Support the delivery of the Scottish Rugby Women and Girls’ Strategy

Strategic Objectives - Detail

Strategic Objective	Specific Action Areas
1. Increase the volume of rugby activity for school pupils in Scotland.	<ul style="list-style-type: none"> 1.1 Clearly and consistently articulate the values and the focus on safety and wellbeing in rugby 1.2 Increase player participation by developing models of support for schools who are new to rugby 1.3 Continue to enhance all training and education material, ensuring it is reflective of the alignment needs of Significant Aspects of Learning (SALs) 1.4 Promote use of Growth and Participation State School funding models 1.5 Continue to evolve and activate Scottish Rugby Schools Week 1.6 Focus for Development Officers and Community Coaches on aligned schools programmes 1.7 Maintain CashBack programme activity 1.8 Refresh engagement with Active Schools and community sports hub networks
2. Increase the number and diversity of pupils involved in the game.	<ul style="list-style-type: none"> 2.1 Improve young people's lives through rugby and provide specific support towards their mental health and wellbeing 2.2 Work with stakeholders to provide bespoke support to non-traditional rugby communities and minorities 2.3 Widen the reach of the 'rugby brand' by increasing the number of schools in SIMD areas who participate in rugby activities 2.4 Support Club and School environments to be symbiotic 2.5 Communicate clearer more understandable pathways – aligned to the better school to club links 2.6 Progress Scottish Disability Sport education and awareness workshops for deliverers within schools rugby
3. Improve the quality of game play.	<ul style="list-style-type: none"> 3.1 Increase the number of schools invested in developing quality rugby environments 3.2 Develop capacity within our schools by increasing the quantity and quality of teaching staff committed and able to support the development of rugby within their communities 3.3 Share clear criteria for quality environment, identifying the multiple components and seeking to continually improve safety standards 3.4 Provide opportunities for player identification for high quality potential players (aligned to game play opps) 3.5 Explore opportunities for schools to become Rugby Performance Schools
4. Increase the number of full and alternative game fixtures played by state school teams.	<ul style="list-style-type: none"> 4.1 Increase participation and support development of players by strengthening and enhancing fixtures with schools already committed to rugby 4.2 Support player development within State Schools who are developing quality environments 4.3 Provide regular mid-week play opportunities 4.4 Support the facilitation of local and cross regional fixture programmes 4.5 Growth and Participation (G&P) and Schools of Rugby (SoR) key components to be aligned 4.6 Provide a range of match official training opportunities for pupils and staff

5. Provide stronger links to clubs increasing player and volunteer retention.	<ul style="list-style-type: none"> 5.1 Develop robust club to school links to help support the transition and retention of players at key age groups and into adult rugby 5.2 Develop succinct reporting processes for all elements described below that will accurately record active player participation trends in State Schools 5.3 Identify the schools who have capacity, genuine growth opportunity, and link to club 5.4 Provide annual audit of existing school to club links 5.5 Explore opportunities for Parent Council/Board and wider school community engagement 5.6 Capture and outline clear measures on what a club to school link is 5.7 Utilise fully Active Schools in supporting and facilitating links 5.8 Share and promote examples of effective practice where schools/clubs have delivered successful programmes.
6. Support the delivery of the Scottish Rugby Women and Girls Strategy.	<ul style="list-style-type: none"> 6.1 Maintain alignment with corporate Women and Girls Strategy 6.2 Increase the number of schools committed to developing Girls rugby programmes 6.3 Create and deliver leadership opportunities for pupil, staff and wider school workforce 6.4 Increasing numbers of players feeding the performance pathways directly from schools programmes 6.5 Focus on non-traditional groups/pupils 6.6 Development Officers KPIs to reflect ongoing development of the Female game within schools 6.7 CashBack programmes to take cognisance of growth opportunities for the Girls game

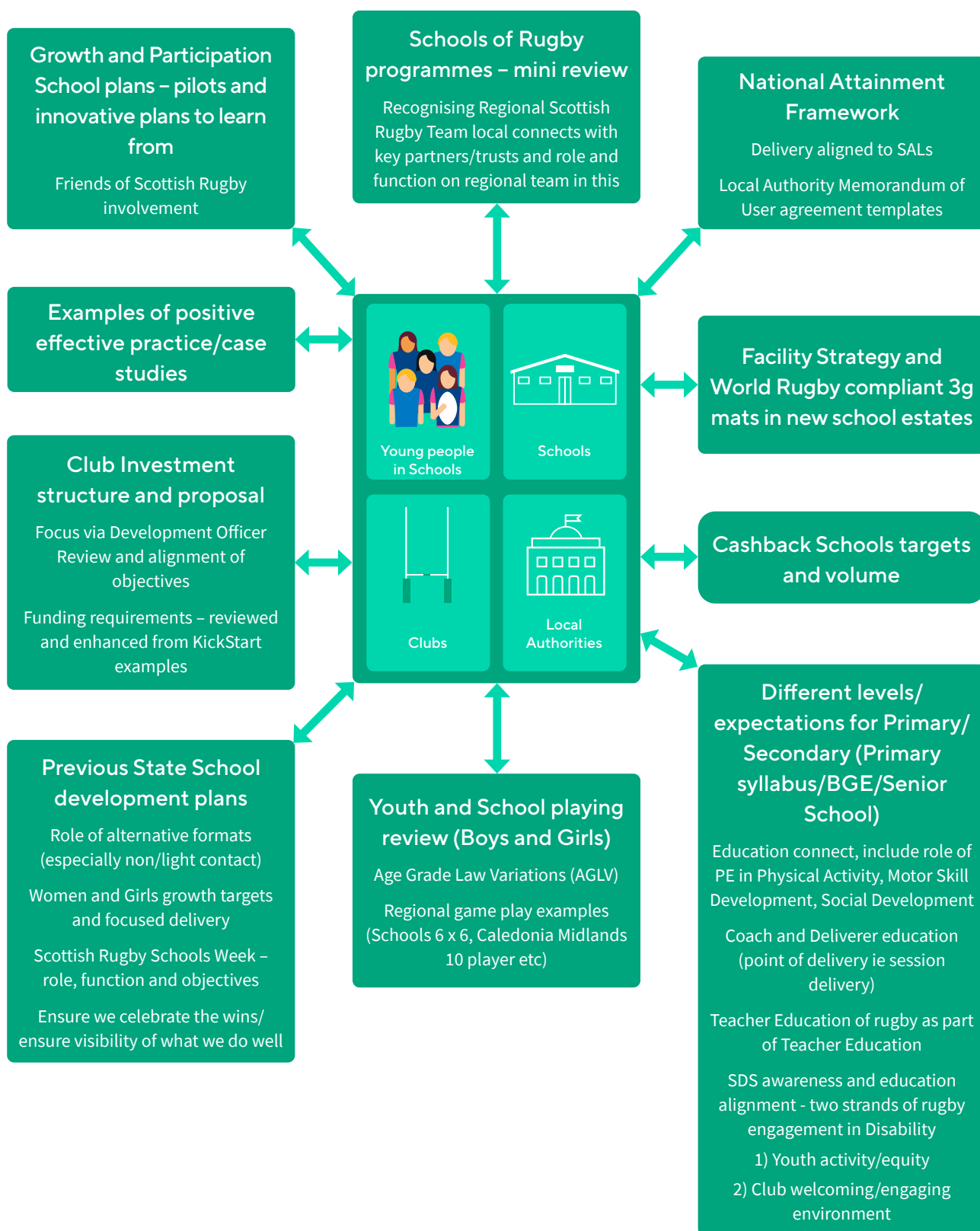
Strategic Planning Process

A series of internal and stakeholder meetings and engagements have formed the initial high level strategy document to date. There is a recognition that there is a great deal of ongoing business as usual in the space of state school rugby, and that ongoing programmes and work content that may be influenced by decisions and investment must be carefully and sensitively considered.

Additional factors that are critical to continue to have in mind are:

- Pilot project investments in state school rugby such as Kickstart midweek school fixtures have informed the plans
- Ongoing feedback and influence will be brought from key groups such as the Scottish Rugby Youth Panel and Youth Competitions working forum
- Consider and constantly improve safe and appropriate guidance and protocols on health and safety matters such as concussion and injury management
- The picture of what people have in mind when they say “State School rugby”
- Numbers and capacity involved – i.e. Secondary Schools, Primary Schools, Pupils by Total, Gender and Age group
- The existing landscape from a club perspective
- The existing landscape from a school sport perspective, in particular what is Physical Education actually for in modern school society versus what do people think/perceive Physical Education is for
- Understanding the key progression points in future years against the changing backdrop of education reform

In addition, a review of critical components influencing decisions and actions to strengthen and grow state school rugby considered:



Investment and Development Progression

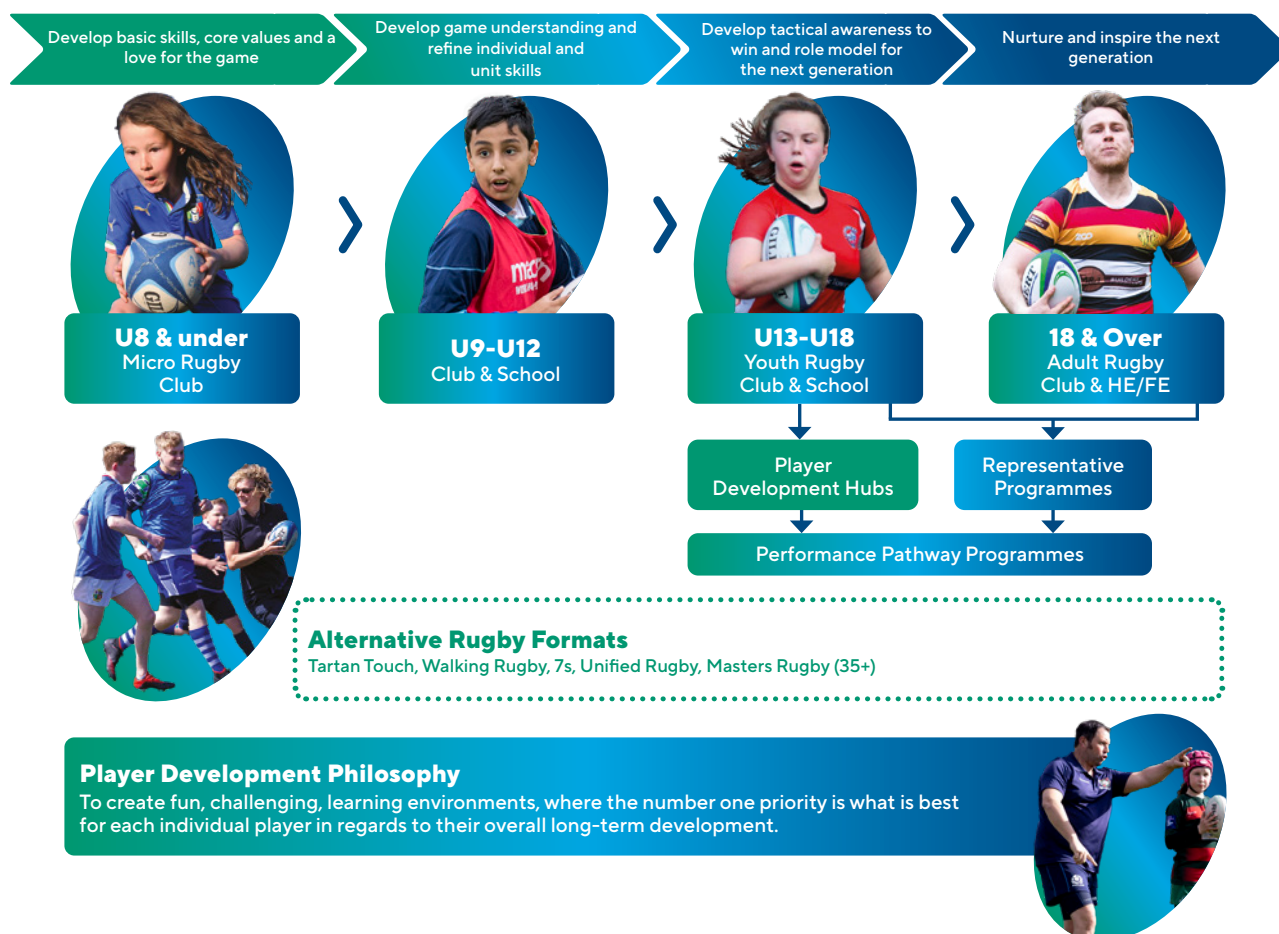
The implementation plan will be formalised as feedback and input for key stakeholders progresses during the 2022-23 season.

Growth & Participation	Scottish Rugby Indicative Investment	Development Stage	Aligned Scottish Rugby Play Programme	Regionally Supported Play Programmes with affiliated Club Links
	Ad Hoc	Active	Alternative Formats	
	£5,000	Starter	AGLV Alternative Format Mid-week festival/ fixtures	
	£7,500	Intermediate	AGLV Alternative Format Mid-week festival/ fixtures	
	£10,000	Developed	S&Y (Regional) Conference & Cup	
School of Rugby	£10,000 - 15,000	Excelling	S&Y (National) Conference & Cup	Competition Supported

Playing and Pathway

The pathway illustrations outline the opportunities to play and progress in rugby. This allows a focus point for this strategic plan and provides an indication of where and how players and schools can align with the local, regional and national structures.

Participation Pathway



Schools & Youth Season Calendar

Rugby Development & High Performance Alignment

Season Structure: July - December

	School and Club Fixture Programme	School Conference Leagues	Club Conference Leagues	Performance Pathway
July	<div></div> <div></div> <div></div> <div></div>	<div></div> <div></div> <div></div> <div></div>	<div></div> <div></div> <div></div> <div></div>	<div></div> <div></div> <div></div> <div></div>
August	<div></div> <div>Pre Season</div> <div>Pre Season</div> <div>Pre Season Festival</div>	<div></div> <div></div> <div>Pre Season</div> <div>Pre Season</div>	<div></div> <div>Pre Season</div> <div>Pre Season</div> <div>Conference</div>	<div></div> <div></div> <div></div> <div></div>
September	Fixtures and Festivals	Conference	Conference	Monitor Club & School Game in Regions
October	<div>Break</div> <div>Break</div>	<div>Conference</div> <div>Break</div> <div>Break</div> <div>Conference</div> <div>Conference</div>	<div>Conference</div> <div>Break</div> <div>Break</div> <div>Conference</div> <div>Conference</div>	
November	Fixtures and Festivals	Cup	Cup	
December				

Season Structure: January - June

	Schools and Club Regional Cups	Fixtures and Festivals
January	<div></div> <div></div> <div></div> <div></div>	<div></div> <div></div> <div></div> <div></div>
February	Regional Cups	
March		
April		
May	<div></div> <div></div> <div></div> <div></div>	Fixtures/Festivals
June	<div></div> <div></div> <div></div> <div></div>	



SCOTTISH RUGBY

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