



Regional Academy Player Movement Agreement

Season 2024/25



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1 INTRODUCTION

The purpose of this document is to ensure everyone strives to build stronger links between the Scottish Rugby Regional Academies (the “**Pathway**”), Pro Team Academies (the “**Pipeline**”) and the clubs with players participating in pathway or pipeline programmes. All Scottish Rugby colleagues and Clubs and Schools undertake to use their best endeavors to make this agreement work for the benefit of the young player and demonstrate that they understand, respect and recognise the importance of each other’s role and the role they play in supporting young players. Good communications will be required from everyone involved and to this end all Clubs will ensure that an accurate and up to date list of designated contacts for all clubs is maintained in SCRUMS.

This Agreement applies to the 2024/25 season only.

Further detail in relation to the implementation of this Agreement should be referred in the first instance to the Area Director and Talent Pathway Manager for the Clubs specific region:

Caledonia: Rudi Urbach, Area Director (rudi.urbach@sru.org.uk)
James Wade, Talent Pathway Manager (James.wade@sru.org.uk)
East: David Drummond, Area Director (david.drummond@sru.org.uk)
Robbie Lavery, Talent Pathway Manager (robbie.lavery@sru.org.uk)
West: Alan Falconer, Area Director (alan.falconer@sru.org.uk)
Jamie Dempsey, Talent Pathway Manager (jamie.dempsey@sru.org.uk)

2 SUMMARY OF PROCESS

All Junior Scottish Academy Players (“**JSAP**”) will have their own Individual Development Plan (“**IDP**”) and an Annual Playing Plan (“**APP**”) that is unique to that player. Together, the IDP and APP and the signed Player Agreement will guide the decisions that **the player will make on where is best to play that reflect their abilities and aspirations**. These decisions will include considerations of which environment is best for the individual player, the competition within which the player should be playing and the team for which he should be playing for, considering the positional depth chart at that club and the level of coaching at the club.

It is proposed that the IDP and APP is shared with the players club and/or school, to help get collective understanding and agreement regarding their role in the players development and how that role will impact upon the players experience.

In all circumstances the player should be involved in making decisions regarding their own rugby journey and any final decisions regarding a player lie with the player.

3 U18 REGIONAL ACADEMY PLAYERS TO REMAIN AT CLUB AND/OR SCHOOL OF ORIGIN

In respect of players identified by the Regional Academies:

1. An IDP for the season will be created by the Player and the Regional Academy during pre-season and this IDP and the APP will be shared with the Players club and/or school.
2. A meeting will be scheduled and attended by the Regional Academy, the Player, the Players parent(s) or guardian and the Club and/or School.
Note: the decision regarding the list of attendees at this meeting lies with the Player, the player may explicitly wish for someone not to attend this meeting. In this circumstance the Regional Academy will make any necessary arrangements, and it is expected that everyone respects the players decision
3. At the meeting the IDP and the APP will be discussed, and a plan will be agreed with a period set for review/monitoring (usually September and December/January and April).
4. Following the meeting all agreed actions will be circulated to all parties in attendance and those not in attendance (where applicable) with any outstanding actions noted.

4 U18 REGIONAL ACADEMY PLAYERS MOVING TO ANOTHER CLUB

In respect of players identified by the Regional Academies:

1. An IDP or the season will be created following discussions with the Player and the Regional Academy during pre-season this IDP and the APP will be shared with the Players club.
2. A meeting will be scheduled and attended by the Regional Academy, the Player, the Players parent(s) or guardian and the Club and/or School of Origin and the proposed Club and/or School of destination (where applicable).
Note: The Player may explicitly wish for the Club or School of origin not to attend this meeting (for example if there has been a dispute, or fall out or clash of personalities between the parties). In this circumstance out of courtesy the Regional Academy will inform the Club or School of origin and it is expected that the Club or School respects the players decision.
3. At the meeting the IDP and APP will be discussed and with regards to any proposed move the reasons explained.
4. At the meeting, the IDP and APP will be discussed, and a plan will be agreed with a period set for review/monitoring (usually September and December/January and April). Dual registration can be discussed to help create playing options for the player.
5. Following the meeting all agreed actions will be circulated to all parties in attendance and those not in attendance (where applicable) with any outstanding actions noted.

5 U18 REGIONAL ACADEMY PLAYER MOVING TO ANOTHER SCHOOL

Where it is proposed that a player, identified by the Regional Academies, moves school to further their rugby playing opportunities (for example, the player is offered a scholarship to a private school) decisions concerning the players education and rugby experience should be based primarily on educational grounds.

With respect to rugby, however, it is proposed that the Regional Academy will offer some general advice to the player and the players parent(s)/guardians on the merits of the rugby at the School(s) involved. If the decision of the player and their parent(s)/guardian is to transfer to the new school:

1. An Individual Development Plan (IDP) for the season will be created following discussions with the Player and the Regional Academy during pre-season this IDP will be shared with the Players club.

2. A meeting will be scheduled and attended by the Regional Academy, the Player, the Players parent(s) or guardian and the Club and/or School of Origin and the proposed Club and/or School of destination (where applicable).
Note: The Player may explicitly wish for the Club or School of origin not to attend this meeting (for example if there has been a dispute, or fall out or clash of personalities between the parties). In this circumstance out of courtesy the Regional Academy will inform the Club or School of origin and it is expected that the Club or School respects the players decision.
3. At the meeting the IDP and APP will be discussed and with regards to any proposed move the reasons explained.
4. At the meeting, the IDP and APP will be discussed, and a plan will be agreed with a period set for review/monitoring (usually September and December/January and April).
5. Following the meeting all agreed actions will be circulated to all parties in attendance and those not in attendance (where applicable) with any outstanding actions noted.

6 PLAYERS 18YRS+

In respect of players 18yrs+ identified by the Pro Team Academies or players identified as a Player of National Interest ("PONI"):

1. An Individual Development Plan (IDP) for the season will be created following discussions with the Player and the Pro Team Academies, this IDP will be shared with the Players club.
2. A meeting will be scheduled and attended by Scottish Rugby and/or Pro Team Academy representatives, the Player, the Players parents or guardian and the Club. Whilst it is acknowledged that the players will be 18yrs+ at the time it is acknowledged that the players parent(s)/guardian may still wish to be included in any discussions concerning the players rugby experience and therefore it should be the players decision as to whether their parent(s)/guardian attend the meeting.
3. At the meeting the IDP will be discussed and a plan will be agreed with a period set for review/monitoring. The meeting will include discussions concerning the National U20s Team and would go through options including: Pro Team Academy, Player of National Interest (PONI), Wider training group, club or elsewhere.
4. Following the meeting all agreed actions will be circulated to all parties in attendance and those not in attendance (where applicable) with any outstanding actions noted.

7 GENERAL

1. The arrangements set out in this document for Season 2024/25 shall replace any and all similar such previous arrangements.
2. Many of the Regional Academy Managers and Coaches (whether employees or contractors) may also have a role at a club or school, this is to be encouraged in the interests of making best use of skilled resource. It is acknowledged that this may be regarded as a potential conflict of interest if that club is the proposed club of destination. In such circumstances another member of the pathway team who is non-conflicted will always be in attendance at a scheduled meeting.
3. The aim of any and all recommendations made with regards to where a player plays is to provide a challenging and supportive environment with the aim of providing regular and challenging competition that delivers sustained performance. In order to provide the right opportunities it may be necessary for a player to move from one Club to another, where this is recommended the reasons why will be outlined at any meeting held concerning a players IDP.
4. Should any issues arise regarding these arrangements, the Scottish Rugby Regional Director may be invited into the conversation to act as an independent advocate.

Appendix 1

Key Scottish Rugby Designated Contact Details

John Fletcher (Pathway Lead)

- Head of Pathways and Elite Coach Development
- john.fletcher@sru.org.uk
- 07815 463793

Kenny Murray (Pipeline Lead)

- Head of Player Transition
- Kenny.Murray@sru.org.uk
- 07764178953

Bruce Frame

- Academy Manager Edinburgh, Borders & East Lothian
- bruce.frame@sru.org.uk
- 07580 481625

Jamie Dempsey

- Academy Manager Glasgow & The West and Caledonia
- jamie.dempsey@sru.org.uk
- 07580 481771

Chris Pacey

- Regional Director (Caledonia Midlands)
- chris.pacey@sru.org.uk
- 07834 542973

Rudi Urbach

- Regional Director (Caledonia North)
- rudi.urbach@sru.org.uk
- 07764 178916

David Drummond

- Regional Director (East)
- david.drummon@sru.org.uk
- 07976 223677

Peter Burgon

- Regional Director (Glasgow North)
- peter.burgon@sru.org.uk
- 07764 178936

Alan Falconer

- Regional Director (Glasgow South)
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- 07764 178952