FEMALE COACH DEVELOPMENT FUND

2026-28 | CRITERIA AND GUIDANCE NOTES



Overview

Supporting the next generation of female coaches in Scottish Rugby. This fund is designed to help increase the number of female coaches in the club game in Scotland and improve the coach development support they receive. Working collaboratively with clubs, Scottish Rugby aims to help clubs create positive environments where female coaches can gain experience and hone their coaching craft. Increasing female representation within coaching environments will help create more diverse clubs, while providing aspiring coaches with clear opportunities to develop and progress. Rather than focusing solely on recruitment, this is about supporting coaches on a long term journey through education, mentoring, networking and practical coaching experiences.

The vision of this fund is to continue to develop a thriving community of confident, competent and supported female coaches who inspire the next generation of players.

Aims

By the end of the 27/28 season, c.15 clubs to have embedded female coach development programmes in place.

To help nurture a 'pipeline' of female coaches with the skills and experience to progress into pathway coaching roles.

Create visible role models for current and future players.

Strengthen the longterm growth of women's rugby in Scotland.

What will be provided?

- Funding to support the recruitment, retention and development of female coaches
    - Up to £3,000 per club/per season with a maximum of 15 clubs in total
    - Funding for 2 seasons (26/27 & 27/28) – up to £6,000 total over two seasons
- Support clubs to recruit and develop aspiring female coaches via bespoke female coach development workshops.
- Opportunities to connect with a network of female coaches across Scotland.

Successful clubs will be required to:

- Create a female coach development plan for their club (with support from Scottish Rugby), if not already in place
- Nominate a lead contact to be Scottish Rugby's point of contact
- Support coaches to attend learning opportunities and gain practical experience
- Create welcoming and inclusive coaching environments
- Champion the development of female coaches within their club culture
- Nominate coach developers / mentors who can support their coaches
- Provide a written impact report in May 2027 and May 2028

What can the funding be used for?

Clubs **can** apply for funding to support the following	The fund **cannot** be used for
Recruiting and/or remunerating: - Female Coaches - Coach Developer(s) / mentor Clubs must not seek to recruit from other clubs or schools*	Purchase of any equipment (e.g. balls, video analysis equipment etc)
Travel expenses for coaches and / or coach developers	Facility upgrades and maintenance
CPD opportunities for female coaches	Investment into positions which are already funded by Scottish Rugby (e.g. Development Officers, Community Coaches)
This fund is primarily to support U16, U18 and adult Girls and/or Women's Rugby	Coach Education course fees

*This would be counterproductive to growing the game and would significantly disrupt the game mid-season

Application Process:



This fund is open to all Scottish Rugby member clubs with a Girls and/or Women's teams and a Club Development Plan in place.

Data Protection

To the extent that any information provided as part of this application constitutes 'personal data' Scottish Rugby will use and process that information in accordance with its privacy policy, which can be found at scottishrugby.org/privacypolicy. If intending to submit information about an individual which constitutes personal data before doing so you should ensure that the individual is made aware of that fact, the purpose for which it is being provided and has consented to you doing so. The information you provide us will be held on file, which may be paper and/or electronic.

Additional Terms and Conditions

We will use this information to process applications and grants, to prepare statistics and to monitor and evaluate the effectiveness of grants made.

Scottish Rugby accepts no liability for any consequences, whether direct or indirect, that may arise from the use of a grant, from any requested repayment of a grant, or from any application for a grant being declined.

In the event that Scottish Rugby is made aware of any inconsistencies or misrepresentations on an application form which lead to the provision of a grant to a club, Scottish Rugby reserves the right to request that such sums are repaid within timescales determined by Scottish Rugby (whether or not the club has already spent such a grant). In the event that such timescales are not met, Scottish Rugby reserves the right to deduct any sums owed from any future funding offered by Scottish Rugby, including without limitation the Female Coach Development Fund.

Additional Considerations

Value Added Tax

If the club is not registered for VAT or is not in a position to have the costs zerorated for VAT purposes (as is sometimes the case for charities approved by HMRC) it is essential that the VAT burden is included in the application costs.

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