

# KENT COUNTY RFU INFORMATION SENDOUT SEPT 2018



## 1. RUNNING A FESTIVAL OR TOURNAMENT?

### Youth Festivals

If your club wishes to run a youth rugby festival or tournament you must first seek permission from KCRFU Youth Committee. You can find an application form **here** and guidance on festival management standards **here**.

### Mini Festivals

If your club is hosting a mini festival this season please email Karen Waters, Kent County Mini Chair so that all dates can be advertised on our Calender on the County Website. Also if you are a Mini Chairperson and have not been receiving emails from Karen please drop her a line via [mini-rugby@kent-rugby.org](mailto:mini-rugby@kent-rugby.org)

A date for your diaries - Kent Mini's festival is to be held on 24th March 2019.



## 2. AGE GRADE RUGBY

### Regulations Reminder

Now the season has started we wanted to remind all individuals around key information specific to Age Grade Rugby – should you have a query around any of the regulations please contact your local Rugby Development Officer (details of which can be found on the Kent RFU website). Links below.

### Regulation 15.5 – Playing Up & Down across Age Groups

### Code Of Practice 2.1 – Guidance around a single individual's playing time

## 3. THE USE OF DRONES

The use of Drones at games has become increasingly popular but, just like any other aircraft, must be flown in a safe manner to prevent endangering other aircraft and people and property on the ground.



Camera mounted drones should never be flown over training sessions or matches by anyone not equipped to protect people on the ground.

With reports of drones being used in rugby, the RFU strongly advises caution and refers anyone involved in the game to take guidance from the Civil Aviation Authority's website.

<https://www.caa.co.uk/Consumers/Unmanned-aircraft/Recreational-drones/Recreational-drone-flights/>

The England team hire a specialist company, expert at filming in high pressure environments and one of the pioneers of drone filming, who regard safety and reliability as key.

The CAA guidance is clear, and therefore the RFU have not included the flying of drones over games within RFU regs as they felt the CAA covered it.

## 4. THE RFU LEADERSHIP ACADEMY RETURNS TO KENT

We let you know in the June Information Sendout that the 2018/19 season sees the return of the RFU Leadership Academy to Kent.

The County over the past 8 years has led the field in producing Club and County officials from the alumni of the Academy. Club Chairmen, Executive Members, and a number of County officials as well as Executive Committee members have been products of the Leadership Academy Programme.

Applications are now invited to be part of the RFU Leadership Academy 2018-19 which launches on 6th November.

If you or you know of any candidates within your clubs who you think would benefit from being part of this, please pre-register them by Monday 8th October. Please email Andy Dawling at [Leadership-academy@kent-rugby.org](mailto:Leadership-academy@kent-rugby.org)

Want to check you are free?  
**Leadership Academy Dates are HERE!**

Not quite sure its for you?  
**Check out the video of a former candidate's experience on our website HERE!**

The Course costs £100 per candidate, however, candidates who complete the course will be reimbursed in full by the County.

For more information click the poster.



**LEADERSHIP ACADEMY**

England Rugby

"Leadership is a process by which a person influences others to accomplish an objective."

The RFU Leadership Academy has been designed to give new or aspiring rugby leaders a solid foundation for their development with units covering a variety of topics from leadership styles, motivating teams to planning change.

The Academy facilitates networking opportunities to allow participants to share experiences and solutions on similar issues under the guidance of a mentor.

On completion of the Academy candidates become part of the Alumni where further development opportunities are offered.

Sign up at [englandrugby.com](http://englandrugby.com)

### DURATION & TIME COMMITMENT

The course runs over a rugby season.

Launch	November Evening	2.5 hours
Support & Challenge Group sessions	4-6 evenings throughout the season	10 hours
Mentoring/Performance Coaching Sessions	Throughout the season	5 hours
Understanding the Rugby Landscape and the Support available	December Evening	2 hours
Leadership Workshop (Mandatory session)	January Weekend Day	6 hours
A Practical Approach to Risk Assessments	February/March Evening	2 hours
Training Day - Business Planning & further requested workshop	March/April Weekend Day	6 Hours
Celebration & Review	May/June evening	2 hours
Online Learning Resource	At candidates discretion	Optional

### ASSESSMENT

Candidates have to attend the Leadership workshop and participate in 70% of the sessions to complete the Academy. There is no formal assessment. The Leadership Academy Manager in consultation with the candidates mentor assesses the level of participation.



ilm membership brings access to a wide range of online resources, news and information that have been specially selected to support management learning and development.

For further information contact your local Rugby Development Officer

TEAMWORK RESPECT ENJOYMENT DISCIPLINE SPORTSMANSHIP

Rugby Football Union. The RFU logo and the words 'England Rugby' are official registered trade marks of the Rugby Football Union.

## 5. KENT COUNTY RFU ANNUAL HANDBOOK

In the current economic climate, and with falling revenues, Kent RFU has recently had to make some hard decisions on how and where it spends its budget.

As a consequence of this, one area of budget saving will be in regard to the annual Handbook, which will no longer be in a printed format. The Handbook will be published on the Kent RFU website ([kent-rugby.org](http://kent-rugby.org) -About Us - County Documents) and as a downloadable pdf.

Similarly, the AGM calling notice, Financial AGM calling notice, minutes and accounts will also not be published in their previous format. Correspondence will all be via the website, by GMS to club Honorary Secretaries and social media.

Instead of showing a copy of the Handbook to gain free entry to County matches, this will be free for everybody, to try and build better support for the County teams.

We hope that you support this decision as by introducing these measures, more of our budget can be used to support our community clubs and ensure they continue to grow the game we all love.

Sylvia

Sylvia Taylor  
Honorary Secretary  
Kent County RFU

## 6. RETENTION OF VOLUNTEERS - THE 3 T's

### Time

Give plenty of notice when you need volunteers  
Make time to get to know your volunteers

### Talent

Highlight the talents of individuals in your respective clubs  
Allocate your volunteers to areas they enjoy.

### Treasure

Treasure your best volunteers **BUT** they cannot do every job in your club. Make your volunteers feel special/ treasured, use in house rewards. Show your appreciation by nominating them for a Kent County Volunteer Award.

Stephen Doughty  
Volunteering.  
Kent County RFU

## 7. SAFEGUARDING - THE 3 P's

### Procedure

Make sure you have a procedure in place for recruiting volunteers to work with children/young people. Make sure everyone is following it.

## Policies

Review your club's safeguarding policies regularly - use the annual audit to help you.

## Preventative

Ask for Help/Advice before a concern or issue gets bigger.

## 8. SURVEY RESULTS

### What can the CB do for you?

In the summer a survey went out to find out what clubs needs were, and how we as a county could do better to assist our clubs.

### Summary of survey

#### Where are people accessing information?

Most people use our website and this monthly information sendout, and Social media e.g Facebook/Twitter. A smaller amount of people either receive or download our bi-annual newsletter, In Touch.

#### How well are Kent County communicating?

The general feeling was that Kent county were rated as 'fair'

#### We asked what you would like Kent to do? You said...

- Be more visual
- Support Struggling clubs
- Respond quicker
- Keep the website up to date
- Give fair notice of events
- Review Competition Structure

#### We asked what clubs would like help with?

- Player retention and recruitment
- GMS training
- Coach Development
- Local Courses
- Facility improvements

We encourage you to participate in any of our surveys so that Kent County can really get to the heart of our clubs needs and achieve the most effective structure and relationship with our clubs.

Thank you to all who completed the survey.

## 9. SAVE THE DATE - MASTERCLASS

### STUART ARMSTRONG TALENT DEVELOPMENT

We're delighted that our next Masterclass will be with Stuart Armstrong (Twitter: @stu\_arm), who many of you will know from his excellent podcast "The Talent Equation".

Tues 23rd October 2018  
1900 arrival, talk 1930-2130  
K Sports Cobdown, Station Rd, Ditton, Aylesford ME20 6AU

This Masterclass is open to all coaches with an interest in

talent development but will be of special interest to youth coaches and secondary school teachers with responsibility for nominating Developing Player Programme (DPP) players and Current DPP and PDG coaches.

The session will explore:

What is talent?

Myth busting on Talent ID

The ingredients of world class talent development environments

Stuart has held positions in performance and talent development at England Golf, UK Coaching and the Rugby Football Union that have all focussed on creating optimal development environments for young people to thrive and reach their potential. Stuart is currently the Head of Coaching and Professional Workforce at Sport England.

Stuart also owns the website [www.thetalentequation.co.uk](http://www.thetalentequation.co.uk) and is host of the 5 star rated podcast 'The Talent Equation' which is dedicated to providing advice, guidance and support to people at the cutting edge of coaching and performance development.

Save the date 23rd October 2018 - Booking details to follow on social media and Kent County website.



## 10. COACHING OPPORUNITY

St Olaves Grammar School

This selective school is seeking to appoint a part-time qualified rugby coach for the Autumn Term and Spring term.

See website for further details. [HERE!](#)

If interested please email the Director of Sport, Andy Kenward [akenwa@saintolaves.net](mailto:akenwa@saintolaves.net) with a CV, including names and contact details of two referees, and a brief supporting letter.

Applicants will be invited to interview as soon as they apply so please submit your application as soon as possible.