



WELCOME TO YOUR SEASON

2022/23

THIS IS OUR GAME, THIS IS WELSH RUGBY

DYMA'N GÊM NI, DYMA RYGBI CYMREIG



FOREWORD FROM GERAINT JOHN COMMUNITY DIRECTOR WELSH RUGBY

Welcome to the Season 22/23, our first full Season since the Pandemic.

Firstly, I would like to extend my thanks to all of you who have continued to volunteer in various roles through difficult circumstances. You are appreciated. Without your continued efforts, our grass roots rugby wouldn't be as successful. You are an integral part of the whole picture. I hope that this Season will continue as it is starting and we are able to participate in a full Season from grass roots and throughout our community pathway in both the age grade and male and female game.

My and the departments aim is to help and provide you with as much support as possible in all areas both on and off the field. We will continue to make our game enjoyable, attractive, fun and safe for all our players, coaches, referees and volunteers. A game that people want to be involved in and take part and support. Please help us to grow participation and support the next generation.

YOU ARE:

- The People at the heart of the club and community creating something special that enable players, coaches, referees, and volunteers to thrive, and develop a sense of belonging to the club badge/ jersey.

With that in mind and in line with our strategy "Enable Rugby to Thrive" we have undergone a number of changes at the Union with some of the team leaving for new pastures, some internal role changes and some new team members joining and I hope that this short document will assist you with knowing who to contact throughout the Season.

We will look to launch our new Community Strategy soon and our teams will be visiting all over Wales to support facilities, playing the game, coaches, players and volunteers for everyone across our male and female pathway and all our formats – "Jersey for All".

Finally before I close I would like ask for your support in making sure our people are enjoying our fantastic game and having fun and are safe. Please can we promote our fantastic values of friendship, sportsmanship, respect to name but a few – Positive Behaviour. We all have a duty to create and sustain a safe and positive environment for all involved in the Game. Please ensure measures are in place to ensure a safe and welcoming environment for the Match Official to conduct his/her duties.

I hope this 22/23 Welcome document will provide you with as much information as possible to support you as we commence this coming Season. I look forward to seeing you at games and visiting your club and if there is anything you wish to discuss please touch base with myself or the community team.

If we work together we can achieve more. Let's help and support each other as we welcome in our first full season since the Pandemic.

Diolch, Geraint



CLUB DEVELOPMENT

Our Club Development Team are here to be the first point of contact for Club Development related enquiries in Wales to enable them to grow and develop. We are also here to provide support as our community rugby clubs navigate the cost of living crisis.

We have recently made some structural changes in the team with the addition of a new role Head of Places to head up the team. Our experienced team are here to guide you depending on your needs and ambitions. To ensure our clubs are operating successfully, we want to work with Clubs to ensure that they are meeting minimum standards for operations and we will support volunteers with assistance in creating Club Development Plans.

We have Club Development Officers situated across Wales. We can support with signposting to the most appropriate grant funding, support with funding applications and assist teams with revenue generating opportunities to ensure that our clubs are fit for purpose and resilient for the long term future.

We will be issuing funding updates on a quarterly basis to keep clubs up to date with new and emerging grant and funding programmes across Wales.

Facility Development will be key to the growth of rugby in Wales and we recognise that access to good quality facilities are essential throughout Wales. Welsh Rugby Union sits on the Facilities Collaboration Group alongside Football Association of Wales and Hockey Wales to strategically place artificial surfaces throughout the Country. We can support clubs with the development and submission of applications to the WRU Facilities Grant and Pitch Improvement Programme.

Our Club Development Team are experts in Facility Planning and can assist you in ensuring that your club becomes a “Club of the Future” meeting the diverse needs of the communities in Wales.

The team will co-ordinate and deliver (where appropriate) club based education and training opportunities along with support and assistance for all club volunteers in off field roles.

Our team are experts in supporting clubs who are approached regarding asset transfer with their local authorities.

We are fortunate that we have access to a range of national corporate opportunities and we are able to promote those to all clubs who wish to participate.

We have a strategic view of each local authority and we are able to link clubs to other partners to promote collaboration and opportunities.

We are always looking for new volunteers in our game. There are numerous roles available and full training can be provided to undertake these roles.

To start a conversation on any of the items above, please email the Club Development team on clubdevelopment@wru.wales and your query will be directed to the most appropriate person for support.



WOMEN AND GIRLS

The Female game in Wales has continued to grow since the return from the pandemic. The pathway to participation saw a large volume of females across Wales looking to join rugby outlets.

Overall, we have seen over 50% growth in the game compared to the pre pandemic registration figures. The WRU has further invested in the female game to support this growth and ensure our sides continue to grow.

This investment has seen the increase in dedicated staff to the community female game from 3 Gamechangers to 5 Rugby officers for the female game. This move has increased coverage areas with one officer dedicated to a rugby region. Several clubs have reached out surrounding setting up of a female outlet at their club in the future. To ensure the safe growth of the female game in Wales the WRU has regulations that ensure a minimum standard is met before setting up any female team to play competitively or recreationally. Clubs wishing to engage in female rugby can contact the following people;

- General Queries: femalerugby@wru.wales
- WRU Community Lead - Female Game – Joe Davies: jdavies@wru.wales
- Scarlets – Cleo Hardy: chardy@wru.wales
- RGC – Olivia Jenkins: ojenkins@wru.wales
- Cardiff Rugby – Kira Philpott: kphilpott@wru.wales
- Dragons – Ashleigh Collier: ashleigh.collier@wru.wales
- Ospreys – Sarah Jones: sjones@wru.wales
- Y Gweilch – Sarah Jones: sjones@wru.wales





INCLUSION

The WRU Inclusion team works primarily within the community game to ensure anyone who wants to play rugby, in whatever format that might be, has the opportunity. We say that there is a jersey for all and it's the Inclusion team's job to find the best fit.

The WRU's focus over the last 5 years has been around providing positive rugby experiences for people with disabilities. What we will see going forward is a more cohesive drive to engage people from non-traditional rugby areas or communities, to show that our national sport is for all of our nation.

- The WRU Inclusion team works across the following areas of focus:
- Disability
- Ethnic Minorities
- LGBTQ+
- Social Isolation
- Homelessness
- Mental Health

If you would like further information about inclusion in your area please contact WRU National Inclusion Manager Darren Carew at dcarew@wru.wales





POLICY AND INTEGRITY

Our key responsibility as a Department is creating safe environments to enable rugby to thrive across Wales. It is essential as clubs that you register all required roles on My WRU. The roles that are required to be registered are: Coach, Referee, Player, Club Operations Manager, Team Manager and First Aider.

We are pro-active in providing Anti-doping and Integrity Education programme (Stay onside). We will continue to deliver our WRU Safeguarding Course – Don't tackle it Alone. We will be working with Club Operations Managers to maintain safe environments and support clubs in the creation of new rugby activities. We have further responsibilities with regards to injury surveillance and match day protocols linked to our values and behaviours.

We will continue to provide support with regards to first aid and medical services including training where required.

We are committed to working with our Club Safeguarding Officers to ensure that all roles in regulated activity are appropriately risk assessed utilising the Disclosure and Barring Service (DBS).

If you have any enquiries throughout the Season from a Policy and Integrity perspective please email the Integrity Inbox on integrity@wru.wales

COMPETITIONS

All details regarding the Youth, Female and Male Competitions, Rules and Regulations are located here:

<https://community.wru.wales/governance/rules-and-regulations/rules-and-regulations/>





INSURANCE

For all Insurance enquiries, we are directing you to our Insurance Portal which was launched at the start of the year.

<https://www.sports-insure.co.uk/client/wru/clubs/>

Frequently asked questions are also located on this portal. If you have any further queries, please direct all enquiries to AON.



TRAINING AND DEVELOPMENT

The new season will deliver exciting developments for Training and Education as new formal, informal and digital support has been produced for the rugby community.

Along with a new 'Coach and Referee Framework' and 'WRU Educator Framework' designed to elevate the upskilling opportunities for participants, there will also be a focus on education packages based on the new curriculum through our partnership with Welsh Government, to ensure that schools and clubs are brought closer together within the community.

All new content has been developed with a participant first approach to ensure that all WRU products deliver a sense of belonging, discovery and achievement.

For more information please visit: wrugamelocker.wales

WRU APPRENTICESHIP SCHEME

We run a highly successful twelve month apprenticeship enabling our young people in Wales to have access to multiple opportunities within that period. The apprenticeship application window is usually between June and August.

An expression of interest page will shortly be created for enquiries for the new cohort for 2023. These will be shared on our social media channels. If you have any questions in the interim period, please email wruapprenticeship@wru.wales.





TICKETING

For ticketing queries please either visit the online Club help centre via www.wru.wales/clubhelp, email clubticketing@wru.wales





OTHER CONTACTS

- General online registration queries: [*regdepartment@wru.wales*](mailto:regdepartment@wru.wales)
- For all technical queries relating to the MyWRU system please contact: [*mywru@wru.wales*](mailto:mywru@wru.wales)
- For all discipline matters, contact: [*disciplinarydept@wru.wales*](mailto:disciplinarydept@wru.wales)
- For finance queries, such as Community Funding payments, Club travel expenses, please contact Claire McAdam: [*cmcadam@wru.wales*](mailto:cmcadam@wru.wales)



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