



# WRU HUB PROGRAMME REVIEW



**The WRU Hub Programme is a shining light. It embeds Welsh rugby in the day to day lives of young people and communities across Wales. Our educational partners and clubs continue to tell us stories of how the WRU Hub Programme is changing the lives of young people across Wales. It is creating more opportunities for people to enjoy and engage in our sport and enabling Welsh rugby to thrive.**

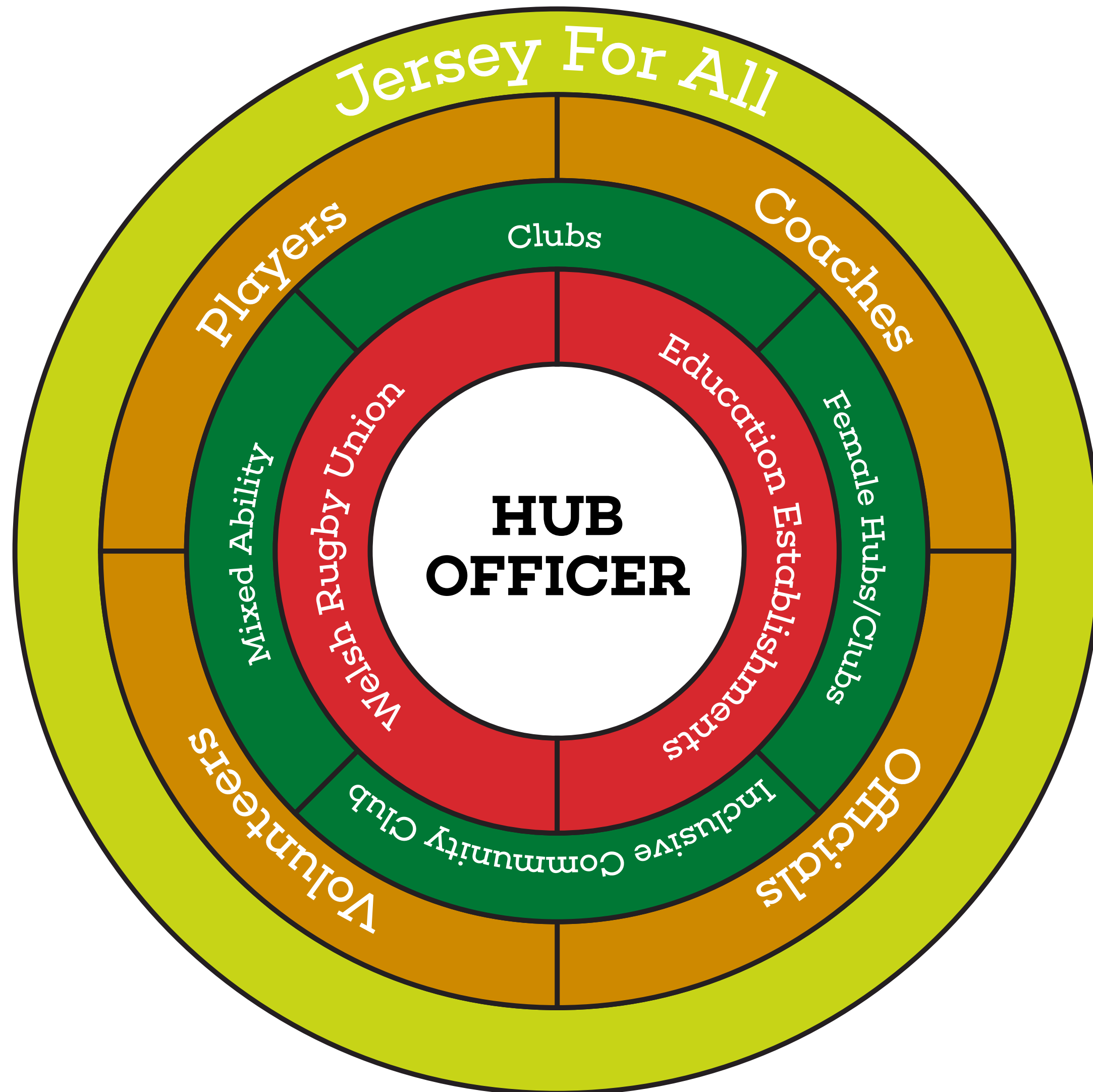
**STEVE PHILLIPS** WRU CEO

**The WRU Hub programme is without doubt a key factor in the promotion and development of rugby throughout all parts of Wales. I have witnessed first hand, the ways in which it has promoted the best interests of our sport. The scheme has increased participation numbers not just within the institutions they operate within but also the communities they serve and has benefited both the female and the male game. It isn't just about the rugby; the knock on effect in relation to the well being and social interaction of children should not be underestimated, especially in the many socially deprived communities we serve. Rugby's "values" have always been, and will continue to be, the benchmark by which all other sports are compared.**

**ROB BUTCHER** WRU CHAIRMAN



# HUB 2 - AIMS

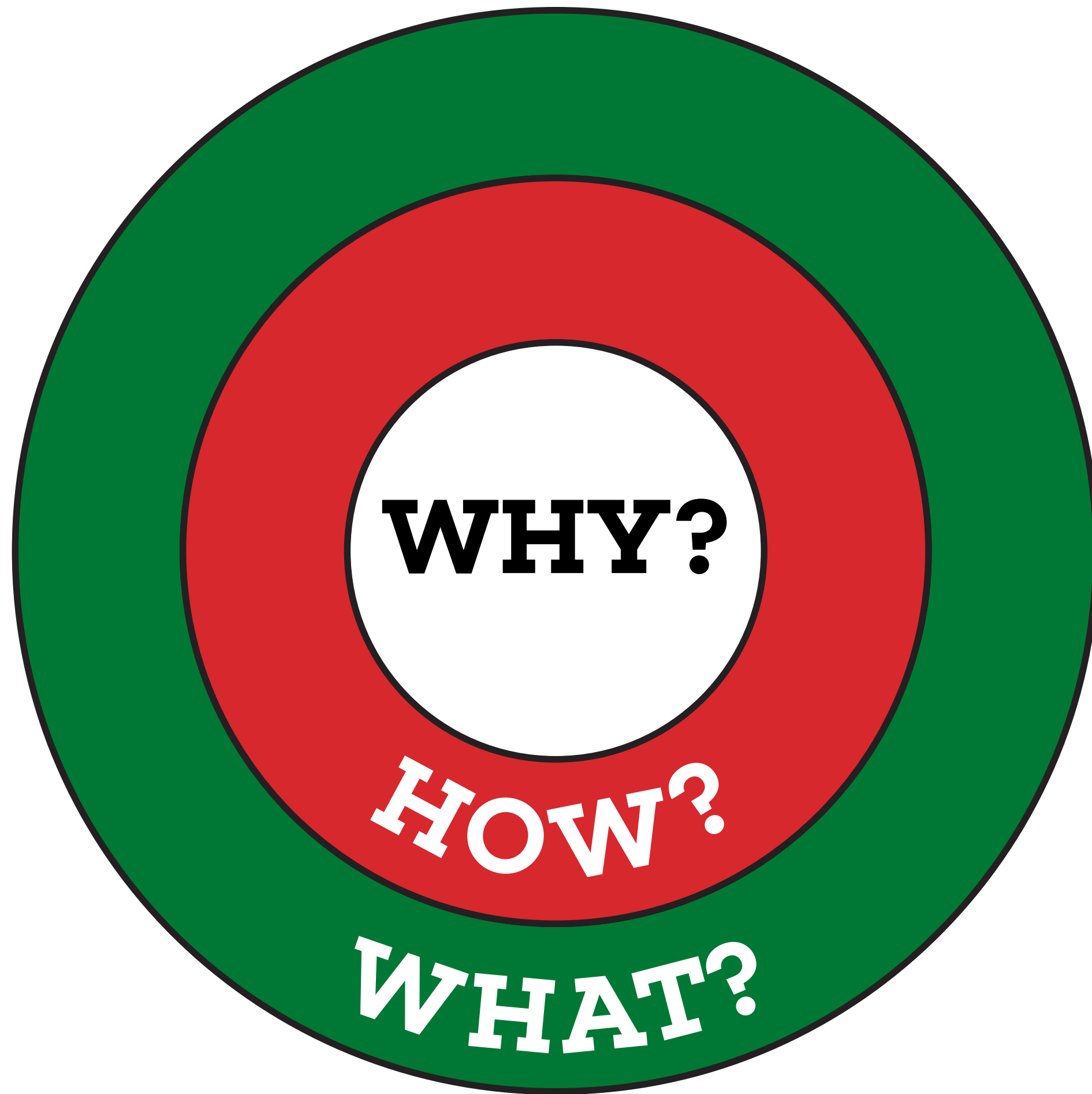


**To provide an opportunity for young people and their families to engage in rugby through the educational settings of Wales, whilst supporting the development of healthy, courageous, disciplined and respectful individuals for the game, and for Welsh society as a whole.**

## **THE AIMS OF THE WRU HUB PROGRAMME ARE SET OUT AS FOLLOWS:**

1. To identify those educational settings and local communities where there is a tangible benefit to be gained from the development of rugby
2. To part fund hub officers within the identified educational settings and communities, to engage young people in curricular and extra-curricular rugby activity, and foster a lifelong affinity to the game
3. To monitor and assess the impact of the hubs:
  - a. Club: on the health of the game of rugby at mini, junior, youth and adult levels;
  - b. Educational setting: on levels of educational attainment and engagement within the host settings
  - c. Community: the hubs' contribution to wider social outcomes that affect their communities
4. To inspire a lifelong engagement with Welsh rugby via a positive experience for all

# HUB REVIEW PROCESS



## **WHY** ARE WE CONDUCTING A REVIEW?

- Quantify the impact of the investment into the WRU Hub Programme by the WRU and its Partners
- Review processes within the WRU Hub Programme to ensure that the programme aligns the aims and objectives with the WRU Rugby Strategy and the current educational landscape
- Deliver a clear timeline and guidance to relaunch the next phase of the Hub Programme

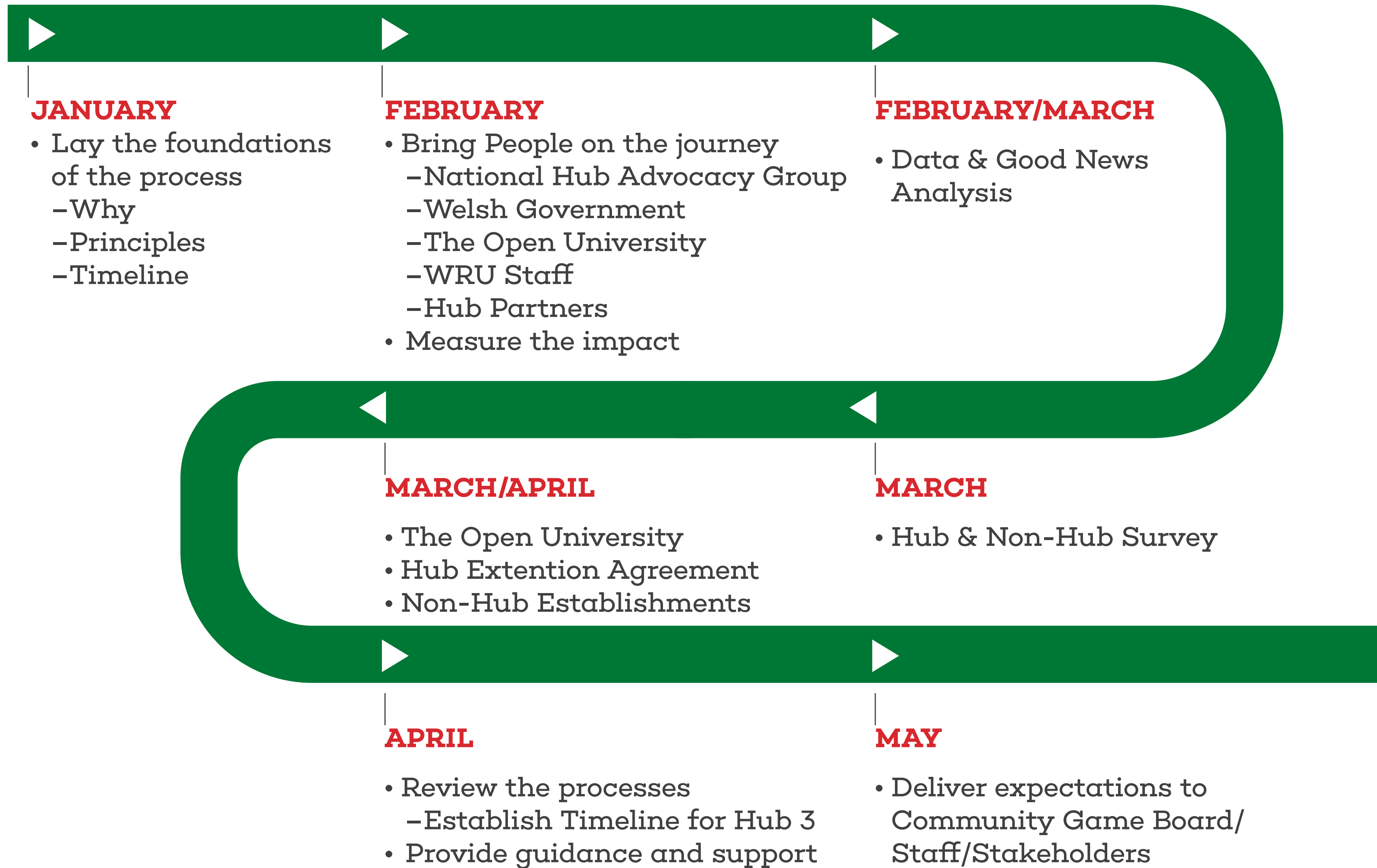
## **HOW** ARE WE LOOKING TO DELIVER THE REVIEW?

- Provide guidance and support to the WRU staff and Stakeholders with clear timelines and actions

## **WHAT** ARE THE PRINCIPLES OF THE REVIEW PROCESS?

- Ensure the review process is clearly understood and communicated
- Create consistency across the country
- Involve key stakeholders in the process

# TIMELINE - 2021



# REVIEW SUMMARY



## SECTION 1

- Quantify the impact of the investment into the WRU Hub Programme by the WRU and its Partners.

The review will contain the following parts;

- Part A: Non-Hub Establishments
- Part B: Data & Good News Stories
- Part C: Hub Survey & Non Hub Survey

## SECTION 2

- Review processes within the Hub Programme to ensure that the programme aligns the aims and objectives with the WRU Community Strategy and the current educational landscape.

## SECTION 3

- Deliver a clear timeline and guidance to relaunch the next phase of the Hub Programme



# WHO WERE INTEGRALLY INVOLVED



## ADVOCACY GROUP

- Provide political guidance and support regarding review process to maintain its integrity
- WRU Council Member (Chair), LB x6 Board Members, WRU Board Members (PT, CJ, AJ, CW, JD, HR)
- WRU Hub Programme National Lead - CO
  - Hub Review Project Lead - BR
  - The Open University

## NATIONAL WORKING GROUP

- Provide detail regarding process, actions and timeline
- WRU Hub Programme Lead - CO
  - Hub Review Project Lead - BR
    - 1 Regional Manager - AE
- National Lead Game Changer - JD
- Internal Departments / National leads as required

## REGIONAL & NATIONAL ACTION GROUPS

- Workstream specific topics/actions. Deliver actions throughout the process
  - National Working Group
  - WRU Community Staff
    - WRU Marketing
    - WRU Legal
  - Stakeholder groups
  - The Open University

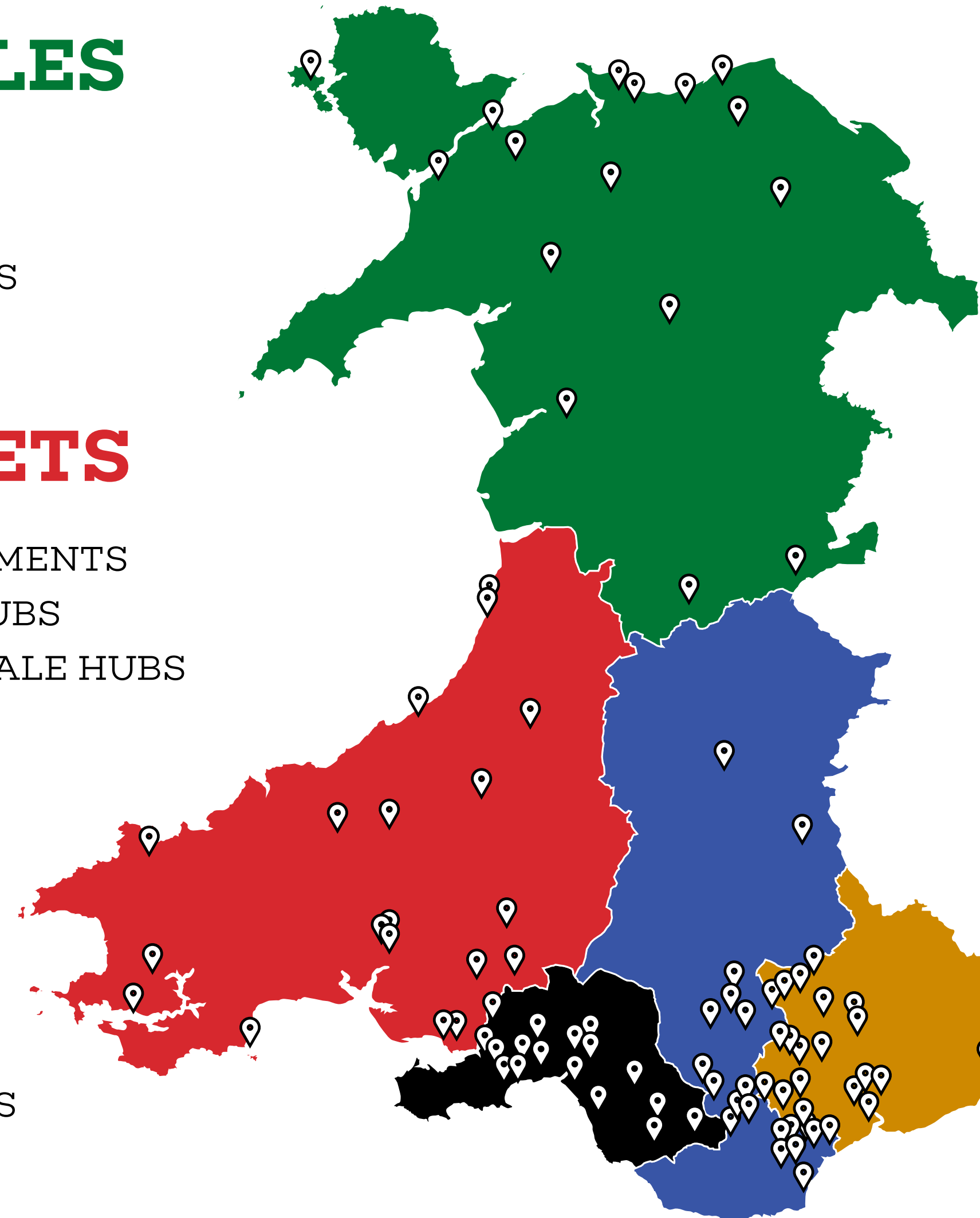
**300+ STAKEHOLDER RESPONSES VIA THE SURVEY**

# HUB ESTABLISHMENTS



## NORTH WALES

**12** ESTABLISHMENTS  
**14** LINKED CLUBS  
**9** LINKED FEMALE HUBS



## SCARLETS

**19** ESTABLISHMENTS  
**27** LINKED CLUBS  
**8** LINKED FEMALE HUBS

## CARDIFF BLUES

**21** ESTABLISHMENTS  
**32** LINKED CLUBS  
**7** LINKED FEMALE HUBS

## OSPREYS

**15** ESTABLISHMENTS  
**38** LINKED CLUBS  
**5** LINKED FEMALE HUBS

## DRAGONS

**17** ESTABLISHMENTS  
**26** LINKED CLUBS  
**4** LINKED FEMALE HUBS





# THE REVIEW

# PART A - NON-HUB ESTABLISHMENTS



## IMPACT OF NOT HAVING A HUB OFFICER

- Less opportunities internally & externally for both male & female rugby, with female rugby seeing a big decline or stopping of programmes
- Biggest impact has been the lack of people development outside of 'playing' the game and this is sadly missed.
- What is evident is the representatives of education staff, such as physical education and pastoral departments are unable to maintain the additional level of work the hub officers provided and therefore community links severely strained.

## SUGGESTIONS FROM NON-HUBS

- Additional/ different funding models have been highlighted as an area to consider.
- How the Hub will fit into the new curriculum or health and wellbeing?
- Clear management model between education establishments and WRU.

# PART B - DATA AND GOOD NEWS STORIES



## WHY?

To utilise the information provided in the Hub officer reports and good news stories to provide quantitative and qualitative summary of the Hub programme 2018 – 2021.

## HOW?

We have identified themes and statistics for each of the pillars following the following structure.

- What was the expectation from the strategy?
- What were the types of good news stories?
- Can we provide a testimonial linked to the story?
- What were the resulting headline statistics?

## WHAT?

Provide a data overview for programme and linked good news stories themes for each pillar of the strategy. The strategies were Coach & Referee Development (People Development), Male Game, Female Game and Rugby Enterprise.

Note: Within this document is a sample of Hub Officer delivery and activity during the pandemic to highlight their ability and impact on the local communities within Wales.

# MALE GAME



Increase and enhance regular engagement and participation, across all age formats and competitions, in strong vibrant clubs and educational settings that retain the values of rugby, creating a positive experience for all.



# CLUBS

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## Case Studies

**Fishguard and Goodwick U12s** were on the verge of folding due to lack of players. This was identified in the Hub Officers health check. Due to school activity and player transfer, they are now fielding a team every weekend. **Chris Shousha, Ysgol Bro Gwaun**

**Pontarddulais U12s** were close to disbanding. They had 5 players training and coaches standing down. Due to school activity they have now recruited 11 new players and are playing often. They have also recruited 4 new coaches. **Josh Humphries, Pontarddulais School**

**Tondu U15s** were close to disbanding. Football has been the primary sport for boys in and outside of school. Due to school activity and player transfer they are now continuing and playing fixtures. **Chris Dicomidis, Coleg y Dderwen**

“GEORGE’S PRESENCE AS THE HUB OFFICER AT CARDIFF WEST HAS SEEN US ALMOST DOUBLE NUMBERS IN SOME AGE GROUPS, OUR COACHES ARE ALSO DEVELOPING WEEKLY THROUGH GUIDANCE AND SUPPORT.”

**LIAM MACKAY** (M&J CHAIRMAN/COACH) CAERAU ELY RFC



# SCHOOLS

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## Case Studies

**Llanishen High School** - This year we have put a real focus on providing rugby opportunities for all our senior school 6th form players while also trying to encourage more of them to join the team. For the first time in Llanishen High School history we have fielded three senior U18 sides selected to play Plasmawr school. Over ten of these players were representing the school for the first time. **Mark Breeze, Llanishen High School**

**Cardiff High** - At Cardiff High School the school has worked hard to provide extra curricular activities and allow the children to participate in sport after school. As a department we have rugby after school every evening for 45 minutes which involves group handling drills as well as some small sided touch games. It was fantastic to see 30 new students in Year 7 attend their first rugby session on Tuesday evening. This year 7 group are a mix of non club and club players who have joined the school from our catchment primary schools. I will work with this group of players and those not yet engaged in year 7 sport to build a strong and positive rugby culture in the school. I am looking forward to the coming months and arranging in-house touch competitions within the school year groups. **Kris Parker, Cardiff High School**

“WE ARE DELIGHTED WITH THE FULLY INCLUSIVE PROGRAMMES OF ACTIVITIES WHICH EMBRACES ALL AGES, GENDERS AND ABILITIES. COVID ASIDE, THIS OUTSTANDING PROGRAMME HAS DEVELOPED RUGBY DURING CURRICULUM AND EXTRA-CURRICULUM TIME TO DELIVER HIGH QUALITY SPORTS EXPERIENCES FOR OUR LEARNERS AND THE WIDER COMMUNITY.”

**MATT SIMS** (HEAD TEACHER) CHEPSTOW COMPREHENSIVE SCHOOL



# PEOPLE

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## Case Study - Chris Dicomidis, Coleg y Dderwen

**Coleg Y Dderwen** - This story is nothing to do with participation numbers or winning rugby games, it is about being a role model and putting education first. Within the school we have a very talented Year 7 team and a key member of that team is a boy called Hakeem Mumine. Hakeem plays for his school as well as his club, Valley Ravens. Hakeem is a typical 'rugby boy', enjoys playing and being with the boys. Before Christmas it was noticeable that his behavior in lessons had changed and not in a positive way. He was becoming a nuisance and very disruptive in lessons, which led to after school detentions and ultimately him missing out on playing school and club matches. Hakeem's Head of College approached me and asked if I in anyway could help settle him back down and get him back on track. So we put Hakeem on a report card which gets marked after every lesson about his attitude to learning and behaviour. At the end of the school day he reports to myself to show me his card and I can check if there has been any issues. To start off there were a few teething problems but over the last 3 weeks Hakeem's attitude and behavior has been excellent. His whole persona has changed massively and seems just a happier individual. At the end of every week I also report back to his mother who is very supportive about how he has done. He is now back playing for both the school and his club, but most importantly enjoying school life. I think we take for granted the roles we have within the school system, we are seen as role models and this is just one case in probably thousands that are happening on a daily basis throughout all of Wales.

"WE FEEL SO LUCKY TO BE SUPPORTED BY THE WRU, CLUBS AND SCHOOLS ALIKE AND TO BE INVOLVED IN THE WRU HUB PROGRAMME. THESE ROLES ENABLE ALL PUPILS TO HAVE THE OPPORTUNITY TO ACCESS RUGBY IN THEIR SCHOOL AND THEIR SAFE ENVIRONMENT. THIS ENABLES PUPILS TO DEVELOP THEIR CONFIDENCE AND RESILIENCE, AS WELL AS THE FOUNDATIONS OF SKILL AND FITNESS LEVELS RUGBY CAN PROVIDE."

**ELIN WOZENCRAFT** SPORT POWYS

# ENGAGEMENTS 2018-2020



## EXTRA CURRICULUM RUGBY

2018/19	2019/20
<b>5,863</b>	<b>4,392</b>

TOTAL PUPILS **10,255**

## CURRICULUM RUGBY

2018/19	2019/20
<b>10,319</b>	<b>4,406</b>

TOTAL PUPILS **14,325**

## EXTRA CURRICULUM 7'S RUGBY

2018/19	2019/20
<b>2,639</b>	<b>910</b>

TOTAL PUPILS **3,549**

MALE GAME



# FEMALE GAME



To increase female rugby provision by creating opportunities at the right time, in the right place, in the right style and supported by the right people allowing females to have fun, stay fit and to be with friends.



# ROOKIE RUGBY

## 13,000+ GIRLS ENGAGED NATIONALLY DURING ROOKIE RUGBY WEEK 2020

Rookie Rugby is a series of events across a week that introduces thousands of girls to fun-based rugby formats and activities with an emphasis on fun, friendships and fitness. In 2019 and 2020, it was decided to structure Rookie Rugby week universally across the country in order to maximise participation for all the girls across both Hub schools and non Hub schools.

### Case Study - Chris Shousha, Ysgol Bro Gwaun

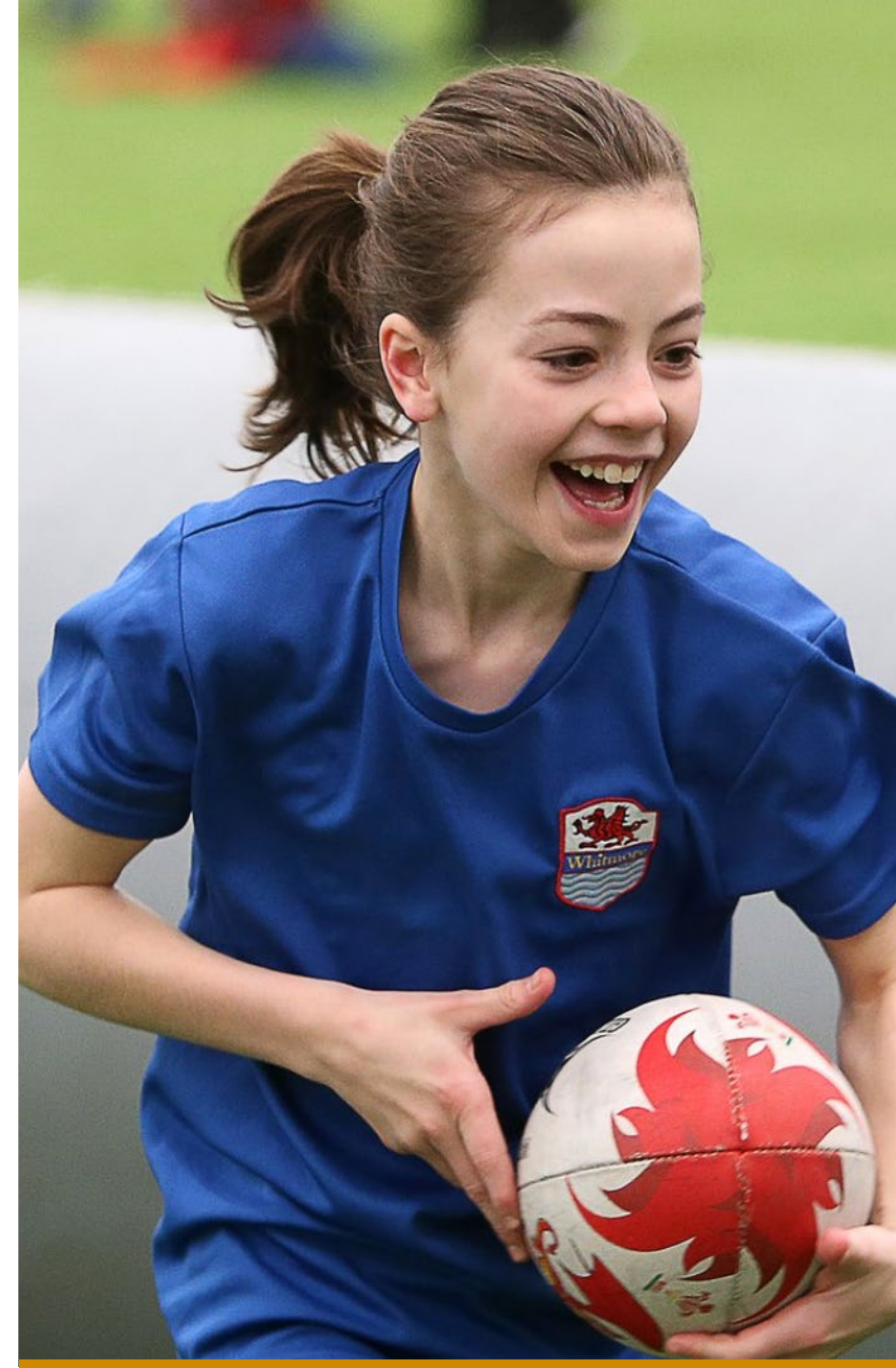
**Monday** - Rugby skills/Introduction to rugby Year 7-9 in Hub schools – each Hub officer delivered fun and enjoyable skills sessions to girls PE classes in year 7-9

**Tuesday** - Primary School Girls Tag Festival at Girls Hub centres – every primary school within each Hub centres catchment was invited to Hub centres Taf Valley Tigers (Whitland), Cleddau Wildcats (Hwest), South Pembs Sharks (Tenby) with Hub officers and their rugby leaders helping to run the Festival with approx. 150 girls attending between the 3 Hubs.

**Wednesday** - Secondary Schools 7s Cup + Touch offering U13s & 15s at Haverfordwest RFC – all Hub schools and non Hub schools where invited with contact 7s and touch 7s being offered in order to accommodate all abilities and confidence levels. In total there was approx. 180 girls in attendance playing both formats from 8 schools with 4 non hub schools in attendance.

**Thursday** - Inter house touch rugby tournament Year 7-9 – Each Hub officer ran an inter house touch tournament in order for girls who had experienced rugby sessions at the beginning of week to further experience a form of the game.

**Friday** - Rugby Fitt year 7-9 – each Hub officer would provide rugby fit either in PE lessons or during extra curricular sessions for all girls in year 7- 9.



FEMALE GAME

# RUGBY FFIT

**7,075 GIRLS ENGAGED** WITHIN THE HUB PROGRAMME SEPT 19 - MARCH 2020 – **22% OF TOTAL GIRLS ENGAGED** IN HUB PROGRAMME.

**Case Study** - Chris Dicomidis, Coleg y Dderwen, Lewis Crabbe, Bryntirion Comprehensive School, Lloyd Evans, Ysgol Maesteg, Jack Pope, Pencoed College

Following the success of Rugby Ffit delivery within their respective schools the Hub officers from Pencoed College, Bryntirion Comp, Coleg Y Dderwen, Maesteg Comp and Cefn Saeson Comp got together to create a Rugby Ffit games to provide a competitive element for the girls who had become engaged in it.

The 4 schools brought 12 girls each from year 9 to Pencoed college, with the event run on the day by the Rugby Leaders from Pencoed College. Multiple stations were set up such as try scoring, sit ups with rugby ball, 2v1 and others with each team trying to complete as many reps as possible within an allotted time.

Since we ran this event there was significant uptake in interest for another series of Rugby Ffit games with more schools and for different year groups but the COVID-19 pandemic has shelved those plans for whenever we return to normality.



FEMALE GAME

# TOUCH RUGBY

**6,770 GIRLS ENGAGED** WITHIN HUB  
PROGRAMME SEPT 19 - MARCH 2020

## **Case Study** - Jake Allen, Idris Davies School 3-18

I have been promoting the Chargers Girls Hub across the area Secondary Schools. As Hub Lead, we need promotional clarity that wasn't just tweeting & hoping girls would show up! The first objective was attending each school to provide promo material and speak to the PE staff about this summers hub.

The second objective was to run a Girls Touch and Contact Festival inviting all Caerphilly Secondary Schools. On June 20th we held a Chargers Schools Festival at Newbridge playing fields, the event lasted 3 hours and involved Rugby Leaders from Newbridge & Idris Davies who refereed the Touch Games and Leaders and Qualified referees from Coleg Gwent & Dragons Women who officiated the contact games.

Overall; 12 schools attended the event & 175 girls engaged in rugby across 36 touch games and 32 contact games. It was really pleasing to have so many schools onboard, enjoying themselves & growing girls rugby in the Caerphilly area.

School who attended the event are; Bedwas High School, Lewis Girls School, Ysgol Cwm Rhymni, Ysgol Y Gwyndy, Newbridge, Risca, Islwyn High, Blackwood, Idris Davies School, Brynmawr, Tredegar & Ebbw Fawr.

Out of the 12 schools who attended the festival, 5 schools were not Hub schools. These are Islwyn High, Lewis Girls, Risca, Blackwood & Ebbw Fawr.

After this event we have had an increase in registrations at the Hub, since the festival our numbers increased gradually over the 2-3 weeks with more girls attending who had either been involved in the Chargers Festival or Girls who had received info from their PE Staff about the sessions throughout the summer at the Hub.

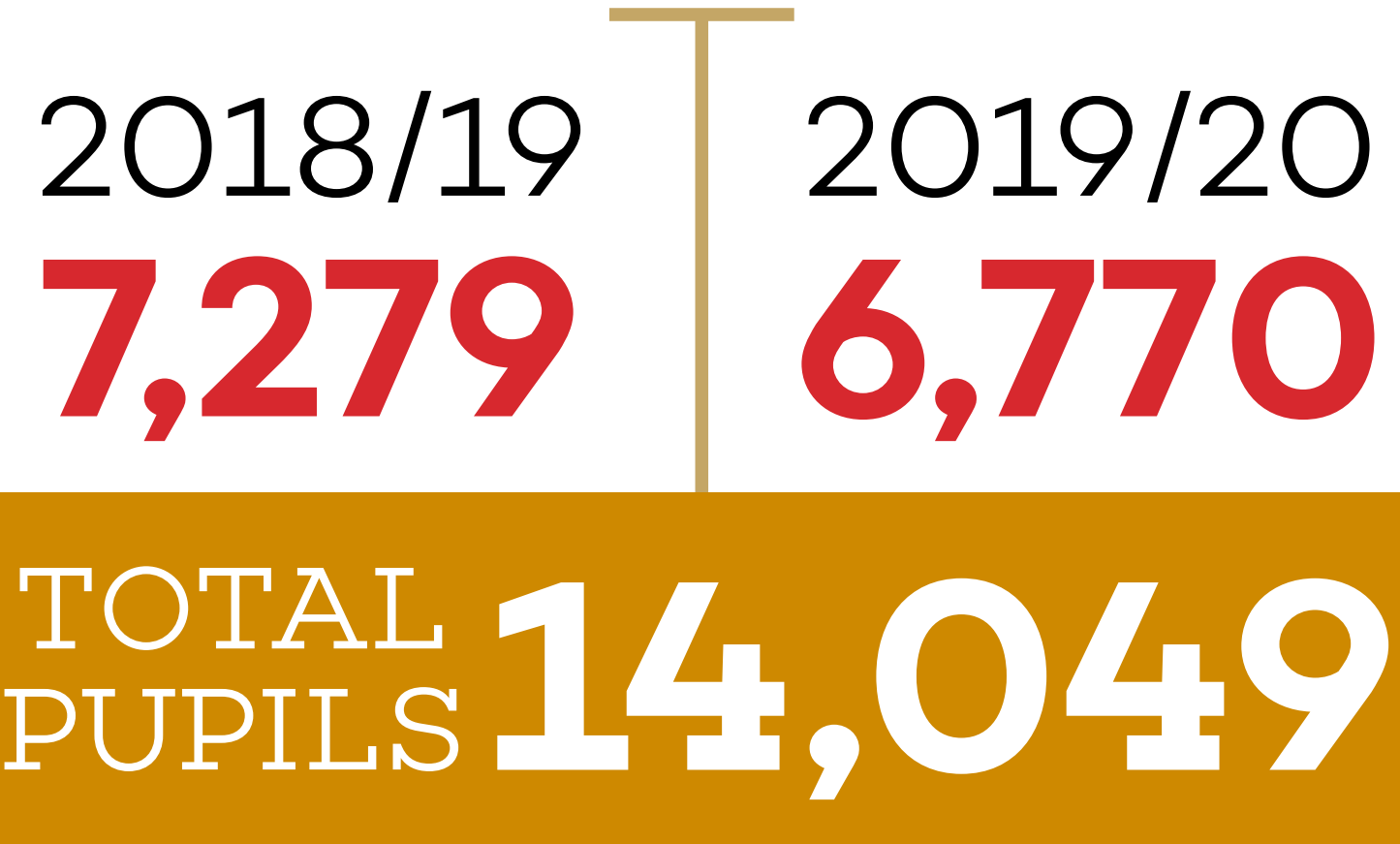


FEMALE GAME

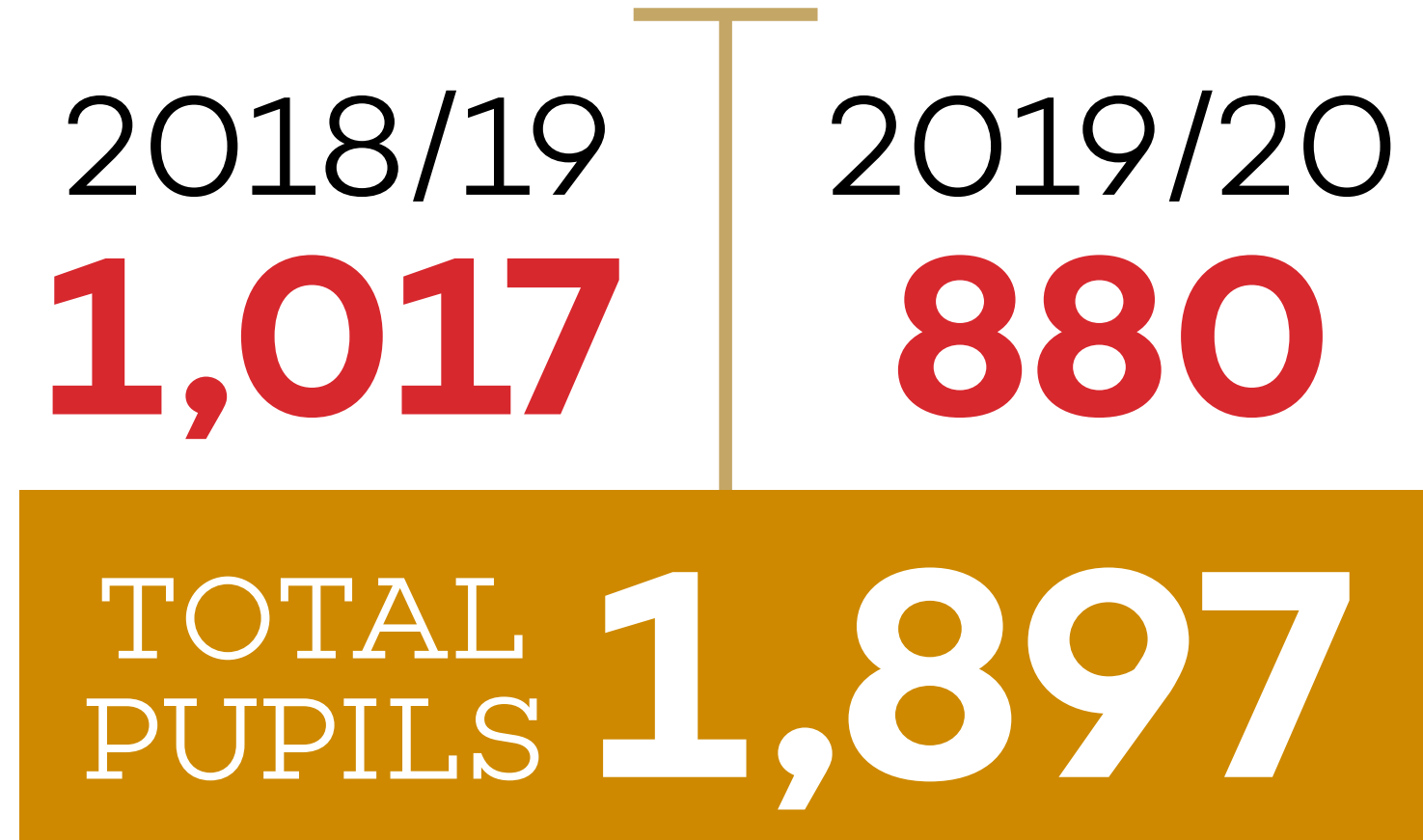
# ENGAGEMENTS 2018-2020



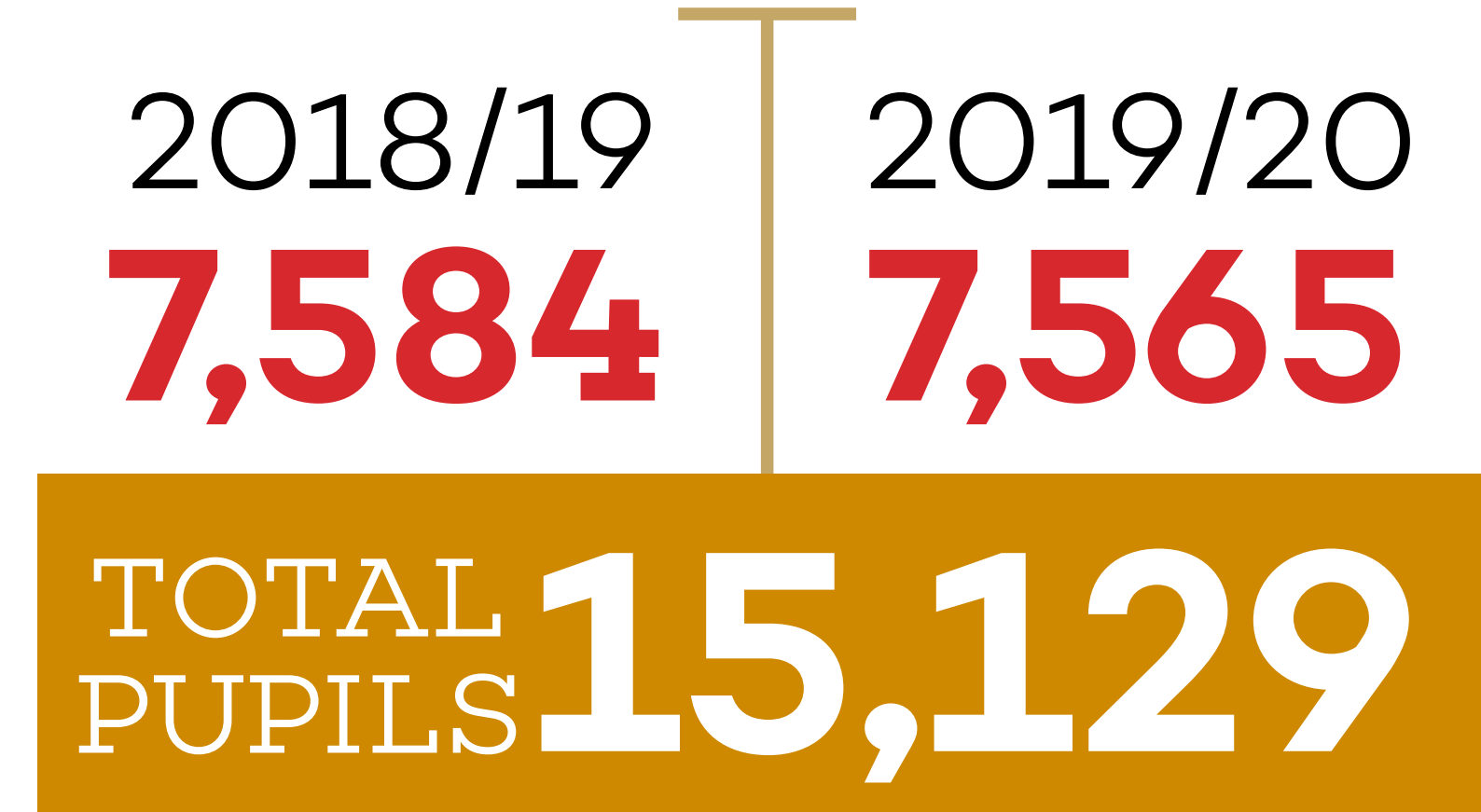
## CURRICULUM TOUCH RUGBY



## EXTRA CURRICULUM TOUCH RUGBY



## GIRLS RUGBY FFIT



FEMALE GAME

# COACH & REFEREE DEVELOPMENT



To support the educational settings and local community club/female hubs by developing and maintaining a fully inclusive and appropriate environment to encourage young people to participate in rugby through coach, referee and volunteer education and development.



# CPD

(CONTINUED PROFESSIONAL DEVELOPMENT)

## Case Study - Ashley Sweet, Brynmawr Foundation

A key part of the Hub Officer role is assisting the development of mini and junior coaches within their clubs as well as teachers within their schools. Below is an example of this in practice:

Four Hub Officers, Ashley Sweet, Jamie Sollis, Martyn Cooke and Rhys Francis delivered an event featuring four different CPD topics. The event at Abergavenny Rugby Club included guest appearances from Dragons player Dan Babos and Ebbw Vale player Robert Sevenoaks. Over 20 coaches and 60 players attended the evening.

The club remarked how nice it was to see such a number of coaches engaged in learning and developing as coaches and how much they had all been fitted from the event.

“DYFRIG HAS ALSO BEEN INSTRUMENTAL IN UPSKILLING THE COACHES WITHIN THE LOCAL RUGBY CLUBS BY **DELIVERING REGULAR CPD AND HELPING TO RECRUIT PLAYERS AND NEW COACHES** FOR THEIR JUNIOR SECTIONS.”

**PHILLIP BOWEN** (HEAD OF PE)



COACH & REFEREE DEVELOPMENT

# RUGBY LEADERS

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## Case Study - Adam Powell, Merthyr College

To train school pupils to assist in the delivery of rugby in Primary schools, clubs and at festivals.

An example was an event run at Merthyr College, organised an "Getting into rugby" festivals to give children in schools a taster of rugby. These festivals are there to encourage non- rugby players to try our game.

The event was held at The Wern Sports Park, involving 372 pupils from 11 primary schools across the Merthyr Tydfil borough.

The day was delivered by Merthyr college trained rugby leaders students who staffed the event. 35 students delivered all rugby activity to the participants throughout the day after planning the event during their rugby leaders course. They had also previously been out to the schools and delivered a 4 week block of session to get them prepared for the festival.

The event provided a vital opportunity for young coaches to gain valuable experience and was a huge success for the workforce development at The College Merthyr Tydfil.

"WE HAVE DEVELOPED OUR UKCC COACH EDUCATION PROGRAMME AND EMBEDDED WITHIN THE CURRICULUM, THE HUB OFFICER QUALIFIES STUDENTS AT LEVEL 1 AND 2, THEY GET **OPPORTUNITIES TO DELIVER IN OUR OPEN CAMPUS PROJECTS** (BRINGING PUPILS TO CAMPUS) AS WELL AS LINKING THEM TO **PLACEMENTS IN SCHOOLS AND THE COMMUNITY.**"

**DANIEL MILTON** (SENIOR LECTURER IN SPORT COACHING & PHYSICAL EDUCATION)



COACH & REFEREE DEVELOPMENT



# OFFICIATING

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## Case Study - Adam Price, Llanidloes High School Officer

Increase the number of Referee volunteers to assist in the officiating of games at the clubs, schools and festivals

An example of the impact that this has had is below

Ryan Evans is a year 11 pupil at Llanidloes High School, after suffering an injury he pursued refereeing as a route to keep in the sport during his time off.

Through his involvement, he is now a regular attendee at Mid Wales district refereeing meetings.

Ryan has taken every opportunity that he has had to referee, both in school and at club

Ryan was fortunate enough to referee the recent North East Wales v Llanelli Primary Schools U11 game at Welshpool RFC.

Ryan has been identified as having potential and is working his way through his refereeing qualifications and gaining further experience.

DURING THE HUB 2 PROGRAMME **862 PUPILS** HAVE BEEN TRAINED TO OFFICIATE WITHIN RUGBY ACTIVITY. THESE PUPILS HAVE BEEN PROVIDED WITH **2,743 OPPORTUNITIES**, MEANING THAT ON AVERAGE, EACH PUPIL HAS BEEN PROVIDED 3 OPPORTUNITIES TO OFFICIATE.



COACH & REFEREE DEVELOPMENT

# ENGAGEMENTS 2018-2020



## CPD EVENTS RUN

2018/19	2019/20
<b>516</b>	<b>538</b>

TOTAL EVENTS **1,054**

## RUGBY LEADERS COURSES RUN

2018/19	2019/20
<b>106</b>	<b>110</b>

TOTAL COURSES **216**

## FEMALES QUALIFIED AS RUGBY LEADERS

2018/19	2019/20
<b>433</b>	<b>453</b>

TOTAL FEMALE PUPILS **886**

## MALES QUALIFIED AS RUGBY LEADERS

2018/19	2019/20
<b>1,440</b>	<b>1,490</b>

TOTAL MALE PUPILS **2,930**

## CPD COACH ATTENDEES

2018/19	2019/20
<b>3,855</b>	<b>4,090</b>

TOTAL ATTENDEES **7,945**

## MALES QUALIFIED TO OFFICIATE

2018/19	2019/20
<b>638</b>	<b>413</b>

TOTAL MALE PUPILS **1,051**

## FEMALES QUALIFIED TO OFFICIATE

2018/19	2019/20
<b>85</b>	<b>83</b>

TOTAL FEMALE PUPILS **168**

## OFFICIATING OPPORTUNITIES

2018/19	2019/20
<b>1,533</b>	<b>1,483</b>

TOTAL OPPORTUNITIES **3,016**

COACH & REFEREE DEVELOPMENT

# RUGBY ENTERPRISE



To increase rugby participation through alternative formats of the game and by working with partners to deliver a diverse and inclusive rugby menu across all communities in Wales.



# DISABILITY 6 NATIONS

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THIS YEAR **3,862 PARTICIPANTS** WERE ENGAGED THROUGH THE DISABILITY 6 NATIONS RUGBY EVENT.

Each of the 5 regions deliver different events across the 6 Nations period to engage and provide opportunities for Children from Special Educational Needs (SEN) schools. The Disability 6 Nations has been running within the 5 regions for approximately 3 years, with some regions having a more established programme that has been running for longer than 3 years (Dragons established the programme).

Hub officers deliver a block of rugby sessions in SEN schools or Units within their attached schools over a period of 6 weeks. From this the schools would then attend the Disability 6 Nations event that has a high number of Hub Officers engaged within the day.



# LEGACY PROGRAMME

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Following the success of the legacy project in 2018, the Urdd and WRU returned to the Southern ark of the city of Cardiff for 2019, offering free rugby taster sessions over a **22-WEEK PROGRAMME**.

The Urdd and WRU Staff, including apprentices, worked collaboratively to deliver the free taster sessions in three areas within the south ark of the City, following the success of the Urdd WRU 7's tournament in April. Through working closely with local contacts, **OVER 350 CHILDREN AND YOUNG PEOPLE FROM GRANGETOWN, SPLOTT/TREMORFA AND ELY** enjoyed high quality, fun sessions with some having their first taste of rugby. This year we also had the benefit of **FOUR YOUNG PEOPLE FROM THE AREA SUPPORTING THE SESSIONS BY VOLUNTEERING AND SHADOWING OUR EXPERIENCED COACHES AND STAFF**.



# USING RUGBY TO MAKE A DIFFERENCE IN THE COMMUNITY

Maesteg Comprehensive School and the Welsh Rugby Union have formed a highly successful partnership that employs a rugby Hub officer to focus directly on engagement and participation levels in school and our local community. Hub Officer Lloyd Evans talks about why the programme has worked.

The huge success of the WRU hub in Maesteg is down to the wide range of rugby we can offer to the pupils, as well as the partnership that has been formed with South Wales Police and our local Police Community Support Officer (PCSO) Mark Harris.

The backing from Headteacher Mrs Helen Jones is also paramount to the change in culture we are trying to create here at Maesteg, showing that our inclusive rugby programme can make a real difference to the lives of our pupils.

A new addition this year is how we engage with pupils who are at risk of disengagement – they have also benefited significantly as a result of the Hub programme. Participating in school teams, gaining resilience and learning that failure is part of life are key lessons.

The hub role and South Wales Police have created a partnership where we can influence pupils in school and within the community. By working closely with Maesteg PCSO Mark Harris we have set up different clubs to accommodate pupils from our school, whether that be after school rugby clubs or rugby workshops in the local community. By forming such a strong partnership between school and the community we can encourage more pupils to take part in rugby which will engage them more in school time.

Since the intervention/engagement programme we have started back in September there has been a massive decrease in anti-social behaviour calls from our pupils coming from Caerau Estate. The behaviour of the boys who have taken part has improved dramatically out in the community. There have been less complaints and some really positive feedback from parents and residents of the estate.



Our PCSO Mark Harris stated that “from my personal point of view when I am up there the boys will talk and come to me with any issues they have. The programme we have run has broken down the barriers that I feel they had when they saw a police officer in uniform - they have learnt that the police are there to help them, not persecute them. They are more respectful and take responsibility for their actions, they now seem to have an understanding of the distress and upset that bad behaviour can cause and will often be quick to apologise if their behaviour slips below the expected standard we have now helped to set for them”.

This intervention programme is breaking down the barriers we may have with pupils and can be used as a tool to help them succeed in school. We have set up different reward systems for our pupils so they have a goal to work towards. PCSO Harris also states that “the school’s ongoing commitment from all staff has contributed in making a real difference in the local community”.

There have been huge impacts made as we continue to provide support and guidance to all our pupils and community through the power of rugby.

The Rugby Hub Programme shows how important it has become in making Maesteg Comprehensive a hub for our own community. This programme underpins and reinforces the high standards set by the Physical Education department as we strive to become more successful in creating a ‘Jersey For All’.

# IMPACT SUMMARY - 2018-2021



\*STATS ARE FROM SEPTEMBER 2018 - MARCH 2020, DUE TO IMPACT OF COVID-19

## COACHING

**1,018**  
CPD SESSIONS

— RUN WITH —

**7,515**  
COACHES  
ENGAGING



**862**

PUPILS TRAINED  
IN OFFICIATING WITH  
THESE PUPILS HAVING HAD

**2,743**  
OPPORTUNITIES

## MALE GAME

**56%**

OF CLUBS ARE SUPPORTED BY  
THE HUB PROGRAMME

— THIS EQUATES TO —

**61%**

OF OUR MINI, JUNIOR AND YOUTH  
PLAYERS BEING SUPPORTED BY  
THE HUB PROGRAMME  
(20,791 PLAYERS)



TOTAL BOYS SCHOOL  
ENGAGEMENTS

2018/19 **11,568**

2019/20 **9,708**

## FEMALE GAME

— OVER —

**13,000**

GIRLS ENGAGED  
NATIONALLY

DURING ROOKIE RUGBY WEEK 2020



**7,565**

GIRLS ENGAGED  
WITHIN RUGBY FFIT

WITHIN THE HUB PROGRAMME  
FROM SEPTEMBER 2019  
- MARCH 2020

## RUGBY ENTERPRISE

WITHIN 2019/2020,

**3,862**

SPECIAL EDUCATIONAL  
NEEDS (SEN) PARTICIPANTS  
WERE ENGAGED THROUGH THE  
DISABILITY 6 NATIONS RUGBY  
EVENTS ACROSS WALES.

**LEGACY  
PROGRAMME**

— 22 WEEK PERIOD —

**350 CHILDREN** AND YOUNG  
PEOPLE FROM GRANGETOWN,  
SPLOTT/TREMORFA AND ELY  
(AREAS OF SOCIAL DEPRIVATION)

**4 YOUNG PEOPLE** FROM THE  
AREA SUPPORTING THE  
SESSIONS BY VOLUNTEERING  
AND SHADOWING OUR  
EXPERIENCED COACHES  
AND STAFF

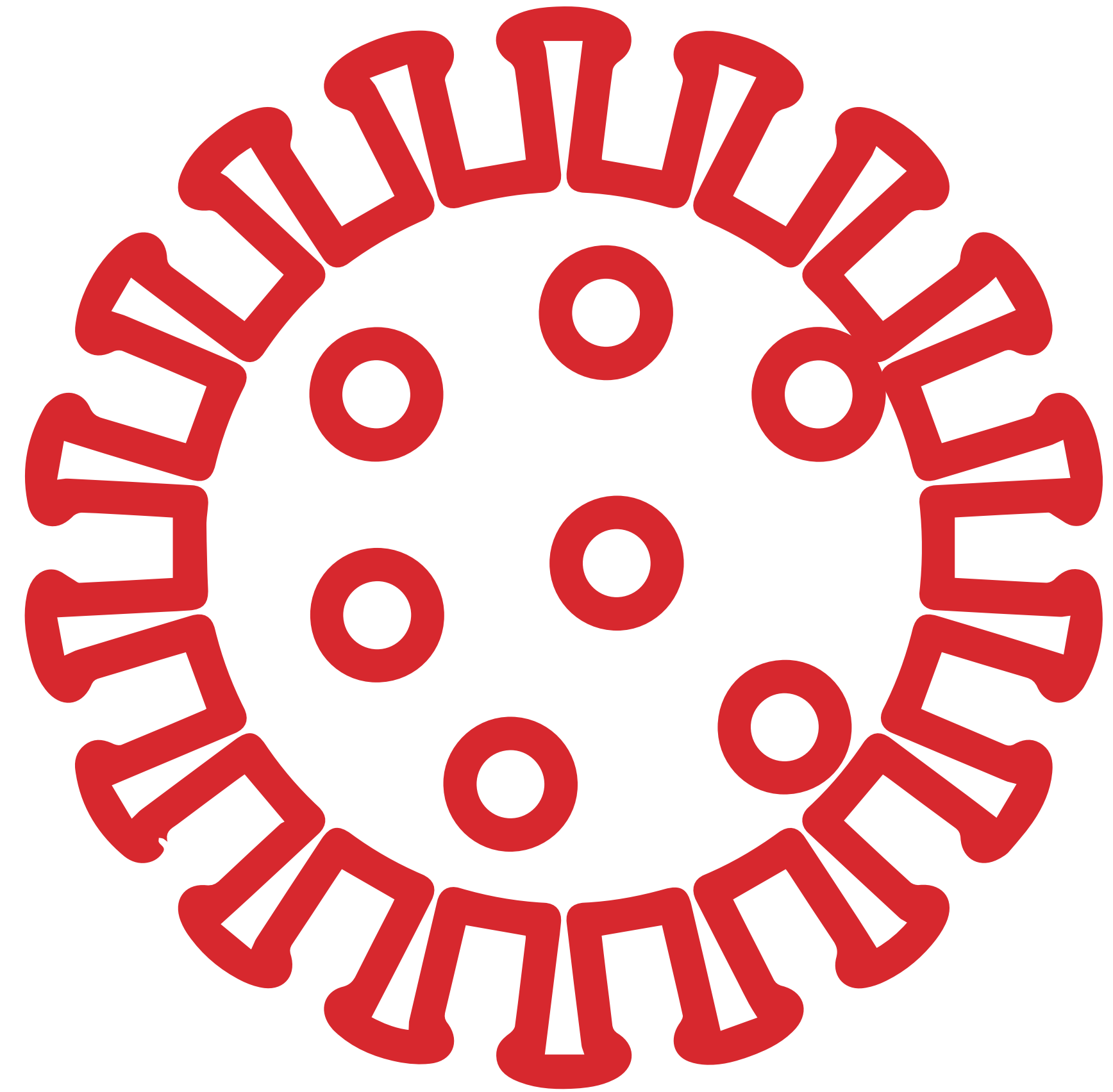
# COVID-19 IMPACT



**LLION JONES** the hub officer at **YSGOL DYFFRYN CONWY** adapted his role to meet community needs during the pandemic. Nant Conwy Rugby club played an active role in supporting members of the community during the first lockdown. Llion was the central point of contact at the club. He co-ordinated club volunteers to support anyone needing shopping, prescription deliveries or a friendly voice to speak to.

**EON WILLIAMS**, the hub officer at **YSGOL BRO IDRIS** and **COLEG MEIRION** moved very quickly to an online delivery method to support his learners during lockdown. He created weekly activity packs which lead to a weekly activity video led by him or from YouTube. He then hosted a virtual sports day. During the 2nd lockdown all sessions were delivered via Microsoft Teams for all primary school pupils.

As COVID-19 approached and we went into lockdown the volunteers at **ST ALBANS RFC** have come together to create a range of daily challenges for the children to complete. The main aim for this is to keep the kids/parents engaged and connected and to ultimately let them know we are supporting them through this time. There are some awesome videos that can be seen on Facebook (**ST ALBANS MINI & JUNIOR RFC**), Instagram (**@STALBANSMJ**) & Twitter (**@THEBUNSRFC**). They are currently on day 8 and the kids and parents are loving it. We have used two simple free apps on the phone, Canva for the photo/posters and Quik to create the videos. The effort has been superb across the club and all that we have had is positive comments.







The Open  
University

## WHY?

We are reviewing the WRU Hub Programme via a survey to ensure that stakeholders contribute to our review process and help shape the future of the Hub Programme.

## HOW?

The Open University were engaged to analyse the responses from the survey to provide recommendations and considerations for the future direction of the programme.

## WHAT?

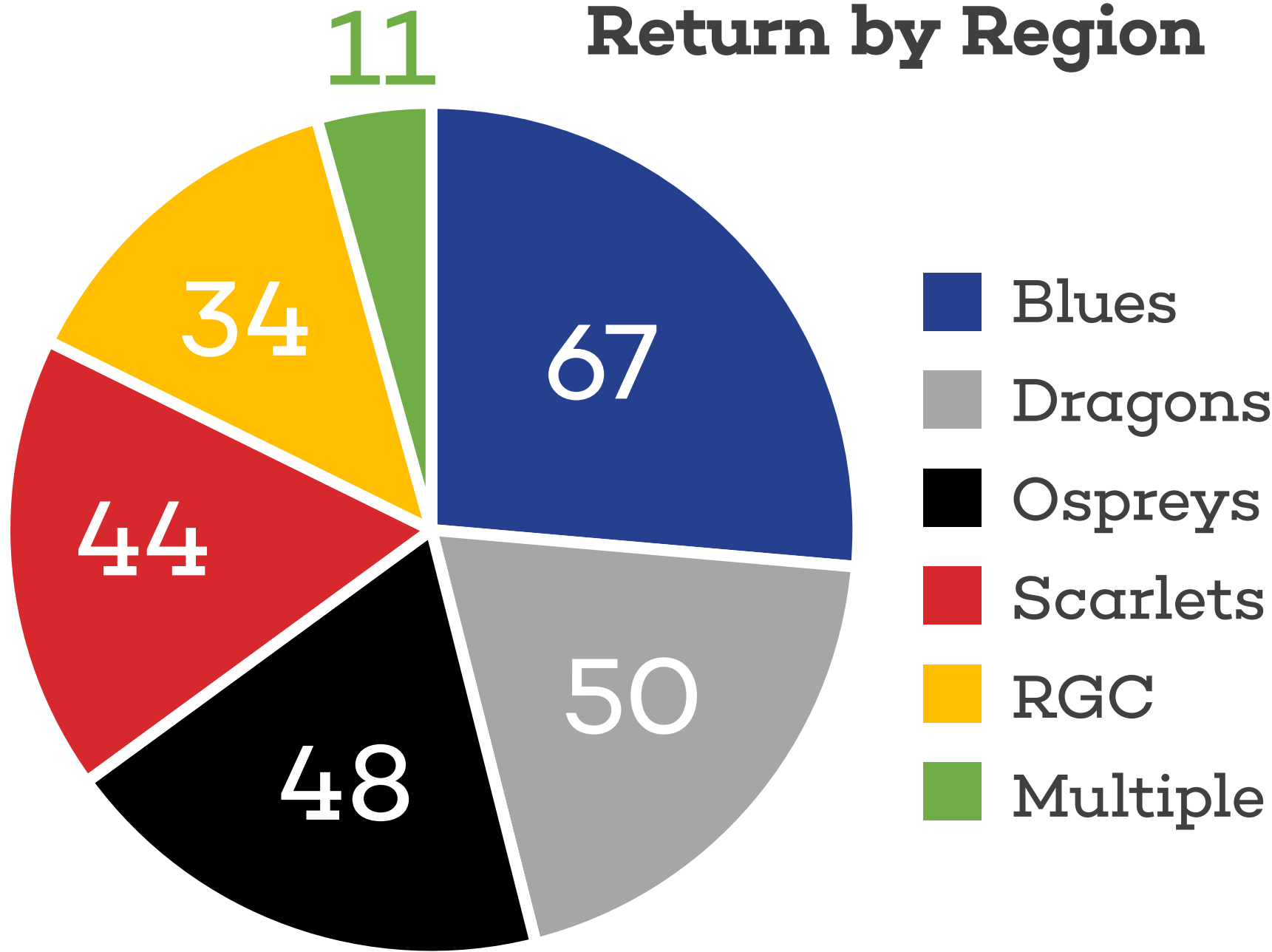
A combination of open questions and likert scales to both qualitatively and quantitatively review the hub programme.

# PART C - THE OPEN UNIVERSITY

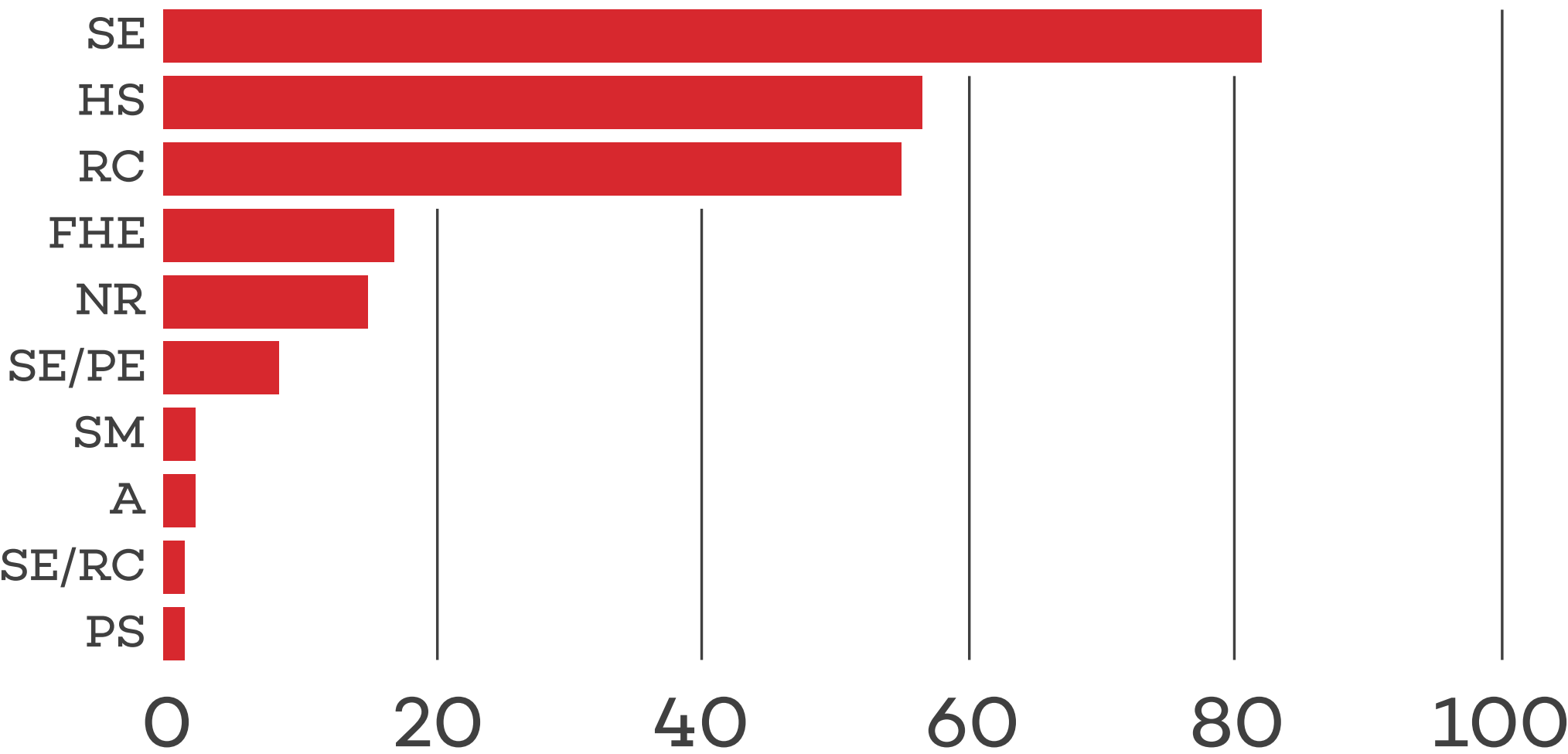


The Hub questionnaire garnered approximately **256 responses**. In the majority of cases, responses could be included in analysis.

**Return by Region**



**Overall Type of Responses**



**Respondents**

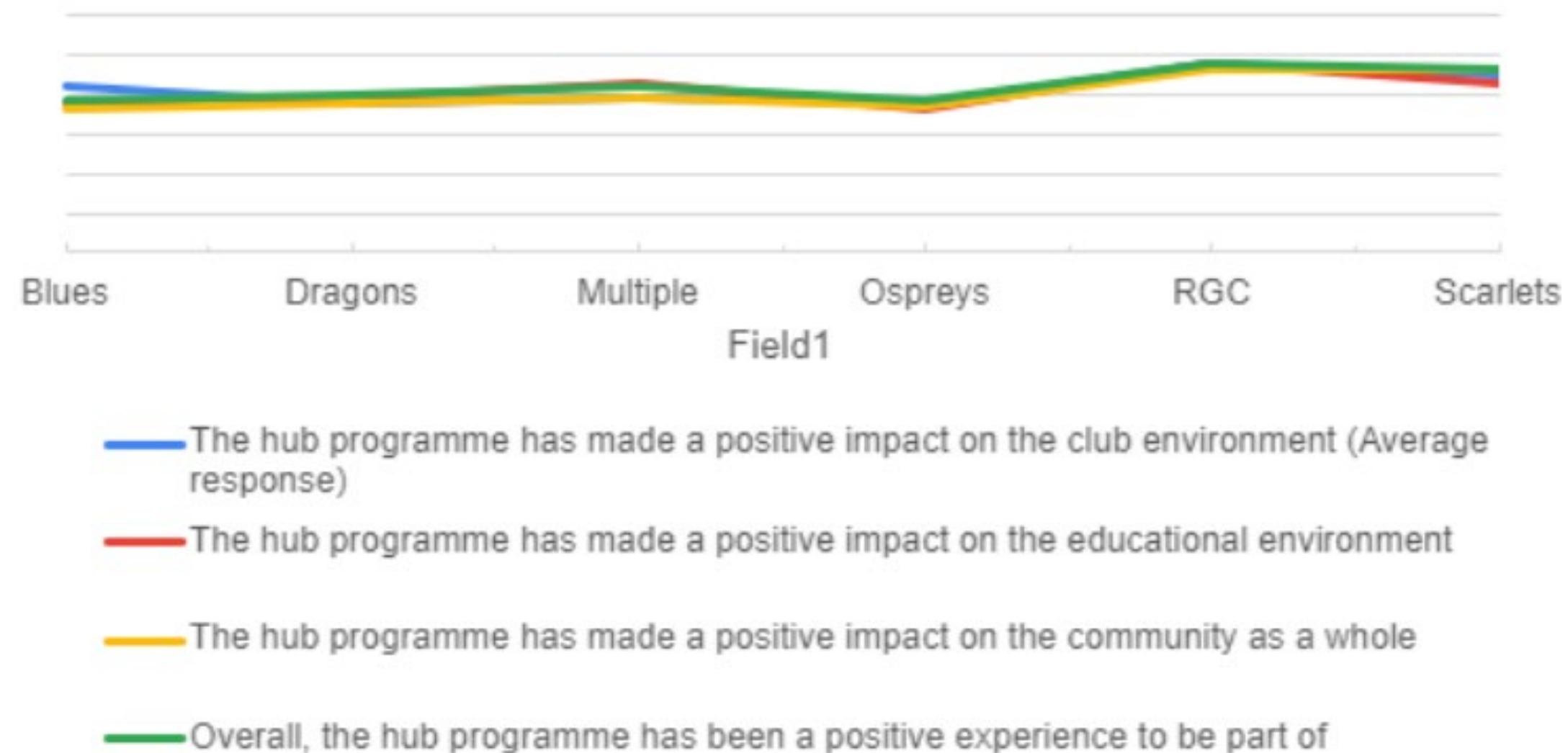
Respondents were classified into a number of broad categories:

HS	Hub Staff
FHE	Further and Higher Education
SE	Secondary Education
PE	Primary Education
SM	Senior Management
A	Admin
RC	Rugby Club
NR	National Rugby

# THE OPEN UNIVERSITY – WHAT THEY SAID



Overall responses when scored between 0 and 5 per region



HUB survey evidence demonstrates that the programme has, for the most part, been well received and understood as having made a positive impact on a range of fronts.

These achievements and the relationships and networks that have been developed, particularly through the work of the Hub officers, have the potential to provide a firm foundation on which to develop the programme moving forward into Phase 3.

# SURVEY INSIGHTS



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## ACHIEVEMENTS OF HUB PROGRAMME

- A more 'inclusive' landscape of participation in rugby (e.g. mixed ability; physical and learning disabled)
- Growth of female rugby participation
- Increased levels of engagement / participation in rugby more generally
- Increased levels of physical activity amongst young people beyond rugby
- Contribution to overall 'well-being' of participating young people (e.g. school attendance, behaviour, engagement in learning)
- Enjoyment / engagement of participating young people
- Links made / relationships developed between and across schools, rugby clubs, local authority areas
- Improvements in standard of rugby being played

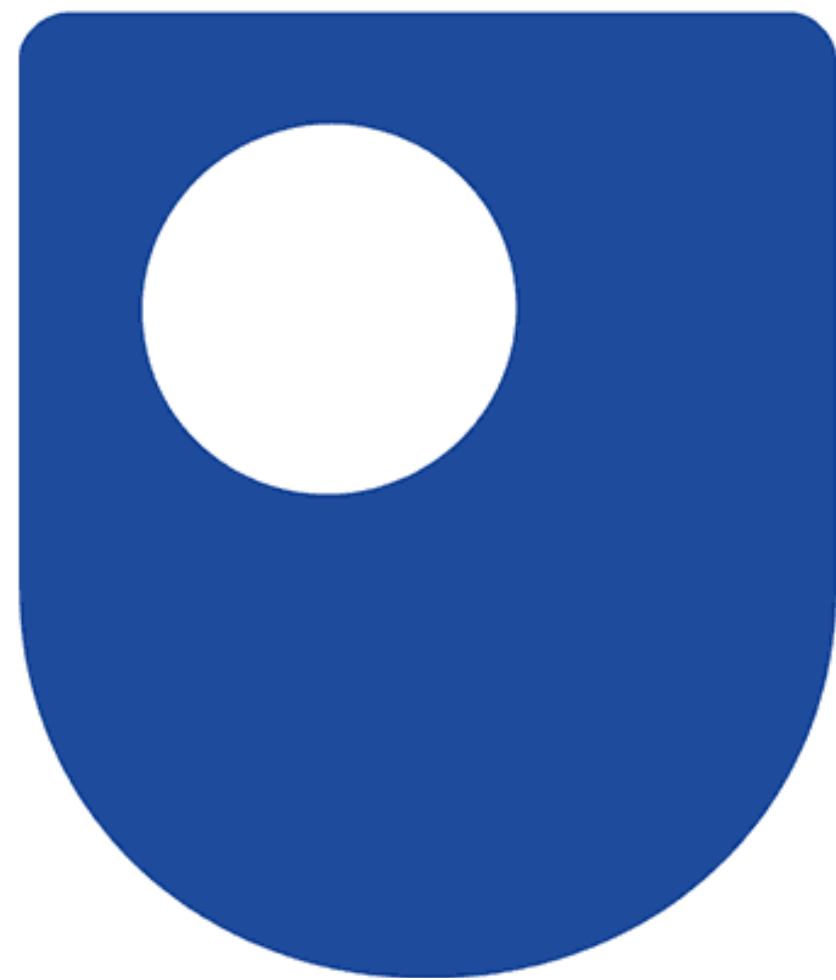
## CHALLENGES

- The number of aims and objectives need to be reduced for WRU Hub Programme to make it more meaningful
- The aims and objectives of the WRU Hub Programme need to be more specific for the needs of the educational establishments, community, and rugby
- The aims need to clearly set out what the WRU Hub Programme is going to do, and the objectives need to show how they are going to be achieved
- A formal means of monitoring and assessing the effectiveness of the WRU Hub Programme is required to measure its true impact against its aims and objectives



# RECOMMENDATIONS

# RECOMMENDATIONS



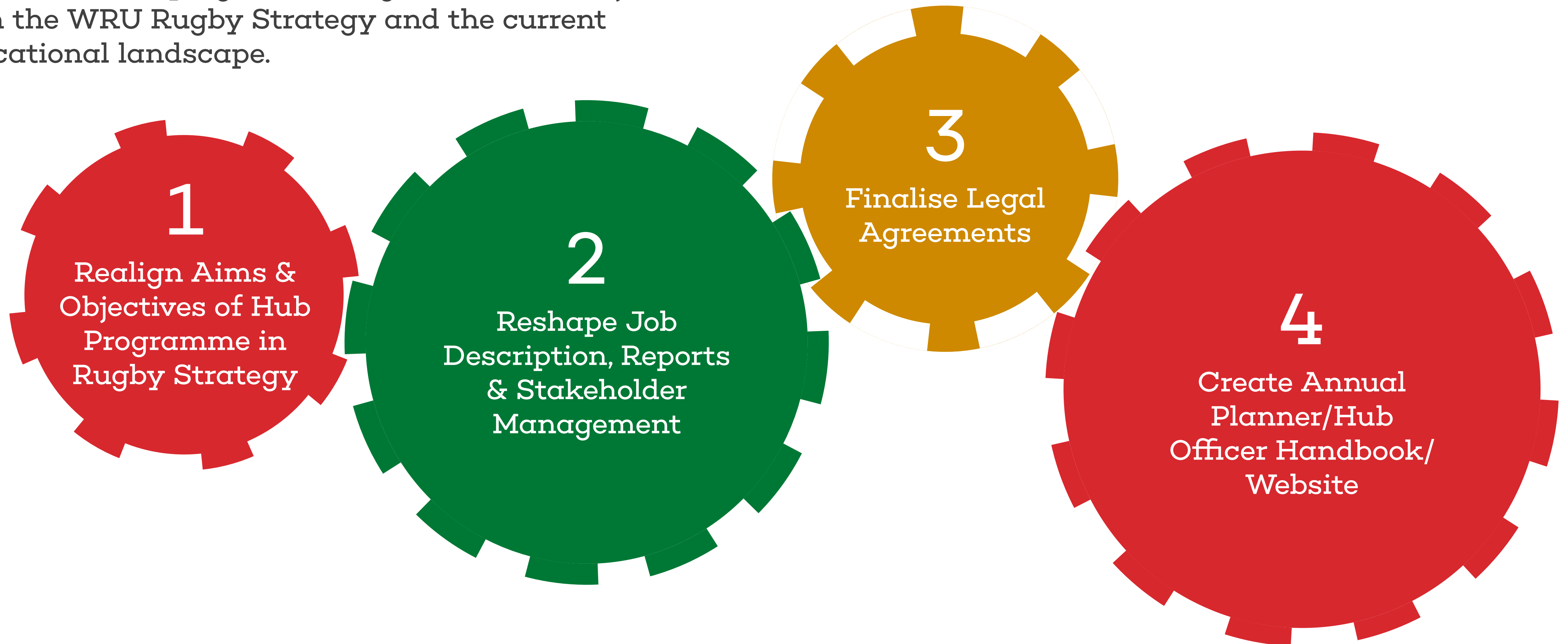
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- To focus on a reduced number of core aims
- To ensure that the aims are strategically agreed by key stakeholders
- To articulate the aims as measurable 'before and after' outcomes
- To ensure that the data/evidence by which the outcomes are measured can be practically captured
- To ensure that processes of and for data capture are in place.
- To establish a defined management process to accommodate key stakeholders

# SECTION 2 - HUB PROCESS REVIEW



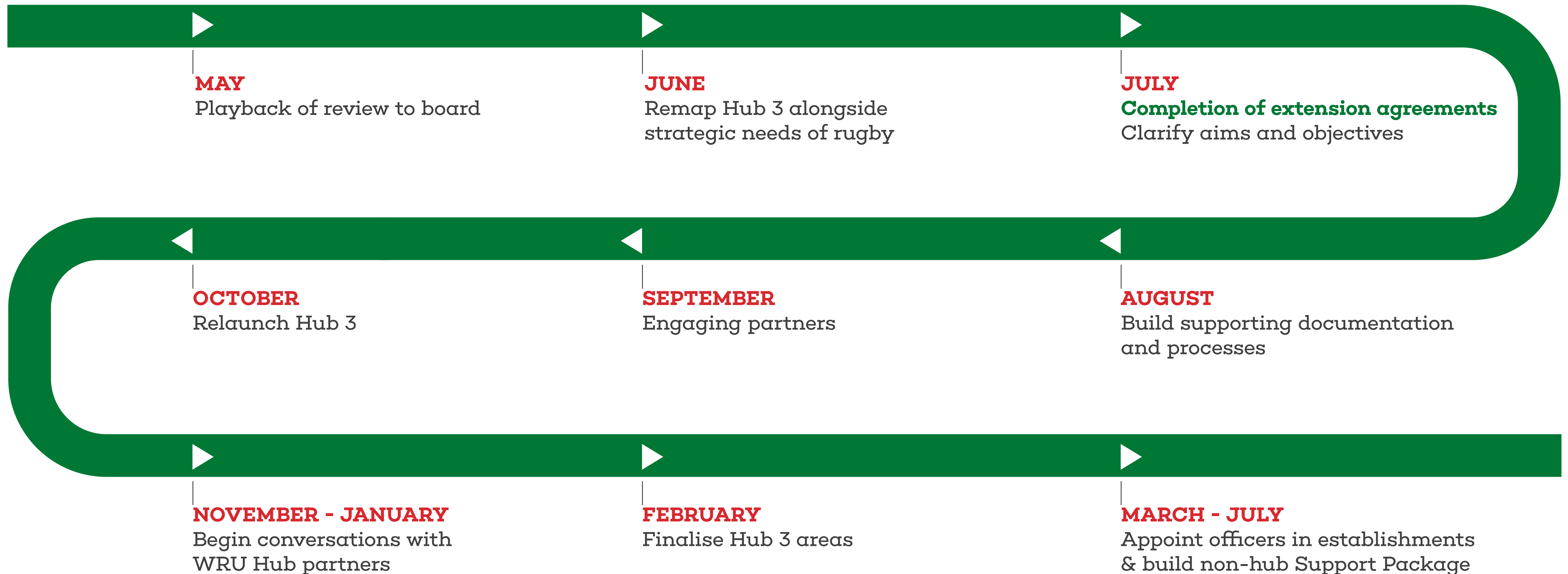
**AIM:** Review processes within the Hub Programme to ensure that the programme aligns aims and objectives with the WRU Rugby Strategy and the current educational landscape.



# HUB 3 - TIMELINE OF DELIVERY 2021-2022



**AIMS:** Deliver a clear timeline and guidance to relaunch the next phase of the Hub Programme.







# DIOLCH

The WRU would like to thank all staff and stakeholders that contributed to the WRU Hub Programme from 2018 to 2021