



WRU Hub Programme 3.0

Vision, Aims and Objectives

2022 - 2027



Introduction

The purpose of the Welsh Rugby Union (“WRU”), as stated in our strategy, is for more people to participate in rugby, more often, with more enjoyment and more success.

Since 2014, the WRU has provided match-funding to support a network of Hub Officers working in schools and institutions of further and higher education, to develop the game of rugby. The primary purpose of the programme has been to engage young people through their educational settings, in rugby activity with a view to encouraging them to pursue their interest in the game in one of over 180 community rugby clubs which are linked with the hubs.

Following an independent review, the WRU, restated its vision, aims and objectives for the Hub Programme for the 3 years, aligned to the WRU Participation Strategy from 2018 - 2021. In 2020/21 the WRU held an internal review of the programme to ensure it continued to deliver against its ambitions and our New Community Game Strategy.

Outcomes of the Review

The outcomes of the review process

Link all objectives to the WRU rugby strategy & vision
Collaborate with partners to help create clear aims for the programme across education and community

Allow flexible objectives for all the different types of hub models / establishments / people / partners

Objectives to be agreed / delivered / monitored with key stakeholders

Ensure all aims & objectives of the programme are measured effectively (before / throughout / after)

Principles of the Hub Programme 3.0

The hub programme is a tool for the WRU to achieve the regional operational plan. Regional teams were asked to prioritise establishments based on the needs of the area and aims of the strategy.

The terms of the agreements will match the new strategic cycle - **up to 5 years**.

Due to the ringfenced budget there will be no increase in the amount we allocate to the establishments and will be up to a **maximum of £10,000. per annum**.

All strategic priorities are equally weighted across objectives of the WRU Hub Programme. However, we need to rationalise the max number of objectives for each establishment, so we do not give the officer too much of a workload.

Officer job descriptions will be flexible **80:20 - 80% delivery of Hub Programme Objectives : 20% specific objectives** that are required by the establishment.

Objectives for individual establishments will be altered depending on the type of establishment and area.

Core – Those that are key to the business
Variant Core – Those that change depending on the type of establishment and model
Specific – An area of impact based on the officer, area and model

Hub 3.0 Visions, Aim & Objectives

Vision

Enable Welsh Rugby to Thrive

Aim

To connect and collaborate with key establishments to develop an inclusive and diverse pathway.

In order to create ambitious, enterprising, ethical and healthy young people in line with the four purposes of the Curriculum for Wales.

Objectives

Individual establishments will be target with agreed objectives across the 5 Ps of the WRU Rugby Strategy.



Objectives

People

The WRU Hub Programme will provide the targeted training and tools that will enable everyone involved in rugby to be the best they can be.

Coaches, referees, and volunteers developed and deployed into the community alongside providing support to club coaches.

Places

The WRU Hub Programme will identify those educational settings, WRU clubs and local communities where there is a tangible benefit to be gained from the development of rugby

Club, Female hub and Inclusive teams' engagement via focused recruitment of players, coaches, referees and volunteers for specific age groups.

Playing

The WRU Hub Programme is fundamental to grow and develop the game in communities of Wales so that individuals achieve their potential

Growth of inclusive curricular/extra-curricular playing opportunities, primary schools' delivery and player pathway support.

Promote

WRU Hub Programme will provide an inclusive offering for all our people and communities

SEN delivery in community and support of events, sign up to the digital classroom and targeted holiday provision.

Partners

WRU Hub Programme to link up and support with other key strategic partners to help grow all our strategic priorities and increase opportunities for rugby across Wales.

Identified Hub Establishments

The following organisations are identified as potential establishments in the WRU Hub Programme

Secondary Schools – The majority of the establishments in the programme (60%) are specific secondary schools that are linked to WRU Clubs, Female Hubs and Inclusive teams. Through the targeted work of the officer they are able to connect to the local needs of the area to enable Welsh Rugby to Thrive.

Colleges & Universities – Making up 15% of the current hub landscape Colleges and Universities provide the opportunity for targeted deployment of volunteers into the community but also an opportunity to engage participants as they transition into adult rugby.

ALN/SEN Schools – The aim is to have 100% of SEN schools engaged through the WRU Hub programme and the Digital Classroom. These can be via all officers as part of their wider community engagement or via targeted agreements with specific SEN Establishments.

Partners such as Regional Foundations, Local Authorities, Charities and 3rd Sector Organisations provide us with the opportunity to target specific areas, outcomes or objectives for the programme.



Remapping of Hub Establishments

Headline targets to achieve its aims and objectives are as follows (Based on provision of 100 establishments by August 2022);

- At least 10 ALN / SEN lead establishments / officers nationally
- At least 10 Low Socio-economic communities targeted for The Open University research
- At least 10 in areas where rugby is targeted at supporting broad community development (More than Rugby)
- 100% of female hubs supported by the Hub Officers
- Every Local Authority supported by at least 2 Hub Establishments
- Every Dewar Shield District underpinned by at least 2 Hub Establishments
- Targeted establishments link to areas of growth (latent demand) and maintenance of WRU clubs

Success for the WRU Hub Programme will be:

- An increased number of establishments part of the programme over the next 3 to 5 years.
- Increase of participants engaged and retained throughout the programme
- Case Studies that show the ability of the programme to deliver in different communities of Wales through different partners
- The Open University will be engaged alongside other partners to measure the impact of the programme on individuals

The Job Description attached shows an example of the Hub Officers work programme in Secondary Schools. Job Descriptions in other establishments may vary depending on the agreed outcomes of the role.



Job Description



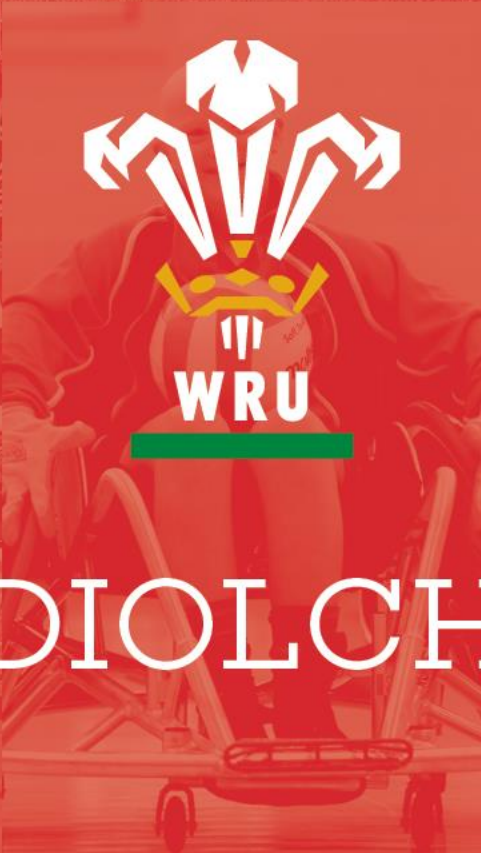
JOB DESCRIPTION (SECONDARY SCHOOLS OFFICER)

Job Title	Hub Officer
Salary	TBC –recommended band £18-23,000 per annum
Location	At the establishment for a maximum of 25 hours per week. At community, club/female hub and other locations for a minimum of 10 hours per week (as appropriate to the role).
Hours of Work	Full-time (NOT PRO RATA), a minimum of 35 hours per week, but the nature of the role may involve working in excess of this, including evenings, weekends and Public Holidays.
Contractual Status	Fixed-term, agreed by the establishment as the employer
Responsible To	Line Management via Establishment and WRU
Key Relationships	Establishment management e.g. Headteacher, Head of PE (or equivalent) WRU National Hub Programme Manager WRU Rugby Department Staff as directed by the WRU Regional Manager WRU Clubs, Female Hubs and Inclusive teams Educational Establishments Local Primary/Secondary schools – SEN Units Community stakeholders, as appropriate Local Partners - DSW/Urdd/Streetgames/Regional Community Foundations Representative teams (Dewar Shield) & Regional representatives
Role summary:	The role of the Hub Officer is to Enable Welsh Rugby to Thrive and develop individuals through rugby union delivery within the establishment and local community; The Hub Officer will be required to Enable Welsh Rugby to thrive via activity that engages participants of all abilities within a fully inclusive rugby programme. Including developing individuals as coaches, referees, administrators and volunteers, as well as participants (regardless of ability and gender) with established links to all education, WRU and Community Stakeholders.
Key Responsibilities:	Through rugby the Hub Officer will contribute to the objectives of educational settings relating to the four purposes of the new curriculum for Wales. The four purposes are that all children and young people will be: Ambitious, capable learners who are ready to learn throughout their lives. Enterprising, creative contributors who are ready to play a full part in life and work. Ethical, informed citizens who are ready to be citizens of Wales and the world. Healthy, confident individuals who are ready to lead fulfilling lives as valued members of society.



ROLE DESCRIPTORS

Objectives	<ul style="list-style-type: none"> Objectives will be delivered through the 5Ps of the Welsh Rugby Union Strategy
Places	<ul style="list-style-type: none"> Create a work programme that supports the development of rugby in these communities - internal and external communities
Partners	<ul style="list-style-type: none"> WRU Hub Officer will link up and support with other key strategic partners to help grow all our priorities and increase opportunities for rugby across Wales. Without limitation, to perform all such other duties, and do all such other things, as may be considered necessary to fulfil the objectives of the WRU Hub Programme as agreed with the Educational setting
Promote	<ul style="list-style-type: none"> WRU Hub Officer will provide an offering for all our people and communities Provide targeted holiday provision at Local Rugby Clubs Promote the WRU Digital Classroom to all educational establishments in the local community Drive SEN rugby provision in Wales through delivering SEN sessions and supporting local, regional and national events
People	<ul style="list-style-type: none"> The WRU Hub Officer will provide the targeted training and tools that will enable everyone involved in rugby to be the best they can be. To support a fully inclusive environment to encourage young people to participate in rugby, including and especially through coach, referee and volunteer education and development Supporting the organisation and delivery of any WRU Courses, CPDs, Rugby Leaders in the community. To deploy young people and volunteers into the local community to support the development of rugby including Rugby Leaders and the WRU apprenticeship programme.
Playing	<ul style="list-style-type: none"> The WRU Hub Officer will delivery fully inclusive programme to grow, develop and maintain the game. To deliver, or to support the delivery of, Sport and physical activity through the medium of Rugby Union to all participants, regardless of gender, sexual orientation, ability, race/religion or socioeconomic background. To support & develop the WRU & Regional Talent Pathway for Players & Coaches in Wales.
Administration	<ul style="list-style-type: none"> Attending or access via the WRU Game Locker WRU training sessions, courses and inclusion specific training etc, as required, with a view to pursuing a personalised programme of continued professional development To develop and deliver an area specific Operational plan that supports the regional operation plan driven by the WRU Rugby Department. To gather and maintain such data as may be required for monitoring the effectiveness of the WRU Hub programme, and to report this to the WRU, establishment and educational settings as required To contribute to the development and maintenance of a safe and inclusive working environment in all places of work, including through compliance with policies relating to health and safety, equality, safeguarding, confidentiality, social media and data protection (as per WRU and Establishment setting requirements)



DIOLCH