



Cheshire RFU

Women's rugby – club development evening

People – How do we get more coaches, referees and volunteers – Top Tips

Quality of experience is crucial

- You need a trained coach, referee and 1st aider as minimum – We'd advise have a team of coaches and referees within your team.
- Get your coaches and referees onto the England Rugby Coaching award (ERCA) or England rugby Referee Association course (ERRA).
- The courses are designed to teach new coaches and referees practical skills and more importantly, how to engage players and improve player experience

Offer other training support

- New volunteers can be daunted by the thought of accessing a 3-day training course. Offer them coaching/refereeing CPD as a gentler 3 hour introduction that can be run at a local club.
- CRC's can mentor new or experienced coaches or referees – this may offer more informal support, which could be a good starting point.
- Intra club support – Access the clubs existing coach coordinator / club ref coordinator / club volunteer coordinator network.

Talk more about coaching / refereeing / volunteering

- Offer options to get involved
- Advertise within your player group - remember – you don't have to want to stop playing before you become a coach or referee!
- Advertise within your club – Club website advertisement, or communication from your club coach coordinator / club ref coordinator / club volunteer coordinator.
- You could also advertise on the RFU member club vacancy pages or Cheshire RFU website
- <http://www.englandrugby.com/about-the-rfu/careers-and-vacancies/vacancies-at-member-clubs-and-partner-organisations/>
- <http://www.cheshirerfu.co.uk/>

Have appropriate coaches and referees

- Experienced men's rugby coaches may not always make the best Women's coaches, the same applies for experienced referees.
- Explain what development outcomes you are looking for in a coach/referee.
- A new group of female players have very different coaching and refereeing needs.

Advertise for Volunteers

- Too often clubs indicate that they cannot find anyone to fill a role...You must ask! Advertise volunteers roles with the club - Rugby clubs are full of amazing people with a huge range of skills.
- Design Volunteer adverts in an appealing way – Outline exactly what they will get from the role and what impact them filling a volunteer role will have on the club before anything else.
- See RFU volunteer role description page for further support with this - <http://www.englandrugby.com/my-rugby/volunteers/volunteer-roles/>
- Offer training support as part of volunteering package - Volunteers want to feel supported throughout, but especially before they take on a volunteer role.