



CORNWALL RFU



**HANDBOOK**

**2017 - 2018**

## Welcome:

My name is Rich Siveter and I am the Cornwall Developing Players Programme Manager. We have put this handbook together to develop a greater understanding about the programme and for it to be used as a central document with all the information you require in it. Hopefully you will find it useful and informative.

If at any point you have any questions regarding the programme please feel free to contact me, my email address is the most convenient method for me as I work full time alongside of this role but my mobile number is also below for emergencies.

I am always open to constructive feedback on how we manage the programme. If you have a solution to a problem please feel free to get in contact with me. We want positive solutions of how we can make the programme better. We all have the best interests of the players and coaches at the centre of all we do. The programme is constantly evolving and we are always looking for ways to make it more effective.

**Rich Siveter: DPP Manager**

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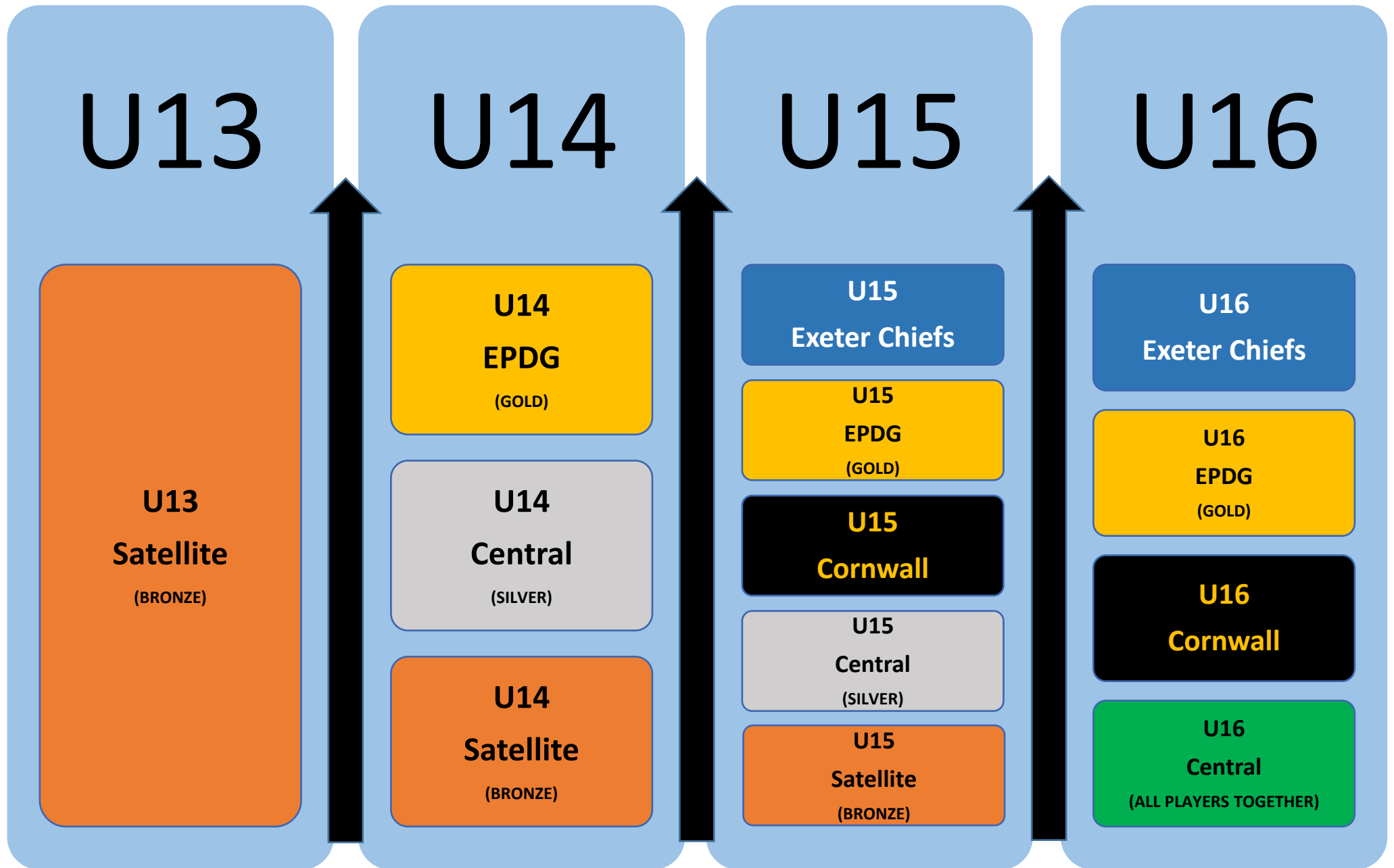
**Kieran Hallett: Head DPP Coach**



**Gareth Tedstone: Assistant DPP Coach**



# Programme Explanation:



## **BRONZE: Satellite Sessions (U13, U14, U15 & U16)**

Players register onto the programme by completing an application form and paying their age group fee. They then attend their local satellite session on a Monday night as per their age group dates and times, apart from the U16's who will all train together centrally at Truro College. They will also get to play in the Cornwall DPP festivals during the school holidays as per each age group's dates. The satellite centres are: Penwith College in Penzance, Newquay Tretherras School in Newquay, Penryn College in Penryn and Callywith College in Bodmin. The purpose of these sessions are for players to develop core skills and game understanding no matter what ability or aspirations they may have. It is focussed on enjoyment and developing lifelong participation in the game. We will have players who are beginners, some who want to develop themselves and some who are really aspirational. Being a part of these sessions doesn't guarantee selection into the Silver tier of the DPP groups.

## **SILVER: Central Sessions (Selected players only at U14 & U15)**

Some U14 & U15 players are selected from the Bronze satellite sessions and festivals. These selected groups will then train at our central venue which is at Truro College on the following Monday night to their normal Bronze satellite session. So, if selected you will train every Monday night, one week at your Bronze satellite centre and then at Truro College the following week with the central Silver group. This Silver group is also invited to play in the Exeter Chiefs festivals at the October and February half terms. In addition to these festivals, player development and identification matches are played against the Devon DPP groups, with the aim of selecting an Exeter Chiefs group of players. The focus of these central Silver sessions and matches is still for players to develop core skills, game understanding, enjoyment and developing lifelong participation but they will be alongside boys who have been identified with potential, so the learning environment will be more challenging. This is the next step along the Developing Players Pathway.

## **Cornwall U15's & U16's**

There are now only Cornwall representative matches at U15 & U16 age groups. We select an A & B side to try and give as many players as possible the opportunity to play for Cornwall. Usually this selection is made up of players from the Silver tier of the programme but depending on positions, form and availability we may call up some players from the Bronze tier of the programme as well.

## **GOLD: (EPDG) Exeter Player Development Group (selected players only at U14, U15 & U16)**

The players who have been identified by Exeter Chiefs from training, matches and the festivals will all train centrally, again at Truro College on Monday's at 5pm. This will happen on the same dates as the Bronze satellite sessions. The reason for this purposeful clash is to reduce the training load on you, because if you are selected into the EPDG Gold tier, you will no longer need to attend the Bronze satellite sessions. For the U16's the Gold sessions will run in the week off between the central Truro College sessions, as you do not have a Bronze tier at U16's. These sessions are ran by Gavin Cattle from the Cornish Pirates and Tom Rawlings who is a strength and conditioning coach with Exeter Chiefs and teaches at Truro College.

## **Exeter Chiefs U15's & U16's**

Some players across the Cornwall & Devon DPP programmes may be selected to play for Exeter Chiefs at U15 and U16 levels. They will train with the Academy staff and play in individual fixtures and regional or national festivals. This is the process for Exeter Chiefs to identify potential Academy players and future International selection. Again the Academy staff will inform you of training and matches and these sessions/games will take priority over any of the Cornwall DPP activities.

# **Ethos and philosophy behind the programme:**

Historically to select County teams across the country there used be one trial in September that your school teacher nominated you to attend. If you were not 'in favour' with that teacher or your school didn't really play or support rugby then you may have missed out on being nominated, this process also didn't always fully integrate with the clubs. Similarly if you were away/ill/injured etc and missed or didn't perform well at that trial then your opportunity had passed until the following year. Alongside of this it did not accommodate for the late developers or that performance varies drastically throughout the year. It also did not allow for players who move to and away from Cornwall or are new to rugby altogether.

The historical system was not best suited to develop players. It was a system to identify players, organise them to play matches and then the programme would finish. It would select a limited number of players and only had brief contact time for training and matches.

So therefore, the Developing Players Programme (DPP) was evolved to be more open and inclusive by allowing anyone to sign up to the programme at any time throughout the year, regardless of ability or ambition. The emphasis being on the player to play as high as they can or just enjoy their rugby to develop and become a little bit better. You do this by registering onto the programme and paying the age group fee. You then attend your closest Bronze satellite centre for your particular age group for training (Bronze Tier).

The idea behind the programme is that everyone registered then receives coaching every two weeks or more depending if you are selected up into the Silver or Gold tiers. This runs through the season with the opportunity to play in festivals during some of the school holidays. This enables the players who attend, to receive coaching and become better players when they return back to their clubs/schools, hopefully making a positive impact on the quality of rugby in Cornwall and an increase in participation and retention rates. This means no one is excluded and everyone has the opportunity to put themselves forward. It also means that the 99% of the playing population who do not become professional feel valued and have had access to developmental coaching. More importantly they have not been discarded back to their club/school after the historical trial in September if they were not selected, as the DPP training runs throughout the whole season.

The matches and festivals gives players an opportunity to play against each other at various levels and challenges to showcase the skills they have learnt in conditioned coaching games, not traditional competitive win/lose matches. These festivals happen locally so that anyone enrolled in the programme can play.

The DPP programme is also the pathway towards the Cornwall and Exeter Chiefs teams. This is the performance pathway rather than participation one. Here we do begin to identify and select the players with potential to attend additional coaching sessions, matches or festivals. Selection of these groups is continuous and fluid so players can move between the Bronze, Silver and Gold tiers throughout the year.

Therefore, just because you have been selected does not mean you stay in that group all year or the following years, you need to maintain and improve upon your performance. Similarly, if you are not selected into that group it does not mean you won't be in the future.

So in summary the DPP programme allows all players to have access to additional player development coaching and playing opportunities. It also allows players with potential and late developers to access the performance strand of the programme.

Hopefully you can see this is an inclusive programme focussed on developing all players to return back to their clubs/schools as better players and allow those with potential to move along the pathway and succeed.

Having said that please also be mindful that the players are 13-16 years old! They are not professional or elite players. We would ask players and parents/guardians to remain grounded and remember it is about lifelong participation in rugby for the love of the game!

## U13 Dates (Year 8 in September 2017):

### U13 Parents Evening **(Open to all inc players & club/school coaches)**

Monday 15<sup>th</sup> January 6pm to 7:30pm at Truro College

**(Open to all players)**

**Bronze Satellite Sessions @ your selected venue  
6pm to 7.30pm**

05/02/18 (session 1)

### February Half Term Festival **(Open to all players)**

Monday 12<sup>th</sup> February 10am to 12pm at Callywith College, Bodmin

**(Open to all players)**

**Bronze Satellite Sessions @ your selected venue  
6pm to 7.30pm**

26/02/18 (session 2)

12/03/18 (session 3)

26/03/18 (session 4)

### Easter Festival **(Open to all players)**

Tuesday 3<sup>rd</sup> April 4pm to 6pm at Truro College

## U14 Dates (Year 9 in September 2017):

### U14 Parents Evening (Open to all inc players & club/school coaches)

Monday 18<sup>th</sup> September 6pm to 7:30pm at Truro College

### U14 Internal Games Night (Open to all players)

Monday 25<sup>th</sup> September 6pm to 9pm venue TBC

<p><b>(Open to all players)</b> <b>Bronze Satellite Sessions @ your selected venue</b> <b>6pm to 7pm</b></p> <p>02/10/17 (session 1) 09/10/17 (session 2) 16/10/17 (session 3)</p> <p><b>October Half Term (no training in half term)</b> 06/11/17 (session 4) 20/11/17 (session 5) 04/12/17 (session 6) 18/12/17 (session 7)</p>	<p><b>(Selected players only)</b> <b>Silver Central Sessions @ Truro College</b> <b>6pm to 7:30pm</b></p> <p><b>October Half Term</b> Mon 23<sup>rd</sup> Oct U14 Festival @ Exeter Chiefs</p> <p>30/10/17 (session 1) 13/11/17 (session 2) 27/11/17 (session 3) 11/12/17 (session 4)</p>
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### Christmas Festival (Open to all players)

Thursday 21<sup>st</sup> December 10am to 12pm at Truro College

<p><b>(Open to all players)</b> <b>Bronze Satellite Sessions @ your selected venue</b> <b>6pm to 7pm</b></p> <p>15/01/18 (session 8) 29/01/18 (session 9)</p> <p><b>February Half Term (no training in half term)</b> 19/02/18 (session 10) 05/03/18 (session 11) 19/03/18 (session 12)</p>	<p><b>(Selected players only)</b> <b>Silver Central Sessions @ Truro College</b> <b>6pm to 7:30pm</b></p> <p>08/01/18 (session 5) 22/01/18 (session 6) 05/02/18 (session 7)</p> <p><b>February Half Term</b> Mon 12<sup>th</sup> Feb U15 Festival @ Callywith College, Bodmin</p> <p>26/02/18 (session 8) 12/03/18 (session 9) 26/03/18 (session 10)</p>
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### Easter Festival (Open to all players)

Tuesday 3<sup>rd</sup> April 10am to 12pm at Truro College

Please note games in blue text are TBC and maybe subject to change. Selection in these games is also not guaranteed just because you are part of the Silver group, final selection will be made closer to the games.

## U15 Dates (Year 10 in September 2017):

### U15 Parents Evening (Open to all inc players & club/school coaches)

Monday 18<sup>th</sup> September 7:30pm to 9pm at Truro College

### U15 Internal Games Night (Open to all players)

Wednesday 27<sup>th</sup> September 6pm to 9pm venue TBC

<p><b>(Open to all players)</b> <b>Bronze Satellite Sessions @ your selected venue</b> <b>7pm to 8pm</b></p> <p>02/10/17 (session 1) 09/10/17 (session 2) 16/10/17 (session 3) <b>October Half Term (no training in half term)</b> 06/11/17 (session 4) 20/11/17 (session 5) 04/12/17 (session 6) 18/12/17 (session 7)</p>	<p><b>(Selected players only)</b> <b>Silver Central Sessions @ Truro College</b> <b>7:30pm to 9pm</b></p> <p><b>October Half Term</b> <a href="#">Mon 23<sup>rd</sup> Oct U15 Festival @ Exeter Chiefs</a></p> <p>30/10/17 (session 1) 13/11/17 (session 2) 27/11/17 (session 3) 11/12/17 (session 4)</p>
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### Christmas Festival (Open to all players)

Thursday 21<sup>st</sup> December 1pm to 3pm at Truro College

<p><b>(Open to all players)</b> <b>Bronze Satellite Sessions @ your selected venue</b> <b>7pm to 8pm</b></p> <p>15/01/18 (session 8) 29/01/18 (session 9) <b>February Half Term (no training in half term)</b> 19/02/18 (session 10) 05/03/18 (session 11) 19/03/18 (session 12)</p>	<p><b>(Selected players only)</b> <b>Silver Central Sessions @ Truro College</b> <b>7:30pm to 9pm</b></p> <p>08/01/18 (session 5) 22/01/18 (session 6) 05/02/18 (session 7)</p> <p><b>February Half Term</b> <a href="#">Mon 12<sup>th</sup> Feb U15 Festival @ Callywith College, Bodmin</a></p> <p>26/02/18 (session 8) 12/03/18 (session 9) 26/03/18 (session 10)</p>
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### Easter Festival (Open to all players)

Tuesday 3<sup>rd</sup> April 1pm to 3pm at Truro College

Please note games in blue text are TBC and maybe subject to change. Selection in these games is also not guaranteed just because you are part of the Silver group, final selection will be made closer to the games.

U15 County match dates and training to be supplied by CRFU coaching staff



## U16 Dates (Year 11 in September 2017):

### U16 Parents Evening (Open to all inc players & club/school coaches)

Monday 11<sup>th</sup> September 7:30pm to 9pm at Truro College

#### (Open to all players)

All Sessions @ Truro College

6pm to 7.30pm

11/09/17 (session 1)

### U16 Internal Games Night (Open to all players)

Wednesday 13<sup>th</sup> September 6pm to 9pm venue TBC

### U16 DPP Match v Devon DPP (Selected players only)

Wednesday 20<sup>th</sup> September 6pm to 9pm venue TBC

#### (Open to all players)

All Sessions @ Truro College

6pm to 7.30pm

02/10/17 (session 2)

16/10/17 (session 3)

**October Half Term (no training in half term)**

06/11/17 (session 4)

20/11/17 (session 5)

04/12/17 (session 6)

18/12/17 (session 7)

### U16 Parents Evening (Open to all inc players & club/school coaches)

Monday 18<sup>th</sup> December 7:30pm to 9pm at Truro College

U16 County match dates and training to be supplied by CRFU coaching staff

# Selection into Silver/Gold Groups & Games:

Selection is always a contentious area. Firstly, I would like to put it in context that these are players between the ages of 13 and 16! Their focus is on enjoyment and playing with their friends. It is often the adult's ideals that make selection a problem. Their physical, mental, social and technical development rates are completely different to each other's, so it doesn't really matter too much if they are selected or not at this point in time, hence why the RFU's Age Grade Review is focussed on non-selective participation.

Research shows that the majority of players who are in the current adult elite programme were not selected at the youth age groups. This is because rugby is a late specialisation sport and requires a significant amount of physical, mental, social and technical development. This is what the DPP programme is aimed at helping to develop in all our players, regardless of which tier you train/play with.

Therefore, you could rightly argue then, why do we identify players at such an early age? We do so on a large scale basis where we try to incorporate as many players as possible, hence the philosophy behind everyone being able to access the coaching unlike the historic trials system and that the development is continuous right through the programme.

When we do select teams or squads they contain large numbers of between 30-60 players which is nearly 25% to 50% of the players who are enrolled in the whole programme at that particular age level, a good percentage for inclusiveness we feel.

Ultimately we do have to make decisions on those players though and I have listed below the selection criteria we will utilise to identify players. We are looking for good all round athletes that excel in all 4 areas of GASP (Game Sense, Attitude, Skill Set, and Physical Attributes).

**Game Sense:** A good tactical understanding of how to play rugby. Making good decisions at the right time and place that positively impact on the game.

**Attitude:** A positive and self-motivated mind-set that is focussed on developing themselves and others to fulfil their potential. To seek to abide by the RFU's core values of; Teamwork, Respect, Enjoyment, Discipline and Sportsmanship.

**Skill Set:** To effectively perform the core skills required to play rugby; catching/passing, evasive running, tackling, kicking and positive contact skills.

**Physical Attributes:** The potential to demonstrate aspects of some or most; speed, power, strength, agility, co-ordination and balance (due to their age/maturation rates some of these factors may develop over time).

Selection is painful and no one likes to hear that they haven't been selected and we do not take decisions lightly, it is a lengthy process but ultimately we do have to make a decision. So some players will be disappointed and that is natural and a good thing to motivate and develop yourself with. The important part is they self-reflect on their own performance using the GASP principles and you will get our feedback following each game/festival along with the continual verbal feedback given within the coaching sessions. It is important to self-reflect first as often once the emotions of non-selection have settled down, players are very honest and will often identify what they need to work on themselves. It is also a fantastic mental and social trait to be self-aware and resilient as per the 'A' for attitude of the GASP principle.

Linked back to the philosophy of the programme, the player now has some feedback and awareness to go back to the satellite sessions and club/school to develop. Whereas historically after non-selection at the September trial they were left to their own devices. At least they now continue to be coached/developed and get future opportunities to show how they have progressed throughout the year and subsequent years to come.

Please could I ask parents/coaches etc to support the players to undertake the self-reflection process and encourage them to understand it is about their own personal development and not about selection into a specific group. We can only make a judgement at that point in time, this doesn't mean that in the future they won't be selected, as again the philosophy is about being fluid and development focussed.

It also may mean that they are never identified, which is a reality in some cases. So players need to understand they would have still got better through the additional coaching sessions and have developed an affinity with rugby and will want to continue to play for the sake of the game, not because they have or have not been picked for Exeter Chiefs or whomever.

Attendance at sessions/matches is also non-compulsory. We all have lives outside of rugby and I actively encourage this. Please do not cancel holidays or move your plans to ensure your attendance in the programme. No one is de-selected or penalised for non-attendance and similarly no one is selected because they attend all the sessions. Selection is based on the GASP criteria stated above, whether you have played the game for 5 minutes or been a player all your life and do every single session.

Selection is also non-biased towards what position you play, which club/school you come from or any other factor. It is selected using the GASP criteria above by coaches who are vetted, trusted and extremely experienced at what they do. If you feel we have missed a player we are more than happy for you to nominate them directly to me and we will assess them.

We will often ask players to also play out of position, as I mentioned earlier rugby is a late specialisation sport and we should not be definitively putting players into positions too early. We want to develop players who can play a range of positions and perform a variety of skills. This doesn't mean you go back to your club/school and demand to play in that position similarly do not come to the DPP sessions stating you only play a particular position.

I would also like to stress to those that are selected on the performance pathway that you are not part of the England Rugby Academy or Exeter Chiefs. You have been selected onto the next step along the player development pathway and you are still your club and/or school's player. You must train and make yourself available for your club and/or school as they are the institution who have enabled you to get to this point in the first place, please respect that!

In the past we have been made aware of players not training and saving themselves for sessions or matches. Similarly players who actively move to different clubs to try and further their chances of selection by playing in a so called 'better' team. Alongside of this is your disciplinary record in relation to you and your team, parents/guardians and coaches behaviour on and off the field. We will take a very negative view on people who do this and will review their selection in the programme. Being selected is as much about your attitude as well as your rugby skills and performances.

# Self-Reflections & Feedback:

## SKILL SET REVIEW

AREA FOR DEVELOPMENT	1
AREA OF COMPETENCE	2
COUNTY STANDARD	3
ACADEMY STANDARD	4
NATIONAL STANDARD	5

	PLAYER GRADING	COACH GRADING
<b>G</b> = Game Sense		
<b>A</b> = Attitude		
<b>S</b> = Skill Set		
<b>P</b> = Physical Attributes		
<b><u>Comments/Targets:</u></b>		