

CLUB NEEDS			
<i>How have you engaged with your clubs to identify their needs (100 words max)?</i>			
5 local forums (one in each combination)			
KEY OBJECTIVES			
<i>From your club engagement, what are the priority objectives for rugby in your CB?</i>			
1. More games played by adult males, women & girls 2. More club volunteers 3. Better understanding for clubs of funding opportunities			
CORE		25%	
Objective	Priority actions	Timescale	Cost
Maintain the business functions of GRFU in supporting our clubs (County Office, Safeguarding, Communications, Rugbysafe, Governance and Finance)	Business as usual Improve accuracy & use of GMS in all clubs throughout the season	Q1-Q3	£1,500
RECRUIT		5%	
Objective	Priority actions	Timescale	Cost
Recruit more women & girls players to be able to play meaningful rugby more locally	Support clubs to run and publicise 6 weeks of Inner Warrior Camps over the summer and end in an open day	Q1 & Q3	£2,000
	Run transition to contact, find your position, kicking and other masterclasses as required to support transition into the club.		
	PUPP Events Evenings RFU Driven throughout the season	Q1 - Q3	£600
	PUPP evenings for U11 girls to support transition in August	Q1	£150
	#sharetheshirt - link teams together - own socks and shorts - GRFU/RFU different formats e.g. Megafest.	Q1 - Q3	£600
RETAIN		15%	
Objective	Priority actions	Timescale	Cost
Continue to support development of Age Grade Rugby and Core Values	Use of social media and programme of rewards and incentives (for both adults and children) to reinforce core values	Q1 & 2	£750
	Continue to support clubs in understanding 'best practice' in the Age Grade game in Gloucestershire thereby supporting development and growth. Including the development of a GRFU Age Grade Code of Conduct	Q3 & 4	£2,000
BE-ENGAGE		0%	
Objective	Priority actions	Timescale	Cost
VOLUNTEERS		10%	
Objective	Priority actions	Timescale	Cost
Develop more localised volunteer recognition schemes	Develop a GRFU Volunteer Reward Programme to complement other reward schemes.	1 Year	£12,500
Encourage retiring players and more parents to take on club volunteer roles	Encourage every club to have an active volunteer co-ordinator. Who will then on a club level have the right training and tools to recruit volunteers who are retiring players and young players parents.	1 Year	£7,500
Increase the Awareness of Volunteer Recruitment, Retention and Rewards	Run specific volunteer club workshops	Q1 & Q2	£500
	Student placement programme from local Universities	Q1	£0
COACHING, REF, MEDIC		10%	
Objective	Priority actions	Timescale	Cost
Continue to support the recruitment and development of coaches/referees & medical support	Business as usual		£
Increase the opportunity for women & girls to play rugby	Female PE teacher open day	Q1 - Q4	£3,000
	Opportunity for funded spaces for Female PE teachers to attend ERCA		
	Opportunity for funded places for female teachers on Rugby Ready or other CPD.		
	Establish female MO development programmes. Including a development event.		
FACILITIES		10%	
Objective	Priority actions	Timescale	Cost
Create a one-stop source of funding opportunities and advice on applications.	Develop a large number pilot group of member clubs to participate in programme (Bristol Area).	Q 1	£500
	Put on a funding workshop in partnership with Voscur.	Q2	£600
COMPS & PLAYING OPPS		15%	
Objective	Priority actions	Timescale	Cost
More social rugby/local derbies and a balance with competitions	Survey GRFU clubs about 2 nd & lower XV entering RFU leagues in season 2021.	Q1	£0
	If supported explore deregulating lower leagues to the maximum, and having smaller league numbers to allow more opportunities for social rugby	Q3	
Implement outcome of age grade competitions review	Run U14s pilot festival in Gloucester the same format as Nando cup	Q3	
	Prepare for 2021 season	Q4	
Increase the opportunity for women & girls to play rugby	Support the development of women and girls competition management structure with the RFU Competitions team.	Q1	
Continue current GRFU competitions structures	Business as usual		
INNOVATION		10%	
Idea / objective	Priority actions	Timescale	Cost
Explore the possibility of a GRFU bulk purchase scheme (equipment/utilities/income insurance/maintenance) for clubs.			