



A UNITED APPROACH TO THE STRATEGIC GOALS FOR PHILIPPINE RUGBY: 2019 to 2023



Development Plan - Growing the Game (GTG)

PERFORM

INVEST

CONNECT

Our Vision:

To make Rugby a recognized and popular sport in the Philippines, played by Filipinos.

Our Mission:

To create communities that are inspired to play Rugby, grow Rugby, and watch Rugby.



Our Values:

Inspiration, Unity, Legacy, Respect, Passion



Our Ambition:

For Philippine Rugby and the Philippine Volcanoes to achieve the following by 2023: be a leading performer in Asian Rugby; receive increased support from the National Governing Body for local Rugby clubs; develop grassroots numbers as a reflection of the game's growth across the country; and for our investors to feel the impact of their valued contributions to Rugby in the Philippines. By achieving these strategic goals, the PRFU can ensure Rugby in the Philippines continues to develop and grow for the next 4 years.



Our Reputation:

Rugby in the Philippines aims to be known as a national leader in sport. Our governance, management processes & performance will set the standard for best practices and act as an example for all national sports associations.

The PRFU works to build, protect and maintain a reputable partnership with the Philippine Sports Commission, the Philippine Olympic Committee, Asia Rugby, and World Rugby.

What will success look like? - Support grassroots, schools and local Rugby

2.1 Education at the forefront for PRFU Clubs (PCs):

- Develop a Philippine Rugby 'Club Management' course targeted to better support PCs, with special focus on administration, finance, marketing, development, sponsorship, recruitment, retention, vision, mission, KPI's and a long term player development pathways.
- Develop structured pathways and continued specific training & education courses to inspire more PC representatives to be involved in Rugby. Priorities include: Coaching, Match Officiating, Strength & Conditioning and First Aid courses, to help grow Rugby participation for their PC.
- Develop a strong and engaged local coaching program and heighten skills of local PC coaches by having our national coaches run mentorship sessions as part of a coach development program
- Work & train Philippine Rugby's development officers in their roles and responsibilities to help each club/school/programs effectively.

2.2 Grow sustainable participation and aid development:

- Implement and facilitate Get Into Rugby (GIR) sessions with local schools and DepEd Programs.
- Facilitate and connect PCs with local schools in the area and their Local Government Units (LGUs) and aim to utilise their resources, facilities & reach (numbers). This strategy will drive a PC's growth and future.
- Focus on a development pathway that has each PC playing U12 Tag, U14 modified contact, and U16 to U18s full contact.
- Source equipment and field facilities for PCs with the help of the PRFU.
- Invest in the both local and international school competitions to ensure students in the Philippines have access to play quality Rugby from a young age.

2.3 Domestic Competitions - a sustainable platform for growth and quality of play:

- Improve the quality of meaningful competition for the Luzon domestic 15s league.
- Invest and ensure regional PCs located in the Visayas and Mindanao are playing in a series of 15s matches.
- Continued delivery of the 'open' and 'national development' divisions for the Luzon Sevens Series.
- Look to expand the Luzon Sevens Series model and host it both in the Visayas and Mindanao
- Play Rugby in at least five different locations for each of the 15s and 7s domestic competitions in Luzon.
- Work with regional PCs to ensure hosting tournaments are well planned in advance and dates are spread across the calendar year.
- Proactive approach to plan, set and coordinate all competition dates in December of each year prior to the following years competitions.

2.4 Women's Rugby - maximise a game for all:

- Embrace and champion Rugby for women and girls.
- Ensure development and grassroots programs have equal opportunities for women to join the game.
- Develop aspirational and inspirational domestic competitions across all regions for Women's Rugby in both formats of the game.
- Ensure Women's Rugby is aligned with the Men's competitions to reflect equal representation.
- Profile inspirational role models and ambassadors for our Lady Volcanoes and their respective clubs.
- Raise awareness and promote women's rugby among PCs.
- Ensure gender inclusiveness and female representation in governance, management, coaching and management across each PC.

2.5 Match Officials - play the game the right way for Philippine Rugby:

- Proactive development to acknowledge the importance of match officials and the impact they have on our game.
- Identify, recruit and retain competent people to referee for Philippine Rugby and our PCs.
- Develop on-going training and education for all match officials to ensure the game is played within the laws and the spirit of Rugby.
- Support local match officials through an accredited World Rugby Coach Match Official (CMO) and support the CMO in professional development abroad.
- Create and provide ongoing support for a network of match officials committed to sharing their experiences and how PCs can better develop their performance in accordance to the laws of the game.

Our Aim:

PRFU's **Impact Beyond 2019** Commitment is to:

1. Support and establish 10 Full Member Clubs with a strong focus on sustainable rugby programs
2. Target Rugby to be included as an official sport in the department of education's Palarong Pambansa (national schools tournament).
3. Secure an online streaming/broadcast network partner to create awareness and promote Rugby across the country via digital media & technology

Our Strategy - Growing the Game (GtG) Plan:

Our Growing the Game (GtG) strategy is our Rugby Development plan. By using an initial Get Into Rugby Module, it will be able to equip new teachers, coaches and sports enthusiasts across the country to increase and sustain participation in Rugby. A successful model for Development in Rugby will create an **Impact Beyond 2019**.

The program will involve 3 key steps (Figure 1.1)

Step 1: Via the 'Try' phase, the program will begin initiating schools, clubs and communities with a GIR Program to introduce the game to new participants. The participants to be targeted include local teachers, schools, PRFU Development Officers and local community & club members.

Step 2: Via the 'Play' phase, enable sustainability through Rugby Development Programs, festivals and local competitions.

Step 3: To achieve the 'Stay' phase, ensure participation in the 'Play' phase offers sustainable pathways to continue a participants involvement within the game, via Philippine Rugby.

How will Philippine Rugby support?



Training & Education

Via Training & Education Courses:

- Get Into Rugby (GIR)
- Ready Rugby
- Coaching Courses (L1,L2,L3)
- Match Officiating Courses
- Medical Courses (FAIR, ICIR)
- Strength & Conditioning
- Club Management Course

Partnerships / Connections / Links

Through Partnerships, Connections & Links

- Local Government Units (LGU's)
- Department of Education
- Potential grants & sponsors
- Schools & Universities
- Local Rugby clubs

Competitions / Festivals / Events

Via Competitions, Festivals & Events

- Get Into Rugby Clinics
- Get Into Rugby Festivals
- Domestic Competitions / Leagues
- National Programs

Our strategy: What does our GtG plan look like?

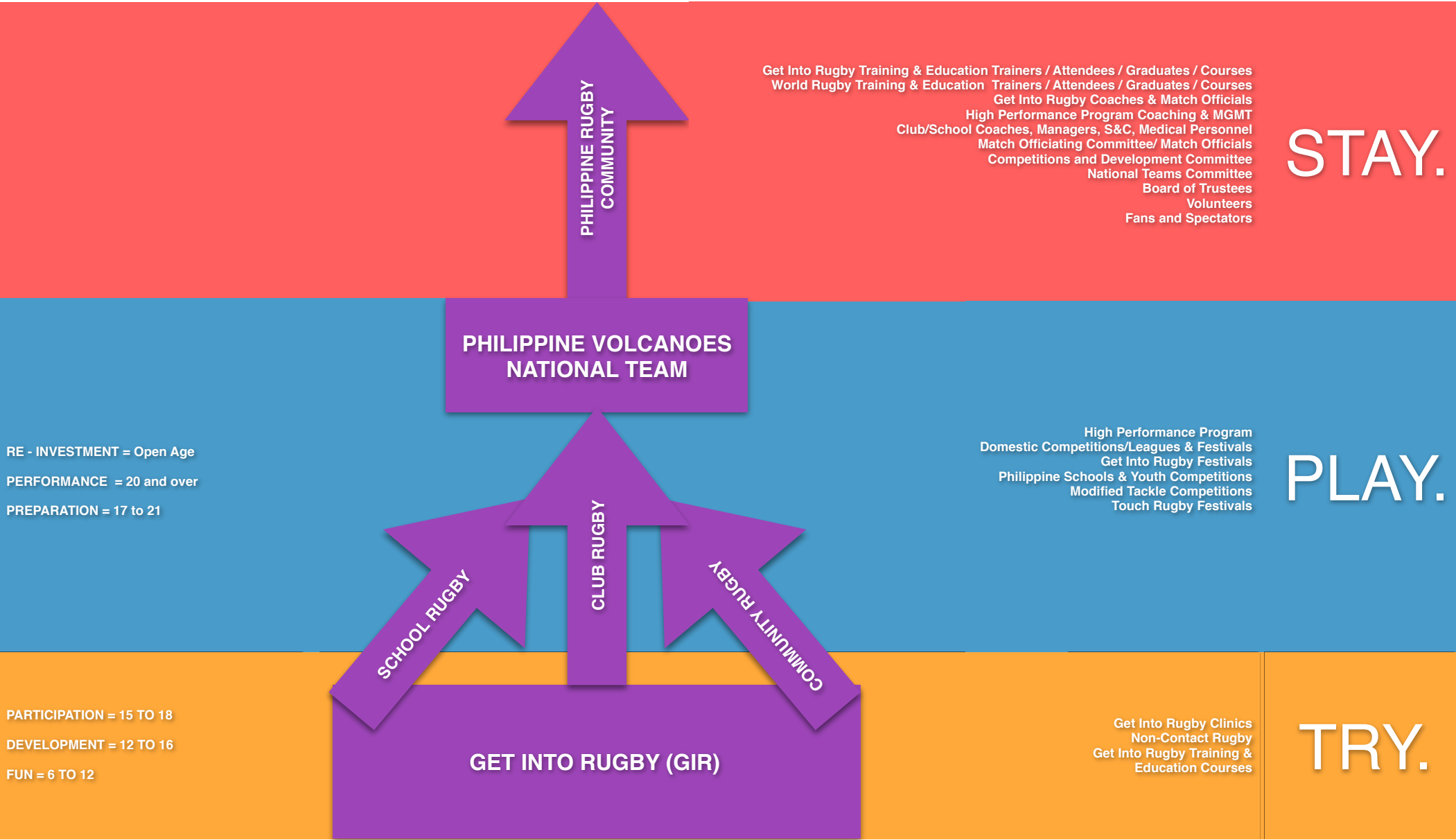


Figure 1.1: GtG 2019 - 2023

How to do we achieve this? - How do we create an Impact Beyond 2019?

Step 1: Are you currently a member of any PRFU Member/Registered Clubs? If no proceed to step 2; if yes proceed to Step 3.

Step 2: Contact our Safeguarding Focal Point (SFP) for submission of requirements (see right):

Step 3: Check out the PRFU Calendar if there are any activity in your area that is already pre scheduled

Step 4: If it's not in the PRFU Calendar, or the activities is not accessible to you and you would like to organise in your club/location, please select a package below:

Safeguarding Requirements:

Request via the getintorugby@prfu.com the following documents:

1. PRFU Safeguarding Policy
2. PRFU Code of Conduct

Print, read, sign and email the scanned copies.

3. Submit a scanned copy of your passport
4. Submit a letter for character reference from your current employer or registered rugby club recognised by a Union

Via our GIR Manager (GIRM)	via our Rugby Development Manager (RDM)	via our Competitions Manager (CM)
<p>GIR Training & Education on Coaching</p> <ul style="list-style-type: none"> - 2-day workshop - Participants with no rugby background may participate - Includes introduction to Safeguarding - Minimum 30 participants 	<p>World Rugby Training & Education Course on Coaching Level 1</p> <ul style="list-style-type: none"> - Online module and face-to-face course - 1-day course with a minimum duration of 8 hours - Participant shall be over 14 years of age - Participant will complete online tests prerequisites - Participants must be a coach, player-coach, or senior player of the club - Includes Introduction to Safeguarding - Minimum 8 participants 	<p>PRFU Domestic Competition/League</p> <ul style="list-style-type: none"> - Club must be PRFU-registered to be able to request hosting - Club will coordinate Risk Management with CM to host a Competition or League
<p>GIR Training & Education on Match Officiating</p> <ul style="list-style-type: none"> - 2-day workshop - Participants must have rugby background - Participants must be physically fit to run under the sun - Must know how to play the game - Includes Safeguarding Workshop 	<p>World Rugby Training & Education Course on Match Officiating Level 1</p> <ul style="list-style-type: none"> - Online module and face-to-face course - 1-day course with a minimum duration of 8 hours - Participant should have a rugby background - Participants shall be physically fit to run under the sun - Participants should know how to play the game - Participants will complete online tests prerequisites - Participants will be available to represent their respective club as the designated match officials in the PRFU leagues - Includes Introduction to Safeguarding - Minimum 8 participants 	<p>Club Competition Sanctioning</p> <ul style="list-style-type: none"> - Club must be PRFU-registered to be able to request sanctioning - Club will coordinate Risk Management with CM to organize a Competition or League - Club Representative will submit the signed PRFU-sanctioned Tournament Guidelines Code of Conduct to the CM - Club Representative will submit the signed PRFU Event Sanctioning Guidelines & Host Requirements to the CM

<p>GIR Workshops</p> <ul style="list-style-type: none"> - 1-day Safeguarding Workshop - Parents' Orientation on GIR and Safeguarding 	<p>World Rugby Training & Education Course on First Aid in Rugby (FAIR)</p> <ul style="list-style-type: none"> - Skill-based course - 1-day course with a minimum duration of 8 hours - Participants must complete online tests prerequisites - Successful participants must be available to represent the club as FAIR-certified official/s in the PRFU leagues - Includes Introduction to Safeguarding - Maximum 6 participants 	<p>Match Official Assistance</p> <ul style="list-style-type: none"> - Club must be PRFU-registered to be able to request assistance - Club will submit a letter of request addressed to the Competitions Manager. Must be signed by the Club Representative and specific assistance requested must be indicated. - Club will submit the schedule and draw of the tournament/festival. - Club will provide tournament/festival database access to the CM & RDM - Club will have an assigned match official for the CM to mentor/support during the assistance period and he/she must join a Level 1 Match Officiating course when there is an opportunity available.
<p>GIR Clinics</p> <ul style="list-style-type: none"> - Implement the program in schools or community - May be a club project or in partnership with the LGU or Deped/School Organizations 	<p>RDO Assistance</p> <ul style="list-style-type: none"> - Club must be PRFU-registered to be able to request assistance - Club shall submit a letter of request addressed to the Rugby Development Manager. It should be signed by the Club Representative and specific assistance/support requested should be indicated. - Club will submit the training schedule and venue of the sessions to the Rugby Development Manager. - Club will provide club database access to the DO assigned. - Club will have an assigned coach/representative for the DO to mentor/support during the assistance period and he/she must join a Level 1 Coaching course when there is an opportunity available. 	
<p>GIR Festivals</p> <ul style="list-style-type: none"> - Otherwise known as tournaments - May be a club project or in partnership with the LGU or Deped/School Organizations - Categories for tournaments: <ol style="list-style-type: none"> 1. Schools: <ul style="list-style-type: none"> - Age Category: Elementary and High School Division - SpEd Division - Separate Boys and Girls teams 2. Community/Barangay/Foundations <ul style="list-style-type: none"> - Age Category: U8, U12, U14, U15, U17,U18, U19, U20 Open - SpEd Division - Separate Boys and Girls teams 		

Step 5: Contact the PRFU point person of the respective package for project coordination and implementation. We are happy to work with you, we humbly request for a minimum of 3 months lead time from your target date of implementation, so that we are able to

Step 6: For any special projects or activities not listed above, we would like to hear more about it. Please contact getintorugby@prfu.com

Step 7: ENJOY RUGBY!

For more information - contact our team at Philippine Rugby



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