



# IRFC Juniors Girls Section

## Development Plan 2024 - 2027

This Development Plan seeks to set out our Plans for the Girls Section at Irvine Rugby Football Club over the next 3 – 5 years.

This Plan should be read in Conjunction with the Main Irvine RFC Club Development Plan



IrvineRFC / IrvineRFCJuniors



@irvinerugbyclub



IrvineRugbyClub

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## Version Control

Version	Author	Date	Changes
01	R.McIlvenna	02/03/24	First Draft
02	R.McIlvenna	02/07/24	Role updates

# Background and Introduction

Following on from the successful introduction of Women's Rugby at Irvine and the huge surge in demand for female Sport in general, we are seeking to establish a Junior (S1- U18) Girls Section at IRFC.

This plan will set out our Aims and Objectives and how we will achieve them.

## Vision

Our Vision is to grow and develop a thriving girls section in a sustainable "PACED" way, that will eventually act as a feeder Section to our Ladies Section



## Contacts

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# S.W.O.T Analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>Recent on-field success of Adult Teams, growth in numbers, and improving ambitions for rugby success.</li> <li>Recent improvements in marketing and communication of the club and its activities</li> <li>Growth in delivery of club events</li> <li>Improved governance and administration of the club</li> <li>Large Mini / Micro membership.</li> <li>High quality outdoor facility available for club use.</li> </ul>	<ul style="list-style-type: none"> <li>Lack of qualified coaches for junior coaching sessions.</li> <li>No provision for indoor training.</li> <li>Events at the club are poorly supported by the members.</li> <li>Insufficient Equipment to cope with surge in numbers</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>SRU are putting a large emphasis on Girls Rugby</li> <li>Increase engagement with local statutory organisations, sports groups, commercial organisations etc. to explore opportunities for partnership working and for transition of participants to members. (KA Leisure)</li> <li>Employ a Youth Development Officer in local schools to assist in growth of junior members.</li> <li>Increasing volunteer numbers and the potential impacts across the entire club</li> <li>SoR at Irvine Royal and after School Club at Greenwood.</li> </ul>	<ul style="list-style-type: none"> <li>Junior members leaving the club to access higher quality coaching elsewhere.</li> <li>Negative experiences of sport for young members training outdoors in cold conditions and an end to participation as a result.</li> <li>Poor attendance at club events due to lack of awareness.</li> <li>Lack of volunteers</li> <li>Funding uncertainty, lack of adequate grant funding for progression and development of the club</li> <li>Impact to change / reluctance to change within club</li> </ul>

# Aims and Objectives

Aims	Objectives
<b>COACHING</b> - Increase numbers of Coaching Staff and Volunteers	<ul style="list-style-type: none"><li>• Provide a dedicated Girls Coach with club support and development path.</li><li>• Identify roles and responsibilities within IRFC committee.</li><li>• Secure funding for and recruit a Community Development Officer</li><li>• Enhance the standard of coaches and the number available</li></ul>
<b>PLAYERS</b> - Increase Playing Numbers	<ul style="list-style-type: none"><li>• Grow and develop Girls Youth Rugby</li></ul>
<b>EQUIPMENT</b> - Improve Quality of Equipment / Kit	<ul style="list-style-type: none"><li>• Provide adequate Equipment / Kit</li><li>• Provide Female Specific Kit</li></ul>

## COACHING

### Aim

- Increase numbers & Quality of Coaching Staff and Volunteers

### Objective

- Provide a dedicated Girls Coach with club support and development path.
- Identify roles and responsibilities within IRFC committee
- Secure funding for and recruit a Community Development Officer
- Enhance the standard of coaches and the number available

### Action Plan

Objective	How	Who	When	Cost	Completion
Provide a dedicated Girls Coach with club support and development path.	Approach Senior Players / existing Coaches to gauge interest	Committee	May 2024	N/A	July 2024
Identify roles and responsibilities within IRFC committee	Agree Management Structure / Hierarchy of Girls Section	Committee	May 2024	N/A	May 2024
Secure funding for and recruit a Community Development Officer	Liaise with Scottish Rugby to identify possible funding streams.	Secretary / Committee	Ongoing	N/A	
	Appointment of Funding Officer to assist apply for Grants / Funding	Secretary / Committee	Ongoing	N/A	
	Approach prospective sponsors with details of packages available.	Leah Hart	August 24	N/A	

Objective	How	Who	When	Cost	Completion
Enhance the standard of coaches and the number available	Deliver a volunteer recruitment programme to include: <ul style="list-style-type: none"> <li>» Engagement with parents</li> <li>» Approaches to past players / members</li> <li>» Engagement with third parties (e.g. KA Leisure / Ayrshire College)</li> <li>» Dispersion of IRFC literature locally to raise the profile of the club and the volunteering opportunities available</li> </ul>	Youth Convenor /Girls Section Manager	Ongoing		

## PLAYERS

### Aim

- Increase Playing Numbers

### Objective

- Grow and develop Girls Youth Rugby

### Action Plan

Objective	How	Who	When	Cost	Completion
Grow and develop Girls Youth Rugby	Establish U14 Team	Youth Convenor /Girls Section Manager	Ongoing	N/A	
	Establish U16 Team	Girls Section Manager	Summer 25	N/A	
	Establish U16 Team	Girls Section Manager	Summer 26	N/A	
	Engage with local schools to raise the club's profile and host 4 - 6 week taster blocks	Youth Convenor	Ongoing	N/A	
	Host annual Summer Camp programmes	Youth Convenor /Girls Section Manager	Summer 25	TBC	
	Link with Scottish Rugby to host taster sessions in local primary schools to aid growth of IRFC Minis	Youth Convenor	Ongoing	TBC	
	Clear representation on social media (Instagram, Facebook & TikTok)	Social Convenor	Ongoing	N/A	



## EQUIPMENT

### Aim

- Improve Quality of Equipment / Kit

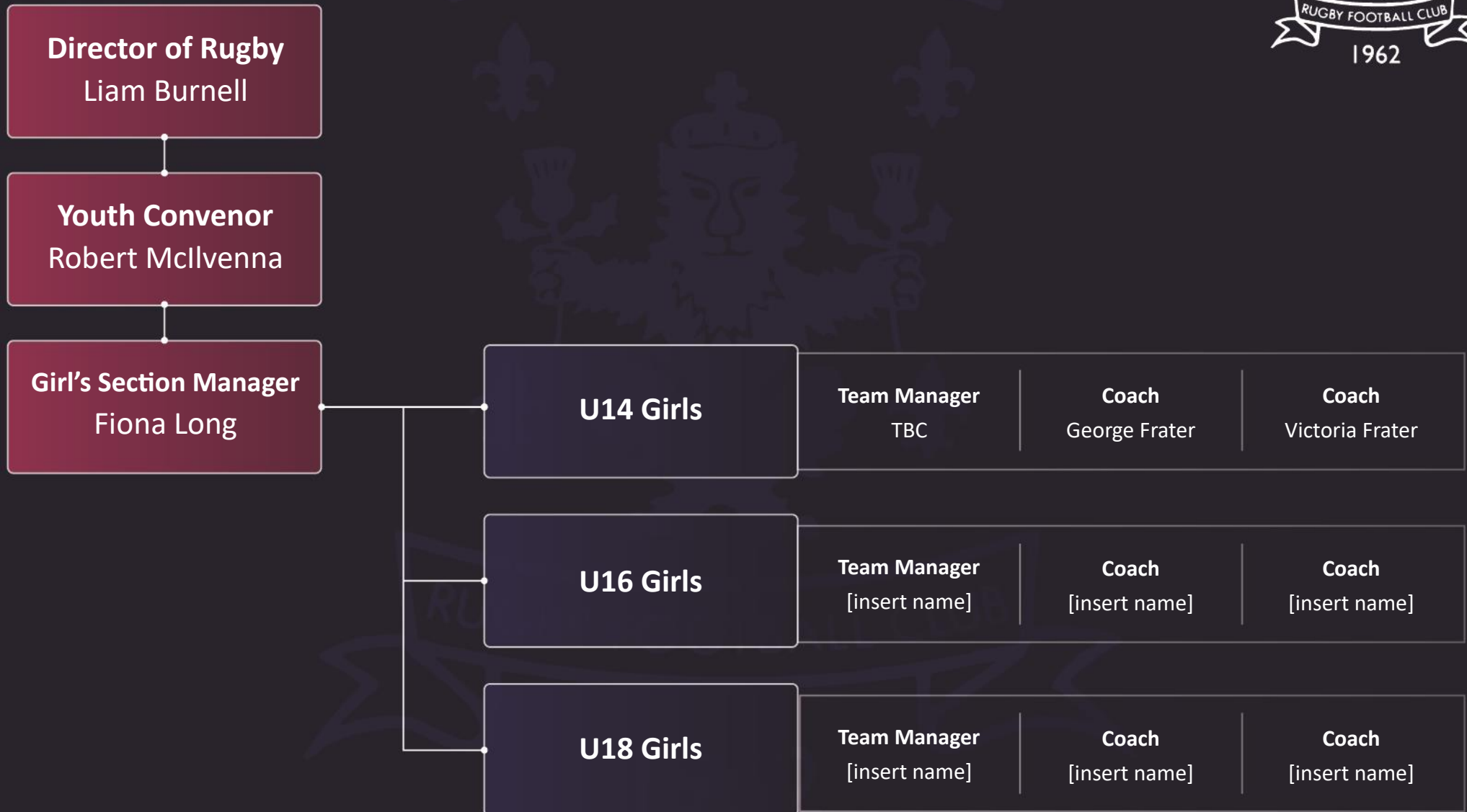
### Objective

- Provide adequate Equipment / Kit
- Provide Female Specific Kit

### Action Plan

Objective	How	Who	When	Cost	Completion
Provide adequate Equipment / Kit	Identify Requirements & Provide new key equipment & facilities – bibs, balls, cones, water bottles, training tops/hoodies	Youth Convenor /Girls Section Manager	Ongoing	£1000	
Provide Female Specific Kit	Provide female specific / adequately sized kit so girls feel comfortable / not self-conscious whilst participating	Youth Convenor /Girls Section Manager	Ongoing	Included in above	

# Proposed Section Structure



# Roadmap



## Year 1

- Appoint Head Coach
- Establish Section Hierarchy & Governance
- Establish U14 Girls Team
- Establish Pathways from Mini Rugby
- Identify Coaching Team for U16 Team

## Year 2

- Enter U14 Team into Regional Competition as Standalone Club
- Establish U16 Girls team and participate in Lift-off competitions.
- Identify Coaching Team for U18 Team

## Year 3

- Enter U16 Team into Regional Competition as Standalone Club
- Establish U18 Girls team and participate in Lift-off competitions.
- Establish Pathways to Senior Rugby

## Year 4

- Enter U18 Team into Regional Competition as Standalone Club
- Incorporate Girls Section into Ladies Section
- Appoint Girls Convenor