

WHAT IS A CONSTITUENT BODY OF THE RUGBY FOOTBALL UNION?

WHAT DOES HERTFORDSHIRE RUGBY FOOTBALL UNION DO?

The purpose of this document is to attempt to explain to a wider audience within our Clubs the following questions

- **What is a CB?**
- **How does Hertfordshire CB operate within the tasks to be undertaken by a CB. These tasks being**
 - **Secure representation of clubs and schools on the RFU Council**
 - **Discipline**
 - **Safeguarding**
 - **Local comps administration**
 - **Annual review of club accounts**
 - **Provide CB accounts**
 - **Match approvals – age grade, tours and Sevens.**

What is a Constituent Body (CB)?

The Rugby Football Union, as the name suggests is a “union” of its member Rugby Clubs plus the Universities, Schools and Forces. As part of the governance structure are 37 Constituent Bodies which are mainly geographical based on the counties of England (28) have been set up to administer our game (The other 9 CB’s are - 3 Armed Forces, Oxford and Cambridge Universities, Schools, Students, Colleges and Referees)

All the full member clubs of the R.F.U in Hertfordshire are in the Hertfordshire Constituent Body.

The CB’s Executive members consist of elected volunteers and their role is to Facilitate and Administer the game at a local level.

The Purpose of a Constituent Body

‘To support the development and growth of member clubs and grow the game in communities around them through effective leadership, governance and administration’

What else does Hertfordshire CB do?

The R.F.U. delegates and provides funding to Hertfordshire CB to manage the community game (played by most of our Hertfordshire clubs)

Behind the scenes a great deal of work goes on administering the game that is not seen by many people (players of all ages, genders, ethnicities and abilities, administrators, spectators, parents and families etc.) who are involved in their local rugby clubs. These include. We work with our member clubs to understand, develop and deliver local CB initiatives that benefit our clubs. Some of these being:

CLUB DEVELOPMENT - We work closely with the R.F.U on "rugby club projects" these range from providing grants for some pitch maintenance to being involved in securing grants from various sources in major clubhouse developments.

We are continually Improving our clubs' understanding of the role and value of their CB through forums such as the Club Chairman's monthly Zoom call and our club's forum meetings. These meeting are generally face to face or virtual dependant upon the circumstances.

Our meeting structure is intended to improve communications between club and CB and encouraging our clubs to be more proactive in their work with us and vice versa. Our engagement here allows us to Improve our planning and our delivery of required interventions.

The existing Club Accreditation process allows clubs to meet their statutory obligations (incorporated status) and provides friendly challenge and questions around internal club processes. Achieving accreditation gives clubs access to funding from a number of sources and markets the club as being managed in a safe and proper way. Our CB Executives are allocated clubs that they interact with and advise.

On behalf of our clubs we facilitate the Delivery of national programmes e.g. All Schools Initiative, NatWest 'RugbyForce' - The new structure and reorganisation at the RFU may result in changes to this area.

PEOPLE DEVELOPMENT - We are responsible for the recruitment, development and reward of the diverse community of volunteers who deliver initiatives within Hertfordshire rugby such as: -.

Player Development – We oversee all youth and mini rugby with the county ensuring strict adherence to Age Grade Regulation 15 as set out by the R.F.U. All clubs must have in place safeguarding policies and all key volunteers with children and adults at risk must be subject of DBS check and safe recruiting procedures.

In youth rugby we work closely with Saracens R.F.C. on the Developing Player Pathway (DPP) aimed at identifying the most talented individuals and improving their skills. Hertfordshire Rugby Football Union also gives players the opportunity to develop their skills through **Representative Rugby**. In men's rugby, as well as the Men's Senior Team, the CB run a under 16s, under 17s, under 18s and under 20s side. These teams give players the chance to develop and possibly go on and play for England Counties. In the Women and Girls game we run County under 15s and under 18s teams as well as a senior team.

Coaches - We have overall responsibility for **Coach Development** at all levels and best practice in the training of players by offering a variety of courses and coaching

opportunities for coaches at all levels. All mini and youth coaches have mandatory coaching requirements.

Referees - We cooperate closely with the Hertfordshire Society of Referees in their identification and development of referees which includes a number of courses offered by them.

Administrators - We promote leadership and effective management in our clubs jointly with the R.F.U. by running leadership courses (an example of which is **The Leadership Academy**).

GAME DEVELOPMENT

Safeguarding -Hertfordshire Rugby Football Union is responsible for ensuring a safe playing and social environment within the county. It oversees safeguarding, deals with child protection issues, and advises on making all aspects of rugby safe, including first aid provision, and mental health and welfare.

Discipline – We are responsible for the discipline of players, spectators, volunteers, clubs etc. within the clubs in Hertfordshire (note players issues of discipline in levels 1-4 are dealt directly nationally by the R.F.U.).

Core Values **Teamwork, Respect, Enjoyment, Discipline, Sportsmanship**

These five Core Values have been identified and adopted by the game and embody the way in which the game is played, administered and supported at all levels, up to and including the national teams and RFU staff. CBs play an essential part in promoting the Core Values to their clubs.

Working to these Core Values helps volunteers and staff to act in accordance with the roles and responsibilities of their position and the rules and regulations of the game.

Competitions – We arrange local competitions and merit tables so that all of our clubs and teams can participate at their own level.

Engagement with other sports and Sporting Bodies - We are also responsible (with the Rugby Development Officer and the Community Rugby Coaches) for overseeing growth and opportunity in the game to this end we communicate with other sports and bodies within Hertfordshire.