



Eccleshall RUFC  
Tacklers, Baden Hall  
Swynerton Road, Eccleshall,  
Staffs ST21 6LG  
[www.eccleshallrufc.co.uk](http://www.eccleshallrufc.co.uk)

## **Recruitment Policy**

### **VOLUNTEER RECRUITMENT POLICY**

Volunteers by definition offer to do something. The key to recruiting volunteers must therefore be to make them want to be involved with Eccleshall RUFC, by helping to run a successful happy Club:

Recruitment of Volunteers will come mainly from a pool of people who are attached to the game of rugby and have an interest in its growth and development, usually players, ex-players, their friends, relations and supporters.

It is incumbent on the established volunteers to attract more assistance.

Eccleshall RUFC must first take stock and decide:

Which areas of our club's infrastructure need more support.

People with special expertise could do what jobs better.

Eccleshall RUFC must recognise that people like to help and that people like to be valued.

By gently approaching both members and supporters with requests for assistance within their particular area of expertise and within their capabilities we can encourage volunteers to come forward. By showing them that they are valued we can perhaps enlist a committed volunteer.

There is an untapped reservoir of help among people who do not ensure that every opportunity is taken to advertise our existence not just as a Rugby Club but as a focal point of a community, an asset to which everyone who wishes can belong and be made welcome.

Ideally it should be the responsibility of any volunteer relinquishing a position in the Club to identify and recruit a replacement. A period of joint responsibility would assist a smooth change over.

### **ADULT PLAYER RECRUITMENT STRATEGY**

Player recruitment will evolve down several pathways: -

- Returning players from higher levels
- Retention of mini/juniors after schooling
- Attraction of school players after leaving school
- Recruiting players new to the district
- Attracting university students
- Personal recruitment by established members within their work and leisure environments

The main feature is that Eccleshall RUFC has a club that players want to play for. An amateur club in every respect with a policy of providing good facilities and playing to the highest possible standard.

In order to get this across to as wide an audience as possible Eccleshall RUFC need to advertise not only that we exist but we welcome new players of all abilities.



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### **MINI / JUNIOR PLAYER RECRUITMENT STRATEGY**

Player recruitment will evolve down several pathways: -

- Attraction of school players through coaching within schools, hosting tournaments, and coaching sessions
- Recruiting players new to the district
- Personal recruitment by established members within their own schools

Every child or young person, who plays or participates in rugby union at Eccleshall RUFC, should be able to take part in an enjoyable and safe environment and be protected from abuse.

In order to get this across to as wide an audience as possible Eccleshall RUFC need to advertise not only that we exist but we welcome new players of all abilities.

### **COACH DEVELOPMENT PLAN**

The aim of the club is to assist all those involved with the Training and Development of players at any level by encouraging them to participate in RFU Coaching course with the objective of obtaining as high a coaching qualification as they wish to achieve.

Players will be encouraged to consider extending their career by becoming involved in coaching.

### **REFEREE DEVELOPMENT PLAN**

The aim of the club is to meet RFU requirements that all referees for the RFU insurance indemnity must hold at least a National Foundation level

Eccleshall RUFC will encourage the Club referees and any interested supporter to participate in the RFU qualification programme.

Eccleshall RUFC will also endeavour to assist players wishing to take up refereeing as an extension of their rugby career.