



Impact Report

Season 23/24





Impact Report

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Croeso Welcome

I'm delighted to publish the WRU Community Impact Report for the Season 23/24. This is our second impact report, and its results are testament to the hard work, dedication and hours invested by the community team and other departments across our organisation.

I'd like to take this opportunity to issue a heartfelt thank you to all involved; for the work, time, commitment and unwavering support to both myself, clubs, schools and communities.

Not only will the Impact Report provide us an opportunity to look back at the Season 23/24, it's an equal chance to look forward to next Season 24/25 and beyond, building on our success and challenges to realise our ambition of a thriving future for the community game

This Season has been the first full season which had promotion and relegation for a long time, which is difficult to believe. There have been many hurdles to navigate from rising energy costs and the cost-of-living crisis to unseasonal weather and storms which caused severe disruption to the season, not only here but across the UK.



My thanks to all our community teams in Wales, to the players and all volunteers who have supported Welsh rugby and given their time to ensure games were completed and everyone had a wonderful programme both on and off the field. Your hard work has not gone unnoticed.

We completed our women's and men's leagues and cup programmes. It was great to celebrate our cup finals with teams and supporters at Principality Stadium. Our Road to Principality programme was a resounding success again this year, proudly run by our apprentices alongside our event delivery teams who delivered a brilliant event. Planning is already underway for this coming season.

This Season, we have been able to deliver a multitude of programmes from coaching courses, match official courses, safeguarding, essential first aid, plus, assisted in all areas of player welfare and support from our fantastic Charitable Trust.





Our inclusion programme, mixed ability rugby, wheelchair rugby and the WE Soda fit, fed and fun camps, all have brought smiles to tens of thousands of children and adults alike.

We will continue to look at our insights and data which will help us to develop our offering, shaping what our game will look like in the future defined by what our future generations need. Without our young people there is no game.

This leads me to the full Welsh Rugby Union Strategy which will be launched this year, underpinned by a singular ambition to forge a bright future for Welsh rugby and this makes us all excited for what's to come, as **"Rugby Matters more in Wales"**.

I hope you enjoy reading our report. It's certainly been fascinating collating the information and data and given us all a chance to reflect on what has again been a busy productive season.

Thanks again to you all – staff, volunteers, regional foundation partners, clubs, hubs and all our education establishments.

GERAINT JOHN

Community Director



Where we are

STATE OF THE GAME: 2024

59,661 REGISTERED PLAYERS

GIRLS & WOMENS GAME: 6,882

Senior: 1,994 | U17-U18: 259 | U12-U16: 2,308 | U7-U11: 2,321

BOYS & MENS GAME: 52,779

Senior: 16,808 | U17-U18: 3,809 | U12-U16: 15,964 | U7-U11: 16,198

7,411 COACHES

Male: 6,855 | Women: 556

1,351 OFFICIALS

Male: 1,298 | Women: 53

343 TEAMS

Active Clubs: 272 | Male: 309 | Women: 39

37 LEAGUES

Male: 31 | Women: 6

54 ALTERNATIVE GAME TEAMS

Walking Rugby Teams: 31 |

Wheelchair Rugby Teams: 5

Male Mixed Ability Teams: 9 |

Female Mixed Ability Teams: 2

40 GIRLS HUBS

39 WOMEN'S TEAMS

BY DIVISION:

Premiership: 8 | Championship: 8 | East: 6 | Central: 6 | West: 6 | North: 5

632 U12-U16 TEAMS IN REGIONAL COMPETITIONS

BOYS GAME ONLY (STATS ON GIRLS GAME TO FOLLOW):

Cardiff Rugby: 150 | Dragons: 139 |

Ospreys: 148 | RGC: 86 | Scarlets: 109

340 YEAR 9-10 SCHOOL TEAMS

BY YEAR (STATS TO BE CONFIRMED FOR YEARS 7 - 10):

Year 9: 170 | Year 10: 170

88 U18 SCHOOL TEAMS

BY COMPETITION:

WSC Conference A and B: 16 | WSC 2XV

Competition: 10 | WSC Girls: 6

Premier League (East and West): 20 |

Local leagues: 36 (16 in North Wales)



**39,012 YOUNG
PEOPLE
ENGAGED:**

**1,348 SCHOOL
SESSIONS**

and **318 EVENTS**, delivered
through our **HUB PROGRAMME**

**1,748 U15
PLAYERS**

involved with our
EMERGING PLAYER PROGRAMME
skills centres playing across **30 PLAYING
OPPORTUNITIES**

801 U16 PLAYERS

involved in **SCHOOL DISTRICT
COMPETITION** across **91 FIXTURES**
with **26 DISTRICTS**

**115
YOUTH
TEAMS**

across all youth
leagues and
competitions

£2,015,245

GRANT FUNDING for season 2023/24

(Excludes core & development grant funding)





Boys & Men's Game

EMERGING PLAYER PROGRAM (14YRS – 16YRS)

In Season 2023-24 as a key component of the Welsh Rugby Union's strategic reform of the player pathway to create 'more and better players' for the professional and community game in Wales.

The prestigious Dewar Shield was formally integrated into the regional pathway and contested at U16 (Year 11) level while, as part of the wider ongoing player pathway reform, the newly introduced skill centres, led by the 4 professional regions and RGC and supported by the WRU, were delivered locally at U15 (Year 10) level across 24 unitary authority schools districts in Wales.

As part of the WRU Talent Discovery phase of the player pathway, the principle of the EPP programme (14 – 16) is to enhance individual player development in a locally based group setting and allow players a longer period of time to explore their potential in high quality environments with a strong regional connection.

In the first year of delivery the U15 skills centres have engaged over 1700 players supported by 30 playing opportunities and a newly introduced school cup competition that has seen 170 schools take part.

In the U16 Dewar Shield program over 800 players have participated in 91 competitive fixtures and district teams have been supported by over 140 volunteers and 1200 hub officer delivered sessions.

U18 CLUB RUGBY

U18 League games – 632

U18 Friendlies – 229

Pre-Christmas youth league completion 90.88%

Post Christmas youth league completion 74.94%

U18S RUGBY IN EDUCATION

At U18s there have been 82 school or college teams whom have played this season which breaks down into the below:

- 16 WSC Conference A and B
- 10 WSC 2XV Competition
- 20 WSC Premier leagues (East and West)
- 36 local leagues (Including 16 schools in North Wales)



In the first year of delivery the U15 skills centres have engaged over 1700 players supported by 30 playing opportunities and a newly introduced school cup competition that has seen 170 schools take part.

YEAR 9 & 10 NATIONAL CUP COMPETITION

170 school teams (21 Scarlets, 33 Dragons, 36 RGC, 28 Ospreys, Cardiff 52) took part in the U15 (Year 10) Within the Year 9 (U14) equivalent 176 schools teams took part in the competition.

ADULT MEN'S RUGBY

Season 2023-24 was the first full season of the re-introduction of promotion and relegation since the Covid-19 pandemic. Three key focus areas for Adult Rugby for the WRU Playing Section of the Community Department and measurements for success were as follows;

- adult Men's Active Playing Registrations
- completion rate of fixtures played across national leagues, national cups & district competitions
- implementation of Digital Team sheets & insight & data capture to monitor the 'state of the game' in Wales on a week by week basis throughout the 2023-24 season

Hugely encouraging was the increase of 2682 adult men's active registered players in comparison to season 2022-23.

- 76% of National League and Cup Fixtures were played and completed (5% increase on season 2022-23)
- 278 teams completed all WRU Admiral National League games.
- 236 WRU National Cup fixtures were completed
- 94% of WRU Admiral National League Teams submitted Digital Teams sheets
- 13 WRU National Conference Athletic (previously 2nd XV) Clubs have successfully achieved the WRU set criteria to gain entry into the WRU Admiral National Leagues from season 2024-25. This is an exciting new chapter that recognises and rewards clubs whom have the sustainability and capacity to run multiple Adult Men's Team's.



Girls & Women's Game

A pillar of the WRU 2024 – 2029 'One Wales' Strategy is to accelerate the development of the women's and girl's rugby ecosystem, from the changing room to the board room and have 10,000 actively registered female players by July 2029.

2023/24 season saw a record 6,500 women and girls actively registered, playing in 34 women's teams and 40 Girls Hubs.

WOMEN'S CLUB RUGBY

1,700 women played across five Admiral community leagues and the Road to Principality Cup, Plate and Bowl competition. We've seen 200 new senior players 'new to rugby' during the season and 600 new players over the last five years. This year saw 5 teams (Penygraig RFC, Treorchy RFC, Abercwmboi RFC, Ynysybwll RFC and Newport HSOB RFC) complete the new team process (NTP), meaning 39 teams enter the 24/25 season.

GIRLS' HUB RUGBY

4,800 girls aged 6 – 18 registered across 40 Girls Hubs and satellite hubs with U8's – U18s girls only teams. 2,000 of which were 'new to rugby' players where 55% of the new players were engaged and transitioned to Girls Hubs by the Hub Officer Education programme.

Over the last three years the WRU women and girls pathway has significantly developed with the inclusion of Wales U20's, Wales U18's, Player Development Centres, Exiles programme and Celtic Challenge competition.



EDUCATIONAL RUGBY

Over the last three years the WRU women and girls pathway has significantly developed with the inclusion of Wales U20's, Wales U18's, Player Development Centres, Exiles programme and Celtic Challenge competition. We've also seen demand grow from younger players across educational settings and built partnerships. In 2023/24 we saw:

- Most entered school girls' teams at the Urdd 7's competition in Spring 2024
- Welsh Schools and Colleges pilot between 9 teams from 12 educational establishments:
 East – Coleg Gwent, Coleg y Cymmoedd, Cardiff and Vale College,
 North – Ysgol Brynhyfryd, Ysgol Dyffryn Conwy, Ysgol Godre'r Berwyn
 West – Coleg Sir Gâr, Llandovery College, Mynydd Mawr a Dinefwr (Ysgol Bro Dinefwr, Ysgol Dyffryn Aman, Ysgol Maes y Gwendraeth combined)
- British Universities and Colleges Sport (BUCS)– Women's National League competition across England, Wales and Scotland with two Welsh Universities out of seven universities (Cardiff University and Cardiff Metropolitan University).

OFF FIELD

Off field, a priority has been to grow fan engagement via showcase events. We saw record crowds of 10,000 fans attend the Wales v Italy Six Nations game combined with the Road to Principality Cup, Plate, Bowl finals and 49,000 online streaming views from the four games on the day. WRU also hosted the inaugural Game Changers conference, providing knowledge, education and networking opportunities for coaches and staff involved in women and girls performance rugby.

Voice / Review – Giving a voice to girls hubs and clubs was also a priority to review the season. We hosted North and South forums for Senior Women's teams, and East, North, West forums for Girls Hubs with 95 % attendance rate (over 120 coaches, team managers and Hub Leads in attendance). From the forums a number of recommendations were made to the competitions committee and Community Game Board that have been approved and will be implemented for the 2024/25 season.

Hub Programme

Priority Areas (G)	Outcome	Total 2023/24	Total 22/23	% to last year	Comments
	Coach Deployment Leaders & L1	929	430	216	50% of those trained were deployed. 33% of coaches trained were girls.
	Referee Deployment	283	153	185	60% trained deployed achieved
Playing Community	Player Transfers Boys	3443	2008	171	Officers had over 50 engagements each with their clubs.
	Female Hub Engagement (G)	1105	831	133	Average of 20 engagements per officer across hub officer.
	EPP 15s & 16s	2822	2142	132	Ave of 28 engagements per officer
	Girls Skill/Talent Centres	396	348	114	Ave of 4 engagements per officer
Playing Est.	Targeted Yr 7 – 9 Boys Delivery (Growth)	18393	16799	109	Number of opportunities across curriculum, extracurricular and games/ events
	Targeted Yr 7 – 9 Girls Delivery (Growth)	12473	9959	125	Number of opportunities across curriculum, extracurricular and games/ events
	Targeted Primary Schools Delivery (Growth)	8375	12425	67	Number of deliveries by officers in primary schools
Promote	Specific ALN Delivery	7623	6636	115	Sessions and events
	ALN Establishments/ Lead Officers	12	10	120	Specific ALN Establishments
	E-Sports establishments	21	11	191	Engagement in training, identifying ICT contact and training digital rugby leaders
	FFF days delivered	269	347	78	Delivery of days
	Food and Fun/Other Holiday programmes days delivered	188	217	87	Delivery of sessions in cohorts/venues
	Regional Support	10	10	100	Foundation staff
	EDC Lead Establishment	20	20	100	Specific establishments with high EDC communities
Partner	Open University Link	10	5	200	Part of the pilot study



PLACES

Currently we are active in 95 establishments

- 56% of our clubs are supported by the Hub Programme (130/301 rugby clubs are not supported by the hub programme)
- 70% of M&J sections are supported by the hub programme (69/237 clubs with M&J sections are not supported by the Hub Programme)
- 79% of Youth sections are supported by the hub programme (26/128 youth teams are not supported by the Hub Programme)
- 82% of W&G Teams/Hubs are supported by the Hub Programme (Only 13/73 teams sit outside of direct Hub support)

Note: Support varies depending on the number of clubs/hubs connected to the establishment and the specific ops plan of the officer

PARTNERS

- The hub programme also brings in £15 – 20,000 of investment from partner establishments £1,440,000 – £1,920,000 and Sport Wales contribute circa £600,000 to the WRU for outcomes reliant on the Hub Programme.
- * **The WRU invest £250,000 – £400,000 on the programme and return circa £2,000,000 of match funding.**
- * **The specific Social Return on investment is being investigated in partnership with The Open University.**

HIGHLIGHTS & CHALLENGES 2023/24

Coaches & Referees

- 881 coaches & 278 referees deployed by hub officers
- * **42% of coaches & 80% of referees trained were deployed**
- * **22% of coaches & 15% of referees deployed were girls**

Community Engagement

- 10,340 engagements by hub officers across Clubs, Female Hubs, Inclusion teams and the player pathway
- * **2,354 boys transferred to clubs**
- * **955 girls transferred to girls hubs**

Playing

- 28,838 boys, 17,231 girls & 7,158 primary school sessions across curricular, extra curricular and games/events
- * **45% of the delivery in the establishments is to girls**

Promote

- 7,239 sessions and events supported by WRU Hub Officers
- * **Includes data from 12 ALN specific establishments**

Partners

Hub Officers supported the delivery of Fit Fed Fun and WLGA Food & Fun Programmes

- * **10 establishments engaged in The Open Uni evaluation**
- * **21 establishments to participated in esports Cymru league**

Places

It has been another successful year for the Places Team with record support being provided to the clubs across Wales.

CLUB VISITS

Throughout the 2023-24 financial year, the Places team made 709 club visits across the Country. Clubs have been supported on topics such as governance, facility compliance, volunteering, grant funding, preparing a club development plan, and facilities development projects.

SELF-ASSESSMENT

This year the Places Team launched the Club Self-Assessment Tool, launched early in 2024. This tool kit aims to support clubs across three key pillars of Facilities, Culture and Governance. It enables clubs to self-reflect against a series of questions for which at the end of the session, a digital report will be produced, and a set of supportive solutions provided to the club.

To date, 70 percent of member clubs have undertaken a club self-assessment visit and it is anticipated that all clubs will have been through the process by October 2024. This is a rolling programme of support on an annual basis.

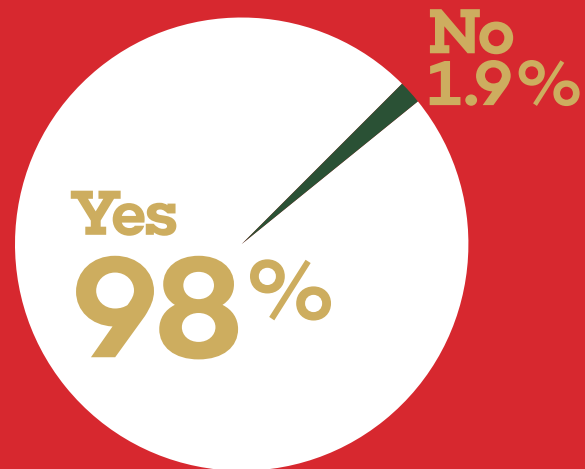
Of those clubs that have participated in a self-assessment, the team have followed this up with a short survey to gather some feedback on the process and the how the meeting and report will benefit the club going forward.

A summary of the feedback is below:

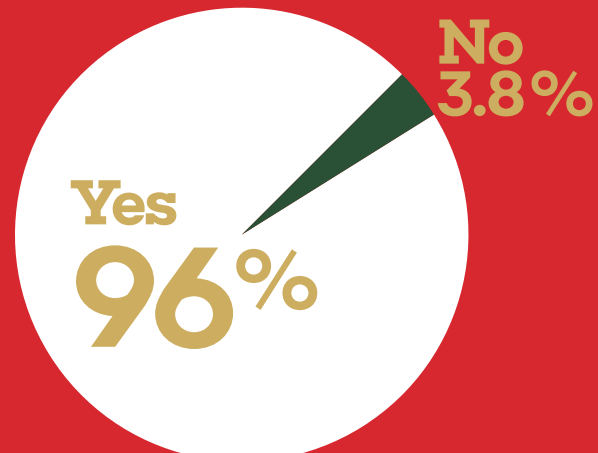
Do you find the supportive solutions beneficial after the visit?



Would you recommend the toolkit to other community clubs?



Do you feel the tool kit will benefit your club moving forward?





DYSGU

In August 2023, the Places Team also launched a new online free learning platform for all rugby clubs and affiliates across Wales. The dedicated learning portal, Dysgu WRU provides a bespoke to ensure clubs can thrive. In its first season, the portal delivered 16 live webinars relating to a range of topics that are pertinent to the running of a rugby club.

To date

- 570 volunteers attended a live webinar during the season
- Highest attendance was 71 participants for a live webinar on the new Welsh Government 'Workplace Recycling' that came into force on 6th April 2024.

The platform also provides clubs with a watch again function where a further 447 volunteers accessed a Dysgu WRU webinar. Over 250 hours of content was watched by volunteers through 'watch again' function

Dysgu WRU will return again for the start of the 2024/25 season with new webinar content and topics to help and support WRU member clubs

GRANT FUNDING

In 2023/24 the Places team helped WRU member clubs to yet again secure over £2m in grant funding for facilities development projects and equipment.

A big congratulations to all involved and a thank you to all the funding stakeholders supporting our member clubs with investment.





Inclusion

WE Soda WRU INCLUSION DAY

Our annual Flagship inclusion event was a hugely successful showcase of the diversity of Welsh rugby, with over 650 children, teens and adults participating on the day. Our Inclusion networking event that ran concurrently on level five hosted over 100 people from across a multitude of different organisations that we work with in the inclusion space.

REGIONAL SERVICE LEVEL AGREEMENT

The Welsh Rugby Union and the 4 Regional Community Departments have agreed a 2 year Service Level Agreement to deliver in partnership key inclusion programmes such as WRU Fit Fed Fun, Disability Rugby Provision and Ethnically Diverse Communities programs. Each region now has an established regional inclusion lead who drives the EDI specific provisions and projects within their area. As a result we look forward with excitement at what potential the regions in partnership with the WRU can unlock in this space as we progress further on this journey.

ETHNICALLY DIVERSE COMMUNITIES

This year we have built on the foundations that we have put in place to develop not only consistent rugby engagement in the ethnically diverse communities in Wales, but have also begun the process of identifying, mentoring and developing young people from these communities to become community coaches, supporting and then leading rugby provision themselves.

KEY PROGRAM DELIVERY INCLUDES:

- EYST Youth Project – A 10 week programme of engagement with the local communities that EYST support, introducing rugby to many for the first time whilst providing opportunity for transition of participants into local teams. During the 10 weeks an older cohort is provided with opportunity to understand the coaching aspect of the sessions and are then given the opportunity to qualify as tag leaders and support their progression as community coaches.

- Powys & Denbighshire Refugee and Asylum Seeker Family Events – We have held family events in both Powys and Denbighshire. These events were created in partnership with the respective local authorities as well as EYST and Feathers charity (In Powys). The events were used to consult with families and create regular provisions moving forward. The regular sessions in Powys have now started, with Denbighshire following shortly.

WELSH REFUGEE COUNCIL

The Welsh Rugby Union Community department recently won the Contribution to Sport Award at the Nation of Sanctuary Awards 2024 for the work that the inclusion and hub staff have done working with the Welsh Refugee Council and creating opportunities for children in refugee families to participate in rugby sessions via WRU Fit Fed Fun and specific rugby sessions in community settings across Wales.

DISABILITY RUGBY

- Mixed Ability Rugby – With the introduction of women's MA teams we have now seen the format for people with and without disabilities grow to 11 teams across Wales.
- Inclusive Community Clubs – A further four ICCs have been established providing regular inclusive rugby sessions for children with disabilities aged 6-16. Taking us to 11 ICCs across Wales
- Visually Impaired Rugby – 2 teams (Cardiff & Ospreys)
- Disability 6 Nations Events – 9 Disability 6 Nations events were held during 2024 engaging 1,342 children with disabilities through rugby.
- Urdd Disability Festivals – Our SEN specific and wheelchair rugby events were delivered again during 2024 with an increase of participants at both events.
- Disability Sport Wales Insport Events – Both inclusive rugby and wheelchair rugby are delivered at multiple Disability Sport Wales Insport events across the whole country, through the regional SLA.

- Wheelchair Rugby – Continuing our commitment to the support agreement between the WRU, Disability Sport Wales and Great Britain Wheelchair Rugby signed following the European Championships in 2023, we have not stopped. Engaging an additional 7,999 participants in wheelchair rugby utilising our 30 Hybrid Rugby wheelchairs and workforce of level 1 wheelchair rugby coaches, from hub officers, WRU staff, regional foundation staff and community coaches.



LGBTQIA+

Whilst we continue to provide support to the 4 IGR Teams; Swansea Vikings, Cardiff Lions, Wrexham Rhinos, Conwy Dragons, through the SLA we have driven regional foundation engagement through guest coaching sessions the regional foundations also have begun to provide local pride event support.

LOW SOCIO ECONOMIC GROUPS

This year we have continued to grow our support for areas of High Deprivation in Wales through our WE Soda Fit Fed Fun Holiday Hunger Program. Over the past 12 months, through our partners such as the Regional Foundations and the Urdd we have delivered 140 one day rugby camps with 6500 children engaged in rugby and healthy eating over the Summer and Easter Periods with a further 200 schools based sessions, in collaboration with the Welsh Local Government Agency, delivered by WRU Hub Officers engaging 8060 children. we have also provided a further 1000 'Boots for Grassroots' to families most in need.

STATEMENT OF SUPPORT: THE OPEN UNIVERSITY HUB PROGRAMME EVALUATION TEAM AND THE WELSH RUGBY UNION

We were pleased to again work with the Open University regarding the evaluation of the Hub Programme. Thanks to Paul Carlin who is a Staff Tutor with the OU for this endorsement.

As a researcher at The Open University, I am pleased to express my enthusiastic support for the collaborative efforts between The Open University and the Welsh Rugby Union in evaluating the Hub Programme. Over the past 2 years, our joint commitment to this project has yielded promising results and laid the groundwork for a robust evaluation.

The Hub Programme has demonstrated its positive impact on individuals and schools, albeit through recurring anecdotal evidence. The bespoke nature and stability of the program align well with our proposed evaluation methodology, which emphasises rigour and meaningful outcomes. The participation of 10 schools this year has provided valuable insights into how this methodology can be effectively implemented.

Our unique ability to draw from a mixed system and diverse provisions positions us well to explore the impact across multiple domains. As we anticipate applying for grant funding this year, we remain committed to maintaining the integrity of the Hub Programme while ensuring meaningful evaluation. We will also aim to explore any notion of IP that might exist for the Hub programme either in other regions or sports, thus adding to insight on the overall return on investment, one in which we suspect has a broader impact than merely financial.

We are confident that our collaborative efforts will continue to yield valuable insights and contribute to the advancement of educational provision and well-being in Welsh schools through the promotion of Rugby as a sport for all.

SPORT WALES PARTNERSHIP DELIVERY

The WRU Hub Programme also supports the delivery of the investment into Welsh Rugby by Sport Wales. The Hub programme delivers across these specific areas

Equality Diversity & Inclusion

- Gender parity in the Hub programme
- Sustaining and increasing participation through Hub activity and programmes in WIMD areas
- Delivery of Fit Fed Fun Programme
- Rugby participation from non-white demographics.
- Development of Wheelchair rugby across hub programmes

Increasing participation/latent demand

- Activity that encourages transition from school/ extracurricular environment where girls activity takes place into female hubs
- Coach and volunteer development within the women's game to support community-based activity. Volunteer retention. Coach recruitment and CPD
- Professional development of the Hub workforce related to the identified areas within the partnership form (creating the right environments, impacting EDI).



Coaching & Refereeing



TAG COURSES

37 Cwrs
Courses
565 Mynychu
Attending
103 Menywod yn Mynychu
Females Attending



TAG LEADER COURSES

63 Cwrs
Courses
991 Mynychu
Attending
360 Menywod yn Mynychu
Females Attending



EARLY CONTACT COURSE

33 Cwrs
Courses
496 Mynychu
Attending
60 Menywod yn Mynychu
Females Attending



FULL GAME LEVEL 1 COURSES

40 Cwrs
Courses
692 Mynychu
Attending
88 Menywod yn Mynychu
Females Attending



FULL GAME LEVEL 2 COURSES

18 Cwrs
Courses
210 Mynychu
Attending
25 Menywod yn Mynychu
Females Attending



ADVANCED COACHING LEVEL 3 COURSES

1 Cwrs
Course
20 Mynychu
Attending
2 Menywod yn Mynychu
Females Attending



HIGH PERFORMING LEVEL 4 COURSE

1 Cwrs
Course
9 Mynychu
Attending
2 Menywod yn Mynychu
Females Attending



REFEREE LEVEL 1 COURSES

46 Cwrs
Courses
713 Mynychu
Attending
195 Menywod yn Mynychu
Females Attending



COACH & REF CORNERS

19 Cwrs
Events
83 Mynychu
Attending
29 Menywod yn Mynychu
Females Attending



COACH & REF PROFESSIONAL DEVELOPMENT SESSIONS

247 Digwyddiad
Events
2869 Mynychu
Attending
227 Menywod yn Mynychu
Females Attending

Policy and Integrity

POLICY AND INTEGRITY

The Policy and Integrity Team operate in both the community and professional game, and have responsibility for the functions of Safeguarding, Player Welfare, Discipline and Anti-Doping.

This is delivered through a strategy focussed upon the three pillars of Engagement, Education and Enforcement

DISCIPLINE AND MISCONDUCT SUMMARY

- Referee Cameras Deployment within the Community Game
- Match Observers attendance (38 matches observed)
- 90% matters reported attracted a Sanction/ Outcome.
- 88% matches played without incident in Senior and Youth Game
- 97% matches played in Senior and Youth played without attracting Match Official Abuse.

ANTI-DOPING

- Bilingual Anti-Doping Guidance via Game Locker
- Completion of UKAD Assurance Framework
- 661 Anti-Doping Guidance Directives issued to players and Member Clubs
- Community Anti-Doping Resource distributed to WRU Member Clubs
- Development of a new Anti-Doping Advisory Group

SAFEGUARDING

- Improved and more robust Safe Recruitment process – The WRU average 6000 Disclosure and Barring Service applications each year
- Two new Independent Case Management Members have been recruited who have a wealth of experience in the field of safeguarding.
- Two additional Independent Safeguarding Advisory Group Members recruited who have expertise in Parents in Sport and Engaging with Children and Young People
- 369 Club Safeguarding Officers
- Club Safeguarding Officer compliance currently at 96%
- The new WRU Safeguarding Policy has been approved by the Board and was launched in September 2024
- The WRU delivered eleven safeguarding roadshows in June and July at rugby clubs across Wales. There were over 260 participants in attendance including Coaches, Team Managers, Club Officials, Club Safeguarding Officers, other Volunteers and Parents

TRAINING AND EDUCATION

- 116 Safeguarding Courses Delivered to 695 Candidates (not including WRU Safeguarding Roadshows – 2024)
- Delivery of WRU First Aid in Rugby, Supported by St John Ambulance (Delivered by WRU Educators) 133 Courses were delivered to 1248 Candidates
- The WRU Educators (Registered Physios) have delivered 36 Strapping & Medical Awareness courses to 468 Candidates with the support of Physique.



- Including First Aid, Strapping & Medical Awareness, Concussion & Gender Participation Training 172 sessions have been delivered to 1756 Candidates.
- STAY ONSIDE Integrity and Anti-Doping Education Programme 64 Courses delivered to 2050 Candidates.
- WRU Integrity Education and Training (Including Sanction Training & Anomalies) – 359 courses have been delivered to 4603 Candidates.
- Current Integrity Educator Workforce – 18 (Including 8 UKAD accredited educators)

ANNUAL DELIVERY COMPARISON

	2022/23		2023/24	
	Courses	Candidates	Courses	Candidates
S&MA	21	206	36	468
First Aid	78	858	133	1248
Stay Onside	69	2439	64	2050
Total figures	274	4200	359	4603

Apprenticeships

Over 100 apprentices have completed our apprenticeship since its inception – including Wales captain Dewi Lake and current women's internationals Kayleigh Powell and Kelsey Jones.

The current cohort will be the first to benefit from a new agreement between the WRU and Cardiff Metropolitan University. During the paid 12 month programme, as well as obtaining new skills, a wealth of knowledge and experience – the current group are working towards a Level 4 Foundation in Sport Management which was developed with Cardiff Met and the first of its kind as an apprenticeship.

At the end of the 12 months, successful WRU apprentices will gain an unconditional offer of studying one of six sports related degrees at Cardiff Met – a development which is unique and demonstrates the value of the apprenticeship placed by the University.

The Welsh Rugby Union Apprenticeship Programme stands as a beacon of innovation, offering young people the opportunity to contribute to their communities while embarking on a journey of learning and growth in sport management and development. Our apprentices are key in delivering the 'Road to Principality', assisting with 6N and National age grade competitions and commercial partner activities as well as a huge amount of coaching and events delivered across Wales.

Some key figures:

1,348 sessions delivered

318 events

39,012 young people engaged.

"The course builds leaders by blending practical experiences with academic rigour. By the end of the twelve months they are equipped with an understanding of the sports industry and they've developed their leadership and interpersonal skills through real life experiences and has also

been endorsed by CIMSPA" ("Aspiring Manager (Occupation)" & "Aspiring Manager – Sports Development Management (Occupation)" professional standard.)



"We're really proud that we've worked closely with Cardiff Met to secure all successful WRU apprentices an unconditional offer to study sports related courses at the University should they so wish. This is yet another reason why young people should consider becoming a WRU apprentice. It can really have a hugely positive impact on your life."

Carl Scales, WRU Apprenticeship Manager

If you would like to become a WRU Apprentice in 2024/25 there is still time, scan the QR code before the 19th August.

(The expression of interest page will be available in October 2024 for anyone interested in applying in 2025/2026)



Education

The WRU has again heightened its collaboration with Minecraft for Education with the growth of the WRU Esports Cymru Leagues in 2024. The leagues had representation from over 30 educational establishments, competing across the length and breadth of Wales, from all sectors of education; Primary, Secondary, Post 16 and ALN.

WRU Esports Cymru Leagues emphasised the culture and ethos associated with rugby, providing an opportunity for demonstration of mastery, a sense of community, creativity, curiosity and leadership. The WRU Esports Cymru Leagues provided ALL learners a space and place shine!

The National finals for this year were run in conjunction with the WRU annual celebration of the community game in Wales, the 'Road to Principality' festival, emphasising the importance of wider offerings of rugby and through a digital format.

The 2024 WRU Esports Cymru winners were as follows:

- Primary – Ysgol Pennant
- Secondary – Ysgol Bae Baglan
- ALN – Woodlands School
- Post 16 – Bridgend College

'Rugby is the fabric of our nation, being actively present in everyday life, physically, socially and culturally. The WRU Esports Leagues can further enhance the development of the core skills considered to be fundamental in Rugby, but also within a classroom setting.'

Safer Internet Day 2024

Safer Internet Day (SID) is celebrated globally in February each year to promote the safe and positive use of digital technology for children and young people. To celebrate SID 2024, the WRU collaborated with Welsh Government to celebrate the event for all Post 16 learners involved in this year's WRU Esports Cymru League, with over 100 participants in attendance. The focus for SID 2024 was 'Inspiring change, making a difference, managing influence and navigating change online'.

The learners, from colleges and ALN provisions across Wales, were invited to a Safer Internet Day event at the Principality Stadium on 6th February 2024, where they had the opportunity to partake in various online safety activities, facilitated by the WRU Integrity Team, Hwb, Esports Wales, YGAM (Youth Gambling Association), and the Information Commissioner's Office.

For more information regarding Safer Internet Day 2024 please visit www.saferinternet.org.uk

WRU & WJEC Collaboration

Since the start of the academic year in September, the WRU on behalf of the WJEC has created resources to support the delivery of the Skills Challenge Certificate to GCSE learners across Wales. Approximately 27,000 learners will have access via the WRU Digital Classroom to rich, informative and engaging resources to aid with the completion of the Enterprise and Employability Challenge and Community Challenge.

The Skills Challenge Certificate (SCC) is a standalone, graded qualification and is valued as a GCSE or A Level equivalent or it can be taken alongside GCSEs or A Levels.

It offers a different type of qualification that focusses on developing a range of essential employability skills. It gives learners the opportunity to study topics and issues of their choosing that are relevant to their future study and career plans.

It consists of four components:

- Individual Project
- Enterprise and Employability Challenge
- Global Citizenship Challenge
- Community Challenge

The focus of the SCC is on the essential and employability skills young people need in their future lives. These skills are developed and assessed through an individual project and three challenges. It is designed to include learning and assessment that will enthuse, engage and motivate learners in the classroom, the workplace and the wider community. Learners are required to reflect on how the application of their skills may impact on individuals, employers, society and the environment.

For more information, please visit
www.wrudigitalclassroom.co.uk
or www.wjec.co.uk

The purpose of the Community Challenge is to develop learners' skills, whilst encouraging learners to identify, develop and participate in opportunities that will benefit the community. During the Community Challenge learners will explicitly develop skills of Planning and Organisation and Personal Effectiveness and apply them in an appropriate manner.

The purpose of the Enterprise and Employability Challenge is to develop learners' skills, whilst providing opportunities for learners to develop enterprising skills and attributes and enhance employability. During the Enterprise and Employability Challenge learners will explicitly develop skills in Creativity and Innovation, Personal Effectiveness and Digital Literacy and apply them in an appropriate manner.

ALN Curriculum Steering Group

Headteachers from key ALN provisions in Wales, alongside Grant Robson (WRU) have implemented the creation of bespoke, curriculum focussed content, for the delivery within ALN provisions.

The Steering Group initially met in December 2023 to discuss content creation, with a review to take place at the end of March 2024 to finalise rich and engaging content aligned to the Maths & Numeracy Area of Learning Experience.

This is to be delivered from the start of the academic year in September 2024. This is an exciting opportunity for the WRU to create stimulating, curriculum focussed content to be used by ALL learners with ALN establishments across Wales.



Steering Group Members:

- Dave Jenkins, Headteacher, Trinity Fields Special School
- Wayne Murphy, Executive Headteacher, Western Learning Federation
- Sean Gilbertson, Deputy Headteacher, Ysgol Ty Coch

EDI Inquiry Curriculum

This is an exciting project between the WRU and St Mary's the Virgin Catholic School in Butetown. The school serves a diverse area, with over 20 languages spoken by the learners that attend the school. Grant Robson (WRU) and Deputy Headteacher, Rebecca Baston, have co constructed an inquiry based, concept themed curriculum linked to the Principality Stadium and WRU with a key focus on EDI, notably representation in rugby and digital media construction to highlight this.

For more information on WRU Education please email grobson@wru.wales or follow on X using the #WRUEdu #InnovateEngageInspire



WRU Club of the Future Competition

The competition has been developed in collaboration with Hwb to ensure that the content created on behalf of the WRU aligns to the Curriculum for Wales, via the Areas of Learning Experience: Expressive Arts, Health & Wellbeing, Humanities, Language & Literacy Communication, Numeracy and Science & Technology.

The areas covered include inclusion and diversity, sustainability, environmental impacts and financial literacy. Learners were encouraged to consider their local community, research and explore the needs in their local areas to then start to develop a plan for a 'rugby club of the future' as rugby clubs are often the heart of local communities. Learners learnt about the values of rugby and how this can be used to provide everyone with a positive experience and contribute to the long-term health and wellbeing of society in Wales. From the plan, learners brought their own vision for a club of the future to life within Minecraft: Education Edition.

This year's finals day took place at the Principality Stadium on 9th July with all regional finalists from each category in attendance. Over 65 educational establishments across Wales, covering all educational sectors accessed the competition as part of their curriculum theme, during the Autumn term.

For more information regarding digital competitions or Minecraft activities please visit www.wrugamelocker.wales/en/resources-and-videos/resources/education or follow on X using #WRUEdu #InnovateEngageInspire



