

# Annan Rugby Club Action Plan



Please find below a summary of the feedback received from the Annan Rugby Club – Club Values survey that was carried out in January 2020. There were a total of 89 responses, representing a wide variety of roles within the Club.

**Club Values** –participants were asked to pick four Values, from a pre-determined list of 17 choices, which were most important to them. They then had to rank those choices 1-4. The results were graded and our new Club Values are:

**Enjoyment**

**Respect**

**Teamwork**

**Development**

Participants were then asked to provide feedback on six key areas of Annan Rugby Club by selecting one of these ratings – poor, below average, average, above average or excellent. The scoring was as follows (1 = poor, 2 = below average, 3 = average, 4 = above average, 5 = excellent):

Facilities – Rugby	3.61
Facilities – Social	3.53
Coaching	3.99
Direct Communication	3.7
Value for Money	4.12
Website / Social Media	4.38

Lastly, there was a comments section where participants could leave further feedback about their scoring selections for example what the Club does well or what could be improved upon. This feedback was then analysed and used to develop the action plan below.

Feedback / Goal	Priority: High Medium Low	Timescale: Short Term Goal Medium Term Goal Long Term Goal	Suggestions for Moving Forward	Lead Person(s)
<b>Facilities – Rugby</b>				
Larger changing facilities at VB Better kitchen facilities better storage – separate storage for youth kit	High	Long Term Goal (April 2023)	<ul style="list-style-type: none"> <li>• Purchase Violetbank</li> <li>• Extension / Renovation</li> </ul>	Senior Executives
Somewhere at VB for kids to eat that is sheltered and to keep spectators warm and dry	High	Short Term Goal (February 2020)	Purchase of a temporary structure to provide a covered area coming out from grubber	Committee
Develop spare area to provide space for the numbers involved across all teams when the weather is poor	Medium	Long Term Goal (April 2023)	Plans for all weather training area have been drawn up – scheduling and finance to be arranged in line with wider development of club facilities	Committee
Pitch quality in winter months – regular access to indoor / artificial training areas	Medium	Short Term Goal (Ongoing)	Local arrangements to be made where possible with other all-weather facilities e.g. Annan Athletic	Colin Warrick
New kit		Complete	New kit has been purchased in the last few months	
Gym – investment to update facilities	Medium	Short Term Goal (Ongoing – End Feb 2021)	Additional gym equipment has been acquired – waiting on new doors and completion of re-roofing and cladding	Neil Moffat / Ryan Glass
<b>Facilities – Social</b>				
Function room / bar / kitchen should be at VB – sell Bank Street now it is not open on Sat nights	See Above	See Above	See Above	
More support from members and players with organisation and participation in events such as Highland Games, Tournaments, Social Events etc.	High	Short Term Goal (Post-Covid)	<ul style="list-style-type: none"> <li>• Calendar of events</li> <li>• Earlier advertising of the event</li> <li>• More varied advertising methods to capture those not on social media – such as the newsletter</li> </ul>	Social Committee

<p>Events – less focus on making money via ticket sales, get people in that will return. Free events to gauge demand</p>	<p><b>Medium</b></p>	<p><b>Short Term Goal (Post-Covid)</b></p>	<ul style="list-style-type: none"> <li>• Social Committee will keep this in mind when planning future events</li> <li>• Previous free events have not always been well attended and do run at a cost to the Club</li> </ul>	<p>Social Committee</p>
<b>Coaching</b>				
<p>At youth level, the focus should be on inclusion and development rather than winning</p> <p>Certain players favoured – it is a team game</p> <p>Teams should be chosen for individual and team development rather than ‘the win’</p> <p>Improved coaching sessions and consistency of coaching</p> <p>Focus on basic skills at training and promote extra work outside of training (eg. gym)</p> <p>More intensity at training and mix it up more</p> <p>Regular coach liaison and forward planning</p> <p>Development of all teams (all ages and genders)</p>	<p><b>High</b></p>	<p><b>Short Term Goal (Ongoing)</b></p>	<ul style="list-style-type: none"> <li>• All Club coaches are required to undertake courses for their appropriate level of rugby</li> <li>• Coaches work within the Scottish Rugby Technical Blueprint</li> <li>• All coaches are PVG checked, complete Child Protection Training and adhere to SRU and Club / Coaches Code of Conduct</li> <li>• Make Code of Conduct more visible and revise/refresh on an annual basis</li> <li>• Develop team selection policies which will be made visible to players and parents</li> <li>• Review club values and ethos every 3 years</li> <li>• Younger age groups play games as 3 x 20-minutes with last 20 minutes focused on development</li> <li>• SRU bringing out Coach Developers and new Coach Development Pathway</li> </ul>	<p>Coaches</p>

There is a development cycle where children should spend time as a younger player learning the skills, then the following year they should be the older, bigger player, growing in confidence. The age groups should not change each year as this only benefits the few instead of developing all	Medium	Medium Term Goal (June 2021)	<ul style="list-style-type: none"> <li>• Age groups are determined by Scottish Rugby Age Banding</li> <li>• Information sharing via the newsletter about what teams are working on, current rules and processes</li> <li>• Parent information sessions</li> </ul>	Coaches
Reach out to all schools		Complete	<ul style="list-style-type: none"> <li>• Employment of Development Officer</li> <li>• Not all schools are choosing to utilise the opportunity of free rugby coaching sessions</li> </ul>	
Coach rotation	Medium	Medium Term Goal (Ongoing)	<ul style="list-style-type: none"> <li>• Guest coaches will be organised and welcomed along to carry out focused training sessions</li> <li>• CPD events will be arranged</li> </ul>	Coaches
<b>Direct Communication</b>				
More people needed to take on or share volunteer roles	High	Short Term Goal (Ongoing)	Register of volunteers will be developed for roles across all areas of the Club and will be added to and updated regularly	Nicole Barlow / Heather Tinning
Communication could be improved Clear lines of communication needed between people in these roles Lack of direct communication from the Club regarding plans and the future of the Club Don't always communicate good news from fundraising	High	Short Term Goal (November 2020)	Newsletter will be produced on a regular basis and sent out to all players, parents and members - sharing news on all aspects of the Club.	Sean Haren
<b>Value for Money</b>				
It can seem that money comes first before rugby The Club is too money orientated Cost of living is different now i.e. mobile phones, internet – so different costs and expenses for everyone. Not everyone has money to spend	High	Short Term Goal (January 2021)	<ul style="list-style-type: none"> <li>• Research shows that we are good value for money in comparison to other local sports clubs and national rugby clubs</li> </ul>	

			<ul style="list-style-type: none"> <li>• We will aim to communicate how much it costs to run the club on a regular basis via the newsletter</li> <li>• Travel to games is subsidised</li> </ul>	Senior Executives
Membership for the gym is too expensive for what is provided		Complete	<ul style="list-style-type: none"> <li>• Gym is available and used by teams as part of organised training, circuits etc. The additional £50 per year is for those that use it for additional, personal, individual training and for non-playing members</li> <li>• The money from memberships goes into the 'gym' fund and is then re-invested in the gym (new kit, refurb and maintenance)</li> <li>• In comparison to other local gyms it is thought to be good value for money</li> <li>• Some other rugby clubs do include their gym as part their annual subs, which are more expensive than ours – we only charge people who want to use the facilities</li> </ul>	
Club kit is not always affordable	High	Short Term Goal (December 2020)	<ul style="list-style-type: none"> <li>• Each team could fundraise and use money raised to subsidise team kit costs</li> <li>• Donated pre-loved kit to be organised and made available at Violetbank</li> </ul>	Team Managers / Coaches  Nicole Barlow
Spend more on improving players we have, instead of acquiring money to buy VB – as the club will not have enough players to sustain	Medium	Long Term Goal (Feb 2021 – Covid dependant)	<ul style="list-style-type: none"> <li>• Potential for a High Performance Skills Academy to be developed and run through the Club</li> <li>• Owning Violetbank could make it easier to secure grants and funding</li> </ul>	Colin Warrick / Nicole Barlow

Website / Social Media				
		<b>Complete</b>	<ul style="list-style-type: none"> <li>• New and improved website has been launched</li> <li>• Newsletter will aim capture those not on Social Media</li> </ul>	Angus Robertson

**These are the positive comments received from the feedback, which require no action:**

- \* Current social facilities at Bank Street are excellent
- \* Fantastic club and coaches – always made to feel welcome and lots of opportunities for the kids involved
- \* Coaches are amazing, disciplined, fair, friendly, caring and inclusive – we have been welcomed into the Tiger family
- \* Coaches and managers work endlessly to organise training and games
- \* Communication is good
- \* Website is excellent
- \* Social Media is excellent