



**Player  
Development  
Hub Programme**



## **Boys U15**

**Nomination Information  
2020**

# Programme Introduction

The Player Development Hub programme will provide additional training and playing opportunities for nominated U15 boys.

## Aims

- Provide nominated players with quality coaching and additional playing and training opportunities.
- Support club and school coaches to improve the quality of their training environments.
- Develop players and coaches understanding of the Technical Blueprint 'The Scottish Way'
- Engage with parents to help them support the player development process.
- Provide an avenue for players to be identified for performance programmes.

## Overview

Each player development hub will be overseen by a Scottish Rugby Regional Manager and supported by other members of staff from within the Rugby Development and High Performance departments. Sessions will be led by qualified and experienced coaches who will deliver to a national syllabus, aligned to the Technical Blueprint.

Alongside the hub training sessions and festivals, coach and parent workshops will be delivered to support the player development process.

## Dates and Venues

The boys U15 player development hub programme will be delivered at 17 venues in Spring 2020. The programme will offer training sessions for all nominated players and will culminate in regional festivals.

# Player Nomination Criteria

## Age Groups

The PDH programme is available only for U15 boys.

## Player Eligibility

All players must be:

1. current members of a rugby club or school in Scotland
2. be a registered player on the SCRUMS system ([click here](#) for further information)
3. born on or between 1 January 2005 – 31 December 2005 (1 year age group).

## Nomination Criteria

The primary criteria we are looking at in nominated players are those who:

- Are ready to engage in a challenging development programme.
- Show an appetite to develop themselves.
- Are committed to their rugby development and work hard both at club / school training and in their own time.
- Will add value to others in the programme.

In addition, nominated players should demonstrate all of the areas below.

Mental	Physical, Technical & Tactical
<ul style="list-style-type: none"><li>• Has a deep engagement and passion for the game.</li><li>• Shows a high level of commitment and effort to their own development.</li></ul>	<ul style="list-style-type: none"><li>• Has a significant impact on the game when playing with peers.</li><li>• Possesses a high level of skill and/or physical presence when compared with peer group.</li><li>• Understands the principles of the Technical Blueprint ‘ The Scottish Way’</li></ul>
What does this look like?	What does this look like?
<ul style="list-style-type: none"><li>• Works hard to develop their skills</li><li>• ‘Coachable’</li><li>• Seeks feedback</li></ul>	<ul style="list-style-type: none"><li>• Positive impact on games and in training</li><li>• Uses a variety of skills in both attack and defence</li></ul>

# Nomination Process

Nominations are only able to be submitted by club or school coaches. The process for nomination is outlined below.

NOMINATIONS OPEN:  
**Tuesday 3 December 2019**

NOMINATIONS CLOSE:  
**Friday 10 January 2020**

**Please note:** *If we receive a disproportionate amount of nominations from any single club or school we will ask for another internal selection to be made to ensure the current players are nominated.*

All nominated players will be invited to attend the player development programme, with no de-selection taking place throughout.

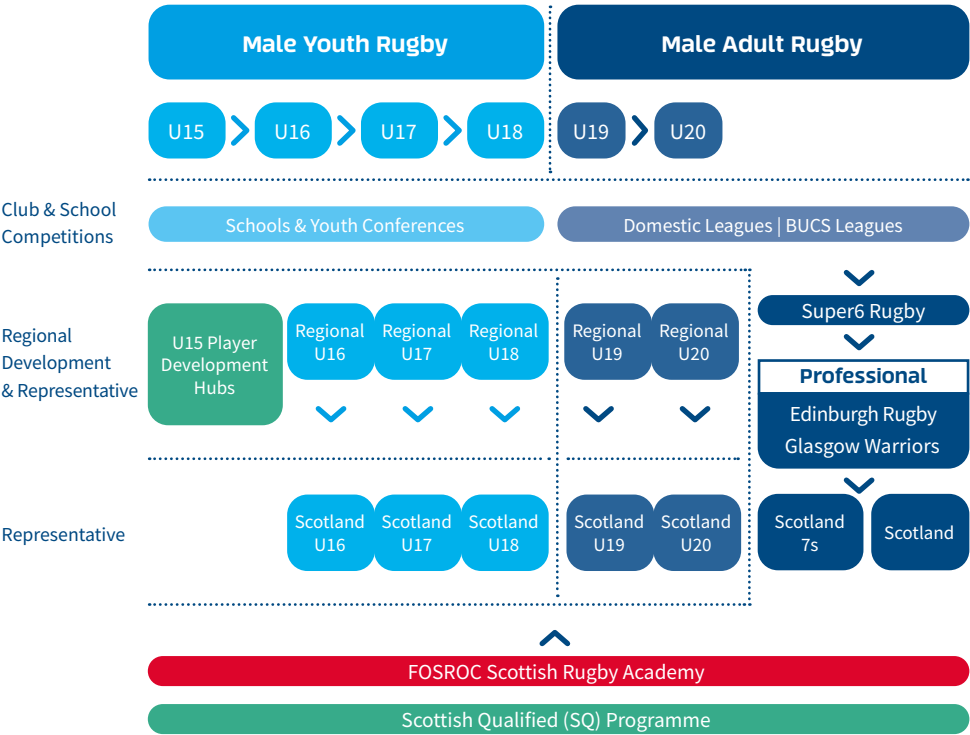
Special consideration should be given to the points below when discussing which players to nominate:

- Players who are born throughout the age range and not just the oldest (who are likely to be more physical mature and have had more exposure to rugby).
- Late developers who are going through puberty late comparing to the peers.
- Front row players who may not be as skilful (yet) as their peers, but who show an appetite for playing their position.

# Male Talent Development & Performance Pathway

The illustration below identifies all the stages within the talent development and performance pathway within Scottish Rugby.

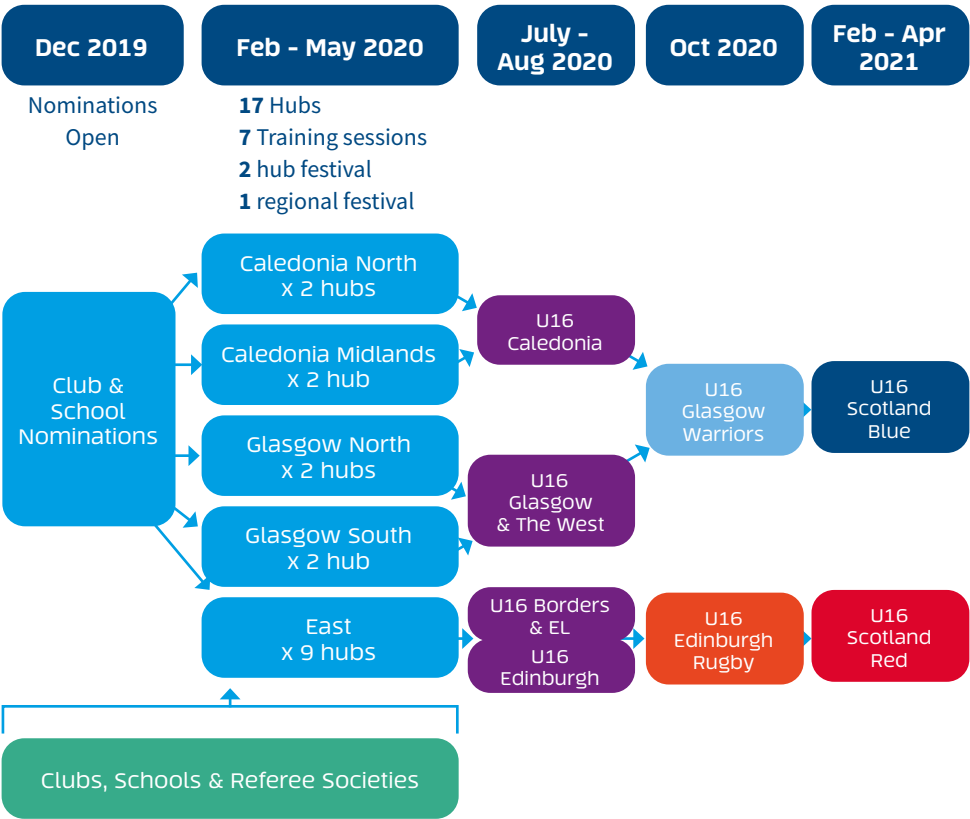
Beyond the player development hub programme, the pathway is managed by the regional FOSROC academies within each region.



Specifically, within the next phase of the player pathway, the illustration below highlights how the player development hub programme feeds into the regional and national U16 programmes.

**Player Development Hubs**

Boys U15 (1 January cut-off)



# Programme FAQs

## Why does the programme have a 1<sup>st</sup> January eligibility cut off?

The 1<sup>st</sup> January is used by World Rugby and Rugby Europe for all representative programmes. It is important for the programme to be consistent with these, as some players will progress into these performance programmes (e.g. Scotland U18).

## Will players be provided with feedback?

Players will receive continuous verbal feedback from coaches during sessions, with the focus being on developmental areas for the player to focus on back at their club or school.

At the end of the player development hub programme, each player will receive written feedback on their progress throughout the programme, and key areas for them to develop moving forwards. This information will be sent onto the players’ coach and parent/guardian for their information.

## How will players be selected for these programmes?

All nominated players will be selected for the programme, and will be invited to take part if the sessions and festivals.

Additional players may be brought into the programme once it has commenced, this will usually be due to a lack of availability or injury.

## Which coaches will deliver on the programme?

All coaches will be UKCC Level 2 (minimum) qualified, with many either UKCC level 3 and/or PE teacher trained. All sessions will be delivered towards a national curriculum linked to the Technical Blueprint ‘The Scottish Way’.

## What is the medical provision at sessions and festivals?

All sessions which involving full contact will have a qualified physio present. The physio’s role is to deal with any injuries picked up during the session, and not to deal with pre-existing injuries.

## What can players expect from the programme?

Challenge	Enjoyment	Learning
<ul style="list-style-type: none"><li>Coaches will deliver sessions which are intense and focused on improving skills and game understanding</li><li>Players will be supported to challenge themselves to continually improve and may find some of the activities hard at first.</li></ul>	<ul style="list-style-type: none"><li>Coaches will do everything they can to make sure all players enjoy the programme.</li><li>Players have an important part to play in helping others enjoy the programme - make new friends, support each other and keep feedback positive.</li></ul>	<ul style="list-style-type: none"><li>Players will be asked to reflect on their performances during games and training to help them develop.</li><li>Coaches will provide feedback throughout the programme and share this with the players club/school coach.</li></ul>

## What are the next steps after this programme?

- As shown in the diagram below, the next step for some PDH players in the regional U16 programme. This programme is managed by the FOSROC Academy staff, who will be watching the PDH festival games at the end of this programme.
- For some players there is also the prospect of being selected for the Scotland U16 representative programme at the end of the regional U16 programme. There are two Scotland U16 teams – Blues & Reds.



## What if players don't get selected for the Regional U16 programme?

- Players shouldn't worry...this is not the end of the opportunities to progress.
- Some players who go on to represent Scotland or play professional rugby weren't involved in regional or national programmes when they were younger.
- Rugby is a late development sport, so there's plenty of opportunities ahead.
- Some players develop later than others...just give it time.
- Players should keep an open mindset – take on every piece of feedback from coaches as an opportunity to improve and get better



# Support Materials

## What do the coaches want to see from players?

The behaviours demonstrated by players on and off the field are as important as their skills and abilities. It is their mindset to improve which will allow them to continue to improve and grow as a player.

### Improve yourself

- Give each session and game everything they've got!
- Learn from their mistakes and don't be brave.
- Work on their skills before and after training to continually improve.



### Improve the team

- Encourage and help each other to improve.
- Bring positive energy to the team, even when things aren't going to plan.
- Show commitment to the programme - be on time and be prepared.



### Improve the game

- Respect to referees - remember, we all make mistakes!
- Respect opposition players and recognise their efforts too. Shake hands after the match.
- Demonstrate the values of the game at all times - visible at the bottom of each page

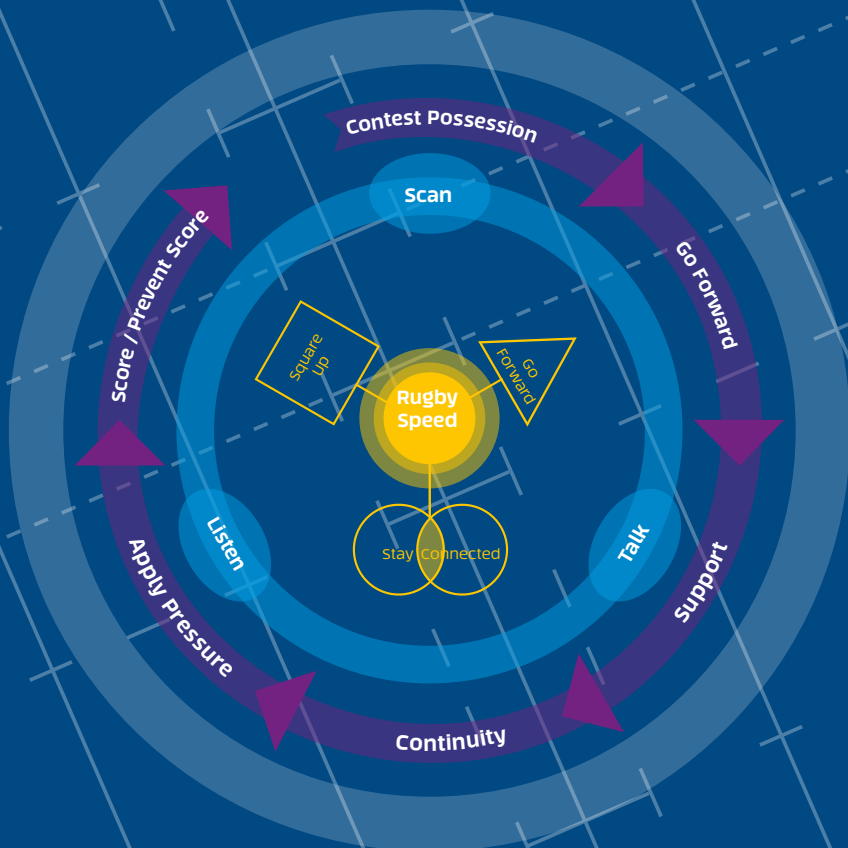


## What will the PDH sessions focus on?

- The sessions will focus on key elements of the Technical Blueprint 'The Scottish Way' which has been designed by coaches with the professional, representative and academy game.
- The main areas of the Technical Blueprint are outlined in the next few pages.
- The main focus will be in attacking skills and decision making, with most sessions including a lot of small-sided game activities.

# The Scottish Way

## CORE PRINCIPLES



# FOUNDATION ATTACK

Rugby  
Speed

**MAINTAIN POSSESSION,  
ATTACK AROUND & THROUGH**

**Individual  
Skills**

Run, catch,  
and pass off  
both hands

Run or pass  
into space,  
create space,  
or offload

**Attack  
Space**

Identify,  
create and  
attack space  
in defensive  
line

Create and  
play with  
width

**Play Off  
10**

Spread the  
defence  
(Create width  
in attack)

Opportunities  
to play around  
or through

**Keep Ball  
in Hand**

Offload,  
support  
- Second  
touches

Retain  
possession  
and attack an  
unstructured  
defence  
(e.g. quick taps)

Scan

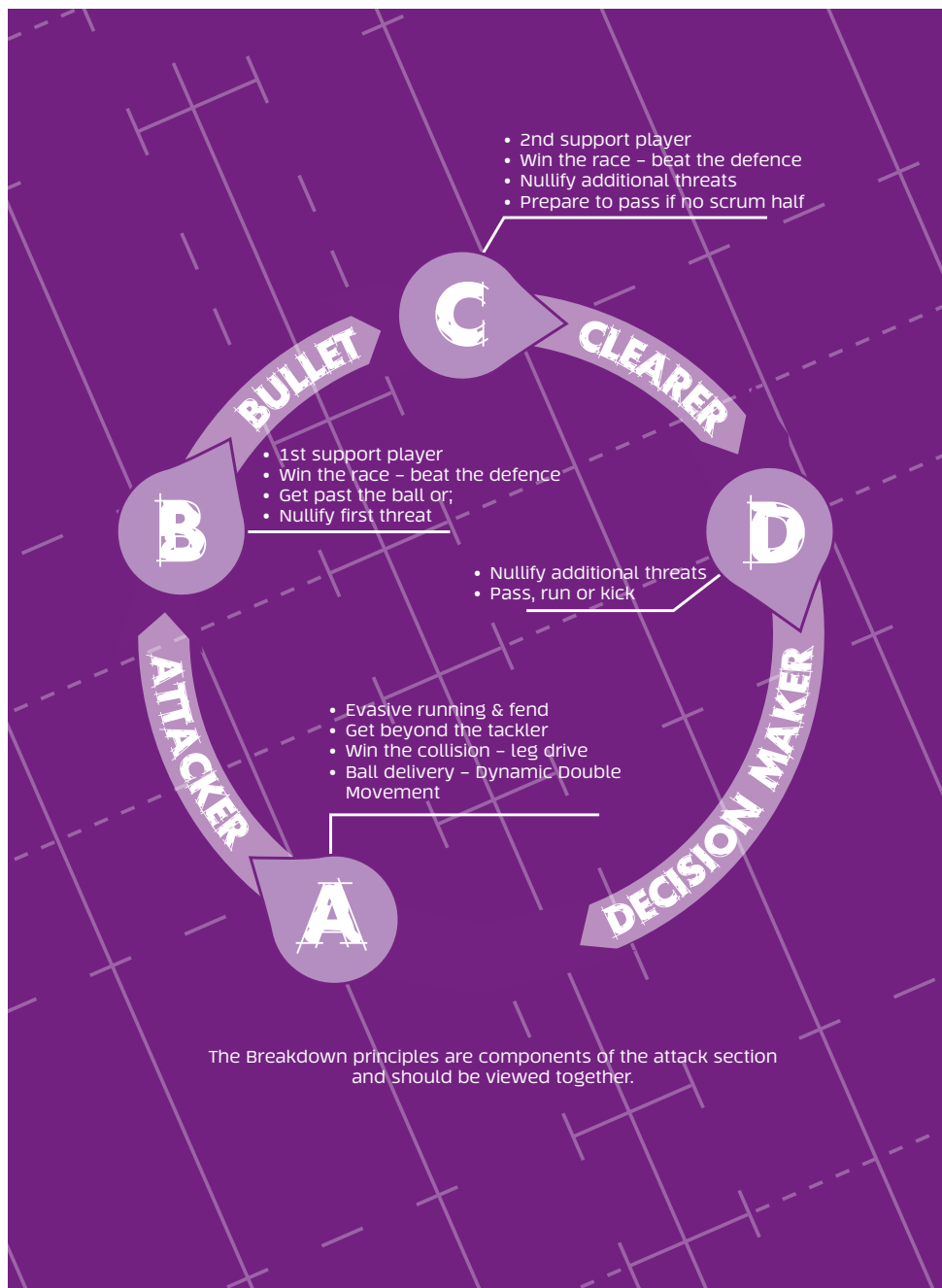
Square  
Up

Talk

Go  
Forward

Listen

Stay connected



# FOUNDATION DEFENCE

Rugby  
Speed

## INDIVIDUAL DEFENCE

Individual  
Tackle

Fill the  
Field

Line speed

Reset

Low tackles  
(thigh)

Complete  
tackle

Get back to  
feet

Spacing in  
relation to  
opponent

Square up &  
go forward

Work in the  
line

Reset into  
line after  
each phase

Scan

Square  
up

Talk

Go  
Forward

Listen

Stay connected

# Injury Management

- It is the players responsibility to inform a member of coaching or medical staff about an injury ahead of each session.
- There will be a first aider or physio present at each session.
- We operate a strict 'If in doubt, sit them out' policy when it comes to concussion. If any of the management team suspect a player might have concussion, then they will be removed from play.

If any of the following signs are suspected, the player will be immediately removed from play:



**IF IN DOUBT,  
SIT THEM OUT.**



Leadership · Enjoyment · Achievement · Engagement · Respect



**SCOTTISH RUGBY**

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