



Singapore Rugby Union

Women's Development
Strategic Plan
FY2021-FY2025

VISION

Inspiring our community
through the Union

MISSION

We inspire our community to
excellence with good
governance, effective
leadership and active
engagement

VALUES

Passion, Unity, Respect



SEEING THE BIG PICTURE

Women's Rugby has seen the biggest growth in the game. It has been represented across various areas of the community and requires support to maintain success. Addressing the needs of the community, SRU established an independent review group to assist in providing support in the development of the strategic plan for the development of Women's Rugby.



SURVEY

SRU surveyed a wide demographic of current and ex-players to gather insights into the current environment.



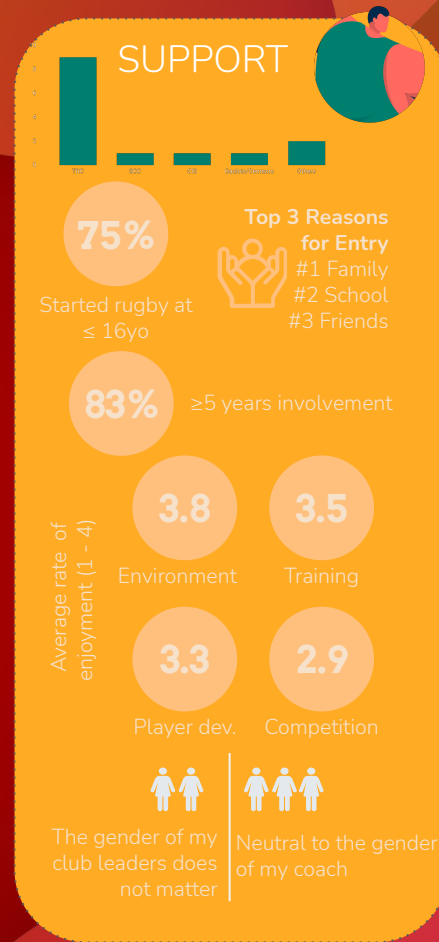
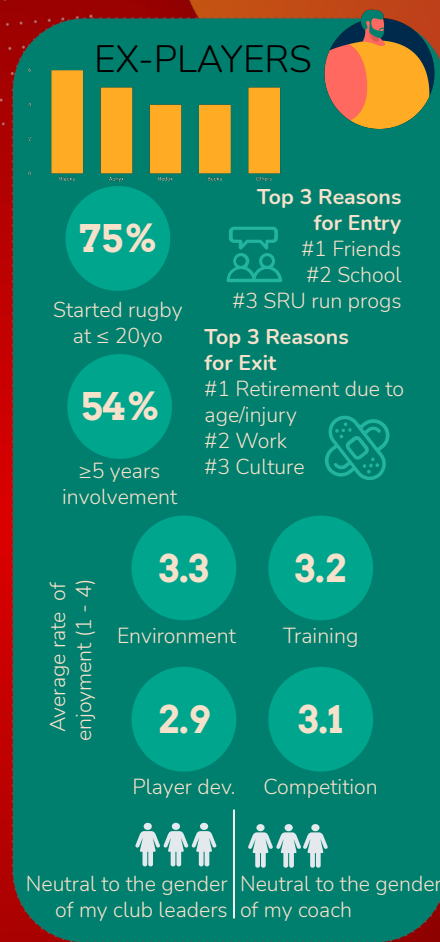
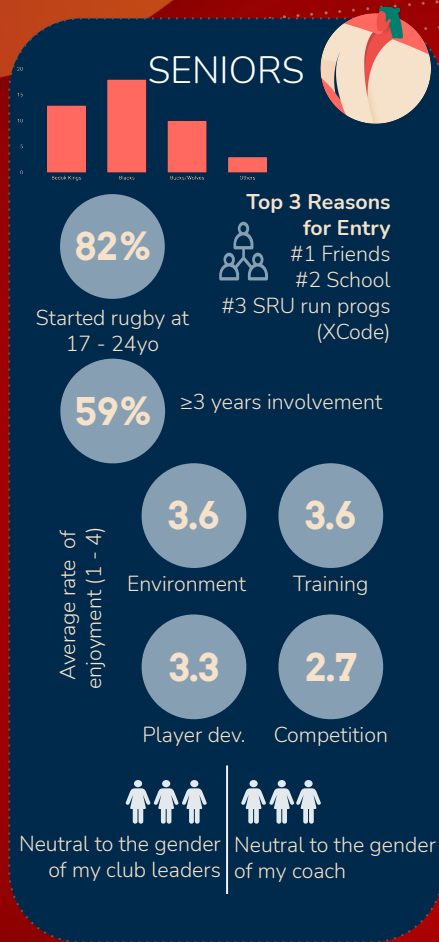
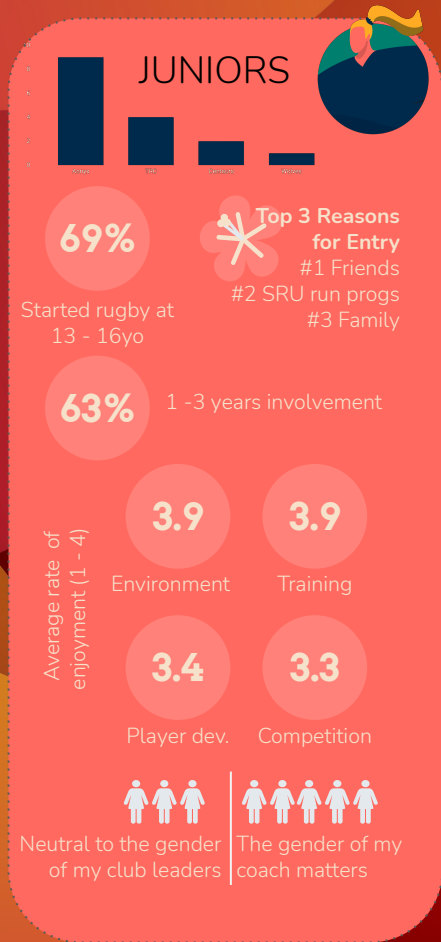
FOCUS GROUPS

By grouping participants according to their interests and specialities, SRU kickstarted 5 focus group sessions to identify the key issues preventing growth of the Women's game.



ACTIONABLES

The Strategic Plan was formed as a direct result of the feedback provided from the community.



As part of our survey process, we divided the answers retrieved into the four different demographics in the community.

GOALS



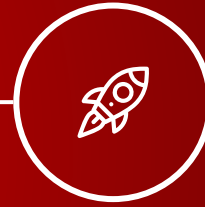
People

To ensure enough support is provided to retain players



Participation

To increase number of girls/women playing rugby



Leadership

To ensure increased women representation in Singapore's Rugby

PEOPLE

The heart of any community is its people. To keep the women's rugby scene in Singapore flourishing, SRU aims to ensure enough support is provided to retain players at every playing level.



Club Development Officer/s

- Identify from within the current community persons suitable for deployment in schools/tertiary/clubs
- Ensure effective training & education for CDOs to perform the role

Players & Referees Pathway

- Identify women/girls from the community for specific training & education to recruit as coaches and referees.
- Provide female only World Rugby courses and workshops.
- Ensure adequate training for educators on women in rugby
- Ensure pathway from attending course to becoming active is clearly defined and available

Engage Coaches & Referees

- Track opportunities for coaching & refereeing at a more advanced level within the community
- Provide development courses & workshops for those engaged in coaching/refereeing to progress to higher standards
- Provide guidance and mentorship programmes to female coaches



PARTICIPATION

In order to increase the number of girls and women playing rugby, sustainable training and competition pathways have to be made.



Pathway for entry to contact rugby

- Implementation of a TAG Rugby Programme (GIR Try program) to execute in Secondary schools.
- Introduce GIR Play Program to encourage players to move towards contact rugby.

Introduction for new players into club rugby

- Assigned CDO to provide oversight to schools/institutions and ensure continuity of programme (GIR Stay Phase).
 - Support continuation of Program with Club Coaches.
- Assigned CDO to work internally with clubs to retain players
 - Engaging current Touch players in clubs for recruitment.
 - Ensuring Club has an integration program in place.
 - Ensuring Club has appropriate resources in place to support onboarding of new players.

Competition and Training Structure

- Provide a competition structure for women's game that supports new players and retains current player.
- Provide a competition structure for girls youth level that supports a strong pathway to adult rugby.



LEADERSHIP

Increasing women's leadership representation in the rugby scene brings about a greater visibility of women's rugby. Therefore, key stakeholders have to aim for inclusivity across all committees.



Direction of Women's Rugby and Development

- Establish a Women's Development Committee with representation from all stakeholders to monitor and implement the plan.
- Increasing gender diversity in decision making with a target of 30% female representation on all clubs and Singapore Rugby MC.
- Provide equal opportunities are afforded to all through policy making for inclusion and equitable selection.
- Ensure a connection between Junior and Senior Clubs.

Leaderships within the Community

- Ensuring that all Senior Clubs have a Women specific programme.
- Ensure adequate leadership in the youth division through a target of 6 Junior Clubs.

Ensure all SRU policies have inclusion clauses

- Review all SRU policies, codes of conduct, operations manuals to ensure inclusion policy in place.
- Ensure SRU is compliant with inclusion policies and maintained 25% representation of females on all of the above.
- Provide templates for clubs to include inclusion policy within their governance structure.



BUILDING COMMUNITY

At the core of establishing a sustainable women's rugby community is a group of passionate people. SRU has come up with a Women's Development Committee that will work closely with the wider community to meet our objectives.

IMPACT OF COMMITTEE



Competition motivates our Community to be *better, stronger, smarter and faster*.

The role of the Committee is to provide an opportunity for Collaboration within the Community to create a more vibrant and enjoyable environment.

Like the Competition, it also helps the Community to be *better, stronger, smarter and faster*.

Only together we can become 'Unstoppable'.

PERFORMANCE MEASURES

SRU is committed to meet the goals set by the community and aims to steadily increase the pool of girls and women in the rugby scene.



	Performance Measures	Present	2021-2025
Leadership	Representation on Committees	Women represented only on internal Club Committees	Womens Development Committee with all stakeholders represented 30% representation on Club Committees and SRU Management Committee
	Number of Clubs with Female Specific Programmes	3 Senior Clubs 4 Junior Clubs	6 Senior Clubs 12 Junior Clubs
	Inclusion in recruitment/selection processes	None	Inclusion Policy to be in place and followed by SRU and all member clubs
Participation	Number of players	100 Adults 220 Youths	400 Adults 800 Youths
	Number of Competitions	3 Senior per year 8 Junior per year	8 Senior per year 8 Junior per year
	Number of Teams entering Competitions (7s & 15s)	3 Adults	72
	Schools & Tertiary Institutions	2 Tertiary 0 Secondary Schools	8 Tertiary 16 Secondary Schools
People	Club Development Officers	3	6
	Female Coaches & Referees	15 Coaches 6 Referees	60 Coaches 12 Referees

Credits

We would like to express our gratitude to the following:

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 - Wolves RFC
 - Bucks RFC
 - Centaurs Rugby Singapore
 - Tanglin Rugby Club
 - Blacks Aonyx
 - Titans RFC





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