

## OUR CORE VALUES, ETHOS & LIVING THESE IN EVERYDAY CLUB LIFE

To support these activities, the “working group” has identified and agreed the Core Values and the Ethos that we believe captures the essence of Cartha Queen’s Park.

**Camaraderie - (friendship & loyalty)**  
**Integrity - (respect & honesty)**  
**Responsibility - (including self and personal discipline)**  
**Commitment - (resilience and work ethic)**  
**Social & Health wellbeing**

These have been fashioned into a “Mission Statement” and we have developed and agreed a set of Policies - “**The way we do things at CQP**”. These reflect our core values - to be adopted and applied throughout the whole club, from “Fledglings to First XV”, by parents and carers, members, supporters and staff; **outlining how we RESPECT** our game and covering everything we do including how we greet visiting teams, how we respect our facilities and equipment, how we speak to coaches and officials - basically “treating others the way we want to be treated”.

Our coaching philosophy is summed up as “**Coach to Enjoy, coach to include, coach to develop, coach to achieve**” and aims to reflect the three PCS principles that form a solid foundation for creating the environment to support a positive rugby experience.

### PCS PRINCIPLES

1. Honour our Sport (ROOTS)
2. Redefining ‘Winner’
3. Filling the Emotional Tank

PCS Principles are designed to promote respect for our game and those of us in it, to encourage players, parents, supporters to see ‘beyond the scoreboard’ when taking part and ensuring that young people feel encouraged no matter the current level of their ability. **More details will be provided on these soon.**

**Stephen Running** is our lead contact and he’ll post this leaflet on the various web & Facebook pages for downloading. Details of how we intend to proceed will be communicated over the next couple of weeks, but meantime if you want more info, ask **Stephen on 07778 596756** or email him at [Convenor@Carthakids.com](mailto:Convenor@Carthakids.com)



**Cartha  
Queen's Park  
RFC**



**Introducing**

# **Positive Coaching Scotland Club Development Programme**

**Getting ready for accreditation**

**February 17<sup>th</sup> 2013**



## What's this all about?

Throughout 2012, Cartha Queen's Park RFC has been working towards achieving accreditation with the prestigious **Positive Coaching Scotland Club Development Programme**.

To date only 10 clubs in Scotland have achieved this and we are on schedule to achieve Accreditation by mid February 2013 and will be the 13<sup>th</sup> club to do so.

The PCS programme operates in association with **The Bill McLaren Foundation** as a partnership between **sportscotland**, the **Winning Scotland Foundation** and **Scottish Rugby** with the main aims of building and sustaining a strong and positive rugby culture in order to develop young rugby players and develop young people through the sport and to build and sustain strong and positive cultures in Scotland's rugby clubs.

Moving towards achieving accreditation has until now been the responsibility of a "Working Group" within the club, comprising Coaches drawn from all sections of the club from Micros to Minis, to Midis and "Unders" to the 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 3Bs, and the Ladies teams, many of whom are parents of kids playing in the Junior Section.

The working group has spent some very long hours putting in place "the framework" and to go forward for Accreditation, we now need to spread the word within the club and let everyone know what this means in practice.

This short leaflet is an introduction and is the first in a series of communications that will hopefully reflect and determine

### ***"The way we do things at Cartha Queen's Park"***

and explain how we can all participate in this prestigious development.

Fuller details of the PCS Programme will be communicated shortly but in the meantime, background info can be found here...

<http://www.scottishrugby.org/community/content/view/4241/1226/>

In practice, the PCS Programme has three key elements

1. **The Long Term Development of Young People both as players and individuals**
2. **The recruitment, induction, development and retention of Coaches**
3. **Identifying & agreeing the core values and ethos of the rugby club environment and living these values in our coaching, game day and everyday club life practices.**

## LONG TERM PLAYER DEVELOPMENT (LTPD)

This will be based on the SRU's LTPD strategy. **Effort and learning are championed in an environment where players have the freedom to learn from their mistakes.** *Please take a moment to reread the second sentence.*

This will involve coaches working with each player individually, assessing their strengths in specified skills areas and devising a training plan which will seek to develop the player's all round skill set. This development is facilitated through the core educational values of the club that will become an integral part of each young person's rugby experience. These core values will also prepare our youngsters to face all the different challenges in life.

## COACH RECRUITMENT, INDUCTION, DEVELOPMENT & RETENTION

This strategy is designed to help encourage everyone in CQP to consider furthering that involvement through Coaching.

No rugby club can survive without players or without Coaches to coach them. Our coaches require the correct skills to ensure that they are equipped to coach their charges. Our new Coaching co-ordinators, working with our Development Officer, have drawn together a matrix logging the Coaching Requirements for each Age Group and Level in the club and compared them to those our coaches currently possess. We have set a "minimum requirement" for each level. The club will invest in individual coaches by identifying appropriate Key National Theme courses and either providing them through our Development Officer or by paying the required fee to enable Coaches to attend.