

## ANNEXURE E

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# Best Practice for Safe Rugby – The Framework

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## Background

This Framework set out the Best Practice for Safe Rugby in Australia and has been requested by The Great Public Schools' Association of Queensland Rugby Union Serious Injury Review Panel.

Safety, in its broadest sense, is protection from any harm, danger or risk. Rugby, like many other sports and activities, involves an element of risk of harm or danger. The [Rugby Australia Safety Policy](#) is aimed at ensuring that Rugby is as safe as it practically can be and enjoyed by all its participants. The policy sets out that the primary consideration in all participation decisions is the safety of all participants. This is a requirement that overrides all others.

Aligned closely to this policy is the [Rugby Australia Participation Policy](#). This provides that Rugby should be safe, inclusive and fair and that all endeavours must be made to ensure that only those Rugby participants, with broadly compatible physical development in conjunction with ability and/or experience, play with and against each other in Age-Grade Rugby.

Taken together, these policies deal with potential physical harm and the danger or risk that may be associated with participating in Rugby.

It must be stressed that the focus on physical harm, danger or risk should not be seen to devalue or de-prioritise the significance of the social, cognitive, emotional or any environmental safety and welfare aspects of participating in Rugby in anyway.

## Best Practice for Safe Rugby

It has been shown by research and experience that having a framework in place produces optimal results with regards to safe participation in Rugby in Australia.

This Framework is designed for use in Schools and Club Age-Grade Rugby (Under 18 years of age) played in any format, with the exception of Touch 7s.

The Framework has regard to the following resources:

- World Rugby Laws of the Game, guidelines, programs and policy
- Programs implemented in other Unions, e.g. New Zealand, FFR, and England Rugby
- Research conducted by Rugby Australia and recommendations from the National Safety Committee into policy & procedure; and
- Research from Australian and Overseas tertiary institutions and research bodies.

## A Dynamic Framework

Over time, World Rugby, Rugby Australia and other bodies will update their Best Practice policies and procedures based on research, analysis or other factors. For example, as a result of research around concussion, in 2017 World Rugby amended the tackle Law to bring the height of the tackle down in order to protect the tackler and ball carrier from head clashes.

The Rugby Australia Framework is a dynamic one in the sense that it needs to be able to respond to safety developments/improvements in the game. All relevant documents, codes, Laws, education and all parts of this Framework will be accessible online, and competitions should ensure that they access this information to ensure that they have the latest safety materials.

# Best Practice for Safe Rugby – The Framework

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## Components of the Framework

The Framework is made up of the following major categories:

- **Rugby Law, Rules, Codes, Policies and Procedures:** The regulatory framework
- **First Aid and Medical:** Standards for First Aid care and medical response
- **Facilities, Grounds and Match Day:** safe spaces and venues
- **Training Education and Accreditation:** for key personnel delivering Rugby
- **Player, Coach and Official information management:** information systems for managing safety
- **Coach Development and Education:** safety for coaches delivering Rugby
- **Referee Development and Education:** safe practices for Match Officials
- **Player Assessment:** assessing players for critical skills and competencies that impact safety
- **Rugby Programming:** safe play through Rugby readiness
- **Competition Structure and Draw:** planning, timing and structuring games to maximise safety

Each of these areas are expanded upon below.

### Rugby Law, Rules, Codes, Policies and Procedures pertaining to playing Rugby

Rugby Australia relies on a policy framework that starts with a clear statement on the role of Safety in the Game and adopts the World Rugby Law and U19 Law Variations. The Policy Framework is critical for establishing the best practice conduct, which is safe, inclusive and fair.

- [Rugby Australia Safety Policy and Participation Policy](#)
- [World Rugby Laws of the Game](#)
- [Australian U19 Law Variations](#)
- [Kids Pathway U6-12 Laws](#)
- Model competition Rules for School and/or Club Age Grade Rugby – created using the Rugby Australia/State / Territory Unions standard competition rules template
- New Rugby Australia School and Age Grade Disciplinary Rules – available in draft currently
- [Age Grade Dispensation Procedure](#)
- [Mixed Gender Dispensation](#)
- [Rugby Australia Code of Conduct](#)
- Individual School's Codes of Conduct
- [Rugby Australia Inclusion Policy](#)
- Rugby Australia Terms & Conditions/School Registration Terms & Conditions (TBD)
- [Rugby Australia online incident reporting](#)

# Best Practice for Safe Rugby – The Framework

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## First Aid and Medical

The First Aid and Medical, requirement, guidelines and procedures comply with World Rugby's First Aid policies and guidelines and are regularly reviewed by the Rugby Australia Chief Medical Officer. These ensure that, in the event of an injury, the First Aid care and medical response is appropriate.

- [Rugby Australia Medical and First Aid Requirements](#)
- [Rugby Australia Medical and First Aid Guidelines](#)
- [Concussion Management Guidance & Procedure](#)
- [Mayday Procedure Flowchart](#)
- [Rugby Australia Blood policy](#)
- [Rugby AU Anti-Doping Code](#)
- [Rugby AU Sports Supplement Policy and](#)
- [Rugby Australia Ambulance and Helicopter Guidelines](#)

## Facilities, Ground Set-Up and Match Day

The requirements around safe venues and playing arenas are set out in the documents below. The Audit and Checklist documents have been developed in conjunction with Rugby Australia's insurance broker and provide a risk management tool for schools and clubs.

- [Annual Safety Audit](#)
- [Match Day Inspection Checklist](#) (and [IOS App](#))
- [Sports Lighting Australian Standards](#)
- Rugby Australia Facilities guidelines – to be approved
- [World Rugby Lightning Safety Guidelines](#)
- Community Rugby Heat Policy (available in draft)
- [Serious Injury Protocol / Report](#)
- [World Rugby Artificial Turf regulations](#)

## Training, Education and Accreditation

All personnel involved in the delivery of Safe Rugby are required to have undergone education and training and to have a current accreditation. Rugby Australia and its Unions regularly review the content to ensure that it is up-to-date with the standards of best practice.

These standards (in particular the implementation of Smart Rugby) are significant drivers in the fall of catastrophic injury rates since 2005.

- [Rugby Australia Smart Rugby Policy](#) (For Coaches and Match Officials)
- [Team Manager Education](#)
- [Ground Marshal Accreditation](#)
- [Club / School Registrar Education](#)
- [First Aid Attendant Accreditation](#)
- [Competition Manager Education](#): This covers systems, processes and the appropriate application of policy and procedure to ensure that a competition meets the best practice for safe participation and
- Safety Officer Education and accreditation (under development for the 2019 season) - this is an expanded Ground Manager role, managing all safety aspects at a venue where multiple games are being played.

# Best Practice for Safe Rugby – The Framework

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## Player, Coach and Official Information Management

Player, Coach and Official information management is directly relevant to safety. Information management on players, for example, regarding dangerous foul play (via disciplinary records) and serious injury (injury recording) is facilitated by a bespoke, App driven Registration and Competition Management System, called Rugby Xplorer.

Full utilisation of the system ensures that players on the playing field should be there, that they are in the correct playing position and that they have the appropriate disciplinary and medical clearance to be there. The system can also facilitate the acceptance by parents/guardians/players of the Terms & Conditions of participation, including abiding by the Laws of the Game and Codes of Conduct and acceptance of the inherent risks associated with Rugby as a contact sport.

The player profile stores information regarding clearances to play (Age-Grade or Mixed Gender Dispensation) to ensure that players are participating in the Age-Grade that is most appropriate to their physical development, skill and/or ability. It can also be expanded to record players that have been assessed as having the requisite physical development skill and/or experience to play in specialised positions (e.g. the Front Row).

Coach and Official Accreditation information management is also facilitated via the Registration and Competition Management System by ensuring that coaches and match officials, assigned to teams or matches, have undergone the appropriate training and education to assist the facilitation of a safe Rugby environment. Rugby Xplorer has a direct interface with the Rugby Learning Centre and this allows Clubs, Schools and Competition Managers to effectively manage this information and inform personnel when their accreditation is due to expire or that there are new requirements to undertake.

- Player, Coach and Match Official Registration
- Rugby Xplorer - 'My Rugby Account' participant profile
- Use of the Competition Management System
- Rugby Xplorer Competition Management system
- Recording and Management of injuries and incidents
- [Player Dispersations](#)
- [Player Accreditation \(Front Row\)](#) and
- Injury surveillance – This can be undertaken with Rugby Xplorer and the Serious Injury management system. However, Rugby Australia, State / Territory Unions and the Schools will work towards a standardised Injury Surveillance Program in conjunction with tertiary institutions for 2019.

## Coach Development and Education

Coaches are critical to creating a safe participation environment from ensuring that players are playing with the required skills and physical competency and are in the appropriate team, grade or position.

- Coach Accreditation Matrix (to be promulgated)
- Assessing Coach Accreditation – for Age-Grade Dispensation and Mixed Gender Dispensation
- Front Row Specific Accreditation/Course – to be developed prior to the 2019 season based on overseas best practice from France.

# Best Practice for Safe Rugby – The Framework

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## Referee Development and Education

Match Officials are also critical to the safe conduct of competitions. They undertake development and training in order for them to officiate at the correct level. This assists in ensuring that Rugby is conducted safely within the Laws of the Game, that dangerous play or conduct is managed appropriately, and signs and symptoms of concussion are properly identified and managed as part of a holistic approach with coaches and First Aid/medical staff through the Blue Card system.

- Age restrictions on officiating
- Match Official Accreditation Matrix
- Assistant Referee Accreditation and
- Referee Coaching targets (This ensures that Match Officials are being provided assistance and feedback in order to improve their officiating, thus maximising the safety of the playing environment).

## Player Assessment

Determining the physical development, motor competency and skill development of individual players is fundamental in ensuring that players have the requisite skills, health and critical competencies to minimise the risk of potential injury. This is critical in ensuring player safety.

The player assessment procedures pull together programs from tertiary institutions and research, Rugby Australia Strength and Conditioning expertise and overseas best practice from other Unions.

- **Fundamental Motor Competency** (U12 and below): This is a proposed new program based on the feedback as part of the Review Panel process. This will utilise the 'KTK' Motor Competency assessments that will develop a player quotient for motor competency and the individual player's readiness for contact sport. This will be developed and rolled out prior to the 2019 season and done in conjunction with a tertiary institution.
- **Physical Preparation** (U16 and Open): This is based on the Rugby Australia Academy programs for best practice and will link into the Rugby Australia U16-U18 Academy strength and conditioning framework.
- **Competency in Contact:** Utilising material from the Assessing Coach Course and Smart Rugby, there are a series of drills and skills that are available to assess the competency of players in contact and at the tackle contest.
- **Front Row 'Passport'** (U16 A/B and Open) – this is to be developed prior to the 2019 season and based on the French system and has been shown to reduce cervical injuries in scrums in France over a decade of operation<sup>1</sup>.
- **Player Profiling** – Centralised recording will help coaches to determine a player's fitness, establish a baseline and identify any risks of specific issues. It also allows coaches to tailor training to the needs of players. At a minimum the screening should cover:
  - Emergency contact information
  - General health and wellbeing
  - Physical health and
  - Rugby-specific skills and knowledge.

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<sup>1</sup> [Impact of the national prevention policy and scrum law changes on the incidence of rugby-related catastrophic cervical spine injuries in French Rugby Union](#)

# Best Practice for Safe Rugby – The Framework

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## Best Practice Rugby Programming

From warm up and pre-match programs to Rugby Australia developed programs, this section of the Framework sets out the skills, competencies and physical preparedness to minimise the risks involved whilst participating in Rugby.

- **World Rugby Activate Program / [Prep to Perform](#) NSW Rugby Union program:** Activate is an injury prevention exercise programme that can be integrated into training and pre-match sessions. The exercises included in the program are designed to improve functional and core strength, balance and agility, all of which assist a player in dealing with the physical demands of the game. More detail on the studies and research that led to the development of Activate is available in the articles published in the British Journal of Sports Medicine [here](#)
- **Get into Rugby – School:** Available to be deployed in Junior/feeder Primary Schools: A five-week program developing critical physical motor competency and Rugby specific skills in a safe non-contact environment
- **Get into Rugby – Contact:** (proposed prior to participation in Year 5-7 competitions): A five-week program that develops skills in contact and ensures players are ready to participate in Rugby competition and
- **Game progression to Club / School rugby competition:** A variety of game types XV's, 10's, 7's are played and Rugby Australia and State / Territory Unions work with schools and competitions to ensure progression of players in the pre-season and that they have the opportunity to develop and apply skills in a structured manner prior to competition. An example of this is beginning the season with Cross-Field 7's in a 'gala day' format before progressing to 10's then trial matches in the XV format prior to playing in full school / Age Grade Club competition.

## Competition Structure and Draw

Planning the timing, structure and nature of the draw can assist in ensuring that players and teams are physically prepared for Rugby competition and this is an important factor in creating a Best Practice and a safe Rugby experience.

Furthermore, these factors also ensure that the Rugby Australia Participation Policy objective of players with similar physical ability, skill and/or experience playing with and against each other is achieved.

- Best Practice Competition Structure considerations:
  - Participation Policy implications for Competition Structure
  - Grading and Age-Grade/Mixed Gender Dispensation
  - Pre-Season matches prior to commencement of the draw and
  - Cross competition matches and touring nationally and internationally.

# Best Practice for Safe Rugby – The Framework

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## Summary

This Framework represents a minimum set of requirements for the delivery of a Club Age-Grade or School Rugby competition in contact forms of the game. If a School, Club or competition wishes to put further measures in place that they believe will create a safer playing environment then this is highly recommended and fed back to Rugby Australia and State / Territory Unions.

As stated above this Framework is an evolving document and there are aspects of it that will require consideration by the relevant working group prior to the 2019 season.

Rugby Australia and State / Territory Unions are striving for any material changes to be in place by **1 June 2019** prior to the GPS Rugby Competition trials or competition commencing.

# Best Practice for Safe Rugby – 2019 Indicative Implementation plan for the GPS Rugby competition

## Indicative Implementation Plan

The Best Practice for Safe Rugby was developed as part of the GPS Serious Injury Review Process. For the framework to be effective a clear implementation plan is required. The below draft plan outlines in the major categories, tasks to be undertaken and responsibilities. This will be developed and refined with the GPS Rugby Subcommittee and Headmasters through close consultation.

Area	Key Tasks	Link to Safety	Responsibility	Timeline
<ul style="list-style-type: none"> <li><b>Rugby Law, Rules, Codes, Policies and Procedures:</b> The regulatory framework</li> </ul>	<p><u>Updated Competition Rules</u></p> <ul style="list-style-type: none"> <li>Develop a subcommittee of the GPS Rugby competition and work with the QRU and Rugby Australia to adopt competition rules that explicitly reference and align with World Rugby / Rugby Australia safety Law, Rules, Codes, Policies and Procedures to the new online resources</li> </ul>	<ul style="list-style-type: none"> <li>Rugby Law and associated policies and procedures provide clear parameters for safe, inclusive and fair Rugby competitions</li> </ul>	<ul style="list-style-type: none"> <li>GPS Rugby Subcommittee Chair</li> <li>Hear of Integrity, Head of Rugby Services (RA)</li> <li>Head of Rugby Services (QRU)</li> </ul>	<p>Start by February 2019 Conclude by 30 April 2019</p>
<ul style="list-style-type: none"> <li><b>First Aid and Medical:</b> Standards for First Aid care and medical response</li> </ul>	<p><u>Medical Education and Accreditation</u></p> <ul style="list-style-type: none"> <li>Rugby Australia CMO and QRU to convene <a href="#">World Rugby - Immediate Care in Rugby</a> course / accreditation for key medical personnel associated with school</li> </ul>	<ul style="list-style-type: none"> <li>First Aid and Medical standards, guidelines and education ensure that in the event of injury, the First Aid care and medical response is appropriate</li> </ul>	<ul style="list-style-type: none"> <li>Rugby Australia CMO</li> <li>QRU CMO</li> <li>School Medical Staff</li> </ul>	Course to be run by 30 May 2019
	<p><u>First Aid Attendants Education and Accreditation</u></p> <ul style="list-style-type: none"> <li>Schools to work with QRU to identify and promote the completion of the <a href="#">First Aid Attendant – Level 1</a> Accreditation on the Rugby Learning Centre</li> <li>Schools to ensure that all First Aid Attendants are registered on Rugby Xplorer for information management and compliance</li> </ul>		<ul style="list-style-type: none"> <li>QRU nominated Rugby Services personnel</li> <li>School medical or first aid coordinators</li> </ul>	All First Aid Attendants to have completed the requirements by completion of Term 2, 2019
	<p><u>Ambulance and Helicopter Guidelines</u></p> <ul style="list-style-type: none"> <li>Schools to work with the QRU to ensure Ambulance / helicopter information is developed and promulgated to First Aid staff and critical staff</li> </ul>		<ul style="list-style-type: none"> <li>School medical or first aid coordinators</li> </ul>	Guidelines completed for all nine schools by completion of Term 2, 2019
	<p><u>GPS Rugby First Aid Requirements Checklist</u></p> <ul style="list-style-type: none"> <li>GPS Rugby Sub-committee to develop with Rugby Australia and QRU a checklist for First Aid and Medical requirements based on the Rugby Australia <a href="#">Medical and First Aid Requirements</a></li> </ul>		<ul style="list-style-type: none"> <li>Rugby Australia CMO</li> <li>QRU Head of Rugby Services</li> <li>School medical or First Aid Coordinators</li> </ul>	Checklist completed for all nine schools by completion of Term 2, 2019
<ul style="list-style-type: none"> <li><b>Facilities, Grounds and Match Day:</b> safe spaces and venues</li> </ul>	<p><u>Annual Safety Audit</u></p> <ul style="list-style-type: none"> <li>Schools to undertake an annual <a href="#">Safety Audit</a> and submit to GPS Executive Officer</li> </ul>	<ul style="list-style-type: none"> <li>Safe venues and playing arenas are defined and audited through these resources</li> </ul>	<ul style="list-style-type: none"> <li>Director of Rugby and Director of Sport / Activities</li> </ul>	Audits to be completed by 30 May 2019
	<p><u>Safety Officer Resources</u></p> <ul style="list-style-type: none"> <li>GPS Executive Officer and Chair of the GPS Rugby Subcommittee to work with QRU to develop a resource for Rugby Safety Officers to include Match Day Checklists, Concussion Referral and Return to Play forms, Serious Injury Protocol, School Specific Ambulance and Helicopter information</li> </ul>		<ul style="list-style-type: none"> <li>Head of Rugby Services QRU</li> <li>Chair of the GPS Rugby Subcommittee</li> <li>GPS Executive Officer</li> <li>School Medical and First Aid personnel</li> </ul>	Resources completed by 30 April 2019
<ul style="list-style-type: none"> <li><b>Training Education and Accreditation:</b> for key personell delivering Rugby</li> </ul>	<p><u>School based Match Officials and Coach Audit</u></p> <ul style="list-style-type: none"> <li>QRU Rugby Services to work with Directors of Rugby of Schools to audit coach registrations for Smart Rugby status</li> <li>Directors of Rugby to coordinate with Rugby Australia Match Official Manager QLD/NT to audit Smart Rugby status of all school-based referees (staff, parents &amp; students)</li> </ul>	<ul style="list-style-type: none"> <li>All personnel involved in the delivery of Safe Rugby are required to have undergone education and training and to have a current accreditation. Rugby Australia and its Unions regularly review the content to ensure that it is up-to-date with the standards of best practice.</li> <li>These standards (in particular the implementation of Smart Rugby) are significant drivers in the fall of catastrophic injury rates since 2005.</li> </ul>	<ul style="list-style-type: none"> <li>Head of Rugby Services / Development Manager QRU</li> <li>Directors of Rugby</li> <li>Rugby Australia Match Official Manger QLD/NT</li> </ul>	To be discussed with GPS Rugby Subcommittee / Executive Officer as to when registration of coaches and MO's can occur

## Best Practice for Safe Rugby – 2019 Indicative Implementation plan for the GPS Rugby competition

Area	Key Tasks	Link to Safety	Responsibility	Timeline
<ul style="list-style-type: none"> <li><b>Training Education and Accreditation (continued):</b> for key personell delivering Rugby</li> </ul>	<u>Administration Education and Accreditation</u> <ul style="list-style-type: none"> <li>Rugby Australia and QRU Rugby Services to work with GPS Executive and Directors of Rugby to provide series of education sessions (face to face and webinar) for Year Coordinators / Team Managers, Competition Management, Ground Marshals and other key roles</li> </ul>		<ul style="list-style-type: none"> <li>Rugby Australia Administrators &amp; Club Development Manager</li> <li>QRU Head of Rugby Services</li> <li>Directors of Rugby</li> </ul>	Training to occur during Term 2 2019 in preparation for Rugby Season
	<u>Safety Officer Education and Accreditation</u> <ul style="list-style-type: none"> <li>Rugby Australia and QRU to develop a 'safety officer' course for personnel managing all aspects of safety at venues with multiple games</li> <li>GPS Executive Officer to work with Directors of Rugby to facilitate training of identified existing staff at schools to undertake training</li> </ul>		<ul style="list-style-type: none"> <li>Rugby Australia Online Learning Coordinator</li> <li>GPS Executive Officer</li> <li>Directors of Rugby / Directors of Sport &amp; Activity</li> </ul>	Program to be designed and completed by 31 March 2019 Learning to be available online via the Rugby Learning Centre by 30 April 2019
<ul style="list-style-type: none"> <li><b>Player, Coach and Official information management:</b> information systems for managing safety</li> </ul>	<u>Player, Coach and Match Official Registration</u> <ul style="list-style-type: none"> <li>GPS Executive Officer to work with individual schools, the QRU and Rugby Australia Rugby Services staff to register all players, coaches and match officials on the registration and competition management platform, Rugby Xplorer</li> <li>GPS Executive Officer to work with Directors of Rugby to ensure all injury and incidents throughout the season are recorded on the Competition management system.</li> </ul>	<ul style="list-style-type: none"> <li>Player, Coach and Official information management is directly relevant to safety. Information management on players, for example, regarding dangerous foul play (via disciplinary records) and serious injury (injury recording) is facilitated by a bespoke, App driven Registration and Competition Management System, Rugby Xplorer.</li> <li>Full utilisation of the system ensures that players on the playing field should be there, that they are in the correct playing position and that they have the appropriate disciplinary and medical clearance to be there.</li> </ul>	<ul style="list-style-type: none"> <li>Rugby Australia Administrators &amp; Club Development Manager</li> <li>QRU Head of Rugby Services</li> <li>GPS Executive Officer</li> <li>Directors of Rugby</li> </ul>	Training to begin in February 2019 Registration to occur in timeline
<ul style="list-style-type: none"> <li><b>Coach Development and Education:</b> safety for coaches delivering Rugby</li> </ul>	<u>Foundation Course Delivery</u> <ul style="list-style-type: none"> <li>QRU Director of Coaching to coordinate Foundation Course schedule that will accommodate the nine schools for all new coaches taking into consideration location and timing of courses</li> </ul>	<ul style="list-style-type: none"> <li>Coaches are critical to creating a safe participation environment from ensuring that players are playing with the required skills and physical competency and are in the appropriate team, grade or position.</li> </ul>	<ul style="list-style-type: none"> <li>QRU Director of Coaching</li> <li>Directors of Rugby</li> </ul>	Draft schedule to be determined in February 2019 for delivery in May and June 2019
	<u>Front Row Coach Accreditation</u> <ul style="list-style-type: none"> <li>Head of Participation and Coaching at Rugby Australia to work with QRU to develop pilot Front Row Coach program for Under 16 and Open</li> <li>Schools to ensure that forwards coaches for Open (1st / 2nd XV) and Under 16 (A/B) complete course</li> </ul>		<ul style="list-style-type: none"> <li>Head of Participation and Coaching, Rugby Australia</li> <li>QRU Director of Coaching</li> <li>Directors of Rugby</li> </ul>	Program to be developed by 30 March 2019 Education to occur according to agreed schedule in Term 2
<ul style="list-style-type: none"> <li><b>Referee Development and Education:</b> safe practices for Match Officials</li> </ul>	<u>School Appointed Referee Education</u> <ul style="list-style-type: none"> <li>Schools to work with Rugby Australia Match Official Manager QLD / NT to coordinate delivery of Game Management Guidelines for all school-based referees</li> <li>Rugby Australia to provide tokens for the Assistant Referee Level 1 for the Schools to promote online course to students etc</li> </ul>	<ul style="list-style-type: none"> <li>Match Officials are also critical to the safe conduct of competitions. They undertake development and training in order for them to officiate at the correct level. This assists in ensuring that Rugby is conducted safely within the Laws of the Game, that dangerous play or conduct is managed appropriately, and signs and symptoms of concussion are properly identified and managed as part of a holistic approach with coaches and First Aid/medical staff through the Blue Card system.</li> </ul>	<ul style="list-style-type: none"> <li>Rugby Australia Match Official Manager QLD / NT</li> <li>Directors of Rugby / Directors of Sport and Activity</li> </ul>	GMG's to be delivered at the end of Term 2, 2019

## Best Practice for Safe Rugby – 2019 Indicative Implementation plan for the GPS Rugby competition

Area	Key Tasks	Link to Safety	Responsibility	Timeline
<ul style="list-style-type: none"> <li><b>Player Assessment:</b> assessing players for critical skills and competencies that impact safety</li> </ul>	<u>Fundamental Motor Competency</u> <ul style="list-style-type: none"> <li>Rugby Australia and QRU to work with a tertiary institution to implement and undertake a simple motor competency assessment targeted at Year 5-7 students playing Rugby and prepare a report for the consideration of the National Safety Committee and the GPS Rugby Subcommittee</li> </ul>	<ul style="list-style-type: none"> <li>Determining the physical development, motor competency and skill development of individual players is fundamental in ensuring that players have the requisite skills, health and critical competencies to minimise the risk of potential injury. This is critical in ensuring player safety.</li> </ul>	<ul style="list-style-type: none"> <li>Head of Rugby Services Rugby Australia</li> <li>UTS and / or Bond Uni</li> <li>Directors of Rugby</li> </ul>	Tertiary institution identified by 1 March Program to be outlined by 1 April 2019 Assessment to occur in Term 2, 2019 Report submitted to NSC by 30 October 2019
	<u>Physical Preparation (Under 16 and Open)</u> <ul style="list-style-type: none"> <li>Rugby Australia and QRU Academy Staff to provide strength and conditioning protocols to Strength and Conditioning to schools</li> </ul>		<ul style="list-style-type: none"> <li>Rugby Australia National Head of Talent Management</li> <li>QRU Academy Staff</li> <li>School Strength &amp; Conditioning staff</li> </ul>	Rugby Australia / QRU to provide information by February 27 2019
	<u>Competency in Contact</u> <ul style="list-style-type: none"> <li>National Coach Development Manager in conjunction with QRU Director of Coaching. Director of Coaching to provide series of coach workshops for coaches on tackle competency and competency in contact with checklists targeted at U12 to U15 age groups</li> <li>Directors of Rugby and Chair of GPS Rugby Subcommittee to identify schedule for the workshops</li> </ul>		<ul style="list-style-type: none"> <li>Rugby Australia National Coach Development Manager</li> <li>QRU Director of Coaching</li> <li>Directors of Rugby</li> <li>Chair GPS Rugby Subcommittee</li> </ul>	Program to be available by 30 March 2019 Workshops held in Term 2 by schedule developed in conjunction with schools
	<u>Front Row 'Passport' (U16 A/B and Open 1<sup>st</sup> / 2<sup>nd</sup> XV)</u> <ul style="list-style-type: none"> <li>National Coach Development Manager in conjunction with QRU Director of Coaching develop the Front Row Player 'Passport' program for the targeted age grades</li> <li>Rugby Australia Rugby Services to ensure accreditation for front row is developed inside Rugby Xplorer such that players without passport cannot be put in Front Row on electronic team sheet.</li> </ul>		<ul style="list-style-type: none"> <li>Rugby Australia National Coach Development Manager</li> <li>QRU Director of Coaching</li> <li>Head of Rugby Services Rugby Australia / QRU</li> <li>Directors of Rugby</li> </ul>	Program developed by 31 March 2019 Program rolled out during Term 2
	<u>Player Profiling</u> <ul style="list-style-type: none"> <li>Rugby Australia Rugby Services to work with GPS Executive Officer and Chair of GPS Rugby Sub-committee on standard information to capture as part of the Rugby Xplorer player profiling</li> <li>Rugby Australia to work with StatEdge on the development of player profile for 2020 season</li> </ul>		<ul style="list-style-type: none"> <li>Rugby Australia Head of Rugby Services</li> <li>GPS Executive Officer</li> <li>Chair of the GPS Rugby Sub-committee</li> <li>Technology partner, StatEdge</li> </ul>	Player Profile information to be captured identified by 30 October 2019 Development of Competition Management System completed by February 2020 Training to commence in Term 2, 2020 Data analysed by 30 October 2020
<ul style="list-style-type: none"> <li><b>Rugby Programming: safe play through Rugby readiness</b></li> </ul>	<u>World Rugby Activate Program</u> <ul style="list-style-type: none"> <li>Rugby Australia to provide resources based on the World Rugby Activate Program for training and roll out of the warm up and pre-game injury prevention program</li> <li>Rugby Australia and QRU to provide workshops and training for key school personnel (coaching and strength and conditioning staff) in the implementation of Activate</li> <li>Schools to implement Activate across all age groups and grades as a structured warm up and pre-game program</li> </ul>	<ul style="list-style-type: none"> <li>From warm up and pre-match programs to Rugby Australia developed programs, this section of the Framework sets out the skills, competencies and physical preparedness to minimise the risks involved whilst participating in Rugby.</li> </ul>	<ul style="list-style-type: none"> <li>Head of Rugby Services RA / National Safety Committee</li> <li>QRU Director of Coaching</li> <li>Directors of Rugby</li> </ul>	Activate Program approved by National Safety Committee 7 February 2019 Workshops available in Term 2 2019 Implemented in Term 2 and Term 3
	<u>Get into Rugby – School</u> <ul style="list-style-type: none"> <li>Directors of Rugby and Directors of Sport and Activities to identify three Primary Schools from which a high proportion of Year 5-7 students come from and provide introductions to key Primary School staff on program</li> <li>QRU Development Manager to coordinate the delivery of Get into Rugby – School through the Sport Australia 'Sporting Schools' program</li> </ul>		<ul style="list-style-type: none"> <li>Directors of Sport and Activities GPS Schools</li> <li>QRU Development Manager</li> <li>Club based accredited Get into Rugby deliverers</li> </ul>	Schools Identified in 27 February 2019 Schools targeted in Term 2, Term 3 and Term 4 (based on individual primary school schedules)

## Best Practice for Safe Rugby – 2019 Indicative Implementation plan for the GPS Rugby competition

Area	Key Tasks	Link to Safety	Responsibility	Timeline
	<p><u>Get into Rugby – Contact</u></p> <ul style="list-style-type: none"> <li>Rugby Australia Head of Participation and Coaching to work with three schools as a pilot to run 'Get into Rugby – Contact for Year 5-7 to participate in Rugby in Term 3</li> <li>Rugby Australia and QRU to identify, train and allocated accredited deliverers to deliver program in schools</li> <li>Rugby Australia to work GPS Rugby Subcommittee to evaluate program &amp; discuss 2020 structure</li> </ul>		<ul style="list-style-type: none"> <li>Rugby Australia Head of Participation and Coaching</li> <li>Directors of Rugby</li> <li>GPS Rugby Subcommittee</li> </ul>	<p>Identify Schools in March 2019            Program delivered in Term 2 2019            Evaluation in October 2019            Recommendations available by 1 February 2020</p>
<ul style="list-style-type: none"> <li><b>Competition Structure and Draw: planning, timing and structuring games to maximise safety</b></li> </ul>	<p><u>Best Practice competition structure</u></p> <ul style="list-style-type: none"> <li>Rugby Australia and QRU to work with the GPS Rugby Subcommittee on series of strategies for 2019 and 2020 that take into consideration all aspects of a competition structure that promotes a safe environment including Game Progression to School Rugby Competition (part of Best Practice Rugby Programming)</li> <li>Rugby Australia and QRU to work with the GPS Rugby Subcommittee to facilitate pre-season and a competition structure that allows for the assessment of individual players falling outside the 'Size for Age' Guidelines, the grading of teams to meet the Rugby Australia Participation Policy and the assessment of competency in contact prior to the season.</li> </ul>	<ul style="list-style-type: none"> <li>Planning the timing, structure and nature of the draw can assist in ensuring that players and teams are physically prepared for Rugby competition and this is an important factor in creating a Best Practice and a safe Rugby experience.</li> <li>Furthermore, these factors also ensure that the Rugby Australia Participation Policy objective of players with similar physical ability, skill and/or experience playing with and against each other is achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Head of Rugby Services Rugby Australia / QRU</li> <li>Chair GPS Rugby Subcommittee</li> <li>Directors of Rugby</li> </ul>	<p>Workshop 1: February 2019            Workshop 2: April 2019            Workshop 3: June 2019            Workshop 4: October 2019            Workshop 5: February 2020</p>