

Club Name	Minety Rugby Football Club
Club Contact names	Andrew Ward and Andrew Grayson

PEOPLE + ENVIRONMENT + BUSINESS

The club undertakes a simple self-review of its activities in line with the statements below. This can be done before you meet with the Rugby Development Officer (RDO) or you can do this together. Since this is your accreditation, the RDO will simply ‘coach’ you through the session, asking questions and probing detail in order to elicit information that will strengthen your review.

RAG = traffic light assessment tool (RED, AMBER, GREEN)


Green = performing well/good


Amber = some actions in place/ but areas to develop


Red = development and action needed


PEOPLE


Players, Volunteers, Coaches, Referees, Members, Supporters

Statements	Club Review	RAG Rating
1. Takes player safety and welfare seriously and ensures all club coaches and match officials undertake player safety training	<p>1.01 The club has sports therapist cover at all 1st XV games and first aid cover at all 2nd XV matches.</p> <p>1.02 The fully qualified club sports therapist attends all senior team training sessions and all club players coaches, referees, and academy players have access to this support (free as paid up members). Non paid up members can access this facility for a nominal fee.</p> <p>1.03 The club periodically arranges first aid courses and fully refunds volunteers who wish to undertake first aid training in line with “Attending Training Courses” Club Policy Statement (adopted 4/8/15 and updated 5/12/18)</p> <p>1.04 The club has qualified first aiders, as recorded in the GMS for the club, with youth teams’ players and minis covered. The club will work to ensure all mini age groups having a dedicated first aider by the start of the 2020 / 2021 season.</p> <p>1.05 All coaches and match officials will undertake player safety training. Audit undertaken and aim to have “Play it Safe” in place across all age groups by September 2019.</p> <p>1.06 Medical information is checked annually for</p>	<p>Amber</p> 

	<p>relevance and used by the coaches and is updated immediately when the club is informed by players or parents and recorded on the GMS system for the club. Our sports therapist, who provide our physio support, maintain her own separate medical records and consents satisfying GDPR for all senior members.</p>	
<p>2. Meets the needs of all players* by providing regular, relevant and enjoyable training, development and (competition) playing opportunity as appropriate**</p>	<p>2.01 In addition to the scheduled league games (22 for the 1st XV and 16+ for 2nd XV, the club competes in competitions, hosts an annual 7's competition and preseason friendlies.</p> <p>2.02 Mixed touch sessions are run across the summer months accessible by Junior and Senior players.</p> <p>2.03 Youth teams play in Dorset and Wiltshire competitions augmented by friendly fixtures.</p> <p>2.04 All teams across the age ranges from minis to Seniors have fixed weekly training sessions, advertised on websites, newsletters and social media. Fixture lists are published on the club websites.</p> <p>2.05 Mini's have a comprehensive programme of friendly matches.</p> <p>2.06 End of season tours are regularly arranged at Senior level.</p> <p>2.07 An ambitious programme to improve pitches, started in 2019, continuing into 2021, aims at enhancing playing opportunities</p> <p>2.08 Female players have access to all the club facilities.</p> <p>2.09 All changing rooms originally fed off one entrance which only enabled single sex use at any one time. A wall was knocked down and doorway put in to allow one of the changing rooms to be entered from another corridor, thus allowing simultaneous male and female use of the changing rooms.</p> <p>2.10 Senior Players can access personal development plans arranged with their coaches upon request.</p> <p>2.11 Training sessions are organized with the presence of a coach so in addition to fitness training, skills coaching is always included.</p> <p>2.12 Senior players have access to videos of matches for analysis and personal and team</p>	<p>Green</p> 

	development.	
<p>3. Actively addresses the recruitment (and retention) of all adult players (men & women)</p>	<p>3.01 The club is trying to recruit a Recruitment Officer, who will also be an Executive Committee member, to oversee recruitment and retention.</p> <p>3.02 The Recruitment Officer will have a budget, reviewed annually, to develop materials and activities to address the issue. The Recruitment Officer will work closely with the 1st Team Captain, the Club coach and the publicity officer to ensure all materials / activities are co-ordinated and address current issues.</p> <p>3.03 The club's Facebook page and website actively encourage new recruits and a site was established in 2019 aimed directly at recruitment and is posted into local town and village group pages.</p> <p>3.04 Videos of Senior games are posted weekly during the season on YouTube and made available to general viewers</p> <p>3.05 Recruitment and retention is a standing item at committee meetings - representatives from the youth side of the club are invited to attend all meetings.</p> <p>3.06 Senior players and coaches are encouraged to attend mini and junior division coaching sessions to encourage recruitment and progression.</p> <p>3.07 Club coaches coach at local schools and close links are being forged with local secondary schools.</p> <p>3.08 Senior players are encouraged to try to attract new players to the club through the summer touch programme and the club's in season training programme.</p> <p>3.09 The club aims to continue its high level of community awareness through local press coverage on a regular basis across north Wiltshire and South Gloucestershire.</p> <p>3.10 The club recognizes that Minety Junior Rugby is the life blood of the senior game and have a history of over 50% of the existing senior player base coming through the ranks. See activities in section 6.</p> <p>3.11 Players leaving the club are always spoken to, to discover reasons for leaving. This information is used, where appropriate, to inform our operation.</p>	<p>Amber</p> 



<p>4. Actively addresses the recruitment (and retention) of coaches, match officials and volunteers to support all 'on' and 'off field' activity</p>	<p>4.01 The club has the recommended number of coaches at all appropriate levels though a number of mini coaches have only recently been recruited and are inexperienced.</p> <p>4.02 All new coaches receive an induction programme to suit their needs and the club is working towards all coaches obtaining appropriate qualifications</p> <p>4.03 The club fully refunds the cost of training courses and annually hosts both Rugby Ready and Scrum Factory Courses in line with Club Policy Statement "Attending Training Courses" updated 5/1/18 and re-adopted in January 2020.</p> <p>4.05 We currently have one volunteer who has completed the Leadership Academy.</p> <p>4.06 The club maintains comprehensive training records for all coaches.</p> <p>4.07 All coaches have access to a comprehensive resource library of books, DVDs and coaching plans through DVD packs and data sticks though packs need to be redistributed because of the recent turn over in mini coaches. In addition, nearly all 1st team matches are available on DVD and the website for coaching and analysis purposes.</p> <p>4.08 Coaches and officials are given access to sports therapy support at training evenings in line with the club's "Membership Policy", updated 18/8/2018</p> <p>4.09 The club actively promotes coach and referee training / availability through Newsletters, the website, Facebook, word of mouth and posters.</p> <p>4.10 The club promotes coach and referee development amongst its senior and junior players. The club has been recognised for this work with the RFU "Presidents" award. At present the club has 19 holders of various refereeing qualifications on its Game Management System (GMS)</p>	<p>Green</p> 

<p>5. Provides regular training and recognition opportunities for coaches, match officials & volunteers both 'on and off the field'</p>	<p>5.01 The club has the recommended number of coaches. (Rugby First and club's own GMS records)</p> <p>5.02 The club continues to work towards all coaches obtaining appropriate qualifications.</p> <p>5.03 The club fully refunds the cost of training courses and annually hosts both Rugby Ready and Scrum Factory Courses- see 4.03</p> <p>5.04 All coaches have access to a comprehensive resource library of books, DVDs and coaching plans through DVD packs and data sticks though packs need to be redistributed because of the recent turn over in mini coaches. In addition, nearly all 1st team matches are available on DVD and the website for coaching and analysis purposes. See 4.01</p> <p>5.05 The club promotes coach and referee development amongst its senior and junior players. The club has been recognised for this work with the RFU "Presidents" award.</p> <p>5.06 Coaches from Minety have been recognized by: the D&W RFU; have been awarded Participation Coach of the Year at the Wiltshire & Swindon Sports Awards and have been recognized through the BBC Sports Personality of the Year scheme.</p> <p>5.07 A Volunteer pack, based on the WRFU model, is currently being drafted and will be put to Committee in September 2020.</p> <p>5.08 Volunteers are recognized with internal rewards and presents at the end of each season.</p> <p>5.09 Volunteers and coaches are put forward for RFU recognition where appropriate / applicable.</p> <p>5.10 Executive committee and key volunteer positions are applied for annually through the club's AGM.</p> <p>5.11 The club secretary ensures that applications received are suitable and all roles are covered for the following year.</p> <p>5.12 A Vice Presidents' initiative is being trialed to encourage ex-players back into the club and to play a part in the club's activities both on and off the pitch.</p>	<p>Green</p> 

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*All players includes men, women, boys, girls and young people

** All playing formats


Additional Mini & Youth Statements	Club Review	RAG Rating
<p>6. Actively manages the ‘transition’ of all players between age groups and into the adult section</p>	<p>6.01 The club has protocols in place for transition to 13s</p> <p>6.02 The club has protocols in place for transition from Academy to Senior Rugby. In the absence of an Academy team at present the club has protocols but these are not being followed.</p> <p>6.03 The club has protocols in place to retain youth players in the game</p> <p>6.04 Currently there are no teams above U15. The club will continue to focus on consolidating existing age groups and covering all mini age groups. As these age groups progress through the club we will eventually ensure provision for all ages.</p> <p>6.05 The club used to have an agreement with 2 other clubs to jointly support girls youth rugby developing players that have reached international level. Unfortunately, since the two other clubs have sought to develop their own provision in recent years, we encourage girls to join age groups where mixed rugby can be allowed and then make concerted efforts to introduce them to clubs who are able to ensure girls’ progression to youth rugby.</p> <p>6.06 The programme of touch rugby organised by the club over the summer months encourages minis, juniors and academy aged players to join senior players.</p>	<p>Amber</p> 
<p>7. Has an RFU trained Safeguarding Officer who follows RFU DBS requirements, has a safeguarding policy and an appropriately trained number of coaches and volunteers</p>	<p>7.01 The club has a Safeguarding Officer.</p> <p>7.02 An open invitation to attend Committee meetings as and when necessary has been forwarded to the safeguarding officer and the role has been included in the distribution list for all committee materials.</p> <p>7.03 A Job Description exists for the Club Safeguarding Officer role using the Safeguarding Children and Vulnerable Adults in Rugby Union Policy & Guidance document</p> <p>7.04 The club has undertaken a “Safeguarding Audit” and looks to implement an external audit</p>	<p>RED</p> 



	<p>from Dorset and Wilts RFU in 2020.</p> <p>7.05 The club's intent is that all coaches and appropriate volunteers will be DBS cleared within 2 weeks of joining.</p> <p>7.06 The club has the recommended number of coaches at all appropriate levels though a number of mini coaches have only recently been recruited and are inexperienced.</p> <p>7.07 All new coaches will receive an induction and the club is working towards all coaches are qualified to an appropriate level.</p> <p>7.08 The club fully refunds the cost of training courses and annually host both Rugby Ready and Scrum Factory Courses in line with Club Policy (see 4.03)</p> <p>7.09 The club promotes coach and referee development amongst its senior and junior players. The club has been recognised for this work with the RFU "Presidents" award.</p> <p>7.10 Coaches from Minety have been recognized by: the D&W RF; have been awarded Participation Coach of the Year at the Wiltshire & Swindon Sports Awards and have been recognized through the BBC Sports Personality of the Year scheme.</p>	
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ENVIRONMENT

Facilities, Club, Schools, Universities, Colleges, Local Community.

Statements	Club Review	RAG Rating
<p>8. Has secured regular access to appropriate facilities to meet the whole club's needs.</p>	<p>8.01 The club house is owned by the Minety Playing Fields Association (MPFA) with the associated land owned by the Parish Council.</p> <p>8.02 The rugby club is heavily involved in fund raising to support development and constitute most of the maintenance working parties.</p> <p>8.03 The club owns 2 pitches but leases its 1st XV pitch and Mini pitches from the MPFA. Drainage has been poor, heavily affected by a clay sub soil. Significant investment has been put into mole ploughing the pitches and filling the gaps with special sand to ease the situation. The club has effectively installed a "French drain", and we are advised (Bretton King) that it can be classed as a "secondary drainage system". Pitch maintenance is regularly reported on at Executive Meetings and has its own Development Plan, reviewed at least</p>	<p>Amber</p> 

	<p>twice a year.</p> <p>8.04 The 1st XV pitch is the only pitch with floodlights (WWII landing lights & generator) for training (all teams). In the past this has compounded the problem of pitch wear and tear and fixtures and training have had to be held at alternative venues for both senior and youth division games. This has incurred additional expenditure and loss of revenue. Recent investment in all three pitches is proving successful in alleviating some of this problem. Situation is under constant review.</p> <p>8.05 Pitch maintenance schedules are in place. Addressing our playing and training issues is one of the most important activities for the club and initial plans have been drafted and initial stages completed (see 8.04 and 8.05)</p>	
<p>9. What is the maintenance programme for your pitches? Does it create adequate pitch quality and capacity?</p>	<p>9.01 Pitches at Minety have traditionally been seen as “muddy” due to the underlying clay that holds the water in the surface.</p> <p>9.02 In May 2018 all three pitches were “mole plowed” to a depth of at least 18 inches and the slices filled with over 100 tons of special sand, under the direction of Bretton King of Ecosol (Bath RFC etc). The club has effectively installed a “French drain”, and we are advised (Bretton King) that it can be classed as a “secondary drainage system”. ‘Essentially the actions we have taken are intended to prevent the pitches from being unplayable following periods of heavy or consistent rainfall in order to reduce cancellations as well as enhancing player and official safety’.</p> <p>9.03 Extra sand has been placed in slits to accommodate “settling”. Topping up will be part of our regular maintenance programme.</p> <p>9.04 All pitches have been scarified and treated for weeds.</p> <p>9.05 A good coverage of grass now affords good playing and training conditions for all.</p> <p>9.06 All three main pitches are now drained and usable – we can now rotate matches through all three to minimize wear and tear on any one pitch.</p> <p>9.07 The club is investing heavily in improving the floodlighting on the main pitch to enhance playing and training facilities and to alleviate the over use of one half of the main pitch.</p>	<p>Green</p> 

<p>10. Has access to clean, welcoming and accessible changing facilities for all club's teams and members.</p>	<p>10.01 The club house is owned by the Minety Playing Fields Association (MPFA) with the associated land owned by the Parish Council.</p> <p>10.02 The rugby club is heavily involved in fund raising to support development and constitute most of the maintenance working parties.</p> <p>10.03 The club house has: three main changing rooms; a changing room for match officials; a shower area; a men's toilet area; a separate female toilet; toilets for those with disabilities; a modest sized kitchen; a modest sized but well stocked bar and recreation room; an outside covered terrace; and two external changing rooms and a club shop</p> <p>10.04 Female players have access to all the club facilities.</p> <p>10.05 All changing rooms originally fed off one entrance which only enabled single sex use at any one time. A wall was knocked down and doorway put in to allow one of the changing rooms to be entered from another corridor, thus allowing simultaneous male and female use of the changing rooms.</p> <p>10.06 The club and the MPFA have recently refurbished the shower area and the kitchen is soon to be refurbished with funds from a Beer Festival (heavily supported by the rugby club) and other fund raising monies.</p>	<p>Green</p> 
<p>11. Has access to social facilities that supports the club's social and economic objectives encouraging usage from all sectors of the local community.</p>	<p>11.01 The club house has: three main changing rooms; a changing room for match officials; a shower area; a men's toilet area; a separate female toilet; toilets for those with disabilities; a modest sized kitchen; a modest sized but well stocked bar and recreation room; an outside covered terrace; and two external changing rooms and a club shop.</p> <p>11.02 The clubhouse bar and recreation area features: television screens; facilities for watching live sports as well as club matches that have been filmed; a full sized indoor skittles alley; and a range of comfortable seating areas.</p> <p>11.03 Club Social activities focus upon the club house and make extensive use of the bar and kitchen areas.</p> <p>11.04 The outside covered terrace is widely used</p>	<p>Green</p> 

	<p>during summer months to augment the “touch” rugby programme of activities.</p> <p>11.05 The club is proactive in the organisation of the annual Beer and Cider Festival.</p> <p>11.06 The annual Minety 7’s tournament attracts teams of both sexes from a wide area, the funds being used to support club social and playing / training needs.</p>	
<p>12. Plays an active and positive role promoting rugby/the rugby club within its community. Transitions players from schools, colleges and universities into the club where appropriate.</p>	<p>12.01 1st XV matches are covered in the local press (attracting viewing figures across North Wiltshire and South Gloucestershire of close to 100,000 readers per week). 2nd XV matches and junior activities are rarely included in the papers – editorial policy of each individual newspaper.</p> <p>12.02 The senior club’s website has attracted nearly 120,000 visitors in three years and is updated 4 or 5 times per week with regular news about club activities.</p> <p>12.03 Links between the main club website and the junior section website are active to ensure maximum coverage of news and activity across the whole club.</p> <p>12.04 An active Facebook group is used widely for club members while a Facebook page is used openly for recruitment purposes. Both are updated several times per week to continue to maintain the club’s awareness in the local community.</p> <p>12.05 A Code of conduct, based on the RFU TREDs, is available to all new members</p> <p>12.06 All RFU cards received on the subject are made available in the club house to players, parents and spectators.</p> <p>12.07 The club’s Code of conduct, based on the RFU’s TREDs, is displayed on club notice boards.</p> <p>12.08 Coach Job Description and best practice guide will be issued to all new coaches as part of an induction.</p> <p>12.09 The club has disciplinary procedures in place and has evidence of them being used in practice. Issues involving discipline in 1st XV matches are videoed and then distributed to 1st team coach, 1st team captain, Club Chairman and an external reference (Chair of the RFU disciplinary Panel, currently a club member) for consideration, comment and pathway for further action.</p>	<p>Amber</p> 

12.10 The club maintains statistics on 1st Team discipline and uses video evidence, when available, to support this. See 12.09

12.11 The club is at the core of the community and is active in its support of the Minety Playing Fields Association, maintaining the club house and machinery, organising work parties and grass cutting and supporting fund raising activities.

12.12 The club is active within local schools including holding annual primary school's TAG festivals that attract in excess of 300 players.

12.13 The club is active in the community with teams in local skittles leagues, providing the backbone of support to an annual Beer Festival and other community activities all of which have been active vehicles to recruit players and volunteers.

12.14 The club uses a variety of communication vehicles including an active and regularly updated Club website, various web pages, two active Facebook sites, texts, e-mails, notice boards, mailing and face to face in addition to the coverage received in local newspapers.



12.15 Junior coaches attend local fetes and community events, running a stall and activities promoting the club.




12.16 Club representatives are in contact with local secondary schools and visits and coaching sessions are being planned for September 2019.

12.17 The senior team club coach coaches and referees local junior teams.

BUSINESS

Club Management, Finance, Governance, Policies, Procedures

Statements	Club Review	RAG Rating
<p>13. Has appropriate systems in place to keep all member* information complete and timely on GMS [including parent/carer contact details player registration] and provides regular and appropriate communication to all.</p>	<p>13.01 The club has a membership officer who oversees all matters relating to member information and GMS. The official is a member of the club committee and attends meetings in that capacity.</p> <p>13.02 The coach of each age group holds a register which is used when required. The club also maintains a separate database (GMS) which is updated weekly when advised by members of any change.</p> <p>13.03 The senior teams' captains hold data forms provided by all senior players giving details of primary contacts and relevant, existing medical conditions.</p> <p>13.04 Senior division representatives have been trained in use of on line match cards through the GMS system at level 8 and through match cards at level 10.</p> <p>13.05 Communication across the club is provided by the junior and senior websites and various Facebook pages.</p> <p>13.06 The club wishes to see that Senior and Junior newsletters are published on a regular basis and cover GMS matters when appropriate although the senior club's website, updated 4 or 5 times per week has largely replaced the need for a newsletter.</p>	<p>Amber</p> 
<p>14. Has a Health & Safety policy and undertakes an annual Risk Assessment** of activities.</p>	<p>14.01 The club house is owned by the Minety Playing Fields Association (MPFA) with the associated land owned by the Parish Council. The rugby club complies with MPFA policies and procedures with regard to its use.</p> <p>14.02 The club is currently reviewing its procedures and operating manuals for flood lighting.</p> <p>14.03 The club is currently reviewing its procedures and operating manuals for emergency medical procedures</p> <p>14.04 The club is currently reviewing its procedures and operating manuals for health and hygiene.</p>	<p>Amber</p> 

	<p>14.05 The club is currently reviewing its procedures and operating manuals for grounds maintenance.</p> <p>14.06 The scrum machine and other equipment are serviced in line with the manufacturer's recommendations.</p> <p>14.07 The scaffold Video Tower will be inspected annually to comply with H&S regulations.</p>	
<p>15. Operates effective financial and business management.</p>	<p>15.01 The club is a registered limited company and complies with all requirements as set out in the Articles of Association.</p> <p>15.02 A regular Profit and Loss record is circulated to the executive committee for their monthly meeting.</p> <p>15.03 The club Treasurer ensures consolidated annual accounts are produced for the club and submitted to Companies' House in accordance with the appropriate legislative timescales.</p> <p>15.04 Club accounts sent to D&W RFU annually.</p> <p>15.05 Club insurances are reviewed annually.</p> <p>15.06 The club holds monthly management committee meetings with documented actions and follow up</p>	<p>Green</p> 
<p>16. Operates appropriate membership & pricing policies for all members, ensuring families are catered for appropriately.</p>	<p>16.01 The club operates a range of membership opportunities that accommodates playing and social members and accommodates students and the unwaged. (Membership Policy update 01/08/2018)</p>	<p>Green</p> 
<p>17. Has an open constitution incorporating all relevant RFU and statutory policies.</p>	<p>17.01 A meet and greet procedure has been in place for Junior players and parents since the inception of junior rugby in 2004.</p> <p>17.02 New players at all levels will receive a welcome pack when joining the club starting in August / September 2019.</p> <p>17.03 The executive committee has initiated a verbal contact strategy for new members and a "buddy" system is being trialed whereby the club captain allocates an existing member to manage the transition into the club of a new member.</p> <p>17.04 Summer touch rugby is open to everyone.</p>	<p>Amber</p> 

17.05 The club is at the core of the community.

17.06 The club is active in its support of the Ninety Playing Fields Association, maintaining the club house and machinery, organising work parties grass cutting and is at the fore in fund raising activities. Club members “mole ploughed” all three pitches, paid for the re-surfacing of part of the car park, and acquired and constructed a scaffolding tower for match recording free of charge to the club.

17.07 The club is active within local schools including holding annual primary school's TAG festivals that attract in excess of 300 players.

17.08 The club is active in the community with teams in local skittles leagues, providing the backbone of support to an annual Beer Festival and other community activities all of which have been active vehicles to recruit players and volunteers.

17.09 The club has adopted and operates from the RFU model rules for clubs who are Incorporated.

17.10 All committee meetings are open and well attended by non-committee members whose input is actively sought. Meetings are held on a consistent day in each month.

17.11 The club wishes to see that Senior and Junior newsletters are published on a regular basis and cover GMS matters when appropriate although the senior club's website, updated 4 or 5 times per week has largely replaced the need for a newsletter.


17.12 The Junior Committee is not as proactive as it has been in the past with a number of posts held by people whose children have moved on to senior rugby. It's of high importance that the club addresses succession planning in this area.

17.13 We believe that the club's pricing policy, which is one of, if not the cheapest in the county, offers very good value for money and a number of different ways to pay, to accommodate all eventualities.

17.14 The club discretely accommodates players/ children who might have difficulty paying subscriptions.

17.15 The club recycles second hand kit at extremely low prices

17.16 All female players are registered on Rugby

	<p>First and the club database</p> <p>17.17 The club used to have an agreement with 2 other clubs to jointly support girls youth rugby developing players that have reached international level. Unfortunately the two other clubs have sought to develop their own provision in recent years we now make introductions for girls progressing to youth rugby.</p> <p>17.18 The club is registered at Companies House under the Companies Acts 1985, 1989 and 2006 as a “Private Company Limited by Guarantee”. Information about the registration is updated annually. The “Articles of Administration” are available for inspection from Committee Members.</p>	
Statements	Club Review	RAG Rating
<p>18. Demonstrates and promotes rugby’s core values and where necessary, operates a fair and equitable disciplinary process.</p>	<p>18.01 The club has a set of documented disciplinary procedures in place and has evidence of them being used in practice.</p> <p>18.02 The club has recently introduced discipline as a monthly agenda topic for the executive committee to discuss and share.</p> <p>18.03 The club has purchased “Pitch Respect Barriers” to underpin TREDS</p> <p>18.04 TREDS is actively promoted at all levels and the club is proud of its excellent disciplinary record.</p> <p>18.05 The club has a zero tolerance approach to the abuse of match officials.</p>	<p>Amber</p> 

* Players, clubs and friends, coaches, referees, social members

** Part of H&S policy

KEY ACTION PLAN

1)	The club continues to develop a sustainable infrastructure across the whole club to ensure that: strategic goals are set and then met efficiently and effectively; that all aspects of the club's work and ethos are reviewed on a regular and systematic basis.
2)	Recruitment and Retention at all levels. It is just as important to the seniors to have a flourishing junior section as it is to the juniors and vice versa.
3)	Pitch and facilities maintenance. Enhance all facilities where possible to compete with our neighbours and to provide a better experience for all individuals involved with the club. However, this must not come at the expense of the character and environment that makes Minety so unique and so loved by its members.
4)	The club has a Safeguarding Officer and will continue to support and develop that position.

Club Name	Minety Rugby Football Club		
Club Contact Name	Andrew Ward (President) and Andrew Grayson (Chairman)		
I confirm that the club named above has provided all the necessary evidence and an appropriate key actions plan for RFU Club Accreditation	Date	11 th February 2020	
Signature			
RDO Name			
I confirm that the club has undertaken the RFU Club Accreditation and consultation with the Constituent Body has taken place	Date sent to Twickenham		
Signature			