

Colts Association

Overview of Youth Rugby in Hong Kong

DRAFT v.3

Mission Statement:

- To maximize participation in Youth Rugby in Hong Kong
- To maximize the opportunities for participants to play the sport and enhance/expand their knowledge of the game
- To increase representative opportunities for Youth players
- To provide as safe an environment as is possible for players in a contact sport

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➤ **1. HKRFU/Youth Rugby Overview (Clubs (Mini & Colts), Schools, Tertiary)**

The Hong Kong Rugby Football Union's vision is to be recognized by the local and international communities as a leader and innovator in the development of the sport of rugby. Development and support of youth rugby is a key component of this, through the infrastructure of Clubs, Schools and Tertiary institutions.

The HKRFU employs a permanent Executive Director who has five key personnel reporting to him and a further 33 people who are employed by the Union to work solely for the betterment of Hong Kong rugby.

The Board of the HKRFU comprises 10 Directors. The Board oversees the professional staff. Each Director is elected for a two-year term with 8 of the directors (excluding the Chairman and Secretary) overseeing a specific facet of HK rugby (e.g. Facilities, Clubs, etc.). The Union also has a Director of Youth who oversees all rugby related to children up to young adults, essentially 5 year olds through to the University level.

Youth rugby is organized around the three main centers of rugby activity for schoolchildren and young adults in Hong Kong: Schools, Clubs and University. In addition the Club section which promotes rugby from the ages of 5-18 is further split into two groups:

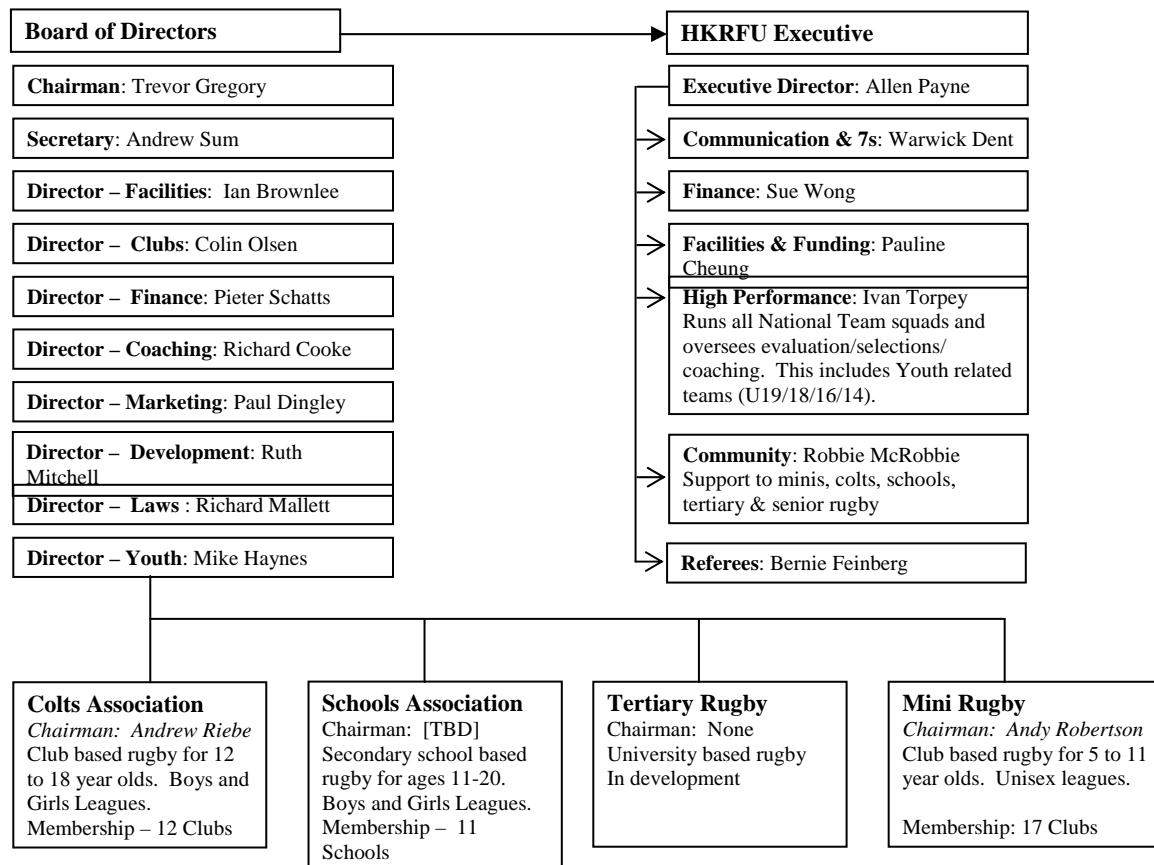
Mini – Ages U6 – U12 (split into individual year age groups)

Colts – Ages 12 – 18 (split into three 2-year age groups)

In 2006-07 season the HKRFU Youth section had the following membership levels:

Section/Association	Constituents	Players
Schools		
Clubs – Mini Rugby	17	2,479
Clubs – Colts Rugby	12	720
Tertiary	21	250

The HKRFU is organized as follows (note all Directors are volunteers)



The Colts Association is a constituent Member of the HKRFU and the holder of one of the 17 votes in the HKRFU. It represents any club that enters boys or girls teams in the established U14, U16 and U18/19 Colts leagues. By the end of the 2007/2008 season there were 17 clubs represented on the Association Committee in addition to the Chairman, Secretary and Treasurer who are elected at the Annual General Meeting. A representative of the HKRFU Community Rugby Department also sits on the Association Committee.

Under the Union's *2006 Rugby Road Map*, the stated target for Colts is for all member clubs by 2007/08 to participate in each existing age group, creating a minimum of 12 teams in each of boys U14, U16 and U18 leagues, and 9 teams in the girls U14, U16 and U19 leagues.

Under the Union's current *Four Year Strategic Plan* it is hoped to increase player numbers by 50% over the next 4 years, thereby producing sufficient numbers of Colts players to allow a 1 year age band structure of U13, U14, U15, U16, U17 and U18.

➤ **2. Colts Association Organization/Officers/Teams/Meetings**

Teams: The Colt's Association was comprised of 17 member clubs in 2006/07,. The Association has been expanding every year and currently operates a number of Leagues and Tournaments:

The current Clubs are as follows:

Club	Location	Training Ground	Teams
Aberdeen	Island (S)	Aberdeen Sports Ground	Boys – U14, U16 Girls – U14, U16, U19
Causeway Bay	Island	So Kon Po	Boys – U14, U16
DeA	Kowloon	Kings Park	Boys – U14, U16, U18 Girls – U14, U16
Discovery Bay Pirates	Lantau		
East Kowloon			
Flying Kukris	NT	Community Sports	Boys – U14 Girls – U14, U16, U19
HK Football Club	Island	HKFC	Boys – U14, U16, U18 Girls – U14, U16, U19
HK East	Island	Lei Yue Mun	Boys – U14
HKU/Sandy Bay	Pok Fu Lam	Sandy Bay	Boys – U14, U16, U18 Girls – U14, U16, U19
Lions	Kowloon	Tai Hang Tung	Boys – U14, U16, U18 Girls – U14, U16, U18
Police	Kowloon	Boundary Street	Boys – U16, U18
Sai Kung Stingrays	NT		Boys – Girls –
TPD Whalers	Kowloon East	Kowloon Bay	Boys – U14, U16, U18 Girls – U14, U16, U19
Tuen Mun	NT	Tuen Mun	Boys – U14
Tai Tam	Island (S)	HKIS	Boys – U18
Twister	NT	Community Sports/Tin Shui Wai	Boys – U14, U16, U18
Valley	Island	Happy Valley	Boys – U14, U16, U18

Officers: The Colts Association is staffed by volunteers from each club. Its function is purely advisory. It makes recommendations to the Youth Committee who in turn forward these for acceptance by the Union. The constituent Clubs in turn elect a: Chairman, Secretary and Treasurer from amongst the members. Their responsibilities are:

Chairman – To Chair meetings and act as the Colts representative on the Youth Committee which is chaired by the HKRFU Director of Youth;

Secretary – To keep the minutes of the Committees deliberations and ensure the Association acts according to its by-laws and constitution; and

Treasurer – To manage the Association's Finances and ticket allocation for the 7s.

Currently the Chairman and Treasurer are elected for two year terms on even years; and the Secretary on odd years.

Committee Meetings:

- Regular – The Colts Association meets one time per month
- AGM – Association elections are held at the end of the rugby Season, typically May-June at the Colt Association Annual General Meeting (AGM). Each Club has a single vote. Any nominee with over 50% of the eligible vote is elected for a two year period.

➤ **3. League Structure for Boys and Girls Youth Rugby**

Eligibility: Any age eligible player (see below) registered with a club can play Colts rugby in Hong Kong. This includes: current residents, students who are at boarding school outside Hong Kong and visiting friends.

Age Groups: Colts competitions are organised on an age (not weight) basis. They play in two or three year bands – U14/U16/U18 for Boys and U14/U16/U19 for Girls. The age cut off is Jan 1. So for the 2008/09 season eligibility it is based on the players birth date as follows:

- Under 14s** – players who were born in 1995 or 1996
- Under 16s** – players who were born in 1994 or 1993
- Under 18s** – players who were born in 1991 or 1992
- Under 19s** – players who were born in 1990, 1991 or 1992(Girls only)

Season: The HK rugby season typically starts in early September and goes through to the HK Sevens in late March/early April. Club rugby is, with limited exceptions, played on weekends. Seniors play on Saturdays and Mini and Colts on Sundays. Most Colts clubs train on Sundays as well.

Leagues:

Boys – The Boys play a 15-a-side league where teams are divided between 2-3 divisions in each age group and culminate on a Grand Finals day where the top two teams play to decide the Championship. This is then followed by two tournaments playing 7s and 10s rugby to add some diversity into the season. Note that U18 Boys play their 7s tournament in December to coincide with the Seniors Sevens tournament which is played in HK Stadium at the same time public ticket sales occur for the HK Sevens.

KEY FIXTURES – BOYS

<i>Team Size</i>	<i>Competitions</i>	<i>Timing</i>
15s	U14/16/18 – 2-3 Divisions/age group & Grand Finals	September – January
	U14 – U19 NYD Tournament	New Years Day
7s	U14/16 – Tournament	March
	U 18 – Tournament	December
	Showcase 7s	HK 7s Weekend
10s	U14/16/18 – Tournament	Jan. - March
	HK International Youth Tens (IYT)	Thursday prior to the Hong Kong Sevens

Girls – HK Girls rugby is still in the early stage of it's development and while seeing huge growth is still built around a series of 7s and 10-a-side tournaments. In 2007/08 it is proposed that the girls will play 10s in the first half of the season, and 7s in the second half. There will be a total of 6 tournament days, with matches at all age groups. The season culminates in the “All Girls Rugby Day” at King’s Park on Saturday 5th April.

KEY FIXTURES – GIRLS

<i>Team Size</i>	<i>Competitions</i>	<i>Timing</i>
10s	U14/16/U19 – Tournaments	October - December
7s	U14/U16/U19 - Tournaments	January - March
7s	U14, U16, U19 – NYD Tournament	January 1st
7s	Sevens Showcase	March 28-30
	All Girls Rugby Day	April 5

Schedules:

[Given the growth of Youth rugby one of the increasing constraints on Colts games is a combination of pitch availability and referees. Therefore the Colts Association has moved to a more rigid schedule. From now on the schedule for the coming year will be provided at the start of the year and teams will expect to adhere to it. If games need to be cancelled the cancelling team will have to reschedule within 2 weeks or forfeit the points to the other team.]

➤ **4. Registration**

At this time the Union is in the midst of a major revamp of its registration policy. For the time being each team will register their players as they see fit and then provide the Union with their members lists in an Excel spreadsheet format covering the following cells:

First Name
Last Name
Date of Birth
Phone #
Club
E-Mail Address

➤ 5. Finances

Accounts are handled by the treasurer who is responsible for maintaining and presenting updates during the year, as well as an end of year report. The Colts banker is HSBC.

The Colts association looks after the following funds

1. Union Subvention for Boys and Girls teams from U14 to U19
2. IYT
3. Sevens Tickets
4. Easter rep tours

Union Subvention: Once the Union subvention is agreed in the annual budget, the treasurer is responsible for collecting the total subvention and then distributing the agreed amounts to each Club. This is worked out by the agreed number of teams submitted by each club per age group. A small amount is deducted from each boy's team subvention to cater for any extra development needs during the season.

IYT: Each overseas club entering the IYT is required to pay an entry fee. On top of this, they are allowed to apply for Sevens' tickets. All of these funds are then collected by the tournament manager and deposited into the Colts account.

Sevens Tickets: Each local club and any overseas club entering the IYT may request sevens tickets. These are then totalled up and forwarded to the Union for approval. Once agreed, the treasurer will then collect monies for the tickets on a two tiered process. 50% in October and then the balance 50% in January. The monies received are passed over to the Union in full and tickets are then duly dispersed to each club.

Easter Rep Tours: Each age group tour manager will collect \$1,000 from each player to cover leisure time activities, not covered by the Union. The monies are deposited into the colts account and then given back to the respective managers to take on tour. Any monies not spent on tour are then put back into the Colts account once the tour is over.

In general the Colts account runs at a small profit each year. This surplus will be used to fund extra development needs for each season.

➤ **6. Play Up/Down Process & Evaluation**

➤ ***Play Up/Down Process & Evaluation*** (for Boys and Girls Colts Rugby)

The Colts Association has two very distinct policies for playing up and down. Playing down is permitted for all age groups while playing up is limited to only U16 players.

Please note the Colts Association has set these guidelines as a means to provide parents some assurance that a process is in place. However, the Colts Association and HKRFU also note that this process relies on a large degree of trust from the participants and is simply impossible to police to ensure it is carried out to the letter.

Introduction – Why permit it at all?

1. The Colts competitions are organised on an age (not weight) basis, in two year age bands – under 14s, 16s and 18s for Boys and U14/U16/U19 for Girls. The age cut off is Jan 1 so that for the season in question it is the players age on the coming Jan 1:
Under 14s – players who are 12 or 13 on January 1 of the current season
Under 16s – players who are 14 or 15 on January 1 of the current season
Under 18s – players who are 16 or 17 or (for girls only) 18 on January 1 of the current season
2. Hong Kong Colts Rugby is still in its early stages which means it has a limited pool of players at the Colts level (hence why the two-year bandings are required). At the same time the Association recognizes that the differences in size and maturity of players in these age bands can vary significantly. To address this players may be permitted to play out of their age bands – either in a lower age band (a Play Down) or in a higher age band (a Play Up).
3. The objective of the Colts Association is to encourage maximum participation in the sport while at the same time to promote safe, competitive and enjoyable rugby at all times. The purpose of the Play Up/Play down process is to facilitate these objectives for exceptional circumstances.
4. At the same time the Colts are a transition step for boys/girls to move to Senior Rugby, should they desire to. To manage this transition the Colts Association and HKRFU have created a detailed process based on those used elsewhere in the world.

5. A list of all players approved to play up or down will be kept by the Colts Association and will be made available to clubs immediately after the monthly meetings (if changes to the list have occurred).
6. This section sets out guidelines and procedures for approval for Play Ups and Play Downs.

Guidelines – Play Down

7. Generally, players should play in their correct age band. But in the context of the two year bands, it is recognised that different levels of experience in rugby, maturity and physical development, size and other factors may mean that it is appropriate for players to play in a different age band.
8. A number of factors may be relevant to the decision as to whether it is appropriate for a player to Play Up or Down. The factors will vary with each individual, but they will include:
 - **Age** – only players in the adjoining year are allowed to play down
 - **Safety** – of the player and of other players on the pitch. This is a paramount consideration.
 - **Size** – height, weight. The Association has no set criteria on this but in general the approval is for undersized players only.
 - **Experience** – an inexperienced or novice player may be a suitable play down candidate.
 - **The player's circumstances** – mainly skills.
9. A player's circumstances may change in the course of the season, and it may be appropriate for the Colts Committee to reconsider an approval during the course of the season.
10. U19 age boys who are still in secondary school and not playing senior rugby are eligible to play down and can request permission to do so.
11. A player who plays down may only play for the most senior team for their club in the age group they are approved to play in
12. No player playing down is permitted to play any form of representative rugby, including NYD or the Showcase 7s.

Procedure – Play Down

13. All Play Downs are to be made on the prescribed form (see Appendix I (to be drafted)).
14. The form should be completed in full with all required documents (e.g. photograph) provided, and be approved (through a signature only) by: the

parents of the player, the coach or the respective Club's Colts Chair or other responsible person on behalf of the chair.

15. The player should not Play Down until his or her application has been approved.
16. The application will be considered by the Colts Committee as soon as possible after the application is submitted. Usually, this will be at the next scheduled Committee meeting.
17. If approved by the Association the Chair of the Colts Committee will countersign the form and return it to the Club.
18. For approved Play Downs, the following steps should be taken prior to each game:
 - The coach or manager of the team fielding the Play Down player should inform the opposing team's coach prior to the commencement of play, and should visually identify each Play Down who will be playing in the game. Coaches/managers are encouraged (but are under no obligation) to enquire of each other prior to each game whether the other team intends to play any Play Down player
19. If the opposing team's coach considers that the Play Down poses a safety risk to his players he can ask for his/her removal from the pitch at half time.
20. The only basis for an objection to an approved Play Down playing is player safety.
21. In the event of such an objection being lodged, or if, having regard to the factors referred to in paragraph 8, a Club considers the approval of any particular Play Down of another Club ought to be reconsidered by the Colts Committee, it may request that the Committee reconsider the application.
22. The Colts Committee may reconsider the approval of a Play Down in response to such a request, or at any time, again having regard to the factors referred to in paragraph 8 and any change in circumstances since its initial approval of the Play Up or Down.

Guidelines – Play Up

23. The Play Up procedure is intended only for boys or girls looking for more playing time and/or a greater challenge from their rugby than what is achievable in their current age grouping alone.

24. This is only applicable to U16 players who have achieved a level of physical maturity and have the requisite skill levels to be successful playing at a physically more challenging level of rugby (i.e. the U18s). This option will only be open to 15 year older players in the U16 age group.
25. If an U16 player plays up he is not allowed to play in the U16 section during that season
26. An U16 rugby player can play representative rugby in his proper age band (i.e. U16) but not U18.

Procedures – Play up

27. Play Up procedures within Colts are exactly the same as with Play Down procedures noted above [with two additional requirements:
- The process of approval will require that after approval by the committee the players in question also must be evaluated and approved by the HKRFU Department of Higher Performance]; and

U18s Playing in Senior Rugby – Many rugby unions provide their better Youth players the opportunity to enter Senior Rugby before they turn 18. HK is no exception:

28. Youth rugby is a transition stage for players to go from Mini to playing Senior rugby. To promote the highest level of rugby for participants (that want to continue at the senior level) some Colts players are permitted to play on senior teams if the parents request this. While the Union recognizes that playing senior rugby is a choice for the child and parents to make [they do, in order to promote safety, offer parents and clubs a means to evaluate what level of senior rugby they should play]. Play Up procedures for playing in the Senior divisions are as follows:
- It is limited to only players who are 17 on the day they start to play Senior rugby;
 - Nominations are made as described above and then submitted to the Colts Association;
 - The Colts Association approves them as they would any other Play Up request.
 - [If parents are uncertain about the abilities of their child and want a third party opinion the Union can undertake a variety of tests to ascertain suitability and gives their recommendation based on two key factors:
 1. Position played; and
 2. The Division in which the HKRFU considers the player should be playing (note the Senior League has five divisions)]
 - At any point in the season the player can request for a re-look [or the Union can recommend a player] be allowed to play at a higher division.

Please note:

1. That the Union and the Colts Association are only acting in an advisory capacity. As with any play up request it is solely the choice of the parent to allow this.
2. That there are differences between the Insurance policies provided by the HKRFU for Youth and Senior rugby that all parties need to make themselves aware of.

29. A separate form for Play Ups is provided in Appendix II [to be drafted].

Other points

30. The procedure for approving Play Ups or Downs does not provide for “blanket” objections by any coach or Club to approved Play Ups or Downs being fielded by a team. As safety and the individual player’s circumstances are the criteria for approving a Play Up or Down application, each individual approval is to be treated separately and on its merits having regard to the criteria identified in this section. Again, safety of the player or other players is the relevant basis for any objection to the Play Up or Down participating in a game.
31. If other reasons indicate that the approval of the Play Down should be reconsidered on a wider basis, then this procedure permits that reconsideration by the Colts Committee.

➤ **7. 7s Tickets –**

The Colts Association is given the right to source tickets to the Hong Kong 7s directly from the HKRFU. While traditionally clubs have been allocated two tickets per player this is changing given the increases in the popularity of the 7s and the growth in size of the Colts playing population. We expect changes will be made to the ongoing process year to year.

➤ 8. HKRFU Website

The HKRFU website can be found at www.hkrugby.com and there is also a separate Sevens website at www.hksevens.com

On the Union website there is a Colts section which is updated by Betsy – please send amendments to betsy.yeung@hkrugby.com for news stories and media issues please contact Judy on judy.ngao@hkrugby.com

Editorial access is available to anyone interested, so if there is a volunteer from the Colts Committee who would like to learn how to update the website please let the Chairman know!

There is a weekly HKRFU e-newsletter “Rugby Update” which contains information on all levels of rugby – contact Judy for more details. There is also “Rugby Talk” magazine which is published 6 times per year; it is distributed free to registered senior players and Rugby Union Club members, and can be purchased from all good bookstalls for \$30.

➤ **9. Representative Rugby**

The HKRFU provides a number of opportunities for local players to enhance their skill set and represent either the SAR or sub-parts of Hong Kong (e.g. Island or Peninsula select teams).

Key Representative Events:

<i>Event</i>	<i>Description</i>
New Years Day	Since 1967 the HKRFU has hosted an all day event showcasing the best of HK rugby from ages 11 – 18. The end of the day is the Middlesex Cup featuring the HK U19 team vs Overseas U19 team.
In Coming Tours	The HKRFU encourages and supports incoming touring sides to allow the best of HK or development sides to play.
Showcase 7s	The IRB Hong Kong Sevens is, without doubt, the premier IRB Sevens event. Prior to the matches on each day the Youth Sections conduct a series of 7s games featuring the best of HK players (both boys and girls) from ages 5 to 19.
Easter Tour	Each year the HKRFU select squads of 24-28 players to tour as a national squad to a variety of places including: Dubai, Australia, Japan, etc. These tours occur during the Easter break and typically last 6-11 days.

Selection Policy:

With the growth of HK Schools and Colts rugby the process of selection has grown more complex. Today the Colts & School Associations and the HKRFU are committed to a number of clear objectives to ensure that HK can continually enhance local rugby. These include:

- Meeting clear fitness and skills standards
- Maximizing the opportunities for prospective players to show their abilities through trial and rep games
- Complete transparency so that prospective players, their coaches and parents understand where a qualified player is nationally ranked and what he needs to do to enhance his/her prospects for selection to the HK team for their respective age group.
- The representative coaches will utilize depth charts and position specific job descriptions as selection tools.

- The representative coaches will develop and adhere to a comprehensive watching programme that should be communicated to all concerning stakeholders.
- The representative coaches will hold regular selection meetings and discuss all age grade players.

Selection Process:

May	Set <i>Standards</i> – Performance Department issues position specific Fitness Standards
November 11	<i>Nominations</i> – Clubs, Schools and the Union (using the YAP) will nominate qualified players who have achieved the Fitness Standards.
November 11-24	<i>Testing</i> – Nominees will be divided into 2-4 centres where they will be tested on specific Fitness and Skills
Nov 25 to Dec 15	<i>Trials</i> – Each Centre team will play a series of round robins watched by National Selectors for their respective age groups. After each game the selectors will produce a 1 st and Shadow XV based on their assessment. This will be made available to the schools and Colts Association.
December 15	<i>Selections</i> – Performance Department will issue a <u>Depth Chart</u> listing the top players by ranking in each position. Players for NYD will be chosen from this depth chart.
January – March	As the National Squads train towards the Easter tour players will have the opportunity to be re-assessed and change their position on the Depth Chart.

Trials and Pre-Tour Matches:

Increasingly the HKRFU are sending the Boys teams to play in locales where the opposition are both physically bigger and exposed to more competition at a higher level (e.g. Australia & Japan). To better prepare the players the Union (supported by the Colts [and Schools] Association[s]) is promoting a variety of games designed to be played under controlled circumstances and to challenge the best players in HK.

U16s – The HK U16 team will play prior to the tour a series of one off matches with the HK U18 team. In general (but not always) the players selected will be the younger U 18 team members. It should be noted that to date most U16 players are also playing Schools A grade rugby and therefore competing on a regular basis with all U18 players.

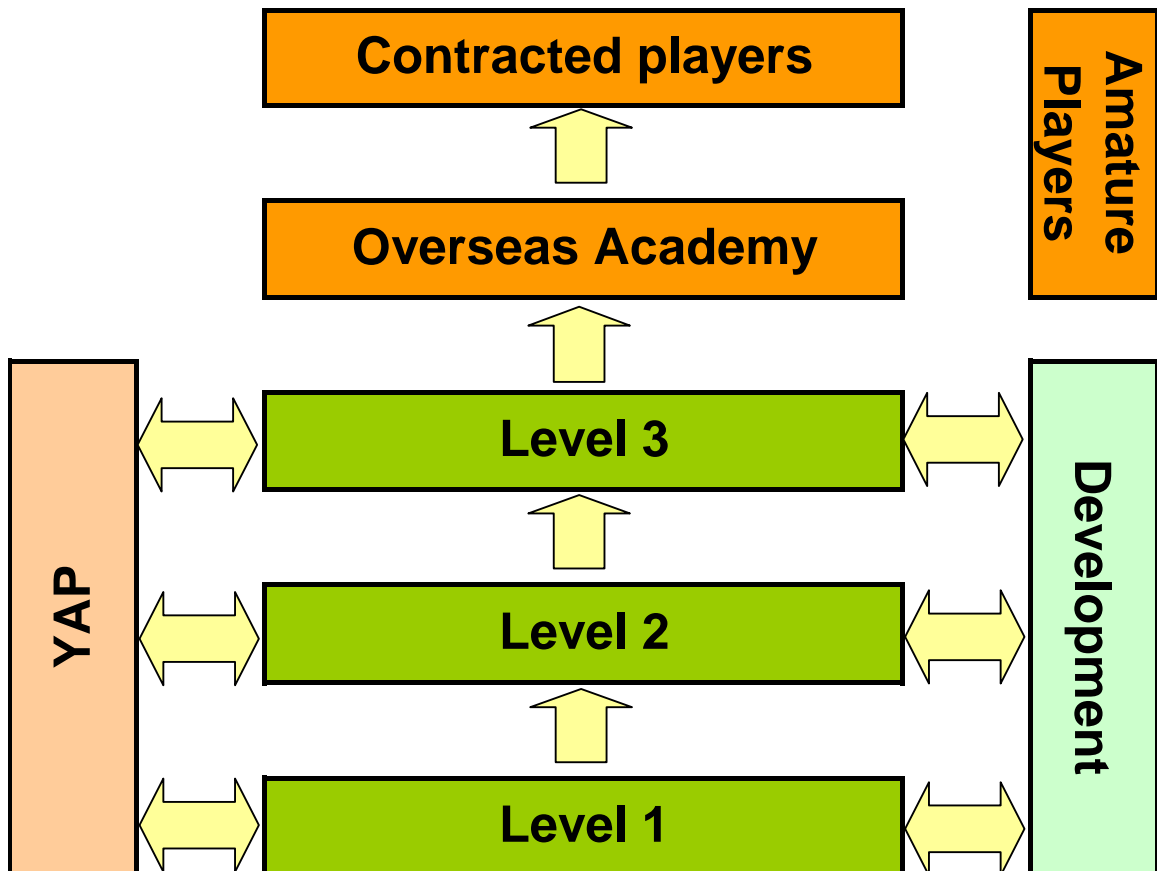
U18s – The U18 League is the smallest and least developed part of HK Youth rugby and therefore the place where players get the least amount of

challenging games. To address this the Union will select what is initially a 50 person squad. This will be divided into 2 Centres (Island and Peninsula based) of equal size who will train mid-week. Each Team will train individually and play the other U18 Centre as well as 3-4 carefully selected senior Club Development Teams or Tertiary Select Teams.

Hong Kong Academy

The HKRFU is in the midst of revising the structure and purpose of the HK Academy. Once clarified this will be added here.

Tentative Structure for the HK Academy



Development Rugby

A key initiative for both the HKRFU and Youth Committee is to promote more rugby in the local population which has less direct access to the sport. The key to this effort is greater exposure in both local schools and regional teams who tend to lack the coaching depth provided by the ESF and larger Clubs. This effort focuses on two key initiatives:

- a) ***Direct Coaching*** – Staff of the Community Rugby Office of the HKRFU on a regular basis hold clinics and seminars at local Chinese schools and Clubs to promote the sport and teach the basics to interested players.

- b) ***Young Athlete Program*** (“YAP”) – From August to November the Union funds more intensive and higher skill classes for 120 young players through the YAP. This is a program funded by the LCSD where players aged 12 to 18 are coached by leading local players/ coaches/ HKRFU staff. The process is broken into several steps:
 - Nomination – This is done through the players school/club/Union
 - Testing – Players must pass minimum skill and fitness tests
 - Training – A 10 week Programme held at 2 training centres on Wednesday evenings starting in early September and continuing through to early November.

Health and Safety in Rugby

The following is adapted from The HKRFU website but is equally applicable to older players

Whilst everyone associated with Colts Rugby wants the players to have fun, the need for safety in play and in equipment is paramount.

All players for Clubs should wear mouthguards to protect the teeth and, whilst optional, the use of approved headgear and shoulder pads is promoted. All of these are easily available in Sports Shops or through the Clubs.

The coaching itself also involves safety through well trained play. Teams will be adopting virtually full adult rules for their matches, but coaches and referees are empowered to change some areas of play (e.g. non-contest scrums) if they consider any danger of injury exists.

At all times, players should be coached to a suitable standard for safe and enjoyable competition. The risk of injury is less when children learn the skills in a structured way. Coaches and parent should strive to avoid physical mismatch. Players should not be pushed beyond their reasonable capability.

Disciplinary Procedures and Guidelines

There is both a “Code of Conduct” and a “Disciplinary Procedure” specifically for youth rugby. The Code of Conduct is published on the HKRFU website under the Colts Section, and is reproduced below – all coaches, parents and players should be encouraged to read the Code. The Disciplinary Procedure is also on the website under the Colts Section.

CODE FOR COACHES

- You have the responsibility for your team and supporters – EXERCISE IT!
- Remember that young players play for fun and enjoyment. Don't overload them with technical information and tactics
- Be reasonable in your demands on young players' time, energy and enthusiasm. Remember that they have other interests and demands on their time
- Ensure that all players get a game. The 'just average' players need and deserve equal time
- Players develop at different times and in different ways – make allowances for their physical, emotional and mental maturity and development
- Winning isn't everything – teach your players to enjoy taking part and performing to the best of their ability. Encourage each player to reach his or her potential
- Never abuse, yell, criticise or ridicule children for making mistakes or losing a game
- Remember that young people need a coach that they can respect. Be generous with praise when it is deserved and set a good example
- Teach young players that the laws of the game are mutual agreements that no one should evade or break
- Create opportunities to teach sportsmanship, just as you would in teaching the basic skills
- INSIST ON FAIR PLAY. Do not tolerate foul play, fighting, or foul language. Be prepared to take off an offending player
- Develop a team respect for the ability of opponents, as well as for the judgement of referees and opposing coaches

CODE FOR PARENTS

- Do not force an unwilling child to participate – Young people are involved for their enjoyment, not yours
- Encourage your child to understand and play within the rules
- Teach your child that taking part and trying their best is more important than winning
- Focus your child on practising skills, sportsmanship and being part of a team. Winning isn't everything and not everyone can score the winning try
- Support and encourage your child – never criticise them for making mistakes. Console them for losing, but encourage them to try harder next time
- Turn defeat into victory by helping your child work towards skill improvement and good sportsmanship
- Do not publicly question the referee's judgement and never his/her honesty. There is no place for 'touchline rage' in Youth Rugby
- Support all efforts to remove verbal and physical abuse from Youth Rugby
- Young people learn best by example. Applaud good play by your team and by members of the opposing team
- Recognise the value and importance of volunteer coaches, referees and administrators. They give of their time and resources to provide recreational activities for your child

CODE FOR PLAYERS

- Play to enjoy rugby, not just to please you parents or coach
- Always try your best to improve your skills and play well
- Play within the rules and laws of the game
- Never argue with referees or coaches – their decision is final, even if you think that they are wrong. Let your coach or your captain ask match officials any questions
- Control your temper – do not 'mouth off'
- Treat everyone as you yourself would like to be treated. Don't bully or take unfair advantage of any player
- Rugby is a team game – do your best for yourself and your team. Your team's performance will benefit and so will your own
- If you lose, accept it with good grace and try harder next time
- Be a good sport. Applaud all good play, whether by your team or your opponents' team
- Cooperate with your coach, team mates, referee and opponents, for without them you don't have a game.

➤ **10. Insurance**

The Union has two areas of insurance cover (excluding coverage provided to national team players) which cover two distinct areas of HK rugby:

- 1) Covers Mini, Schools, Colts only – Covers all players playing in HKRFU approved games against similarly covered players but **not** against people outside the age group limit (which is anyone over 19 years of age). The actual maximum coverage provided by the Union is as follows:

a.	Death	- \$100,000
b.	Permanent Disablement	- \$100,000
c.	Medical Expenses	- \$ 50,000
d.	Dental Expenses	- \$ 12,000

Eligibility – Anyone aged 4 - 19 playing in a HKRFU approved fixture. This includes returning Overseas children playing in HKRFU approved games (e.g. New Year's Day)

- 2) Covers all players playing Senior Rugby (note HK is covered under a policy of the England Rugby Union and amounts are in pounds) – Coverage is for:

a.	Death	- GBP 20,000
b.	Permanent Disability	- GBP 500,000

Additional Coverage – There is no coverage for medical or dental related rugby injuries at the adult level.

Eligibility - This is limited to people 18 or older playing Senior Rugby and any 17 year olds who has followed the Protocol Senior Rugby and properly completed the Underage Player Form. Please note the link below to the HKRFU website for more information and where to retrieve the forms.

<http://www.hkrugby.com/hkrugby/club-rugby/underage-players.cfm>

It should be also noted that all HK residents have access to low cost health care through the Public Hospital System where care costs HK\$100 per treatment (this includes emergency care and the cost per night of stay at the hospital itself). Please note that HK residents (or their parent for a minor) need to provide a HK ID card to receive treatment at any of Hong Kong's 31 public hospitals. For the location of any of these please use the following link.

http://www.ha.org.hk/hesd/nsapi/?Mlval=ha_visitor_index&intro=ha%5fview%5ftemplte%26group%3dOSR%26Area%3dHNI

➤ **11. Incoming Tours**

It is the intention of the HKRFU and the School and Youth Associations to increase the number of Touring teams coming to Hong Kong and Playing HK teams (whether Schools, Clubs or Representative). The success of the International Youth (10-a-side) Tournament (IYT) is testament to the popularity of HK as a visiting site for International teams.

Affordable accommodation is a challenge in Hong Kong, and home stays are difficult but not impossible. The Union can give some suggestions on cheaper hotels and hostels, but visiting teams need to make their own bookings and travel arrangements.

➤ **12. Other**

The HKRFU provides a number of specialized training events aimed at very specific audiences including: players, coaches, parents, potential referees, etc:

1. Coaching Clinics:
 - a. Level 1 & 2 Coaching Qualifications
 - b. Scrum Safety
 - c. Coach the Coaches Sessions
2. Health Day – This is typically held at the start of each season, i.e. September. For more info please contact Robbie@hkrugby.com
3. Referee Tutorials – the HKRFU Referees' Development Officer, Bernie Fienberg, runs a range of referee and TJ courses throughout the year. To find out details and dates of upcoming courses, contact him on Bernard.fienberg@hkrugby.com or call 25048636