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# FREE STATE RUGBY UNION AND COMPANY



## TRANSFORMATION

## POLICY DOCUMENT AND PROCEDURES GUIDE

2006

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1. **INTRODUCTION**

For the past decade the Council and all the members of the Free State Rugby Union embarked on a process of transformation and development to bring all the communities in the Free State into one close-knit rugby family, as a Free State Cheetahs family.

The process took a great deal of commitment and participation of all stakeholders in the Free State and although almost all of the objectives regarding unity and harmony have been obtained, there is still a lot of work to be done relating to the transformation and development of rugby in the Free State.

The Constitution of the Free State Rugby Union is very clear regarding transformation and development and states the following:

- That rugby be played on a non-racial, non-political, democratic, equal opportunity and just foundation and that it also be administrated and developed in this way.
- That all people, irrespective of race, colour, crede or gender be granted the right to participate in rugby in all spheres of rugby in the Free State Rugby Union".

Through this process the Free State Rugby Union has embarked on an ambitious provincial transformation strategy to ensure mass participation in rugby on an ongoing process.

The Free State Rugby Union as a member of SARU also adhere to and support the policies and constitution of SARU relating to transformation and development.

In the light of the abovementioned the Free State Rugby Union has introduced a Transformation and Development Committee as a watchdog and as a catalyst to introduce the whole process of transformation and to ensure that development in all spheres of rugby takes place. The Free State Rugby Union has received guidelines from SARU relating to transformation and development and also guidelines and policies from the Free State Provincial Legislator. All these aspects have been taken into account in finalising a policy document and our procedures guide regarding transformation and development.

All the members of the Council, all the Directors of the Board and everybody involved in Free State Rugby Union are committed to make a success of transformation and development and to be in tandem with the process of SARU.

The Free State Rugby Union is striving to reflect the rugby demographics in our union in all the structures and teams. This aspect will also be dealt with in this policy document.

## 2. VISION

It is the vision of the Free State Rugby Union:

- i) To create an environment of rugby in the union in which every person in the union can participate for recreational or competitive purposes with a specific focus on the previously disadvantaged communities.
- ii) To focus on all the most important aspects of development with the available human resources and finances to manage and administrate it as professional and effective as possible.

3. **MISSION**

It is the mission of the Free State Rugby Union. To strive to attain our vision by promoting skills development, participation, transformation and the identification of excellence and the development there-of.

4. **MAIN OBJECTIVES**

- The recruitment, training and administration of coaching in the Free State.
- The recruitment, training and administration of Referees in the Free State.
- The recruitment, training and administration of Administrators in the Free State.
- The administration and organization of players in the Free State Rugby Union.
- The retainment of players from primary and secondary schools to clubs and senior rugby.
- The administration and organization of the activities of the Transformation and Development Committee.
- The bringing about of the communication process to keep all concerned abreast.
- The evaluation of the need to fields and facilities and the bringing about of a process to achieve these needs in a systematic manner.
- The re-installment of the Rugga-project and the organizing and administration thereof.
- To evaluate the process on an ongoing basis.

- To eliminate all forms of racism in rugby and to sensitize all roll players in this regard.

5. **THE STRATEGY**

The strategy to achieve these goals will be placed in the hands of the Operational Management of Free State Rugby in order for them to handle this affair by priority creation and temporary infrastructure.

6. **THE STRUCTURE**

The highest authority regarding transformation and development in the Free State Rugby Union is the Union Council. The Union Council is guided by the Constitution of the Free State Rugby Union and by the policies and guidelines laid down by SARU

The Free State Rugby Union also adhere to the policies of the Free State Provincial Legislator relating to sport activities.

To manage this process on an ongoing basis the Free State Rugby Union has introduced a standing committee namely the Transformation and Development Committee. The purpose of this committee is to oversee and guide all aspects relating to transformation and development and to also inform and guide the Free State Rugby Union in policy decisions in this regard. The Transformation and Development Committee will be assisted by the Manager of Transformation and Development in the Free State Rugby Union's offices to see to it that the program be implemented on a daily and ongoing basis. The Transformation Committee is a broad committee which will include all the stakeholders namely schools, referees, coaches, clubs etc and the Transformation and Development Committee will elect its own Executive Committee.

**7. PLAN OF ACTION PER OBJECTIVE**

**7.1 The recruitment, training and administration of coaching in the Free State:**

7.1.1 The recruitment of potential coaches in the province with the main focus on the under privileged communities of the past and to include them in the whole process of the coaching committee of the Free State Rugby Union relating to all the specific levels etc

| <b>Assessment Standard</b> | <b>Not Achieved</b> | <b>Partially Achieved</b> | <b>Achieved</b> | <b>Excellently Achieved</b> |
|----------------------------|---------------------|---------------------------|-----------------|-----------------------------|
| 7.1.1                      |                     |                           |                 |                             |
| <i>Comment / Remark</i>    |                     |                           |                 |                             |

**7.2 The recruitment, training and administration of Administrators in the Free State:**

7.2.1 To recruit and identify administrators within the province and to help them with skills development and training to administrate rugby in the Free State with a specific focus on the under privileged communities of the past.

| <b>Assessment Standard</b> | <b>Not Achieved</b> | <b>Partially Achieved</b> | <b>Achieved</b> | <b>Excellently Achieved</b> |
|----------------------------|---------------------|---------------------------|-----------------|-----------------------------|
| 7.2.1                      |                     |                           |                 |                             |
| <i>Comment / Remark</i>    |                     |                           |                 |                             |

**7.3 The administration and organization of players in the Free State Rugby Union:**

7.3.1 The transformation and development department will focus on the disadvantaged players of the past to organize rugby for them in the communities, but also in all the spheres of Free State Rugby Union and to organize them to play on all the levels. (Refer to junior-, club-, school's rugby, Rugga – as a project for the youth etc.)

| <b>Assessment Standard</b> | <b>Not Achieved</b> | <b>Partially Achieved</b> | <b>Achieved</b> | <b>Excellently Achieved</b> |
|----------------------------|---------------------|---------------------------|-----------------|-----------------------------|
| 7.3.1                      |                     |                           |                 |                             |
| <i>Comment / Remark</i>    |                     |                           |                 |                             |

**7.4 The retainment of players from primary and secondary schools to clubs and senior clubs:**

7.4.1 To start a process to identify all school players, from primary schools level to secondary schools level and to ensure the minimum loss of players through all these levels and to develop these players to eventually form part of club structures and provincial structures in the Free State Rugby Union.

7.4.2 To make a success of this objective all role-players like clubs and schools must participate, but the Manager - Transformation and Development will monitor this whole process.



| <b>Assessment Standard</b> | <b>Not Achieved</b> | <b>Partially Achieved</b> | <b>Achieved</b> | <b>Excellently Achieved</b> |
|----------------------------|---------------------|---------------------------|-----------------|-----------------------------|
| 7.4.1                      |                     |                           |                 |                             |
| 7.4.2                      |                     |                           |                 |                             |
| <i>Comment / Remark</i>    |                     |                           |                 |                             |

**7.5 The administration and organization of the activities of the Transformation and Development Committee:**

7.5.1 The Manager – Transformation and Development will be the secretary for this committee and the objective would be to ensure that this committee function on a proper basis and that they have at least four meetings per annum.

| <b>Assessment Standard</b> | <b>Not Achieved</b> | <b>Partially Achieved</b> | <b>Achieved</b> | <b>Excellently Achieved</b> |
|----------------------------|---------------------|---------------------------|-----------------|-----------------------------|
| 7.5.1                      |                     |                           |                 |                             |
| <i>Comment / Remark</i>    |                     |                           |                 |                             |

**7.6 The bringing about of the communication process to keep all concerned abreast:**

7.6.1 To develop a Transformation and Development Manual for all persons involved in transformation and development in the Free State.

7.6.2 To communicate on an ongoing basis with all role-players regarding the process of development and transformation to supply them with statistics and to see how we score against the scoreboard of transformation and development. This is also a function of the Transformation and Development Committee.

| <b>Assessment Standard</b> | <b>Not Achieved</b> | <b>Partially Achieved</b> | <b>Achieved</b> | <b>Excellently Achieved</b> |
|----------------------------|---------------------|---------------------------|-----------------|-----------------------------|
| 7.6.1                      |                     |                           |                 |                             |
| 7.6.2                      |                     |                           |                 |                             |
| <i>Comment / Remark</i>    |                     |                           |                 |                             |

**7.7 The evaluation of the need to fields and facilities and the bringing about of the process to achieve these needs in a systematic manner:**

7.7.1 To identify the specific areas where the greatest need of facilities are.

7.7.2 To start a programme to supply facilities where possible, for instance the Clive Solomon's Rugby Facilities, the Rocklands Outdoor Sports Facilities and the Masenkeng Facilities. Those would be the highest priority and then also to support the community.

| <b>Assessment Standard</b> | <b>Not Achieved</b> | <b>Partially Achieved</b> | <b>Achieved</b> | <b>Excellently Achieved</b> |
|----------------------------|---------------------|---------------------------|-----------------|-----------------------------|
| 7.7.1                      |                     |                           |                 |                             |
| 7.7.2                      |                     |                           |                 |                             |
| <i>Comment / Remark</i>    |                     |                           |                 |                             |

**7.8 The Rugga project and organizing and administration thereof:**

7.8.1 To build-up and maintain the Rugga project for the youth to introduce them to playing rugby.