

<b>Assessment Standard</b>	<b>Not Achieved</b>	<b>Partially Achieved</b>	<b>Achieved</b>	<b>Excellently Achieved</b>
7.8.1				
7.8.2				
<i>Comment / Remark</i>				

**7.9 To evaluate the process on an ongoing basis:**

7.9.1 The Transformation and Development Committee will monitor the whole process on an ongoing basis.

<b>Assessment Standard</b>	<b>Not Achieved</b>	<b>Partially Achieved</b>	<b>Achieved</b>	<b>Excellently Achieved</b>
7.9.1				
<i>Comment / Remark</i>				

**7.10 To eliminate all forms of racism in rugby and to sensitise all role-players in this regard:**

7.10.1 The Manager – Transformation and Development will schedule two to four seminars per annum to sensitise all role-players on the whole issue relating to racism and to sensitise all role-players in this regard.

7.10.2 The experts from Mac Steel will be invited to support this process and to make a success of this project.

7.10.3 To identify specific areas and clubs where racism is still identified as problematic and to start a process with those club structures to sensitise and to guide them in this regard.

7.10.4 The Transformation and Development Committee will oversee this whole process and make it one of their highest priorities.

<b>Assessment Standard</b>	<b>Not Achieved</b>	<b>Partially Achieved</b>	<b>Achieved</b>	<b>Excellently Achieved</b>
7.10.1				
7.10.2				
7.10.3				
7.10.4				
<i>Comment / Remark</i>				

**7.11 The recruitment, training and administration of referees in the Free State Rugby Union:**

7.11.1 The Manager - Referees will identify referees, specifically in the disadvantaged communities of the past to train and develop them and to form part of the main stream of referees.

7.11.2 The Referee's Association will, as a policy of the Free State Rugby Union, strive towards a reflecting of the demographics of a rugby population in the referees on the field in the future.

<b>Assessment Standard</b>	<b>Not Achieved</b>	<b>Partially Achieved</b>	<b>Achieved</b>	<b>Excellently Achieved</b>
7.11.1				
7.11.2				
<i>Comment / Remark</i>				

**7.12 Do develop a programme and to train people relating to first-aid support next to rugby playing fields:**

- 7.12.1 To ensure that we adhere to the policies and principles of SARU in this regard and to train people to support Free State Rugby Union with the first-aid process.

<b>Assessment Standard</b>	<b>Not Achieved</b>	<b>Partially Achieved</b>	<b>Achieved</b>	<b>Excellently Achieved</b>
7.12.1				
<i>Comment / Remark</i>				

**7.13 The recruitment and training of women rugby players:**

- 7.13.1 To identify players, coaches and administrators in this regard.
- 7.13.2 To develop players, administrators, coaches etc relating to women's rugby.

8. **BUDGET**

The Free State Rugby Union relies heavily on the support from SARU regarding financial resources for the development and transformation process.

The Free State Rugby Union will also secure funds for this purpose.

The Provincial Legislators also support the process of development in schools.

*The Development programme*

The Free State Rugby Union will, however, have to budget in their 2004 for extra funds to support the objectives relating to transformation and development.

As far as staff is concerned it is the vision of Free State Rugby Union to reflect the rugby playing community in the staff structures and all the positions will be handled accordingly.

9. **STAFF**

The process regarding the transformation and development of staff members will specifically focus on the number of staff and on increasing black staff members.

All vacancies will be controlled by the Transformation and Development Committee.

All retirements will be put on ice and the Transformation Committee will, once again, evaluate them to appoint black staff members. (See *Employment Equity Policy*)

10. **EVALUATION AND "SCOREBOARD"**

With the support of SARU the Free State Rugby Union also developed a Transformation and Development Scoreboard to reflect the present state of affairs against specific categories and to set specific targets for the next three to five years.

This process will be very specific and statistics will be presented at each and every Transformation and Development Committee Meeting to monitor the whole process.

The two main categories would be :

- 10.1 To grow the game: That is to develop the game through all spheres of rugby in the Free State; and
- 10.2 To transform the game: That would be to bring the disadvantaged communities into the mainstream of all the activities of rugby in the Free State relating to players, coaches, referees, administrators, staff etc.

11. **STATISTICAL INFORMATION**

(See Pages 15 and 16 +17)

12. **CONCLUSION** (*AFFIRMATIVE PROCUREMENT AND RECRUITMENT POLICY*)

The aims and objectives of transformation and development in the Free State is not a final goal to be reached within the next year or two. It is a journey which the Rugby Union and all its members have embarked to ensure that we go forward as a united and in harmony to serve rugby and to serve all our communities under the Free State Rugby Union's jurisdiction.

15 p

TRANSFORMASIE : 2006  
"SCORE BOARD"

Spanbesture			Personeel	
Swart	Wit		Swart	Wit
2	2	Vodacom		
2	2	0/21		
2	1	0/19		
1	2	Amateur		
1	1	Sewes		
1	2	Dames		
3	3	Super 14		
5	5	Super 14 Direksie		
<del>2</del>	<del>5</del>	Vrystaat Cheetahs Maatskappy		
3	4	Manco Super 14		
		Kantoor	7	15
		Dienswerkers	8	
<u>5</u>	<u>5</u>	<u>SUPER 14 BOARD</u>		

Sub-Totale: 

29	32
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15	15
----	----

Totaal: 

44	47
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**FREE STATE RUGBY  
TRANSFORMATION AND DEVELOPMENT  
1993 -2006**

		1993	2004	2005	2006	2007	2008
1	DIRECTORS	None	2 of 6	2 of 6	4 uit 9		
2	EXECUTIVE	None	2 of 8	3 of 8	3 uit 8		
3	UNION COUCIL	None	3 of 14	4 of 15	4 uit 15		
4	STAFF	5 of 10	9 of 18	13 of 28	15 uit 30		
5	COACHES + MANAGERS						
	Top Teams "	None	3 of 7	9 of 25	12 of 25		
	Clubs		17 of 84	24 of 86	24 of 80		
	Schools		65 of 386	75 of 416	73 of 415		
	Women	None			6 of 7		
6	PLAYERS						
	Contracted	None	15 of 35	10 of 38	12 - 40		
	Vodacup	None	12 of 32				
	Super 12 + C.C.	None	3	3	6 - 20		
	Clubs		389 of 896	443 of 1344	370 of 1306		
	Schools		2331 of 5876	2558 of 6321	2581 of 6413		
	Women	None			106 of 129		
8	REREREES COMMITTEE	None	2 of 7	2 of 7	2 of 7		
9	DISCIPLINARY	None	1 of 4	1 of 4	1 of 4		

10	MEDICAL + COMVA + TEAM I.	None	2 of 6	2 of 6	3 of 7		
11	TRANSFORMATION EXCO	None	3 of 5	3 of 5	3 of 5		
12	TRANSFORMATION COMMITTEE	None	14 of 27	14 of 27	14 of 27		
13	SCHOOLS COMMITTEE (EXEC)						
	Primary	None	4 of 10	4 of 10	4 of 10		
	High	None	2 of 7	2 of 7	2 of 7		
14	COACHING ASSOCIATION (EXEC)	None	3 of 5	3 of 5	3 of 5		

- NOTE:** 1. CHEETAHS PLAY FROM TIME-TO-TIME WITH MORE BLACK PLAYERS THAN SARU'S *AIM.*  
2. ANY VACANCIES WILL BE TRANSFORMATION DRIVEN.

3. SEE NOTES Bis Doc SUPER 14 (PAGES 17 + 18)



#### 4.1 "On the field" Transformation

The Free State Cheetahs are the leaders of all 14 Provinces when it comes to "on-the-field" transformation at both Super 12 level and Currie Cup level.

From a South African Rugby perspective, it is imperative that transformation does not only take place at age group and domestic levels (e.g. Vodacom Cup and Currie Cup), but filters all the way through to Super 12 and Springbok level.

To highlight Central South Africa's track record we have analysed all the Provinces "on-field" transformation track record at two levels:

- The **2004 Super 12.**
- The **2003 Currie Cup**, analysed as a case study to illustrate how many of these players progressed on to any of the four South African 2004 Super 12 teams and the 2004 Springbok squads.

The Central South Africa Franchise believes that players who make the transition from Currie Cup to Super 12 and international level, have made this progression due to a sound coaching and career development focus. This kind of player development is critical for true transformation at Springbok level. We believe that by hosting a Super 14 franchise, Central South Africa will be able to further build on our enviable "on-field" transformation track record.



## 4.2 The 2004 Super 12

Of the ten Provinces who did not host a 2004 Super 12 team, the Cheetahs have the best record of supplying contracted players, and particularly black players, to the four Super 12 teams.

Province	Total S12 Players	Total S12 Caps <sup>2</sup>	Black S12 Players	Black S12 Caps
<b>Free State</b>	<b>14</b>	<b>122</b>	<b>5<sup>1</sup></b>	<b>42</b>
Eagles	3	15	1	1
Pumas	2	16	1	5
<b>Other Provinces</b>				
Border	1	10	1	10
Leopards	1	10	0	0
Falcons	1	7	0	0
EP	1	3	1	3
Griffons	0	0	0	0
Boland	0	0	0	0
<b>Total</b>	<b>25</b>	<b>187</b>	<b>10</b>	<b>63</b>

1. Includes W Julies who was contracted to Free State for the 2003 Currie Cup, but was out of contract for the 2004 Super 12.

The table above shows that in the 2004 Super 12 the Cheetahs supplied half of all the black players (5 of 10), and 69% of the black player Super 12 caps in 2004 (42 of 63).

Although Free State does not currently host a Super 12 franchise, in 2004 they actually out performed the four Super 12 host teams in terms of contracted black player representation:

Province	Total S12 Black Players	Total S12 Black Caps <sup>1</sup>
<b>Free State</b>	<b>5</b>	<b>42</b>
WP	4	41
Lions	4	31
Sharks	4	29
Blue Bulls	1	9

This is the strongest possible evidence of Free States "on-field" transformation track record. Without Free States strong contribution to player transformation, South African Rugby's overall transformation ideals would be behind what has been achieved to date.

<sup>2</sup> A cap is defined as being selected in the match 22.

