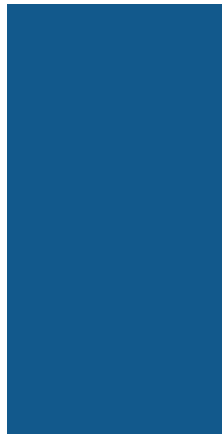




# LONG-TERM ATHLETE DEVELOPMENT PLAN FOR RUGBY IN BERMUDA



WRITING OUR  
OWN STORY





# LONG-TERM ATHLETE DEVELOPMENT (LTAD) PLAN FOR RUGBY IN BERMUDA

This comprehensive Long-Term Athlete Development (LTAD) plan is meticulously crafted to cultivate a flourishing rugby community throughout Bermuda. It aims to support and guide players at every stage - from those taking their first steps in the sport to those reaching for elite performance levels. A key focus of the plan is to encourage a lifelong engagement with rugby, ensuring that it becomes an integral part of participants' lives, regardless of their age or skill level. By providing tailored training programs, fostering a supportive community atmosphere, and creating clear pathways for advancement, the plan is dedicated to nurturing a passion for rugby that lasts a lifetime and contributes to the overall vitality and unity of Bermuda's sporting culture.



# PURPOSE OF THE LTAD PLAN

The purpose of the LTAD plan is multifaceted, aiming to create a structured and sustainable approach to rugby development that meets the diverse needs of the Bermuda community. At its core, the plan is designed to achieve several key objectives:

1

## Developing Skills and Expertise

The LTAD plan is committed to providing participants with a comprehensive rugby education. This includes teaching fundamental skills to newcomers, enhancing the tactical understanding of intermediate players, and refining the advanced skills of elite athletes. The goal is to systematically elevate the level of play across all ages and abilities.

2

## Promoting Physical Fitness and Health

A central aim of the LTAD plan is to encourage physical activity through rugby, recognizing the sport's potential to improve individual health and fitness. The plan focuses on promoting regular exercise, which is vital in combating prevalent health issues such as obesity and heart disease, thereby contributing positively to the overall well-being of participants.

3

## Cultivating Personal Development

Beyond physical and tactical skills, the LTAD plan emphasizes the development of personal qualities such as discipline, resilience, teamwork, and leadership. These attributes are cultivated through the structured environment of training and competition, helping participants grow into well-rounded individuals who can contribute positively to society.

4

## Building Community and Fostering Social Bonds

Rugby is more than just a game; it's a community activity that brings people together. The LTAD plan aims to strengthen community ties through shared sporting experiences, creating a sense of belonging and mutual support among players, families, and spectators. This social aspect is especially important in fostering a positive environment where all members feel valued and included.

5

## Ensuring Sustainable Growth and Longevity

The LTAD plan is also designed to ensure the sustainability of rugby in Bermuda. By attracting and retaining participants, developing knowledgeable coaches and officials, and creating a fan base, the plan lays the groundwork for a vibrant rugby culture that can thrive for generations. This includes establishing pathways for continued participation and advancement, ensuring that the sport remains dynamic and accessible at all levels of play.

6

## Enhancing Competitive Success

While fostering participation and enjoyment at all levels, the LTAD plan also aims to enhance Bermuda's competitiveness on the international stage. By identifying talent early, providing high-quality training, and offering competitive opportunities, the plan prepares athletes to succeed at the highest levels of the sport.

Through these objectives, the LTAD plan serves as a blueprint for developing a thriving, inclusive, and successful rugby program that not only enhances the sporting landscape of Bermuda but also enriches the lives of its participants and supporters.



# VISION FOR BERMUDA RUGBY

Our vision is to re-establish Bermuda as a distinguished and thriving rugby nation known for its elite athletes, inclusive community programs, and a robust rugby culture that fosters national pride and international respect. We aspire to make rugby a sport of choice among Bermudians, alongside popular sports such as football, cricket and volleyball, providing every enthusiast, from the young beginner to the seasoned veteran, with the opportunity to engage in the sport at a level that matches their skills, ambitions, and lifestyle.

## BERMUDA RUGBY IS GUIDED BY ITS CORE VALUES, WHICH ARE SUMMARIZED BELOW:

### Integrity

We envision a rugby community where integrity permeates every level—from grassroots to elite. This means fostering an environment where honesty, fairness, and accountability are paramount, guiding the behavior of players, coaches, officials, and administrators. We commit to upholding the highest standards in our training, competitions, and interactions, ensuring that every decision and action reflects the true spirit of the game.

### Respect

Our vision includes a culture of mutual respect where every individual is valued. Respect for teammates, opponents, officials, and fans is foundational to our interactions within the rugby community. We aim to teach and exemplify respect for diversity, embracing the unique backgrounds and perspectives that each participant brings to the game. This respect extends to the care of our equipment and facilities, recognizing that they are vital components of our sport's success.

### Dedication

We are dedicated to the relentless pursuit of excellence. This means rigorous training, continuous learning, and consistent performance improvements at all levels. Our vision is for Bermuda Rugby to be known for its commitment to hard work and perseverance, with players and staff who dedicate themselves to achieving their personal and collective best. We believe that such dedication will inspire others and drive the sport forward in Bermuda and beyond.

### Morale

We aim to foster high morale among all stakeholders by creating an encouraging and positive environment. Our vision involves building a supportive community where successes are celebrated, challenges are met with resilience, and setbacks are seen as opportunities for growth. By maintaining high morale, we will enhance the enjoyment and satisfaction derived from rugby, making it a source of joy and pride for everyone involved.

### Unity

Our vision emphasizes unity, with a focus on building a cohesive community where teamwork and collaboration are at the heart of every endeavor. We see Bermuda Rugby as a unifying force, bringing together players, families, and fans in support of common goals. Through rugby, we aim to strengthen bonds within teams and across the rugby community, fostering a sense of belonging and togetherness that transcends the sport itself.

By embracing and embodying these core values within our LTAD plan, Bermuda Rugby will not only excel in sportsmanship and competition but will also play a pivotal role in shaping character and community life. Our vision is to see these values reflected in the actions and achievements of our players and supporters, establishing a legacy of integrity, respect, dedication, morale, and unity that will guide Bermuda Rugby into the future.



# LTAD MISSION STATEMENT

The mission of the Bermuda Rugby LTAD plan is to provide a comprehensive, structured, and inclusive rugby development program that promotes lifelong engagement with the sport. Through dedicated efforts in coaching, community outreach, player development, and continual engagement strategies, we are committed to achieving the following objectives:

1

## Enhancing Skill Development

To offer progressive, age-appropriate training that enhances the technical, tactical, physical, and psychological skills of each player. Our programs are designed to evolve in complexity and intensity as players mature, ensuring that they are always challenged and growing.

2

## Promoting Physical and Mental Well-being

To utilize rugby as a platform to foster physical fitness and mental health. Our training sessions and matches are designed not only to improve physical condition but also to enhance mental resilience, stress management, and overall well-being. We are committed to supporting the holistic health of our athletes, recognizing that a sound mind and body are crucial for peak performance.

3

## Fostering Sportsmanship and Ethical Behavior

To instill a deep sense of fairness, respect, and sportsmanship in all participants. We emphasize the importance of ethical behavior, both on and off the field. Our programs teach players to conduct themselves with honor, uphold the rules of the game, and respect everyone involved, including teammates, opponents, officials, and spectators.

4

## Building a Strong Community

To strengthen community ties through the sport of rugby. We aim to create a vibrant rugby community that is welcoming and accessible to all Bermuda citizens, regardless of age, gender, or background. Through regular community events, partnerships with local organizations, and outreach programs, we strive to make rugby a cornerstone of community engagement and development.

5

## Developing Leadership and Life Skills

To leverage rugby as a tool for personal development, equipping players with essential life skills such as leadership, teamwork, communication, and problem-solving. We believe that the challenges and experiences faced on the rugby field can prepare individuals for various aspects of life, making them better leaders and more effective contributors to society.

6

## Achieving Competitive Excellence

To systematically develop competitive teams capable of achieving national and international success. By providing high-level coaching, access to quality facilities, and competitive opportunities, we aim to elevate the standard of rugby in Bermuda and showcase our talent on the world stage.



# LTAD MISSION STATEMENT CONT.



## Ensuring Sustainability and Growth

To ensure the sustainability of rugby in Bermuda by developing robust infrastructures, such as coaching education, youth development programs, and clear pathways from grassroots to elite levels. We are dedicated to the continuous growth of the sport, seeking innovative ways to attract and retain participants and to enhance their rugby experience..



## Supporting Lifelong Engagement

To foster a lifelong passion for rugby among participants by providing ongoing opportunities for play, involvement, and personal growth at every stage of life. Whether through playing, coaching, officiating, or spectating, our aim is to keep individuals connected to the sport, enjoying the benefits and joys of rugby throughout their lives. This commitment extends to creating flexible and adaptive programming that accommodates the changing needs and capabilities of players as they age, ensuring that rugby remains a rewarding and integral part of their lives.

Through these focused efforts, the Bermuda Rugby LTAD plan aims to not only cultivate exceptional rugby talent but also to forge characters enriched with integrity, resilience, and a lifelong passion for the sport. We are committed to making rugby a symbol of pride for Bermuda, creating lasting legacies, and enriching lives through the values and virtues of rugby.



# GUIDING PRINCIPLES OF BERMUDA RUGBY'S LTAD PLAN

1

## INCLUSIVITY AND ACCESSIBILITY:

**Objective:** To ensure that rugby is accessible to everyone in Bermuda, regardless of their background, age, gender, ability, or experience level.

**Implementation:** Create outreach programs targeted at underrepresented groups, develop scholarship programs for talent in economically disadvantaged areas, and ensure facilities are accessible to individuals with disabilities.

**Impact:** A diverse and inclusive rugby community that reflects the demographic makeup of Bermuda, promoting wider social cohesion and increasing the sport's popularity.

2

## PROGRESSIVE DEVELOPMENT:

**Objective:** To provide athletes with a development path that matches their growth in physical, cognitive, and emotional maturity.

**Implementation:** Tailor training programs, competitions, and coaching methods to the developmental stages of athletes, ensuring they are appropriate for their age and skill level.

**Impact:** Athletes develop at an optimal rate, experiencing success and enjoyment at each stage, which encourages continued participation and reduces dropout rates.

3

## EVIDENCE-BASED PRACTICES:

**Objective:** To utilize the latest research and best practices in sports science to guide training, competition, recovery, and athlete education.

**Implementation:** Regularly update coaching strategies with new insights from coaching resources, sports science research; use data-driven approaches to training, nutrition, injury prevention, and recovery.

**Impact:** Enhanced athlete performance and wellbeing, with reduced risk of injury and improved recovery, leading to longer and more successful sporting careers.



# GUIDING PRINCIPLES OF BERMUDA RUGBY'S LTAD PLAN CONT.



## 4 ATHLETE-CENTERED APPROACH:

**Objective:** To prioritize the needs, wellbeing, and aspirations of each athlete, treating them as individuals within the sporting environment.

**Implementation:** Foster open communication channels between athletes and coaches, provide personalized training and development plans, and support athletes' mental health as well as their physical training.

**Impact:** Athletes feel valued and supported, leading to improved performance, higher satisfaction levels, and a stronger commitment to rugby and personal development.



## 5 COMMUNITY COLLABORATION:

**Objective:** To engage with local schools, businesses, and other community organizations to build a supportive network around Bermuda Rugby.

**Implementation:** Develop partnerships with educational institutions for talent development programs, collaborate with local businesses for sponsorship and support, and participate in community events to raise the profile of rugby.

**Impact:** Increased resources and community support for rugby, enhanced visibility and popularity of the sport, and greater community pride in local achievements.



## 6 CONTINUOUS IMPROVEMENT:

**Objective:** To strive for continuous improvement in all aspects of rugby development and administration.

**Implementation:** Establish feedback mechanisms from athletes, coaches, and the community; conduct regular reviews of programs and policies; and adapt to feedback and changing conditions.

**Impact:** A dynamic and responsive rugby program that evolves to meet the needs of participants and takes advantage of new opportunities, ensuring long-term sustainability and success.



By upholding these guiding principles, the Bermuda Rugby LTAD plan seeks not only to foster excellence and achievement in rugby but also to contribute positively to the personal development of its participants and to the broader Bermuda community. This principled approach ensures a holistic and sustainable growth of rugby, making it an enduring and beloved part of Bermuda's sporting landscape.



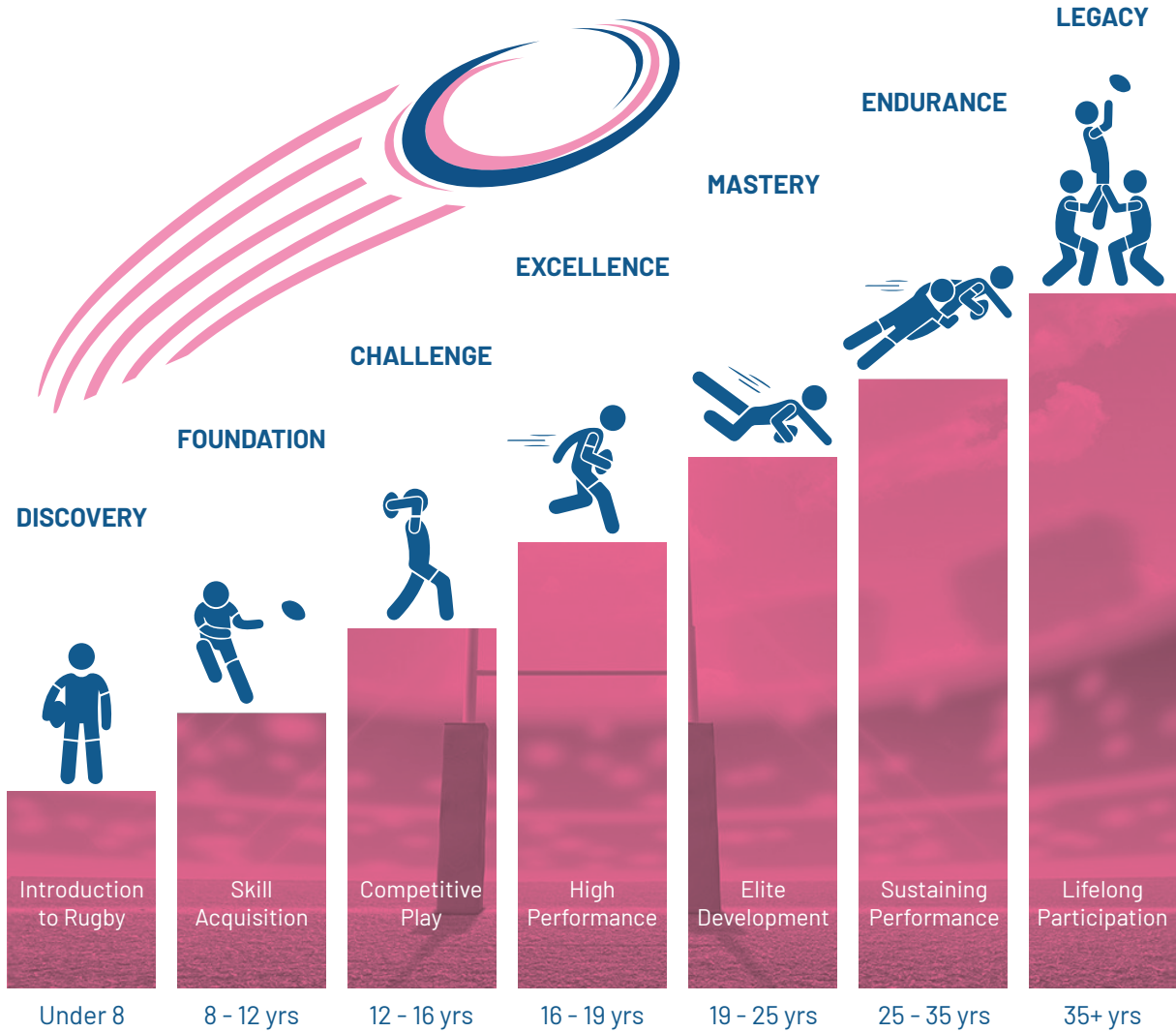


# 2

## FOUNDATIONAL PRINCIPLES

### STAGES OF DEVELOPMENT

The Long-Term Athlete Development (LTAD) plan for Bermuda Rugby presents a structured pathway designed to nurture athletes from their initial exposure to the sport through to lifelong participation. Each stage is designed to match the developmental needs and aspirations of athletes, ensuring a continuous and adaptable growth trajectory within the sport:



# SUMMARY OF THE STAGES OF DEVELOPMENT

1

## INTRODUCTION TO RUGBY (UNDER 8 YEARS OLD)

**Focus:** The primary goal at this stage is to ignite a love for the game through fun and engaging activities that emphasize enjoyment more than competition.

**Objectives:**

- Introduce basic rugby concepts in a non-competitive, enjoyable way.
- Develop fundamental motor skills such as running, catching, and throwing.
- Foster a positive first experience with sport, focusing on participation and teamwork.

**Outcomes:** Children develop a basic understanding of rugby, gain initial motor skills, and learn the values of teamwork and sportsmanship.

2

## SKILL ACQUISITION (8 - 12 YEARS OLD)

**Focus:** This stage is about building fundamental rugby skills and understanding the rules and structure of the game.

**Objectives:**

- Teach essential rugby skills such as passing, tackling (in a safe and controlled environment), and positional play.
- Begin to develop game sense and decision-making abilities.
- Encourage regular practice to enhance skill proficiency.

**Outcomes:** Players improve their rugby-specific skills, begin to understand tactical aspects of the game, and develop a disciplined practice routine.

3

## COMPETITIVE PLAY (12 - 16 YEARS OLD)

**Focus:** Increase the level of competition, providing players with opportunities to test their skills and strategies in more formal settings.

**Objectives:**

- Participate in local and regional competitions.
- Develop advanced technical and tactical skills.
- Learn to manage winning and losing, focusing on development over results.

**Outcomes:** Athletes gain competitive experience, learn to cope with the pressures of winning and losing, and develop deeper tactical understanding and resilience.



# SUMMARY OF THE STAGES OF DEVELOPMENT CONT.



## HIGH PERFORMANCE (16 - 19 YEARS OLD)

**Focus:** Refine skills and prepare athletes for higher levels of competition, including national and potentially international play.

**Objectives:**

- Enhance physical conditioning to meet the demands of higher-level competition.
- Focus on advanced tactical knowledge and specialized positions.
- Implement mental toughness training and sports psychology principles.

**Outcomes:** Players reach peak performance capability for their age, are physically and mentally prepared for elite competition, and understand their roles deeply.



## ELITE DEVELOPMENT (19 - 25 YEARS OLD)

**Focus:** Maximize performance capabilities and prepare athletes for professional and international opportunities, alongside domestic competition amongst the clubs.

**Objectives:**

- Compete at the highest levels within and outside Bermuda.
- Receive tailored coaching, including detailed performance analytics.
- Focus on career management and longevity in the sport.

**Outcomes:** Athletes perform at elite levels, make informed decisions about their level of play within the sport, and sustain high performance over time.



## SUSTAINING PERFORMANCE (25 - 35 YEARS OLD)

**Focus:** Maintain high performance levels while transitioning skills and experience into mentoring, coaching, or other roles within rugby.

**Objectives:**

- Maintain physical and technical standards necessary for competition.
- Begin transition planning for life after peak competition.
- Engage in mentoring younger players and contributing to the rugby community.

**Outcomes:** Athletes continue competing at high levels while preparing for future roles in rugby, ensuring a smooth transition from player to mentor or coach.



# SUMMARY OF THE STAGES OF DEVELOPMENT CONT.



## LIFELONG PARTICIPATION (35 YEARS+)

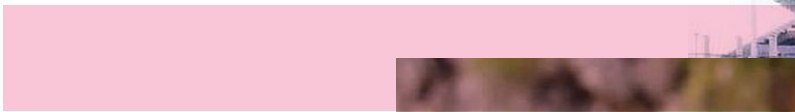
**Focus:** Encourage lifelong connection with rugby through playing, coaching, officiating, or spectating.

**Objectives:**

- Stay active in the sport through veteran leagues or less physically demanding forms of rugby.
- Take active roles in administration, coaching, or community engagement.
- Promote the sport's growth and participate in its governance.

**Outcomes:** Individuals remain actively involved in the rugby community, contributing their knowledge and experience, and enjoying the social and health benefits of continued participation.

Each stage of the LTAD plan is crafted to ensure players not only progress in their physical and tactical abilities but also grow in their understanding and love for the game, making rugby a lifelong pursuit.



# 3

## OUTLINING THE PLAYER PATHWAY FRAMEWORK THROUGH THE STAGES OF DEVELOPMENT

### A. UNDER 8 YEARS OLD: INTRODUCTION TO RUGBY

#### OBJECTIVE:

The primary objective at this foundational stage is to introduce children under 8 years old to the sport of rugby in a way that sparks their interest and lays the groundwork for lifelong enjoyment. It's about making their first contact with rugby fun, engaging, and positive.

#### FOCUS AREAS:

##### Fun and Enjoyment:

The emphasis is on making the experience enjoyable and playful. Activities are designed to be fun and less structured, allowing children to explore the game in a pressure-free environment.

##### Basic Skills Development:

Introduce basic rugby skills such as holding, passing, and running with the ball in a simplified and age-appropriate manner. The focus is on developing motor skills through games that incorporate rugby elements.

##### Social Interaction:

Encourage social development by fostering interactions among children. Rugby provides a natural environment for developing communication skills, learning to cooperate with peers, and beginning to understand teamwork.

#### KEY ACTIVITIES:

##### Playful Rugby Games:

Use games that integrate basic rugby skills with playful elements. Games like 'tag rugby' or 'rugby freeze tag' are excellent for this age group as they involve running, dodging, and gentle tagging, which help in developing agility and coordination without the physical contact of traditional rugby.

##### Skill Stations:

Set up different stations at practice sessions where children rotate and engage in various fun activities designed to teach basic rugby skills and physical literacy.

##### Storytelling and Role-playing:

Incorporate storytelling into sessions where children can pretend to be players scoring tries or part of a team working together, which helps them understand the game's objectives and teamwork aspect.





## A. UNDER 8 YEARS OLD: INTRODUCTION TO RUGBY CONT.

### RESOURCES NEEDED:

#### Equipment:

Use age-appropriate and safe equipment such as soft rugby balls, mini goal posts, and colorful cones. The equipment should be suitable for small hands and help in preventing injuries.

#### Coaching:

Coaches working with this age group need to be patient, enthusiastic, and skilled in managing young children. They should have training in early childhood physical education and be capable of creating a positive, encouraging environment.

#### Parental Involvement:

Encourage parents to get involved in practice sessions, either by participating in games or supporting from the sidelines. This not only helps in building the child's confidence but also reinforces the fun aspect of the sport.

### EVALUATION AND FEEDBACK:

#### Observation:

Coaches should observe the children's engagement and enjoyment, looking for smiles and laughter as indicators of a positive experience.

#### Feedback from Parents:

Regular feedback from parents can help coaches understand how children feel about the sessions and if they look forward to attending them.

#### Adjustments:

Based on observations and feedback, make necessary adjustments to activities and approaches to keep sessions lively and aligned with the children's needs and interests.

### OUTCOME:

By the end of this stage, children should have developed a basic understanding of rugby, improved their motor skills, and most importantly, formed a positive association with the sport that encourages them to continue playing as they grow. The introduction stage is crucial for building a foundation not just in skills but also in developing a love for the game that lasts a lifetime.





## B. 8 - 12 YEARS OLD: SKILL ACQUISITION

### OBJECTIVE:

The main objective during the skill acquisition stage for children aged 8 to 12 is to solidify foundational rugby skills while introducing them to more structured play. This stage is critical for developing a deeper understanding of the game's rules and beginning to practice more complex skills in a supportive, educational environment.

### FOCUS AREAS:

#### Skill Development:

Enhance fundamental rugby skills such as passing, tackling, evasive running, and kicking. The emphasis is on correct technique and consistent practice to build confidence and competence.

#### Tactical Awareness:

Begin to introduce basic tactical concepts, helping players understand their roles on the field, spatial awareness, and decision-making during games.

#### Team Cohesion:

Foster teamwork and cooperation among young players to build a sense of camaraderie and collective responsibility on the field.

### KEY ACTIVITIES:

#### Structured Training Sessions:

Organize training sessions that balance skill drills with small-sided games. These sessions should be designed to challenge the players' skills while also keeping them engaged and motivated.

#### Skill Challenges:

Introduce skill challenges and mini-competitions during practice to provide goals and encourage improvement. Examples might include passing accuracy tests, tackle technique drills, or timed obstacle courses that incorporate rugby skills.

#### Position-Specific Coaching:

As players begin to show preferences or aptitudes for certain positions, provide some position-specific coaching to help them understand the unique roles and skills required for different positions on the field.





## B. 8 - 12 YEARS OLD: SKILL ACQUISITION CONT.

### RESOURCES NEEDED:

#### Qualified Coaches:

Coaches need to be knowledgeable in teaching advanced skills and creating a positive learning environment. They should also be capable of recognizing and nurturing individual talents and providing feedback effectively.

#### Appropriate Equipment:

Upgrade equipment as necessary to suit the growing physicality and skill levels of players. This includes proper tackle bags, shields, and size-appropriate rugby balls.

#### Educational Materials:

Utilize visual aids, video examples, and interactive apps to help explain more complex rugby concepts and demonstrate techniques.

### EVALUATION AND FEEDBACK:

#### Skill Assessments:

Regularly assess each player's skill development through both observed practice and structured skill tests. This helps in tracking progress and identifying areas needing improvement.

#### Team Performance Reviews:

Evaluate how well players are working together as a team during practice matches, focusing on communication, support play, and adherence to game strategies.

#### Player Feedback:

Encourage players to provide feedback on their training experiences, which can help coaches adjust practices to better meet the players' educational and developmental needs.

### OUTCOME:

By the end of this stage, players should have a solid foundation in both individual rugby skills and team-oriented play. They should understand basic rugby laws, be able to execute fundamental skills with confidence, and begin to apply tactical knowledge in game situations. The skill acquisition phase is crucial for setting the stage for future competitive play, where these skills and knowledge will be further tested and refined.







## C. 12 - 16 YEARS OLD: COMPETITIVE PLAY

### OBJECTIVE:

During the competitive play stage, the focus shifts towards refining skills under competitive conditions and enhancing tactical understanding. This age group is about bridging the gap between foundational skills and advanced competitive strategies, preparing players for higher levels of rugby.

### FOCUS AREAS:

#### Advanced Skill Refinement:

Further develop and refine individual skills such as passing, tackling, rucking, and kicking under pressure. Emphasis is placed on performing these skills with precision during competitive scenarios.

#### Tactical and Strategic Understanding:

Introduce more complex game strategies and roles. Players learn to read the game, make quick decisions, and adapt their play to the evolving dynamics on the field.

#### Physical and Mental Toughness:

With increased competition, there's a focus on physical conditioning to enhance stamina, strength, and agility. Mental toughness training helps players manage stress,

### KEY ACTIVITIES:

#### Competitive Matches:

Regular participation in local, regional, and possibly national competitions to provide real-game experience and test skills and strategies under competitive conditions.

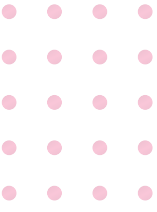
#### Targeted Training Sessions:

Training sessions that simulate match conditions, including high-intensity drills that mimic the physical and mental pressure of real games.

#### Video Analysis:

Use video reviews of matches to analyze gameplay, highlight areas for improvement, and reinforce tactical concepts.





## C. 12 – 16 YEARS OLD: COMPETITIVE PLAY CONT.

### RESOURCES NEEDED:

#### Advanced Coaching:

Coaches with expertise in advanced rugby tactics and player development are crucial. They should also be skilled in emotional awareness to help players handle competitive pressures.

#### Physical Conditioning Equipment:

Access to gym equipment and conditioning tools to enhance player fitness and prevent injuries.

#### Performance Analysis Tools:

Technology for video analysis and performance tracking to provide detailed feedback on player performance and game strategy.

### EVALUATION AND FEEDBACK:

#### Performance Metrics:

Regular assessment of individual and team performance using both qualitative observations and quantitative data from matches and training.

#### Physical Assessments:

Scheduled fitness tests to evaluate physical development and adapt training programs accordingly.

#### Constructive Feedback:

Ongoing, detailed feedback from coaches, focusing on both strengths and areas for improvement, to guide players in their development.

### OUTCOME:

By the end of the competitive play stage, players should exhibit improved technical skills, advanced understanding of game tactics, and increased physical and mental resilience. They should be capable of executing complex plays and strategies, adapting to the high demands of competitive matches, and demonstrating leadership on the field. This stage is critical for preparing players for the intensity and challenges of high-performance rugby environments.





## D. 16 – 19 YEARS OLD: HIGH PERFORMANCE

### OBJECTIVE:

The high-performance stage targets young athletes aged 16 to 19, focusing on optimizing their rugby skills and physical abilities to prepare them for elite levels of play. This phase is crucial for those who aspire to progress towards rugby opportunities overseas, or secure scholarships and represents a transition from youth rugby into adult competitions.

### FOCUS AREAS:

#### Elite Skill Enhancement:

Sharpen individual skills to an elite level, ensuring players can execute under pressure and with high precision during intense competition.

#### Advanced Tactical Knowledge:

Deepen understanding of complex game strategies and tactics, including reading opponents' formations and exploiting their weaknesses.

#### Physical Conditioning:

Intensify physical training to build strength, speed, endurance, and agility, ensuring players can withstand the rigors of higher-level competition.

### Mental Preparation:

Develop psychological resilience, focusing on mental toughness, concentration, and the ability to recover from setbacks quickly.

### KEY ACTIVITIES:

#### Specialized Training Programs:

Implement advanced training programs tailored to the specific demands of each position and the physical needs of each player.

#### Competitive Exposure:

Increase exposure to national and international competitions to provide experience against diverse playing styles and higher skill levels.

#### Mentorship Programs:

Pair young athletes with experienced players or coaches who can provide guidance, share experiences, and help them navigate the challenges of competitive rugby.

### Sports Science Integration:

Utilize sports science concepts to enhance performance through better nutrition, injury prevention strategies, and recovery processes.





## D. 16 – 19 YEARS OLD: HIGH PERFORMANCE CONT.

RESOURCES NEEDED:		
<p><b>Highly Qualified Coaches:</b></p> <p>Coaches with experience at the national or professional level who can provide expert guidance and tactical advice.</p>	<p><b>State-of-the-Art Facilities:</b></p> <p>Access to top-tier training facilities with advanced fitness equipment and medical support to aid in physical development and injury management.</p>	<p><b>Performance Analysis Tools:</b></p> <p>Continued exposure to technology for video analysis and performance tracking, to refine techniques and strategies.</p>

EVALUATION AND FEEDBACK:		
<p><b>Regular Performance Reviews:</b></p> <p>Systematic evaluation of player performances in training and matches to assess progress and identify areas needing improvement.</p>	<p><b>Fitness and Health Monitoring:</b></p> <p>Regular health and fitness assessments to monitor the players' physical condition and adapt training programs to maximize performance and minimize injury risks.</p>	<p><b>Emotional Awareness:</b></p> <p>Coaching awareness to understand each player's mental strengths and areas for development, providing targeted mental skills training.</p>

**OUTCOME:**  
 By the end of the high-performance stage, players should be fully equipped to enter the adult or professional rugby scene. They should demonstrate refined technical skills, advanced tactical understanding, superior physical fitness, and robust mental toughness. This stage is designed to prepare them for the highest levels of competition, ensuring they have the confidence, skills, and resilience required for a successful transition into elite rugby.





## E. 19 - 25 YEARS OLD: ELITE DEVELOPMENT

### OBJECTIVE:

The elite development stage for athletes aged 19 to 25 is designed to hone their abilities to the pinnacle of rugby performance. This phase is critical for athletes who are actively competing at the international level or are on the cusp of reaching such heights. The focus is on refining skills, optimizing physical capabilities, and mastering high-level competition.

### FOCUS AREAS:

#### Skill Mastery:

Perfecting every technical aspect of rugby, from ball-handling and tackling to strategic kicking and line-out execution, ensuring flawless performance under the most demanding conditions.

#### Advanced Tactical Acumen:

Enhancing strategic understanding to make intelligent decisions quickly during high-stakes games, including leadership on the field to direct team play effectively.

#### Peak Physical Fitness:

Achieving and maintaining peak physical condition through rigorous training regimens tailored to maximize each player's athletic potential and specific positional demands.

### Psychological Resilience:

Cultivating a strong mental game, including focus, stress management, and recovery from injuries or defeats, enabling players to perform consistently at their best.

### KEY ACTIVITIES:

#### Targeted Training Sessions:

Intensive, position-specific training sessions that focus on advanced skill refinement and tactical applications specific to game scenarios and opponent analysis.

#### High-Level Competition:

Regular exposure to participation in national and international competitions to challenge players and foster continuous improvement.

#### Focus on Team Cohesion:

Ongoing mental conditioning with a focus on building team cohesion and emotional resilience peer-to-peer within training environments.

### Elite Player Management:

Guidance on managing elite participation in rugby, including international opportunities, team sponsorships, World Rugby player compliance, and life after rugby.





## E. 19 - 25 YEARS OLD: ELITE DEVELOPMENT CONT.

### RESOURCES NEEDED:

#### Expert Coaching Staff:

Highly experienced coaches who specialize in advanced rugby tactics and player development at the international level.

#### Training Facilities:

Access to national sports facilities and high quality pitch access, as well as recovery sessions, and medical support.

#### Support Network:

A robust support system including team managers, attack and defence coaches, nutritionists, and medical staff to assist with all aspects of athlete development.

### EVALUATION AND FEEDBACK:

#### Performance Analysis:

Detailed analysis of game performances and training progress using video technology and data analytics to continually refine tactics and skills.

#### Health and Wellness Awareness:

Focus on maintenance of optimal physical health, nutritional intake, and mental well-being to optimize performance and prevent injuries.

#### Regular Strategic Reviews:

Frequent strategy sessions with coaches and teammates to evaluate progress, set goals, and make necessary adjustments to training and game tactics.

### OUTCOME:

By the end of the elite development stage, athletes should be at the peak of their rugby trajectories, with highly polished skills, deep tactical knowledge, and robust physical and mental health. They should be capable leaders on the field, ready to take on significant roles within their teams and excel in international competition. This stage is pivotal for solidifying their status as elite athletes and setting the stage for sustained success and longevity in the game.



## F. 25 - 35 YEARS OLD: SUSTAINING PERFORMANCE

### OBJECTIVE:

The sustaining performance stage focuses on athletes aged 25 to 35, aiming to maintain high levels of performance while beginning to plan for future roles within or outside the sport. This period is about maximizing the remaining years of peak physical capability and preparing for a smooth transition into post-competitive roles.

### FOCUS AREAS:

#### Maintenance of Peak Performance:

Ensuring that athletes maintain their technical proficiency, physical fitness, and tactical awareness at the highest levels to continue competing effectively.

#### Injury Prevention and Management:

Prioritizing health through preventive measures and efficient management of injuries to prolong playing careers and minimize downtime.

#### Career Transition Planning:

Beginning to prepare athletes for life after their peak competitive years, including potential careers in coaching, management, or other related fields.

### Leadership Development:

Encouraging athletes to take on leadership roles within their teams and the broader rugby community, leveraging their experience and knowledge.

### KEY ACTIVITIES:

#### Tailored Training Regimens:

Advanced training programs that focus on maintaining athletic performance while adjusting for the changing needs of older athletes, such as increased recovery time and injury prevention.

#### Mentorship Roles:

Integration into mentorship programs where experienced players can guide younger athletes, providing advice and sharing their extensive knowledge of the sport.

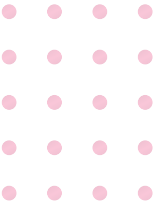
#### Professional Development Workshops:

Workshops and courses in coaching, sports management, and other relevant fields to prepare athletes for their next career phase.

### Community Engagement Initiatives:

Opportunities to engage with the community, either through committee roles, youth clinics, or rugby events, to enhance engagement and community presence.





## F. 25 - 35 YEARS OLD: SUSTAINING PERFORMANCE CONT.

### RESOURCES NEEDED:

#### Welfare & Medical Support:

Access to sports medicine professionals who specialize in older athletes, including physiotherapists and nutritionists who can provide targeted health and wellness strategies.

#### Post-Player Opportunities:

Opportunities to help athletes explore post-playing career options and develop necessary skills for a smooth transition.

#### Leadership Training:

Programs designed to enhance leadership qualities that are applicable both on and off the field.

### EVALUATION AND FEEDBACK:

#### Performance Reviews:

Regular assessments to monitor the maintenance of skill levels and physical condition, ensuring that training regimens are effective and adjust as needed.

#### Health Assessments:

Ongoing health monitoring to quickly address any emerging physical issues and adapt training to mitigate injury risks.

#### 1:1 Connections:

Connections with coaches and local rugby leaders to expose players to off-field roles and ensure athletes are aware of these pathways.

### OUTCOME:

By the end of the sustaining performance stage, athletes should have successfully maintained their high performance levels while also laying the groundwork for future endeavors. They should be recognized leaders within the sport, ready to transition smoothly into new roles that leverage their accumulated expertise, whether that be in coaching, management, or community engagement. This stage ensures that the athletes' legacy within rugby is preserved and that they continue to contribute positively to the sport beyond their active competitive years.







## G. 35 YEARS+: LIFELONG PARTICIPATION

### OBJECTIVE:

The lifelong participation stage focuses on athletes aged 35 and older, emphasizing continued engagement with rugby in various capacities beyond active competition. This stage aims to keep older athletes connected to the sport, contributing their experience while enjoying rugby as a lifelong activity.

### FOCUS AREAS:

#### Continued Engagement in Rugby:

Encouraging former players to stay involved in the sport through coaching, officiating, mentoring, or simply as active community members.

#### Health and Fitness Maintenance:

Promoting rugby as a means to maintain physical health and social connections, which are crucial for quality of life in later years.

#### Legacy Building and Knowledge Transfer:

Utilizing the wealth of experience these athletes have to help develop the next generation of players and contribute to the strategic growth of rugby.

### KEY ACTIVITIES:

#### Veteran Competitions and Social Games:

Organizing less intensive competitions, such as veterans' leagues or touch rugby, which allow older players to compete safely and enjoyably.

#### Coaching and Officiating Opportunities:

Providing training and opportunities for former players to become coaches or referees, helping them to give back to the sport while staying actively involved.

#### Mentoring Programs:

Establishing formal roles for experienced players to mentor younger athletes, sharing wisdom and providing guidance based on years of playing experience.

#### Community Rugby Events:

Engaging these athletes in community events, such as friendly matches, youth coaching and rugby clinics, which help promote the sport and enrich community life.





## G. 35 YEARS+: LIFELONG PARTICIPATION CONT.

### RESOURCES NEEDED:

#### Adapted Sports Programs:

Programs designed to meet the physical capabilities of older players, focusing on enjoyment and safety.

#### Education and Training for New Roles:

Providing education and certification for coaching, officiating, and other roles within rugby.

#### Health and Wellness Support:

Access to fitness and health programs that cater to the needs of older adults, helping them maintain their physical condition and manage health issues.

### EVALUATION AND FEEDBACK:

#### Engagement Surveys:

Regular surveys to assess the satisfaction and engagement levels of participants in various programs, ensuring activities meet their needs and interests.

#### World Rugby Education Portal:

Utilization of World Rugby's Education Portal to monitor participation and completion of courses, training modules and certifications.

#### Feedback Mechanisms:

Continuous feedback opportunities for participants to share their experiences and suggest improvements, ensuring the programs remain relevant and beneficial.

### OUTCOME:

By the end of the lifelong participation stage, former athletes should feel a strong sense of belonging and satisfaction with their continued involvement in rugby. They should be active, healthy, and engaged members of the rugby community, contributing positively through various roles and enjoying the social and physical benefits of the sport. This stage reinforces the idea of rugby as a sport for life, enriching the lives of individuals and the broader community well beyond the competitive years.





## IMPLEMENTATION STRATEGY

The successful implementation of the Long-Term Athlete Development (LTAD) plan for Bermuda Rugby hinges on a strategically designed and meticulously executed strategy that aligns with our overarching goals of developing rugby talent and fostering a vibrant rugby community. This strategy is built on four foundational pillars: enhancing community engagement, advancing coaching development, upgrading facilities and resources, and establishing a robust system for monitoring and evaluation. By addressing these key areas, we aim to create an environment that not only nurtures the growth of players from grassroots to elite levels but also ensures the sustainability and advancement of rugby throughout Bermuda. Each component of the implementation strategy is tailored to meet the specific needs of our rugby program, ensuring that all participants—players, coaches, and supporters—are equipped with the best possible opportunities to succeed and thrive in the sport.





## COMMUNITY ENGAGEMENT

**Objective:** To strengthen ties with the local community and increase rugby participation across all age groups.

**Activities:**

- **Rugby Clinics and Introductory Sessions:** Regularly scheduled free clinics and workshops in schools and community centers to introduce rugby and recruit new players.
- **Partnerships with Educational Institutions:** Collaborate with middle and high schools to incorporate rugby into physical education programs and offer after-school rugby activities.
- **Community Events and Tournaments:** Organize community rugby festivals and tournaments that bring together players, families, and spectators to celebrate and enjoy rugby.



## COACHING DEVELOPMENT

**Objective:** To improve the quality of coaching available at all levels of rugby development.

**Activities:**

- **Certification Programs:** Implement World Rugby's comprehensive coach certification program that includes courses on coaching methods, player development, and safety.
- **Continuous Professional Development:** Offer workshops and seminars led by experienced coaches and sports professionals to keep local coaches updated with the latest techniques and knowledge.
- **Mentoring Approach:** Establish a mentoring approach where more experienced coaches guide newer coaches in developing their skills and understanding of the game.



## FACILITIES AND RESOURCES

**Objective:** To ensure that adequate facilities and resources are available to support the development of rugby players at all levels.

**Activities:**

- **Facility Access:** Regular access National Stadium to meet international rugby standards, including playing fields, training gyms, and recovery areas.
- **Equipment Acquisition:** Secure the necessary training equipment, such as balls, tackle bags, and gym apparatus, that meets the needs of different age groups.
- **Technology Integration:** Implement performance analysis tools and video review systems to enhance training and game strategies.





## MONITORING AND EVALUATION

**Objective:** To continuously assess the effectiveness of the LTAD program and make adjustments as necessary.

**Activities:**

- **Performance Metrics:** Develop and track key performance indicators for athletes at all levels, such as skill progression, competition results, and physical development benchmarks.
- **Feedback Systems:** Establish a feedback system involving players, coaches, parents, and administrators to gather insights on the program's effectiveness and areas for improvement.
- **Regular Reviews:** Conduct annual reviews of the LTAD plan to assess outcomes and align future objectives with the feedback and data collected.

This comprehensive implementation strategy ensures that the LTAD plan is not only well-executed but also adaptable to the changing needs and conditions of Bermuda Rugby. By continuously engaging the community, developing coaching expertise, upgrading facilities, and rigorously monitoring and evaluating progress, Bermuda Rugby can sustainably grow and achieve its long-term development goals.



# LONG-TERM ATHLETE DEVELOPMENT PLAN - IMPLEMENTATION

CHRONOLOGICAL AGE	Under 8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	25+	Retain for life
	<b>Core Skills</b>																			
	Discovery	Foundation		Challenge		Excellence		Mastery		Endurance		Legacy								
	<b>Physical, Mental, Cognitive, Emotional Development</b>																			
	Introduction To Rugby		Skill Acquisition		Competitive Play		High Performance		Elite Development		Sustaining Performance		Lifelong Participation							
	<b>Recreational</b>																			
	<b>High Performance</b>																			
	Mini Rugby		Mini Rugby		Mini & Age Grade Rugby		Age Grade Junior Rugby		Junior Elite Rugby		Senior National Elite Rugby		Active For Life							
<b>MALE</b>	Ages 0 – 8		Ages 9 – 12		Ages 12 – 16		Ages 16 – 19		Ages 19 – 23		Ages 23+		Ages 35+							
<b>FEMALE</b>	Ages 0 – 8		Ages 8 – 11		Ages 11 – 15		Ages 15 – 18		Ages 18 – 21		Ages 21+		Ages 35+							
<b>DELIVERY</b>	Sunday Rugby Camps		Sunday Rugby Middle Schools Camps		Sunday Rugby Middle & High Schools Clubs Camps		High Schools Clubs National Team Development		Clubs Overseas Universities National Team Development		Clubs National Team Development		Clubs							
<b>COACH EDUCATION</b>	<b>Community Sport</b>																			
	<b>Competition Introduction</b>																			
	<b>Competition Development</b>																			
	<b>Competition High Performance</b>																			
	<b>Competition Introduction</b>																			



# 5

## CONCLUSION

The Long-Term Athlete Development (LTAD) plan for Bermuda Rugby represents a comprehensive roadmap aimed at nurturing the growth of rugby talent from early childhood to veteran players, ensuring that the sport is accessible and enjoyable for all members of the community. As we conclude the strategic outline of this plan, it is clear that the success of our efforts will not only depend on the execution of the strategies laid out but also on the continued collaboration and support from all stakeholders involved – players, coaches, parents, schools, community leaders, and sponsors.

Our commitment to this plan is about more than just achieving sporting excellence; it's about building a sustainable rugby culture that contributes positively to the health, character, and unity of our community. By fostering an environment that values dedication, teamwork, and respect, we are not just training skilled rugby players but also nurturing responsible citizens and leaders.

As we move forward, the Bermuda Rugby Football Union will regularly review and adjust the LTAD plan to respond to new challenges and opportunities that arise. We will continue to engage with our community to ensure that our strategies remain relevant and impactful, adapting our approaches to meet the evolving needs of our players and the wider community environment. This dynamic and responsive approach is essential for maintaining the vitality and relevance of our rugby programs.

In conclusion, the LTAD plan is a living document, one that requires the commitment and passion of everyone involved to truly come to life. Together, with the steadfast support and collective effort of our entire rugby community, we are confident that we can achieve our vision of making rugby a cornerstone of sporting life in Bermuda, enriching lives through the values and joys of this unique and historic sport.



# WRITING OUR OWN STORY



**Bermuda Rugby Football Club**  
Charity No. 641