



CashBack for Communities 2016 - 2017

Annual Report



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INTRODUCTION

CashBack for Communities was established in 2007 and Scottish Rugby's CashBack-funded programmes rolled out in 2008. The programme invests the ill-gotten gains of crime, recovered through the Proceeds of Crime Act 2002. The programme awards grants to various governing bodies and other partners across Scotland to invest into community programmes, facilities and activities largely, but not exclusively, for young people in areas of urban and rural deprivation.

CashBack Objectives:

- *Use the proceeds of crime in a positive way to expand young people's horizons and increase the opportunities they have to develop their interests and skills in an enjoyable, fulfilling and supported way.*
- *Activities, where possible, will be open to all children and young people, while focusing resources in those communities suffering most from antisocial behaviour and crime.*
- *Activities will seek to increase levels of participation to help divert young people away from 'at risk' behaviour and will aim to increase the positive long-term outcomes for those who take part.*

In 2008 Scottish Rugby entered into an agreement with the Scottish Government which saw the seized proceeds of crime reinvested in a range of free rugby activities, delivered in schools, clubs and communities across Scotland. Five strands are now delivered as follows:

- Broad participation programme (primary schools, secondary schools & club development) across all 32 local authority areas
- Youth Coaching Courses for young aspiring coaches and sports leaders
- Street Rugby diversionary programme
- Street Rugby Referral programmes
- Schools of Rugby

Young People participating at a festival at Cambuslang RFC



SUMMARY OF PROGRESS

Scottish Rugby's programme of free playing and coaching opportunities for young people is built around a network of jointly funded club development officers (CDOs) supported by a team of national project staff. These posts are funded in partnership with Scottish Rugby, rugby clubs and local authorities. CashBack for Communities funding has enabled the creation of new, and the extension of existing posts, so that young people in all local authorities can benefit from these opportunities. This professional network is responsible for the co-ordination and delivery of the Broad Participation programme in schools and clubs, and the delivery of low level diversionary activities in communities across Scotland.

EXECUTIVE SUMMARY

The tables below summarise Scottish Rugby's progress against targets for each strand of the programme during the period April 2016 – March 2017.

1. Schools Rugby

Primary Schools	Schools	Individuals	Contacts	Hours Delivery
Target	-	10,000	250,000	-
Actual	984	87,619	220,386	9,096

Secondary Schools	Schools	Individuals	Contacts	Hours Delivery
Target	-	8,000	120,000	-
Actual	248	74,161	243,842	19,583

2. Club Development

Scottish Rugby has more than 100 partnerships with clubs, local authorities and other stakeholders, helping to employ 81 Rugby CDOs and 66 Modern Apprenticeship Community Coaches that delivered 8,091 hours of club development and 75,738 contacts with players and volunteers.

3. Volunteering: Youth Coaching Course

Youth Coaching Course	Participants
Target	400
Actual	806

4. Street Rugby (Diversion & Referrals)

Street Rugby	Sessions
Target	450
Diversion (Actual)	238
Referrals (Actual)	105
Total Actual	343

5. Schools of Rugby

Schools of Rugby	Schools
Target	30
Actual	30

FINANCIAL REVIEW

For the financial year, April 2016 – March 2017 Scottish Rugby received a grant totalling £759,000. In order to deliver the full range of programmes Scottish Rugby uses this investment to part-fund and resource a network of rugby club development officers who deliver primary school, secondary school, club development and street rugby sessions. These posts are part-funded by Scottish Rugby and CashBack, and this partnership approach has helped to unlock over £1.25 million of investment per annum from clubs and local authorities. Significant investment is also committed to partnerships with schools for the delivery of the Schools of Rugby programme, and to employing four national staff to ensure the whole programme is managed, marketed and monitored correctly.

Expenditure was made in full for the year, again closely aligned with forecasts (see Appendix 1).

PROJECTS - BROAD PARTICIPATION

PRIMARY SCHOOLS

A primary schools programme was delivered in 2016-17 offering free rugby opportunities in every local authority area to over 90,000 pupils. This represents just under 12,000 hours of free rugby coaching, contributing towards the physical education, physical activity and health and wellbeing of a huge number of children.

Primary Schools	Schools	Individuals*	Contacts**	Hours Delivery
Target	-	10,000	250,000	-
Actual	984	87,619	220,386	9,096

*Individuals: the individual pupils who have attended at least one session.

**Contacts: the sum of all attendances at sessions (one individual attends six sessions = six contacts).

The primary programme consists of repeated rugby sessions (usually over 4-6 weeks) where pupils learn basic rules, communication, movement and ball-handling skills required to play non-contact forms of rugby such as tag, leading to local festivals at secondary schools and clubs where they mix with neighbouring schools. Pupils are also invited along to local clubs where they can continue playing rugby and learn contact skills such as tackling or to primary transition events which help prepare them to step up to secondary school rugby.



SECONDARY SCHOOLS

Our secondary schools' programmes began in August 2016 across Scotland. The service that club development officers provide varies according to the needs of the schools and local clubs, which may include:

- delivery of curricular rugby in partnership with PE departments;
- establishment and delivery of extra-curricular clubs (lunch or after-school);
- leadership and volunteering opportunities for 15-18 year olds (Youth Coaching Course);
- coach education (delivering courses for teaching staff);
- transition days to help P7 pupils make the step up into secondary school sport; and
- linking Street Rugby participants into regular after-school clubs.

Scottish Rugby's CashBack targets for the year were exceeded by a significant margin:

Secondary Schools	Schools	Individuals*	Contacts**	Hours Delivery
Target	-	8,000	120,000	-
Actual	248	74,161	243,842	19,583

*Individuals: the individual pupils who have attended at least one session.

**Contacts: the sum of all attendances at sessions (one individual attends six sessions = six contacts).



CLUB DEVELOPMENT

Many rugby clubs play a central role in their communities. They are more than just a squad of players training and playing the sport each week. Many of these clubs run teams at each age group from primary 4 through to adult level; often running more than one team at each age group, giving players of all abilities and stages of development the chance to participate; to accommodate competitive and social players alike; and often running girls' and/or women's training/teams. The clubs are also bigger than just the players. They are a gathering place for non-players, volunteers, parents and others for whom the club is a secure and positive environment which fosters many positive behaviours and values in young people: respect, pride, discipline and social skills.

The longer-term effectiveness and success of all other strands of CashBack is dependent on the presence and success of strong community clubs offering a positive environment for young people, whose interest in sport is sparked by Street Rugby or Schools of Rugby, to continue to be part of a community long into adulthood.

Thanks to 'CashBack for Communities', more rugby clubs than ever are now supported by a club development officer working on their behalf in schools and the community, delivering:

- 9,081 hours of club development; and
- 75,738 contacts with players and volunteers to provide coach education, coaching, events, and to co-ordinate programmes that help young people integrate quickly.

Challenges

The main challenge is that we continue to ensure the sustainability of these extensive high quality programmes which engage children and young people in physical activity and foster relationships with strong community clubs, whilst also providing schools and clubs with appropriate fixtures and appropriate competition to develop playing cultures.

Scottish Rugby is investing significantly again in the 2016/17 season to continue the highly successful School & Club Conference structures which aim to provide fixtures in the first school term to encourage more teams playing more often. This investment continues to include resources into schools and clubs to support the development of this competitive sporting environment at a time when school budgets are coming under increased pressure. Assistance will also be provided to help empower clubs and schools to arrange further fixtures in the remainder of the season.

Schools need sufficient resources to:

- Recruit and retain suitably qualified and experienced PE staff and sports coaches
- Develop a culture of competitive school sport
- Free up staff to take teams to events/fixtures
- Provide transport for multiple teams to attend events/fixtures
- Reward and recognise staff and external volunteers who support school rugby teams in their own time

We must also recognise the valuable role that clubs play, and support their volunteers and players through a sustainable CDO network and by investing in quality facilities where they can accommodate large numbers of young people and offer them an experience of high quality which supports long term participation and development.



VOLUNTEERING FOR YOUNG PEOPLE – THE YOUTH COACHING COURSE

Volunteering in sport offers young people a great opportunity to gain skills and experience that can help the individual's personal and social development, but can also help them access training programmes, further education and employment. CashBack has enabled Scottish Rugby to develop and publish the **Youth Coaching Course** which has been delivered free in schools, clubs and community/youth organisations across Scotland by Scottish Rugby's CDO network.

The course and resources are tailored to suit young people aged 15+, and structured so that learning is fun, delivered in 'bite-size chunks', and complemented by lots of practical tasks/experiences. Four modules are covered (leading into the RugbyReady coaching award) which are designed to help young people understand and make the change of role from participant to coach, and to do so safely with a sound basic knowledge of simple rugby games and activities.

At the beginning of the current delivery year it was decided that the Youth Coaching Course content would be reviewed. Working in partnership with the Coach Development team at Scottish Rugby, an updated course was developed and will be delivered in Phase Three.

Youth Coaching Course	Participants
Target	400
Actual	806



STREET RUGBY DIVERSION & REFERRALS

Street Rugby is a portable version of non-contact rugby which is used as a low-level diversionary activity in areas of urban and rural deprivation where fewer opportunities are available, or where young people are disengaged from, or less able to take part in, sporting activities. The format of Street Rugby is completely flexible and can be taken into communities and set up almost anywhere.

The **Street Rugby Referral Programme** is an evolution of the Street Rugby diversionary programme. This is a more focused / targeted programme for groups of 'referred' young people aged 13-16 (Pre NEETS) or 16+ (NEETS) through which they will take part in intensive 8 - 12 week programmes, learning to play rugby, coach rugby and develop their leadership skills and positive behaviours. The physical contact of rugby has proven to appeal to many disenfranchised young people by providing an avenue for positively diverting their energy and frustrations. 'NEETS' are defined as people who are not in employment, education or training. Making a positive progression is a key aim of this programme such as staying in education, progressing in education or training, employment, volunteering or playing sport.

Street Rugby	Sessions	Total Attendance
Target	450	-
Diversion (Actual)	238	2,614
Referrals (Actual)	105	822
Total Actual	343	3,436

Over the past year Scottish Rugby worked with a variety of partners to establish 105 referral groups, delivering sessions with a total attendance of 822. Participants are taught how to play rugby over 8 – 12 weeks (dependant on area/group), with a focus on developing the contact confidence and discipline required for contact rugby. By the end of the programme, participants should be able to confidently take part in a club/school training session with an understanding of the basic laws of the game. Participants who demonstrate an aptitude for coaching and leading activities will be offered the opportunity to gain recognised coaching qualifications and experience.

Groups may undertake additional educational inputs such as:

- Positive Coaching Scotland Values Workshops
- Youth Coaching Course
- RugbyReady Coaching Course (online via World Rugby)
- RugbyRight Course (online via Scottish Rugby)
- Pro club visits (to observe professional players train, learn about the environment they work in)
- Nutrition session to encourage a healthier lifestyle & sustained training
- Other educational inputs relating to drug/alcohol misuse, conflict management etc.

A number of positive progressions will be identified by the various partners for the young people within the programme. These range from, but are not limited to;

- Improvements in behaviour in school and integrating back in to mainstream school life
- Joining local club/school rugby team as a player and/or coach
- Securing a place on a training programme or further education
- Securing employment
- Progressing onto a further specialist referral programme, e.g. Game On.

These outcomes and exit routes will be dependent on area, group, age etc.

CASHBACK SCHOOLS OF RUGBY

The CashBack Schools of Rugby programme was launched in 2011 with the aim of re-establishing rugby at the heart of the school experience in secondary schools across Scotland. In 2016/17, the programme continued to support the established thirty schools, with significant investment of approximately a quarter of a million pounds from the CashBack for Communities programme. The aim of the Schools of Rugby programme is to create an environment where sport makes a significant contribution to the delivery of *A Curriculum for Excellence* and demonstrates the broad range of benefits which competitive school sport and rugby, in particular, can provide pupils in terms of;

- health
- skills for life, learning & work
- positive behaviours
- cross-curricular outcomes
- attendance and attainment

The 30 Schools of Rugby continued their programmes during the 2016/17 season. This project strand has been very successful and continues to be an area of focus for Scottish Rugby's future plans including Phase 4 of CashBack for Communities and beyond.



ORGANISATIONAL DEVELOPMENT

Over the past year, CashBack funding and the programmes it helps to deliver have continued to help participation in rugby grow, and helped many young people make positive progressions in their lives. As an organisation, Scottish Rugby has developed several new policy initiatives which build on many of the lessons learned, and successes achieved through CashBack programmes. Schools of Rugby have proven to be an effective way of developing a sporting culture across schools, benefitting pupils in many ways, sporting and non-sporting, instilling the values of the game and vital skills that help prepare them for life and work.

Scottish Rugby is committed to expanding the Schools of Rugby programme and to supporting more clubs to become sustainable in the long-term, and have completed a restructuring of the Domestic Rugby department to achieve this. Significant new investment has been secured and is being rolled out over the coming year. CashBack continues to play a central role in this new structure and in the new successful initiatives put in place over the last two seasons.

EQUALITIES

Scottish Rugby is working towards the outcomes of their Equality Action Plan 2014-16. There is an organisation-wide commitment to this plan led by the Equality and Outreach Manager and an Equality Group. The Equality Action Plan can be found on the Scottish Rugby website at: <http://www.scottishrugby.org/values/equity>

Highlights

Gender:

Over the past year there has been a 21% increase in the number of female youth and adult teams playing games from 158 to 192 and a 26% increase in youth teams including 14 new U12 teams. Nine new adult teams (Helensburgh, Shetland, Banff, Orkney, Inverness Craig Dunain, Napier University, Robert Gordon University, Strathclyde University & Edinburgh University 2XV) will enter the formal women's league structures for 2016/17 and there will be a new North League created.

In September 2015, three full-time women and girls' development staff were appointed. These development officers, covering the East, West and North will be focused on developing the women and girls' game in line with the National Women's and Girls Strategy 2015-2025, "Making a Difference - Inspiring Women and Girls through Rugby". They will focus on providing new players with appropriate and regular competition and training to allow them to develop and have a lifelong involvement in the sport.

Shade Munro was appointed as full time head coach of Scotland Women and there are 16 female players who were part of the Stage 2 BT Sport Scottish Rugby Academies in season 2016/17.

Disability:

In partnership with Scottish Disability Sport, Scottish Rugby have produced a video to complement the factsheet that was produced last year. This video can be found on the Scottish Rugby website at: <http://www.scottishrugby.org/scottish-rugby-values/equality/disability>

Scottish Rugby supported the "Get Onside Rugby" programme which was delivered at Murrayfield Wanderers rugby club in 2015. "Get Onside" is about helping people who use social work services to develop confidence, think about choice, control and decision making and how to make a better life.

Learning Disabilities:

Scottish Rugby have entered a formal three-year partnership agreement with Trust Rugby International (TRI). Scottish Rugby provides funding and professional support to develop and support the expansion of the successful Inclusive contact rugby programme which helps people with a physical or learning need integrate into a rugby club, playing regular games against other teams. The first club, The Clan, is now well established at Kilmarnock RFC and the partnership agreement is designed to support the establishment of a further Clan in Edinburgh based at Edinburgh Academicals and develop "mini clans" of youth players who will feed into the adult teams. TRI are an affiliated member club of Scottish Rugby and benefit from insurance cover and other benefits associated with being a member club. They also participated in the Mixed Ability World Event in Bradford in August 2015 and Scottish Rugby provided them with Scotland strips in which to play. The Clan finished the tournament unbeaten in fifth place.

Wheelchair Rugby:

Caledonian Crushers and Dundee Dragons are both now affiliated member clubs of the SRU. There is also a wheelchair 7s rugby team, Glasgow Panthers. Scottish Rugby's insurance cover, which is offered free to all member clubs, has also been extended to include the rugby risk associated with wheelchair rugby.

Race and Religion:

We are working with Glasgow Life and looking to develop other partnerships to identify how we can work more effectively with under-represented groups. We have had some success, particularly in Glasgow with the Shawlands School of Rugby who have engaged pupils with Asian backgrounds. Through our development officer network, we have delivered rugby sessions in 95% of the most ethnically diverse secondary schools in Scotland providing opportunities to participate in rugby to all (up from 90% in 2014).

At the end of 2016, Scottish Rugby will review their 2014-16 Equality Action Plan and develop a new Action Plan for the following years.

EXTERNAL EVALUATION

Blake Stevenson have been engaged to conduct an external evaluation of the Scottish Rugby Phase 3 (2014-17) CashBack programme. This will involve in-depth analysis of all data and evidence, as well as interviews and surveys with numerous partners and stakeholders, including development staff, club volunteers, teachers and LA partners.

The evaluation work completed in Phase 3, Year 3 (2016/17) was focused on a full programme evaluation including the overall impact of the programme and the long-term impact on young people.

Summary of Findings

Strengths;

- The programme has contributed to a significant and broad range of outcomes
- Extensive participation
- Rugby and the values associated with it
- Supporting young people to develop skills for learning, life and work
- Benefits of participation in physical activity in a safe environment
- Valuable partnership working

Challenges;

- Logistical challenges in delivering such an extensive programme
- Although challenging, there is a need to improve data gathering particularly in relation to filling gaps in disability and ethnicity data
- Working with some challenging young people is demanding on staff
- Enhancing links to other accredited courses to provide YCC participants with recognised qualifications
- Need to rationalise data monitoring systems to understand the effects of the programmes

FUTURE PLANS

For the remainder of Phase 3 of CashBack, Scottish Rugby will continue to refine and evolve current programmes to build upon things that work, and make necessary improvements including those outlined in the external evaluation. The same five 5 strands of the programme will continue however, Schools of Rugby will expand over the coming three years thanks to significant investment from BT.

The expanded Schools of Rugby programme will build on successes, but also place greater emphasis on helping schools establish a rugby culture and utilise rugby as a context for achieving CfE outcomes. Scottish Rugby will support schools to field more teams more often through a coherent competitive structure, to ensure increased activity and improved quality of experience. Scottish Rugby will also provide a more comprehensive resource so that schools can use rugby to develop skills for life, learning and employability, and cross-curricular learning.

Data gathering, analysis and monitoring will be enhanced and efforts made to rationalise reporting to improve the evidence provided on the full impact of the programmes. This will be achieved by working more closely with partners to assess the best methods to improve the scope of data gathering across the organisation.

OUTCOMES

The main aim of Scottish Rugby's programmes is to *engage more young people in positive and healthy physical activity*. The figures in this report demonstrate that many thousands of young people are taking part in such activity, however, their involvement may only be for a few weeks during the primary or secondary school programme, or for the duration of the Street Rugby block. A reliable measure is required to indicate how successful these programmes are at engaging with and attracting young people into long-term participation.

That measure is Scottish Rugby's annual player and team review which analyses all active registered rugby players and active teams in order to measure participation rates in clubs and schools at all age groups.

ACTUAL	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Players (Adults)	8,972	9,616	10,117	13,028	13,612	14,600	14,922	15,366	15,742	15,728	16,569	17,220
Players (Youth & Schools)	15,189	18,123	20,348	23,843	25,123	28,800	31,148	32,232	33,563	32,710	32,085	30,030
Total	24,161	27,739	30,465	36,871	38,735	43,400	46,070	47,598	49,305	48,438	48,654	47,250

ACTUAL	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Teams (Adults)	401	413	405	384	387	387
Teams (Youth & Schools)	1,559	1,915	2,066	2,039	2,107	2,013
Total	1,960	2,328	2,471	2,423	2,494	2,400

The tables above demonstrate that all the hard work done by the CDO network, club volunteers, and school staff/volunteers is helping to maintain the numbers of young people involved in regular rugby participation. With a higher level of resource invested in Schools of Rugby and the Schools & Club Conference structure in 2016/17, this should provide the platform for increased and sustained participation in future years.

Scottish Rugby: Street Rugby Referral Programme Update Garnock Academy



Scottish Rugby firmly believes that sport can play a powerful role in providing the catalyst to improving the quality of life for young people in communities across Scotland. Rugby can offer young people potentially life changing opportunities to enhance their education and skills, improve their health and wellbeing, and build stronger and safer communities.

INTRODUCTION and PROGRAMME OVERVIEW

Street Rugby has proved successful in many areas as a low-level diversionary activity for young people in their neighbourhoods. However, in many areas it is ready to evolve into a more focused / targeted programme. In these areas Scottish Rugby proposes that, through this programme, groups of 'targeted' or 'referred' young people aged 14-19 years old will take part in intensive week programmes, learning to play rugby, coach rugby and develop their leadership, teamwork and life skills. The physical contact of rugby has proven to appeal to many disenfranchised young people by providing an avenue for positively diverting their energy and frustrations, which might otherwise lead to poor behaviour and disruptiveness in the class room.

During the 2015/16 season, a case study was completed, which highlighted the implementation and impact of a rugby referral programme being delivered at Garnock Academy in North Ayrshire. This programme has, as its key objectives, the development of young people who have, or are in danger of, disengaging with their education and other school related activities, reduced attendance and poor behavioural records, improve pupils' confidence, build their self-esteem and body image.

Rugby has been used as the catalyst with which to engage with these pupils and redirect them to a more sustained and meaningful experience of school life. Other elements of the programme include discussions and workshops on a wide variety of topics, from team work to decision making, communication and goal setting. The programme is led and delivered by the rugby development officer, Gavin Blackburn, there is a collaborative and supportive approach in delivery teaming up with members of the school staff in particular the pastoral care team as well as the campus police officer assisting Gavin where necessary.

The team is made up of the following group:

Lewis McGeachy (*Scottish Rugby Modern Apprentice*),

PC James Brown,

Julie McCafferty (*Former Attendance Officer*),

Ms Johanna House DHT (GCC)

Mr Lee Gardener DHT (GCC).

The feedback collated from this programme over the past two years suggests that significant impact has been made in these young people's lives. These pupils are now showing improved behaviour, better communication skills, and increase in confidence as well as a positive overall improvement in their engagement in day to day school life. A number of these pupils have since joined the School of Rugby programme as run in the school by Gavin. Taking their experience outside of just their school life some pupils have joined the local rugby club, Garnock RFC. This will not only be taking their rugby development further but enable them to build new relationships within the local community and with people they otherwise may not have met.

"The referral group is open to all and often those that struggle within education find being part of this group is one of the positive experiences they have at school. The young people always react in a very positive way to the School of Rugby"

PC Jim Brown – Greenock Academy

HOW DOES IT WORK?

Each session within the programme consists of discussions and group tasks, based on the topics earlier identified through the key objectives, where the participants work through prepared worksheets and scenario based challenges. This is then followed by practical rugby sessions. This combination of classroom based work as well as physical activity works very well with the group.

Pupils are tasked with completing self-evaluation forms to help them monitor their own progress and enjoyment of the programme. It also helps determine if the programme is having any benefit or positive impact on them personally in school life and at home.

The practical rugby based sessions have the obvious benefits of improving health and fitness, as well the rugby skills of the players, but are also used to teach the pupils about discipline, respect, team work and the importance of working hard to achieve goals and targets.

PARTICIPANT FEEDBACK ON THE PROGRAMME

When asked about the programme and the impact that it has had on him individually, Jacob Fallon, currently in 4th year and a former participant in the referral programme, had the following to say:

"The rugby program was very helpful because it kept me calm and it helped because I was very hyper and a lot of the practices used up my energy and that helped in class because I could focus more. I found talking to Gavin easy and I could get things off my chest. On the whole the program was a very good experience which I enjoyed and it helped me work harder in class"

Zander Lloyd is one of the 1st year boys currently participating in the referral programme, and when asked about his inclusion, his feedback was very similar to that above:

"I think the rugby referral program has helped me progress in rugby and also fitness. There is a wide variety of things to do and learn. It helps me focus and learn within class also. Lewis and Gavin are great coaches and help us progress"

The ability of these pupils to reflect on their participation, and the benefits of being included within the programme, is a skill that will become very important in the future, when transferred to numerous life situations. It is hoped that this, as well as other skills learnt and developed as part of this programme, will serve these young people well as they progress through school and into adulthood, and the potential challenges that will bring.

CONCLUSION

Reviewing the overall feedback of the programme and the testimonials, it is clear to see that this referral programme is working successfully as a vehicle in the improvement of these young people at Garnock Academy. The cooperation between the various stakeholders and departments within the school, the programme has gone from strength to strength.

All of the involved stakeholders agree the continuation of this type of referral programme will lead to a more sustained involvement in rugby, but more importantly, the further development of these pupils into more active and contributing members of society.

APPENDIX 1

Mr Lee Gardner – Depute Head Teacher, Garnock Academy

"The programme has built the confidence of some pupils. It is great to see them showing more confidence as they work in the group. They have loved the variety of different tasks and have left with red faces having worked extremely hard."

Gavin Blackburn – Rugby Development Officer

"Our referral program at Garnock Community Campus has been running just over two years now. The current focus has been on decision making, communication, team work and goalsetting. The structure of the sessions has consisted of the group discussing one of the above topics then completing a small task on this area with input from myself. Once we have completed that part of the session we then move onto developing our rugby skills."

Over the past two years the people who have led and contributed to the program are myself, Lewis McGeachy, PC James Brown, Attendance Officer Julie McCafferty, Ms Johanna House DHT (GCC) and Mr Lee Gardener DHT (GCC).

"The difference the program has made within the school over the past two years is very significant with improved pupil behaviour during classes, pupils from the referral program moving into the school of rugby program and continuing their development within rugby. Jacob is a fantastic example of the above, he has changed his whole attitude towards class work and school as a whole. Some of our referral program pupils have also went on to represent Garnock Community Campus in the North/East Ayrshire Schools conference."

PC Jim Brown – Former Campus Police officer, Garnock Academy

"I have helped support Gav and the referral group in the past. It's a great way to combine rugby, teamwork, discipline and education."

"The young people always react in a very positive way to the School of Rugby."

"The referral group is open to all and often those that struggle within education find being part of this group is one of the positive experiences they have at school."




Jacob Fallon – 4th Year Pupil (former participant)

"The rugby program was very helpful because it kept me calm and it helped because I was very hyper and a lot of the practices used up my energy and that helped in class because I could focus more. I found talking to Gavin easy and I could get things off my chest. On the whole the program was a very good experience which I enjoyed and it helped me work harder in class"

Zander Lloyd – 1st Year Pupil (current participant)

"I think the rugby referral program has helped me progress in rugby and also fitness. There is a wide variety of things to do and learn. It helps me focus and learn within class also. Lewis and Gavin are great coaches and help us progress"

APPENDIX 2

Rugby Referral Group - EVALUATION			
Name: _____			
Class: _____			
			
I like being in the referral group			
My behaviour has improved			
My attitude towards my teachers has improved			
The referral group has helped me			

Any other comments?

Thank you.

Outcomes and Concerns highlighted through group work. Date -

1. Learning

2. Behaviour

3. Welfare

4. Child protection

Signed _____

Scottish Rugby: Individual Impact Garry MacCormack



OVERVIEW

Scottish Rugby firmly believes that sport can play a powerful role in providing the catalyst to improving the quality of life for young people in communities across Scotland. Rugby can offer young people potentially life changing opportunities to enhance their education and skills, improve their health & wellbeing, and build stronger and safer communities.

INTRODUCTION

The investment and support that Scottish Rugby receives from CashBack for Communities helps support a network of Development Officers across the country which engages with schools, clubs and other organisations in order to deliver a wide range of rugby based programmes, and therefore, expose young people to physical activity and values which are core to Scottish Rugby. The official Scottish Rugby values include respect, engagement, achievement, enjoyment and leadership but rugby programmes also hold the potential to develop discipline and team work.

One of the schools regularly engaged within the boundaries of Glasgow City is Knightswood Secondary, one of the largest secondary schools in the city. Glasgow Hawks RFC employ a development officer, Gary Strain. This position is part funded by CashBack for Communities and allows Glasgow Hawks RFC to engage with their local community, including the likes of Knightswood Secondary School's pupils and staff.

INDIVIDUAL SUCCESS STORY

Garry MacCormack, currently a 6th year student at Knightswood Secondary, started playing rugby during 4th year. Following a block of rugby delivery by Glasgow Hawks development staff, Gary Strain and Jack MacFarlane, a school team and extra-curricular club was implemented. Garry was one of the players to take up this opportunity, and was something that brought him a lot of enjoyment. This, along with an invitation to attend training at Glasgow Hawks, led to Garry joining the club to progress his rugby experience and abilities.

"During his time at the club he has met loads of new friends and is now a great player for the club that is improving week on week." – Josh Miller, Glasgow Hawks MA

Unfortunately, Garry has had a few challenges in the past few years, with a spell in hospital last year halting his rugby playing progression. Due to his ill health, he was told that he couldn't play rugby for a while. In order to maintain his engagement with the sport, he was asked to assist with the coaching of the younger players at school. Initially, this was something that Garry struggled with, as he was not very confident when speaking in front of groups. Through persistence and learning from more experienced coaches, he was able to develop his understanding and knowledge of the game, and this led to improved levels of confidence. Garry now really enjoys his role as coach, and is hoping to continue this role during his final year of school, along with plans to gain his Scottish Rugby Level 1 Referee qualification. Garry's view of himself has developed over the past year, and he now sees himself as a role model for the younger pupils at school. In

the past his attendance at school was poor, but this has improved due to his new found confidence and sense of responsibility.

"He has an excellent manner in which he works with the pupils. This input with S1-4 pupils has helped many of them develop as both a rugby player and personally. It has been rewarding to watch Garry grow as a person, due to his involvement with rugby." – Ian Diamond, Teacher at

Knightswood Secondary

During the 2015/16 academic year, Garry applied to go on school trip to Malawi in Africa to carry out charitable activities. He credits having the confidence to take this on, as well as a successful application to do a summer internship at Morgan Stanley to his increased levels of confidence gained through coaching. Spending the summer working within an organisation such as Morgan Stanley has broadened his horizons and further developed his employability skills.

Since joining his local rugby club, Garry has been included within the Hawks High Performance Programme. This programme is designed to prepare players both physically and mentally for playing the game at a high level, and includes rugby skill development, strength and conditioning, nutrition and performance analysis, to name a few. Garry has made many new friends from his inclusion within this programme, and through playing at the club in general, and has said that if it weren't for the HHPP, he would likely ***"...be sitting at home doing nothing."***

'I love playing for Glasgow Hawks, it has developed me as an all-round player & I have met some fantastic friends for life' – Garry MacCormack

Garry is a very popular member of his team, and during his period in hospital, where he underwent a number of medical tests and scans, he received regular visits from his Hawks teammates. Thankfully these tests have not revealed any serious conditions, but he was forced to miss a few exams towards the end of last year, which he will pick up during his 6th year.

CONCLUSION

From the information provided above, and by looking at the feedback provided from teachers, coaches and team mates, it is evident that rugby has played a significant role in the life of Garry MacCormack. Through CashBack's investment, many young people across the country are exposed to opportunities to experience rugby and the values that are at the core of the sport. Garry's story is an example of the impact that sport, and rugby in particular, can have on the lives of these young people.

APPENDIX 1 – Testimonials

"Garry's involvement at the grass roots level in Knightswood Secondary School has been exceptional. He is dedicated, motivational and mature. He has an excellent manner in which he works with the pupils. This input with S1-4 pupils has helped many of them develop as both a rugby player and personally. It has been rewarding to watch Garry grow as a person, due to his involvement with rugby."

Ian Diamond, Principal Teacher PE, Health and Fitness, Knightswood Secondary School

"When I first met Garry he was a shy S4 pupil at Knightswood Secondary. From the moment he started extra-curricular rugby he loved it, and quickly joined Glasgow Hawks, where he embraced every aspect of rugby and strength & conditioning training. Two years on, Garry has really flourished as a person and is an extremely helpful and conscientious lad. A great role model to the younger pupils"

Gary Strain – Glasgow Hawks RFC Development and Performance Manager

"During his time at the club he has met loads of new friends and is now a great player for the club that is improving week on week."

Josh Miller, Former Glasgow Hawks MA (2015/16)

"I can now see how much my confidence and social skills have come on since I first started coaching. 'I love playing for Glasgow Hawks, it has developed me as an all-round player & I have met some fantastic friends for life"

Garry MacCormack, Pupil at Knightswood Secondary School

Scottish Rugby: School of Rugby Case Study Selkirk High School



INTRODUCTION

Scottish Rugby firmly believes that sport can play a powerful role in providing the catalyst to improving the quality of life for young people in communities across Scotland. Rugby can offer young people potentially life changing opportunities to enhance their education and skills, improve their health & wellbeing, and build stronger and safer communities.

School of Rugby Project – Selkirk High School

The Selkirk High School 'School of Rugby' program is currently within its sixth year of delivery and development. In partnership with Selkirk R.F.C, the program is lead and delivered by club development officer Kieran Cooney and supported by Head of P.E Alan Aiken. The SoR is offered as part of a curricular option for S1 – S2 pupils and as an extra-curricular option for S3 upwards. There are currently over 90 players participating within the SoR at Selkirk with the program running across the 3 academic terms.

The participants are offered a number of modules, suitable for each player's stage of development within their school curriculum and rugby career. Modules are split into junior and senior phase options, in addition to the practical delivery of the program. The junior phase focuses on cross curricular activities such as nutrition and tackling health, match reporting and cometary and performance analysis. The senior phase focuses on accreditation awards such as Youth Coaching Course, UKCC Level 1 in Coaching and Refereeing and First Aid in Sport.

"When School of Rugby came along six years ago, it was a program that we really embraced because it was going to strengthen our rugby community as well as developing the players off the field, giving the players extra time and opportunities to develop rugby and key life skills. As a school, its given us something that's a bit different for the curriculum, something that has kept the disengaged students involved and acted as a bit of a carrot" – Graham Marshall, Deputy Rector – Selkirk High School.

Key Issues

A large part of the practical element within both junior and senior phases of the program is the application of strength and conditioning and fitness. This is aimed at promoting injury prevention, development of foundation movements within rugby, to test functional movements along with developing the physical competencies to impact on performance for.

It was quickly identified by development officer Kieran Cooney, after starting his post with Selkirk R.F.C, the lack of a suitable fitness and conditioning facility at the school for use of players within the junior phase of the program. There was no option for pupils to use any conditioning equipment up until the age of U16's where then the players are invited to the club to attend supervised sessions by a qualified coach. Due to space of the club facility, logistics of timetabling and distance from the school to the club gym, these supervised sessions were unable to be extended to the younger age group.

In addition to not having suitable facility for the junior phase at the school, the senior phase S + C sessions had been poorly attended, a common trend within previous SoR years. This was attributed to the location of the gym being 2 miles from the school along with players going home due to the poorer weather or when nights got darker.

Project Outline

In 2014 it was proposed that funding from Scottish Rugby and Scottish Borders partnership agreement would be invested into the creation of a new fitness and conditioning suite at the high school. The suite would be available for use for all pupils and staff along with blocked times for School of Rugby sessions and extra-curricular strength and conditioning classes for the rugby program. Along with funding obtained from school grants, £3500 from the partnership would be invested into purchasing age appropriate conditioning equipment which consisted of a range of free weights, rubbered flooring, Olympic power rack, medicine balls, Olympic bars, kettle bells and Swiss balls. Furthermore, an additional £1000 (£500 for each gym facility) each year would be invested into both the high school and Selkirk R.F.C gym facility to maintain and develop the equipment, providing all players with an excellent additional provision.

Outcome

The new facility was opened in August 2016 and has been a vital addition to the schools sporting and rugby development program. The facility has allowed for an expansion of the SoR curriculum with additional modules being added such as a transition block of Olympic lifting and functional movements for rugby aimed at S1 and S2 pupils. An additional bolt on to the program and something that has been a huge success with the pupils has been the 6 Nations fitness challenge. Running across a 2-week block, the challenge puts players through 6 anaerobic and aerobic fitness tasks with max efforts over a specific amount of time and a points system for participation and placed finishes. Challenges include a max distance 1-minute row, a last man standing core challenge along with max press-ups, sit-ups, squat jumps and chin-ups within a 1 min's timeframe. The winner off the challenge, across the two targeted age groups receives 2 match day tickets to a 6 Nations game of their choice.

In addition to the creation the new facility at the high school, the additional investment into the club gym has allowed for the creation of a membership system, creating a development fund which is committed to the continued reinvestment into both facilities, the continuous improvement of the equipment and the creation of a better training environment for participating in fitness and conditioning. The new gym has also enabled an access by the pupils to appropriate equipment of site of the school and for use during free periods along with access for female SoR members throughout the week.



“The facility has been a fantastic addition to the School of Rugby program and the funding from the partnership agreement has allowed us to invest in both gyms, improving both facilities and given the whole rugby community a facility that allows them to lead an activity lifestyle whilst educating the players for their rugby development. We’ve seen an improvement in the player’s motivation since opening of the gym with boys are now using the facility in their own time and as social groups. We’re now seeing a really confident group of lads transitioning into U15/U16’s program and more players transitioning into the club gym” – Kieran Cooney, Selkirk R.F.C Club Development Officer.

“The new fitness suite has been great for us. We use it when we can’t go on the pitches, in our P.E lessons and on our Tuesday session with Kieran. The sessions are really good and different from our P.E ones with body weight exercises and were learning about injury prevention. The best bit of the gym was when we did the 6 Nations challenge and I was lucky enough to win it” – Robin Lothian – S1



Feedback

“Because of the numbers we have within the town and school, we seem to fly into the wind a bit and have to do absolutely everything we can to combat this issues. The School of Rugby program has given us as a community, the perfect tool in enhancing the development provisions available for the players within school sport. It’s been a huge part of our community program and we’ve even rebranded our primary rugby camps to promote SoR. The program really has been the life blood of our youth rugby and after 6 yrs., we are now seeing the quality of player, and person, transitioning into senior rugby at the club” – John Rutherford, Selkirk R.F.C Chairman, Former Scottish and British and Irish Lions International.

Summary

Since its inception, Selkirk’s School of Rugby has been seen as a huge success for a town with fewer than 6,000 people and a school roll of just under 450. The program, its content and delivery along with investment within the gym facilities and their development has a massive impact on its participants in development not just rugby skills, but key life skills such as resilience, confidence and engagement within school and sport. The addition of the gym is not just a focus on developing the physical competencies of the users, but a focus on the development of the whole child. The use of the new facility has enabled pupils to develop good habits towards their own health and well-being. The developed SoR program has widened their knowledge base and better prepared them to make the right choices and change behaviour.

The program has provided participants the provisions and support to enable them to reach their aspirations and goals, being big or small and more importantly, given them the motivation to potentially seek lifelong participation in sport and lead a healthy and active lifestyle post school life.

“Following the inception of the new gym into the SoR program, we have seen an increase in pupil’s performance attributed to a development of their physical competencies. More importantly, we have seen this increased performance being transitioned into other aspects of their school and personal life. Involvement in these sessions and use of the facilities offered by the SoR program has led to a reported increase in confidence, both physical and mental, allowing the pupils to manage their own body weight more effectively, raising their self-esteem and making them more receptive to challenges and finding solutions” - Alastair Chalmers, Schools & Youth Manager - East

Additional Pictures



Selkirk High School fitness and conditioning facility session



S2 SoR pupils pictured during a Tuesday conditioning session



Selkirk R.F.C club gym, used by SoR U15 – U18 players

ANNUAL REPORT CONCLUSION

CashBack for Communities continues to be a vital programme for Scottish Rugby, providing essential resources to develop and establish effective and innovative programmes which are making a positive impact on young people and their communities. Over time, young people are make progressions into regular physical activity, improving their behaviour and outlook, enjoying an improved educational experience and gaining essential skills for life, learning and work. It is particularly rewarding to see thriving schools and clubs, and numerous young people progressing into education and employment, thanks to the support provided by Scottish Government through CashBack.

APPENDIX 1 – EXPENDITURE

	Marketing			Evaluation			Management		Projects										
Local Authority	Marketing Projected (£)	Marketing Actual (£)	Actual	Evaluation Projected (£)	Evaluation Actual (£)	Actual	Management Projected (£)	Management Actual (£)	Local Staffing Actual (£)	Travel (£)	Equipment & Resources (£)	Training for Staff	Youth Coaching Course	Schools of Rugby (£)	Officer support for SoR	Officer Support for other projects (£)	Projects (Incl SoR)	Projects (Excl SoR)	Total
Aberdeen City	313	281		885	885		469	1,875	7,000	625	853	301	0	0	0	1,266	10,045	10,045	13,086
Aberdeenshire	313	281		885	885		469	1,875	19,500	1,025	853	602	0	0	0	1,266	23,246	23,246	26,287
Angus	313	281		885	885		469	1,875	5,000	625	853	150	0	0	0	1,266	7,895	7,895	10,935
Argyll and Bute	313	281		885	885		469	1,875	7,500	625	853	150	0	8,000	1,350	1,266	19,745	10,395	22,785
Clackmannanshire	313	281		885	885		469	1,875	6,000	625	853	301	0	7,000	1,350	1,266	17,395	9,045	20,436
Dumfries and Galloway	313	281		885	885		469	1,875	15,000	625	853	451	0	8,030	1,350	1,266	27,575	18,195	30,616
Dundee City	313	281		885	885		469	1,875	9,000	625	853	301	0	0	0	1,266	12,045	12,045	15,086
East Ayrshire	313	281		885	885		469	1,875	4,000	625	853	301	0	15,000	2,700	1,266	24,745	7,045	27,786
East Dunbartonshire	313	281		885	885		469	1,875	6,000	625	853	301	0	0	0	1,266	9,045	9,045	12,086
East Lothian	313	281		885	885		469	1,875	14,500	625	853	752	0	26,000	5,400	1,266	49,396	17,996	52,437
East Renfrewshire	313	281		885	885		469	1,875	2,000	625	853	150	0	0	0	1,266	4,895	4,895	7,935
Edinburgh, City of	313	281		885	885		469	1,875	25,500	625	853	1,053	0	10,500	1,350	1,266	41,147	29,297	44,188
Eilean Siar	313	281		885	885		469	1,875	500	625	853	0	0	11,000	1,350	1,266	15,594	3,244	18,635
Falkirk	313	281		885	885		469	1,875	5,000	625	853	150	0	12,500	1,350	1,266	21,745	7,895	24,785
Fife	313	281		885	885		469	1,875	10,000	625	853	301	0	1,000	1,350	1,266	15,395	13,045	18,436
Glasgow City	313	281		885	885		469	1,875	32,000	625	853	752	0	13,000	4,050	1,266	52,546	35,496	55,587
Highland	313	281		885	885		469	1,875	6,667	625	853	451	0	0	0	1,266	9,862	9,862	12,903
Inverclyde	313	281		885	885		469	1,875	7,500	625	853	150	0	0	0	1,266	10,395	10,395	13,435
Midlothian	313	281		885	885		469	1,875	3,000	625	853	150	0	12,500	1,350	1,266	19,745	5,895	22,785
Moray	313	281		885	885		469	1,875	7,500	625	853	150	0	0	0	1,266	10,395	10,395	13,435
North Ayrshire	313	281		885	885		469	1,875	11,000	625	853	451	0	13,000	4,050	1,266	31,245	14,195	34,286
North Lanarkshire	313	281		885	885		469	1,875	21,000	625	853	451	0	10,750	1,350	1,266	36,295	24,195	39,336
Orkney Islands	313	281		885	885		469	1,875	7,500	625	853	150	0	0	0	1,266	10,395	10,395	13,435
Perth and Kinross	313	281		885	885		469	1,875	7,500	625	853	451	0	10,000	1,350	1,266	22,045	10,695	25,086
Renfrewshire	313	281		885	885		469	1,875	7,500	625	853	150	0	0	0	1,266	10,395	10,395	13,435
Scottish Borders	313	281		885	885		469	1,875	31,000	625	853	1,505	0	12,500	6,750	1,266	54,499	35,249	57,539
Shetland Islands	313	281		885	885		469	1,875	0	625	853	0	0	0	0	1,266	2,744	2,744	5,785
South Ayrshire	313	281		885	885		469	1,875	5,000	625	853	451	0	25,000	2,700	1,266	35,895	8,195	38,936
South Lanarkshire	313	281		885	885		469	1,875	12,000	625	853	602	0	0	0	1,266	15,346	15,346	18,387
Stirling	313	281		885	885		469	1,875	7,000	625	853	451	0	7,000	1,350	1,266	18,545	10,195	21,586
West Dunbartonshire	313	281		885	885		469	1,875	7,500	625	853	150	0	0	0	1,266	10,395	10,395	13,435
West Lothian	313	281		885	885		469	1,875	8,000	625	853	301	0	0	0	1,266	11,045	11,045	14,086
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	9,000		0	28,305		0	60,000	318,167	20,400	27,312	12,036	0	202,780	40,500	40,500	661,695	418,415	759,000

APPENDIX 2 – LOCAL AUTHORITY DELIVERY

Please note that this is the total delivery carried out by the Development Officer network which is part-funded by CashBack, and also depends on significant investment by a range of other partners including Scottish Rugby, clubs, local authorities and other funding bodies.

LA	Primary Schools					Invested £	Secondary Schools					Invested £	Sanity Check		Club Development			Invested £
	Sessions	Hours	Attendance	Male Individuals	Female Individuals		Sessions	Hours	Attendance	Male Individuals	Female Individuals		School Role	% of School Role	Sessions	Hours	Attendance	
Aberdeen City	20	16	540	75	75	1,973	91	103	1,657	301	94	10,345	85,808	3%	6	12	44	768
Aberdeenshire	277	363	10,289	1,695	1,611	6,224	455	647	8,769	876	188	10,472	136,248	13%	393	696	3511	9251
Angus	163	144	1,955	600	310	4,272	113	134	2,252	737	92	6,215	60,508	11%	18	21	246	448
Argyll and Bute	323	357	3,785	1,009	968	5,710	277	310	4,543	913	469	5,014	43,032	31%	159	232	3974	2712
Clackmannanshire	133	135	1,196	280	47	1,950	642	852	9,842	1,293	528	9,650	26,408	33%	30	89	586	395
Dumfries and Galloway	275	321	6,492	1,326	1,259	4,250	531	690	10,191	1,998	542	9,170	76,552	27%	450	914	7242	7816
Dundee City	145	148	2,740	1,384	1,060	7,432	105	119	1,886	421	6	6,210	69,448	17%	27	49	591	1444
East Ayrshire	304	225	4,606	883	825	1,578	1,346	1,633	15,957	1,695	447	7,097	64,260	24%	280	484	2703	1375
East Dunbartonshire	170	168	4,049	551	472	3,813	318	333	3,845	657	80	5,425	63,740	11%	137	228	1912	2788
East Lothian	371	435	9,788	2,316	1,691	3,865	1,382	2,176	18,193	3,119	350	14,421	53,864	56%	242	386	4817	2752
East Renfrewshire	131	205	3,413	1,167	570	2,943	197	392	2,569	1,114	236	4,518	64,592	19%	23	61	719	474
Edinburgh, City Of	775	769	34,992	2,870	2,308	8,972	1,319	1,833	9,607	4,324	1,701	17,578	180,196	25%	289	493	5738	5645
Eilean Siar	0	0	0	0	0	0	0	0	0	0	0	0	14,004	0%	0	0	0	6285
Falkirk	211	206	4,886	1,635	1,471	2,727	338	386	5,363	1,088	354	3,914	83,508	22%	351	426	2825	4211
Fife	822	677	16,673	2,049	1,627	7,019	763	901	19,874	2,788	1,622	6,659	191,392	17%	263	437	3251	2407
Glasgow City	754	795	18,669	5,803	5,675	16,921	791	1,026	16,614	8,046	2,538	18,525	259,232	34%	78	117	1481	1851
Highland	109	112	2,640	428	348	1,651	186	184	2,467	381	242	4,039	123,644	5%	54	109	896	7213
Inverclyde	99	100	2,383	431	438	4,676	29	33	850	260	265	2,247	40,744	14%	111	232	1536	6064
Midlothian	537	430	12,831	2,364	2,414	6,200	172	225	3,380	841	516	2,051	47,248	52%	28	60	382	315
Moray	258	236	5,255	1,201	1,028	7,112	86	116	628	392	97	2,449	47,844	23%	112	205	2176	3874
North Ayrshire	410	382	9,031	1,299	1,061	4,967	964	1,054	8,322	1,931	845	11,229	73,540	28%	63	102	662	727
North Lanarkshire	129	232	4,999	1,629	1,561	10,579	173	313	3,955	1,642	542	11,874	195,380	11%	23	41	396	1795
Orkney Islands	30	37	459	130	114	3,778	46	58	441	73	8	3,154	10,664	12%	66	102	1650	6503
Perth and Kinross	242	367	8,872	1,526	1,359	5,666	237	320	6,814	1,277	789	6,403	70,116	28%	63	96	622	1667
Renfrewshire	312	332	5,705	2,366	0	6,963	326	372	5,481	2,892	0	6,073	93,332	23%	0	0	0	0
Scottish Borders	395	566	11,100	1,901	1,455	5,238	1,642	2,155	27,708	3,537	636	22,997	58,868	51%	704	1530	16624	9927
Shetland Islands	0	0	0	0	0	0	0	0	0	0	0	0	12,912	0%	0	0	0	5785
South Ayrshire	339	414	10,017	2,857	2,168	1,646	2,006	1,954	34,229	6,551	2,066	8,307	56,804	96%	261	337	5075	1127
South Lanarkshire	430	439	11,842	4,557	4,381	8,265	309	395	4,810	1,750	430	6,909	172,684	26%	106	139	983	2517
Stirling	138	125	3,295	1,099	1,102	4,158	230	276	6,445	2,574	1,038	7,309	49,400	47%	62	103	1191	1770
West Dunbartonshire	169	179	3,385	1,523	1,207	7,057	40	72	631	543	88	1,649	49,248	27%	0	0	0	4730
West Lothian	174	184	4,499	1,061	999	2,543	476	524	6,519	2,732	606	6,676	104,420	21%	322	394	3905	4570
	8,645	9,096	220,386			160,150	15,590	19,583	243,842			238,577	2,679,640	804%	4,721	8,091	75,738	109,205

APPENDIX 2 – LOCAL AUTHORITY DELIVERY, continued

LA	Youth Coaching Course		Invested	Street Rugby		Invested	Referral Groups		Invested	Schools of Rugby					Invested
	Session	Individuals	£	Sessions	Attendance	£	Sessions	Attendance	£	Sessions	Hours	Attendance	Male Individuals	Female Individuals	£
Aberdeen City	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aberdeenshire	12	144	226	4	23	113	0	0	0	0	0	0	0	0	0
Angus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Argyll and Bute	0	0	0	0	0	0	0	0	0	256	256	5888	92	0	9,350
Clackmannanshire	0	0	0	8	80	91	0	0	0	256	256	3840	60	0	8,350
Dumfries and Galloway	0	0	0	0	0	0	0	0	0	256	256	6656	88	16	9,380
Dundee City	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
East Ayrshire	6	138	36	0	0	0	0	0	0	512	512	8704	96	40	17,700
East Dunbartonshire	0	0	0	0	0	0	6	0	60	0	0	0	0	0	0
East Lothian	0	0	0	0	0	0	0	0	0	1024	1024	5888	92	0	31,400
East Renfrewshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Edinburgh, City Of	6	0	143	0	0	0	0	0	0	256	256	5632	88	0	11,850
Eilean Siar	0	0	0	0	0	0	0	0	0	256	256	4608	72	0	12,350
Falkirk	6	108	84	0	0	0	0	0	0	256	256	5888	92	0	13,850
Fife	0	0	0	0	0	0	0	0	0	256	256	0	0	0	2,350
Glasgow City	42	498	1015	5	66	102	6	76	123	768	768	21504	332	4	17,050
Highland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Inverclyde	0	0	0	8	43	448	0	0	0	0	0	0	0	0	0
Midlothian	24	240	369	0	0	0	0	0	0	256	256	6656	104	0	13,850
Moray	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
North Ayrshire	18	264	255	0	0	0	5	68	58	768	768	9728	120	32	17,050
North Lanarkshire	0	0	0	15	162	2987	0	0	0	256	256	4608	60	12	12,100
Orkney Islands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Perth and Kinross	0	0	0	0	0	0	0	0	0	256	256	3328	52	0	11,350
Renfrewshire	18	84	366	0	0	0	3	0	34	0	0	0	0	0	0
Scottish Borders	6	60	127	0	0	0	0	0	0	1280	1280	25088	392	0	19,250
Shetland Islands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
South Ayrshire	12	0	38	0	0	0	20	300	118	512	512	19456	220	84	27,700
South Lanarkshire	18	426	474	12	73	222	0	0	0	0	0	0	0	0	0
Stirling	0	0	0	0	0	0	0	0	0	256	256	4096	64	0	8,350
West Dunbartonshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
West Lothian	0	0	0	0	0	0	24	110	297	0	0	0	0	0	0
	168	1,962	3,134	52	447	3,964	64	554	690	7,680	7,680	141,568	2,024	188	243,280