

Hampshire RFU AFGM & Clubs Meeting

Romsey RFC

Monday 10th November 2025

Wifi: gangerfarm2025

AFGM



Approval of HRFU accounts 2024



Any questions (non voting)

Clubs Meeting

 RFU Club Developer Update

 Hampshire RFU Vision, Mission and Values

 Progress to date – what has been achieved

 Upcoming projects – core activity and new projects

 Announcements & What's next

 Feedback & Networking



England
Rugby

Club Developer Update

Alex Roe – RFU Club Developer (Hants & IOW / Sussex)

12 months ago....

GAME AND CLUB AUDIT 2024 – KEY TAKEAWAYS

'In a better position than 12 months ago'
(23 clubs)

66% of
Clubs

Adult Male R & R

31 out of 35 Clubs answered yes to having enough players to fulfil fixtures

89% of
Clubs

Youth/Minis (Male&Female)

19 clubs answered No to having enough numbers at there clubs in both/one of these areas

54% of
Clubs

Revenue Generation / Sponsorship / Grants

One or more was identified as a need by 26 clubs

75% of
Clubs

Volunteer R&R (On Field/Off Field/Match Officials/Coaches)

31 clubs responded as an area of need

89% of
Clubs



Our Response

Youth and Minis (B&G)

- Schools Delivers
U6-U12 Deliverer Pilot
School Rugby Manager (SRM)
- T1 Rugby Training (U12 Girls pilot)
- Girls Activity days & RugbyFest
- Girls Guides and Scouts (and others) –
National Community Partnerships
- U14-U18 Coach Mentoring @ 2 Clubs
- Girls Rugby - 'Focus' Clubs

Revenue Generation

- F2F Eastleigh RFC Revenue
Generation Workshop
- RFU Generation Role in
Hampshire (18 Month Pilot)
- RFU National - Rugby Club
Business Network

Volunteers R & R

- RFU Volunteer Recruitment
Grants (£500)
- Coach and Match Official
Vouchers (W&G) – Impact25
- Womens Leadership
Programmes
- CB Innovation Fund – Young
Match Officials



Other Recent Key Club Investments

Impact25 Funding Facilities (last 12 months only)

2 clubs - Changing Rooms

2 clubs Social Space Upgrades (6 total)

Sanitary Packages / Toilet Upgrades

2 clubs - Small Grants Programme Facilities

Resource Packs for Clubs who registered and delivered;

T1 Rugby Girls Pilot

Girls Activity Days

RugbyFest

Try Love Rugby

+ more





*F2F Rev Gen Workshop @
Eastleigh in Feb 2025*



*RugbyFest Event at Trojans
RFC Oct 2025*

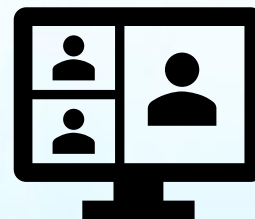


*T1 Rugby Training @
Aldershot & Fleet RFC Sep
2025*

Club Drop Ins (Alton/Romsey/Fareham Heathens)
+
Club Developer follow ups

**Bespoke GMS Webinars
- Hants / Sussex**

15+ H&IOW
clubs
represented at
least once on
RFU National
Webinars
(Spring/Autumn
2025)



Remaining Autumn 25 Webinars

Reduce costs & Maximize your Supply Chain with 'One Club'	19 th November 7pm-8pm
Age Grade Discipline	24 th November 7pm-8pm

**BOOK HERE AT
HAMPSHIRE RFU
WEBSITE**



Themes and Trends from 25/26 survey



Initial Trends from 25/26 Survey

29 responses from Club Volunteers (5th November) – from 24 clubs (and another couple come in since)

Responders who had ‘spoken to Committee’ before submitting– 18 (16 Clubs) – Great work!

5 Clubs had duplicate responses – improvement from last year!

21 said their club was in a Better position than last year - 72% compared to (66%) last year.

‘about the same’ (24%)

‘Worse position’ (3%)

Top areas of need

1st - Player Recruitment – 55%

2nd – Rev Gen – 51%

3rd - Player Retention – 48%

4th – Volunteers – 41% - (*Drop off from last year – previously selected 89%*)

5th – Education / Community – 31%



Initial Trends from 25/26 Survey

Initial trends

Clubs overall indicate a **stronger position** than 12 months ago

-

Less clubs who responded saying they were in a worse position than 12 months ago

The Key areas of **Player recruitment, retention, rev gen and volunteers** remain high in support needed for clubs.
Adult Male, Colts, U12 Girls and Adult Women key sections in R&R mentioned.

Rev Gen – **‘Grant Funding’** and **‘Events/Facility hire’** support scoring high

This year survey = more info on real needs of clubs – e.g. specific AG teams / Rev Gen broken down
– please feedback in the networking

Next Steps



Others RFU investment - Upcoming

Business Opps Workshop (Renewables)

Floodlights Programme Yr 1

Further National School Rugby Manager Rollout

Rev Gen Role for HRFU and roll out

+

RFU Strategy (2030)



A MASSIVE.....



FOR ALL THE INPUT INTO THE CLUB NEEDS SURVEY THIS YEAR AND GROWING OUR GAME

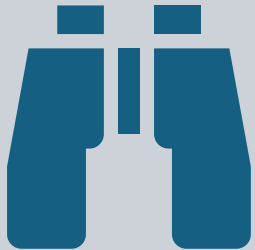
PLEASE CONTINUE TO REACH OUT TO MYSELF, RFU LSE DEVELOPMENT TEAM AND YOUR CB FOR ANY SUPPORT YOU NEED.

ALEX ROE – ALEXROE@RFU.COM & 07526 907822



Hampshire RFU – Building for the future

Vision



To unite and empower Hampshire's rugby community by fostering participation, living our values, and inspiring excellence — on and off the field.

We strive to enrich lives through rugby, build lasting connections, and lead as the most inclusive, effective, and efficient volunteer-driven body within the RFU.

Mission



Our mission is to continue to modernise the governance, delivery, and growth of the game by:



Enhancing the rugby offer across all ages and formats.



Increasing investment and resources for our community.



Optimising the time, talent, and impact of our volunteers.

Mission measures



Enhancing the rugby offer across all ages and formats.

Headline measure:

- Registered player growth (retention + new)
 - Enabling measures – TBC
- ***Where are we now: Total registered players: 11,645 (Nov 25)***
 - *Adult: 3,515, Age Grade: 8,130*
 - *Adult Male: 2,722*
 - *Adult Female: 743*
 - *Boys: 6,958*
 - *Girls: 1,172*

Mission measures



Increasing investment and resources for our community.

Headline measure:

- Increased investment into rugby in Hampshire
 - Enabling measures – TBC
- ***Where are we now: £64,315 new investment secured***

Mission measures



Optimising the time, talent, and impact of our volunteers.

Headline measure:

- Improved club satisfaction survey results
 - Enabling measures – TBC

➤ ***Where are we now:***



(Club Development Survey 2025)

Values & Behaviours

Teamwork: *Collaborative decision-making: Encourage open discussions and consensus-building across the board to make well-rounded decisions.*

Respect: *Stakeholder engagement: Listen to and value the opinions of clubs, players, and supporters in the decision-making process.*

Enjoyment: *Positive leadership: Create a motivating environment that encourages enthusiasm for the growth of rugby at all levels.*

Discipline: *Accountability: Hold all board members accountable for their roles, ensuring tasks are completed on time and with high standards.*

Sportsmanship: *Ethical governance: Ensure decisions are made with integrity and fairness, upholding the values of rugby both on and off the field.*

Progress to date - Governance

- Monthly new board meetings
- New Vision / Mission established
- Ambitious and vigorous process to shape Directorate plans
- Meeting new Chairs and a deep dive with Guernsey RFC
- RFU 2030 strategy consultation
- CGF and Regional Growth Boards consultation

Progress to date - People

- **Optimising the time, talent, and impact of our volunteers:**
 - Coaching Lead & Volunteering Lead adverts developed — strengthening the team.
 - Improved transparency in recruitment; emphasis on collaboration across directorates.
- **Enhancing the rugby offer across all ages and formats:**
 - Launch of new *Ready2Ref* courses in partnership with HRR/HRFU — including a *Women & Girls* course.
 - Self nominated for RFU Deep Dive into D&I.

Progress to date – Club Investment

- **Increasing investment and resources for our community:**
 - Succession planning with HRFU Facilities lead.
 - Rev Gen consultant recruitment.
 - Working with RFU to establish a Business club workshop.
 - Business approaches to support Hampshire Rugby Force.

Progress to date – Adult Rugby

- **Enhancing the rugby offer across all ages and formats:**
 - Working with Club Reps to better communicate and listen to needs of the adult game.
 - Cross boundary CB meetings exploring future of representative rugby
 - Recruitment of Hampshire RFU Rep Rugby Lead.
 - Oversight of competition structures for 2025.

Progress to date – Youth Rugby

- **Enhancing the rugby offer across all ages and formats:**
 - Schools rugby - 4 secondary schools launching rugby programmes; 7 primary schools hosting T1 taster sessions.
 - Planning underway for KS3 Girls festival.
 - New people in place to deliver junior competition with various communications set up to connect relevant people
 - Significant review on Rules & Regs document with revised presentation to make it more accessible to volunteers
 - Youth forum, designed to focus on key issues and provide a sounding board for youth volunteers, delivered with more planned.
 - New Rep Rugby Lead and full age grade coaching structure in place.
 - Rep rugby: U17 Boys/U18 Girls/U18 Boys: 180+ players assessed.
 - U16 Girls PDG: record engagement and improved transparency.

Progress to date – Compliance

- **Enhancing the rugby offer across all ages and formats:**
 - Full Regulation 9 compliance achieved.
 - POOAG, Club and Player Approvals.
 - Successful auditing of Safeguarding and RugbySafe.
 - Continued oversight of discipline trends.

Progress to date – Finance

- **Optimising the time, talent, and impact of our volunteers:**
 - Integration of Xero.
 - Engagement of a bookkeeper.
 - New reporting system for directorates established.
- **Increasing investment and resources for our community:**
 - Direct support to directorates in the detailed planning of core and new ideas for 2025.
 - RFU reporting complete for PFR funding.

Progress to date – Executive

- **Optimising the time, talent, and impact of our volunteers:**
 - New Hampshire RFU What's App community.
 - Continued website development.
- **Increasing investment and resources for our community:**
 - Induction and support of Schools Rugby Manager.
 - Recruitment of Revenue Generation Consultant.
 - RFU Delivery partner for Girls 9-11 event.
 - £1,300+ income from new associate members (£4,135 from historical)
 - GRR2 national involvement – Voice of the game
 - Leveraging for 2 x more School Rugby Manager's in Hampshire.

Core business

Business as usual:

- ✓ Strategic leadership and representation
- ✓ Coaching CPD / Conference
- ✓ Volunteer recognition
- ✓ Competition delivery
- ✓ Compliance oversight (regulations 5/9/15/19/21)
- ✓ Approvals (camps, tours, event, club, POOAG)
- ✓ Communication and promotion
- ✓ Representative Rugby Programmes
- ✓ Girls U16 PDG delivery

Upcoming projects

Directorate	Project	Mission impact
Youth Rugby	Young Ambassadors	Enhancing the rugby offer across all ages and formats
Youth Rugby	Process optimisation	Optimising the time, talent, and impact of our volunteers
People	Widen Participation	Enhancing the rugby offer across all ages and formats
People	Good governance	Optimising the time, talent, and impact of our volunteers
Central	Branding	Increasing investment and resources for our community
Youth Rugby	Rep Rugby	Enhancing the rugby offer across all ages and formats
Club Investment	Club Workshops	Increasing investment and resources for our community
Club Investment	Hampshire Rugby Force	Increasing investment and resources for our community
Compliance	Conference	Enhancing the rugby offer across all ages and formats
People	Chair CPD	Optimising the time, talent, and impact of our volunteers

Announcements

Social media and communications

What's app community established including new 'Club Hubs' & Mini/Youth Chairs.

Hampshire RFU Community Group on Facebook – encouraging more engagement and celebration.



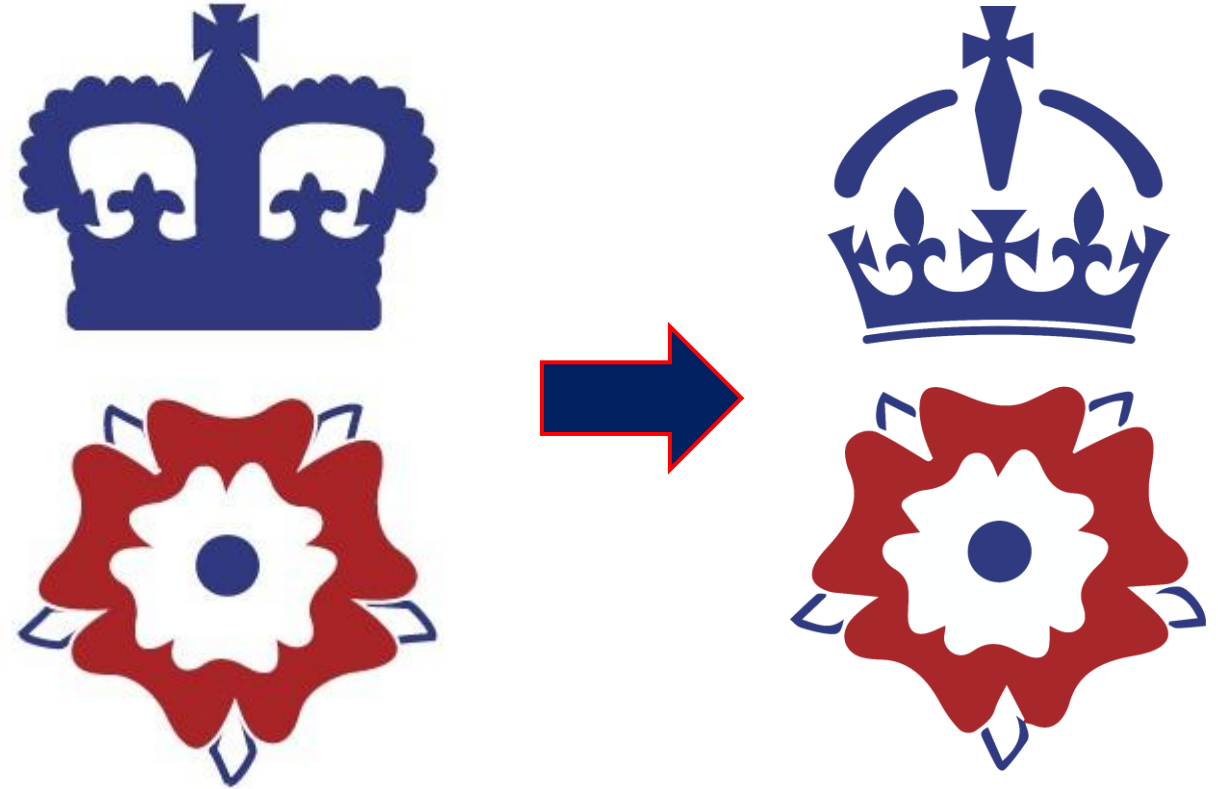
***Optimising the time, talent, and impact of our
volunteers + Enhancing the rugby offer across all ages
and formats***

Announcements

Updated Hampshire RFU logo

In keeping with new monarch whilst retaining history and identity as 'Hampshire'.

Enhancing the rugby offer across all ages and formats + Increasing investment and resources for our community



Announcements

New kit partnership

With Kitworld, supplying Mako clothing for on and off field.

Income generation worth a projected £6,000 to Hampshire RFU over 4 years.

Enhancing the rugby offer across all ages and formats + Increasing investment and resources for our community



Announcements

Revenue Generation Consultant.

£69,000 of investment secured for Hampshire.

Only current CB pilot.

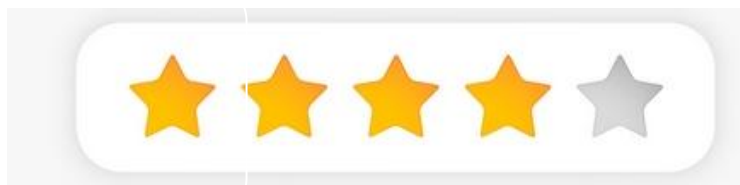
Enhancing the rugby offer across all ages and formats + Increasing investment and resources for our community

Revenue



Club Development Survey

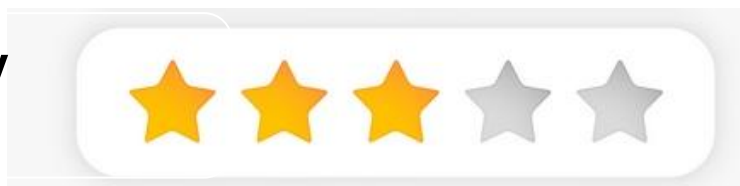
**Safeguarding
Player Welfare
Discipline**



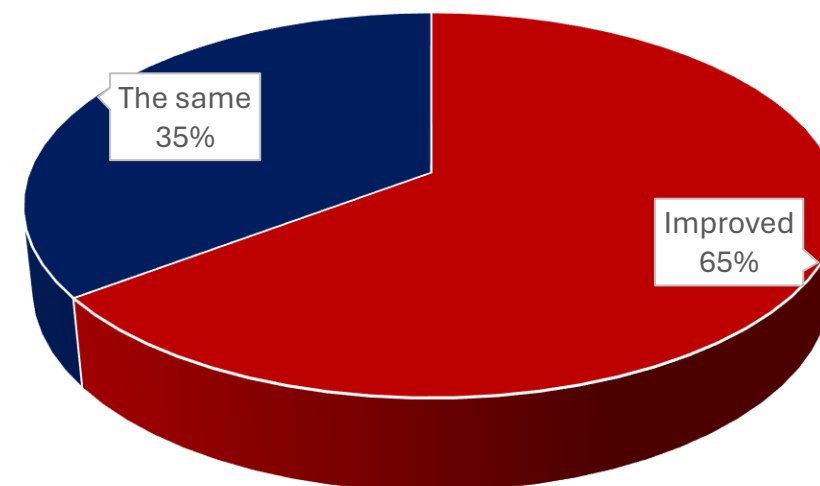
**CB approvals
Coaching
Information sharing
Volunteering
Competitions/Festivals**



**Representative rugby
Small grants**



**How would you rate HRFU
support and services
compared to 12 months ago?**



Club and HRFU Board networking

Feedback & Questions