

## Linlithgow Rugby Club

### One Club Vision (2026-2030)

Linlithgow Rugby Club will be a fully inclusive and sustainable amateur rugby club with modern training and playing facilities and a fully developed coaching set up covering structured rugby and related skills development for players of all ages and genders. The Club 1<sup>st</sup> XV seeks to play at the highest possible sustainable level within Scottish Rugby as an amateur Club.

The Club will be a family club providing a social hub for playing and non-playing members. **It will be a focal point for major community events, including the Linlithgow Civic Festival and the Town Fireworks Night. It will continue to develop links** with the wider Linlithgow community with key links and partnerships involving local schools, community organisations and sports clubs to promote fitness, wellbeing and active participation thereby fostering increased overall community spirit.

The Club will ensure that the most appropriate and effective governance and organisation structures are in place to support the triple ambitions of growth, inclusivity and sustainability.

## Key Objectives (2026 to 2030)

### Good Governance and Financial Sustainability

- **Maintain good** governance structures and accounting systems to ensure efficient and effective operation of the charity, with a wholly owned subsidiary trading company.
- Ensure that the Club remains financially sustainable by generating sufficient income to ensure the ongoing development and maintenance of all Club facilities while also ensuring that all costs are effectively controlled in the running of the operation.
- Create an environment where the members **are identified and actively encouraged** to participate in the running of the Club bringing their relevant skills and experience to bear.

### Playing - Adult

- The Reds' 1<sup>st</sup> XV to achieve **promotion to and consolidate in National League 3** by playing effective, competitive and enjoyable rugby.
- The Reds' 1<sup>st</sup> XV to **reach the latter stages** of a national cup competition.
- The Reds' 2<sup>nd</sup> XV to play a full programme of fixtures during the season involving a mixture of league and non-league fixtures.
- Ensure that Linlithgow Rugby Club is the club of choice for all adult players who live and/or work in the town or within easy travel distance of Linlithgow.
- Ensure that an effective transition process is in place to support young players as they transition from youth to senior rugby.
- Develop a player recruitment strategy to attract new players into the Club.
- Develop a player retention strategy to retain players within the Club, in particular to drive more regular availability from players to assist selection of teams.
- Sustain Tartan Touch and other new forms of rugby with a view to identifying potential players for all Club teams, as well as being enjoyable in their own right.

- Sustain Walking Rugby as a fun activity for all over 60s.
- Develop and improve the playing of rugby through the incorporation of Scottish Rugby's Values at all levels.

## **Playing - Youth**

- Each Micro and Mini group level to field at least 2 teams on a regular basis.
- Each of the 5 key age groups at secondary school to field at least 1 team on a weekly basis.
- School teams to achieve success in their relevant Conference structure.
- Ensure that Linlithgow Rugby Club is the club of choice for all young people within easy travel distance of Linlithgow.
- Sustain the School of Rugby at Linlithgow Academy in partnership with the school and Scottish Rugby and expand the development of rugby into local primary schools.
- Ensure that all Youth coaches have recognised coaching qualifications and access to a coach development pathway to enhance their skills. Organise specific and regular practical coach development sessions led by CDO and ADO across all age groups.
- Develop young leaders and community coaches through a broad programme of sport, health and well-being through rugby
- Ensure that coaches are operating with the age group most suited by their skills and experience.
- Re-establish girls rugby within the Club including plans for competitive rugby either standalone or in partnership with other schools or clubs.
- Ensure that Tiny Reds rugby continues to grow and develop as the feeder to the Micro section.
- Develop and improve the playing of rugby through the incorporation of Scottish Rugby's Values at all levels

## **Club Facilities**

- Deliver and effectively operate a good quality venue that is fit for purpose to support the Rugby Club and its wide range of community activities.
- Ensure that all facilities are well maintained, managed and promoted effectively on an ongoing basis.

## **Volunteers**

- Sustain and strengthen the Club's volunteer base by encouraging and supporting people to assume clearly defined roles within a simple organisation structure. Roles should be able to be performed with no traditional gender preference.
- Ensure that succession planning is regularly reviewed by the Board so that the main roles within the Club are being made attractive to engage people who in particular may not have been previously involved. Part of this process will include the ongoing review of the suitability of the overall organisation structure within the Club.

## **The Club as an 'Employer' of Paid and Unpaid People**

- The Club will aim to be a 'good employer' for all permanent and temporary staff. We will also employ this approach for all of our unpaid volunteers. The Club will be guided by Scottish Rugby's values led approach and general good practice in achieving this objective.

## **Communication**

- Ensure that Club is welcoming, encouraging and open to all.
- Build on the current weekly communications cycle and ensure that all Club members feel informed, listened to and involved.
- Ensure that all internal and external messaging is clear, simple, meaningful and timely.