

# RugbyWorks Girls Theory of change

APPROACH >	ASSUMPTION >	ASSETS >	VEHICLE OF CHANGE >	INTERMEDIATE OUTCOMES >
Our cornerstones of delivery	We do this because	Strengths of our young girls	Activities we use to facilitate change	What it means for our young girls
<b>Developing life skills</b>	<ul style="list-style-type: none"> <li>In recent years the rates of girls being excluded from schools have significantly increased.</li> <li>- Ref 2</li> </ul>	<ul style="list-style-type: none"> <li>However, they do engage enthusiastically when exposed to female role models that they can look up to and develop authentic, trusted credible adult relationships with.</li> </ul>	<ul style="list-style-type: none"> <li>Rugby-Based Learning – Constraints led approach focused on developing key life skills specific to girls and delivered by female coaches</li> <li>Theory-Based Learning/Online Content Sessions Designed around the completion of Sports Leaders Award delivered by female coaches</li> </ul>	<ul style="list-style-type: none"> <li>Development of key life skills; communication, teamwork, problem-solving, self-management and self-belief.</li> <li>Accredited sports leadership award.</li> <li>Empower girls through their involvement in the design &amp; delivery of our sessions.</li> </ul>
<b>Raising aspirations</b>	<ul style="list-style-type: none"> <li>From as young as the age of 7, girls start to develop stereotypes surrounding what constitutes girl jobs and boy jobs, limiting their career aspirations.</li> <li>Girls lack female sporting role models and exposure to women playing sports in the media.</li> <li>- Ref 3, 8, 12</li> </ul>	<ul style="list-style-type: none"> <li>When given different opportunities and exposed to women in male-dominated sectors, our girls begin to change their attitudes towards traditional gender roles and their career aspirations.</li> </ul>	<ul style="list-style-type: none"> <li>In-Person/Virtual – Career Taster Days</li> <li>In-Person/Virtual – Work Experience</li> <li>In-Person/Virtual – Employability Sessions</li> <li>Social Media Campaigns run with a specific lens on the issues young girls face.</li> </ul>	<ul style="list-style-type: none"> <li>Believe that they can achieve any job role that they desire</li> <li>Greater confidence in their own skills and improved self-belief and self-motivation</li> <li>Increased work readiness and experience of the workplace.</li> </ul>
<b>Improving physical wellbeing</b>	<ul style="list-style-type: none"> <li>Only 10% of girls meet the Chief Medical Officer's recommendation of 60 mins of moderate to vigorous intensity physical activity per day.</li> <li>Girl-only sport sessions promote more self-efficacy and learning.</li> <li>- Ref 9, 10, 11</li> </ul>	<ul style="list-style-type: none"> <li>Our girls are confident to take part, try new activities and are willing to participate in a variety of sports when they feel comfortable in their environment.</li> </ul>	<ul style="list-style-type: none"> <li>Weekly girls only rugby sessions led by female coaches</li> <li>Girls-only rugby tournaments</li> <li>Outside of term time activities specifically for girls led by female coaches</li> </ul>	<ul style="list-style-type: none"> <li>Develop a sense of physical well-being and increase skills</li> <li>Encourage activity outside of school</li> <li>Encourage girls to reach guideline levels of physical activity a day.</li> </ul>
<b>Focus on mental wellbeing</b>	<ul style="list-style-type: none"> <li>Girls and young women are 3x more likely to have a common mental health problems like anxiety or depression and eating disorders compared to their male counterparts.</li> <li>Body image and body perception is a key topic in pre-adolescent females that can affect mental health.</li> <li>- Ref 3, 6, 7</li> </ul>	<ul style="list-style-type: none"> <li>When educated on mental health and well-being girls are more likely to actively seek help and support.</li> </ul>	<ul style="list-style-type: none"> <li>In-Person/Virtual – Group /1-1/ Mentor</li> <li>Sessions with trusted credible female RugbyWorks coaches</li> <li>In-Person/Virtual – Workshop Based Learning – Workshops designed to promote positive health and wellbeing specifically of young girls.</li> </ul>	<ul style="list-style-type: none"> <li>Create a safe and trusted environment for girls</li> <li>Increased resilience</li> <li>Improved subjective mental well-being.</li> </ul>

**End Goal Outcomes for young girls**

Once our young girls have completed their journey with us they are more likely to be in sustained Education, Employment and Training throughout their life.

Our young girls are also equipped with the skills, experience and attitudes to live a positive productive life.

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