


Dallaglio
RugbyWorks



2021-22

Social Impact Report

At Dallaglio RugbyWorks, all aspects of our work deliver our Theory of Change which focuses on; ① Developing Life Skills, ② Raising Aspirations and ③ Improving Physical Health and ④ Improving Mental Wellbeing.



1 Term-time

62% of young people in AP progress into sustained EET compared to 94%¹ from mainstream schools but we are pleased to report that 89% of young people graduating from RugbyWorks Term-Time achieve sustained Education Employment or Training post 16

3 Evening

63% of the prison population have been excluded from school³ but 96% of our young people enjoy their time with us in sessions and trust their coaches enough to attend future sessions

All contribute to

5 Turning a societal cost into a benefit

The estimated lifetime cost to the state of excluding a young person is £370,000⁵ and Dallaglio RugbyWorks' helped 604 young people in 21/22 to get out of the exclusion cycle and enable them to be positive contributors to society thus creating an SROI of £78.2m

All contribute to

2 Holiday

By 25, only 23% of free school meal recipients earn more than the annual equivalent of Living wage, versus 43.5% of those that weren't eligible² and 60% of our young people are on free school meals but Dallaglio RugbyWorks provided 1667 meals across England & Wales last year to those attending our holiday provisions

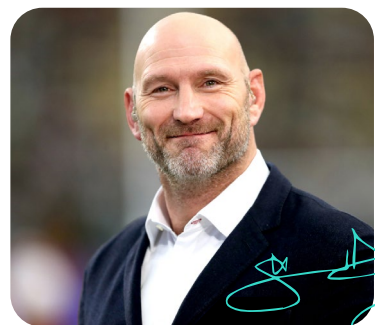
4 Girls

Overall, youth male sport participation rates (80%) are significantly higher than females (20%)⁴ but 7 of our girls from one cohort loved the sessions so much they have gone on to play in a 7-a-side Rugby Union match representing their school and joined their local rugby team Merthyr Steelers

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Introduction

Letter from Lawrence and Ian



Lawrence Dallaglio, Founder



Ian McAulay, Chair of Trustees

The pandemic has caused several long-lasting and disastrous effects on young people. Since 2020, general school absence has risen from 5% to 13%⁶ whilst first-time fixed-term exclusions are up 13% from 2019⁷. Between 2020 and 2021, 4000 students were permanently excluded from mainstream educational institutions⁷. As we leave the pandemic behind, we also leave a wave of increased disadvantage for the most vulnerable young people in the United Kingdom. This means our work and our partnerships with schools and alternative provisions are needed now more than ever.

Something we want to highlight in this impact report is the stories of our young people that inspire and motivate us to

keep up our great work. We firmly believe that through our trusted and stable adult relationships with them, we can provide them with the tools to help them reach their potential. It is very rewarding to know that 61% of our young people trust our coaches' advice and mentorship in career opportunities.

This year, we expanded our delivery and progressed towards our ambitious growth targets for 2027, whilst learning and iterating a variety of new projects. These included conducting the prototype testing phase of our innovative new skills development app, Player Profiles, and expanding our delivery outside of school times, particularly in the high-risk time of 3pm to 7pm and during school holidays. This year also saw our first female-only sessions, most of which were led by our Welsh speaking coach Brittany Lewis and lastly an impressive 175 students successfully earned a Sports Leaders Qualification through us.

We are ecstatic to once again host tournaments and facilitate residential programmes and see young people from different schools interact and engage with each other in a healthy and even

sometimes competitive way! We are especially excited to welcome some new staff to the team this year, Ollie Boyd, Ryan Davies, and Jose Pereira. They are three young men who began their journeys with Dallaglio RugbyWorks as participants in our programme. Ollie will now be supporting our sessions in London, Ryan in Wales, and Jose will be our new Delivery Activator for London and the East of England. For the first time this year, we were also a part of the 10,000 Black Interns Programme which is working to create opportunities for underrepresented talent. As a result we had two fantastic interns join the team, Akua in Youth Voice who has gone back to University to finish her degree and Sumayyah in Events who has joined our team full time. Next academic year we will take part in the programme again and are looking forward to welcoming more interns in our central and on the ground delivery teams.

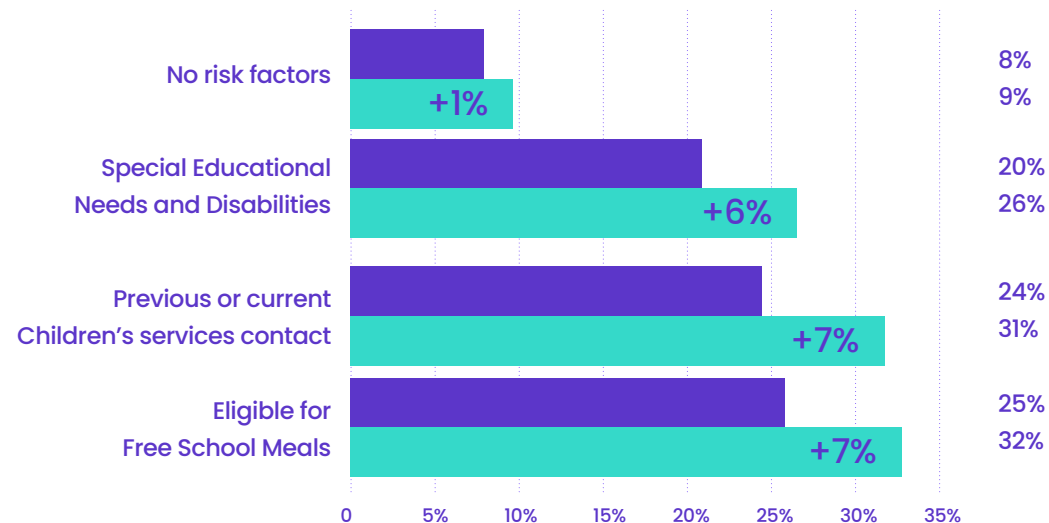
Behind the numbers and the statistics are some incredible stories of young people and their journeys through challenging situations - we hope you are as motivated by them as we are on our journey towards bridging the attainment gap.

The Devastating Impact of School Exclusion

In 2020/2021, nearly 4000 young people were permanently excluded from mainstream educational institutions and a further 352,000 students were suspended⁷. In the past academic year, persistent absences* increased from 13% to 16%, with secondary school pupils from disadvantaged backgrounds being twice as likely to miss school than their peers⁶.

*Persistent absences are absences recorded higher than 10% of the total possible sessions for each student.





Pupils with risk factors (such as social, emotional and mental health needs, being part of the care system, and free school meal eligibility) had a substantially higher rise in persistent absences.

100%

of the young people that we work with are disadvantaged and many of them have complex needs.

		2019	2022
English	Not disadvantaged	5.35	5.57
	Disadvantaged	4.24	4.45
	Gap	1.10	1.12
Maths	Not disadvantaged	4.93	5.14
	Disadvantaged	3.65	3.84
	Gap	1.28	1.30

Average point score in English and Maths by disadvantage.

Over the past year, attainment gaps have also widened, and disadvantaged students do not receive the same level of skills training and financial literacy as their peers from mainstream and independent schools. Attainment levels have slipped across the board, with many teachers reporting that learning has regressed in the past two years⁸. 100% of the young people that we work with are disadvantaged and many of them have complex needs.

Our school leaders also observed a spike in pupils from Year 6 and Year 7 receiving fixed-term exclusions, or

suspensions and this sets a dangerous precedence for repeat exclusions since 75% of exclusions granted are repeat instances⁹.

More than half the educational provisions that Dallaglio RugbyWorks are in, have young people with very complex needs who are at the risk of being permanently excluded, and this is worsened by the fact that disadvantaged students are more likely to be Not in Education, Employment, or Training (NEET) post-Year 11.

Tackling Inequalities

Our Programmes

Dallaglio RugbyWorks was established with a focus on developing life skills, increasing employer interactions and opportunities, and preparing young people for positive futures. We believe that all young people deserve the same opportunities in life, independent of their circumstances or backgrounds.

89%

of our Year 11 participants secured EET status post-16 following the conclusion of the programme.

As such, we work on the front line with secondary school-aged young people who have been excluded or are at risk of being permanently excluded from mainstream education. The majority of them have been placed in Alternative Provision (AP) and we aim to close the post-education opportunity gap. This need is clearly demonstrated by the fact that just 62% of young people in AP progress into sustained EET compared to 94% from mainstream schools¹⁰. We aim to bridge this gap through our flagship programme, RugbyWorks Term-Time, which focuses on our four cornerstones which are developing life skills, raising aspirations, improving physical well-being and enhancing mental well-being.

We engage with our young people differently; using the values of rugby, and sport in general, alongside bespoke

learning sessions and individualised mentoring to move them towards sustained education, employment and training (EET). Our young people are empowered to take steps for their futures beyond education through improved employability skills and positive encounters with workplaces and prospective employers as part of our curriculum. In 2021–22, our delivery was divided into our RugbyWorks Term-Time, RugbyWorks Holiday, RugbyWorks Girls and RugbyWorks Evening. We further enhance these programmes with Career Taster Days and access to our prototype skills development app, Player Profiles.

Thus far, we have had incredible success in transforming post-education outcomes for our target group, with 89% of our Year 11 participants secured EET status post-16 following the conclusion of the programme.

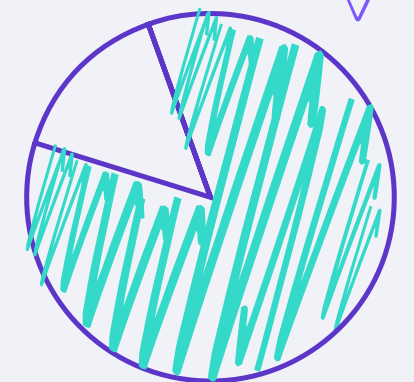
Building Trusted Relationships

Most of our young people come from disadvantaged backgrounds and are often disillusioned by the perceived lack of support from schools, teachers and other agencies and authorities. Stable and trusted adult relationships in this situation provide a reliable source of support that has evidentially led to increases in attainment and improvement in attitudes towards schooling and education¹¹. 78% of our young people not only enjoyed the sessions but also believed that it empowered them and wanted to attend future sessions.

At the heart of our delivery is our team of dedicated and passionate individuals from a variety of backgrounds ranging from behavioural psychology to youth workers to teachers that deliver regular sessions to our young people. We believe that working with our young people every week and encouraging them to be honest and open to communicating with us enables us to build stable and trusted relationships with them. This trust, respect for and comfort in our coaches allows us to continuously provide them with new opportunities even when they are no longer in the programme and be lifelong support partners to them whenever they want or need us. We have recently been able to bring this 'lifelong support partner principle' to life by welcoming 3 previous participants of the programme into our Dallaglio RugbyWorks team as members of staff. Our alumni are represented in all areas of the organisation from on-the-ground delivery to the Digital and Impact team and our vision is to be able to support more and more young people from participants to staff. By 2027, as part of our growth strategy, we hope to have at least 30% of our squad have lived experiences of exclusion and vulnerability.



78% of our young people not only enjoyed the sessions but also believed that it empowered them and wanted to attend future sessions.



Partnerships with a Difference

Our four programmes this year have been strengthened by a number of important and collaborative partnerships from a variety of organisations across the Sport for Development Sector. This has allowed us to extend our reach and deepen our impact with our young people across all of our regions.

1

Funding from Mercers allowed us to deliver an exciting blend of work in 4 London schools.

We have partnered with The Dame Kelly Holmes Trust and placed athlete mentors in schools to work alongside our coaches building positive relationships with young people by sharing their knowledge and experience of being at the elite end of sports such as boxing, taekwondo and fencing. This funding has also allowed us to work more closely with Rugby Football Union Community Rugby Clubs and England Boxing Clubs to transition our young people from participating in our sessions within school to outside of school in their local community.

2

We worked closely with Coach Core to embed an apprentice in the delivery team.

Grace was so fantastic she was immediately offered a job at the end of her apprenticeship and she is working full-time on the front line with our young people in London.



3

Our partnership with London Metropolitan Police.

In London we also partnered with the Metropolitan Police this year, where a serving officer undertook an 8 week placement at a Pupil Referral Unit in Southwark (SILS). This provided an opportunity for the Met and our young people to build positive relationships and better understand each other.

4

Funding in Wales from StreetGames

This gave us the opportunity to try out a new girls-only programme, offer staff training and development in areas from coaching to fundraising to safeguarding, engage with their wide network of delivery partners and offer our young people an experience of the Commonwealth Games. Another project in Wales with the Welsh Rugby Union has got us involved in a wider project with other partners in Merthyr Tydfil to collaborate on bigger projects, provided free use of facilities and pitches to deliver tournaments amongst other events and really importantly introduced us to rugby clubs for our young people to go to.



Youth Voice Spotlight

Ryan's Story

Ryan first started attending RugbyWorks sessions in 2018 when he was a pupil at Ty Gwyn Alternative Provision in Aberdare. He had been permanently excluded due to behavioural issues that stemmed from him having ADHD and struggling to conform to normal mainstream education.

As his journey progressed with us, Ryan attended several Career Taster Days including with the Fire Service and EE in Merthyr Tydfil. He was also a regular at our tournaments, using his energy to compete against mainstream schools that had more of a rugby-focused setup. He showed his leadership qualities when completing his Sports Leaders Qualification with us and simultaneously completed other leadership awards with Ty Gwyn and staff.

While with us, Ryan showed his natural ability and passion for playing golf. When not in school Ryan loved nothing more than heading to a local golf course to play a few holes.

As this skill developed, he found that opportunities opened up to him, including the chance to go study at Hartpury College in Gloucestershire.

We stayed in touch with Ryan when he left and were able to keep up to date with his progress. During his time at Hartpury, Ryan was invited to take part in a Dallaglio RugbyWorks Golf Day event with Lawrence. He was able to surprise most of the attendees by absolutely smashing it and came away with several prizes for his ability on the golf course. Ryan has since decided that Hartpury wasn't for him so after completing his first year he transferred to Merthyr College which recently received funding from Welsh Golf to develop world-class golfing facilities.




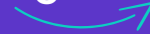
While studying at the college Ryan will be working with Dallaglio RugbyWorks as one of the coaches in the Wales team. He will be delivering the sessions he was once a part of to the next generation of young people coming through our programme.



Theory of Change



Theory of Change

APPROACH >	ASSUMPTION >	ASSETS >	VEHICLE OF CHANGE >	INTERMEDIATE OUTCOMES >
Our cornerstones of delivery	We do this because	Strengths of our young people	Activities we use to facilitate change	What it means for our young people
Developing life skills 	Our young people appear to struggle in a traditional classroom setting and tend to emerge from school with substantially lower levels of educational attainment. – Ref 1,2,3	However, our young people engage enthusiastically when they have authentic, trusted credible adult relationships.	<ul style="list-style-type: none"> • Rugby Based Learning – Constraints led approach focused on developing key life skills • Theory Based Learning/ Online Content Sessions designed around the completion of Sports Leaders Award 	<ul style="list-style-type: none"> • Development of key skills: Communication, Teamwork, Problem Solving, Self-Belief, Self-Management • Accredited Level 1-3 Award • RugbyWorks Virtual Games Club Award
Raising aspirations 	Our young people are not exposed to enough high-quality career guidance that promotes social mobility. – Ref 4	However, our young people have a wide varied untapped skillset and are keen to learn and explore new activities.	<ul style="list-style-type: none"> • In Person/Virtual – Career Taster Days • In Person/Virtual – Work Experience • In Person/Virtual – Employability Sessions • Social Media Campaigns 	<ul style="list-style-type: none"> • Increased work readiness • Meaningful encounters with employers and employees • Experience of workplaces
Improving physical wellbeing 	Our young people are much less active than the average young person and are more likely to develop long term health issues as a result. – Ref 5,6,7	However, our young people love to play games.	<ul style="list-style-type: none"> • Weekly Rugby Sessions • Rugby Tournaments • Referrals to Community Sports Clubs • School Holiday Activity Programmes • Virtual Physical Sessions/Challenges 	<ul style="list-style-type: none"> • Positive impact on Physical Health • Pathways into Community Sport
Focus on mental wellbeing 	Our young people experience risk factors that mean they are more likely to suffer from poor mental wellbeing. – Ref 8,9	However, our young people are determined to overcome any barriers to success.	<ul style="list-style-type: none"> • In Person/Virtual – Group /1-1/ Mentor Sessions with trusted credible RugbyWorks Mentors • In Person/Virtual – Workshop Based Learning – Workshops designed to promote positive health and wellbeing. 	<ul style="list-style-type: none"> • Increased Resilience • Improved Subjective Wellbeing
Ethos of delivery How we engage our young people	We know that for young people to make changes in their lives they need to have authentic, trusted credible adult relationships, we also understand that these relationships take time to build. Once built these relationships lay the foundation for our Theory of Change to be facilitated and for our young people to enact change in their own lives.			

End Goal Outcomes for young people

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

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

REFERENCES

1. Joseph Rowntree Foundation – Poorer children’s educational attainment: how important are attitudes and behaviour?
 2. Education In England – Annual Report 2018 – Key drivers of the disadvantage gap
 3. Timpson Review of School Exclusion – May 2019
 4. Gatsby good career guidance report 2014
 5. Sport England, December 2019. ‘Active Lives children and young people survey: Academic year 2018/19
 6. NHS, May 2020. ‘Statistics on Obesity, Physical Activity and Diet, England, 2020: Part 4
 7. Centre for Social Justice, December 2017. ‘Off the scales: Tackling England’s childhood obesity crisis’
 8. DfE guidance – Mental Health and Behaviour in Schools – December 2018
 9. World Economic Forum A Global Framework for Youth Mental Health: Investing in Future Mental Capital for Individuals, Communities and Economies

Delivery Methodology

RugbyWorks

Term Time

Working in AP, PRU and Exclusion Units we build relationships and trust with Young People.



RugbyWorks

Career Taster Days

These days are hosted by employers, they are fun and give every one of our Young People the chance to experience and be informed about a variety of opportunities.



RugbyWorks

Player Profiles

Our App helps our Young People to set their own goals, manage their own progress, access employment options and stay in touch with us.



RugbyWorks

Evening

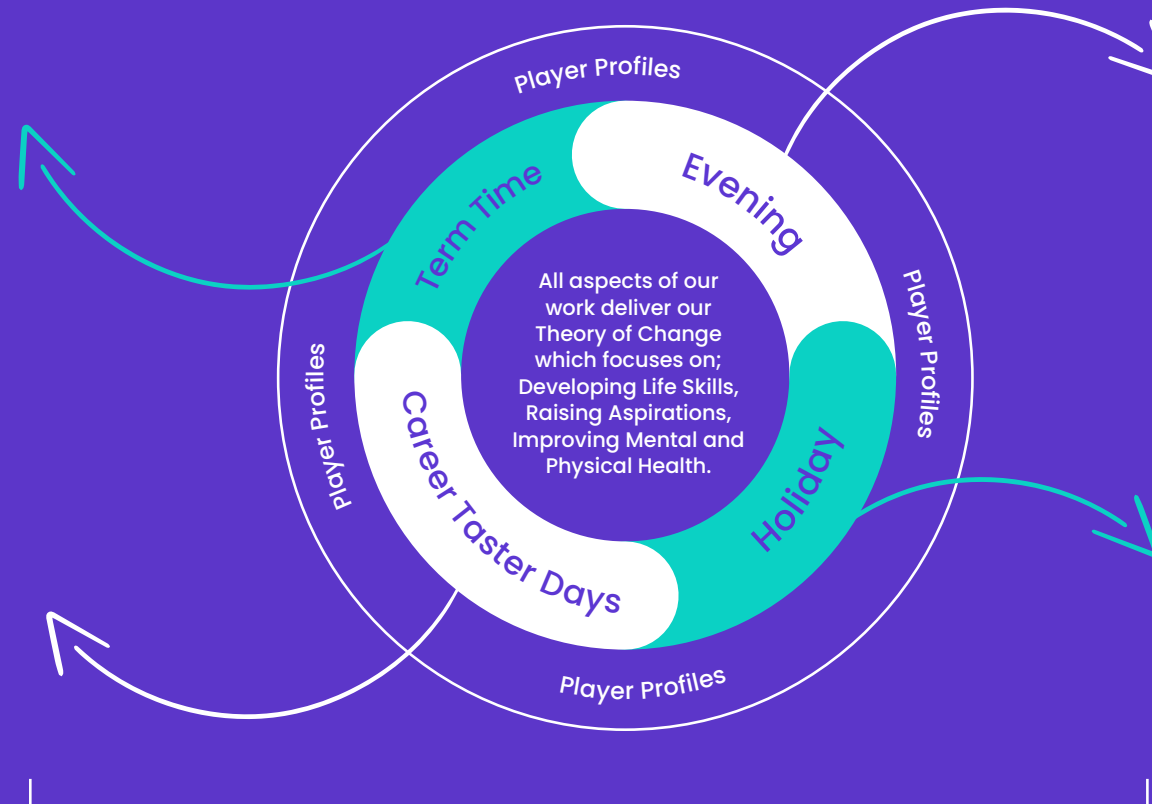
Delivering programmes in local youth clubs, rugby clubs and street facilities etc. to reach our young people outside of the school timetable.



RugbyWorks

Holiday

Delivering a programme to feed Young People and keep them active outside of term time which is open to all DRW attendees and all young people in the local area who are on free school meals.





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▶ 13A



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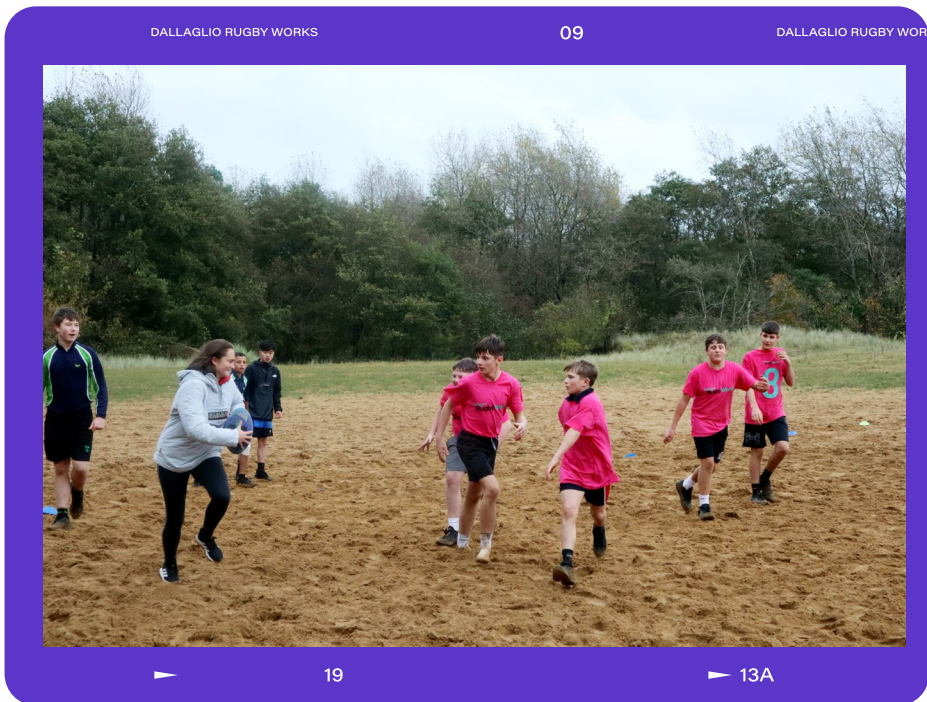
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A snapshot of our 2021-22



▶ 19

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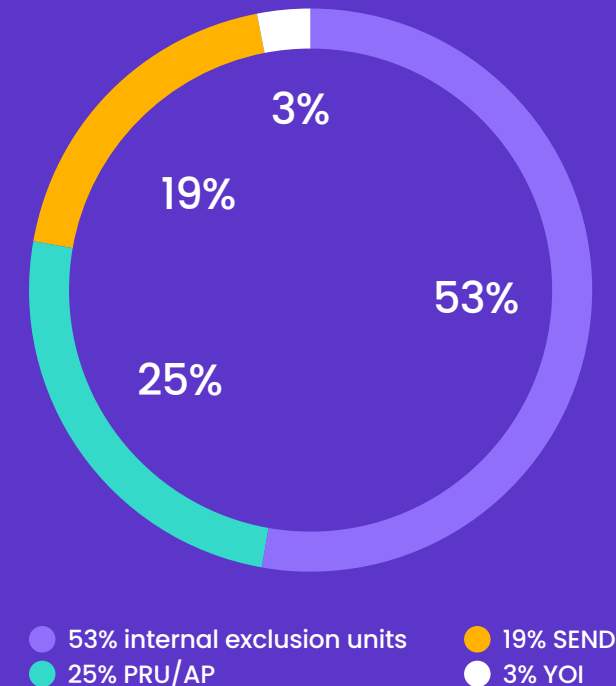
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RugbyWorks Term-Time

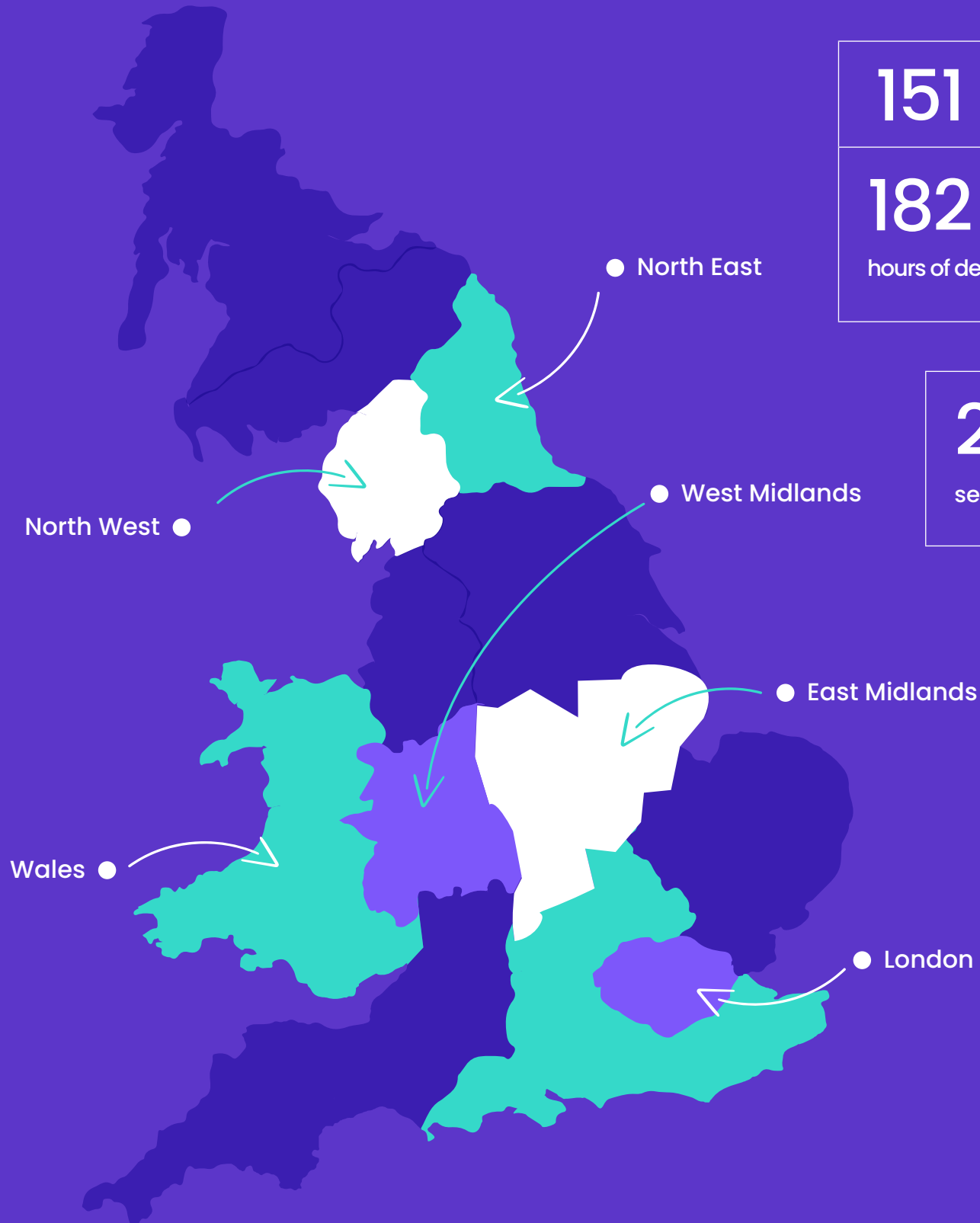
Our Reach

604 young people	944 sessions delivered	1127 hours	74% male
5% care leavers/ in care	60% eligible for FSM	32% BAME	26% female

In 31 Educational Provisions



Regional Key Stats



151 sessions	
182 hours of delivery	64% of young people on free school meals

219 sessions	48% of young people were from BAME backgrounds
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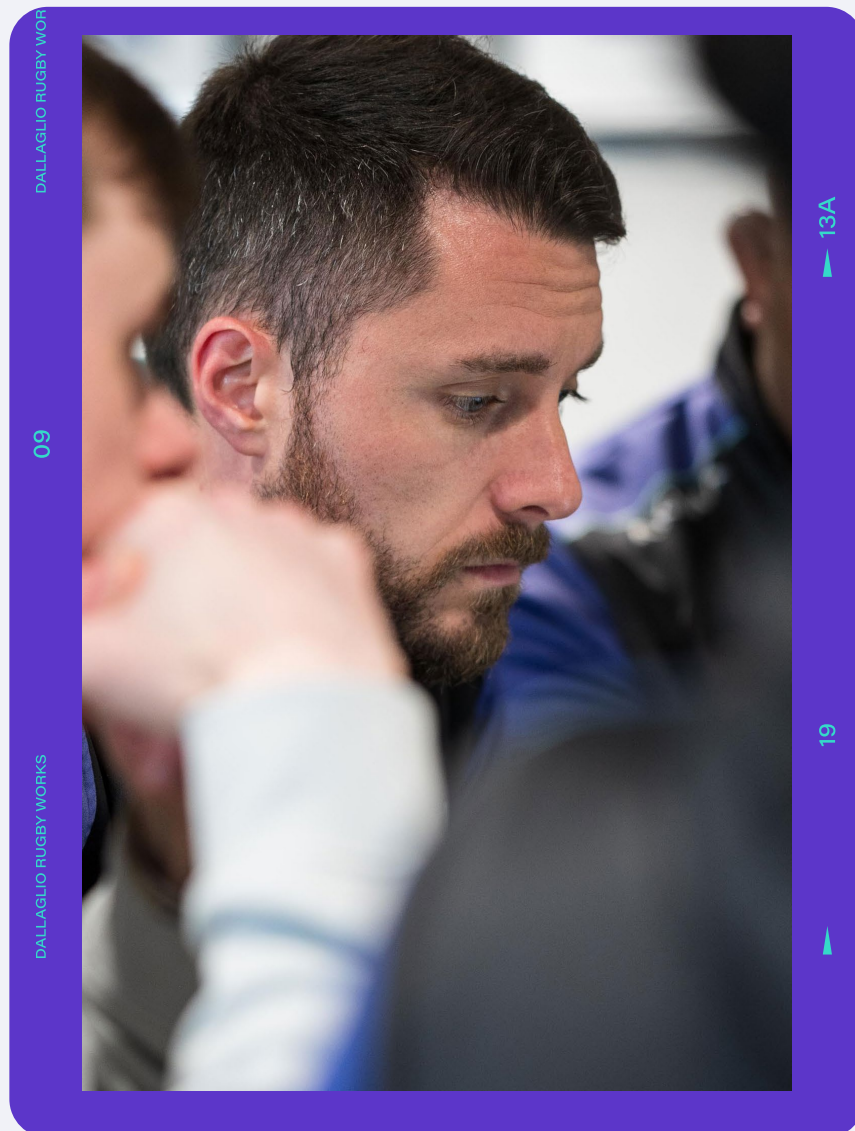
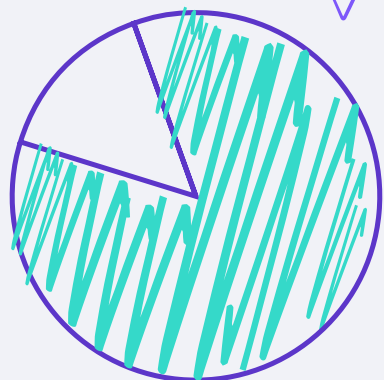
21 sessions
55% of young people were in care or care leavers

268 sessions	
76% of young people on free school meals	51% of young people were from BAME backgrounds

47 sessions
17% of young people were in care or care leavers

238 sessions	
58% male	42% female

78% of our young people said they found their communication skills improving with the programme delivery.



RugbyWorks Term-Time is a year-long skills-based programme designed to build long-term impactful relationships with participants. This allows them to fully explore the four cornerstones of the RugbyWorks Theory of Change which are Developing Life Skills, Raising Aspirations, Improving Physical Wellbeing and Focussing on Mental Wellbeing.

Developing Life Skills

Our delivery is focused on important skills needed in the workplace and based on research carried out by Youth Employment UK, 5 key skills were highlighted:

- Communication
- Teamwork
- Problem-solving
- Self-belief
- Self-management

Those on the term-time programme have self-reported the following successes:

- 78% of our young people said they found their communication skills improving with the programme delivery.
- 81% of our young people also saw improvements in their ability to work well with others.
- 87% of our young people also observed that they were able to think more clearly in challenging situations and solve complex problems.
- Perhaps most significantly, 83% of our young people also stated that they felt more resilient and had an improved sense of self-esteem.

These improvements were also echoed by school leaders, with 77% stating that there was a definite increase in positive behaviours amongst at least half the participants in the RugbyWorks Term-Time programme.

Youth Voice Spotlight

T's Story

Another of our high-achieving young people this year was T, a young person currently serving his sentence at a Youth Offender Institute (YOI).

T has been with us since early 2021. He came to the YOI after committing motoring offences. When he started coming to our sessions it was obvious that he enjoyed rugby and any competitive activity as he would often be restless to get outside and throw the ball around. His skill level has improved since his first session, and he has told us that RugbyWorks sessions are the highlight of his week.

In addition to attending our practical sessions, he has done very well to complete his Sports Leaders Level 1 with us, especially in the

section where he has to create and deliver session plans to his peers. As a result of this effort, T has been helping us as an assistant coach during our weekly sessions with the support of the great staff in the gym at the YOI.

As T has now turned 18, he has been moved to the adult prison but despite the youth offenders and adults being kept separate, the staff at the YOI have been able to organise T's continued attendance at our weekly sessions where he helps us to deliver the programme to new groups. T will hopefully be released in January 2023. We are hoping to employ T as a RugbyWorks coach, where he can be a role model for young people who don't see a bright future after prison.



Raising Aspirations

Our curriculum is based on the core principle that positive experiences can trigger positive change in our young people.



The Gatsby benchmarks for Good Career Guidance include encounters with employers and employees, and workplaces for young people to ensure that they are well informed about their next steps. Research has shown that a young person who has four or more meaningful encounters with an employer is 86% less likely to be NEET (Not in Education, Employment or Training) and can earn up to 22% more during their career¹².

We believe that through our employability partners, we can help our young people access diverse types of employers and workplaces to connect and engage with.

We delivered Career Taster Days and Employability Sessions across all our regions at incredible partners including Apple, Linklaters, Advanta Wealth Solutions, Amazon, The Welsh Fire Brigade and Currys, for example. We even delivered a Career Taster Day at our own office, House of Sport in London.

We also provide our young people with the opportunity to complete a nationally recognised/ accredited qualification through Sports Leaders Qualifications with:

- 108 achieving Level 1
- 29 achieving Level 1 – Learning to Lead
- 33 achieving Level 2
- 5 achieving Level 2 – Learning to Lead
- 89% of our year 11s were EET at the end of the programme with the majority of them going on to attend college next academic year
- 79% of our young people found that they had more knowledge and information about potential career opportunities through RugbyWorks.
- 100% enjoyed their Career Taster Day
- 94% found the Career Taster Day useful
- 61% wanted to speak to their coaches after the day to explore the different career pathways available

Youth Voice Spotlight

Group Career Taster Day

Grace, Lead Coach and Dan, Regional Co-ordinator from London took a group of our students from the Newhaven School Pupil Referral Unit for an amazing Career Taster Day at the Apple store in the Stratford Westfield Shopping Centre.

The group was taken on a virtual tour of the creative design applications on the latest generation iPad Pros and everyone was given a crash course on Adobe Photoshop which

enabled them to all design their own piece of art. Alice decided to take a photo of our very own Dan and use that as her starting point for her masterpiece. Alice was one of our Year 11s this year and we are really proud to report that Alice is off to study Art and Design at Shooters Hill College and that the Career Taster Day at the Apple Store contributed to that journey.



Improving Physical and Mental Wellbeing

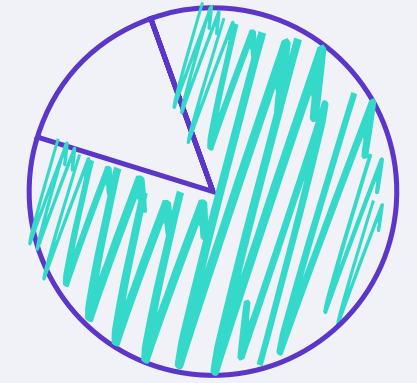
The past few years have proven that schools can deliver learning virtually, albeit with varying degrees of success, however, it must be noted that while learning experiences were diverse across the country, disadvantage and deprivation were almost always associated with higher learning losses and persistent absences¹³. Several school leaders also reported that the pandemic seemingly undid a lot of their efforts to manage disruptive and aggressive behaviours.

Pre-pandemic by the time a child living in poverty was 11, they were three times more likely to be obese than their least deprived peers, this has only gotten worse during Covid-19 with existing physical health inequalities being exacerbated¹⁴. We are also facing a mental health crisis with an extra 1.5 million young people needing mental health support as a result of the pandemic¹⁵.

At Dallaglio RugbyWorks, we understand the life-changing effect sport can have on a young person's life trajectory. Morbid inactivity in young people has been linked to several health conditions developed later in life, along with markers for depression. Sport England estimate that for every £1 spent £3.28 of social impacts are generated, ranging from physical and mental health to individual development as well as social and community development¹⁶.

- 86% of young people noted an improvement in their physical fitness
- 65% of our young people said that they felt that the DRW programme helped them feel more connected to others.

85% said that they felt that the DRW programme helped them stay positive in tough situations





“No young person is born bad, they’re just born into a set of bad circumstances. We become a product of the environment we live in.”

Lawrence Dallaglio



RugbyWorks Evening

Issues Young People Face After School Finishes



Knife crime has seen an alarming increase across all regions Dallaglio RugbyWorks work in over the past few years, particularly amongst young people. A 2018 study conducted at a major trauma centre found that the highest proportion of stabbing victims are young boys between the ages of 14 and 18. The study also found that these young people were mostly stabbed between 4pm and 6pm and usually within 5 kilometres of their homes or school. Evidence also shows that these young people are far more likely to become the victims of or the perpetrators of violent crime in the hours of 3pm–7pm when they finish school and before they get home¹⁷. Hotspots for these crime areas are closely linked to the patches or routes home these young people take. Offences in these hotspots range from criminal damage, assault with injury to wounding/grievous bodily harm.

As well as the risk of being involved in or victims of crime during the hours after school, there are also substantial socio-economic gaps in access to

extra-curricular activities. Pupils from disadvantaged backgrounds are less likely to take up activities than their better-off peers (46% compared to 66%), with just half of those receiving free school meals (FSM) taking part and the majority of the young people we work with are on FSM and therefore being less likely to participate¹⁸.

Dallaglio RugbyWorks works to build relationships with young people who have been excluded from or are at risk of being excluded from mainstream education within the school gates through our Term-Time programme and then further supports them to be able to attend our Evening programme. This can be either at their school or at a location within their community like a sports club, is free for them to attend and they come because they already know us and trust us. We also encourage them to bring their friends along to the Evening programme so that we can extend our reach and provide a safe and trusted space.

With this rationale, we piloted our RugbyWorks Evening programme in three locations, Erdington in Birmingham, Barking & Dagenham in London and Longbenton in the North-East.

At these locations we found that:

- Session attendance was consistently high and feedback from the young people focused around wanting to spend more time with the RugbyWorks coaches
- Young people tended to be able to work harder and concentrate better with less distractions on the school site
- Young people craved opportunities to take part in something active after school; the young girls at Longbenton went on to enter a team in North-East Beach Festival Girls Touch Rugby Tournament!



● Longbenton



● Erdington

Barking & Dagenham

Erdington

13A

Barking & Dagenham

19

Erdington

Longbenton

Barking & Dagenham

Erdington

DALLAGLIO RUGBY WORKS

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DALLAGLIO RUGBY WORKS

RugbyWorks Girls



The Gender and Activity Divide

Research has suggested that girls and women are less likely to take up physical activity and sports. The gender divide starts early with girls as young as 7 being less active than their male peers. The gap widens with adolescent girls experiencing more barriers to accessing sports and physical activity, and a declining level of confidence in their bodies. Sports and physical activity deliver lifelong benefits, and it is critical for young people to spend 60 minutes daily in some form of physical activity. Only 16% of adolescent girls meet this requirement⁴.

Piloting RugbyWorks Girls

We piloted girls only cohorts across a variety of programmes this year. In the North East Rob hosted several girls-only sessions at Longbenton High School, The Blyth Academy and St. Thomas Moore School. In London, Grace and Hannah from Dame Kelly Holmes Trust held boxing sessions for girls at SILS. Hannah Beharry was one of the first women to box for Great Britain and 2x European Boxing Champion so was an incredible role model for the girls in our sessions. Britt worked with 4 girl only cohorts in Wales, working with several young people to build their self-confidence and rugby skills. In the Midlands, Gareth and Emma worked with small cohorts of girls through RugbyWorks Term-Time and RugbyWorks Holiday. Overall, we worked with around 100 girls in interventions ranging from 4 weeks to the full length of the academic year.

Youth Voice Spotlight

Welsh Rugby Union Partnership

At the beginning of the academic year, we began working with two cohorts at Cyfarthfa High School as part of our partnership with the Welsh Rugby Union to increase participation in the Merthyr Region. The majority of the females in our Cyfarthfa female cohort had previously never participated in rugby sessions and struggled with rifts within the social group.

However, over the course of the year, we saw noticeable and lasting impacts on the participants' skills in rugby, teamwork and communication. Girls with more skills have stepped in to help others learn in sessions. The girls were also open to honest conversations around mental well-being with the RugbyWorks coaches.

As a result of the programme:

- 8 girls are on track to completing their Level 2 Sports Leaders Qualification
- 5 girls attend the weekly run WRU session at Cyfarthfa High School's as part of the schools first girls' rugby club 4 girls have started attending regional WRU skill development sessions at Merthyr RFC
- 5 girls went on to join the WRU girl's hub Merthyr Steelers
- 7 girls went on to play in the 7-a-side Rugby Union match representing their school
- 1 girl went to watch the regional U18 tournament at The Wern in Merthyr and felt inspired to keep playing and get to that standard!



RugbyWorks Holiday

Our Reach

596 young people	152 sessions delivered	392 hours	69% male
1% care leavers/ in care	38% eligible for FSM	13% BAME	31% female

100%

of our participants
rate our camp 5/5

63%

strongly expressed wanting
to come back to more
RugbyWorks Holiday camps

Food Poverty

We strongly believe that our young people require support and guidance all year round. Dallaglio RugbyWorks has conducted several holiday engagements including under the English Holiday Activities and Food programme, and the Welsh counterpart Fit and Fed. Our non-term time delivery includes holiday camps featuring a wide array of physical activities and aimed to raise awareness about the importance of good health and nutrition.

Research conducted by The Food Foundation found that 2.3 million children experienced food insecurity between August 2020 and January 2021, and 1 million 8–17 year-olds and their families visited a food bank in Christmas/January 2021.

These camps ensure that vulnerable and disadvantaged students have access to fun and exciting group activities as well as a hot and nutritious meal during the school holidays. Over the past academic year, we served 1667 meals over the course of 82 holiday sessions across 18 locations in England and Wales. Merthyr Tydfil Housing Association has estimated the social value of their Fit and Fed sites which means that we delivered an estimated total of £94,263 across the 3 Fit and Fed camps that we put on in Wales during the summer holidays.



1667

meals over the course of 82 holiday sessions across 18 locations in England and Wales.



Youth Voice Spotlight

RugbyWorks Holiday



“The best example of this was the last day when we went up the mountain, a couple were really struggling. The group stopped, helped and supported them to get to the top.”

Rob



This year, as part of the holiday camps, Rob Thompson, the Regional Coordinator for the North of England and Larry Mew, lead coach in the North East, hosted 13 students on a 4-day long residential programme at High Borrans in Windermere. The activity-filled programme included ghyll scrambling, kayaking and obstacle courses to engage the young people physically, set against the backdrop of the beautiful Lake District. There was a mixture of ages 12–15 years olds, the highlight of the trip that when the group were tired, or the activities were very tough they pulled together and helped each other.

Furthermore, on the camp there were two brothers who just arrived in the UK seeking asylum from Ukraine. The coaches were focused on ensuring that all the students were comfortable and enjoyed their experience and as a result, the brothers not only enjoyed the programme thoroughly but also expressed interest in joining their local rugby team. Their host was delighted with the brothers' enthusiasm and was grateful that they had the opportunity to interact and bond with their future schoolmates ahead of the new academic year. We are extremely heartened to provide such a positive experience to these young people.



“The boys are enjoying the rugby very much I think and it’s so nice that food is provided at the end of the sessions. The good thing is that they are meeting children from the school where they will be going in September. When they start school, they will see familiar faces. Thank you very much. Also, their father is very happy that they are doing this.”

Guardian

Player Profiles

Providing Life-Long Support

Player Profiles is our pioneering, newly developed web app-based platform which has a game-changing impact on young people by putting personal development in their hands and aims to fill an “aspiration gap”.

It allows them to assess their current skill set, identify their goals, plan progression against those goals, understand and address their skills gaps, access relevant resources, and seek the support of all agencies in their lives to work together effectively to radically improve their life chances. It has been designed by working hand in hand with our young people to ensure it meets their needs and looks and feels like their other everyday applications.

We have built a prototype that focuses on skills development and ownership of progress journeys within the skill areas identified by the World Economic Forum as essential for the 2025 workplace. Underpinned by gamification as an engagement technique, young people can assess their current skillset/ level, address any gaps by identifying and setting goals, plan progression and access support from our delivery team whilst also having the ability to use their own real-world scenarios and examples and not just traditional academic subjects as evidence for achieving their goals.

Player Profiles has been developed to enhance our face-to-face delivery, not replace it, and further extend learning beyond the school day by providing opportunities to achieve life and workplace skills through the gamification of skill development, challenges and support from peers and mentors. We are also developing it to be innovative in the data ownership space because young people also own and control their own data and decide whether and how to make it available to support organisations. We tested the prototype in 5 schools within 3 regions and with 63 young people from January to June in the academic year 21/22 to answer a number of design questions and get honest feedback from our young people about what they like and don't like, need and don't need from the app.

We are so excited to have taken this first step towards actually being able to be the lifelong support partner for our young people.

Youth Voice Spotlight

Young People's Views

We ran a user feedback session with our cohorts, which is made up of young people who are at risk of exclusion with many of them having very challenging home lives, which provided really positive commentary about the app.

- 100% said they enjoyed using Player Profiles
- 75% said they liked the prizes
- 63% said they found it easy to create an account and log in
- 100% said they enjoyed and found it beneficial to be able to write their own goals
- 100% said they would continue to use Player Profiles if we developed it further
- 100% said they would tell a friend outside of the Dallaglio RugbyWorks programme to interact with it
- 75% said they would use Player Profiles to message their mentor or coach if they could
- 100% said they would apply for a job through it
- 4 young people volunteered to engage with us more frequently from a co-design perspective





“I can better myself
and win prizes at the
same time, that’s great.”

Young person



Creating a Brighter Future

Youth Voice

Our young people are always at the centre of our decision-making, and we are excited to engage with our young people in new and innovative ways and our vision is to develop Kick-Off which is a part of our website that will highlight our young people's original content and provide a stage for their unique voices. This image is a piece of original art from one of our young people, Grace from Newhaven PRU. She will be our first young person to feature on Kick-off who uses art to help her mental health and whom we think is incredibly talented. Another aspect includes a proposal for an Advisory Group, to bring our participants together across the regions we deliver in, to provide us with valuable insights and feedback into improving our programme and delivery. We hope to broaden our plans for the Advisory Group to working with partners who are doing amazing things in this space like run youth hack days.

Player Profiles

We are incredibly excited to be entering the next test phase of Player Profiles which includes some changes made over the summer holidays to the prototype following the helpful feedback directly from our young people who used it. Jose, our Delivery Activator for London and our new region, the East of England, who is also a past participant of the programme will be leading this test phase with all of our young people in all of the provisions in these regions so that we can go through more cycles of feedback, learning and iterating.

Expanding Our Reach

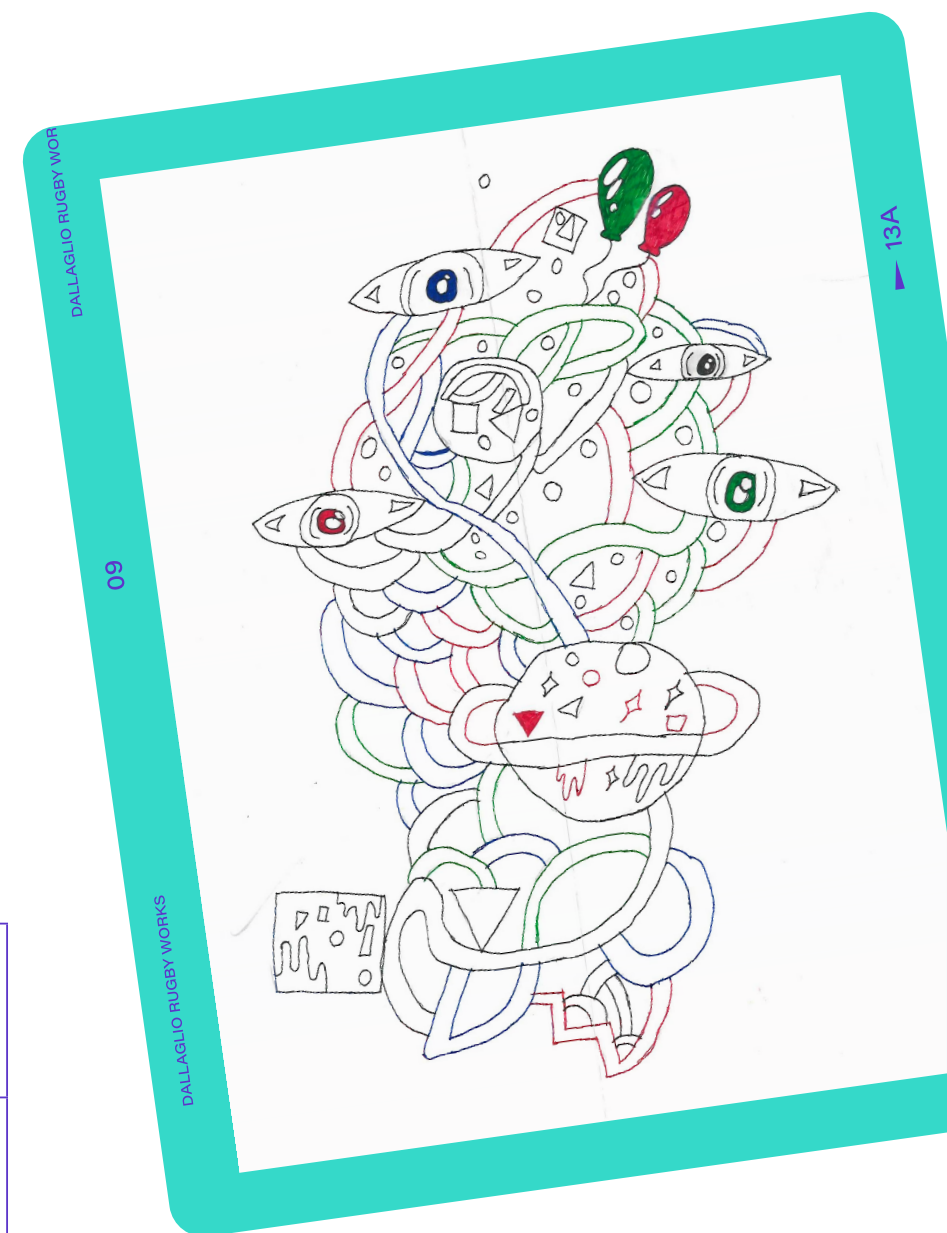
We are planning on reaching more than 1200 young people in this upcoming academic year through our RugbyWorks Term-Time, Holiday, Girls and Evening Programmes and through Player Profiles. We are also very excited to begin delivery in our newest region, the East of England, which will be led by Lewis Clifford, a former professional Ice Hockey player and coach.

Illustration by Grace,
Newhaven PRU



1200

Young people we are planning to work with in this upcoming academic year.



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Organisations

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Coach Core
CVC
Dame Kelly Holmes Trust
Erdington RFC
East Head Impact
Fulham Football Club Foundation
Future Youth Zone

Garfield Weston
Garrard
Henry Smith Charity
Highfields Community Centre
Hospitality Finder
House of Sport
Impetus
Intrinsic
Leamington RFC
Linklaters
Liverpool Sporting Dinner
Loughor RFC
Loughborough RFC
London Sport
Mercer's CF
Merthyr Housing Association
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Old Newtonians RFC

Rugby Football Union
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South Wales Fire and Rescue
Sport England
St James's Place
St Mary's University
State Street
Steve Morgan Foundation
Stonehage Fleming
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Working with us brings a host of benefits to employees and employers alike and we would be delighted to discuss how you can get involved.

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