

REFL PLAYER PATHWAY HANDBOOK



ACADEMY ACCREDITATION

All Academies are accredited and assessed against the standards set out below in the assessment table to monitor their progression against their business plans. This is rated as per Ofsted rankings and gives an indication to the quality of the environment and processes that will be offered on the programme. The accreditation process considers the context of how well the academy is meeting the needs of players, delivering activity and the quality of leadership and management, specifically to:

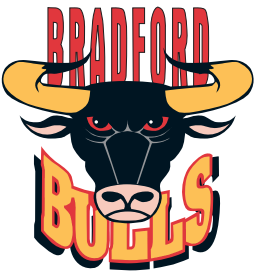
- Monitor and evaluate the performance and progression of the Academies against their plans
- Recognises the strengths in the work that Academies do and Identify areas for improvement and how work is being quality assured
- Show the Impact of partnership work and evidence how the academy is being led.






WHAT THE ASSESSMENT JUDGEMENTS MEAN?


Judgement	Description
Outstanding	An assessment of outstanding applies to performance which is a model of its type, players experiences are of a very high quality and represents a level of performance which exemplifies best practice.
Good	An assessment of good applies to performance characterised by important strengths which, taken together, clearly outweigh any areas for improvement. It implies that the academy should seek to improve further the areas of important strength, but also take action to address the areas for improvement.
Requires Improvement	An assessment of requires improvement applies to performance characterised by strengths which are outweighed by weaknesses. An evaluation of requires Improvement indicates that players have access to a basic level of provision which may not fully meet their needs or aspirations. It implies that the academy should take immediate action to address areas of weakness.
Weak	An assessment of weak applies to performance characterised where there are important weaknesses. In general, an evaluation of weak may be arrived at in a number of circumstances. It implies the need for immediate structured and planned action on the part of the academy.


Below is a summary of all the Academies and how they have been graded within the judgement scale listed below

Overall Assessment	Grades					2017 RATING: REQUIRES IMPROVEMENT
	2013	2014	2015	2016	2017	
	2	2	2	2	3	<p>After a very difficult period at the Bradford Bulls Club, improvements have already begun and the new owners have stabilised and initiated the re-building process with confidence within the Club is becoming apparent. The staffing structures within departments are improving, player recruitment within the Academy has very quickly been addressed after many juniors left to join Super League Clubs during our administration, The culture and environment has remained strong throughout. The primary objective will remain the same, good people progressing their Talent at Bradford Bulls.</p>


Overall Assessment	Grades					2017 RATING: GOOD
	2013	2014	2015	2016	2017	
 <p>CASTLEFORD TIGERS WOMEN</p>	3	3	3	2	2	<p>Castleford Tigers have been recognised as a good academy and have continued to make considerable improvements since last year's accreditation. The club provides comprehensive holistic player development provision with mental skills, nutrition and player education complimenting good talent identification, coaching, athletic development and medical systems. Strategic improvements over the last 12 months include a newly formed education partnership with Castleford Academy and a player development partnership with the Midlands Hurricanes regional academy. Underpinning this, the clubs ETP programme has been recognised as providing good practice around player and coach development including a partnership with the West Riding Football Association.</p>
Overall Assessment	Grades					2017 RATING: OUTSTANDING
	2013	2014	2015	2016	2017	
 <p>CITY OF HULL RUGBY LEAGUE</p>	-	-	-	1	1	<p>The City of Hull Academy continues to operate at an outstanding level. Built around the exceptional sporting facilities at Bishop Burton College, the Academy has an impressive player pathway, resulting in an excellent success rate of players graduating to first team contracts. The clear vision and philosophy of the Academy creates innovation and direction in order to provide a quality experience for all young players within the programme. Inspirational college partnerships ensure players' needs are met through bespoke learning initiatives.</p>


Overall Assessment	Grades					2017 RATING: OUTSTANDING
	2013	2014	2015	2016	2017	
	3	3	2	2	1	<p>Huddersfield Giants is an outstanding Academy and the Club has invested time, resource, money, expertise and belief in the Academy processes over the last 3 years. It has developed a clearer mission and vision through working together coherently for a dynamic club wide ‘philosophy and blueprint’ with the Insightful coupling of performance and education, has created a more holistic approach. The Academy’s bespoke staffing structure extending to welfare and chaplaincy make its Innovative player centric approach extremely evident. Full time training and education programmes accelerate progression within the club’s pathway, increasing opportunities towards first team and Super League ambitions.</p>


Overall Assessment	Grades					2017 RATING: OUTSTANDING
	2013	2014	2015	2016	2017	
	1	3	1	1	1	<p>Leeds Rhinos has done a great deal of work over the past year to build on our strong performance last year and take the youth development programme forward. There are still areas we need to improve on and the report has been useful in highlighting those areas with a reference to post 18 student recruitment that we can look at moving forward. Importantly for us as a club, it was gratifying to see the hard work that goes on behind the scenes in looking after the young players both on the field and in the classroom being recognised.</p>


Overall Assessment	Grades					2017 RATING: OUTSTANDING
	2013	2014	2015	2016	2017	
	1	1	1	1	1	<p>St.Helens continues to be a leading Rugby League performance and talent development environment being rated as “outstanding in all areas” for the fifth year running. The club has made significant investment in Academy-specific facilities, further demonstrating a long-term commitment towards club developed Super League players, which is also reflected by the number of such players in the Super League squad. Implemented by an experienced management team the club’s strategy is a dynamic approach towards a sustainable production of future ‘Saints’.</p>


Overall Assessment	Grades					2017 RATING: REQUIRES IMPROVEMENT
	2013	2014	2015	2016	2017	
	4	3	2	3	3	<p>Wakefield Trinity Academy has been graded the same as last year and although requires improvement, has made progress since last time and has some good features. Strides have been made forward and this has been recognised. The Academy is commended for forward thinking with its new kinetic online player system, its relationship with Wakefield College and it continues to put players education at the forefront of what they do. The Talent ID team has an established system in place. Areas for development continue to be facilities which is being addressed along with stronger leadership in key areas.</p>

Overall Assessment	Grades					2017 RATING: OUTSTANDING
	2013	2014	2015	2016	2017	
 <p>WARRINGTON WOLVES THE WIRE</p>	2	2	1	1	1	<p>Warrington Wolves has been recognised again as an Outstanding Academy through the RFL Accreditation process. The report highlights the excellent work done in building relationships with the local community clubs, high performance facilities, coaching and sport science support services. The strong link driven by the CEO & Board to make the Academy central to the clubs' long-term vision. Finally, that the whole program places the athlete's needs at the centre of everything that is delivered and is highlighted as an outstanding feature.</p>

Overall Assessment	Grades					2017 RATING: OUTSTANDING
	2013	2014	2015	2016	2017	
 <p>WIDNES VIKINGS</p>	3	2	1	1	1	<p>As an established Outstanding Academy Widnes Vikings provides a pathway for players to progress to full time professional Rugby League. There are currently fifteen Academy graduates in the current first team squad. The long-term approach and philosophy is evident in identification, recruitment, development and retention of players with the potential to succeed at the highest level. The Board recognise that club success and sustainability is dependent upon the youth programme, with continued investment in youth staff over the last twelve months reflecting this importance.</p>

Overall Assessment	Grades					2017 RATING: OUTSTANDING
	2013	2014	2015	2016	2017	
	1	1	1	1	1	<p>Wigan Warriors is an outstanding academy. At the core of the club's philosophy is an expectation and trust that the Academy will produce players to the first team and the international stage. This is delivered through an embedded leadership programme, excellent staffing structure, continued innovation in the player pathway, a strong culture of continual improvement and a shared commitment at every level of the club to developing young players. The Wigan club place great emphasis on the welfare of its players, which is monitored and managed through excellent relationships with families, education providers and the community game.</p>

Overall Assessment	Grades					2017 RATING: GOOD
	2013	2014	2015	2016	2017	
	3	4	3	2	2	<p>'London Broncos has continued to make substantial progress over the last 12 months and as a result have had their 'Good' status re affirmed. The facility provides an excellent training / playing environment and the programme has developed in many areas, including nutritional provision, to offer a holistic player experience. Collaboration with partners such as St Mary's University enables a transition through the educational pathway and the synergy between the academy and first team offers a clear pathway to become a full time professional player</p>

Overall Assessment	Grades					2017 RATING: GOOD
	2013	2014	2015	2016	2017	
	-	-	-	2	2	<p>Newcastle Thunder has again achieved the status of a “good” Academy. Newcastle has strengthened its working relationship with Newcastle Rugby Foundation, which has been embedded to further enhance its player pool. There is an excellent link with Further & Higher Education establishments. The Academy has a strong multi-disciplinary team that focuses on developing players holistically. To improve further, embryonic systems must be given time and critically reviewed. Whilst only holding category 2 status, there are many features of this Academy that could be considered to be at category 1 standard.</p>



**RUGBY
FOOTBALL
LEAGUE**