UKCC LEVEL 4
Post Graduate Diploma
Sports Performance Enhancement
(Rugby Coaching)
UKCC Level 4
Course Information 2015-2017

Table of Contents
Course Overview .................................................................................................................. 3
Subject Areas ....................................................................................................................... 4
Admission Criteria .............................................................................................................. 6
Application Procedures ..................................................................................................... 8
Course Programme Format and Dates ............................................................................... 8
Course Fees ......................................................................................................................... 9
Draft Workshop Schedule ................................................................................................. 10
Course Overview

The UKCC Level 4 Course in Coaching Rugby Union has been developed in line with UK Coaching Certificate (UKCC) criteria and applications are now invited for the 2015-17 course.

The course is postgraduate in nature, with coaches on the course receiving academic credit, in the form of a Post Graduate Diploma (PGDip), for achieving the UKCC Level 4 in partnership with Edinburgh Napier University. The PGDip is the equivalent to 120 postgraduate academic credits, which equates to 2/3 of a Masters degree course. Coaches will have the opportunity to ‘top-up’ to a full Masters course should they wish to do so, at their own additional expense.

Vision

UKCC Level 4 rugby coaches will:
1. Be visionary, outstanding and knowledgeable decision makers.
2. Advance their own and others learning, and impact on rugby performance.
3. Act, in all aspects of their coaching practice, with professional standards of ethical behaviour.

Rugby coaching at this level is essentially cognitive; it involves a continuous process of decision making about when and how to intervene in order to maintain momentum and progression towards the achievement of performance goals.

Course Learning Outcomes

The UKCC Level 4 programmes is designed to provide successful coaches with:
1. In-depth knowledge in a breadth of domains
2. The ability to synthesise and integrate this knowledge in unpredictable and novel coaching situations
3. Well-developed analytical and intuitive decision-making skills supported and assessed in practice by support staff
4. Critical reflective skills and behaviours consistent with personal excellence and continued self-development
5. A deliberate, effective and ethical coaching practice that combines imaginative leadership with the fostering of individual responsibility

At the end of the programme, successful coaches will be able to:
1. Design, implement, adjust (regulate) and monitor systematic and integrated coaching systems and programmes that have a positive effect on individuals, units and teams’ performance.
2. Create the culture and environment and manage relationships that promote personal responsibility and enhance the effectiveness of individuals, units and teams (playing, coaching and support).

3. Accelerate the learning and development of players and support staff

4. Investigate, analyse, synthesise and critically evaluate coaching and performance knowledge in order to develop themselves, their players and their support staff.

5. Critically analyse and evaluate complex and unpredictable coaching situations, make informed decisions and critically reflect on their impact.

6. Employ continuous critical self-awareness and reflection and monitor its effect on their coaching practice.

7. Adapt interpersonal behaviours and interventions according to the needs of players and the context and appraise and monitor its effect.

8. Lead and manage change in rugby coaching programmes in an ethical and professional manner.

**Subject Areas**

The UKCC Level 4 programme will enable coaches to achieve the following Programme Learning Outcomes and to demonstrate the capabilities identified on the previous page.

**Subject Area 1 – The Craft of Coaching**

- Develop, enhance & articulate a personal coaching philosophy which is underpinned by identified beliefs and values
- Critically evaluate the role of ethics in your coaching.
- Use skill acquisition principles to design and implement coaching interventions that enhance the development of high performers
- Apply theoretical knowledge of pedagogy, role theory, learning theory, information processing, etc., in a practical context
- Develop a clear understanding of reflective practice and apply this to critically evaluate your coaching behaviour

**Subject Area 2 – Support High Performance**

- Design, implement and critically evaluate a season’s coaching plan for high performers
- Plan the co-ordinated delivery of different components of performance to develop physical, technical, tactical and mental skills in high performers
- Understand, plan and apply different performance profiling and analysis techniques
- Apply an inter-disciplinary approach to supporting the development of high performers

**Subject Area 3 – Leadership & Management of People and Processes**

- Create a high performing culture and environment to support the development of teams, units and individuals
• Develop a critical knowledge and understanding of different leadership theories and apply to the management of high performance
• Critically evaluate and understand their own and other leadership styles and influences
• Manage inter-personal relationships including conflict resolution
• Identify, implement and evaluate change processes and procedures designed to achieve individual and organisational goals

**Subject Area 4 – The Mind Factor in High Performance**
• Critically appraise the influence of psychological factors on high performance
• Critically evaluate the relationship between stress and the performance of sports skills
• Implement a programme of mental skills and strategies for high performers
• Understand and apply techniques to improve team dynamics and coherence
• Understand motivation styles and communicate effectively to get the best out of high performers

**Subject Area 5 – Technical and Tactical Aspects of High Performance**
• Analyse and challenge current thinking on the technical and tactical aspects of a specialist area
• Critically evaluate and justify the technical and tactical priorities in the coaching practice of each area of specialism
• Analyse and critically appraise the application of learning to coaching practice and game management

**PGDip Sports Performance Enhancement (Rugby Coaching) Modules**

- Module 1  Work Based Learning Portfolio in Sport Performance and Coaching
- Module 2  Psychological Interventions for Sports Performance Enhancement
- Module 3  Performance Development and Expertise
- Module 4  Developing Leadership
- Module 5  Independent Study

**Assessments**

Assessments will take place throughout the UKCC level 4 course, by means of portfolio development, on-field observations, case study reports, presentations and subject specific assignments.

The final assessment will take the form of a Long Term Assignment (LTA), where coaches are tasked with identify one area of specialism, e.g. line out lifting, and carrying out an in-depth analysis to inform future coaching practice.
Admission Criteria

Admission to the UKCC Level 4 Rugby Union course will require evidence of the following criteria:

1. UKCC endorsed Level 3 Award or equivalent
A UKCC Level 3 qualification will be considered acceptable, but candidates will be expected to demonstrate attendance at, or involvement in, extensive CPD.

2. Appropriate experience of talent development, performance or elite coaching in Rugby Union
The level of player being coached defines coaching in the talent development, performance or elite environments. Coaches may therefore only apply if they are involved in regularly coaching players who are involved in talent and/or performance development pathways/squads, for example (but not restricted to):

1. Scotland men women senior national squads (15-a-side and 7s)
2. Professional Teams
3. BT Sport Academy squads
4. BT Premiership 1st XV

Although we do not specify that candidates must have head coach experience, those who do not will be asked to demonstrate their familiarity with the full range of coaching responsibilities.

In summary the following or equivalent will be expected:

- Appropriate experience following a Level 3 award, or
- Significant talent, performance or elite level coaching experience.

3. Evidence of a capacity for extended study at postgraduate level
Where candidates do not have an undergraduate degree or appropriate diploma, they will be required to demonstrate, (through an employment CV, previous studies, and evidence of producing documents/plans), that they are likely to be able to cope with the demands of the programme. Candidates may be asked to demonstrate this capacity by pre-programme study and/or production of papers/assignments.

4. Demonstration of currency, involvement in the sport, and commitment to the game

- Applicants will be expected to evidence a programme of CPD since their UKCC Level 3 coaching award.
- Applicants should be ‘practising coaches’ throughout the period of the programme. (This cannot be guaranteed in advance, but candidates will be made aware that the absence of an appropriate coaching attachment may result in a suspension from the programme.)
- Candidates need to provide 2 written references from senior coaching figures within rugby.
- Candidates need to provide a personal statement about their commitment to the game and availability for the UKCC Level 4 course and its assessment requirements.
- Coaches should be prepared to agree that selected parts of their work may be published by Scottish Rugby, thus recognising it as original and valid research developing other coaches.
Candidates may contend that their experience in coaching or another activity compensates for one of the above criteria; however, requests for consideration of Accreditation of Prior Experiential Learning (APEL) e.g. in sports science, will not normally be accepted.

In circumstances in which there is a non-standard profile, i.e. where a potentially strong application lacks some of these criteria, or the admissions panel (a selection of Scottish Rugby and Edinburgh Napier University staff) wishes to explore further the coach’s application; they will be invited to an interview.

The interview will:

- Review the application form
- Explore the coach’s motives for attending the programme, and their capacity to identify its potential impact on their coaching practice
- Invite the applicant to demonstrate their awareness of current strengths and weaknesses in their coaching practice, including examples of how previous learning (e.g. CPD) has impacted on their practice.
- Invite evidence to support acceptance of a non-standard application.
Application Procedures

- All applicants must ensure they are available for all of the course dates.
- Applicants should complete and return the expression of interest form by 4th May 2015.
- Application forms should be emailed to Neil Graham (neil.graham@sruc.org.uk)

Course Programme Format and Dates

The UKCC level 4 course is delivered via a series of workshops (draft dates below). Coaches will be set tasks, assignments and reading to undertake between each workshop, with support from an allocated university member of staff.

A Coach Development Record (CDR) is used to track the progress made by the coach in a number of facets of coaching practice that are closely related to the UKCC Level 4 coach capabilities and learning outcomes.

Each coach will also be allocated a member of Level 4 Support Staff (L4SS). In addition to completion of a Coach Development Record, the L4SS will offer coaches general advice on coaching matters and progress. It is anticipated that the L4SS will observe each coach on several occasions through the programme.

Course Dates

<table>
<thead>
<tr>
<th>Course Date</th>
<th>Date</th>
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</thead>
<tbody>
<tr>
<td>INDUCTION</td>
<td>1 Day - Thursday 2nd July 2015</td>
</tr>
<tr>
<td>WORKSHOP 1</td>
<td>2 Days - Wednesday 26th &amp; Thursday 27th August 2015</td>
</tr>
<tr>
<td>WORKSHOP 2</td>
<td>2 Days - Wednesday 11th &amp; Thursday 12th November 2015</td>
</tr>
</tbody>
</table>

*The following workshop dates will be confirmed in due course:*

| WORKSHOP 3        | January 2016             |
| WORKSHOP 4        | February 2016            |
| WORKSHOP 5        | May 2016                 |
| WORKSHOP 6        | August 2016              |
| WORKSHOP 7        | January 2017             |
| WORKSHOP 8        | April 2017               |

Some of the workshops may include evening session (see draft schedule below). In this case, evening meals and refreshments will be covered as part of the course fees. Accommodation, if required, will be at the cost of the individual.
Course Fees

In partnership sportscotland, we are in the process of defining the amount of financial subsidy on offer to coaches, with hope to have this finalised by end of April. It is likely that the financial subsidy available will be on a variable scale.

We are therefore unable to specify the exact fee for the course, but we anticipate the fee to be no more than £1,500 (ex. VAT) per season (£3,000 total).
## Draft Workshop Schedule

**UKCC LEVEL 4 2015-17 Course Programme (DRAFT)**

### INDUCTION DAY
2nd July 2015

<table>
<thead>
<tr>
<th>Pre Programme</th>
<th>Edinburgh Napier University – 1 day</th>
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<tbody>
<tr>
<td>Pre-Course Reading, General Information &amp; Reflective Assignment</td>
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<table>
<thead>
<tr>
<th>Day 1</th>
<th>Intro and Induction, Study Skills &amp; Reflective Practice</th>
<th>Lunch</th>
<th>Academic Mentoring</th>
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### WORKSHOP 1
26th & 27th August 2015

<table>
<thead>
<tr>
<th>Day 1</th>
<th>PGDip – Module 1 – Work-based learning module (craft of coaching) – Coaching theory and philosophy</th>
<th>Lunch</th>
<th>Attack Practical</th>
<th>Preparations for evening practical session</th>
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</thead>
<tbody>
<tr>
<td>Evenings</td>
<td>Non-rugby coaching practical</td>
<td></td>
<td></td>
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<tr>
<td>Day 2</td>
<td>Coach behavioural analysis (part 1)</td>
<td>Lunch</td>
<td>Defence Practical</td>
<td>Workshop review and task allocation</td>
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### WORKSHOP 2
11th & 12th Nov 2015

<table>
<thead>
<tr>
<th>Day 1</th>
<th>PGDip – Module 1 – Work-based learning module (craft of coaching) Skill acquisition and decision making</th>
<th>Lunch</th>
<th>Breakdown Practical</th>
<th>Preparations for evening practical session</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evenings</td>
<td>Decision making practical – Rugby</td>
<td></td>
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<tr>
<td>Day 2</td>
<td>Coach behavioural analysis (part 2)</td>
<td>Coaching Games for Understanding</td>
<td>Lunch</td>
<td>Performance Analysis part 1</td>
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### WORKSHOP 3
January 2016

<table>
<thead>
<tr>
<th>Day 1</th>
<th>PGDip – Module 2 – Performance Development and Expertise (Support High Performance)</th>
<th>Lunch</th>
<th>Talent identification and development</th>
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<tbody>
<tr>
<td>Evenings</td>
<td>Counter-attack Practical</td>
<td></td>
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<tr>
<td>Day 2</td>
<td>Skill acquisition &amp; decision making for players</td>
<td>Lunch</td>
<td>Skill acquisition &amp; decision making for players</td>
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<tr>
<td>Evenings</td>
<td>Performance Analysis (part 2) – coach presentations</td>
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<tr>
<td>Day 3</td>
<td>Planning and Periodisation</td>
<td>Lunch</td>
<td>Strength &amp; Conditioning Principles</td>
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### WORKSHOP 4
February 2016

<table>
<thead>
<tr>
<th>Day 1</th>
<th>You are the Scotland Coach</th>
<th>Lunch</th>
<th>You are the Scotland Coach</th>
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### WORKSHOP 5
May 2016

<table>
<thead>
<tr>
<th>Day 1</th>
<th>PGDip – Module 3 – Leadership</th>
<th>Lunch</th>
<th>Coach oral presentations (developing expertise)</th>
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<tbody>
<tr>
<td>Evenings</td>
<td>Lineout workshop</td>
<td></td>
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<tr>
<td>Day 2</td>
<td>Conflict management &amp; Managing Change</td>
<td>Lunch</td>
<td>Player recruitment and selection (inc. agencies)</td>
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### WORKSHOP 6
August 2016

<table>
<thead>
<tr>
<th>Day 1</th>
<th>PGDip – Module 4 – The Mind Factor</th>
<th>Lunch</th>
<th>Scrum Workshop</th>
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<tbody>
<tr>
<td>Evenings</td>
<td>Delivering the right messages at the right time</td>
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<tr>
<td>Day 2</td>
<td>Coping with competition pressure</td>
<td>Lunch</td>
<td>Media training</td>
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### WORKSHOP 7
January 2017

<table>
<thead>
<tr>
<th>Day 1</th>
<th>PGDip – Module 5 – Independent Study</th>
<th>Lunch</th>
<th>Research methods and design</th>
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### WORKSHOP 8
April 2017

<table>
<thead>
<tr>
<th>Day 1</th>
<th>Long Term Assignment presentation &amp; final VIVA assessment</th>
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