

ABERDARE RFC



CLUB IMPROVEMENT PLAN 2026 – 2028



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Executive Summary

Aberdare RFC is a community-focused rugby union club with a strong heritage in Welsh rugby. The club aims to strengthen its position both on and off the field by improving facilities, increasing participation across all age groups, enhancing governance, and building a sustainable volunteer workforce.

This 2026–2028 Club Improvement Plan outlines key development priorities aligned with WRU guidance. The focus is on creating a welcoming, inclusive environment while ensuring long-term financial and operational sustainability.

Key objectives include:

- Upgrading club facilities to meet modern standards
- Increasing mini & junior and under 18's participation
- Strengthening governance and compliance
- Expanding community engagement
- Developing and retaining volunteers

Introduction and Background Information

Aberdare RFC is based in Aberdare, Rhondda Cynon Taf, and has a long-standing history within Welsh rugby. The club plays a vital role in the local community, providing opportunities for players of all ages and abilities.

The club currently fields:

- 1st & Athletic Senior men's teams
- Under 18's team
- 6 to 16' age grade Mini & Junior rugby teams

Aberdare RFC is committed to:

- Promoting rugby participation
- Supporting player development pathways
- Acting as a hub for community activity

The club works closely with local schools, community groups, and the Welsh Rugby Union (WRU) to grow the game and strengthen its community presence.

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Club Structure/Organisational Chart

Committee Structure:

- Chairperson
- Club Secretary
- Treasurer
- Fixture Secretary
- Club Safeguarding Officer
- Mini & Junior Section Chair
- Coaching Coordinator
- Volunteer Coordinator

Rugby Structure:

- Senior Team Coaches
- Youth Coaches
- Mini & Junior Rugby Coaches

Legal Business Description and Status

Please select the legal business description of your organisation from the below. Select all that apply

Company Limited by Guarantee (Please indicate company number)	08116911
Company Limited by Shares (Please indicate company number)	
Community Interest Organisation	
Registered Charity (Please indicate Charity Number)	
Unincorporated sports organisation	
Member of a Sports and Social Association	
Are you CASC registered?	Yes

VAT Status

Are you registered for VAT: Yes If yes please provide your VAT number below.

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Key Stakeholders

Partner Name	Relationship	Benefit to club	Any anticipated issues or conflict
WRU	Governing Body	Funding, development support, competitions	Compliance requirements
RCT Council	Facility Support	Grants, pitch maintenance	Budget limitations
Local Sponsors	Financial Support	Funding for kit and operations	Sponsorship retention
Supporters Group	Financial Support	Funding for operations & increased visibility within the community	Resource capacity
Vice Patrons Group	Financial Support	Funding for operations & increased visibility within the community	Resource capacity
Local Schools	Player Pathway	Recruitment of players	Scheduling conflicts

Community Engagement

Please demonstrate how your club engages with local community members and stakeholders.

Aberdare RFC actively engages with the local community through:

- Mini & junior rugby programmes
- School outreach and coaching sessions
- Hosting community events and tournaments
- Social events and fundraising activities
- Providing facilities for local groups

The club aims to:

- Increase inclusivity
- Promote rugby to underrepresented groups
- Strengthen ties with local organisations

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Vision & Mission Statement

Our Vision

To become an exceptional independent and sustainable amateur Rugby Union Club, acknowledged as a significant contributor to the local community and a foremost provider of sports facilities in the Aberdare area.

Mission Statement

To operate as a high-quality, well-managed club that provides opportunities for all ages, genders, and abilities. We embrace the WRU core values by fostering an atmosphere of teamwork, discipline, respect, and enjoyment while honouring the club's history and preserving our connections to the past. We aim to integrate societal changes, new ideas, and emerging technologies.

The Club adheres to the WRU Code of Rugby:

Everyone involved in rugby in Wales, including players, coaches, referees, administrators, parents, and spectators, is expected to uphold the core values of our sport.

Teamwork | Respect | Enjoyment | Discipline | Sportsmanship

- Play to win but not at all costs.
- Win with dignity and lose with grace.
- Observe the laws and regulations of the game.
- Respect opponents, referees and participants.
- Reject cheating, racism, violence and drugs.
- Value volunteers and officials alike.
- Enjoy the game.

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Focus Areas of Development

Areas of Development to Include:

- Facilities • Culture • Governance • Rugby Engagement • Volunteer Workforce

Club Improvement Plan / Focus areas of development						
Area of development: Facilities, culture, governance, rugby engagement, volunteer workforce	Objective What needs to be done	Tactics (how does the club plan to achieve the objective?)	Achievement target What will be achieved?	Responsibility Who will make sure this is achieved	Timescale When will you complete your objective?	Finance How much is it going to cost? / How will it be funded?
Facilities	New Floodlights	Apply for grants, engage sponsors, seek contractor quotes, and schedule installation during the off-peak season.	Installing modern, efficient floodlights to enhance evening training and matches.	Club Committee	Within the next 6 months	£20k
Facilities	Renovate the Function Room in the Clubhouse	Redesign space, seek sponsorships, organise fundraising events, apply for improvement grants.	A fully renovated function room to generate additional club revenue through events and rentals.	Club Committee	Within the next 18 months	£30k
Rugby Engagement	Ensure We Continue to Have a Strong M&J Section	Increase school outreach, provide high-quality coaching, organise youth tournaments, and develop player pathways.	A thriving Mini & Junior section with increasing player numbers and engagement.	Mini & Junior Chairman, Committee & Coaching Staff	Ongoing, with annual reviews	N/A
Rugby Engagement & Culture	Maintain Our Championship League Status	Strengthen squad depth, enhance training, improve fitness programs, and analyse opponents.	Retention of league status and continuous competitive performance.	Coaches, Club Captain, & Club Committee	Ongoing, reviewed at the end of each season	N/A

Engagement & Culture	Athletic XV Fixtures Every Week	Work with league coordinators, recruit players, engage local teams for friendly matches, and ensure adequate facilities.	A complete fixture list for the Athletic XV, ensuring regular competitive play.	Fixture Secretary, Coaches & Team Manager	Immediate and ongoing	N/A
Engagement & Culture	Ensure Our Under-18s Play Matches and Produce Players for Senior Rugby	Develop a structured training program, organise regular fixtures, provide mentorship and transition support to senior teams.	A strong U18 section that consistently feeds players into senior rugby.	Club Committee & U18 Coaching Team	Ongoing, with seasonal reviews	N/A
Facilities & Volunteer Workforce	Become More Energy Efficient	Install LED lighting, invest in solar panels, enhance insulation in the clubhouse, and promote energy-saving habits.	Reduced energy costs and a smaller carbon footprint for the club.	Club Committee	Within the next 24 months	?
Governance	Strengthen club management and compliance	Completing all Club Investment requirements to become a Platinum level club	Full WRU compliance	Club Committee	12 months	n/a

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Risks and Mitigations

Risk Assessment						
Risk ID	Area of development: Facilities, culture, governance, rugby engagement, volunteer workforce	Description of risk	Potential impact	High / medium / low risk	Risk Control / mitigation	Risk last updated on
ARFCR1	Finance	Lack of funding	Delayed improvements	High	Apply for grants, increase fundraising	2026
ARFCR2	Volunteers	Volunteer shortage	Reduced operations	Medium	Recruitment campaigns	2026
ARFCR3	Facilities	Poor pitch conditions	Player safety	High	Maintenance plan	2026
ARFCR4	Participation	Declining player numbers	Team viability	Medium	School engagement	2026
ARFCR5	Governance	Non-compliance	Loss of funding	Low	Regular reviews	2026

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Club Improvement Plan Checklist

Club Improvement Plan Checklist	Yes	No
Has the whole club been involved and consulted in the development of this improvement plan?	Yes	
Have you consulted with local stakeholders and do you have an active club stakeholder mapping document?	Yes	
Have you used the club self-assessment report to guide your objectives?	Yes	
Have you had support from your WRU Club Developer to finalise your club improvement plan?	Yes	
Do you feel you have the relevant resources to implement your improvement plan?	Yes	

Approved by Committee

This policy has been reviewed and approved by Aberdare RFC committee as of March 2026.

It requires the signatures of two authorised committee members and the date of approval to be valid.

Signature 1: *D Williams*

Name: Darrell Williams

Position: Chairperson

Date: 2nd March 2026

Signature 2: *T Griffiths*

Name: Tim Griffiths

Position: Club Secretary

Date: 2nd March 2026

*Other templates will be accepted, but they must contain the following information Legal Structure, Risk Register, Organisational Chart, Community Engagement and a summary of Key Stakeholders.



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