



DOCUMENT TYPE: SRC Rugby Scholarship – SRC 001

Singleton Rugby Club Ltd

SRC Rugby Scholarship

Applicability
Singleton Rugby Club Ltd
Publication Requirement
Internal Use – SRC Rugby Scholarship – SRC 001
Primary Source
Singleton Rugby Club Board & Committees
Document Status
Version # V1.1 – SRC Rugby Scholarship
Amendment Record
Version # V1.0 Amended
Board Approved Date: SRC 001 - Amended Approved 29/01/2020

Definitions

The following terms and acronyms may be used within this document:

Code - Refers to the Singleton Rugby Club Code of Conduct
SRC Board – Refers to the Singleton Rugby Club Elected Board of Directors
Manager – Refers to the SRC Rugby Manager
Club – Refers to Singleton Rugby Club and Grounds (bounded by land at 73 Howe St Singleton)
Club Executive – Refers to Club's President, Senior Vice President, Secretary, Treasurer
Workers – Refers to Employees, Directors, Contractors, Club Members, Players, Consultants & Ground Manager
Player – Refers to player receiving the SRC Rugby Scholarship
Local Player – Refers to a person who lives in Singleton Area

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Policy Purpose

This document is to provide an understanding to all persons in relation to the Club's Policy and Procedures for the Singleton Rugby Club Ltd.'s Scholarship Program.

Outline

The Singleton Rugby Club's Scholarship Program aims to support local players/students who are studying at TAFE or University (*not in Singleton*) who are making or will make a significant contribution to the Singleton Rugby Club Ltd.

The Singleton Rugby Club's Scholarship Program is aimed at assisting local players/students who play Rugby for the Singleton Rugby Club to improve their rugby, education skills and to remain as a local payer.

Eligibility

- Currently or have played Rugby for the Singleton Rugby Club Ltd;
- Agree to play Rugby for the Singleton Rugby Club for the One-year (1) period of the Scholarship normally a calendar year;
- Be undertaking or proposing to undertake full time tertiary education in the Hunter Region;
- Meet the Academic requirements for any selected program; and
- Be Australian permanent resident or Australian/New Zealand citizens.

Value of Scholarship

The scholarship has a valued up to a total of \$2,220 for One (1) year and has a partnership with ASN Singleton, SRC and SRC Oldboys.

Details of the Scholarship value;

- Financial Assistance broken into three (3) x payments throughout the NHRU season to the value of \$1,500; (*First payment (\$500) in April/May- Second (\$500) at commencement of 2nd round of the NHRU season, - Third (\$500) at the end of the SRC playing season*) Note: Payment amounts & payment dates may alter as determined by the SRC board.
- ASN Singleton Store Credit (*Provided and managed by ASN*)
- Payment of Player Registration Fee valued at \$320. (*Paid at commencement of Rugby season by SRC*)

The successful Rugby Scholarship applicant will be provided with full details of financial assistance payment due dates in the Contract Agreement.

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Selection Process

Applicants must be in writing only, addressed to the Singleton Rugby Club Ltd Board of Directors (Club Secretary) and the SRC Rugby Manager, application will be assessed on the basis of:

- Sporting achievements in rugby and or potential to contribute to sporting achievements in rugby at the Singleton Rugby Club;
- Show or have potential to achieve demonstrated leadership skills within the club and playing group;
- Currently play Rugby Union; and
- Provide proof of Academic merit and enrolment details in tertiary education or details as required/requested by the SRC Board or Rugby Manager;

All written applications must be received by the due date advertised and will be reviewed by a panel consisting of the SRC's appointed Rugby Manager, First Grade Coach and Coaching Coordinator or a SRC Board approved delegate or delegates, the panel will provide the SRC Board with a shortlist of applicants as required, these applicants may be invited to attend an interview for the Scholarship.

The interview panel must conduct applicant interviews in a fair and just manner with all applicants asked the same assessment questions/assessment, responses must be recorded by at least one member of the panel for later review as and if required.

Subsequently after completions of interviews by the panel the Rugby Manager will produce a recommendation memorandum signed by all members of the interview panel including all reasons/merit/question/answers for proposed selection to the SRC Board Executive.

The Rugby Manager will communicate with all unsuccessful applicants in their Scholarship applications providing feedback as necessary.

Note: Where there is more the one recommended Scholarship applicant by the Interview panel, these applicants must be listed in a priority sequence.

The SRC Board will be requested to review recommendations and were deemed appropriate by the SRC Board agree on an applicant to receive a Letter of Offer for the Rugby Scholarship for a one-year period.

The Board will provide a Letter of Offer (*SRLO – 001*) and Contract of Agreement (*C.O.A – 001*) to the successful applicant who should sign and return to the Board or Rugby Manager within seven (7) days of receipt.

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If the Contract of Agreement is not received by the Board within the allowed time frame the Board may review and approve an alternate application or not approve any other applications in that year period.

Note:

- *The SRC Board reserves the right to not approve/agree to provide a Scholarship each rugby season or year;*
- *The SRC Board is not bound to approve more than one (1) Scholarship each Rugby season or year;*
- *The SRC Board is not bound to approve any recommendation provided by the Interview panel;*
- *The SRC Board may agree to alter Scholarship amounts & payment timeframes;*
- *The SRC Board Executive may elect to complete an Interview with the recommended applicant/s;*
- *The SRC Board reserves the right to amend the terms and conditions of the Scholarship including but not limited to; Reviews of Scholarship Funding, Commercial Terms, Scholarship Payment Timeframes, Scholarships Partnerships.*

Successful Applicant

The successful applicant agrees to: -

- A commitment to the Club that they are legally able to both play rugby in Australia and for the SRC;
- Attend all game days required by the SRC and participate fully to the best of their ability and skills for and on behalf of the SRC; **Exception - if selected in a State or National representative team;*
- Attend training sessions required by the SRC and participate fully to the best of their ability and skills for and on behalf of the SRC; **Exception - if selected in a State or National representative team;*
- Meet the minimum fitness standards established for the applicant by the SRC, its fitness trainer or club Doctor;
- Agree to observe the games rules and all SRC Policy's and SRC Constitution, ARU, NHRU and IRB policies as required;
- Attend any education commitments as required by their TAFE or University, unless unable due to illness or injury.
- Attain adequate medical coverage and consider obtaining Income Protection (IP) while playing football with the SRC.
- If sick or injured provide a Medical Certificate to the SRC and or TAFE or University as deemed required by the club or TAFE or University;
- If injured and were practicable attend both training sessions and games days and assist as directed by the Club's Coaches and Rugby Manager or as their injury permits;
- As requested, and were capable to assist with any SRC player development within the senior and junior clubs;

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**Exception – An appropriate advice letter is required to be provided by the Player.*

Club Commitment

The SRC agrees to: -

- Assist applicant where practicable in improving their rugby and leadership skills;
- Ensure timely Scholarship payments are made, as per the Contract of Agreement and Letter of Offer;
- Ensure all Rugby playing, and membership/Insurance fees are paid as required by SRC, NHRU and Australian Rugby;

Club / Scholarship Dispute Resolution:

Should the SRC or the Scholarship applicant be in breach of any of terms of the Contract of Agreement, the SRC and the applicant agree to take the following actions to resolve any dispute: -

- Any disputes must be advised in writing by the SRC Board or Applicant;
- Agree to attend a mediation meeting with the Board's Executive to discuss the breach as arranged by the SRC Executive;
- Ensure a support person is provided if requested by the SRC or applicant;
- If a resolution cannot be agreed by the parties the SRC may terminate the Scholarship agreement by giving five (5) days written notice as approved by the SRC Board.

Agreement Termination:

The SRC Board may terminate the scholarship immediately by written advice if the applicant is found guilty of serious misconduct, including but not limited to: -

- The applicant being found to have breached SRC Code of Conduct or other club approved policies;
- The applicant bringing the SRC name or brand into disrepute;
- The applicant being found guilty of any ARU/NHRU anti-doping regulations or to have breached the SRC Alcohol & Drug Policy;
- The applicant being found guilty by an Australian court of law of any criminal offence;
- The applicant being suspended by the NHRU or the SRC from playing rugby for a period of five (5) weeks or more.

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Breaches of the Policy and Disciplinary Action

Breaches of Singleton Rugby Club's Scholarship Program Policy where, as a result of the above process the recipient is found to have breached the SRC Rugby Scholarship Policy or other approved club Policies will be dealt with via the Club's Code of Conduct.

The Club may take one or more of the following actions:

Disciplinary action may be taken in relation to a Scholarship recipient that breaches the Policy:

- Which may include cancellation of Scholarship, suspension of agreement; written warning;
- Any contracts with outside providers of service may be terminated/suspended;
- Legal action to recover any outstanding Scholarship costs;
- The matter may be referred to the NSW Police or other regulatory bodies; and
- Any other actions as deemed appropriate by the SRC Board.

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