

# WOMEN AND GIRLS PARTICIPATION FRAMEWORK

The framework is organised into four key domains that reflect the different stages and motivations women and girls experience as they engage with rugby. Players may move in and out of these domains throughout their rugby journey and can participate in multiple domains simultaneously. This is intentionally non-linear to reflect the varied motivations, life stages, and commitments of women and girls in rugby.



## FOUNDATION

Build a love of rugby through early experiences, modules, and programmes that focus on enjoyment, skill development, and learning. This stage fosters progressive skill-building and game understanding, prioritising player development, confidence, competence, and safety over positions, tactics, or competition, laying the foundation for a lifelong love for the game.

## PLAY

To grow and diversify the player base by offering more flexible, less formal formats, focusing on enjoyment and playing rugby with friends. These include non-contact options for all abilities and social contact formats for those with some experience, providing accessible and appealing opportunities for a wider audience to enjoy rugby on their own terms.

## COMPETE

Provide structured, formal competition opportunities and programmes at local, regional, and national levels. Designed for players with drive and aspiration, as well as those who simply love competition, these offerings support skill development and personal growth through competitive play, while providing opportunities to represent clubs, schools, or Provincial unions. This domain includes scheduled training, development, and competitions, offering clear progression routes for all who seek them.

## PERFORM

Domestic, national, and international competitions and programmes focus on the development and performance of nationally identified athletes who demonstrate the attributes, ambition, and attitude to excel on the world stage -aligned with the NZR Women's High Performance Plan. These initiatives aim to grow and support regionally and nationally identified athletes with the potential and aspiration to perform at the highest levels. Through targeted programmes and competitions, participants develop the technical, physical, and mental skills required to succeed at the elite level.