



Transforming
Communities Through
Rugby

Who We Are?

- **Eastern Reds Rugby (ERR)** is a non-profit organization focused on imparting life skills to socio-economically disadvantaged children through the game of rugby. ERR engages with these children through a holistic rugby training program that coaches the child not only in the sport, but also their personal development in handling challenging situations.
- Many of these children are from lower income households, where they live with relative(s), a single parent, or parents that lack the resources and/or time. These children are often left stressed, detracted, and confused as a result. The shortfall of positive social interaction and guidance poses as a major impediment to normal character development for children at this age.
- Our committee and panel of coaches consist of former rugby players and coaching veterans. All coaches have a minimum Level One World Rugby coaching certificate. ERR coaches also have a wealth of off-field experience, such as being first aid responders, counsellors, and nutritionists.
- Ultimately, as a community that has benefited from the sport of rugby, we know that the sport is an excellent avenue to build strong characteristic traits, precious lifelong memories, and healthy habits for these children in years to come.

Eastern Reds Rugby (ERR)

- **Eastern Reds Rugby (ERR) – Transforming Communities Through Rugby**
- **Community Development Focus:**
 - Empowers vulnerable youth in Singapore, shaping them into future leaders.
 - Promotes personal growth and leadership through rugby’s core values—teamwork, discipline, and perseverance.
- **Target Audience:**
 - Focuses on youths in public residential communities.
 - Builds engagement, resilience, and essential life skills.
- **Program Highlights:**
 - Offers structured training programs with various rugby formats—TAG, touch, and contact.
 - Caters to different age groups and skill levels.
- **Comprehensive Support:**
 - Provides personalized coaching, insurance coverage, and certified trainers.
 - Employs a holistic approach with individual and group development plans.
- **Strategic Partnerships:**
 - Collaborates with social service groups, schools, and advisors to amplify impact.
 - Focuses on fostering confidence, courage, and leadership qualities.
- **Sustainability and Growth:**
 - Implements community fundraising and monitoring frameworks to ensure long-term impact.
 - Builds stronger, more resilient communities through sports and mentorship.

ERR's Core Values



Integrity – Honest and fair play is central to the game



Passion – Emotions are what separate participation from achieving success



Solidarity – Unifying the spirit of teamwork and life-long camaraderie



Discipline – Upholding ethics and morals on-and-of the field



Respect – One can only gain respect when one respects

ERR Team

- **President** – Mohd. Syafiq
- **Vice President** – Malcom Retnam
- **Secretary** – Mas Romano
- **Treasurer** – Mark Steve
- **Committee Members:**
Michael Lin;
Mohd. Mohaime;
Sean Wee; Damian Pereira

Our Approach

Our approach aims to develop grit in children from a young age, which becomes an invaluable characteristic trait to better conquer stresses later in life. The combination of exercising both body and mind cement a stronger imprint in children.

Our rugby training has been designed as a proxy for children to better handle life situations and decisions. The training begins as an extrinsic motivator for the children to regularly participate in a fun and safe social game, but later manifests as values picked up during rugby and serves as intrinsic motivators for themselves.

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We use warm-up and cool-down drills essentially to establish basic routines by getting the body and mind ready to go or prepared for recovery. Having the children enact consistent patterns during training encourages them to start strong and end strong for other applicable situations. These drills are just part of many to build a safe environment where safety and openness is prioritized, which in turn allows the children to be comfortable reaching out to coaches and making friends.

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Physical and skills training conducted aims to improve both psychomotor and fitness. The training is done in gradual increments to challenge the children to attain achievable targets. Our training plans are designed to instill discipline and patience in the children as they begin to be aware of their progress. An important outcome is having the child understand that impressive results come from small wins over a long period of grit.

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These various training aspects will culminate into game performance where the children are honed to make decision making in their stride while facing dynamic and pressurizing scenarios. They will learn to trust their own instincts and decisions as they make them on the field which leads to the child being more prepared off the field for the uncertainties of life.



Our Success Measurements

- We measure using a mix of quantitative metrics and qualitative surveys with the children by both our coaches and the children's caretakers. The caretakers are dependent on the child's current situation but could be program managers, teachers, counselors, relatives, and parents.
- Some metrics examples are:
 1. Children's physical skills and social behaviors before, during, and after the program.
 2. Physical skills include children's rugby game experience and confidence in making decisions on- and-off the ball.
 3. Social behaviors include children openly communicating with peers and/or coaches to learn more in challenging situations.

Rugby Training Metrics

	U10	U12	U14	U16
Rugby Type	TAG/Touch	TAG/Contact	Contact	Contact
Rugby Skills	<ul style="list-style-type: none"> • Kicking • Catching • Passing • Running with the ball • Game decision situations 	<ul style="list-style-type: none"> • Kicking • Catching • Passing • Tackling • Unit Skills • Game decision situations • Core stability 	<ul style="list-style-type: none"> • Kicking • Catching • Passing • Unit skills • Team skills • Attack patterns • Defense patterns • Fitness 	<ul style="list-style-type: none"> • Kicking • Catching • Passing • Unit skills • Team skills • Attack patterns • Defense patterns • Fitness
Competition	Carnival	Carnival and junior league	Club league 7s and 15s	Club league 7s and 15s

Behavioural Metrics





- Our behavioral metrics are tagged back to the Ministry of Education (MOE) 21st Century Core Competencies with the activation of a Social Emotional Learning (SEL) Framework within the context to rugby training. Assessment is multi modal: Reflection interviews, instructor observation, and surveys.
- Our Key Focus Areas/Measures include:
 1. Self-Awareness & Self-Management
 - Identify and respond to emotions
 - Recognize personal qualities and external support
 - Demonstrate skills related to achieving personal, academic, and sporting goals
 2. Social Awareness & Relationship Management
 - Recognize the feelings and perspectives of others
 - Recognize individual and group similarities and differences
 - Use communication and social skills to interact effectively with others
 - Demonstrate an ability to prevent, manage, and resolve interpersonal conflicts in constructive ways
 3. Responsible Decision Making
 - Consider ethical, safety, and societal factors in making decisions
 - Apply decision-making skills to deal responsibly with social situations, especially during training context (pre, during and post training sessions)
 - Contribute to the well-being of one's school and community

Behavioural Metrics

SELF ASSESSMENT: SOCIAL EMOTIONAL LEARNING SKILLS

Name:

Date:

I CAN				
SELF-MANAGEMENT I can manage my emotions and behaviour to achieve my goals.				
SELF-AWARENESS I can recognize my emotions and values as well as my strengths and weaknesses.				
RESPONSIBLE DECISION-MAKING I can make ethical, constructive choices about personal and social behaviour.				
RELATIONSHIP SKILLS I can form positive relationships, work in teams, and deal effectively with conflict.				
SOCIAL AWARENESS I can show understanding and empathy for others.				

Rugby Training

- **Our holistic training program is tailored for 7–17-year-old children to best nurture both the body and mind. The core modules are summarized below.**

1. Fitness
 - a. Strength and power
 - b. Speed and agility
 - c. Endurance
 - d. Full-body mobility
2. Technical skills
 - a. Passing
 - b. Tackling
 - c. Kicking
 - d. On-and-off ball play
3. Decision making
 - a. Control
 - b. Commitment
 - c. Challenge
 - d. Confidence
4. Dynamic game situations
 - a. Trust
 - b. Instinct
 - c. Respect
 - d. Resilience



What does the program include

- Every child receives the following during rugby training:
 1. Rugby training plan (digital and/or physical – depending on Covid)
 2. Recovery refreshments
 - a. Isotonic drinks
 - b. Recovery snacks
 3. Insurance coverage
 4. World rugby certified coaches (5 kids to 1 coach)
 5. Personalized Training Kit
 - a. Training Shorts
 - b. Training T-shirt
 - c. Training socks
 - d. Rugby ball size 5



Curriculum Experience

- **Past Programs and Activities (2019–2023)**
- **2019:**
- Partnered with Junyuan Secondary School, Children’s Wishing Well, and Admiralty Secondary School.
- Conducted Dawson and Delta RC Estate Rugby Clinic with MP Ms. Joan Pereira in attendance.
- **2020:**
- Continued programs at Junyuan Secondary School, Children’s Wishing Well, and Admiralty Secondary School.
- Organized sports day with My Inspiring Journey Education Hub (MIJ Edu Hub).
- Hosted Singapore Sports Hub Rugby Clinic, including RWC screening and SEA games preparation.
- **2021:**
- Engaged DaZhong Primary School.
- Delivered online coaching drills during COVID-19 restrictions.
- **2022:**
- Continued online coaching drills throughout COVID-19 lockdowns.
- **2023:**
- Collaborated with Year 5 and 6 students from SJI pursuing CPA diplomas.
- Provided training by World Rugby Instructor Malcolm Retnam.
- Students were attached to senior coaches to co-coach kids as part of a hands-on program.

Curriculum Experiences



Junyuan Secondary School



The kids from Children's Wishing Well eagerly waiting in anticipation for the semi-final between England and New Zealand.



MP Ms. Joan Pereira and participants at Dawson and Delta RC



Participant in action: A no look fake out @Singapore Sports Hub Rugby Clinic



MIJ participants doing warm up



Northland Primary with Prof Faishal

Curriculum Experience (2024)

2024 Activities and Programs

Northland Primary School Program (Nee Soon GRC):

- Launched on **20 July 2024** as a **7-week program**.
- MP Muhammad Faishal Ibrahim visited the training venue on **24 August 2024** to observe the program.

Phase 2 Expansion (September– December 2024):

- Extended from **14 September 2024** to **end of December 2024**.
- Invited participation from:
 - Chongfu Primary School
 - Naval Base Primary School
 - Xishan Primary School
 - Ahmad Ibrahim Primary School

Testimonials

- "Eastern Rebels Rugby has help built up my Confidence and given me an opportunity to make more friends"
- **-Huzairi, Casuarina Primary School**
- "I am happy with the activities and how Eastern Rebels Rugby engaged the residents, enabling the parents to be involved alongside their kids"
- **-Ms Joan Pereira Member of Parliament for Tanjong Pagar GRC for Henderson-Dawson**
- "Eastern Rebels Rugby has allowed me to maintain a healthy lifestyle both physically and mentally. It has been a very therapeutic way to begin my Saturday morning and also allowing me to make new lifelong friends"
- **-Syafiqah, Junyuan Secondary School**
- "In the past, I lacked motivation in my studies and day to day activities, I used to get angry easily which led me to lose many friends. Since joining Eastern Rebels Rugby training, besides making new friends, I have learnt to better control my emotions and also boost my confidence in my daily activities."
- **-Syawal, Clementi Primary School**
- "I was a shy and meek person before training with Eastern Rebels Rugby. With the help of my Coaches in Eastern Rebels Rugby, given the opportunity to lead at some training sessions. I am now able to a more confident, positive, responsive and responsible person. This has led me to take on the role of captain in my School Rugby Team."
- **-Rizqin, East Spring Secondary**
- "Being my School team Captain, I have been playing rugby for 4 years and I enjoy playing the sport.
- Eastern Rebels Rugby has increased my ability as a leader, both on and off the field."
- **-Da'anny, Admiralty Secondary**
- "I decided to join Eastern Rebels Rugby after watching my school team play, what I like was the team bonding and the closeness of the team that attracts me to the game!"
- **-Nurul**

2025 Program Launch

2025 Activities and Programs

Nee Soon GRC Rugby For Good Program

- Launched on 8 **Fed 2025** as a **50-week program**.
- The program is a community-driven initiative in partnership with Nee Soon GRC Grassroots Organisations (GROs).
- This program aims to develop teamwork, discipline, leadership, and resilience through the dynamic sport of rugby.

Program Details:

- **Start Date:** 8 Feb 2025 (Saturday)
 - **Venues:**
 - **February:** ActiveSG Field @ Northland Primary School
 - **March – November:** Open Field @ Nee Soon Sports Centre
 - 🕒 **Time:** 9:30 AM – 11:30 AM
 - 💰 **Cost:** \$100/month (includes insurance, venue, refreshments, and training equipment)
- Sponsorship is available for those on Financial Assistance Scheme (FAS).