

Submission

No 33

INQUIRY INTO CHILDREN AND YOUNG PEOPLE 9-14 YEARS IN NSW

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Date Received: 5/05/2008



***Sporting & Life Skilling
Company***

**Rutledge Solutions Pty Ltd.
Est. 2006 as Hoop Tech 24**



Welcome to Rutledge Solutions

Rutledge Solutions Pty Ltd is an Australian owned family company, which bases its values and principles around the community and the sporting community as one.

Vision Statement

Rutledge Solutions Pty Ltd is a National company which teaches the basics of Life Skills through a range of sports, business practices and disciplines.

We teach life skills of individuals in a team environment, starting with self respect and pride, leading into respect for all others within our Communities.

Providing a safe and secure environment in which participants are treated with respect and dignity are the core values and principles of Rutledge Solutions Pty Ltd.

Our continuous strive to promote and establish an atmosphere where all participants are encouraged to undertake in any of the programs, where they can achieve their personal best, both physically and mentally.

The building of self pride, self respect, self confidence and the respect for others are the key aspect of our Life Skilling & Motivational services within all of our programs.

Our programs are centered on the betterment of tomorrow's community and the life skills for continuous improvement for all.

These Principles and Disciplines are interlinked into the Rutledge Solutions program system and are the key aspects of the Life Skilling & Motivational structures.





The community represents the Social behaviour and the choices in which the individual interacts with their Home, School, Peer groups, Business, Work environment.

The principles are delivered in a selection of visual choices, positive or negative and indentifying the difference between either side of the line of choice. The individual clearly understands that they alone are responsible for the positive or negative consequences of their choices, not the other person made me do it peer pressure scenarios.

These principles are present to the participants as visual life learning's, through Sport or Business environments in a Motivational structure.

These life principles affect our life's choices in day to day scenarios:-

- Youth social behaviour within the community, Positive or Negative
- Business Manager's and Leaders, Leading with People skills
- Followers or Leaders, knowing the opportunities within both
- Self Confidence, over or under and the core reasons
- Identifying Strengths and Weakness and working with the opportunities to succeed
- Peer pressure, Leading with positive outcomes, not negative
- Discipline exposure and the conditioning to life skills
- Emotion Management, Self control of emotions



Rutledge Solutions Sporting & Life Skilling Programs

Youth Programs

- Youth Antisocial behaviors in Schools and Community
Primary, Secondary, TAFE, Community programs
- Youth Education Learning challenges
- Youth Discipline
- Youth Leadership
- Youth Motivational Services
- Youth Employment Skills
- Marketing yourself to the Employer
- Youth Management
- Youth Coach and Mentoring
- Youth Motivational Services for the high achievers
- Youth Sporting program delivery Training

Many of the Rutledge Solutions programs are for the antisocial youth behaviour in our communities and the Educational learning challenges that are faced on a daily basis.

The high percentage of antisocial youth behaviour is due to the lack of discipline and positive role models in their environment.

Many reasons, for unpleasant School behaviour is due to issues that rise from learning difficulties and the lack of self confidence, as well as social challenges.

A number of these Life Skilling programs have been developed to teach visually through the discipline and structure of Sport.

A range of programs also cover social skills and the exposure to life skills required outside School entering the employment sector.



School Teachers, Youth Social Carers

- Motivational Services
- Working with Antisocial Youth behaviour
- Managing the Class room environment
- Teachings from the Class Clown
- Why my disruptive behaviour is a sign of attention seeking
- Discipline, Zero Tolerance and setting the rules

Sport Athletes and Team Life Skills

- Team Motivational Services
- Self awareness of your behavior outside the Team
- Self awareness of your profile
- Club responsibilities
- Antisocial behaviour
- Marketing self awareness

Business Development

- Team Building
- Team Motivational Services
- Breaking down the work environment
- Customer Service
- Managing the people side of the work place
- The positive side of Performance Management
- Managing the Manager
- The Small marketing that is always forgotten

Marketing & Sponsorship Management

- Seeking Sponsorship
- Servicing Sponsorship
- Marketing your organisation to a Sponsor
- Knowing your product offer to the Sponsor
- Customer Service in the Entertainment business



Program List

STAY IN SCHOOL

Disengaging & Behaviour program

This program covers one of our communities' main school and social issues and that is Indigenous and Non Indigenous students disengaging from High School before completing Year 10.

Many reasons, for unpleasant School behaviour is due to issues that rise from learning difficulties and the lack of self confidence, as well as social challenges.

This program stresses the importance of education and how vital it is to the quality of life that each individual will have throughout their lifetime.

This program has been provided to the above High Schools during 2007 with positive results.

The program provides Students transitioning from Primary year 6 to High School and High school years 7 to 10 with learning difficulties and who are at high Risk of disengaging from School before completing their Year 10 Certificate.

The Program has been developed for high and mid range students, as well as School Teachers as a Motivational tool for success.

This four hour program involved three hours of Basketball/Sporting activities and a one hour Motivational Talk on life skills, "The Choices We Make & The Directions We Take".

This program was also developed for the transition from one education environment to another. It covers Primary and High School years, year 6 to 7, 10 to 11, 11 to 12 and School to the work place. This program is about affective ways of change management to transition into a different environment – whether it is School, TAFE, Business or the everyday life environment.



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This program is flexible to accommodate the requirements of the School, community group and Educational institutes.

The program consists of a Motivational Talk and Team building\sporting activities. The Stay In School Program can also be linked into multiple sessions for repetitious learning over a period of weeks in a single school term.

Main points of the program:

- *Social Skills (meeting new people)*
- *Boosting self confidence*
- *Leadership*
- *Respect for Self/Others & Community*
- *Patience*
- *Change Management*
- *Motivation to do something new*
- *Managing the “scare factor of change” with the Butterfly principles*
- *Team work and fitting into a new environment, School or work place*
- *Encouragement and Development of others*
- *Work place Social & Life Skills*



TRANSITION PROGRAM

This program was developed for the transition from one education environment to another. It covers Primary and High School years, year 6 to 7, 10 to 11, 11 to 12 and School to the work place. This program is about affective ways of change management to transition into a different environment – whether it is School, TAFE, Business or the everyday life environment.

This program is flexible to accommodate the requirements of the client, both Educational institutes and Business.

The program consists of a Motivational Talk and Team building\sporting exercises.

Main points of the program:

- *Social Skills (meeting new people)*
- *Boosting self confidence*
- *Respect for Self/Others & Community*
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- *Team work and fitting into a new environment, School or work place*
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- *Work place Social & Life Skills*

Listen to the Butterfly within; as it teaches you to look in preparation of the way ahead. It is not the scare factor of your self confidence as many believe.

Quotation: Robert Rutledge, Director of Rutledge Solutions



SPORTING READING LINK PROGRAMS

This program is set to link Reading with the schools chosen sport. The program has been developed to place students into a different environment to engage them in learning.

We work on their concentration, attention span, patience and general behavior skills on the court/field, to give them a greater chance of taking in information and to be able to learn.

While Teacher or Community leader's work with the children on their reading skills, the Coaches work with the children on the following attitudes, principles and sporting skills,

- *Self Confidence*
- *Leadership*
- *Team Involvement and Exposure*
- *Discipline*
- *Behaviour*
- *Respect (Self & Others, Community)*
- *Listening skills*
- *Patience*
- *Hand & Eye Co-Ordination Skills, which leads to building Self Confidence*
- *Food Nutrition*

The Reading program engages twelve children per session, six on court and six reading in 10 minute rotations for an hour. Total time for the program is 1 hour this includes set up and weekly debriefs with teaching staff.

SCHOOL TERM SPORTS PROGRAMS

During the school term our programs can provide multi-sport programs for sports classes and PE sport days or school teams. We are able to meet your School requirements.



SCHOOL HOLIDAY PROGRAMS

Any of our programs can be delivered during the School Holidays. We also offer Multi Sports activities for all age groups from 5 years and up.

- Basketball*
- Aus Tag*
- Touch Football*
- Soccer*
- Footsal*
- Cricket*
- T Ball*
- Multi Sporting and Team building Activities*
- Open to all other Sporting activities of your choice*

POLICE COMMUNITY “AIMING HIGH” PROGRAM

This program has been constructed for the NSW Police Force to deliver in their Community & Youth Clubs for Children from the age of 13-14-15 who are at Risk in the community of becoming a first time offender.

This Program incorporates and Educates Life Skills through the game of Basketball. Many of our Youth at Risk of committing an offence have not had the exposure to good life skills and therefore misunderstand the values of the community.

This Rutledge Solutions Basketball program provides the hands on visual education that is required to teach these community life skills and values to our youth at risk.

The Program consists of a 3 on 3 Basketball competition, training in the basics of Basketball rules and refereeing in five locations in the Southern Area.

The NSW Police Education programs on Drugs and Driving will also be included into the Basketball Program, as this environment provides an avenue to educate these important issues outside the class room.



SPORTING COMMUNITY LINK PROGRAMS

This program provides an opportunity for children to participate in a sporting program of activities in conjunction with their local community centre. This program is designed to build stronger relationships between children and their families and community.

This program is designed to build the awareness of the following attitudes and principles

- *Self Confidence*
- *Team Involvement and exposure*
- *Discipline*
- *Behaviour*
- *Respect (Self & Others, Community)*
- *Listening Skills*
- *Hand & Eye Co-Ordination Skills, which leads to building Self Confidence*
- *Food Nutrition*
- *Education in Life Skilling*
- *Self Pride*



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EMPLOYMENT TRANSITION & LEADERSHIP DEVELOPMENT PROGRAM

This program is aimed at the further development of High School Students years 10 to 11, 11 to 12 in transitioning into the Employment environment.

The program is delivered in a range of half and full day sessions over multiple weeks, in a visual Motivational presentation covering the following affective ways of employment skills.

- *Communications Skills:-*
 - *Face to face*
 - *Visual presentation*
 - *Phone manner, setting your non visual presentation*
 - *Body Language*
- *Contacting prospective Employers from advertised applications*
- *Pointers on Application presentation*
- *Employees Personal Presentation*
- *Body Language in the interview process*
- *Marketing yourself "as you"*
- *The opportunities in Weaknesses and strengths*
- *Know the Employers Business*
- *Employment Investigations skills*
- *Social Skills (meeting new people)*
- *Boosting self confidence*
- *Respect for Self/Others in the Business Community*
- *Change Management*
- *Attitude*
- *Marketing yourself and building your profile*
- *Motivation to do something new*
- *Team work and fitting into the work environment*
- *Encouragement and Development of others*
- *Work place Social & Life Skills*
- *Managing the "scare factor of change" with the Butterfly principles*



Listen to the Butterfly within; as it teaches you to look in preparation of the way ahead. It is not the scare factor of your self confidence as many believe.

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ENGAGING YOUTH WITH CHALLENGING BEHAVIOUR

The one or two day program is delivered in a Workshop or Conference format in a series of Motivational and open interaction floor talks leading into role plays and visual demonstrations.

The participants discover and explore the following points through the eyes of the Class Clown to better understand many hidden reasons for challenging youth behaviour.

- *Human Nature in Groups and Individuals*
 - *Core values and principles*
 - *Teaching people development (Leaders/Managers/Coaches/Teachers/Carers/Parents)*
 - *How groups of people stick to their comfort zone*
 - *Peer Pressure “he made me do it” scenarios*
 - *Positive Peer pressure (Leaders)*
 - *Personal Profiles*
 - *There is good in people – you just have to prove that it exists*
 - *Antisocial behaviour*
 - *Life and people skills*
- *Setting the Rules of Play*
 - *Stand the line*
 - *Discipline*
 - *Choices – right or wrong*



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- *Respect for self/others*
- *Listening skills*
- *Language – zero tolerance (swearing/spitting/bullying etc)*
- *Own space (assault risk management)*
- *Breaking the line of discipline with personal contact, hugs etc*
- *Leaders and followers – negative and positive*
- *Discipline Development in Sport*
- *Rules – review rules in your organisation (review and benchmark)*
- *Mixed messages with rules, they apply to you to!*
- *Acknowledgement of doing wrong - saying sorry for breaking the rules is the first step in a positive direction*
- *Set the rules as a Leader, not as a friend*
- *Are we a Do Good-er society? (path of less resistance)*
- *Stand by the rules and by your decisions*
- *Bad behaviour rampant in society*
- *Managing your environment and controlling theirs*
- *Look to your weaknesses as opportunities of strength.*
- *Body Language*
- *Role models/ mentors – positive and negative*



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- *Change Management*
- *Time Management*
- *Repetitious behaviour*
- *Life skills to what the youth are exposed to (home etc)*
- *Class clown – through our eyes growing up*
- *Customer service - (external & internal within organisations)*
- *Sharing knowledge – greatest gift*



PROGRAM DELIVERY TRAINING

In this program we teach a range of delivery principles and skills for participants to deliver sports or business programs. The following points are covered in the training program and are set out as per the client's requirements.

This program was originally developed for High School students that are studying sports and business administration and as a part of the requirements are to delivery a program to primary school students.

This training program is relevant to life skills and covers all areas of sport and business.

- *Coaching staff*
- *Team management*
- *Team committees*
- *Business groups*

This program includes;

- *How to communicate with your audience*
- *Life Skilling*
- *Presenting confidently in front of an audience*
- *Audience Motivation*
- *Reading Body Language*
- *Expands on how you would modify a program to suit your audience*
- *Setting the location*
- *Team participation*

Program Target groups;

- *Primary School students*
- *High School students*
- *Sporting teams*
- *Business Teams*
- *Adult groups*
- *Indigenous groups*



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Rutledge Solutions will create a program to suit the requirements of the client.

This program includes practical components and team building exercises.

TEACHERS PAD

A series of major points from the Stay In School program and a cross session of all youth programs are the construction blocks to this Motivation talk and workshop delivered to School Teachers.

Many reasons, for unpleasant School behaviour is due to issues that rise from learning difficulties and the lack of self confidence, as well as social challenges.

- Motivational Talk "The Choices We Make & The Directions We Take"
- Teachings from the Class Clown
- Managing the Class Clown
- Working with Antisocial Youth behaviour
- Managing the Class room environment
- Why my disruptive class clown behaviour is a:-
 - sign of attention seeking
 - sign of asking for help
 - sign of managing the class room youth peer pressure
 - sign of having or not having
- Discipline, Zero Tolerance and setting the rules

The Teachers Pad Program explores the Class Clown environment to learning and reinforces the importance of Teachers and the roles they provide in our Communities.

Remember the moments in your education journey that were turning points for both the Student and the Teacher.

This session is delivered from the eyes of the Class Clown and will provide future learning for teachers in managing this environment.



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Understand the reasons for many of the behaviour issues shown from challenging youth with learning difficulties.

TEAM MOTIVATIONAL SPEAKING

Rutledge Solutions are available to provide Motivational services to Youth groups, Teachers, Sporting Teams, Business groups, Committees, and Administrations groups in relation to goal setting, teamwork, sponsorship and positive direction to move an organisation to greater success.

BUSINESS TEAM MOTIVATIONAL SERVICES

Rutledge Solutions will deliver motivational talks on; Team structure, Customer Service, Managing People, Change Management, Time Management, Performance Management, Office Environment Management, Sponsorship and Sponsorship Servicing.

Consultations are available to discuss and create motivational services to suit your Business, Sporting Team or Organisation.



PROJECT MANAGEMENT

Rutledge Solutions provides the end to end Project Management services of Programs with other Educational and Government providers anywhere in Australia.

SPORTING ORGANISATION SPONSORSHIP & MARKETING CONSULTING

Rutledge Solutions will consult on your sporting organisation Sponsorship and Marketing plan.

ACTIVE AFTER SCHOOL PROGRAMS (Australian Sports Commission)

Rutledge Solutions provides Sports activities and games for the Australian Sports Commission, "Active after School program" in both states of NSW & Victoria.

This program covers State Primary Schools in their active after school community programs.

MULTI-SPORTS PROGRAMS

All of the Rutledge Solutions programs are available in the following Multi Sports.

- *Basketball*
- *Aus Tag*
- *Touch Football*
- *Soccer*
- *Footsal*
- *Cricket*
- *T Ball*
- *Multi Sporting and Team building Activities*
- *Open to all Sporting activities*



PROGRAM BUILDING- CREATE YOUR OWN

The Rutledge Solutions Team will work with you and your organisation to construct any Sporting or Community program to meet your requirements anywhere.

SPORTING & LIFE SKILLING PROGRAM COSTS

All Sporting & Life Skilling programs are quoted in a package format on the requirements of the Customer:

- *Hourly*
- *Daily*
- *Weekly*
- *Coaches*
- *Participant numbers*
- *Location*
- *Travel Costs (Air Fares and Accommodation)*
- *Equipment*

TERMS OF PROGRAMS

All Programs are flexible to accommodate any length of time to fulfill the Customers requirements in multiples of days to months and years. Programs and services are available on request for any days of the week, depending on schedule availability of other services.



SPORTING EQUIPMENT AND INFRASTRUCTURE

Rutledge Solutions also has a retail arm to provide sporting infrastructure and is able to provide all the required sporting equipment for all programs,

- All types of balls E.g.: Basketballs, Footballs, Soccer balls etc*
- Bags*
- Uniforms*
- Water Bottles*
- Whistles*
- Towels*
- All Sporting equipment*
- Etc*

If sporting equipment is required for any of the programs the cost can be included with the delivery of the program as a package.



Rutledge Solutions Pty Ltd have provided services to the following organisations trading as HT24 Pty Ltd before the Company name change in March of 2008.

Albury City Council

- Community Link Programs,
Westside 2006
Eastside 2007
Westside 2007
- Gindymana Indigenous sports carnival 2007
- Ngan Girra Indigenous Festival 2007
- Gindymana Indigenous sports carnival 2008

NSW Sport & Rec

- Community Link programs
Westside 2006
Eastside 2007
Westside 2007
- Indigenous Youth programs
- Gindymana Indigenous sports carnival 2007
- Wagga School two day camp – Indigenous Youth 2006
- Wagga Tolland Community Centre Carnival 2007
- Engaging Youth with Challenging Behaviour Conference March 2008
- Gindymana Indigenous sports carnival 2008

NSW Police Force PCYC

- PCYC – Aiming High program, Southern Command NSW 2008
Goulburn
Cowra
Young
Wagga
Albury
- PCYC – Community Link program Eastside 2007



Australia Sports Commission

Active After School programs 2007 – (Basketball & Multiple sporting activities)

Multiple Primary Schools in Victoria and NSW

VIC

- Wodonga West Primary School
- Wodonga South Primary School
- Wodonga Primary School
- Melrose Primary School Wodonga
- Beechworth Primary School
- Corryong College - Junior Campus
- Yakandanda Primary School
- Kiewa Valley Primary School
- Bethanga Primary School
- Mount Carmel Christian School Wodonga
- Frayne College Baranduda
- Rutherglen Primary School
- St. Mary's Primary School Rutherglen
- Chiltern Primary School
- St. Joseph's Primary School Chiltern
- Springhurst Primary School

NSW

- Holy Spirit Primary School
- Gerogery Public School
- Glenroy Public School
- St. John's Lutheran Primary School Jindera
- South Albury/ St. Pat's OOSH
- Table Top Public School
- Albury OOSH
- Henty Public School
- Culcairn Public School
-

Sporting Reading Link

- Wodonga Middle Years – Felltimber Campus 2006/2007

Australian Defence Force Recruiting

Sponsor of the Stay in School Program 2007



Stay in School

- Albury High, Murray High School, Tutorial Centres program trial 2006

2007

- Albury High School
- James Fallon High School
- St Paul's College, Walla Walla
- Kandeer School
- Wodonga Middle Years – Huon Campus x 3 programs
- Wodonga Middle Years – Felltimber Campus x 2
- Corowa High School

Program Delivery Training

Murray High School Albury Year 10, 2007

Transition Program

James Fallon High School Year 11, 2007

Tirkandi Inaburra, 2008

Team Motivational Services

- Albury Wodonga Lady Bandits 2006,2007
- Wagga HEAT Basketball 2006
- Riverina Women's Cricket 2007
- Stay In School program – Multiple High Schools
- Youth Albury Wodonga – Victorian Police Force

Motivational Services: - Committee Marketing/Sponsorship Consulting

- Lavington Panthers Junior Basketball Club
- Lavington Panthers Rugby League Football Club
- Albury Wodonga Bandits Basketball Association Inc.

School Holiday Camps

- Wagga Basketball Association 2006/2007
- Deniliquin Basketball Association 2007
- Albury Wodonga 2006/2007
- Yarrawonga Secondary College's Enrichment Program



School Term Sports Program

- Albury High School
- St Paul's College Walla Walla
- James Fallon High School Cross Roads Camp Year 11

Indigenous Community/Committee involvement and support

- ICC
- CWP
- KIN
- Albury City Council

HT24 SPONSORSHIPS & COMMUNITY SUPPORT PROGRAM

- Wodonga Wolves under 8's Team (One Team) 2006/2007
- Wodonga Catholic College Girls Basketball Team 2006
- MICEEP Indigenous Adult Coach & Mentor program 2006
- Albury Panthers Basketball Association Juniors and Seniors – Major Sponsor 2007/2008
- Border Bandits – Scholarship program & Players Sponsor 2007
 - Broady Mills 2007/2008
 - Erica Butler 2007
 - Jessie Smith 2007
- Broady Mills, Individual Player Sponsor – Border Bandits & Wodonga Wolves 2007/2008
- SAW – Sports Albury Wodonga
- YAW – Youth Albury Wodonga (Operation Bunroy)
- Wewak School Fund Raiser NAB Luncheon 2006
- Operation Flinders 2006/2007
- The Jade Vreman fund Raiser 2006
- St Anne's Primary School North Albury
- Indigenous Albury Boy's Youth Touch Football Challenge 2007
- St Augustine's Primary School
- Albury Wodonga Sporting Hall of Fame
- Donation of NIKE shoes and UNK NBA Street Clothing to the "Indigenous Family Fire Appeal Albury" 2007 \$ 5,000



For further information concerning any of the enclosed Rutledge Solutions Sporting & Life Skilling programs, please contact ourselves or our head office:-

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Sporting & Life Skilling Company

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Yours sincerely,

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Terms of Reference

For the purpose of performing its statutory functions under the *Commission for Children and Young People Act 1998* in relation to the Commission, the Committee is to inquire into and report on children and young people aged 9-14 years in NSW, and in particular:

1. the needs of children and young people in the middle years i.e. between about nine and fourteen years of age;
Programs in building Self Confidence, Family Structure, Positive Peer Pressure, Life Skills, Discipline, Community Structure, Educational visual learning's for youth with Challenging Behaviour.
2. the extent to which the needs of children and young people in the middle years vary according to age, gender and level of disadvantage;
The needs for youth with challanging behaviour and learning difficulties are very similar across the rural areas of the Riverina Murray and more work is needed in leadership and self confidence youth programs. Many Children are faced with home structure break downs and more solutions are required to engage the parents and the community with their children.
3. the activities, services and support which provide opportunities for children and young people in the middle years to develop resilience;
More is required in the linking of local organisations, resources, budgets and more importantly their accountabilities to support community youth. A community and regional Project Management structure is required to alignment of youth programs to ensure that the talk fests stop and the required actions and out comes are completed within all oranisations for the betterment of our youth.
4. the extent to which changing workplace practices have impacted on children and young people in the middle years, including possible changes to workplace practices which have the potential to benefit children and young people in the middle years; and
Standardisation of processes and programs between Government agencies and linkage to local community groups are required. The Juvenile Justice system needs to investigate the alignment of youth crime offenders to mandatory participation into life skilling programs.
5. any other matter considered relevant to the inquiry by the Committee.
Visual Education practices for Children with challenging learning difficulties outside the normal education struture. More proactive work needs to be done in School Retention programs for youth in this challenging learning demographic, starting in Primary School year six and continuing into years seven and eight of High School for the completion of the year ten certificate as a minimum.

Submission

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