

The FA Football Development Programme

FOOTBALL DEVELOPMENT PLAN FOR AN FA CHARTER STANDARD DEVELOPMENT CLUB

Hough End Griffins JFC Club Development Plan

Seasons 2012/13 to 2015/16



CHARTER STANDARD CLUB



OUR VISION FOR HOUGH END GRIFFINS JFC

- To provide opportunities for young people in our community to play football in a safe environment
- Help young people realise their potential, develop personal skills and build confidence
- To use football as a means of engaging young people & families to promote integration, health well being in the local community
- To improve the performance of players, coaches and all volunteers within the club
- To introduce young people to football regardless of ability, sex, religion & ethnic background

CLUB DEVELOPMENT TABLE

The Club Development Table is a summary of the number of teams Hough End Griffins JFC wishes to retain and develop within the different categories of football over the period of the Development Plan.

The Club Development Table should be reviewed by the Club Committee at the end of each season to monitor the progress of each team and the Club within the Development framework.

	Current season 20 12 / 13			Year 1 20 13 / 14			Year 2 20 14 / 15			Year 3 20 15 / 16		
No. of teams	22			22			23			24		
	Male	Female	Disability	Male	Female	Disability	Male	Female	Disability	Male	Female	Disability
	2no. u7 1no. u8 1no. u9 3no. u10 2no. u11 2no. u12 2no. u13 2no. u14 2no. u15 2no. u16	1no. u12 1no. u14 1no. u18		2no. u7 2no. u8 1no. u9 1no. u10 3no. u11 2no. u12 2no. u13 2no. u14 2no. u15 2no. u16	1no. u9 1no. u13 1no. u15		2no. u7 2no. u8 2no. u9 1no. u10 1no. u11 3no. u12 2no. u13 2no. u14 2no. u15 2no. u16	1no. u9 1no. u10 1no. u14 1no. u16		2no. u7 2no. u8 2no. u9 2no. u10 1no. u11 1no. u12 3no. u13 2no. u14 2no. u15 2no. u16	2no. u9 1no. u10 1no. u11 1no. u15	

GROWTH AND RETENTION

This section identifies how the club plans to retain and grow provision and develop flexible club formats that will support existing players and introduce new male, female and disabled players from diverse communities into football.

Aim:

- To provide opportunities for young people of all ages & abilities to play football
- To grow & develop club in line with FA National Game Strategy
- To increase the number of girls playing junior football

	Objective	Achievement targets	Timescale	Responsibility	Costs
1	Retain all existing teams Retain and improve support to existing teams including regular coaches and team volunteer meetings	All existing teams retained from U7	Year 1 & annually	Club Committee Team Coaches	
2	To introduce 1 new girls team each year and increase the percentage of girls playing for the club and recruit new coaches	Significantly increase number of girls playing for the club & number of girls teams by 1 team each year from u9	September each year	Club Committee Coaching Coordinator	£350 kit/team £150 equipment/team £500 pitches (training + match)
3	To ensure our club membership reflects the ethnic diversity of our local community	BME target 30% of club membership	September each year	Club Committee Treasurer Team Coaches	
4	Ensure all youth players have a realistic pathway to continue playing open age football by developing links with local FA Charter Standard Adult Club for u17s & u18s	Introduce links as a 'feeder club' to local FA CS Adult Club for u17s & u18s	Years 1 & 2 onwards	Club Committee & Team Coaches	
5	Develop a school-club link programme for each year with emphasis on girls schools	Training sessions delivered at schools + promotional flyers	Year 1 & annually	Club Committee & Team Coaches	Cost tbc

RAISING STANDARDS AND ADDRESSING ABUSIVE BEHAVIOUR

This section identifies ways in which the club can create a fun and safe environment for everyone involved in its structure. This includes how the club will raise standards of behaviour and ensure a safe and positive environment for children and vulnerable adults.

Aim: - To ensure that all people can play football in a high quality, safe environment that is free from abuse

	Objective	Achievement targets	Timescale	Responsibility	Costs
1	To retain the FA Charter Standard Development Club accreditation, complete the application form and annual health check processes.	FA Charter Standard Development accreditation retained	Year 1 & annually	Club Secretary Charter Standard Coordinator	
2	To follow all FA guidelines and procedures regarding Club Welfare and work with County FA to ensure Club Welfare Officer receives up to date training & support	All FA guidelines and procedures followed	Year 1 & annually	Club Welfare Officer	£25
3	To work with County FA to ensure Club Welfare Officers receive up to date training and support. Club Welfare Officers to attend FA Welfare Officers Workshop.	Workshop attended	Year 1 & annually	Club Welfare Officer	£25
4	Support the FA Respect programme by purchase & use of Respect barriers for pitches	Set of Respect barriers used for all Hough End pitches	Year 1 & replace as required thereafter	Treasurer & Coaches	£300/season
5	Support the FA Respect programme with all Team Coaches & Captains briefed on supporting Respect.	Coaches to work with captains each match. Min. of 1no. Respect briefing per year for Club & regular item for coaches meetings	Year 1 & annually	Secretary Respect Coordinator Team Coaches	

	Objective	Achievement targets	Timescale	Responsibility	Costs
6	Support the FA Respect programme with every Player, Parent and Coach to sign the 'Code of Conduct' with latest version on club website. Zero tolerance of abuse towards referees	Reduce number of incidents of abuse towards referees & deal with all matters firmly and in line with FA recommended sanctions	Year 1 & annually	Club Committee	
7	Support the FA Respect programme by encouraging mini soccer parents to complete the online FA Respect Guide for Parents and Carers	Reduce number of incidents of abuse towards referees with 100% of mini soccer parents & carers completing FA Respect Guide for Parents & Carers	Year 1 & annually	Club Committee	
8	Attend County FA Charter Standard Club workshops and meetings.	Attend minimum of 2no. workshops/meetings per year	Year 1 & annually	Club Committee	
9	Organise a Player & Volunteer awards evening. Set up an organising committee	Annual Player awards event	Year 1 & annually	Club Committee	£2000
10	Apply to FA's Community Awards Organise a pre-season Respect briefing for each new tU7s teams Parents/Carers detailing acceptable standards of behaviour	One application per year One pre-season meeting per season for new u7s	Year 1 & annually Year 1 & annually	Club Committee Club Committee Respect Coordinator	 £100

BETTER PLAYERS

This section identifies how the club will support every player to realise his/ her potential - in particular support the development of skills at a younger age. The five to eleven year old group is absolutely crucial to embedding basic skills, enhancing enjoyment of the game, developing healthy lifestyles and creating a new generation of talented players.

- Aim:**
- To raise the standards & improve potential of all players within the club
 - Support development of coaches to help create better players
 - Support development of skills at younger 5-11 age group

	Objective	Achievement targets	Timescale	Responsibility	Costs
1	Ensure a minimum of 1 coach per team is FA Level 1 qualified	Minimum 21 coaches at Level 1 + 2 or 3 new coaches per year	Year 1 & annually	Coaching Coordinator & Charter Standard Coordinator	£300 - 450 per year
2	Provide coaches with ongoing opportunity to develop coaching skills	50% of coaches to join FA Licensed Coaches Club + 1no. Coach to FA Level 2	Year 1 & annually	Coaching Coordinator	£12/year each coach for FALCC + £300 per year for 1no. FA Level 2
3	All coaches working with U12s teams & below to attend FA Youth Award (Level 3) Module 1 Identify appropriate coach	1 coach per year	Year 1 & annually	Coaching Coordinator & Volunteer Coordinator	£150 per coach
4	All coaches working with U12s & below teams to attend FA Youth Award (Level 3) Module 2 Identify appropriate coach	1 coach per year	Year 2 & annually	Coaching Coordinator & Volunteer Coordinator	£150 per coach
5	Coaches to promote basic skill development training & coaching exercises to the parents/carers of players to increase practice time at home	3 meetings per year	Year 1 & annually	Team Coaches & Managers	

	Objective	Achievement targets	Timescale	Responsibility	Costs
6	Encourage all 5-11 year olds to use The FA Skills Programme website	All young players to use the online FA Skills Awards	Year 1 & annually	Team Coaches & Managers	
7	Work with FA Skills Coaches to develop volunteers & players	2 sessions per year with FA Skills Coach	Year 1 & annually	Coaching Coordinator	
8	Introduce small game format in line with FA Youth Development Review with 5v5 for U7s, 7v7 for U8-U10 & 9v9 format for U11 & U12 age groups	5v5, 7v7 & 9v9 format introduced	Year 1 for U7- U11 & Year 2 for U12s	Club Committee & Team Coaches	
9	Run a transition workshop for players moving from 7v7 to 9v9 & from 9v9 to 11v11	Transition workshop/training session with coaches/players from older teams at the end of each season	Year 1 & annually	Coaching Coordinator	

RUNNING THE GAME

This section focuses on the identification of ways to improve the efficiency and effectiveness of how the club is run.

Aim:

- To ensure the club is managed and run effectively in accordance with FA guidelines
- To provide structure, management & leadership to deliver a football development plan

	Objective	Achievement targets	Timescale	Responsibility	Costs
1	Manage, monitor & deliver the Clubs Football Development Plan	Regular review of progress for Club Development Plan at Club Committee meetings	Year 1 & annually	Secretary, Chairperson & Charter Standard Coordinator	£100
2	Set up a coaches support group to offer help & guidance. Invite coaches & team managers to a network meeting to discuss coaching methods, squad numbers etc.	Support group established with 3no. meetings/season (start, mid & end)	Year 1 & annually	Coaching Coordinator	£100
3	All teams affiliated with County FA by 1st July every year & entered into the appropriate leagues. Secretary to submit paper work to CFA	All teams affiliated on time every year	Year 1 & annually	Secretary	£35 per team
4	Keep all football records up to date with the County FA	All player, coach & officers details kept up to date with County FA	Year 1 & annually	Secretary, Child Welfare Officer & Charter Standard Coordinator	
5	Integrate the FA Whole Game System into the club administration via the County FA website	Introduce player/league registration online & club affiliation online	Year 1 & 2	Secretary, Child Welfare Officer & Charter Standard Coordinator, Coaches	

WORKFORCE DEVELOPMENT

This section looks at how the club will recruit, train, and develop the workforce that will support the administration, development and promotion of the club.

Aim: - To create, develop & support an effective volunteer workforce within the club

	Objective	Achievement targets	Timescale	Responsibility	Costs
1	Have a key contact person to support the recruitment and development of volunteers. Recruit & select a Volunteer Coordinator.	Appoint a Volunteer Coordinator/Club Welfare Officer	Year 1 & annually	Club Committee	
2	All club coaches to hold a minimum of FA Level 1 and FA CRB check. Volunteer Coordinator to maintain an up to date list of coaches qualifications & CRB status	All coaches to hold a min. of FA Level 1 & FA CRB check, allow 2/3 new coaches/year	Year 1 & annually	Volunteer Coordinator /Club Welfare Officer	FA Level 1 £150 each CRB check £12 each
3	Club to make use of FA Football Workforce so that all coaches & volunteers have defined roles & responsibilities	All volunteers & coaches to have a description of roles & responsibilities	Year 1 & annually	Club Committee	
4	Increase the number of FA Level 2 coaches for older age teams & encourage Level 1 coaches to progress. Allow for specialist Level 1 Goalkeeping if required.	1 coach per year	Year 1 & annually	Club Committee & Volunteer Coordinator	FA Level 2 £300 each
5	Ensure all coaches & appropriate volunteers have valid FA Emergency 1st Aid & Safeguarding Children qualifications. Identify expiry date of existing qualifications	6 coaches or volunteers per year	Year 1 & annually	Team Managers & Volunteer Coordinator	£40 per person

	Objective	Achievement targets	Timescale	Responsibility	Costs
6	Recruit new volunteers to assist with Club administration, coaching, specialist coaching, club development, finance, media & publicity etc.	2 volunteers per year	Year 1 & annually	Club Committee	
7	Ensure all Club Officials are registered on FA Members Services via FA County website & know how to use it.	All Club Officials	Year 1 & annually	Club Committee	
8	Identify any U14 - U16 players interested in coaching for FA Junior Football Leaders Courses (consider team captains)	1 player per year	Year 2 & annually	U14 - U16 Team Coaches & Volunteer Coordinator	£20 per person for FA JFLC
9	Encourage U12 - U16 players to take an FA Basic Refereeing Course	1 player per year	Year 1 & annually	U12 - U16 Team Managers & Volunteer Coordinator	£150 per person

FACILITY DEVELOPMENT

This section identifies the facilities required by the club to sustain and increase participation.

Aim:

- To develop the appropriate facility structure to sustain and club to grow
- To improve facilities and increase participation in junior football

	Objective	Achievement targets	Timescale	Responsibility	Costs
1	Ensure all facilities are maintained to a high standard	Facilities managed and maintained to a high standard	Year 1 & annually	Local Authority pitch provider Club Committee	
2	Use local schools for winter training - form partnership with local schools and clubs and make bookings	Local schools & colleges used for winter training	Year 1 & annually	Coaching Coordinator & Treasurer	Approx. £7,000
3	Approach Local Authority for improved future pitch requirements, smaller format pitches etc. Form partnership with Local Authority and make relevant bookings	Local Authority grass pitches used for games	Year 1 & annually	Coaching Coordinator & Treasurer	Approx. £1,500
4	All goalposts are safe Check goalposts before each game and replace when needed through applying to the Goalpost Safety Programme at the Football Foundation	All goalposts to be safe	Year 1 & annually	Coaching Coordinator & Team Managers	Approx. £500
5	Look at possible options to develop future club changing room facilities (or have shared use changing rooms) & additional pitches for medium/long term. Form Club Development Sub-Committee	Provide changing room facilities for teams + referees	Option for Year 3 & beyond	Club Committee & Club Development Sub-Committee	tbc

PROMOTION

Marketing and PR communication campaigns can play a significant role in helping deliver the key messages of the club around raising standards and safety in the youth section together with promoting the club to its membership and potential new sponsors.

Aim:

- To actively promote and market all football opportunities available
- To increase the profile of the club throughout the local community

	Objective	Achievement targets	Timescale	Responsibility	Costs
1	To increase the awareness of football playing opportunities in the local community; actively promote playing opportunities with flyers in local schools, community centres etc.	Maximise number of players in all squads	Year 1 and annually	Team Coaches and Media/PR Officer	£150 each year for flyers
2	Seek recognition of good football development work and recognise important role of club volunteers. Apply for County FA Community Awards (Club, Team & Coaches)	Make application on annual basis	Year 1 and annually	Year 1 and annually	
3	To advertise club success. Run an annual awards night and issue ongoing press releases to local media. Increase the general awareness of the football club.	1 award night and minimum of 4 club press releases per year	Year 1 and annually	Club Committee Media/PR Officer	
4	Develop club website to promote football club & act as a resource for all players, parents, coaches and volunteers	Website developed and maintained/updated regularly	Year 1 and annually	Media/PR Officer Team Coaches	
5	Communicate with all parents, players, coaches & volunteers through bi-annual Club newsletter	Improved communication with parents & players	Year 1 and annually	Club Committee Media/PR Officer & Club Committee	