

JERSEY FOOTBALL COMBINATION
JUNIOR SECTION COMMITTEE

DEVELOPMENT PLAN
2010 - 2012

Offering everyone in grassroots football a high quality, safe, enjoyable experience to a nationally recognised standard



Jersey Football Combination – Junior Section Committee

Development Plan 2010 - 2012

Our Mission: Offering everyone in grassroots football a high quality, safe, enjoyable experience to a nationally recognised standard

Our Objectives: Achieving minimum operating standards
Raising standards and addressing poor behaviour
Encouraging clubs to gain Charter Standard status and to sign up to the RESPECT programme
Developing better players and investing in the workforce

This plan has been developed by the Junior Section of the Jersey Football Combination following a process of consultation with stakeholders. The plan describes the activities that the Committee will be undertaking over the next two-year period in order to maintain the development of Junior Football in Jersey in line with nationally recognised standards.

Tremendous progress has been made in developing Junior Football in Jersey and the Committee acknowledges all of the hard work that has been undertaken in recent years. Our aim is to build on these strong foundations and to take the game to the next level by creating the environment within which all players can develop to fulfil their potential.

The Committee recognises that much of what is described in this plan cannot be achieved without input from stakeholders, in particular the clubs, and it intends to promote debate and welcomes comments on any of the items detailed herein.

We look forward to receiving your views and support.

Jon Welsh
Chairman – Junior League Committee

April 2010

1. GROWTH AND RETENTION - increasing and sustaining participation.				
Team audit	U8 x 18, U10 x 14, U12 x 21, U14 x 11, U16 x 10, U18 x 9 = 83 teams.			
Player audit	U8 x 200, U10 x 150, U12 x 239, U14 x 182, U16 x 175, U18 x 158 = 350 minis + 754 players registered = 1,104 total.			
Targets for 2012	Increase teams to: U8 x 20, U10 x 16, U12 x 24, U14 x 13, U16 x 11, U18 x 11 = 96 teams. (based on two year age bands)			
Area	Action	Who	By When	Progress and notes
Mini-Soccer	We will link and support the U7, U8, U9, and U10 Club programmes' (5 v 5, 6 v 6, 7 v 7) being offered by Clubs, with support from FDM.	Mini Soccer Coordinator	By 2010-11 season	<i>(Formalise through affiliation to league and be aware of fixtures)</i>
Boys U12 9 v 9 format	We will review and evaluate the U12 format before Christmas and re-group the teams to meet the needs of the players.	Committee	December - annually	
Boys 9 v 9 extension of format	We will explore the extension of the 9 v 9 format beyond U12s - possibly into U13 and U14 leagues.	Committee	By end of 2010-11 season	
Boys 11 v 11	We will review and evaluate U16 and U18 league format and propose changes to reduce the number of one-sided games.	Committee	July - annually	
All boys age groups	<ul style="list-style-type: none"> i. We will evaluate U12 to U18 teams, formulate league, structure and make cup draws. ii. We will work with Clubs to ensure boys coming through the system who are unable to secure a place in their Club, are signposted to those Clubs who may be short of players. iii. We will consider the introduction of single year age bands - from U18 down to U11. 	Committee Registrations Secretary Committee	July - annually July - annually By end of 2009-10 season	
Over Playing	We will review the number of games boys are playing in relation to best practice and recommend any proposed changes.	Committee	By end of 2010-11 season	
Additional teams	We will survey all clubs to understand the reasons why clubs do and don't run junior sides.	Committee	By December 2010	
Questions to consider	<ul style="list-style-type: none"> 1. Future challenges in maintaining numbers of players and teams? 2. Is there potential for expansion? 3. How representative is the league of the local community? 4. Should junior football stop at Under 17? 5. Should we move to single year age bands? 			

2. RAISING STANDARDS AND ADDRESSING BEHAVIOUR - creating a safe and positive environment.

Audit	FA Charter Standard Clubs: Community Clubs x 4 (G, JW, SP, SP), Development Clubs x 2 (RR, SC), Club x 2 (FT, SB), non Charter Standard x 4 (S, SJ, SO, T) = 12 Clubs.
Targets for 2012	All Clubs with youth teams to have achieved minimum FA Charter Standard Club status. All those involved in youth football to have completed Criminal Records Bureau checks. All Club Welfare Officers to have completed Welfare Officer Workshop. Delivering the Respect Programme across all the divisions within our section.

Area	Action	Who	By When	Progress and notes
Best practice	We will actively promote best practice.	Committee with support from FDM	Ongoing	<i>(Respect codes of conduct with sanctions, designated spectator areas for games and signs at venues).</i>
Safeguarding Children	We will adopt the FA Safeguarding Children Policies and Procedures and play an active role in supporting Clubs to adopt high standards.	Committee with support from FDM	By 2010-11 season	
Youth League Welfare Officer	We will appoint a Youth League Welfare Officer with CRB, Safeguarding and WOW qualifications on the Junior League Committee to lead on the Respect programme and create an active network of Welfare Officers.	Committee	By 2010-11 season	<i>The YLWO will be key in ensuring that complaints regarding behaviour are dealt with professionally and in line with procedures.</i> Steve Dunford Appointed March 2010
Committee Monitoring of Child Welfare	We will include a child welfare report as a compulsory agenda item at Junior League committee meetings.	Committee	By 2010-11 season	
CRB checks	We will support and promote enhanced CRB checks within youth football.	League Welfare Officer	By 2010-11 season	
Respect briefing	We will deliver a briefing evening to all Clubs in partnership with the Jersey FA – flagging up the key initiatives that all Clubs will need to implement for Respect programme to be successful in the league.	Committee, League Welfare Officer, Referee Development Officer	By 2010-11 season	
Respect workshop	We will run a workshop for Club Welfare Officers/Secretaries to adapt their existing codes of conduct to ones that have clear sanctions and procedures for dealing with poor behaviour.	Committee, League Welfare Officer, Referee Development Officer	By 2010-11 season	

2. RAISING STANDARDS AND ADDRESSING BEHAVIOUR - creating a safe and positive environment. CONTINUED

Area	Action	Who	By When	Progress and notes
<i>Respect rule changes</i>	We will implement a formal rule change for the league ensuring that Respect initiatives are mandatory, with suitable sanctions for those who transgress.	Committee	By 2010-11 season	
<i>Captain taking more responsibility</i>	We will deliver a workshop with the Referee Development Officer to all managers so they are clear on the <i>captain taking more responsibility for players</i> initiative for the season. We will also use this session to brief managers on laws of the game or league rule changes.	Committee, Referee Development Officer	By 2010-11 season	
<i>Questions to consider</i>	<ol style="list-style-type: none"> 1. How do we deal with complaints or allegations of abuse and what can we do to improve this area? 2. What links does the League Welfare Officer have with Club Welfare Officers to share best practice and ensure adherence to codes of conduct? 3. What can we do to improve standards of discipline and behaviour within the league? (i.e. codes of conduct with clear sanctions and mandatory Respect initiatives) 			

3. BETTER PLAYERS - developing better players with particular focus on the 5-11 age group.				
Targets for 2012		Long Term Player Development (LTPD) embedded into the league programme. A Level 1 coach for every youth team (see workforce development section).		
Area	Action	Who	By When	Progress and notes
Mini-Soccer	We will encourage the use of small-sided football formats (5 v 5, 6 v 6, 7 v 7) for all mini-soccer games and festivals.	Clubs Coordinator	Ongoing	
Under 12	We will maintain the commitment of NO league tables at U12 and below.	Committee	Ongoing	
Under 14	We will seek to reduce pitch dimensions and goal sizes for Under 14 matches.	Committee	Start of 2010-11 season	<i>Brian Oliver discussing with ESC. Possibility of playing at FB and Les Q using both Sunday mornings and afternoons. To be put to clubs after April meeting</i>
Representative football	We will work in partnership with the Jersey FA to support the programme of representative football.	Committee	Ongoing	<i>(Capita Centre of Excellence, U16 and U18).</i>
Small sided festivals	We will support Clubs to provide small-sided festivals (5 v 5, 6 v 6, 7 v 7) to support skill development.	Clubs Coordinator	Ongoing	
Education programme	We will promote the Jersey FA Coach Education programme.	Committee	By 2010-11 season	<i>(Level 1 CCF, Age Appropriate Course, FA Youth Award Modules 1 and 2 and Level 2 CCF).</i>
Questions to consider	<ol style="list-style-type: none"> 1. Have we considered the structure, timing and rules of the league? 2. Do these contribute to the development of players? 			

4. RUNNING THE GAME - leading and governing the game efficiently.

Targets for 2012	Recognition that the league provides positive leadership. To simplify and standardise rules and regulations.
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Area	Action	Who	By When	Progress and notes
League	We will work with Jersey FA annually to review sanctioning of the League.	Chairman	July – annually	
Junior League Committee appointments	We will advise the Combination Management Committee of appointments to the Junior Section Committee.	Chairman	July – annually	<i>(Chairman, secretary, registrations secretary, general committee x 5 and Jersey FA FDM, W.O.)</i>
Implementing the Plan	A member of th Committee will be delegated responsibility for monitoring the implementation of the plan.	Committee	Monthly	To be decided at the April meeting.
Fixtures	<ul style="list-style-type: none"> i. We will provide fixtures and re-arrange games for the league programme. ii. We will liaise with fixtures secretary to provide the best possible fixtures programme. iii. We will work with both Jersey School Sports Association Football Sections to avoid duplication of fixtures and re-arrange games where necessary. iv. We will liaise with other sports to try and avoid major fixture clashes. 	Fixtures Secretary, Committee	July – annually Ongoing July – annually July - annually	<i>(Rugby, Cricket, Hockey...)</i>
Committee Meetings	We will organise and minute monthly committee meetings.	Secretary	Monthly meetings	
Referees	We will appoint referees for all league fixtures where possible.	Referee Appointments Secretary	Ongoing	
Membership Scheme	We will work with the Jersey FA to support the membership scheme.	Committee	Ongoing	
Disciplinary Process	We will work with the Jersey FA to ensure a robust disciplinary process, which minimises poor behaviour.	Committee	Ongoing	
Combination Management Committee	We will ensure the Combination Management Committee are informed of Junior Section business and any issues that need to be addressed.	Committee	Ongoing	
Jersey Football Partnership	We will ensure the Junior League Committee has representation at Jersey Football Partnership quarterly meetings with reports fed back at monthly committee meetings.	Committee	Quarterly meetings	

4. RUNNING THE GAME - leading and governing the game efficiently. CONTINUED				
Area	Action	Who	By When	Progress and notes
Mini Soccer Representative	We will appoint a Mini-Soccer Section delegate on to the Junior Committee.	Committee	By 2010-11 season	Mike Horman appointed March 2010
Young Person Representative	We will consider appointing a young person (under 18 years of age) on to the Junior Committee.	Committee	By 2010-11 season	
Standard Code	We will adopt the FA Standard Code of Rules.	Committee	By 2010-11 season	
Permanent Registrations	We will move to permanent registrations/signings.	Committee	By 2010-11 season	Introduced March 2010
Communication with Clubs	We will review our communication with member Clubs.	Committee	By 2010-11 season	
Full Time	We will explore Full-Time to ensure it is being used to its full potential.	Committee	By 2010-11 season	
Summer Football	We will consider playing football in the Summer, particularly for Under 12s	Committee	By end of 2010 -11 season	
Reduce Red Tape	We will consult with clubs and seek to change administration requirements so as to reduce 'red tape'.	Committee	By December 2010	
Meetings with Clubs	The Committee will invite clubs to three formal meetings each season for consultation and feedback.	Committee	September, December, May	<i>(September, December and May) Set dates at April Meeting</i>
Questions to consider	<ol style="list-style-type: none"> 1. <i>What are the issues with league fixtures?</i> 2. <i>How representative of our community are the people involved in running the league?</i> 			

5. WORKFORCE DEVELOPMENT - recruiting and supporting a skilled and diverse football workforce.				
Targets for 2012	A qualified coach with every junior team. A qualified referee for every game (minis, U12, U14, U16, U18). Continued Professional Development provided for coaches, referees and administrators.			
Area	Action	Who	By When	Progress and notes
Consultation Meetings	We will organise an annual evaluation meeting with secretaries/delegates to feedback on league rules, fixtures and registration processes.	Committee	May - annually	
Charter Standard Coordinator	We will appoint a Charter Standard League/Clubs Coordinator on the Junior Section Committee	Committee	By 2010-11 season	
Qualified Coaches	We will maintain the rule of at least one team coach minimum Level 1 CCF with at least one club coach minimum FA Youth Award Module 1 by 2012.	Committee	By 2011-12 season	
Coaches and Volunteer Register	We will maintain a register of all our Club coaches and volunteers qualifications/dates ensuring they are kept up to date.	Clubs Coordinator	By 2010-11 season	
Audit of Coaches	We will audit the number of coaches and set targets to ensure sufficient coaches are available to support the increase in teams and players and to fill gaps that occur through natural turnover.	Clubs Coordinator	By 2010-11 season	(L1, AAC, YA-M1, L2)
In Service Events	We will work with the Jersey FA Coaches Association to deliver in-service events.	Committee	By 2010-11 season	<i>events x 2 built into playing programme</i>
Referees	We will audit the number of qualified referees officiating junior football and work with the Jersey FA Referees Committee to ensure gaps are identified.	Registrations Secretary	By 2010-11 season	<i>(to include U12s and mini-soccer games)</i>
Referees	We will introduce a new mandatory rule requiring at least one person attached to each Club has attended the FA Basic Referees Training Course.	Committee	By 2011-12 season	
Questions to consider	1. How can we raise standards in officiating, coaching and administration by making rule changes that force clubs to comply?			

6. FACILITY DEVELOPMENT - improving the quality and access to facilities.				
<i>Targets for 2012</i> High quality provision to meet all formats of league football - minis, U12, U14, U16, U18.				
Area	Action	Who	By When	Progress and notes
Pitches and Goals	<ul style="list-style-type: none"> i. We will work with Clubs to develop the stock of appropriately sized pitches and goals. ii. We will work with ESC to develop the stock of appropriately sized pitches and goals. 	<ul style="list-style-type: none"> Committee Committee 	<ul style="list-style-type: none"> Ongoing Ongoing 	(FB, G, LQ).
Questions to consider	1. How can we ensure that the dimensions of pitches and the sizes of goalposts across the facilities that the league utilises are appropriate to the age and format of football that our teams are playing?			

7. PROMOTION - 'celebrating' the good work that is being done.				
Aims	<i>To support the delivery of key messages and celebrate all the good work being done within junior football.</i>			
Targets for 2012	<i>Positively raise the profile of junior football.</i>			
Area	Action	Who	By When	Progress and notes
Review of the Season	We will host a 'Review of the Season' event for all age groups (minis, U12, U14, U16, U18) to celebrate all good work being done.	Committee	June - annually	50 invites, one Club representative per team - venue Blue Room - 6.00-7.00 pm.
PR and External Communications	We will use variety of media tools to communicate initiatives being undertaken as well as fixtures and results.	Committee	By 2010-11 season	<i>JFA Website, JFA 'Your Game' Magazine, League Handbook, Local Media (JEP, BBC Radio, CTV).</i>
Questions to consider	1. How can we effectively promote all the good work that is being done?			