

JERSEY FOOTBALL COMBINATION
JUNIOR SECTION COMMITTEE

DEVELOPMENT PLAN
2010 – 2012

UPDATED 23/08/10

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 boys 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. (to be updated September 2010)			
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 14, U16 x 11, U18 x 11 = 96 teams.			
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 / FDM	By 2010-11 season	Mini soccer rep appointed to Junior League Committee. FDM to audit numbers for 2010/11 season and meet with Mini Soccer club reps.
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	Ongoing.
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	Consultation with clubs in progress. Next meeting planned for 20/9/10.
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	Leagues established for 2010/11 season by Committee on 2/8/10.
All boys age groups	i. We will evaluate U12 to U18 teams, formulate league, structure and make cup draws.	Committee	July - annually	Complete for 2010/11.
	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.	Registrations Secretary	July - annually	Monitored at meeting on 2/8/10 and check again at end of September to report at October meeting.
	iii. We will consider the introduction of single year age bands - from U18 down to U11.	Committee	By end of 2010/11 season	Consultation taken place with clubs. Discussion paper approved by Committee and to be circulated to clubs for discussion at meeting on 20/9/10.
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	Reviewed when leagues established, particularly for Under 18s. Continue to review throughout season.
Additional teams	We will survey all clubs to understand the reasons why clubs do and don't run junior sides.	Committee (BL)	By December 2010	Survey to be sent out in September for reply by end of October.
Questions to consider	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. <i>(Respect codes of conduct with sanctions, designated spectator areas for games and signs at venues).</i>	Committee with support from FDM	Ongoing	FDM to meet with ground staff at EC sites to discuss designated spectator areas and signage. RESPECT meeting with clubs on 18/08/10.
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	Welfare Officer Workshop to be held on 11 th August 2010. Safeguarding children workshops x 2 have been run during the close season. League policy for discussion by Committee.
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	The YLWO will be key in ensuring that complaints regarding behaviour are dealt with professionally and in line with procedures. 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	Agenda item at every meeting.
CRB checks	We will support and promote enhanced CRB checks within youth football.	League Welfare Officer	By 2010-11 season	CRB packs for Club Welfare Officers (CWO) have arrived. The importance of the role of CWO to be re-emphasised to clubs. League Welfare Officer will be liaising with CWOs to assist in completing forms. The job description for CWO to be distributed to clubs for information.
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 briefing completed. Clubs to be sent web link for codes of practice. Information packs will be distributed to clubs on 27 th August.

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

Area	Action	Who	By When	Progress and notes
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	Following the Respect programme briefing it was agreed that a follow up workshop is not required. Clubs to be sent web link for codes of practice. Information packs will be distributed to clubs on 27 th August. Paul Creedon and Bob Lawrence would be available to advise clubs if required.
Respect rule changes	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	It would be recommended to the JFC and subsequently to all clubs that a formal committee minutes are made to record the JFC/Club adopting and signing up to the Respect Codes of Practice, including the sanctions contained therein.
Captain taking more responsibility	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	Part of meeting with clubs 18/8/2010.
Questions to consider	<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	St Peter, St Clement and JWFC included 5v5, 6v6 and 7v7 formats.
Under 12	We will maintain the commitment of NO league tables at U12 and below.	Committee	Ongoing	Set for 2010/11 season
Under 14	We will seek to reduce pitch dimensions and goal sizes for Under 14 matches.	Committee	Start of 2010-11 season	Discussions held with ESC and pitches being allocated at FB fields and Airport to meet requests from club. Discussed with fixtures secretary.
Representative football	We will work in partnership with the Jersey FA to support the programme of representative football. <i>(Capita Centre of Excellence, U16 and U18).</i>	Committee	Ongoing	Screening programme for boys and girls to begin in November 2010.
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	We will support clubs to provide festivals at Under 12/14/16 and U18 levels.
Education programme	We will promote the Jersey FA Coach Education programme.	Committee	By 2010-11 season	1 x Level 1 CCF, 1 x Age Appropriate Course, 1 x FA Youth Award Module and 2 x FA Youth Award Module 2 held during close season.
Questions to consider	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.		
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	Complete for 2010/11 season.
Junior League Committee appointments	We will advise the Combination Management Committee of appointments to the Junior Section Committee.	Chairman	July – annually	Completed for 2010/11 season.
Implementing the Plan	A member of the Committee will be delegated responsibility for monitoring the implementation of the plan.	Committee	Monthly	Bob Lawrence taken on this role and will monitor plan monthly with Committee and formally update and communicate plan to all clubs, quarterly.
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 (<i>Rugby, Cricket, Hockey</i>) to try and avoid major fixture clashes. 	Fixtures Secretary, Committee	<ul style="list-style-type: none"> July – annually Ongoing July – annually July - annually 	<ul style="list-style-type: none"> Complete for 2010/11. Complete for 2010/11. Complete for 2010/11. Fixtures published.
Committee Meetings	We will organise and minute monthly committee meetings.	Secretary	Monthly meetings	Ongoing.
Referees	We will appoint referees for all league fixtures where possible.	Referee Appointments Secretary	Ongoing	Ongoing.
Membership Scheme	We will work with the Jersey FA to support the membership scheme.	Committee	Ongoing	Ongoing.
Disciplinary Process	We will work with the Jersey FA to ensure a robust disciplinary process, which minimises poor behaviour.	Committee	Ongoing	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	Ongoing.

4. RUNNING THE GAME - leading and governing the game efficiently. CONTINUED				
Area	Action	Who	By When	Progress and notes
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	Next LFP 13/9/2010. RESPECT programme to be theme of discussions.
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	A workshop for invited junior players will be arranged for January 2011 to gain feedback from a player's perspective. Young Person representative to be discussed at that workshop.
Standard Code	We will adopt the FA Standard Code of Rules.	Committee	By 2010-11 season	Adopted at JFC AGM on 12/7/2010.
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	Question to be asked of clubs with responses at meeting on September 20 th .
Full Time	We will explore Full-Time to ensure it is being used to its full potential.	Committee	By 2010-11 season	To be Actioned.
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	Conduct mini survey of clubs. Question to be asked of clubs for discussion at meeting on September 20 th .
Meetings with Clubs	The Committee will invite clubs to three formal meetings each season for consultation and feedback.	Committee	September, December, May	Meetings with clubs set for: Sept 20 th 2010. January 17 th 2011. May 16 th 2011.
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	Committee agreed on August 24 th to combine this review meeting with the meeting to be held on May 16 th .
Charter Standard Coordinator	We will appoint a Charter Standard League/Clubs Coordinator on the Junior Section committee.	Committee	By 2010-11 season	Role being fulfilled by FDM.
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	On track to achieve, being monitored by FDM.
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	Clubs to be surveyed during September 2010.
Audit of Coaches	We will audit the number of coaches (L1, AAC, YA-M1, L2) 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	Linked to action above.
In Service Events	We will work with the Jersey FA Coaches Association to deliver in-service events.	Committee	By 2010-11 season	9 th & 10 th August 2010 with FA RCDM.
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	(to include U12s and mini-soccer games) Registration Sec to monitor via match reports and report to Committee monthly.
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	Reminder to be sent to clubs.
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	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.	Committee Committee	Ongoing Ongoing	Ongoing. Arrangements being put in place for Under 14 pitches for 2010/11 season. Meetings taken place with ESC.
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	<p><i>JFA Website, JFA 'Your Game' Magazine, League Handbook, Local Media (JEP, BBC Radio, CTV).</i></p> <p>JFA Website updated and articles being included in magazine. Media importance for RESPECT programme.</p> <p>Excellent PR has been achieved around the Respect programme and the Development Plan.</p> <p>More use of the JFA website to be considered by 'drawing in' people to look for information.</p>
Questions to consider	1. How can we effectively promote all the good work that is being done?			