



CHARTER STANDARD IN SERVICE ROADSHOW
Hertfordshire Sports Village, Hatfield
Friday 12th December 2008

In service Roadshow WELCOME



Events Running tonight

- Coaches Association Goalkeeping event, pavilion & 3rd Gen – 7pm
- Club Based Match Officials workshop, Sports Hall – 7pm
- Charter Standard inservice event, Conference room – 7pm
- Event finishes 9.30 – 10pm

In Service event

- Thank you
- Welcome your comments / feedback
- Fire exits, toilets, mobile phones
- First session – break – second session
- Richard Drake CCWO, Ken Headington FDO clubs



In service Roadshow AGENDA



Agenda – first half

- Current Position – League table
- The Renewals Process
- Common Issues
- Safeguarding Report
- Developing and Managing Volunteers
- Recruitment Policy
- Roles and Responsibilities

Outcomes

- Better understanding of what is required
- Knowledge of how to use the online club database
- Agreement to run and hold a Workforce workshop



In service Roadshow CURRENT POSITION



GOOD NEWS

- Clubs who have successfully re-applied
- New Clubs who are applying
- Work in progress

League Table

- Total clubs = CS 51, Dev 13, Com 6, adult 14 = 84
- Out of 36 - only 14 have renewed, 1 CS removed, 5 clubs lapsed
- 2 clubs are on 6 months good behaviour
- Currently working with 10 (submitted evidence)
- 6 who are facing suspension
- 12 more are in the process and have until end Jan 09



In service Roadshow RENEWALS PROCESS



FA SEND FORMS + DATABASE OF CLUBS TO CFA

CFA SEND LETTER WITH FORMS TO CLUB

CFA OFFERS SUPPORT TO ASSIST CLUB



**Club submit application form
and evidence to CFA**

CWO to check
CRB process &
Safeguarding

CFA Discipline
team to ensure
club meets criteria

CFA
Development
team process

Development Staff receive feedback from above

If a Club does not meet the criteria, Club receives an action plan from FDO

- Support CCWO + FDO
- CRB, Safeguarding
- Coach Ed courses

On approval by CFA CSWP

- CFA add to CAS
- Cross reference all related affiliations
- Let TMG know Club is approved



In service Roadshow COMMON ISSUES



Common issues and problems, which are;

- Development plan out of date
- Volunteers who do not have an FA CRB check
- Volunteers Safeguarding Children and Emergency Aid is out of date
- CWO's who have not completed their training
- Teams who do not have a level 1 qualified coach 2 adults per team
- Coaches who can not find there certificates (level 1, EA, SCF, SP)
- Club does not have a volunteer training database

Self Help

- Attend workshop or spend time
- CWO to process forms and keep records, volunteers on courses
- Collect certificates regularly – 1st4sport: 0113 2907610
- Attend planning and volunteer dev workshops



In service Roadshow SAFEGUARDING REPORT



SAFEGUARDING REPORT

Richard Drake – The County Child Welfare Officer



In service Roadshow DEVELOPING VOLUNTEERS



Developing and Managing Volunteers

- Recruit – Retain - Reward
- Can you think of a volunteer who has inspired you?
- Why did you think of them?

Recruitment Policy

- Personal Disclosure forms
- Positive CRB checks
- Training, EFCA's, Coach Ed, Specialist courses, Age appropriate

Roles & Responsibilities

- CWO, Training officer, volunteer co-ordinator



In service Roadshow HALF TIME



Developing and Managing Volunteers

- Would you like us to organise a Developing and Managing Volunteers workshop in the New Year?

Information

- Handouts and the web site www.hertfordshirefa.com
- Thank you for your time
- 15 minutes break
- 2 groups, CWO's with Richard & the rest with me



In service Roadshow SECOND HALF



AGENDA – Second half

- Welcome back
- RESPECT programme
- Proposed new criteria for Charter Status
- Discipline 3 stage process
- u21 Leagues
- FUTSAL
- Coach Education Programme – MacDonalDs
- Forthcoming Roadshows
- Feedback



In service Roadshow RESPECT



The RESPECT Programme

- Spectator areas, Captain speaks to the ref, Codes of Conduct, Sanctions (review is underway), referees to manage the game
- League meetings & Packs
- 545 Leagues signed up
- 52,000 Club and League Packs requested
- Training for County Referee Instructors
- Barriers deadline extended to March 31st - 4,000
- FF applications

Questions

- Is it working (BARRIERS) ?
- What are you doing at your club ?
- Is the message getting through ?



In service Roadshow COUNTY STRATEGY



County Plan 2008 - 2012

- Consultation events
- 4 GOALS: Growth & Retention, Raising Standards, Better Players, Running the game
- 3 ENABLERS: Workforce Development, Facilities, Promotion

National Targets

- 53.56% youth players play in a Charter Standard club (75%)
- 351 Community Clubs (358)
- 50 CS League pilots (Girls League)
- CS - renewals and data
- Support CS Leagues



In service Roadshow NEW CRITERIA



National Game Strategy for Charter Standard clubs

- Club, Adult Club, Development & Community
- Criteria is linked to FA National Game Strategy?

FA Charter Standard Club

Growth & Retention

- Affiliated to CFA
- At least 1 team in an affiliated league
- **School/Club link established**

Raising Standards

- Code of Conduct
- Good disciplinary record
- CWO-WOW trained
- CRB for all volunteers
- Emergency Aid trained with every team
- **Signed up to FA Respect Campaign - July 09**



In service Roadshow CS CLUB



Raising Standards cont

- Club ensures first aid equipment at all coaching sessions and matches
- Club holds a briefing for players, parents/carers & officials at start of each season - acceptable standards of behaviour and the need for positive playing environments

Better Players

- FA Level 1 coach with every team below U16
- 1 Coach to have attended FA Age Appropriate Introductory Module from July 09 for new Clubs and July 10 for existing Clubs
- The player/coach ratio for coaching sessions reflects FA guidelines
 - 2 Adults always present
 - No more than 1-16



In service Roadshow CS CLUB



Running the Game

- Club rules
- Annual Club Accounts
- PL Insurance
- Equity Policy

Volunteer Development

- Volunteer Co-ordinator
- The club volunteers have job descriptions with clear roles and responsibilities
- Club must attend at least 1 update/in service per year

Facilities

Goal Post Safety



In service Roadshow ADULT CLUB



Growth & Retention

- Affiliated to CFA
- At least 1 team in an affiliated league

Raising Standards

- Code of Conduct and Good disciplinary record
- Emergency Aid trained with every team
- Ensures first aid equipment at all coaching sessions and matches
- Signed up to FA Respect Campaign-July 09

Running the Game

- Club rules
- Annual Club Accounts and PL Insurance
- Equity Policy

Volunteer Development

- Club must attend at least 1 update/in service per year

Facilities

- Goal Post Safety



In service Roadshow DEVELOPMENT CLUB



Growth & Retention

- At least 5 affiliated teams

Raising Standards

- Development Plan – club vision 3-5 year
- Growth & Retention, Raising Standards, Better Players, Running the game, Volunteer Development

Better Players

- At least 1 FA Level 2 Coach
- **At least 1 Coach to have achieved FA Module 1 Youth-July 10**

Volunteer Development

- Club must attend at least 2 update/in service per year



In service Roadshow COMMUNITY CLUB



Growth & Retention

- At least 10 teams - for rural areas, clubs that field teams in every available category but still have less than 10 teams would be considered
- Male & Female
- Mini Soccer to Adult

Raising Standards

- Advanced development plan
- The Club holds at least one workshop per season on addressing behavior and improving standards (ethos/philosophy)

Better players

- 1 coach to have achieved FA Youth Module 2 Youth by July 2011

Volunteer Development

- Volunteer and Co Coordinator
- 1 person attended FA Mentoring Course - New Clubs July 2010/ existing Clubs by July 2011



In service Roadshow DISCIPLINE



3 STAGE PROCESS - Stage 1

- Clubs will be called in front of CFA Charter Standing Working Party on passing the points as identified and/or on being found guilty of 2 Club charges
- The club would be asked what they have done to improve discipline. At this stage the CSWP, if the club has not already done so, will support the club to develop an action plan to improve discipline.

CFA's are asked to recognise that some clubs are considerably larger than others when using the Club Charges



In service Roadshow DISCIPLINE



3 STAGE PROCESS - Stage 2

- Clubs will be called in front of CFA Charter Standard Working Party on passing the points as identified below and/or on being found guilty of 4 Club charges
- At this stage, the CSWP can suspend the Club's Charter Standard status for between 3-12 months. CFA would provide the club with an action plan and review dates

CFA's are asked to recognise that some clubs are considerably larger than others when using the Club Charges



In service Roadshow DISCIPLINE



3 STAGE PROCESS - Stage 3

- Stage 3 is reached when a club achieves the points as shown below and/or when they have been found guilty of 6 club charges.
- When stage 3 is reached, the club would automatically lose its Charter Standard status and would not be allowed to re-apply for at least 12 months

CFAs are asked to recognise that some clubs are considerably larger than others when using the Club Charges



In service Roadshow HOW IT WORKS



Recommended Points Allowance per Club per Season

The number of points allowed for each stage (the threshold), must be related to the number of teams that each club possesses.

Associations may make allowances in the number of teams that a club is deemed to have for Aggregate Misconduct, to reflect clubs whose disciplinary cases are handled by The Football Association. This is to prevent such clubs gaining an unfair advantage.



In service Roadshow HOW IT WORKS

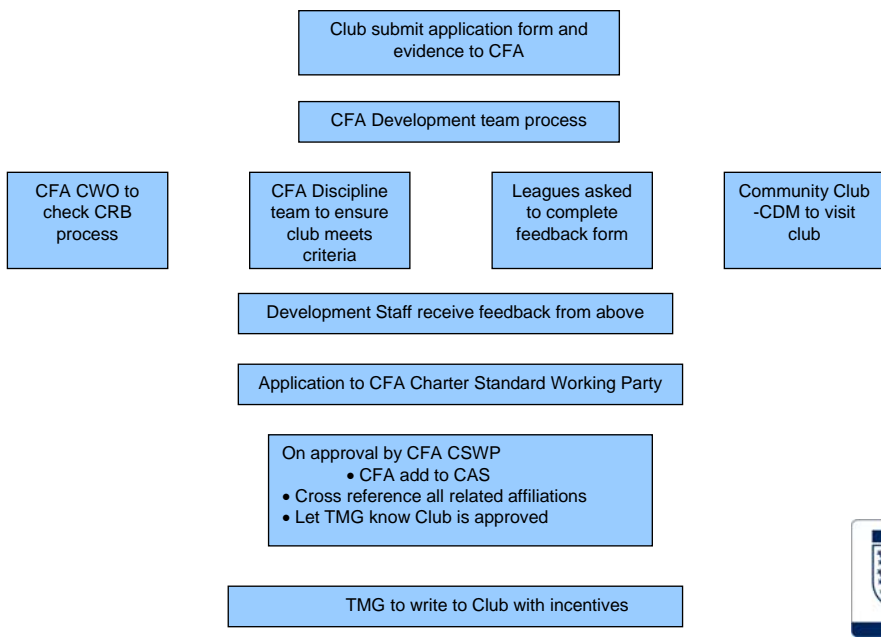


Recommended Points Allowance per Club per Season:

Team/ Stage	1	2	3	4	5	Add. Team
1	25	48	69	88	105	20
2	50	96	138	176	210	40
3	75	144	207	264	315	60



In service Roadshow PROCESS FROM JULY 09



Hertfordshire FA Futsal



Futsal In Hertfordshire 2006-2008

- 1 Adult League (2 Divisions) in Hemel Hempstead area
- Over 150 Qualified Futsal Coaches
- 25 Qualified Futsal Referees
- FA Futsal Focus County
- Pilot Schools Festivals run

2009 Onwards

- More leagues (up to 6 by 2012) including youth league
- 375 Qualified Futsal Coaches
- 50 Qualified Futsal Referees
- Established Schools Programme including school-Club Link
- Charter Standard Futsal Festivals



In service Roadshow VARIOUS



U21 LEAGUES

- Working with the N&MHL (Sat) Letter
- Clubs who are interested, by February – attend meeting March

COACH EDUCATION PROGRAMME

- On the web site, start booking now
- All the usual courses plus new ones
- MacDonalds Level 1 March / April

Forthcoming Roadshows

- Wodson Park Jan 14th, Dame Alice Owen & Borehamwood FC 3rd Feb,
Cavendish & Longdean 26th Feb

Feedback



Hertfordshire FA MERRY CHRISTMAS



<http://www.hertfordshirefa.com/splash.aspx>

Thank you for attending
Safe journey home
Enjoy the festive season
See you in the New Year

