

INTRODUCTION

This Football Development Plan covers the development of football based around Robert Clack School in the borough of Barking and Dagenham, East London. It outlines the opportunity to develop football provision as a consequence of the proposed 3rd Generation Artificial Grass Pitch at Robert Clack School. The facility will be on the Gosfield Road Upper Site of Robert Clack School. It is anticipated that the facility will become a prime, high quality location for the development and delivery of football within the London Borough and surrounding area. The plan will be delivered over a five-year period to enhance the range and quality of football opportunities to all members of the community.

The key partners to this application are Robert Clack School, Essex County FA and football clubs including Dagenham Park Rangers, Roneo Colts and Aztec FC. The school also has a very successful partnership with West Ham United Football Club Youth Academy and operates as the training provider for their football in education programme. Other clubs will also be involved in the delivery of this following ongoing consultation.

This development will supplement the existing facilities which the school has including a sand filled synthetic turf pitch. Consultation has been undertaken with local clubs, some who are existing users of the school site to identify requirements for use and aspirations for delivery. The school will lead a football development group to ensure delivery of the project outcomes. The Director for Sport will assume project management of this new development, supported by a Football Development Officer appointed as part of the project.

The programme of use that underpins access arrangements to the new facility has also identified provision to accommodate an expansion in the numbers of targeted participants playing football – itself an aim of this development programme. It is the aim of the partners overseeing both the development of the facility and the delivery of this plan, is to provide best value for all involved in football locally by establishing sustainable football development activities for everyone.

THE VISION AND OBJECTIVES

Our vision is:

- To create a high quality facility which is affordable for local clubs to enable them to progress and develop and increase participation levels in football.
- To increase the number of players and teams in all clubs, particularly engaging and increasing participation by women and girls.
- To use the power of football to deliver social inclusion projects supporting new and existing community programmes.
- To create a high quality facility to provide clubs with improved training facilities which will help growth and retention of players and assist with raising standards in performance.
- To enhance the range and quality of opportunities to participate in football through formal club and informal recreational activities.
- To provide a safe and fun environment in which our activities can be carried out by participants irrespective of their ability, age, gender, disability or ethnicity.
- To develop an education programme for coach, officials and young leaders to support football development.

Aztec FC	U6 U7 x2 U8 x2 U9 x3 U10 x2 U11 U12 U14 U16 U18 Snr* Dads	U11 U12 U13	U6 U7 x2 U8 x2 U9 x2 U10 x3 U11 x2 U12 U13 U14 U16 U18 Snr* Dads	U11 U12 U13 U14	U6 U7 x3 U8 x2 U9 x2 U10 x2 U11 x3 U12 x2 U13 U14 U15 U16 U18 Snr 1st Snr* Dads	U11 U12 U13 U14 U15	U6 U7 x3 U8 x3 U9 x2 U10 x2 U11 x2 U12 x3 U13 U14 U15 U16 U18 Snr 1st Snr* Dads	U11 U12 U13 U14 U15 U16	U6 U7 x3 U8 x3 U9 x3 U10 x2 U11 x2 U12 x3 U13 x2 U14 U15 U16 U18 Snr 1st Snr* Dads	U11 U12 U13 U14 U15 U16	U6 U7 x3 U8 x3 U9 x3 U10 x2 U11 x2 U12 x3 U13 x2 U14 U15 U16 U18 Snr 1st Snr* Dads	U11 U12 U13 U14 U15 U16
TOTAL	16	3	18	4	22	5	23	6	25	6		
Byron Red Star	U6 x2 U7 x2 U8 x2 U9 x2 U10 x2 U11 x3 U12 x4 U13 x2 U14 x2 U15 x2	U6 x2 U7 x2 U8 x2 U9 x2 U10 x2 U11 x3 U12 x3 U13 x3 U14 x2 U15 x2 U16 x2	U6 x2 U7 x2 U8 x2 U9 x2 U10 x2 U11 x3 U12 x3 U13 x3 U14 x3 U15 x2 U16 x2	U6 x2 U7 x2 U8 x2 U9 x2 U10 x3 U11 x3 U12 x3 U13 x3 U14 x3 U15 x2 U16 x2	U6 x2 U7 x2 U8 x2 U9 x2 U10 x3 U11 x3 U12 x3 U13 x3 U14 x3 U15 x3 U16 x2 U18	U6 x2 U7 x2 U8 x2 U9 x2 U10 x3 U11 x3 U12 x3 U13 x3 U14 x3 U15 x3 U16 x2 U18	U6 x2 U7 x2 U8 x2 U9 x2 U10 x3 U11 x3 U12 x3 U13 x3 U14 x3 U15 x3 U16 x2 U18	U6 x2 U7 x2 U8 x2 U9 x2 U10 x3 U11 x3 U12 x3 U13 x3 U14 x3 U15 x3 U16 x2 U18	U6 x2 U7 x2 U8 x2 U9 x2 U10 x3 U11 x3 U12 x3 U13 x3 U14 x3 U15 x3 U16 x2 U18	U6 x2 U7 x2 U8 x2 U9 x2 U10 x3 U11 x3 U12 x3 U13 x3 U14 x3 U15 x3 U16 x2 U18	U6 x2 U7 x2 U8 x2 U9 x2 U10 x3 U11 x3 U12 x3 U13 x3 U14 x3 U15 x3 U16 x2 U18	U6 x2 U7 x2 U8 x2 U9 x2 U10 x3 U11 x3 U12 x3 U13 x3 U14 x3 U15 x3 U16 x2 U18
TOTAL	23	26	27	1	29	2	32	2				

Aim	<ul style="list-style-type: none"> To enhance the range and quality of opportunities to participate in football locally To create a high quality facility which is affordable for local clubs to enable them to progress and develop and increase participation levels in football. 			
Objective	Achievement targets	Timescale	Responsibility	Costs
1	Maintain all existing club teams	Existing teams maintained.	Club committees FDG FDO	Club expenses
2	Develop new teams	<ul style="list-style-type: none"> 54 new teams, all other 	RCS Club committees	Estimated at £250 per team as start up costs for kit, pitches,

<p>Identify Disability representative to liaise and communicate with the Essex Soccability Pan disability group to support the provision of opportunities for people with disabilities</p> <p>Investigate potential for RCS to be used as a venue for Soccability and other events to support the development of opportunities for disabled people.</p> <p>Audit current disability provision within local clubs and develop a disability action plan to meet need.</p>	<ul style="list-style-type: none"> Individual identified and attending disability group meetings. Included on agenda at FDG meeting Disability activities taking place at the site linked to county programme Audit completed and plan produced – renewed annually 	<p>Year 1</p> <p>Year 2</p>	<p>RCS FDO ECFA FDG</p>	<p>Funding identified to support delivery of disability programmes in line with audit</p>
<p>Support club activity through capacity building, including:</p> <ul style="list-style-type: none"> Assisting ECFA to identify local clubs to become an inclusive club and provide appropriate activities Identify club coaches to attend FA Coaching Disabled Footballers Course Identify other club/ school volunteers to attend appropriate disability awareness courses Working with the FDG to target the development of a disability football team, supported by Essex FA through training and guidance. 	<ul style="list-style-type: none"> Club identified and supported to become inclusive Inclusive Club Status obtained Opportunities in place & coaches/volunteers identified Disability activities identified and promoted 	<p>Year 2 onwards</p>		
<p>Raise awareness of opportunities for people with a disability</p> <p>Work with local clubs on developing opportunities for talented disabled footballers and where appropriate link with Barking Abbey School Centre for Football</p>	<ul style="list-style-type: none"> Information leaflets distributed to club coaches, officials and volunteers Links with other local providers in place. Pathway for progression in place 	<p>Year 1</p> <p>Year 2</p>		

<ul style="list-style-type: none"> • Support to clubs to prepare for the FA's proposed annual health checks. • Support DPR FC to progress to Charter Standard Status • Supporting AFC to maintain Charter Standard Club status and look at progression to Development Club status • Support clubs to undertake required review of development plans and their delivery 	<ul style="list-style-type: none"> • RCFC to obtain Charter Standard Status • Clubs attendance at training maintained • Club development plans in place and aligned to site FDP where applicable 			
<p>4</p> <p>Create a safe and child friendly environment by compliance with FA guidance on safeguarding</p> <ul style="list-style-type: none"> • Ensure all club activities comply with FA safeguarding and facility welfare guidance • CWOs appointed at each partner club • CWOs attend up to date training • All volunteers DBS checked through FA as appropriate • Volunteers to attend safeguarding training as appropriate • An FA Emergency Aid trained individual is appointed to each team • First aid equipment is available at all coaching sessions and matches 	<ul style="list-style-type: none"> • Compliance monitored and recorded • CWOs appointed • CWOs training recorded • DBS checks completed and records kept; renewal system in place • Training attended, recorded and renewal system in place • Trained individual appointed and renewal system in place • First aid available, replenishment system established 	<p>Year 1</p> <p>Year 1</p> <p>Year 1 and annually</p> <p>Reviewed annually</p> <p>Reviewed annually</p> <p>Reviewed annually</p> <p>Reviewed annually</p> <p>Reviewed annually</p> <p>Reviewed annually</p> <p>Reviewed annually</p> <p>Process reviewed annually</p>	<p>Club Committees</p> <p>ECFA</p> <p>RCS</p>	<p>Club costs of attendance at relevant courses</p> <p>Revenue contribution to DBS costs for development activity £44 for enhanced DBS check. All club coaches</p>
<p>5</p> <p>Set high standards of behaviour through formal sign up to the FA's Respect campaign</p> <ul style="list-style-type: none"> • All players, coaches, managers, officials, parents and spectators have read, agreed and signed codes of conduct • Employ designated spectator areas at venues • Adopt a "designated" captain or individual system for communication with referees 	<ul style="list-style-type: none"> • Compliance with codes of conduct incorporated into club membership forms • Respect barrier kits purchased and utilised • Clear policy adopted and implemented • Fair play recognised by all 	<p>Year 1 and annually</p> <p>Year 1</p> <p>Year 1 and annually</p> <p>Annually</p> <p>Year 1</p>	<p>Club committees</p> <p>Coaches</p> <p>Managers</p> <p>Players</p> <p>Parents</p> <p>RCS</p>	<p>Purchase of 2 x FA Surface Respect barriers for the facility</p> <p>Respect barriers £114 x 4 year 1 = £456</p> <p>Barrier renewal budget £114 pa</p>

9	Clubs to identify coaches to progress to FA Level 2 award every 2 years as part of its succession planning	<ul style="list-style-type: none"> Coaches identified and "recruited" to attend course 	Years 2 & 4 and biannually	Clubs VCo Coaches	CE – c. £255 per candidate x 4 x 2 = £2040
10	FDG to support Clubs to identify a minimum of 10 new referees per annum to support all activities across the local area	<ul style="list-style-type: none"> Referees recruited and trained 	Annually	Clubs VCo Referees	CE – c. £135 per candidate = £1350 x 5 = £6750
	Ensure all players have access to a structure that will guide them to a level appropriate to their ability and ambition				
11	Provide a coherent pathway for players: <ul style="list-style-type: none"> Links to facilitate progression from school to club football Mini to U11 9 a side U12-13 11 a side from U14 <p>Enhance skill development through the delivery of futsal and multi sports programmes to help players develop.</p>	<ul style="list-style-type: none"> Pathways in place and adopted 9 a side introduced for U12-13 Futsal delivered 	Year 1 Year 2	Club committees Coaches FDG RCS	
12	Continue to work with WHU on the development of their Youth Academy acting as the training provider for their football in education programme and maintaining links with the professional club.	<ul style="list-style-type: none"> RCS maintained as training provider WHU-continued partnership with RCS 	Ongoing	RCS WHU	
13	Evaluate options for entering school competitions to ensure they are appropriate to support schools' and clubs' development objectives Provide appropriate competitive opportunities for all school and club players: <ul style="list-style-type: none"> School Games competitions through Barking and Dagenham Schools FA Intra school competition for recreational players Representative school teams in Essex Schools FA Cup, London Schools Cup, Barking and Dagenham Schools Cup and 	<ul style="list-style-type: none"> Evaluation completed and appropriate competitions identified School Games County Finals branded and promoted if included Teams entered in competitions and maintained. 	Year 1 Year 1 & annually	Club committees Coaches RCS BDSSP ECFA	CE/RCS – competition & league entry fees

<p>5</p> <p>Develop young people as leaders to support football development plan:</p>	<p>Develop young people as leaders to support football development plan:</p>	<p>21</p>	<p>21</p>	<p>21</p>
<p>guidance</p> <ul style="list-style-type: none"> • Submit applications for funding to support workforce development e.g. Sport England Small Grants, Cash 4 Clubs, PEL, LBBD Coach Bursaries etc. This could be individual clubs or collectively on behalf of the football partnership • Ensure clubs attend required CS in-service training • Each club to establish a process for keeping up to date records of qualifications, training and safeguarding requirements • Reminders system for renewal of training established and monitored • Each club to consider establishing a succession plan for key committee and coaching roles • Ensure that volunteers are valued to encourage retention through: <ul style="list-style-type: none"> • Consultation with volunteers regarding their views on appropriate methods for rewarding/valuing their contribution • Holding an award/celebration evening at least annually • Ensure compliance with safeguarding guidelines: <ul style="list-style-type: none"> • CWOs in place and training kept up-to-date • CRB checks conducted for or appropriate volunteers • Safeguarding training attended by all coaches and volunteers as required • All coaches and volunteers briefed regarding club/facility safeguarding procedures 	<ul style="list-style-type: none"> • Applications submitted, funding acquired • In-service training attended • Record-keeping process established • Attendance at training monitored with minimal lapses achieved • Succession plan in place • Consultation complete, findings implemented • Awards/celebration evening is held • CWOs in place/attendance CRBs undertaken and records kept • Training attended and records kept • Information provided to coaches and volunteers 	<p>Annually</p> <p>As required by FA</p> <p>Year 2</p> <p>Year 2 & Ongoing</p> <p>Year 2, reviewed annually</p> <p>Year 2</p> <p>Year 1 & annually</p> <p>Year 1</p> <p>Year 1 & Ongoing</p> <p>Year 1 & Ongoing</p> <p>Year 1 & Ongoing</p>	<p>FDG Club committee VCo Coaches</p> <p>Club committee VCo Club committee VCo Coaches</p> <p>Club committee</p> <p>Clubs FDO</p> <p>Club committee</p>	<p>CE – Volunteer awards/celebration evening</p> <p>CE – WO training attendance c. £30 per candidate</p>

Aim	<ul style="list-style-type: none"> To take an active role in the local community through provision of sporting opportunities to young people and adults To contribute to positive outcomes in relation to health, social inclusion and participation for local community members 			
Objective	Achievement targets	Timescale	Responsibility	Costs
<p>1</p> <p>Contribute to sport related community projects:</p> <ul style="list-style-type: none"> Work with RCS and local police officers to investigate potential for football provision to be offered as a diversionary activity to prevent antisocial behaviour. Continue to deliver the Chaoris programme targeting young black people to get off the street and play football Provide casual pay and play sessions as part of programme to address health, behaviour and multi cultural concerns 	<ul style="list-style-type: none"> Activities timetabled and delivered. Anti social behaviour reduced. Programme in place and funding identified Sessions in place Links with clubs using the facility are established as exit routes from related activities Programmes in place and sustainable 	<p>Year 1</p> <p>Year 1</p> <p>Year 1</p>	<p>FDG RCS Youth Service Police Chaoris</p>	<p>Grants attracted to enable delivery</p> <p>External funding sought for projects through Youth Services / Police</p>
<p>2</p> <p>Support health awareness through football provision</p> <ul style="list-style-type: none"> Support schools' health promotion activity including engagement in National programmes such as Change for Life Ensure football provision is included as a vehicle to engage students in health campaigns Promote health awareness amongst students, club players, parents / guardians and community members through promotional material 	<ul style="list-style-type: none"> Events held as part of school calendar Distribute generic literature as appropriate Promote links from club and school websites 	<p>Ongoing</p>	<p>RCS BDSSP</p>	
<p>4</p> <p>Support anti-racism and equality in delivery of football opportunities:</p>			<p>FDO</p>	