



**DONCASTER**  
**ELITE** | **ACADEMY**

# **CLUB DEVELOPMENT PLAN**

***2022/23 SEASON***

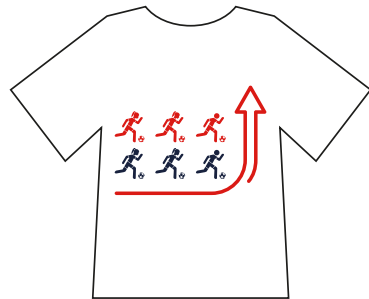
# The purpose of Doncaster Elite Football Academy



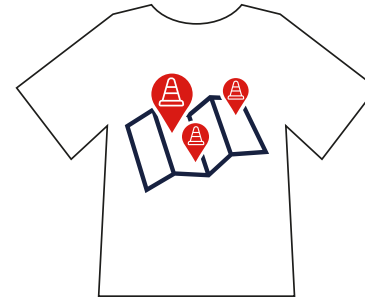
The main purpose of the academy is to support the education and development of young players from around Yorkshire: To educate and develop future potential professional players by providing local, accessible high-quality training environments. DEFA will offer expert coaching, increased playing time, varied football formats and allow players to play in both Academy and grassroots club/school environments to enhance the variety of playing experiences.

KEY AIMS	WHAT WE'LL DO
1. Better accessibility	Increase the provision of high quality coaching and education available to young people outside of EFL/Premier League programmes. Give access to a professional Player Pathway, high quality games programme and network of professional clubs from across Yorkshire.
2. More inclusivity	Establish DEFA led sessions in a variety of places, areas and settings (ie schools, grassroots clubs) to help create a more diverse player pool and a more diverse cohort of players progressing through the pathway.
3. Reducing the impact of early selection	Allow younger players to enjoy playing grassroots football for longer and for selection decisions to be made later in a player's football journey creating multi-faceted children who are not solely defined as being a footballer.
4. More focused investment	Use club generated funds to create and improve pathways to identify and develop players, build a base at a younger age and support players in a hybrid playing model of Academy/ grassroots football. To ensure late developers that miss early selection have opportunity to continue to learn and improve chance of selection when more physically and emotionally more developed.
5. Providing more appropriate challenges	Provide an age and stage appropriate games' programme that challenges players at all levels of the pathway by increasing the number of minutes, varied formats, and experiences through participation in multiple playing environments.

# The ultimate goals:



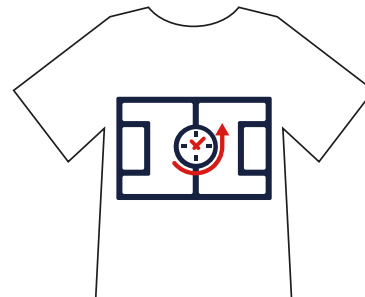
**1** **Double the numbers of players** given access to high quality, expert coaching and environment in our region. This will enable a bigger talent pipeline to come through the system and create more opportunities for selection and progression into professional football.



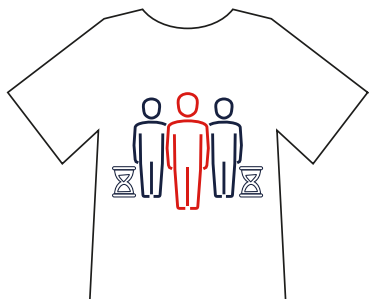
**4** **Establish an industry leading,** youth development focused learning & training environment that young players can access alongside grassroots.



**2** **Ensure any young player with potential** can access age appropriate, expert guidance/coaching and competition.



**5** **Increase playing time** and offer varied and enhanced football experiences.



**3** **Delay player selection decisions** into EFL/PL academy squads until players are slightly older. To enable to continue to play grassroots for longer.



**6** **Increase the quality and diversity** of players who progress through the pathway.

# Club Development Plan

2022/23

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DONCASTER  
**ELITE** ACADEMY

# 1. Club Management, Finance and Administration

This section outlines how the Doncaster Elite FC is run as club, Academy and business, ensuring that our delivery is well-managed, safe, and effective so that it is also financially viable, making the very best use of resources and with the relevant processes and procedures in place.

Key criteria	Sub-criteria
<p><b>DEVELOPMENT STRATEGY</b></p> <p><b>MAXIMISE AVAILABLE TALENT</b></p> <p><b>MAXIMISE INVESTMENT IN TALENT</b></p> <p><b>MAXIMISE RELATIONSHIPS WITH THE COMMUNITY</b></p>	<p><b>Through an excellent network of recruitment</b></p> <ul style="list-style-type: none"> <li>o Understanding where players are coming to us from and building that network further.</li> <li>o Establish solid working relationships with players and parents to maximise communication and potential for loyalty.</li> </ul> <p><b>Through an excellent coaching programme with a systematic approach</b></p> <ul style="list-style-type: none"> <li>o Performance – Technical and Tactical attributes</li> <li>o Underpinning – Physiological, Psychological and Social attributes</li> <li>o Method – Style of Play and systems of play.</li> </ul> <p><b>Education: In Possession, Transition and Out of possession.</b></p> <p>Through partnership working with local partner schools, grassroots clubs and clubs community partner RIISE.</p> <p>An open policy for young players to access coaching at the Academy</p> <p>As a club we have an enormous responsibility to create an environment where passion, education and creating a love for the game is at the Centre for everything we do.</p>

## Club Management, Finance and Administration (continued)

Key criteria	Sub-criteria
<p><b>VALUES OF THE CLUB</b></p> <p>RESPECT</p> <p>INNOVATION</p> <p>INTEGRITY</p>	<p>We are an inclusive organisation that treats its staff and members fairly, equally and with respect. We believe the true value of a player is in the person that player is. A player that is able to succeed without intimidating or disrespecting their opponent or officials has the greatest chance of success in his/her life.</p> <p>We will deliver a dynamic and engaging training model designed to create curious and inquisitive players. Players who can read the game and find live solutions. Finding live solutions and being able to act based upon a situation presented is the most important part of effective development.</p> <p>We will promote and instil our values. Creating a safe, honest and transparent learning environment.</p>
<p><b>FOOTBALL PHILOSOPHY OF THE CLUB</b></p>	<p><b>BRILLIANT BASICS - A MODERN METHODOLOGY</b></p> <p>Intelligent football training designed to support the development of a players character, confidence and ability to learn.</p> <p>At DFA we believe in attacking, dynamic, possession-based football. Our methodology follows a style of football that has led remarkable teams to unrivalled success. Our training methods develop players capable of playing the game skilfully and intelligently with creativity and flair. Every training detail leads us to play in a variety of systems that does not limit the education of players to one personal preference or requirement of personnel.</p> <p>Learning is achieved through ambition, dedication, and resilience. With this in mind our learning model presents challenges which will most suit the creative and inquisitive mind.</p> <p>We understand that learning is a process with error at its centre, which is why we encourage and nurture perseverance in all young people.</p>

## Club Management, Finance and Administration (continued)

Key criteria	Sub-criteria
<b>VISION OF THE CLUB</b>	<p>Our vision is to create a grassroots club with professional standards of organisation, leadership, education and competition. We will bring the structure, knowledge and experience of professional youth development and provide for all within a grassroots environment.</p> <p>By providing a sound education, guidance and quality leadership we aim to become the leading youth football club in the United Kingdom. A club for all young people from the region to access the highest quality, expert coaching and guidance through football.</p> <p>By providing players/parents with professional, organised and expert coaching we will create a model for player development that is financially self sufficient and which provides a positive learning environment for all young people to enjoy the game.</p> <p>We will identify, recruit and nurture players from within the local area, coach and educate them to believe they can realise their potential thereby giving them the very best chance of a career in football.</p> <p>Club staff will be approachable, accessible and honest with players and parents through frequent contact, monitoring of progress and transparent multi-disciplinary process for progress reporting.</p> <p>We will undertake a holistic approach to the development of players through the provision of excellent and inspired coaching and other support services.</p>

## Club Management, Finance and Administration (continued)

Key criteria	Sub-criteria
<b>CLUB MISSION</b>	<p>We aim to be the number 1, professionally ran 'grassroots focused club in the UK. In order to achieve this we will work to the highest standards of with clear and achievable policies, targets &amp; processes. We will employ people whose vision and values match the clubs and whose capabilities will combine to acheive our vision. To ensure we have the sound foundations we need in place we have created a comprehensive club development plan with SMART targets set to achieve each of the criteria. We will evidence and embed the following policies:</p> <ul style="list-style-type: none"><li>• Club Development Strategy</li><li>• Job descriptions with clear defined roles</li><li>• Player development model &amp; coaching framework</li><li>• Safeguarding Children Policy</li><li>• Complaints Policy and Whistleblowing Policy</li><li>• Health and Safety policy</li><li>• Programme Risk Assessment (Including Health &amp; Safety, Facilities, Safeguarding Children)</li><li>• Emergency Action plan for venues</li><li>• Diversity and Inclusion policy and/or evidence of commitment</li><li>• Hardship Policy for Players</li><li>• Safer Recruitment and selection of workforce Policy</li><li>• Disciplinary Policy</li><li>• Codes of conduct for Players, Staff, Parents and Carers</li></ul> <p>In order to realise our vision we will employ leaders for community outreach and recruitment, a head of coaching to recruit and develop coaches. We will also employ lead coaches for all phases (FP, YDP &amp; PDP) in order to ensure the teams are being coached and managed with consistency in the vision of the clubs philosophy and values.</p> <p>We will also develop a volunteer network of coaches to work alongside the paid staff in order to give the club more continuity and sustainability without the need for financial support or income.</p>



## 2. Safeguarding Children

Safeguarding is a vitally important area. Doncaster Elite will provide a safe environment for all young players. We include suitably experienced and qualified people within the club, supported by the relevant policies and procedures.

Key criteria	Sub-criteria
<b>Policies and Procedures</b>  Doncaster Elite FC will comply in full with The Football Association's Safeguarding Children Policy and Procedures and Regulations.	<p>At Doncaster Elite FC we adopt and adhere to our Safeguarding Children Policy and have procedures in place for dealing with safeguarding concerns about a child/ young person and concerns of poor practice.</p> <p>Every year we communicated the Safeguarding Children Policy and procedure to all staff, parents and players at their inductions and remind of these regularly.</p>
<b>Leadership</b>  Safeguarding is embedded across all staffing levels of the Club, including Board level.	<p>The club employs a Safeguarding Champion (Tony Morton) on its board to ensure that we operate in line with legislation, statutory guidance, The FA's Safeguarding Policies and Procedures and any associated guidance; championing a culture that has the best interests of children at the heart of decision making.</p> <p>As Designated Safeguarding Officer (DSO) Tony is trained in safeguarding children awareness and both attends and tutors The Football Association's Safeguarding Children Course and The FA Welfare Officers Workshops.</p> <p>Tony's details as Designated Safeguarding Officer (DSO) for the club is communicated to All Staff, Players and their Parents/Carers along with details of the procedures for referring any concerns, including whistle-blowing.</p>

## Safeguarding Children (continued)

Key criteria	Sub-criteria
<p data-bbox="170 312 703 400"><b>Safeguarding Qualifications and Training</b></p> <p data-bbox="271 451 714 627">All staff at Doncaster Elite FC should have the appropriate qualifications and training in place to safeguard children.</p>	<p data-bbox="936 451 2018 635">All persons who work with children and young people at Doncaster EliteFC complete a Disclosure and Barring Service Check with Children’s Barred List via The FA DBS when the offer of the post is made, or when they are required to renew their DBS in line with FA Policy, every three years.</p> <p data-bbox="936 676 2029 783">All persons at Doncaster Elite FC are trained in safeguarding children awareness through completion of The Football Association’s Safeguarding Children Course. They all all required to renew this training every two years</p>

# 3. Player Registration, Recruitment and Selection

This section describes how Doncaster Elite register, recruit and select the players that are invited to the club. The emphasis is on breaking down barriers to participation, improving access and being open and transparent in how selection decisions are made. The club supports players to progress through the club and signposts to exit routes as appropriate.

Key criteria	Sub-criteria
<p><b>Player Registration</b></p> <p>Doncaster Elite FC aspires to register a minimum of 60 players in each age group each season by 2025.</p>	<p>Doncaster Elite affiliates to Sheffield &amp; Hallamshire County FA for data collection and insurance purposes.</p> <p>Every player in the club completes a registration form that completes their registration for the entirety of the time that they are attending. The form includes Emergency Contact details and medical history.</p> <p>The registration period for the club begins on 1st August and ends 31st July each season. Registrations with the club do not expire. Players can however leave at any time with a 7 day notice period and can be recruited at any stage during the season.</p> <p>Any player registered to a grassroots club will have a dual registration with that club. All players registered to play at DEFC will be asked to see the club as their primary registration for Saturday football and secondary for Sunday competitions.</p> <p>All players and personnel at the club are registered on the Whole Game System in line with the information provided as part of the accreditation agreement.</p>

## Player Registration, Recruitment and Selection *(continued)*

Key criteria	Sub-criteria
<p><b>Player Registration <i>(continued)</i></b></p>	<p>There is no formal deselection process involved in players leaving Doncaster Elite. The player is a member of our club for as long as they choose to be.</p> <p>Doncaster Elite will manage and support any player wishing to leave the club during the season and ensure they are given the correct support and guidance for continuing their football elsewhere.</p>
<p><b>Target Age Groups</b></p> <p>Doncaster Elite FC delivers structured training opportunities for players aged between 6 and Adult.</p>	<p>Doncaster Elite will deliver a minimum of one group per age range for both boys and girls including at least one hybrid team per age. There will be flexibility in how many groups the club chooses to deliver and the potential combinations of age groups e.g., single or dual-age banding, mixed or multiple age groups. All for developmental purposes of the players.</p> <p>We will develop a fully hybrid girls/boys football programme within our Academy/Club.</p>

## Player Registration, Recruitment and Selection (continued)

Key criteria	Sub-criteria
<p data-bbox="165 309 730 352"><b>Player Recruitment and Selection</b></p> <p data-bbox="165 416 707 560">Doncaster Elite FC will develop a Talent Identification Plan. We will create selection policy (outlining methods, communication, travel distances).</p>	<p data-bbox="938 309 2024 453">Doncaster Elite will have a clear Talent Identification plan that ensures accessible opportunities for potential players. This will include an open door policy for any player to attend training with our coaches. It will also outline the policy for recruiting players into select squads.</p> <p data-bbox="938 496 2007 564">There is no formal recruitment window. Centres can recruit players at any stage during the season.</p> <p data-bbox="938 608 2002 751">Doncaster Elite's Talent Identification Plan includes open trials, open training sessions, club referrals and will (by 2023) establish a scouting network. This includes considerations around catchment areas and travel distances and locations to ensure accessibility.</p>
<p data-bbox="165 825 658 868"><b>Player Support and Transition</b></p> <p data-bbox="165 932 647 1107">Doncaster Elite provide a pathway for transition and support to include information on the next steps or opportunities both academically and in football.</p>	<p data-bbox="938 825 2036 979">The club will ensure all players are aware of the clubs progression pathway U6 through U16 onto U18 and mens/womens football. DEFC employ a full time head of education to ensure each players academic education is a priority. We provide an education pathway from U16-19 through our education partner at Hall Cross Academy.</p> <p data-bbox="938 1016 2007 1085">Doncaster Elite will advise players of any approach from clubs that are opportunities to progress into EFL/PL clubs.</p> <p data-bbox="938 1121 1984 1222">Doncaster Elite give every current player the option to re-register at the end of each season. Some players may be asked to move teams as part of the clubs recruitment/selection policy as per the Centre's recruitment plan.</p>

## Player Registration, Recruitment and Selection (continued)

Key criteria	Sub-criteria
<p><b>Travel Distance to the Centre</b></p> <p>Each Centre will ensure any young player player with potential can access its training venue.</p>	<p>Players should travel no more than one hour each way to join either of the clubs locations and should attend the Centre closest to them.</p> <p>Parents can request in writing for dispensation to the clubs board for players that live outside of the one-hour radius.</p> <p>Consideration should be given and explained to parents before joining on the potential financial, wellbeing, educational impact of travelling to the club.</p> <p>Players postcodes are reviewed as part of the recruitment process to ensure that players are within the one-hour policy.</p>
<p><b>Player, Parent and Carer Costs</b></p> <p>The barriers to participation are kept as low as possible.</p>	<p>Costs associated to players are high, this enables the club to run with professional infrastructure. However, we will offer subsidies and grants to people who should be kept to a minimum. Club registration fees will be capped at £85.00 per player per season (40 weeks). The maximum costs without bursary will be or £6.19 per session. Other sessions are £4.</p> <p>Training kit is not a mandatory requirement within the club. The only mandatory costs associated to players are for purchasing playing kit. All others kit is optional.</p> <p>Doncaster Elite will provide bursaries for players from low-income families and will work with CIC RIISE and local businesses to establish a hardship fund available for this purpose. Monthly payment plans are in place to spread costs.</p>

## Player Registration, Recruitment and Selection *(continued)*

Key criteria	Sub-criteria
	<p>DEFC will be overt in their attempts to establish which players may not be able to afford to attend the weekly sessions. Information regarding Bursaries are shared with all potential members at the recruitment stage.</p> <p>Payment plans are in place to enable parents and carers to spread the cost of attending a the Academy.</p>
<p><b>Player, Parent and Carer Inductions</b></p> <p>All players, parents and carers will receive an Induction / welcome meeting.</p>	<p>3.7.1 Parents and Carers will be provided with all details relating to the season ahead which will enable them to have a clear understanding of its role and purpose.</p> <p>3.7.2 There will be a multi-disciplinary input whereby all roles are explained and outlined</p> <p>3.7.3 The clubs Designated Safeguarding Officer will be present, and all Safeguarding Children policies and procedures will be outlined.</p> <p>3.7.4 Supporting documents are available and provided to ensure long-term clarity and to act as a point of reference.</p> <p>Inductions can take place online or in person.</p> <p>Players joining outside of the normal recruitment period should also receive an induction.</p> <p>Supporting documents will be in the form of a online download. Hard copies can be made available for anyone without access to a computer</p>

# 4. Club Programme Delivery

Key criteria	Sub-criteria
<p data-bbox="165 507 779 545"><b>Contact Time and Number of Weeks</b></p> <p data-bbox="264 587 694 657">Each Centre will offer accessible weekly training sessions to players.</p>	<p data-bbox="936 552 2029 657">Doncaster Elite will deliver a minimum of one session each week for a minimum of 1 hour per training per session. Academy groups will have 2 sessions for minimum of 2 hours per week (1 hour per session)</p> <p data-bbox="936 699 2020 804">Age appropriate Strength and Conditioning/physical literacy is included for Academy players. All other players have this included within the practical training hours as part of the wider curriculum.</p> <p data-bbox="936 845 1980 916">Goalkeeping provision aligned to the wider curriculum is provided within the practical training hours.</p> <p data-bbox="936 957 1787 995">Doncaster Elite will operate for a duration of a minimum of 39 weeks</p> <p data-bbox="936 1069 2047 1181">Doncaster Elite will align with school holidays and half terms for our training schedule. We will run elements off practice in the summer without a games programme that will run Aug - May.</p> <p data-bbox="936 1222 2011 1366">Doncaster Elite will operate across three venues (Balby Carr, High Melton &amp; Dorothy Hyman) to provide accessible opportunities within their catchment. The club may switch venues around from time to time to ensure all areas of our catchment area have been covered.</p>



## Club Programme Delivery (continued)

Key criteria	Sub-criteria
<p data-bbox="165 300 672 343"><b>Holistic Coaching Programme</b></p> <p data-bbox="264 368 719 549">Doncaster Elite will provide players between the ages of 6 and 18 with a high-quality training environment as part of a holistic development programme.</p>	<p data-bbox="936 368 1890 400">Doncaster Elite will deliver a Technical and Physical curriculum for all players.</p> <p data-bbox="936 443 2029 512">Delivery will be based on the relevant age and stage of the players in line with Long-Term Player Development principles.</p> <p data-bbox="936 555 1995 699">Doncaster Elite will seek to facilitate additional opportunities to challenge high performing players. Additional opportunities may include moving players up and down age groups, Bio banding, facilitating mixed football/boys opportunities and training at EFL/PL partner clubs.</p> <p data-bbox="936 742 2040 810">Psychological/Social Development Support will be provided to players, parents/carers and staff.</p> <p data-bbox="936 853 2029 922">Education/Lifestyle Development Support will be provided to players, parents/carers and staff.</p> <p data-bbox="936 1002 1966 1070">Doncaster Elite will provide its players with an optional self-reflective Individual Player Development Plan (IDP).</p>

## Club Programme Delivery (continued)

Key criteria	Sub-criteria
<p data-bbox="165 288 495 331"><b>Games Programme</b></p> <p data-bbox="264 368 689 512">Doncaster Elite plan and embed a games programme alongside the coaching curriculum to support Players Long-Term Development.</p>	<p data-bbox="936 368 2040 512">DEFC will provide players with a minimum 30 games. The aim is to provide one game every week in school time. This will include at least one festival every 3 months in line with the Club's wider curriculum. Teams will compete in the Junior Premier League. Phase lead coaches will be responsible for organising additional games.</p> <p data-bbox="936 555 2029 624">Doncaster Elite FC will endeavour to expose players to a variety of different formats and experiences,. The club aim to establish Futsal sessions by September 2023.</p> <p data-bbox="936 667 2040 767">The games programme opportunities will be kept to Saturday and training nights so as not to conflict with a player's grassroots club football but supplement it, allowing players to benefit from exposure to a variety of different experiences and formats.</p> <p data-bbox="936 842 2011 911">Intra competitions, Futsal and small-sided opportunities will allow players to be exposed to different formats of the game.</p> <p data-bbox="936 954 1939 1054">The Games Programme could be played midweek during training or during school holidays, or designated weekends (Saturday)so that they do not impact grassroots fixtures. Intra training games are also arranged.</p> <p data-bbox="936 1102 2011 1246">Players in the girls academy are encouraged to play their grassroots league games programme within a mixed football environment to provide appropriate challenge. Doncaster Elite will include mixed football opposition as part of our Games Programme provision in order to provide an additional challenge.</p>

## Club Programme Delivery (continued)

Key criteria	Sub-criteria
<p data-bbox="163 300 703 384"><b>Training Balance and Supporting Other Activities</b></p> <p data-bbox="163 432 712 576">Doncaster Elite players are supported to ensure there is appropriate balance between playing club football and other forms of football as well as other sports encouraged.</p>	<p data-bbox="936 427 2027 499">Players' club football will take priority on a Sunday. We will also encourage our players to attend their club training midweek if it clashes with DEFC.</p> <p data-bbox="936 544 2018 651">Doncaster Elite will give priority to County Schools and English Schools Football which take place on the 2nd Saturday of every month. All other Schools football will be considered conflict with their Saturday games programme.</p> <p data-bbox="936 691 1906 762">Doncaster Elite will be supportive and accommodate other School Activities and Educational Trips.</p>
<p data-bbox="163 1093 551 1139"><b>Player and Staff Ratios</b></p> <p data-bbox="264 1171 712 1246">Player to staff ratios will be factored into budgets, planning and delivery.</p>	<p data-bbox="936 1129 1921 1201">The number of staff will depend on the number of players at the club. Doncaster Elite work to these guidelines below:</p> <ul data-bbox="936 1254 1727 1437" style="list-style-type: none"><li>• Under 9s – one member of staff to every six children (1:8)</li><li>• Under 10s-to-Under 12s – one member of staff to every eight children (1:12)</li><li>• Under 14s-to-Under 16s – one member of staff to every ten children (1:16)</li></ul>

## Club Programme Delivery (continued)

Key criteria	Sub-criteria
	<p>Coaches make up the majority of staff in these ratios. Supporting staff contribute towards these ratios. All adult working with the children are subject to safer recruitment process and have an appropriate level of qualification for the supporting role they are carrying out, which is to include safeguarding training.</p> <p>Young leaders (under-18) or coaches aged 16-17 are engaged to support their holistic development but are not considered as adults and are not be used to meet the ratio requirements set out above.</p>
<p><b>Networks and Partnerships</b></p> <p>Doncaster Elite are proud to maintain mutually beneficial relationships with key partners to support the growth and development of the programme and our players and staff within it.</p>	<p>Doncaster Elite works with key partners and organisations in our community, including:</p> <ul style="list-style-type: none"> <li>• Hall Cross Academy</li> <li>• Orchard, Copley &amp; Mallard Junior School</li> <li>• Sheffield United FC, Rotherham United FC</li> <li>• Sprotbrough Crusaders FC</li> <li>• Flying Futures CIC &amp; RIISE CIC</li> <li>• Dorothy Hyman Stadium &amp; Barnsley Council</li> </ul> <p>We will work to establish relationships with:</p> <ul style="list-style-type: none"> <li>• Local County FA</li> <li>• Further grassroots clubs, schools and community programmes</li> <li>• At least one more Further Education College/institution</li> <li>• Leeds Beckett University</li> </ul> <p>Doncaster Elite work with Hall Cross Academy to provide a post 16 education through our joint football futures pathway. This provides young people a place at a high achieving, reputable school with high quality football provision and access to A Level, Btec and opportunities to move to Higher Education.</p> <p>We also work with Doncaster based Expect youth to provide out of school hours activities to young people, without charge.</p>

# 5. Club Workforce

The key to establishing a high-quality training environment is an experienced and qualified coaching and volunteer team to manage and run sessions. The emphasis is on breaking down barriers to coach recruitment, improving access for underrepresented groups.

Key criteria	Sub-criteria
<p data-bbox="165 523 479 564"><b>Safer Recruitment</b></p> <p data-bbox="264 632 651 730">Doncaster Elite adopt safer recruitment practices for every role.</p>	<p data-bbox="936 632 2027 849">Doncaster Elite adopt safer recruitment practices for every role. This includes having a role profile/job description, confirmation of identity, the taking up of at least two references, interviewing and substantiating qualifications. Employment should be subject to suitable references and the relevant Disclosure and Barring Service (DBS) checks. A suitable induction and probationary period should be included, alongside identification and facilitation of training needs.</p> <p data-bbox="936 890 2018 995">All staff and volunteers involved at the club are registered on Whole Game System. This is kept up to date with relevant training qualifications required for their role and DBS checks.</p>
<p data-bbox="165 1110 300 1152"><b>Staffing</b></p> <p data-bbox="264 1206 696 1311">All roles at Doncaster Elite FC are appropriately experienced and qualified.</p>	<p data-bbox="936 1206 1973 1353">Doncaster Elite oversees inclusive recruitment practices which will increase opportunities for those from diverse backgrounds. Key to any role is expertise in how to engage effectively with young people at the various age groups and to provide a high quality, safe and fun learning environment.</p> <p data-bbox="936 1394 1675 1430">All coaches are qualified as per the role specifications below.</p>

## Club Workforce (continued)

Key criteria	Sub-criteria
<p>Head of Coaching (part-time)</p>	<p>The Head of Coaching roles includes a minimum of 10 hours per week for a minimum of 39 weeks and attendance at games. to oversee the YDP (U13-15) training sessions and competitive matches in line with the club's Philosophy, Delivery and Performance Plan.</p> <p>The Head of Coaching will hold a minimum of a Level 3 or above Coaching Qualification, FA DBS, FA Safeguarding Children Course and FA Level 1 Introduction to First Aid in Football (IFAiF) or FA Emergency First Aid are also required.</p> <p>The Head of Coaching will support the development of the Academy's Coaching Curriculum and ensure its consistently delivered in line with the Academy's playing and coaching Philosophy.</p> <p>The Head of Coaching will observe coach performance and provide feedback to aid development of coaches so that they improve &amp; perform to the best of their potential and are consequently able to maximise the potential of the players they work with.</p> <p>The Head of Coaching will establish an Academy Coach Competency Framework (CCF) for the club.</p> <p>The Head of coaching will coach as part of the role if appropriate.</p>
<p>Foundation Phase, Youth Development Phase &amp; Professional Development Phase Lead (part-time)</p>	<p>Purpose to teach, lead and inspire players in an environment where any player is welcome and motivated. The coaches role is to ensure each player wants to come to practice and enjoys themselves whilst there.</p> <p>The role should include a minimum of 4-8 hours per week for a minimum of 39 weeks and attendance at games.</p> <p>Minimum Qualifications FA DBS check, FA Safeguarding Children Course, FA Level 1 Introduction to First Aid in Football (IFAiF) or FA Emergency First Aid.</p>

## Club Workforce (continued)

Key criteria	Sub-criteria
<p>Head of Education</p>	<p>Doncaster Elite employ a Head of Education to oversee its Post 16 Football Futures Pathway and also to provide support to all players with their Academic education.</p> <p>The Head of Education will provide education and revision worksops for players around GCSEs so young people can study with peers as part of a football delivery session. .</p>
<p>Lead Coach (voluntary)</p>	<p>Coaches will support the development of all players within the club to attain the highest levels of performance possible in a safe, secure and supportive environment.</p> <p>The role will include a minimum of 1 hour per week for a minimum of 39 weeks and attendance at games.</p> <p>Minimum qualifications required are Level 2 or above coaching qualification, FA DBS, FA Safeguarding Children Course, FA Level 1 Introduction to First Aid in Football (IFAiF) or FA Emergency First Aid.</p>
<p><i>Assistant Coach (voluntary)</i></p>	<p>Doncaster Elite is committed to supporting and developing Mentee volunteer coaches. Volunteer coaches will provide support for lead coaches and come under the guidance and support of the Head of Coaching.</p> <p>There are no minimum qualifications required. All volunteers who meet the safer practice criteria will be supported to achieve Level 1 and level 2 qualifications, FA DBS, FA Safeguarding Children Course, FA Level 1 Introduction to First Aid in Football (IFAiF) or FA Emergency First Aid.</p>

## Club Workforce (continued)

Key criteria	Sub-criteria
Goalkeeping Coach	<p>Doncaster Elite employ a specialist Goalkeeping coach to support and develop all players within the club to attain the highest levels of performance possible in a safe, secure and supportive environment.</p> <p>The role is a minimum of 2 hours per week for a minimum of 39 weeks.</p> <p>Minimum qualifications required are FA Level 2 in Goalkeeping or above coaching qualification, FA DBS, FA Safeguarding Children, FA Level 1 Introduction to First Aid in Football (IFAiF) or FA Emergency First Aid.</p>
Strength and Conditioning Coach	<p>To plan and deliver a physical performance programme aligned to an physical curriculum to all players.</p> <p>The role should include a minimum of 1.5 hours per week for a minimum of 39 weeks. This equates to a minimum of thirty minutes per Academy group.</p> <p>Minimum qualifications include BSc in Sports Science or a Sport Science related discipline and, hold UK Strength and Conditioning Association (UKSCA) or ASCC accreditation. If accreditation has not been obtained, evidence must be provided to demonstrate an ability to working towards obtaining it, including, but not exclusive to, the attendance of workshops. FA DBS, FA Safeguarding Children Course, FA Level 1 Introduction to First Aid in Football (IFAiF) or FA Emergency First Aid.</p>
Medical Cover	<p>Doncaster Elite employ a medical member of staff to be in attendance at every game and training session, who is available to deliver emergency and first aid. This person will hold FA Level 2 Emergency First Aid in Football (EFAiF) or the FA Basic First Aid for Sport Course, FA DBS check and FA Safeguarding Children Course.</p>



## Club Workforce (continued)

Key criteria	Sub-criteria
<p>Medical Cover (continued)</p>	<p>In the event of a serious injury Doncaster Elite have access and a referral process to a Sports Therapist who holds a degree in sports therapy and has full membership of the Society of Sports Therapy holding adequate indemnity insurance. This person will also hold an FA DBS check and FA Safeguarding Children Course.</p>
<p>Designated Safeguarding Officer</p>	<p>To drive and oversee Doncaster Elite environment to ensure it is safe and secure.</p> <p>The Designated Safeguarding Officer (DSO) trained in safeguarding children awareness to at least include completion of The Football Association's Safeguarding Children Course and The FA Welfare Officers Course. In addition, the DSO will attend annual safeguarding professional development.</p>
<p><b>Workforce Development</b></p> <p>Doncaster Elite will provide a programme of training and CPD opportunities to our workforce including safeguarding, equality and diversity, and anti-discrimination.</p>	<p>Doncaster Elite will provide Coach Development Plans for all staff with support from the FA and Sheffield United's Coach Development team.</p> <p>Doncaster Elite will work with Sheffield United for the identification of a diverse future coaching talent pool.</p> <p>Doncaster Elite will provide a schedule for CPD and training to support both the delivery of the club and to support all within it. Staff will be required to attend events where necessary.</p> <p>CPD opportunities will be offered to grassroots coaches to connect the programme to the wider game.</p>

# 6. Facilities

This section outlines the location and type of facility we have access to at Doncaster Elite FC. Above all else the venue used should be safe, accessible and with some minimum operating standards in place ensuring that players receive the best possible training experience.

Key criteria	Sub-criteria
<p data-bbox="165 512 456 560"><b>Training Facilities</b></p> <p data-bbox="264 619 752 762">Doncaster Elite works in partnership to provide the best facilities around. We do this to be based at an accessible, appropriate and safe site.</p>	<p data-bbox="936 619 1800 691">Doncaster Elite is based across 3 high quality sites at Astrea Academy Woodfields, Dorothy Hyman Stadium and Melton Park, High Melton.</p> <p data-bbox="936 730 1809 762">All 3 venues are accessible by public transport including rail and or bus.</p> <p data-bbox="936 802 1872 834">The following minimum facilities are provided for all weekly practical training sessions:</p> <ul data-bbox="936 954 1899 1441" style="list-style-type: none"><li>• Car parking</li><li>• Public transport access including nearby bus or tube stop</li><li>• Toilets with appropriate disposal of sanitary products</li><li>• Good quality all weather playing surface e.g., 3G</li><li>• Floodlights</li><li>• AED (defibrillator) on-site</li><li>• Designated changing rooms for players.</li><li>• Separate medical/first aid room</li><li>• A recognised parent/carer/visitor area for anyone observing training or waiting.</li><li>• A dedicated goalkeeping area separate from other training</li><li>• A space for non-pitch based coaching activities (i.e., physical development sessions, gym work etc.)</li></ul>

## Facilities (continued)

Key criteria	Sub-criteria
<p data-bbox="219 316 696 360"><b>Games Programme Facilities</b></p> <p data-bbox="174 392 707 491">Doncaster Elite games programme will be based at an accessible, appropriate and safe site.</p>	<p data-bbox="936 312 1912 344">The following minimum facilities are provided for organised games and festivals:</p> <ul data-bbox="936 386 1899 762" style="list-style-type: none"><li data-bbox="936 386 1899 450">• Changing rooms, washing and toilet facilities for all teams with appropriate disposal of sanitary products</li><li data-bbox="936 459 1128 491">• Car parking</li><li data-bbox="936 501 1267 533">• Public transport access</li><li data-bbox="936 542 1608 574">• Appropriate playing surface (3G) and grass pitches</li><li data-bbox="936 584 1128 616">• Floodlights</li><li data-bbox="936 625 1886 689">• A RESPECT line (dedicated spectator area) at least two metres from the touchline.</li><li data-bbox="936 699 1317 730">• AED (defibrillator) on-site</li><li data-bbox="936 740 1406 772">• A separate medical / first aid room</li></ul> <p data-bbox="936 801 1998 906">Doncaster Elite are committed to a diverse playing education and will experiment with different formats of the game to enable players multiple experiences and learning opportunities.</p> <p data-bbox="936 948 2011 1011">Games programme facilities are able to host different formats, including 3v3, 4v4, 5v5, 6v6. Indoor</p> <ul data-bbox="936 1043 2042 1455" style="list-style-type: none"><li data-bbox="936 1043 2042 1120">• Under-9/10s to play between 4v4 to 7v7 on a maximum pitch size of 60 yards x 40 yards (55m x 37.5m). Recommended goal size 12ft x 6ft and using a size 3 ball.</li><li data-bbox="936 1161 2020 1238">Under-11/12s to play 9v9 on a maximum pitch size of 80 yards x 50 yards (75m x 45m). Recommended goal size 16ft x 7ft and using a size 4 ball.</li><li data-bbox="936 1279 1966 1356">Under-13/14s to play 11v11 on a maximum pitch size of 90 yards by 55 yards (82m x 50m), Recommended goal size 21ft x 7ft using a size 4 ball.</li><li data-bbox="936 1398 2042 1455">Under-15/16s to play 11v11 on a maximum pitch size of 100 yards x 60 yards (91m x 56m), using a size 5 ball.</li></ul>

# 7. Identity

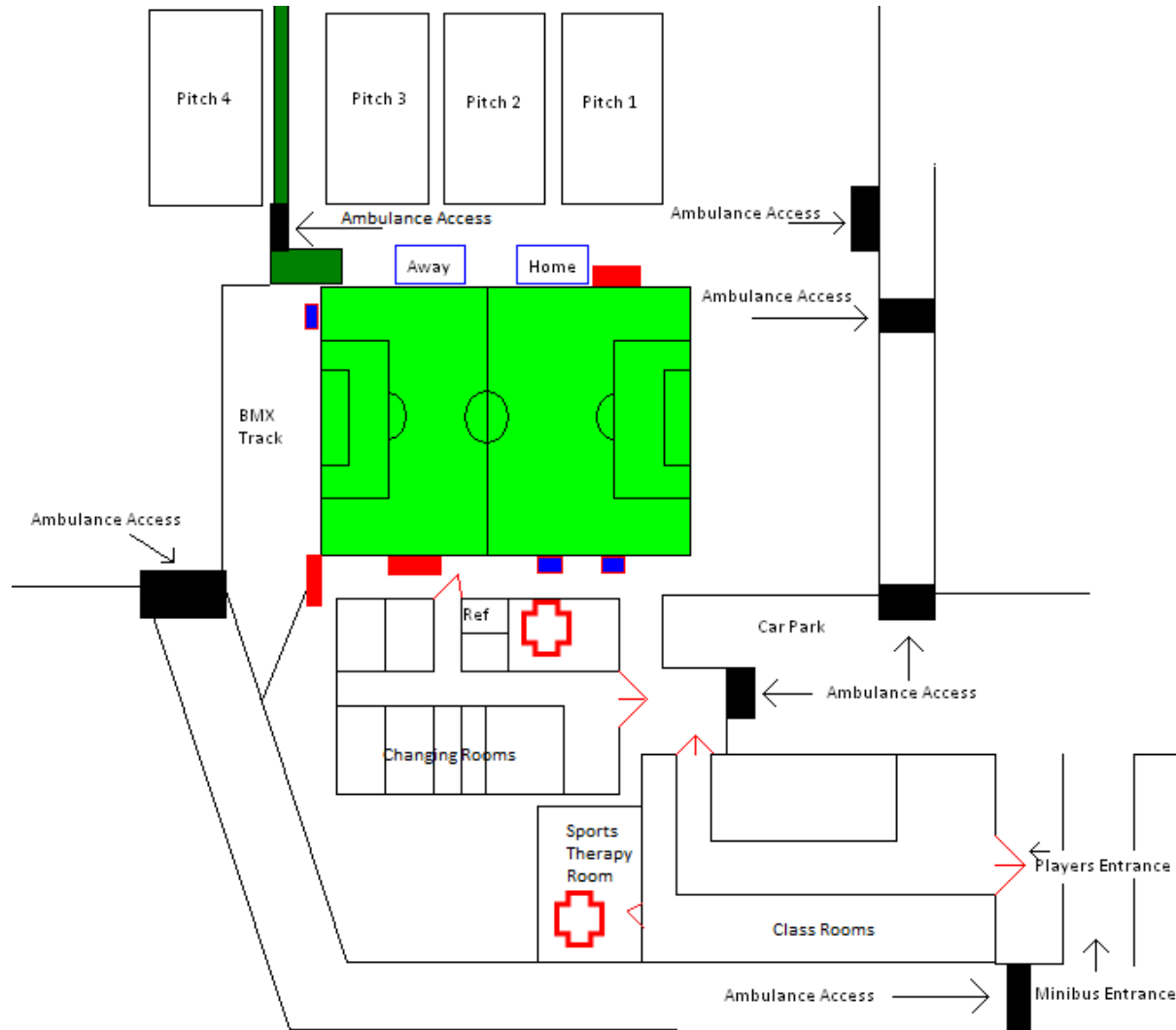
Our Journey So Far




<b>Achievements</b>	2020/21 U13 Regional League Winners 2020/21 U12 JPL National Champions 2020/21 U9 JPL National Runners Up 2020/21 U8 JPL National Runners Up 2021/22 U18 Northern League Winners
<b>History</b>	Formed in 2020 Doncaster Elite are grassroots player development club with professional infrastructure. DEFC started with 3 teams in July 2020 following COVID lockdown.
<b>Milestones</b>	2020 DEFC entered the National Junior Premier League with 9 teams. Summer 2021 Girls Academy launched with training sessions only September 2021 DEFC opens a full time education programme in partnership with Hall Cross Academy 2021/22 DEFC had grown to 17 teams 2022/23 DEFC increased to 32 teams including U10-15 girls teams. 2022/23 DEFC launches a mens and womens team.
<b>Ambitions for the future</b>	Build a training complex including a gym, classrooms and 4G astroturf. Further develop the Education pathway to include Degree opportunities Open pathway for USA for education

# Emergency Action Plan

## Astrea Academy Woodfields



-  Single gate access to astroturf / bottom field
-  Double gate access to astroturf / BMX Track
-  Double door access to building
-  Single door access to building
-  First Aid equipment location



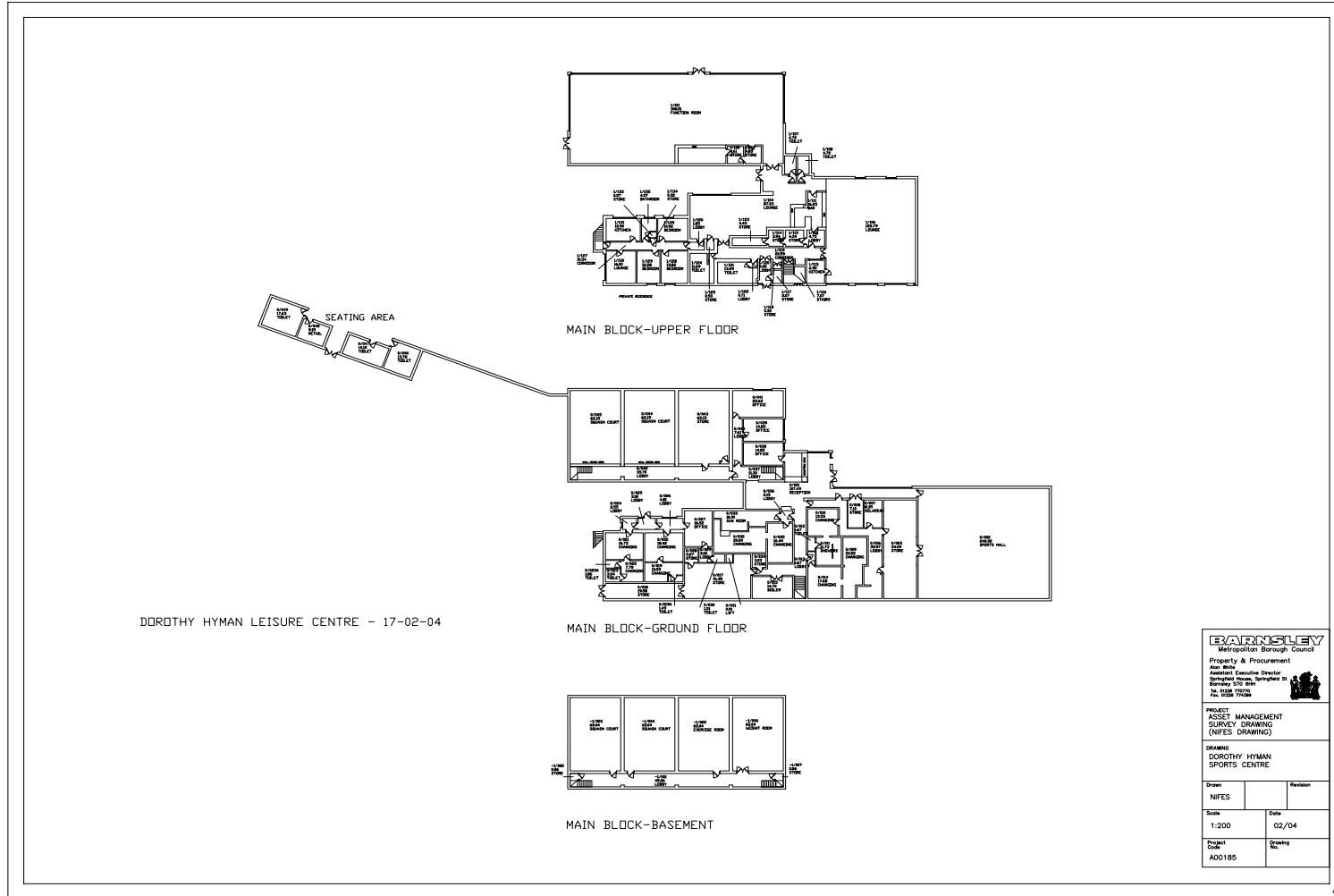
# Emergency Action Plan cont...

Club contact details			
Facility Name	Astrea Academy Woodfields		
Facility Address	Weston Road, Balby, Doncaster	Postcode	DN4 8ND
Telephone	Facilities Reception – 0330 808 1965, School Reception – 01302 312 140		
First Aider / Helper Information			
Name	All coaches on site	Mobile number	
For queries about this EAP	Rick McGowan - Lead First Aider/ Sports Therapist	077010 83718	
See relevant coach for First Aider on day of match	All coaches on site are FA First Aid Trained.		
First Aid Equipment and Facilities			
Item	Location		
Defibrillator	Yes located in the Lettings Office		
Stretcher	Yes but no access		
First Aid Room	Yes but no access		
Fire Assembly Point	Car Park		

Access routes	
For Ambulance	Via Weston Road through car park
From Pitch to Ambulance	Via main gate into car park
Other Information	
Nearest A&E / Trauma Hospital	Doncaster Royal Infirmary 01302 366666
Fastest Route to A&E / Trauma Hospital	<a href="https://goo.gl/maps/nK5EM2pj4zmaxQVDA">https://goo.gl/maps/nK5EM2pj4zmaxQVDA</a>
Distance and Journey time	3.6 miles/ 13 mins
Nearest Walk-in Centre	Doncaster 8 -8 Health Centre - 8 mins
Alternative Trauma Hospital	Northern General Hospital, Sheffield
	Out of Hours - Onsite support line which is manned outside of Monday to Friday 9am until 5pm. This can be reached by calling 0330 808 3319 on option 2  What3Words code for front of 4G Building – <a href="https://www.what3words.com/contacts.fingertips.hence">contacts.fingertips.hence</a>

# Emergency Action Plan cont...

## Dorothy Hyman Sports Centre



# Emergency Action Plan cont...

Club contact details			
Facility Name	Dorothy Hyman Sports Centre		
Facility Address	Snydale Road, Cudworth, Barnsley	Postcode	S72 8LH
Telephone	Facilities Reception – Out of Hours – Martin Prest	01226 710736 07726360316	
First Aider / Helper Information			
Name	All coaches on site	Mobile number	
For queries about this EAP	Rick McGowan - Lead First Aider/ Sports Therapist	077010 83718	
See relevant coach for First Aider on day of match	All coaches on site are FA First Aid Trained.		
First Aid Equipment and Facilities			
Item	Location		
Defibrillator	Yes, in reception.		
Stretcher	No		
First Aid Room	No		
Fire Assembly Point	Car Park		

Access routes	
For Ambulance	Service road to Astroturf and Athletics Track area.
From Pitch to Ambulance	There is a pathway to both Astroturf and main pitch which is in the centre of the athletics track.
Other Information	
Nearest A&E / Trauma Hospital	Barnsley Hospital 01226 730000
Fastest Route to A&E / Trauma Hospital	<a href="https://goo.gl/maps/pSx7DpAjMPHrezJ1A">https://goo.gl/maps/pSx7DpAjMPHrezJ1A</a>
Distance and Journey time	16 minutes – 4.7 miles
Nearest Walk-in Centre	Barnsley General Hospital – A&E
Alternative Trauma Hospital	Pontefract, Pinderfields or Sheffield Northern General.



# Emergency Action Plan cont...

## Further Information for both venues

### During the game (DEFA Team only)

When the first aider / therapist enters the field of play, the therapist will automatically gather between the home and away dugouts and wait for their assistance to be called upon. If they are called onto the pitch they will bring all medical equipment onto the field of play. The signal for the therapist to enter the pitch is hands crossed above the head. The therapist will take the lead role in the initial communication with the first aiders.

There should be a treatment plan agreed between all parties either to treat or transfer the patient immediately. If life support treatment is commenced on pitch, the coaching staff at the facility will maintain a perimeter around the player for dignity and privacy. If an ambulance is required, a member of staff should make an appropriate call to 999, asking for an ambulance and informing them of the incident, details of the player and location of the incident. A member of the coaching staff should then make their way to the main gates to direct the ambulance to the scene of the accident.

The caretaker (located in the Lettings Office) should also be informed to open necessary gates and inform the caretakers that they need to be made available on Weston Road to direct the ambulance towards the main gates.

First aid equipment will consist of a defibrillator and general first aid kit. If no parent/ guardian available and player requires treatment at hospital the team coach will accompany.

### During the game (Away Team only)

The away team will be responsible for all medical treatments (including pitch side care) needed for their players. In the event of a life threatening emergency the away team must signal the home team sports therapist who will take the lead informing them of any allergies or medical issues that could complicate the treatment.

# Developing the Doncaster Elite Brand



## THINK

What do you want people to think of when they think about your club?

## FEEL

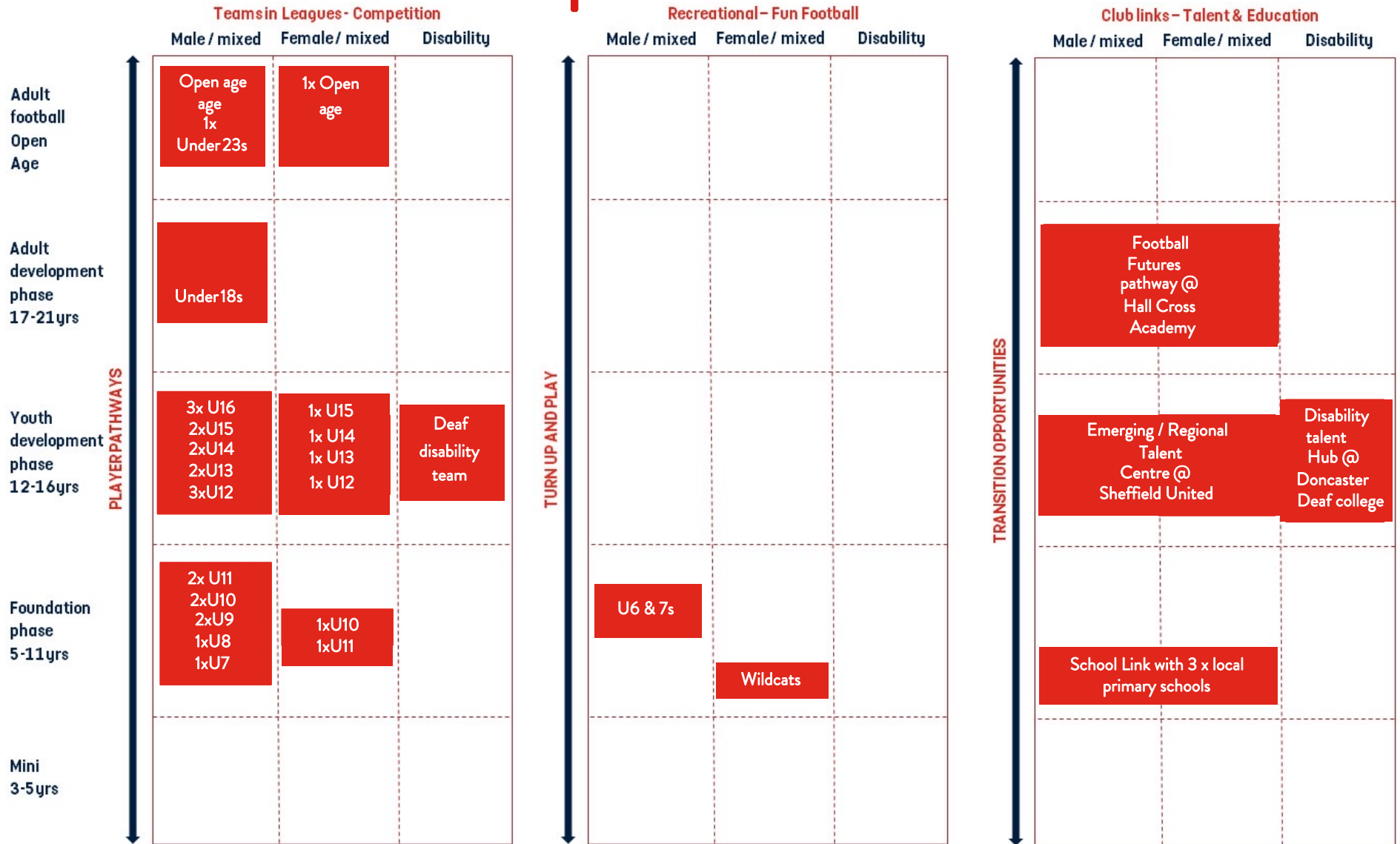
What do you want people to feel when they interact with your club?

## DO

How do you want people to interact with your club?

# 8. Football Development

## Teams, Pathways and Opportunities



# Training Schedule: Winter 2022/23

Astrea Academy Woodfields, Weston Road, DN4 8ND



## Monday

## Tuesday

## Thursday

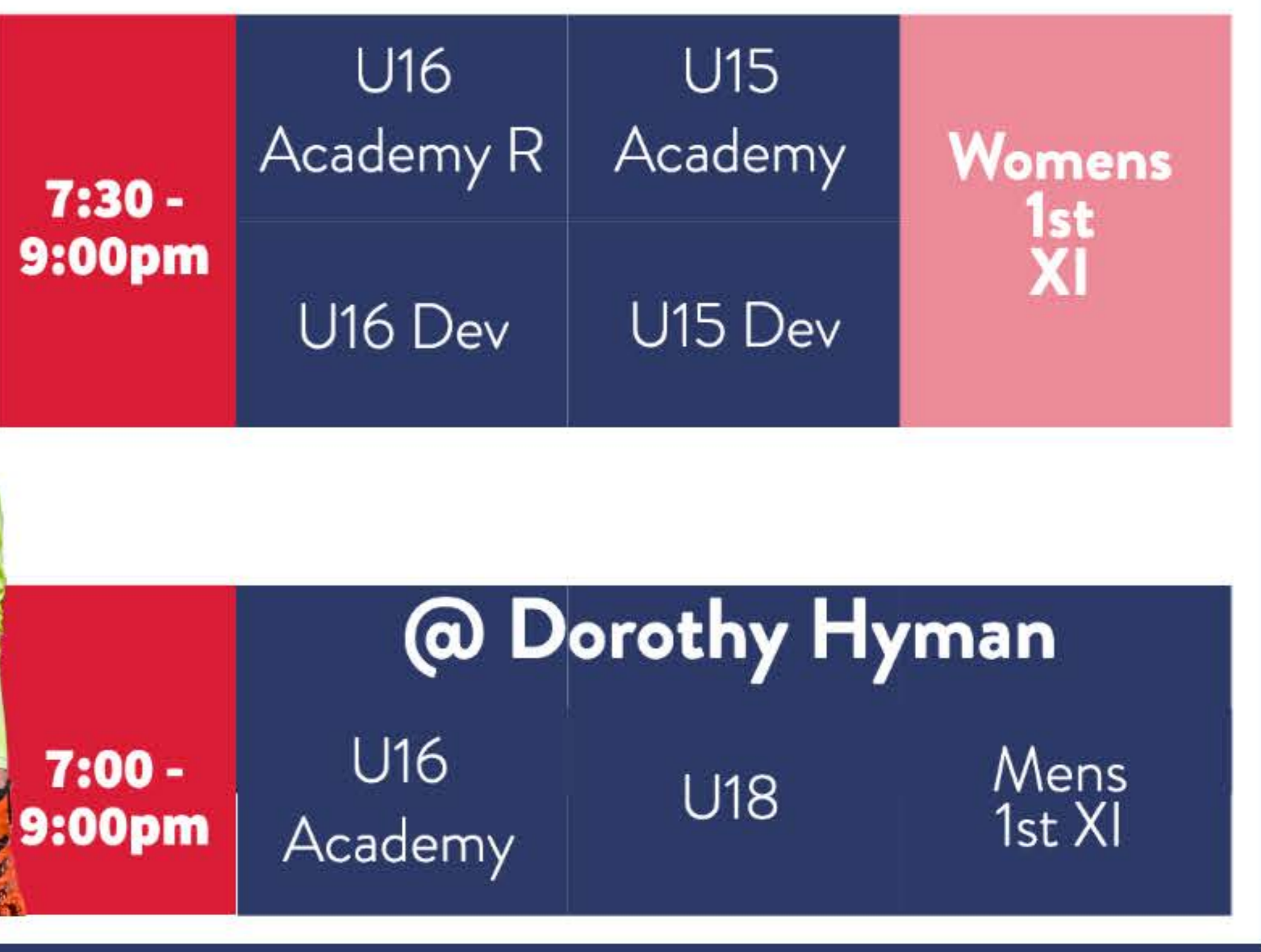
5:00 - 6:00pm	U9 Development	U9 Academy	U11 Academy A	5:00 - 6:00pm	U9 Academy	U11 Academy A	U12 Academy A	5:00 - 6:00pm	U11 Dev	U7 Coaching	U8 Academy
	U10 Development	U9 Academy	U11 Academy B		Wildcats	U11 Academy B	U12 Academy B		U12 Dev	U9/10s Girls Dev	U6 Coaching

6:00 - 7:00pm	Fixtures U8 Academy U10 Girls Academy	U10 Academy	U12 Academy A	6:00 - 7:00pm	U10 Academy	U10 Girls Academy	U13 Academy R	6:00 - 7:30pm	U11/12 Girls Dev	U13 Academy R	U15 Girls Academy
		U12/13 Girls Academy (Match Squad)	U12 Academy B		U12/13 Girls Academy (Match Squad)	U11 Girls Academy (Match Squad)	U13 Academy W		U11 Girls Academy (Match Squad)	U13 Academy W	U14 Academy

7:00 - 9:00pm	Fixtures @ Dorothy Hyman			7:00 - 8:00pm	U14 Academy	U12/13 Girls Academy (Training Only)	U15 Academy	6:00 - 7:30pm	U14 Dev	U13 Academy R	U15 Girls Academy
	U14 Dev	U15 Girls Academy	U15 Dev		U13 Academy W	U14 Academy					

8:00 - 10:00pm	@ Dorothy Hyman			7:30 - 9:00pm	U16 Academy	U18	Mens 1st	7:00 - 9:00pm	U16 Academy R	U15 Academy	Womens 1st XI
	U16 Dev	U15 Girls Academy	U15 Dev		U16 Dev	U15 Dev					

7:00 - 9:00pm	@ Dorothy Hyman			7:00 - 9:00pm	U16 Academy	U18	Mens 1st XI
	U16 Academy	U18	Mens 1st XI				



# 9. Marketing and Communications

## Social Media Engagement

Key criteria		Sub-criteria
<b>Facebook</b>	What will we post about?	All aspects of club information as well as player individual achievements, positive quotes, promotion of FA campaigns e.g. mental health, play safe, break the bias, respect.
	How often?	This will vary depending on what is happening each week. Minimum weekly but may be daily.
	Who are we talking to?	Parents, guardians, players who are old enough to be on social media.
	In what tone?	Positive, informative, responsible.
<b>Instagram</b>	What will we post about?	All aspects of club information as well as player individual achievements, positive quotes, promotion of FA campaigns e.g. mental health, play safe, break the bias, respect.
	How often?	This will vary depending on what is happening each week. Minimum weekly but may be daily.
	Who are we talking to?	Parents, guardians, players who are old enough to be on social media.
	In what tone?	Positive, informative, responsible.
<b>Twitter</b>	What will we post about?	All aspects of club information as well as player individual achievements, positive quotes, promotion of FA campaigns e.g. mental health, play safe, break the bias, respect.
	How often?	This will vary depending on what is happening each week. Minimum weekly but may be daily.
	Who are we talking to?	Parents, guardians, players who are old enough to be on social media.
	In what tone?	Positive, informative, responsible.

# Communications Plan

Key criteria		Sub-criteria
<b>Pre Season</b>	Why?	Priorities, Urgent, For Information, For Action, Promotion, Encouragement, Inspiration
	When?	Weekly basis, sometimes daily
	What?	Safeguarding Lead, Registration Fees, Who are the team Coaches, Kit availability, Sharing club policies, League information and admin, Signing of Codes of Conduct, Pre season training camp.
	Who?	All players, parents, guardians, club staff
	How?	Social Media, E mail and WhatsApp
<b>During the Season</b>	What?	Achievements, Fixtures, League Positions, Reminders of FA campaigns and club policies, Changes in training times, venue, in-season trips/ tournaments.
	Who?	All players, parents, guardians, club staff
	How?	Social Media, E mail, Teamer and WhatsApp
<b>Post Season</b>	What?	Time off, Presentation evening/day, Achievements within the season, parents evening.
	Who?	All players, parents, guardians, club staff
	How?	Social Media, E mail, Teamer and WhatsApp

# 10. Identifying our Community



Doncaster Elite FC are currently based in Balby, Doncaster.

**Boys teams at club:**

**Boys teams at club:**

U7 x1 U8 x1 U9 x2 U10 x2 U12 x2 U13 x2 U14 x2  
U11 x2 U15 x1 U16 x2 U23 x1 OA x1

**Girls teams at club:**

U8 x1 U9 x1 U10 x1 U11 x1 U12 x1 U13 x1 U15 x1 OA x1

**Disability teams within club:**

We currently have 1 deaf team and are working with the local deaf school to set another up. We are also hoping to expand this aspect of our club in order to be able to make football as accessible as possible to everyone.

Doncaster has a 90% White British population; however Balby has a higher percentage of Other White, Black and Asian ethnicities. As such we have players of all ethnic backgrounds.

Doncaster Elite Football Academy welcomes players from all ethnicities and backgrounds. We have players who have a variety of faiths and beliefs.

There are several schools within the Balby area including Astrea Academy where our home ground is currently located. We also have links with some of the local primary schools including Mallard Primary School, Balby Central Primary School, Copley Junior School and Orchard Infant School

Within our club we currently offer a further education pathway through our footballing futures program which we do alongside Hallcross Sixth Form.

We also have a community program which is part of the club called RIISE. RIISE is a community interest company whose aim is to raise levels of education in young people and adults using sport as an inspiration.

# Fan, Spectator and Member Engagement



Doncaster Elite FC are currently based in Balby, Doncaster.

## ACCESSIBILITY & SIGNAGE

Both our youth and first team facilities have plenty of parking and are easy to find.

## LOOK & FEEL

At our club we pride ourselves on being as welcoming as possible and we believe that this translates to match day. We hope every spectator feels a sense of comfort and welcoming at all of our games.

## FOOD & DRINK

Our first team facilities have a food bar which serves food on match day as well as vending machines dotted. Our venue has hot coffee available from reception even on training nights, especially welcome on those wet, windy, winter Wednesday nights.

## TOILETS & FACILITIES

We have plenty of toilets which are easily accessible to all.



# Community Event Planner



We will be using our facilities and contacts to organise a football festival for primary schools to attend.

Why?

To give school teams an opportunity to play football in a safe and competitive environment.

What?

A tournament for primary schools to bring their football teams to.

When?

Spring 2023.

Where?

Dorothy Hyman sports centre in Barnsley & Melton Park Doncaster.

Who?

Primary school football teams. Both boys and girls teams to give as many players as possible chance to play.

Volunteers needed:

Teaching staff to volunteer to coach each school team.

Club staff needed to organise and run the event.

Club coaches to act as referees.

Cost:

Venue hire -

Doncaster - £0

Barnsley -

Coach hire for schools to and from venue -

Equipment -

Match balls £100