

**HESKETH BANK
ASSOCIATION
FOOTBALL CLUB**

DEVELOPMENT PLAN

SEPTEMBER 2009

Hesketh Bank Association Football Club

INTRODUCTION

The village of Hesketh Bank has a long tradition of football going back as far as the late 19th century. The present club was formed in 1922. Until the 1987/88 season when joining the West Lancashire League, the club played mainly in the local Southport & District League. In common with most village sides, the club was kept alive by the efforts of a small number of individuals who worked hard to provide football for the community.

In the late 1970's and early 1980's there was a complete re-organisation of the club which saw a planned programme of improvements, including the re-drainage of the pitch, building of changing rooms in conjunction with the Cricket Club, pitch side fencing, the stand and refreshment facilities.

In 1995 a new unified club was born out of an amalgamation of the senior club and the Hesketh Bank Boys club who had been formed in 1972. The club now currently operates teams from under 8's through to Veterans. All the teams are sponsored which enables them to turn out in the traditional black and amber quartered kits. The amalgamation of the two clubs helps maintain the continuity of youngsters being able to move up through the youth teams and into the senior squads.

Looking to the future the club has exciting plans to provide the community of Hesketh Bank with an all-weather floodlit pitch, a community hall suitable for a variety of occasions and new changing rooms on land adjacent to the clubs main pitch. Thanks to the intervention of Isherwood Developments this is now being brought to reality and they have recently finished the tremendous 3G all-weather floodlit pitch and gym which are already very popular. The new site also boasts a sports bar and restaurant facilities along with a meeting room. The whole site should be completed by the end of October.

With the first team representing the village in a county league, the club is well known throughout Lancashire & Cumbria. Over the last few years in conjunction with Preston North End and Everton FC the highly successful Mini Soccer School held every Saturday morning has grown from strength to strength.

As a purely voluntary body, the club relies on members subscriptions and the goodwill of businesses and individuals through sponsorship and advertising for our existence.

In Hesketh Bank AFC the village has not only the largest sporting organisation but also a club it can be proud of, catering for all age groups.

Over the past 12 months the club has been steadily working towards becoming a Football Association Charter Standard Development Club.

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This award was launched by the Football Association in 2001 and it is designed to raise standards, quality and safety in grassroots football and in return this rewards good practice in those clubs.

There are three levels, Charter Standard, Development and Community. The club decided to choose the development level with a view to working towards the Community level within the next couple of years.

To achieve the development level the club has had to meet the following standards:

To have in place or to be seen to be working towards having a:

Constitution, Financial Management and Insurance

Code of Conduct for Players, Managers/Coaches, Parents/Spectators, Club Officials and an Equity Policy.

Each Team to have at least one Qualified Coach to Level 1 which includes Child Protection & First Aid

To have at least One Person within the club qualified to Level 2.

Adoption of FA Child Protection Policy, A Designated Child Protection Person and CRB Checks.

In addition to the above the club should also have a commitment to attend at least 2 In-Service Training Events per year and a Football Development Plan that includes: Mini Soccer, New Teams, Boys & Girls, Links to Schools and Recruitment and Retention Policy.

The benefits of achieving Charter Status is that it demonstrates to parents, players, schools and the public that the club is a well organised and safe club and is adhering to FA guidelines. It is an excellent way of promoting the club to potential players, parents, volunteers and sponsors.

To run in conjunction with achieving Charter Status the club is to look at ways in which it can work together with the new facility forming several new partnerships with users of the new 3g pitch.

There are exciting plans already in place to work with a Pro Vision Football Academy which is currently being set up and will begin later in October and next year Myerscough College are looking to use the facility as a satellite college.

Because of the above it will be necessary to look at two areas which need improvement. The first being the grass playing surface at Station Road which is notoriously heavy during the winter months causing many postponements. The second being additional changing facilities due to the success of the gym and 3g pitch.

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DEVELOPMENT PLAN

This development plan is written as an extension of the club's aims which are **"To encourage and promote the development of football within the community of Hesketh Bank and surrounding villages."**

"The club will strive to provide an opportunity for players of both sexes to participate in football at all age levels. The club will seek to compete at the highest possible level."

"The club will also endeavour to facilitate the provision of the best possible playing amenities and equipment available in line with the growth of sport in Hesketh Bank and surrounding villages."

The Development Plan incorporates the following documents:

- Club Aims and Mission Statement
- Club Constitution
- Club Codes of Conduct
- Child Protection Policy
- Managers/Coaches Charter
- Equity Policy
- Mini Soccer Policy
- Links with Schools
- Links with Youth Soccer
- Staff Development
- Referees Development
- Development of New Teams
- Exit Route
- Disability
- Club Membership
- Club Complaints Procedure
- Club Sponsorship and Business Links
- Fermor Hesketh Medal Competition
- Overall Support for Sport in Hesketh Bank and Surrounding Villages
- Conclusion

Hesketh Bank Association Football Club

CLUB AIMS & MISSION STATEMENT

To encourage and promote the development of football within the community of Hesketh Bank and surrounding villages.

The club will strive to provide an opportunity for players of both sexes to participate in football at all age levels. The club will seek to compete at the highest possible level.

The club will endeavour to facilitate the provision of the best playing amenities and equipment available in line with the growth of sport in Hesketh Bank and surrounding villages.

The club will achieve the above by:

Encouraging the development of football at all levels.

Achieving this through a policy of equal opportunity where the best possible facilities are made available for both sexes and all ages.

Encouraging sportsmanship and fair competition and competing at the highest possible levels.

Supporting the development of football and sport in general throughout Hesketh Bank and surrounding villages and to continue to improve the existing playing amenities and provide new facilities.

In addition to the above the club has defined short and long term aims:

YEAR ONE 2009 ~ 2010

- To work towards and apply to the Lancashire Football Association to become a Football Association Charter Standard Development Club.
- To begin the process of raising and applying for grants for the necessary funding for the implementation of re-draining of the main grass pitch adjacent to the site at Station Road and additional changing facilities.

YEAR TWO 2010 ~ 2011

- To continue to meet the standards required as a Development Standard Charter Club and working towards applying for Community Club status.

Charter Standard Community Club requires the following:

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A minimum of 10 teams with the development of additional teams.

Youth to adult pathway and links between youth and adult teams.
This is and has been ongoing since 1995.

A minimum of 1 girls or women's team.

A provision for mini soccer. **This has been ongoing since 1992 on a Saturday morning during the summer months.**

All Adult Team Coaches/Managers must have First Aid Qualification.

A strategy to link to Schools and a designated Schools Liaison Officer.
The club already has links with the three local schools and has a designated Schools Liaison Officer.

A Volunteers Strategy and a designated Volunteer Co-ordinator

A Coach Education Plan and Disability Plan.

A Referee Development process with 1 referee per 3 teams.

Links to Professional Clubs and In-Service Training (e.g. EFCA).

A Communications Strategy. **The club produced its own independent website in May 2009 - www.heskethbankafc.co.uk**

- To continue operating and overseeing the running of the new all weather floodlit surface and to maintain a profitable and expanding club and membership.
- To implement the complete re-drainage of the main grass pitch to a high standard and have in place additional changing facilities. Work to be undertaken during the close season at the end of season 2010 ~ 2011.

YEAR THREE 2011 ~ 2012

- To investigate the possibility of obtaining more land close to the existing site for more grass pitches and to look at the Club's first team moving further up the pyramid ladder.

Hesketh Bank Association Football Club

THE CONSTITUTION

Rule 1 ~ Title and Constitution

- a) The Club shall be known as Hesketh Bank Association Football Club.
- b) The Club shall have its headquarters at Station Road, Hesketh Bank or other such venue as the Executive Committee shall decide.
- c) The Club shall have the status of an Affiliated Member Club of the Football Association by virtue of Affiliation/Full Membership of the Lancashire Football Association. The Rules and Regulations of the Football Association and County Football Association or any league or Competition to which the Club is affiliated for the time being shall be deemed to be incorporated into the Club rules.
- d) The Club shall be members of any leagues or competitions as the Executive Committee shall decide.
- e) The Club will also abide by the FA's Child Protection Policies and Procedures, Code of Conduct and the Equal Opportunities and Anti Discrimination Policy as shall be in place at the time.

Rule 2 ~ Government

- a) The Club shall be governed by an Executive Committee which shall have the power to deal with all matters concerning the Club, and take any action deemed necessary to promote/protect the welfare of the Club.
- b) Executive Meetings shall be held at least once a month, such meetings to be held at a venue and time as directed by the Secretary.

Rule 3 ~ Composition of the Executive Committee

- a) The Executive Committee shall consist of: President, Chairman, Vice Chairman, Honorary Secretary, Honorary Treasurer and Executive Members as deemed necessary, up to a maximum of nine. The Committee shall be elected at the Annual General Meeting and three shall retire in rotation each year, but are eligible for re-election.
- b) No officer may hold the offices of both Treasurer and Secretary at the same time.
- c) The President shall have the right to attend all Executive Meetings, but shall not have voting power.
- d) The Executive shall have the power to appoint sub-committee's as it sees fit, to deal with such affairs of the Club as the Executive deems appropriate; provided always that such sub-committees act in accordance with the Constitution and rules of the Club and are accountable at all times to the Executive as may be required by the Executive and report to the Executive at the direction of the Secretary.
- e) The Executive shall have the power to elect a member to fill any casual vacancy in the Executive Committee.
- f) The Executive are responsible for appointing Vice Presidents and Life Vice Presidents.

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Rule 4 ~ Quorum and Jurisdiction

- a) The Executive, four of whom shall form a quorum, shall have jurisdiction over all matters of business concerning the Club.
- b) Any member of the Executive, except President, absent from three consecutive meetings shall immediately cease to hold office unless a satisfactory explanation be forwarded to the Executive.

Rule 5 ~ Club Finance

- a) The Executive committee shall have the power to disperse monies of the Club as they deem necessary to meet the financial obligations incurred by the Club and are also empowered to apply for bank loans on the Clubs behalf.
- b) The Club's financial year end shall be the 31st May and the Treasurer shall prepare a duly audited balance sheet each year and submit it to the Annual General Meeting.
- c) The Treasurer shall be responsible for all accounts and for depositing monies received into the Club. They shall present a statement of the Clubs monetary affairs at Executive Committee Meetings on request.
- d) The Treasurer, Secretary and Chairman shall be joint signatories to all accounts.

Rule 6 ~ Team Managers

- a) Each Team Manager shall be appointed by the Executive Committee and will form a Football Management Committee who must meet at least once a month and are subject to Rule 3(d)
- b) Each Team Manager shall have the power to appoint his own assistant or assistants in playing matters only and notice of such appointments must be given to the Club Secretary.
- c) Team Managers in private consultation with each other and their named assistants shall be solely responsible for the selection of all teams. Managers selections of teams are to be final.
- d) Each Team Manager shall be required to report the progress of his teams performance periodically at the request of the Executive.
- e) Each Team Manager shall be responsible for the care and protection of all equipment held in his possession, and will be required to submit an inventory of the same to the Club Secretary at the end of each season.
- f) No equipment shall be loaned out without the prior approval of the Executive Committee.
- g) Each Team Manager shall be responsible for match subscriptions and other monies collected from players. This money must be handed in to the Treasurer on a weekly basis and detailed on the weekly form provided.

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Rule 7 ~ Secretary

- a) The Secretary shall carry out his duties in accordance with the rules of the appropriate County Football Association and the rules of any league to which the Club is affiliated.
- b) He must maintain a register of all Club officials and bona fide members and their personal details.
- c) He will be required to attend all committee or sub-committee meetings or appoint a deputy in his absence to take minutes of such meetings.
- d) He shall remain in regular contact with the Club Chairman and bring to the attention of the Executive Committee any behaviour of Club members and/or officials deemed to be detrimental to the Club.

Rule 8 ~ Membership

- a) A bona fide playing member is one who has signed a league registration form, such a signature having been witnessed by a member of the Executive or Football Management Committee and endorsed by the Secretary. In addition all Club officials automatically become bona fide members. All members shall pay an annual subscription of £10.00.
- b) Other forms of Club membership open to non-players may be offered by the Executive when they deem fit. Whatever the form of membership whether playing or non-playing all bona fide members abide by the Club rules, a copy of which is available on request.
- c) The Executive Committee shall at all times have the power to discipline any Club member or official for any breach of the Club Rules.
- d) All playing members, through their Team Managers, shall pay a match fee to the Treasurer. The amount of the match fee to be determined by the Executive. Failure to do so may result in the same disciplinary procedures and suspensions as detailed in Rule 8(e)
- e) All players and officials cautioned or sent off must pay their fines to the Club Secretary within 14 days of the incident. Failure to do so may result in immediate suspension from playing for the Club and the relevant County Football Association may be contacted to request suspension of the player or official from all competitive football.
- f) Members under the age of 16 years on the 1st August will be classed as Junior members and will have no voting power at AGM's or EGM'S. One parent or guardian will assume their voting rights as detailed in Rule 9.
- g) Age Limits - Junior members shall be of the required age as specified by their respective Leagues/County Associations and play in their own age groups only. Any variation to be approved by the Executive.
- h) The period of membership shall be deemed to commence from the date the player became a bona fide member of the Club as detailed in Rules 8 (a) and 8(b) and cease at the close of the next following AGM provided always that the member has fully paid up all due monies due to the Club whether through subscriptions or fines.

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Rule 9 ~ Annual General and Extraordinary General Meetings

- a) The AGM shall be held within four months of the accounts year end each year at the Club's headquarters or at any venue the Executive may decide.
- b) The Secretary shall give notice to members of the time/date of the meeting at least 14 days before the meeting takes place.
- c) The agenda for the AGM shall be decided by the Executive giving due consideration to submissions from any bona fide member. Such submissions must be proposed and seconded in writing and submitted to the Secretary at least seven days before the AGM takes place.
- d) All bona fide members shall be entitled to vote with the exception of the President, Junior members (who can be represented by one parent/guardian) and the Presiding Officer with the proviso that the Presiding Officer shall have the power of the casting vote.
- e) EGM's may be called by the Executive at any time at their own request. They may also be called by the Executive at the request of any bona fide member of the club, provided such requests are submitted in writing and seconded by signature by ten other bona fide members and must take place within 21 days of the request being received by the Secretary. The procedure for calling such meetings shall be as for AGM's.
- f) Votes will only be accepted from those present at the Annual or Extraordinary General Meetings and will be by show of hands unless the Presiding Officer deems a ballot necessary. No resolution will be accepted unless supported by two-thirds majority.
- g) A minimum of nine bona fide members shall be required to be in attendance for an Annual or Extraordinary General Meeting to take place. In the event of insufficient members being in attendance for the AGM it shall be reconvened within 21 days as notified by the Secretary. In the event of insufficient members being in attendance for an EGM it shall not be held unless reconvened in accordance with 9(e). All Club officials shall be required to attend all Annual and Extraordinary General Meetings with the exception of President, Life Vice Presidents and Vice Presidents unless a satisfactory explanation for absence is submitted to the Secretary.

Rule 10 ~ Alteration to Constitution/Rules

No alteration shall be made to the constitution/ Rules except at an Annual General Meeting or an Extraordinary General Meeting.

Rule 11 ~ Protests

- a) All protests shall be made in writing to the Secretary who shall bring such protests to the attention of the Executive at the first opportunity.
- b) Bona fide members shall accept the decision of the Executive as final.

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Rule 12 ~ Communication

Public statements on behalf of the Club must be made through the Secretary and/or approved in advance by the Executive.

General

Any matter not covered by the above rules shall be brought to the attention of and under the sole jurisdiction of the Executive Committee who shall have the right to act thereon and any decision made in conjunction therewith shall be final.

Hesketh Bank Association Football Club

PARENTS CODE OF CONDUCT

Parents, you have an immense influence and impact on your child's enjoyment and success in football. The team needs your support. The players need positive encouragement, before, during and after games, win or lose. Positive encouragement leads to enjoyment, achievement and improved self esteem.

As parents let this be our focus,

DO

- Make every effort to ensure players attend training regularly.
- Ensure match attendance promptly at the time given by the manager.
- Give positive vocal support to the team.
- Show positive encouragement to all players in both teams.
- Encourage, Celebrate and applaud all instances of good play and good sportsmanship by both sets of players.
- Support the match officials judgments.
- Encourage players to follow the games rules.

DON'T

- Coach or instruct players during the match as this can only serve to confuse players and contradict managers/coaches instruction.
- Enter the field of play unless so instructed by match officials.
- Use inappropriate language to players, match officials or other parents/spectators.
- Criticise, reprimand or scold any player before, during or after the game.

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MANAGERS/COACHES CODE OF CONDUCT

Hesketh Bank A.F.C. believe that coaches are the key to the establishment of ethics in football. Their concept of ethics and their attitude directly affects the behaviour of players under their supervision. Coaches are therefore expected to pay particular attention to the moral aspect of their conduct.

Set out below is Hesketh Bank A.F.C. Coaches Code of Conduct which forms the benchmark for all coaches involved with the club.

- Coaches must place the well-being and safety of each player above other considerations. Fully co-operating with other specialists if it is in the interests of the player.
- Coaches must adhere at all times to guidelines laid down by governing bodies.
- Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.
- Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.
- Coaches must not exert undue influence to obtain personal benefit or reward.
- Coaches must encourage and guide players to accept responsibility for their own behaviour and performance.
- Coaches must always promote the positive aspects of the sport and ensure that all activities they direct or advocate are appropriate for the age, maturity, experience and ability of the players under their control.
- Coaches should at the outset clarify with the players (and where appropriate parents) exactly what is expected of them and also what they are entitled to expect from their coach.
- Coaches must consistently display high standards of behaviour and appearance.
- Coaches must never condone violations of the Laws of the Game including the use or toleration of inappropriate language.

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CLUB OFFICIALS CODE OF CONDUCT

Hesketh Bank A.F.C. believe that Club Officials have a responsibility not only for the development of the club and its members but by their actions and behaviours they need to set a positive example to others, particularly young players and supporters.

Set out below is Hesketh Banks A.F.C. Club Officials Code of Conduct which forms the benchmark for all Club Officials involved in the club.

- Club Officials should share knowledge and experience when invited to do so, taking into account the interests of the person that has requested this rather than personal interests.
- Club Officials must make every effort to develop the sporting, technical and tactical levels of the whole club, and to obtain the best results for the club, using all permitted means.
- Club Officials should give priority to the interests of the club over individual interests.
- Club Officials must be leaders in promoting ethical principles within the club.
- Club Officials must show due respect to the interests of players, coaches and other officials at their own club as well as other clubs.

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PLAYERS CODE OF CONDUCT

You are the **MOST IMPORTANT** people in the sport. Training and playing for your team, enjoying the game and improving your skills make this sport worthwhile. So let's do our best to make it good for everybody. Let's follow this code.

DO

- Play the game because you enjoy it.
- Try to improve your football skills.
- Give full effort and try to do your best.
- Encourage and support your team mates.
- Attend training regularly and be on time.
- Wear full kit on match days.
- Listen to and respect your managers and coaches instruction.
- Abide by the referee's decision. Follow the rules of the game.
- Celebrate good play.
- Set a good example. Be a good sport
- Treat all other players the way you would wish to be treated.

DON'T

- Criticise other players in yours or the opposition team.
- Use any bad language or name calling.
- Interfere, bully or foul other players with intention.
- Try to cheat to win.
- Answer back to referee decisions.

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MANAGERS/ASSISTANTS/ COACHES CHARTER

1. Managers are appointed by the Executive Committee at the beginning of each season. Should a vacancy arise part way through the season, the Executive Committee will appoint a replacement.
2. Managers may appoint their own Assistant/s, but the names, addresses and telephone numbers of the assistant/s along with any alterations/additions part way through a season must be made known to the Club Secretary before the Executive Committee can sanction these appointments.
3. Managers and Assistants must abide by this Charter, the Rules of the Club and Leagues that their teams participate in. Each manager and Assistants will receive a copy of the Clubs Handbook and a League Handbook and it shall be their responsibility to make sure that they are aware of the various regulations. Any breach of these may result in the Manager or his Assistant/s being dismissed.
4. Managers are responsible and accountable for all monies collected from his team's players. These will include Match Day Subscriptions, Training Subscriptions and any other monies collected in aid of the various fundraising events the Club holds. Appropriate records must be kept and made available to the Executive Committee when required.
5. Match Day Subscriptions must be recorded on the Clubs Match Day Form and handed in to the Club Treasurer after every match. League team sheets must be filled in properly and posted to the relevant league within the designated time frame. Any fines incurred for whatever reason are the responsibility of the Manager and must be paid to the club secretary when notified.
6. Managers are responsible for making their own arrangements for training and may collect Training Subscriptions, but only where an actual expense is incurred, to cover the cost. Any monies left over must be recorded on the Clubs Match Day Form and handed in whenever a match is played to the Club Treasurer.
7. Managers must play their team's home fixtures on the pitches allocated for them and must not agree to switch fixtures amongst themselves or with opponents without the Club Secretary's prior approval. Any correspondence with other Club's or League Officials must go through the Club Secretary.

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CHILD PROTECTION POLICY

Hesketh Bank AFC has adopted the Lancashire Football Association Child Protection Policy which is set out below.

Every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from abuse. This is the responsibility of every adult involved in football.

Hesketh Bank AFC recognises its responsibility to safeguard the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying.

Hesketh Bank AFC is determined to provide football opportunities for children and young people to the highest possible standard of care.

These procedures apply to everyone in the club including club officials, managers, coaches and volunteers.

Hesketh Bank AFC will consider, having taken advice, whether anyone who has a previous criminal conviction or caution for offences related to the abuse of children or young people, violence or sexual offences should be excluded from working with children or young people. The position is re-enforced by U.K. legislation and guidance.

The club encouraged, financially supported and then appointed a fully qualified Child Protection Officer earlier in 2005 to fully comply with the above policy and in March 2009 the Child Protection Officer attended a further refresher course.

Hesketh Bank Association Football Club

EQUITY POLICY

Hesketh Bank AFC has adopted the Football Association's Equity Policy.

The club's aims and mission statement includes the following words:

"The club will strive to provide an opportunity for players of both sexes to participate in football at all age levels."

The club's full Equity Policy is as follows:

Hesketh Bank AFC is committed to providing opportunities for everyone to participate in football regardless of their gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability.

In order to achieve this the club will work closely with the community to ensure that the above policy is adopted. This will include contact with youth groups, schools and other interested organisations both within the village and catchment areas.

Hesketh Bank AFC is committed to a policy of equal treatment of all members and requires that all members at whatever level or authority strictly adhere to this Equity Policy.

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MINI SOCCER POLICY

Hesketh Bank AFC has a policy of providing competitive football for all ages from five years old upwards.

Hesketh Bank AFC actively encourages the development for mini soccer for boys and girls under the age of ten. Since small sided teams were endorsed by the Football Association the club has entered teams into properly constituted leagues at age groups under 8's, under 9's and under 10's.

Hesketh Bank AFC have participated in the 'Coca Cola' Mini Soccer sessions for ages 5 to 14 years old for boys and girls since 1992. These popular sessions are held Saturday mornings at the ground during the summer months and regularly attract more than 100 children to each session.

Premier League club Everton and lately Preston North End have become close working partners since 2001 and have helped run these sessions with their own coaches.

In addition the club will endeavour to participate in mini soccer tournaments organised by Lancashire Football Association and club officials will be encouraged to attend FA mini soccer match day skills courses for referees and managers.

The club has already extended these Mini Soccer Sessions to evenings and Saturday mornings now that the floodlit all weather surface is available.

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LINKS WITH SCHOOLS

Hesketh Bank AFC has close links with the two local primary schools and one secondary school. The vast majority of the club's junior players attend these schools.

The club appointed two members of its executive committee in 2005 to co-ordinate and improve on the relationships between the club and these schools.

None of the above schools have outdoor all weather facilities and were fully supportive of the clubs plans for a floodlit all weather pitch with appropriate changing facilities for boys and girls and negotiations are in place to make the facility available to the schools during term time.

The club will also encourage school staff to become involved with Hesketh Bank AFC as part of a two-way exchange of skills and abilities to the mutual benefit of both organisations.

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LINKS WITH YOUTH SOCCER

Since joining forces in 1995 with the then Hesketh Bank Boys Football Club, which was founded in 1972, Hesketh Bank AFC has provided soccer for all age groups and regularly fields eight or more boy's teams in local youth soccer leagues.

The club prides itself on being one of the first providers of youth soccer in the area and in recent years other clubs have followed the club's emphasis on youth soccer which the club takes as a compliment.

Hesketh Bank AFC are always looking at ways of further developing it's youth links and increase the number of teams with the particular aim of being able to accommodate both sexes with a view to forming a female team/s.

Hesketh Bank Association Football Club

REFEREES' DEVELOPMENT

Hesketh Bank AFC fully recognises the importance of referees to the game of football. The club's code of conduct which is adopted and signed by all members of the club including managers, coaches, officials and parents clearly expects the highest possible standards in their relationships towards match officials.

In addition the club will encourage players, officials, managers and coaches to undertake referees' courses and to pass on their expertise to other club members.

The provision of the new facilities on site will clearly help with this programme. The floodlit all weather pitch coupled with an indoor facility which is used as a 'classroom environment' will clearly be a distinct advantage.

Hesketh Bank Association Football Club

STAFF DEVELOPMENT PROGRAMME

Players, coaches and club officials are regularly encouraged to undertake a variety of qualifications and acquire skills which can be utilised by the club.

To move towards achieving Charter Development Status the club appointed a sub committee to oversee the implementation of ensuring that at least one manager/coach of each youth team was qualified to Level One which included child protection and first aid. This sub committee was appointed late in 2006 and all managers achieved the necessary qualifications before the beginning of the 2008/2009 season.

Financial support for members requiring training will be made available in the future as it as in the past.

So far this has resulted in members gaining coaching, first aid, refereeing and child protection qualifications over the past couple of years.

Club coaches are encouraged to further develop their coaching skills wherever possible.

The provision of the new facilities on site will clearly help with this programme. The floodlit all weather pitch coupled with an indoor facility which is used as a 'classroom environment' will clearly be a distinct advantage.

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DEVELOPMENT OF NEW TEAMS

The club prides itself on providing football for all ages from under 8's through to a veteran's team. At any one time the club can be running as many as nine youth teams and four senior teams.

The club actively encourages and advertises for new managers and coaches to come forward to organise new teams and 'fill in' any gaps that may exist.

New team managers are encouraged to take an active part in club life. Full support is given to new teams including facilitating entry into local leagues and ensuring they have satisfactory equipment. New teams will receive the full backing of the officers of the club

Ultimately it is the aim of the club to run boys teams from under 8's through to under 18's and at least one girls team.

In addition the club will aim to play at the highest possible level subject to facility grading, with their senior 1st team and reserve team competing in the West Lancashire League.

The provision of the new facilities on site will clearly help with this programme. The floodlit all weather pitch coupled with an indoor facility which is used as a 'classroom environment' will clearly be a distinct advantage.

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EXIT ROUTE POLICY

The aim of Hesketh Bank AFC is to encourage players to move through the youth teams into adult football.

Evidence of this is supported by the fact that since joining forces in 1995 with the boys club the majority of players who were then only members of the youth teams are currently playing in the senior teams.

The club respects and supports players' wishes to make the most of their talents. The club will foster and develop these talents wherever possible within the structure of the club.

At the same time the club recognises the rights of a player to leave the club if they so wish and will co-operate fully providing the player does not owe the club any funds. If this is the case the club secretary will immediately contact the player to give him/her the opportunity of settling the debt. Failure to do so will leave the club secretary no alternative to inform the club the player wants to move to and/or the relevant County Association.

Wherever and whenever possible the management committee and/or managers and coaches will recommend suitable players for representative honours with the Lancashire Football Association.

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DISABILITY

Hesketh Bank AFC is an equal opportunities club and welcomes volunteers, players, coaches and officers irrespective of race, creed, religion or disability. People with disabilities are encouraged to join the club in an active capacity.

Any member found guilty of discrimination through race, creed, colour or disability will be excluded from club membership.

The provision of the new facilities on site will clearly help with this programme. The floodlit all weather pitch coupled with an indoor facility which is used as a 'classroom environment' will clearly be a distinct advantage.

Hesketh Bank Association Football Club

CLUB MEMBERSHIP

A club membership fee has been introduced for all players and officials. This fee will be determined at the annual general meeting and will be collected when the new season commences.

For season 2005-2006 the fee was agreed at £10. The club will not enforce the membership fee and thereby deny membership to anyone who is genuinely financially unable to meet this commitment.

All the club's players and officials receive a booklet which includes the club's code of conduct, constitution, a complaints procedure and a 'who's who' list of the clubs official's names and telephone numbers along with the club's manager's names and telephone numbers.

At the back of this booklet is a tear off page which must be signed by all the players, parents of those players under 16, club managers/coaches and officials.

This is then returned to the club secretary who will keep a list of all to identify those bona fide members.

Hesketh Bank Association Football Club

THE FERMOR HESKETH CHALLENGE CUP - THE MEDALS

At the end of the First World War the local Hesketh Bank footballing community found itself with nowhere to play having been refused access to previous playing areas. To rectify this situation a group of local people banded together to purchase a plot of land exclusively for sporting purposes and on 23rd January 1920 formed the Hesketh Sports Company Ltd who bought the current land and ran the Football Club.

To help raise the necessary money the Company took out a mortgage of £500, which was a large sum in its day. To help pay off this mortgage the idea of running a Medals Competition was born. A cup for the winners was donated to the Sports Company by Major Fermor-Hesketh in 1920, which is the same cup presented to this day, and in 1921 the first competition was run.

A year later saw the formation of the present separate Hesketh Bank AFC, but the Sports Company continued to organise the Medals and use the proceeds to reduce the debt. This continued until the Second World War and in 1947 the running of the competition was handed over to the Football Club who agreed to pay an increased rent for this honour which also entitled them to keep the proceeds. In 1994 the Sports Company disbanded and sold the land to the Parish Council who have since granted the club a 28 year lease.

Entry is by invitation only to Clubs who must be affiliated to their local Football Association. More than 80 years since the first competition, the tournament still seems to be as popular as ever with both teams entering and spectators. Nowhere outside the Lancashire County Cup competitions will such a variety of representatives be found in a single competition, with clubs from the West Lancashire League, Lancashire Amateur League, Preston & District League, Southport & District League and Sunday football represented from the Southport, Ormskirk, Wigan and Lancashire Evening Post (Preston) Leagues.

The competition is run on a knockout basis during April and May, all matches are played at Station Road. In recent years with the help of local sponsorship and advertising a competition programme is published with separate ones for the semi-finals and final ties. Attendances at these games can be large and the competition is well known and respected throughout the area.

The Club will continue to organise this competition on an annual basis. All funds generated from this competition will be used as is deemed fit by the executive committee.

Hesketh Bank Association Football Club

CLUB SPONSORSHIP/ BUSINESS LINKS

Hesketh Bank AFC has a long history of links with the local business community especially since its re-organisation in the late 1970's and early 1980's.

Evidence of this can be identified by the Annual Fixture Card which was first introduced for the 1981/82 season. The Fixture Card consists of the fixtures surrounded by small advertisements of local businesses. Several of those businesses on the first card are still supporting the club today.

When shirt sponsorship was allowed by the Football Association, Hesketh Bank AFC was one of the first non league clubs in the area to have a local company as a shirt sponsor.

Since season 1991/92 the club has regularly produced a programme for first team match days at Station Road and again advertisers in the programme have continued to support the club. At the same time the club has actively gained Match Day Sponsors.

On a larger scale the club has actively negotiated for the past 20 years a two year sponsorship with local companies to act as the 'Main Club Sponsor' and are currently half way through the biggest sponsorship deal in their history.

Looking to the future, achieving FA Charter Development Status will further enhance opportunities for sponsorship within the local business community.

The provision of the new facilities will clearly further enhance the club's reputation within the local business community and provide them with increased opportunities to advertise their business's.

Hesketh Bank Association Football Club

OVERALL SUPPORT FOR SPORT IN HESKETH BANK

Club officials and members actively support all sport in the village of Hesketh Bank. The Club Chairman is also Chairman of the Parish Council who are very supportive of the club achieving their aims of providing the village of Hesketh Bank and surrounding areas with the facility that has already been passed by West Lancashire District Council. The Parish Council are represented on the sub committee appointed by the club to oversee the development and are kept fully updated.

In 2002 the Parish Council through the findings of the REAL Project were made aware by the public of Hesketh Bank that sporting facilities were identified as a key area that were sadly lacking in the village.

One of the club's stated aims is to:

"Endeavour to facilitate the provision of the best playing amenities and equipment available to us, in line with growth of sport in Hesketh Bank and surrounding areas."

The club joined forces with the Hesketh Bank Cricket Club in 1985 to build changing facilities with which it has a close relationship. Many of the club's members are also members of the cricket club and Hesketh Bowling Club.

Hesketh Bank AFC will continue to support the development of all sport and sports facilities for the benefit and enjoyment of all those living in the village and surrounding area.

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CLUBS COMPLAINTS PROCEDURE

In the event that any member feels that he or she has suffered discrimination in any way or that the Club Polices, Rules or Code of Conduct have been broken should follow the procedures below:

They should report the matter in writing to the Club Secretary or Chairman. The report should include details of what, when and where the occurrence took place. Any witness statement and names of any others who have been treated in a similar manner.

The Club's Executive Committee will sit to hear the allegation and shall have the power to warn as to future conduct, suspend from membership and remove from membership any person found to have broken the Club's Polices or Codes of Conduct.

This Complaints Procedure is published in the member's handbook which is given to all club members.

Hesketh Bank Association Football Club

CONCLUSION

Hesketh Bank AFC is a thriving and well respected football club which has been in existence for nearly 90 years.

The club will endeavour to ensure its future by achieving the aims set out in this Development Plan by regularly re-assessing its aims and objectives by setting achievable and measurable goals and striving to become a centre for soccer excellence at all ages.

These objectives will be discussed regularly as an agenda item at club committee meetings and members will be kept informed at all times as the club continues to achieve each objective set out in the development plan.

Hesketh Bank AFC strongly believes that the village of Hesketh Bank and surrounding areas along with the club's own members will greatly benefit from the provision of the tremendous 3g outdoor all weather floodlit pitch, gym, appropriate changing facilities for both sexes, a sports bar and a community area that can not only be used as a restaurant but also as a classroom training area and a social function area.

Hesketh Bank AFC has put in place a dedicated team to enable them to achieve the aims and ambitions laid out in this Development Plan.

Hesketh Bank Association Football Club

For further information please contact the Club Chairman:
Paul Sergeant, 108 Moss Lane Hesketh Bank, Preston PR4 6AD