



OMONIA YOUTH FC

“Supporting the Community through Youth Football”



Club Handbook

Season 2020/21

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Section One – Club History

Omonia Youth Football Club was founded in 1994 with the aim of providing football for the youth of our community.

26 years later and the club has grown and continues to thrive as one of the biggest youth football clubs in Middlesex. Indeed, Omonia Youth FC enjoys a prominent role as an important sporting outlet for the youth of our community.

This season we will have 32 teams playing each Sunday, involving over 450 children, which is the club's greatest ever number of participants. Children aged from 5 – 18 years old regularly take part each week in development methods, training and matches. Of the 32 teams, it includes three all-girl squads, a men's team plus the disability training sessions

Current Chairman Michael Pieri follows a long line of distinguished Chairmen, taking over from his predecessors Elia Constanti, John Matjilla, Andrew Kouroushi, Kypros Kyprianou, Tony Antoniou and our first Chairman Mario Christodoulides, who was one of the Club's founder members back in 1994.

In 2005 Omonia Youth FC was awarded the FA Charter Standard Award, making sure it is regulated under Football Association Rules. We are proud to have continued to be accredited with this standard every year since.

In 2007 Omonia Youth FC became a Charity, Omonia Youth (UK) Limited, which the football club now operates under. This is supported by a Trustees Committee overseeing the Club, its objectives, and together with the Management Committee its future strategies. As a club we are extremely grateful to our club sponsors: Spector, Constant & Williams Legal, www.vasbarbers.co.uk and V Jewellers.

The Football Club's principle objective is to give as many children as possible a safe and friendly environment to take part in organised football activities each week. Like most charity organisations, we face many challenges, therefore credit and appreciation goes to all of the many volunteers who give up their time to make sure this happens each week.

The Club has seen a number of its players progress to professional academies and careers. A number of players who represent teams professionally came from our Club, playing for clubs such as Tottenham Hotspur, Watford, Southend, QPR, Leyton Orient and PAOK, . The club is also proud to boast ex-players who have earned Under 21 and full international caps.

In 1999, 2008, 2009, 2010 and in the club's 20th year in 2014, Omonia Youth FC teams won the Middlesex County Cup, which is the highest trophy honour a youth team can achieve. We were also runners up in 2006 and 2019. Each win is represented on the Club's Badge and in our 20th Season, the club gained its fifth gold star.

In 2006 Omonia Youth FC established a very important partnership with RadioMarathon, a charity that helps young people with physical and learning difficulties. This partnership stems from our home ground in Turkey Street, Enfield, being owned by the charity. Together we work diligently for the benefit of both organisations. Examples of this are yearly tournaments hosted by Omonia Youth FC and Radio Marathon to help raise funds for the charity. Due to the hard work of volunteers and support of local communities, in 2012 the combined efforts enabled the charity to purchase a mini bus.

In 2017 the club signed up to be a Nike Partner Club; an opportunity to align the club with a multi-national sports manufacturer which is aimed at an exclusive group of leading FA Charter Standard Football Clubs and affords the club many benefits including financial support for coaching qualifications.

In 2019, the club celebrated its 25th Anniversary and to commemorate the occasion every player and every coach received a special boxed medal at the club's annual presentation day.

Also in 2019, the Middlesex FA recognised the work the club has been doing by presenting the club the 'Respect – We Only Do Positive' award, at Middlesex FA's Grassroots Football Awards. A fitting tribute and a proud moment for the club.

In 2019 the club introduced training sessions for children with disabilities and in 2020, the club launched their first ever Men's Team to play in the community KOPA League. These are certainly exciting times as the club evolves.

With a rich history of success both on and off the pitch, Omonia Youth FC prides itself most on its 'football for all' ethos, an ideal that ensures the young footballers of the community have a sporting outlet that benefits them physically, mentally as well as socially.

As a club, we value feedback from parents and all stakeholders, and strongly encourage our young people to have their voice heard too.

At Omonia Youth FC we strive to be outstanding and are continually looking to enhance the football experience of all involved.

Section Two – Club Ethos – ‘Football for All’

The core, overriding principle of the Omonia Youth Football Club is ‘Football for All’. But what does this mean? Firstly, our ethos is a written declaration that sets out how we want to run as a club. The intention is for the club’s ethos to be **simple** and **concise** and can be understood by all stakeholders.

This all-encompassing philosophy exists to ensure the children whose football development has been entrusted to the club, benefit from an environment that is **safe, friendly, inclusive** and **compassionate**.

- To provide football opportunities for children of all abilities in the local community in a safe, friendly and inclusive environment.
- To promote player development through age appropriate coaching.
- To promote positive team values through the Club’s Codes of Conduct
- To offer a challenging but supportive environment where children can learn from their mistakes without undue pressure and anxiety. To promote the maxim that *‘mistakes are always learning opportunities’*.
- To encourage all players to try their best and make the most of their abilities.

In addition there are areas where all those involved in running individual teams, as well as officers of the club, need to adhere to. These are our expectations as a club:

- The welfare of the child comes first.
- Children must be treated as children, not as small adults.
- Children’s player development is to be encouraged through age appropriate coaching.
- The coach is at liberty to constantly stretch and challenge the abilities of the child.
- Reasonable demands can be made of the children, e.g. punctuality, standards of behaviour and the children can be expected to practice in their own time.
- Participation at all times must be encouraged with an emphasis on skill development, athleticism, and development of the whole child socially as well as in a sporting context.
- Competition is encouraged but not to the detriment of the above.
- A win at all costs mentality is to be discouraged.

Omonia Youth FC has an expectation that ALL children, irrespective of age, have a commitment to their sport, their club and their team and this includes their participation in all training and game sessions where possible.

Our club promotes personal, professional, social and mental well-being through footballing experiences, regardless of an individual’s socio-economic status, age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation.

The club has a zero tolerance to discrimination and bullying of any kind.

Omonia Youth FC values the role of sport and its contribution to overall human development by providing good quality footballing opportunities in a safe and positive environment.

<p>Why do Children Play Football?</p> <ul style="list-style-type: none"> ▪ Friends ▪ Fun & enjoyment ▪ Part of a team or club ▪ Ambitions ▪ Health ▪ Competition 	<p>The Way We Play</p> <ul style="list-style-type: none"> ▪ Be patient - encourage players to make their own decisions and don’t be afraid of mistakes! ▪ Encourage players to be brave with and without the ball ▪ Be positive. Let the players express themselves ▪ Encourage players to love playing with the football in every situation ▪ Encourage players to use both feet ▪ Encourage players to enjoy themselves. Make sure the game is fun
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Underpinning the club's 'Football for All' ethos is the way we want our coaches to coach. Below are two infographics that outline the non-negotiable approach to age-appropriate coaching from both a technical & tactical point of view and for rotation & playing time.

FOUNDATION PHASE UNDER 6 TO UNDER 9 MASTER YOUR BODY, MASTER THE BALL Children should be challenged physically and be given plenty of opportunities to connect with ball and stay with the ball	FOUNDATION PHASE UNDER 10 TO UNDER 13 MASTER YOUR OPPONENT Coach children individual skill and tactics 'on and around the ball'. Introduce basic tactical concepts (with & without ball, transition)	YOUTH DEVELOPMENT PHASE U14-U15 MAKE CONNECTIONS WITH TEAM MATES More focus on tactical concepts around creating & denying space, disconnecting from opponents, connecting with other team mates.	YOUTH DEVELOPMENT PHASE U16-U18 CONNECTIONS WITH AND BETWEEN THE LINES Increased focus on team tactics and between positional units Start to work on 'finding to win' in games
'KEEP THE BALL, STAY ON THE BALL'		'STAY ON THE BALL... FOR THE RIGHT AMOUNT OF TIME'	
PRACTICE DESIGN Lots of 1v1s 'ABCs' games (agility, balance, coordination & speed) 3v3 preferred game format	PRACTICE DESIGN As previous plus 2v1, 1v2, 2v2, 3v2, 2v3 3v3 to 6v6 Small Sided Games	PRACTICE DESIGN Group practices to challenge key concepts in specific parts of the pitch, to include phases of play. SSGs (4v4 upwards) with constraints. Don't neglect the fundamental individual tactics and skills that all good players need. 1v1s still very important	



AGE-APPROPRIATE COACHING: TECHNICAL AND TACTICAL

FOUNDATION PHASE UNDER 6 TO UNDER 9 FULL ROTATION All players should play in every position, on both sides of the pitch. All players should as a GK (they are out-field players with gloves on!)	FOUNDATION PHASE UNDER 10 TO UNDER 13 EXTENSIVE ROTATION Players start to develop preferred positions. Continue giving playing time in all parts of the pitch across a season. GKs progressively become regular but should still be given time outfield.	YOUTH DEVELOPMENT PHASE U14-U15 LESS ROTATION Players will have a preferred position that starts to reflect their developing physicality. Players have a 2nd or 3rd position that they sometimes experience.	YOUTH DEVELOPMENT PHASE U16-U18 LITTLE ROTATION Players will have a preferred position that they begin to learn to specialise individual traits in. Try to have a nearby second position (e.g. CB who can play DM)
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ROTATION. ROTATION. ROTATION

Players are routinely rotated to allow the best possible development opportunities during their football journey. This is especially important at the younger age groups (The Golden Age of Development). Rotating GKs allows all our children to develop movement skills that only GKs can experience and allows GKs to develop outfield skills. Playing in all parts of the pitch develops 'complete footballers' - those who can see the play in front of them (defence), around them (midfield) and with their back to goal (attack). We don't want our players to be specialising in any sport at a young age, let alone a position within football!



EQUAL PLAYING TIME FOR ALL This is non-negotiable.

Provided players demonstrate basic expectations of a positive attitude and good behaviour, equal playing time for all is expected and is consistent with the club's ethos of 'football for all'

MINIMUM PLAYING TIME There is still the aspiration for

equal playing time at U14 / U15 . It is **encouraged**. Competitive football allows a greater degree of flexibility. However, all players are expected to play at least 20 minutes on match day.

AGE-APPROPRIATE COACHING: ROTATION AND PLAYING TIME



Section Three - Codes of Conduct for Coaches, Players and Parents

Omonia Youth FC values the role of sport and its contribution to overall human development by providing good quality footballing opportunities in a safe and positive environment.

Our club promotes personal, professional, social and mental well-being through footballing experiences, regardless of an individual's socio-economic status, age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation.

Our Codes of Conduct set minimum standards of best practice for everyone associated with the club, coaches, players, parents/carers and volunteers.

We must all aim to improve standards and protect the welfare and well-being of everyone involved in our club, in particular young footballers and those who are vulnerable.

We must all strive to embody values, virtues and standards of excellence appropriate to our club setting. Ultimately, we must actively pursue our goals, realising the importance of our own, and our fellow participant's commitment to uphold ethical duties and social responsibilities to others.

At the beginning of every season, every coach, player, parent and official has to read and sign a code of conduct.

Omonia Youth FC is fully supportive of the FA Respect campaign and details of each person's responsibilities are listed in the appropriate code of conduct sections, full details are available on the FA web site: <http://www.thefa.com/my-football/player/respect>

If you have any concerns regarding respect or welfare issues please contact the Club Welfare Officer.



Section Four - The Omonia Youth FC Way (Coaching advice and guidance)

An Omonia Youth FC Coach – What we look for:

Minimum Qualifications:

- FA Level 1
- FA Safeguarding
- First Aid (Sports) qualification.
- CRC (Criminal Record Check)
- Attend at least one club or FA qualification / CPD course per year.

Skills and Attributes Required:

Coaches should have the ability to:

- Analyse ability levels and manage development of individuals + team as a whole.
- Communicate clearly & effectively.
- Design football training sessions, which are fun, varied & stimulating.
- Motivate participants.
- Plan and organise sessions effectively.
- Be flexible and adapt sessions at short notice.
- Evaluate sessions delivered to identify future improvements.
- Analyse own performance and manage own personal development.
- Work as part of a team.
- Effectively communicate with other stakeholders such as parents, opposition, referees, fellow managers and committee members.
- Work with other team coaches, helpers & volunteers to ensure that a common understanding of each person's role exists.
- Ensure the team's development is managed in line with Club values & ethos.
- Provide feedback on performance on a regular basis.
- Familiarise self with any special needs of any players in the squad e.g. a medical condition.
- Ensure all kit & equipment is well maintained & stored in the correct place.
- Ensure Club Code of Conduct is being followed by other Coaches, Players & Parents; deal with any incidents of inappropriate behaviour
- Immerse themselves in the club and make themselves available for club functions beyond those for their own team
- Take opportunities to observe other coaches and watch other training sessions
- Be a role model and positive ambassador for the club
- Adhere to the information in the infographics on page 5 regarding technical & tactical approaches to coaching as well as rotation & playing time.

Coaching for the future – your role as a coach

The future of football depends on imaginative and effective coaching. Your responsibility is to:

- Make it safe
- Make it fun
- Ensure players use the ball
- Be positive
- Involve all
- Be patient
- Be a positive role model

Football formats:

Football formats

As any other grassroots football club, Omonia Youth FC have to adhere to the guidelines as set out by the Football Association with regards to the format our teams play. Below is a brief overview:

U7 & U8 play 5v5 football:

Why 5v5?

- Lots of touches of the ball
- Simple game
- Smaller pitch
- More opportunities for success
- Improved confidence
- Freedom of expression

Under 7's or Under 8's are not permitted to play in leagues where results are collected or published or winner trophies are presented. This is deemed to be detrimental to the development of the player and the game and will not be sanctioned.

U9 & U10 play 7v7 football

Why 7v7?

- 'Retreat Line' rule encourages passing from GK
- More touches of the ball
- More simplistic game
- More attacking 1v1 situations
- More chances to score
- Improved confidence
- Freedom of expression
- Small pitch and smaller goals facilitate this too.

U11 & U12 play 9v9 football

Why 9v9?

- Natural progression from 7v7
- More touches than full 11-a-side
- Additional rules to help challenge and develop players (e.g offside)
- Opportunities to play in all positions
- Simpler game than 11-a-side
- Freedom of expression
- U12 becomes 'competitive'.

U13 and older play normal 11-a-side football

Stakeholders

Identifying the many stakeholders in a football club will give you an idea of how important and far-reaching your role as a coach is. Indeed the football club is hugely influential in the lives of these stakeholders and it is likely during the course of a season that you will come into contact with all of these, at some point. Therefore, it is important in all communication to represent yourself, your team and the club positively:

- Footballers
- Coaches
- Managers
- Parents
- Management Committee
- Trustees Committee
- Local community
- Landlords of pitches we rent
- Opposition (players, managers, coaches)
- Referees
- County and National FA
- The League

Think about the role of each stakeholder, in particular the

- Role of the Parent?
- Role of the Coach?
- Role of the Footballer?
- Role of the Club?



Role of the Coach – advice and guidance

A coach wears many hats and has many roles:

Facilitator - Allow players to enjoy playing and fall in love with the game.

Mentor - Listens to players, gives guidance and encourages them to think about their game.

Motivator - Sets appropriate and achievable challenges to inspire their players.

Friendly - Makes the environment welcoming and inclusive.

Omonia Youth FC encourages the use of “STEPS” as a philosophy for youth coaching:

Selection

Rotate players. One of the biggest reasons for player drop out is non-selection. Use a system which gives players equal game time as far as possible during a match day and during a season. As a football club, we take it very seriously that players are given equal playing time during the development years as young footballers as part of our ethos of ‘football for all’.

Time

Training, match day, meetings. Punctuality is key. Start on time. Children are rarely late, parents are. Clear starting times (and finish times) allow a planned session to be delivered effectively. Punctuality needs to be reinforced with parents. Encourage the children to encourage their parents. Using group text messages with directions and timings makes it easier. Remind players to get their kit ready the day before it is needed.

Excitement

Football is fun and exciting. Your role as a coach is to ensure it is exciting.

Not every training session will be fun but it should be exciting – the excitement of learning something new, the excitement of hearing post-match praise, turn skills development into a game. Innovate and ensure your players are excited to come to training. The way you talk to your players goes a long way to generating excitement and a trust that will remain for years.

Parents

Regular communication is key. Parental influence plays an important part in the mental and physical well-being of your players in training and on match day. Parents have entrusted their child’s football development to you. Do they trust you? Do they agree with the club and your philosophy?

Success windows (measures of success)

What is success? Winning every game 1-0 because you have played the same team lumping the ball long to the tall quick centre forward is not success. This will not develop your players as footballers. It will not develop your substitutes who rarely get a game, as you have not allowed your players to experience football as a fun, exciting sport. The result in this example is paramount, but should not be judged as a success.

As your teams grow up and mature, there are different definitions of what success means. As a coach, you have to ‘frame’ these ‘success windows’ for your players and your team.

For an U8 coach it might be players being able to make a pass using both feet in training. For an U11 coach it might be over the course of a season to have every player playing in every position.

Role of the Coach (much of this section is taken directly from FA literature)

Provide a **SAFE** environment for children to learn, develop and enjoy the game of football.

Our challenge as coaches is simple - to help young people fall in love with the game and enjoy it.

If they start this journey, captivated by the experience, this vastly improves their chances of getting better.

Our job is to create that experience.

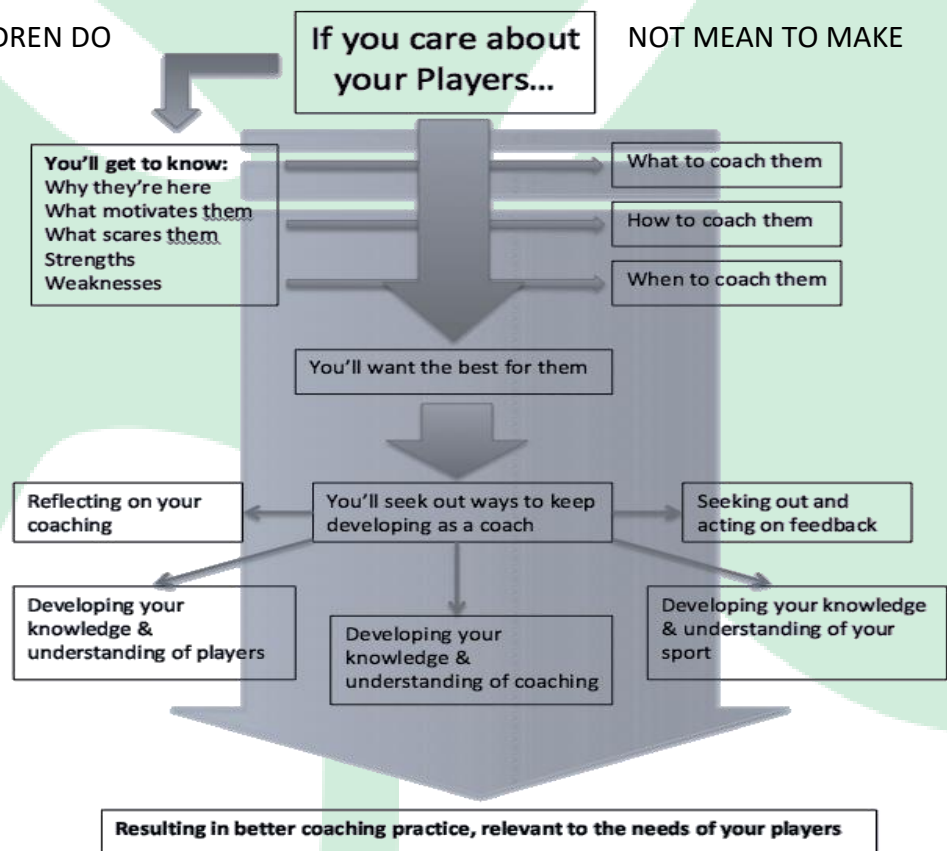
IF CHILDREN ARE TO ENJOY AND TAKE PART IN FOOTBALL, THEY NEED TO:

- Take an active part in the game
- Form relationships and work together
- Develop their football skills and get better
- Be able to take part whatever their ability
- Develop personal skills in all 'four corners' (technical, psychological, physical, social)
- Appreciate and demonstrate good sportsmanship
- Understand the laws
- Be listened to
- Feel success.

The power of praise. This can NEVER be over-emphasised enough.

REMEMBER THAT CHILDREN DO MISTAKES.

WE SHOULD ACCEPT MISTAKES AS A NECESSARY PART OF LEARNING



So yes, caring about your players is probably a good place to start...

The most successful coaches are those that are **reflective practitioners**.

Those who question what they did and look back to learn from what went well and what needed improving.

How often do you question what you have done in a training session or said during a match?

After your next training session and next match, spend time reflecting as intensely as your players performed.

Break down what happened and what might have influenced this, and what this means for you moving forward.

Some (self) questions you can use:

- What was I actually trying to achieve? Get clarity on this.
- Why did that work? Or, why didn't it work? Or, why did it work for some players and not others?
- What theories and concepts are potentially at play?
- Did it work?
- How do I know if it worked?
- Who decides if it worked?
- Who did it work for? If it worked for me but not the players then did it actually work?
- How can I use this learning? What does it actually mean for my coaching?

You can break down the process like this:

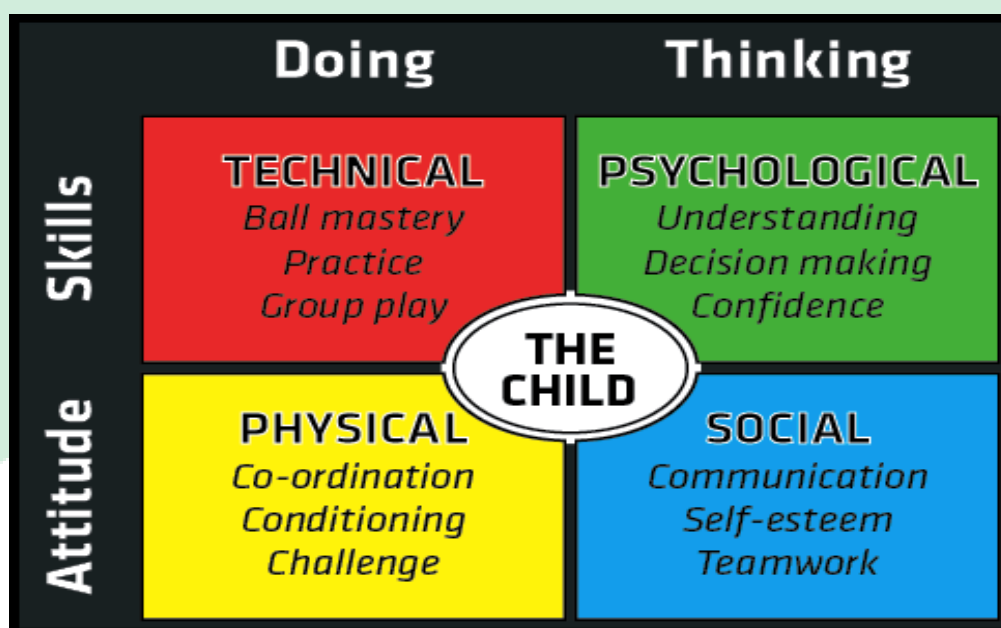
WWW – What Went Well?

EBI – Even Better If?

AAE – Action After Evaluation?

Use the **PLAN > DO > REVIEW** process for your training sessions.

All coaching sessions should be based around the FA's Four-Corner Model:



The training session

“Coaching is unlocking a person’s potential to maximize their own performance. It is helping them to learn rather than teaching them”. Tim Gallwey (The Inner Game of Tennis, 1997)

Tips to successful training sessions:

The first 10 minutes are key

The first 10 minutes of your training session is very important. It sets the pace for the rest of the session.

Give your players responsibility. Depending on the age of your players, giving them responsibility of looking after their own ball and getting them to start each session with 15 minutes of passing, moving, dribbling, performing skills. Don’t just let them smash the ball at the goal.

Give your players their own football

Tell them that when they turn up at training the first 10 minutes is theirs to use the ball between two or three players. Give them a target number of number of passes, number of skills (even prescribe the skill – toe taps, tic tocs etc) that they have to make. Perhaps 75 with the right and 75 with the left?

Which coach are you?



Good Practice:

Think first

Plan your training sessions. Is there a sequence you are following? What is it you want your players to get out of the session?

Role Model

You are a role model with responsibility to your team. Parents have entrusted you with their child. If you set high standards, your players will follow. Be enthusiastic - make it exciting and fun.

Positivity: Praise *do not* criticise

Be patient with your players. They do not make mistakes on purpose. They know when they have made a bad pass – rather than criticise, encourage and help them to get it right. Any child will give you more if you praise what they do rather than criticise. Body language is important. Children will know if you are in a bad mood. Smiles and positive gestures will reap rewards. Shouting will not help you keep control and any parents watching may not like it. Be consistent, set achievable goals and give lots of positive feedback. The pre-match talk and the post-match talk are both important. Always be positive.

Get the knowledge – Learn from others

The club encourages coaches, managers and parents to go on FA coaching courses. The club is also blessed with many good coaches who weekly provide their teams with exciting sessions.

Remember you are training individuals – be patient

Not all children will learn at the same rate. Some will take longer than others, but it does not mean they are not as good. This is where the coach has to adapt to their speed rather than the other way around. Make sure you have equipment and kit for the whole group. Do not leave children out.

Emotions

Children, unlike most adults, cannot control their emotions. You have to judge their mood and their state of mind. You are the confidence builder for these young people. Set goals, aims and objectives that are achievable. As a coach, you are in charge of minds as well as the physical side.

A Good Coach will...

- Put the needs and the expectations of the children at the centre of all activities.
- Understand and recognise that all children are individuals with differing abilities/aspirations/reasons for playing.
- Encourage children to try and reach their potential and be the best they can be.
- Motivate players through positive encouragement.
- Allow and encourage children to try new things without fear of failure.
- Support all players equally and inspire regular practice.
- Understand issues (football & non-football) that impact on young player development.
- Use age-appropriate language and actions when communicating with their players.
- Understand that different children learn in different ways.
- Consider the self-esteem and motivation of their players.
- Enhance the children's long-term love of the game.
- Understand that children are not mini-adults and that developing football players is a long-term process.

The Behaviour of Coaches

- Coaches are required to strictly follow the club's Code of Conduct, the FA Respect / For All Campaign and Kick-It-Out.
- Players must be allowed to play freely during matches, with **positive encouragement** from coaches.
- Information from the touchline **should be kept to the minimum** and delivered in the form of occasional questions, from the coaching staff.
- Patrolling the touchline giving continuous, shouted instructions must not happen.
- Players always try their best and will learn from their mistakes without being told they have done wrong. Remember, **mistakes are learning opportunities**.
- All coaches must adhere to the club's philosophy and policies. Failure to do so will result in coach being asked to attend a meeting with the committee and/or possible suspension/exclusion from club.

Coaching Methods

Young players do not enjoy being shouted at, having their mistakes highlighted or having to stop playing the game to listen to the coach talk at length. Therefore, a variety of coaching methods should be used to help players learn the game. Coaches need to learn where and when each are appropriate:

- Command (Directive)
- Question and Answer
- Observation and Feedback
- Guided Discovery
- Trial and Error

Methodology:	COMMAND	Q&A	OBSERVATION & FEEDBACK	GUIDED DISCOVERY	TRIAL & ERROR
Intervention:	Coach tells and shows required solution	Coach leads with a question to gain response	Coach and player(s) observe	Coach asks a question or issues a challenge	Players and/or coach decide on the challenge(s)
Example:	<i>"I want you to..."</i>	<i>"What do you think?"</i>	<i>"Let's watch this."</i>	<i>"Show me how to..."</i>	<i>"Try to..."</i>
Description:	Coach tells, explains and shows how to do something	Coach poses question and player(s) offer verbal solution	Coach and players observe & discuss feedback	Coach challenges / prompts and players offer visual solution(s)	Players are encouraged to find solutions with minimal support

You need to judge when it is best to intervene.

Fostering a 'Growth Mind-set'

"...mistakes are LEARNING opportunities..."

Something to pass on to your parents:

As managers and coaches of young footballers we are in a privileged position where we have been entrusted with the responsibility to advise, guide and coach someone else's child.

Football as a sport elicits passion.

We LOVE the sport.

Football is *"the people's game"* and is the reason why this has been written, and why you are reading it.

For the large part and for the vast majority, being a football parent is a pleasure but it can also be very frustrating.

For a coach having to work with football parents that believe in the SAME philosophy and buy into what the coach is doing is PRECIOUS.

As managers and coaches we want committed, supportive, encouraging parents.

Results should be secondary to the enjoyment of what sport brings.

The development of the player and the enjoyment of participating in regular organised sport is paramount.



Message to Parents

Have a read of the 10 things below that EVERY parent should consider and pass this message on to the parents/carers you are working with. (Home-Club agreement document)

1. **Let the coach, coach.** If you are telling your child – or any other player for that matter – to do something different from what their coach is telling them, you create distraction and confusion. *Trust the coach.*
2. **Let them play.** It is very intimidating for many young players to try and perform difficult tasks on the field on the spur of the moment when parents are yelling at them from the side-lines. **Let them play.** If they have been well-coached, they should know what to do on the field. If they make a mistake, chances are they will learn from it.
3. **Parental harmony within teams is vital.** Do not discuss the play of specific young players in front of other parents. How many times do you hear comments such as, “*I don’t know how that boy made this team...*” or “*...she’s just not fast enough.*”. Too many parents act as though their child is a ‘star’, and the problem is someone else’s kid. Negative comments and attitudes are hurtful, unnecessary and can destroy parent harmony, which is often essential to youth team success.
4. **Positivity 1.** Make only positive comments from the side-lines. Be encouraging. Young players do not need to be reminded constantly about their perceived errors or mistakes. They know. Their coaches will instruct them, either during the game or at half-time, and during training. Again, **let them play.**
5. **Positivity 2.** Avoid making any negative comments about players on the other team, or the match officials. This should be simple: we are talking about youngsters, not adults who are being paid to play professionally. The perception of us as a club stems from the attitude and behaviour of the adults as much as the children. Children can be guided and do make mistakes – adults should know better!
6. **Perspective.** Parents on the ‘other’ team are not the enemy. Neither are the boys or girls on the other team. Many of the teams our teams play contain players who our children see every day at school and who they are friends with.
7. **Let the referee do their job.** The easiest thing to do in the youth football is to criticise the referee. Don’t. There are times when the officials make mistakes, and that can, unfortunately, directly affect the outcome of a game. That said, by and large, those who officiate at youth football games are hardly overcompensated, and give it an honest – and often quite competent – effort. At worst, they at least try to be fair and objective. Give them a break!
8. **No outbursts.** Frustrating as it may sometimes be outbursts from parents on the side-lines made toward the referees only signal to our own children on the field that they can blame the refs for anything that goes wrong. Blaming others is not a formula for success in sport. The players, our children, can only influence what they are in control of – the referee is not one of them.
9. **Stand still!** Walking up and down all game long along the side-lines, following the play, is intimidating to players and totally unnecessary - particularly so if you are trying to yell

out instructions to various players, including your own child. It is likely embarrassing to the player/players involved and simply counterproductive. If you want to coach, obtain your coaching certification and then apply for help and assist – you will be welcomed at the club.

10. **Journey home.** Your role as the parent is not to dissect their game or to review your child's performance. Always be positive. Go home, relax, and unwind. Talk positively with your child. The trip home is sometimes as important as the game itself. Make that time a good memory for your child by discussing as many positives as you can about them, their coach, and their teammates.

FA Guidelines on photographing and filming children

The FA has developed this guidance to help avoid the following:

The inappropriate use, adaptation or copying of images for use on child abuse websites on the internet (often incorrectly referred to as pornography sites)

The identification of children when a photograph is accompanied by significant personal information that will assist a third party in identifying the child. This can lead, and has led, to children being 'groomed'

The identification and locating of children in inappropriate circumstances which include: (i) where a child has been removed from his/her family for their own safety; (ii) where restrictions on contact with one parent following a parental separation exist e.g. in domestic violence cases; (iii) in situations where a child may be a witness in criminal proceedings; or (iv) other safeguarding children concerns.

Common sense considerations to ensure everyone's safety

Do:

1. share The FA's guidance on taking images with all parents, carers and members when they join the club
2. ensure the club has parental consent to use a player's image if it is to be used in the public domain e.g. club website or newspaper article. This is essential in relation to point 3 below
3. ensure that any child in your club who is under care proceedings, is protected by ensuring that their image is not placed in the public domain. This can be done by using a Consent Form, so that parents/carers can identify whether this applies to children in their care
4. focus on the activity rather than the individual
5. ensure all those featured are appropriately dressed (a minimum of vest or shirt and shorts)
6. aim to take pictures which represent the broad range of youngsters participating safely in football e.g. boys and girls, disabled people, ethnic minority communities.

Don't:

1. publish photographs with the full name(s) of the individual(s) featured unless you have written consent to do so and you have informed the parents as to how the image will be used
2. use player profiles with pictures and detailed personal information on websites
3. use an image for something other than that which it was initially agreed, e.g. published in local press when initially produced for a clubhouse commemorative picture
4. allow images to be recorded in changing rooms, showers or toilets – this includes the use of mobile phones that record images.

For more information please read the full FA Guidance on the FA.com website.

Empirical Evidence:

There have been many studies and plenty of research undertaken that evaluate the role of the sporting influencer; in this case the parent.

“The primary role of the parent in youth sports is to provide emotional, financial and provisionary support for their children” (Rowley, 1986).

Parents, as sporting influencers, have a *“unique potential to influence this environment”* (Randall & MaKenzie, 1987, p. 201) and are not often accurately aware of their behaviours (Kanters, Bocarro, & Casper, 2008). It’s important to recognise that the negative impact of verbal aggression is not only felt by the target, but there is evidence to suggest that regular exposure to background anger is equally distressing for all children witnessing these types of behaviours (Cummings, 1987; Omlil & La Voi, 2009).

This is why as a club we advocate and ask parents to ‘allow the coach to coach’.

Final points

Parents tend to use *“winning”* as an indication of a player’s development and enjoyment in the sport, which is far from the truth.

It is true therefore, that the means do not justify the ends if a score or result is all that is desired.

A result or score cannot hope to evaluate a player’s development over the course of a season or a match.

This is of course not to say that the score should never matter or the result is irrelevant – of course it can be - but it must be within in the context of the greater goal; **developing the individual and the team.**

Moreover, the result of any game doesn’t define any one player’s ability.

Indeed, there is evidence that suggests that parents that (over)emphasise results and ‘winning’, have a higher percentage of children that suffer from a great deal of low self-esteem, anxiety and potentially drop out of sport entirely.

As a parent (and coach) you can equate the development of a player to the price of houses. There will be dips but over time you expect there to be a greater value at the end than there was at the beginning! It is how this value is added which is important.

As a club we advise coaches to not use phrases like *“...when I was a player”* and *“...when I was coached”* simply because methodology and coaching has moved on and is far more sophisticated now than we played the game, were coached or started coaching. (this is the growth mind set!)

As coaches and parents we have to sometimes take a moment to step back and REFLECT
Have we you placed any unnecessary pressure on a child or a team or the coach?

Section Five – Charter Standard status

The FA Charter Standard Programme is The FA’s accreditation scheme for grassroots clubs and leagues.

Its goal is to raise standards in grassroots football, support the development of clubs and leagues, recognising and rewarding them for their commitment and achievements.

With this in mind, The FA Charter Standard accreditation is awarded to clubs and leagues rigorously adjudged to be well-run and sustainable – and which prioritise child protection, quality coaching and implementation of the Respect programme.

There are clear benefits of becoming an FA Charter Standard Club

Overall, FA Charter Standard status is a clear demonstration to all parents, sponsors and the public, that a club:

- Is well-organised, safe and offers opportunities for all
- Has FA-qualified coaches as standard
- Adheres to FA Respect Policies and Codes of Conduct
- Prioritises Child Welfare
- Maintains appropriate levels of discipline
- Has access to the County FA and FA regional workforces
- Can use the coveted ‘Three Lions’ FA crest on its marketing and business materials.

We are proud that as a club to have been awarded Charter Standard Status since 2005 making sure we are regulated under Football Association Rules.

The club has successfully adhered to the strict guidelines ever since and continues to retain this status to this day.



CHARTER STANDARD CLUB

Section Six – Match day Procedures (WFL)

Managers and coaches should arrive in plenty of time prior to the kick off time.

We recommend that you allow at least 30 minutes prior to kick-off to ensure everyone arrives for a warm up and that the pre-match checks can be carried out.

Before match day

- WFL regulations require managers to confirm fixture venue and kick-off time by Tuesday evening before a Sunday fixture
- Ensure parents are notified of location, directions and venue conditions. Ensure all know that all venues operate a strict no smoking and no dogs policy.

Day of the match – playing at home

1. Ensure goals and nets are setup (it is recommended parents support you to do this)
2. Set-up the 'Respect Barrier'.
3. Ensure the referee has arrived and when appropriate expenses are paid in full.
4. Exchange ID cards with opposition manager
5. Check match balls
6. Check pitch for dangerous objects and dog fouling (suggest have dog bags in kit bag just in case)
7. Ensure opposition manager is aware of any special instructions such as dogs, tea bar and toilet arrangements.
8. Provide linesman with flags (where required)
9. Provide one of your parents with the WFL Match Day Delegate jacket.
10. Provide captain with armband
11. Check all players are wearing shin pads
12. Conduct warm up.
13. Ensure First Aid Kit is available in coaching area
14. Ensure area is free of litter after the game, put goals, flags and respect barriers away if yours is the last game of the day.

After the match – playing at home

Reporting the result:

As the home team you must report the result of the match to your designated WFL fixture secretary by 5pm that evening or 9 p.m. on the evening of a midweek game. Teams HOME and AWAY in COUNTY CUP GAMES are required to telephone their result or postponement.

Result Card:

You must fill in a result card for all WFL games played and send the card (or email where required) to the relevant Result Card Administrator to arrive no later than by 1st class post on Wednesday following a Sunday match or by 3 clear days [excluding Sundays] in the event of midweek fixture.

Website report:

Should you want to submit a report to be published on the club website, please forward to the website administrator.

More information in the WFL Handbook which all managers will be given.

This is also available on the WFL website: <http://www.wfl.me.uk/>

Section Seven – Welfare, Safeguarding and Wellbeing

Omonia Youth FC take the welfare and safeguarding of young people extremely seriously. The safety of all our young footballers is our number one priority. We want all our young footballers to enjoy their football journey at Omonia Youth FC and we want them to train and play in a comfortable, safe environment.

We want all our young footballers to enjoy training, matches and being with their friends at the club.

Consider Young Players' Self Esteem

- Coaches should consider how their decisions will impact upon a young player's self-esteem, motivation and enjoyment of the game.
- For example, what would it feel like to be repeatedly used as a substitute?
- Coaches should praise effort and positive behaviour as well as good play.
- Use Achievable 'Measures of Success' targets for young players individually and/or collectively as a team.

Things to Avoid

- Don't impose unrealistic adult expectations on young players.
- Don't be so intent on winning games that young players miss out on the opportunities to learn and fall in love with the game.
- Don't apply 'out-dated' coaching methods with young players.
- Avoid children standing in lines or queuing.

As a grassroots youth football club it is **mandatory** under FA rules to have a **Welfare Officer**

At Omonia Youth FC we have more than one Welfare Officer and we have set up a Welfare Group within the club. Every Welfare Officer at the club has had an FA Criminal Records Check (CRC) and has completed the FA's highly-regarded Safeguarding Children and Welfare Officer training courses.

Omonia Youth FC Welfare Officers for season 2020/21

Myri Demetriou (Lead Welfare Officer & Manager U12 White)

Andi Panayiotou (Manager U12 Gold)

George Pantelides (Manager U16 Girls)

Sophia Karanicholas (Manager U13 Girls)

Fano Shiamishis (Asst. Coach U12 White & U15 Gold)

Aria Zavrou (Parent)

You can contact the Welfare Team on:
welfare@omoniayouthfc.com

Our County FA (Middlesex FA) Safeguarding Officer is:

Sharon Porter

safeguarding@middlesexfa.com

Safeguarding & Welfare Reporting: if I have a concern, how do I report it?

Firstly, if you are worried about a child, it is vital you report your concerns – **no action is not an option.** There are five ways to report a concern:

1. To the club Welfare Officer. (see above)
2. To the County FA Safeguarding Officer. (see above)
3. By emailing The FA Safeguarding Team at safeguarding@TheFA.com or by calling and asking for the team on 0800 169 1863.
4. If urgent and you cannot contact your club, league or County Safeguarding Officer, you should call the NSPCC 24 hour helpline on 0808 800 5000.
5. If it is an emergency because a child or children are at immediate risk, then call the Police or Children's Social Care in your area.

Useful websites

The FA Safeguarding:

<http://www.thefa.com/football-rules-governance/safeguarding>

NSPCC Safeguarding & Child Protection:

<https://learning.nspcc.org.uk/safeguarding-child-protection/>

CEOP - Child Exploitation and Online Protection command:

<https://www.ceop.police.uk/safety-centre/>

Kick it Out - Football's equality and inclusion organisation:

<http://www.kickitout.org/>

Childline:

<https://www.childline.org.uk/>

Kooth:

<https://www.kooth.com>

Your online mental wellbeing community. Free, safe and anonymous support

Young Minds:

<https://www.youngminds.org.uk>



Section Eight – Contacts

Chairman – Michael Pieri

omoniayouthfootballclub@hotmail.com

Roles & Responsibilities

- Provide leadership and direction for the club;
- Oversee the work of the club committee;
- Organise and facilitate club meetings;
- Chair meetings of the club;
- Advocate of the football club for the local community;
- Assists with recruitment of Committee members and new coaches and arranges guidance and support for them;

Secretaries – Evagoras Mandrides & Mike Koumi

secretary@omoniayouthfc.com

Roles & Responsibilities

- Official contact between club and County FA, leagues and other clubs;
- Ensure club affiliation and league entries;
- Contact for player ID cards;
- Ensure effective correspondence and communications;
- Provide minutes of meetings for official club records;
- Support for managers and teams;
- Provide appropriate paperwork for managers/coaches;
- General administration and day to day running of the club;
- Assists with recruitment of Committee members and new coaches and arranges guidance and support for them.

Treasurer – Demi Shiamishis

demisham@sky.com

Roles & Responsibilities

- Manage and administer the finances of the club;
- Create annual income and expenditure sheets and balance sheets;
- Create and maintain a cash book for at least two years;
- Ensure all payments and fines are paid and recorded on time.

Vice Chairs – Myri Demetriou and Kyri Eleftheriou

Roles & Responsibilities

- Provide backup and deputises for chairman in their absence;
- Communicating with teams where changes need to be made and remind them that rearrangements need to be made;
- Run the sub-committee groups (parent and welfare)
- Link between coaches and club;
- Liaise with Coach Development Officer for new coach / manager interviews.

Lead Welfare Officer – Myri Demetriou

welfare@omoniyouthfc.com

Roles & Responsibilities

- The club welfare officer has a specific role to safeguard children who are involved in football and activities organised by Omonia Youth Football Club;
- Acts as a contact for any player, parent, helper or manager/coach to discuss any concerns that they may have regarding the welfare of children involved with the club;
- Specific responsibility is arranging the DBS for the club;
- Raise the profile of safeguarding within the club, particularly in relation to helpers and specific concerns they may have;
- Works with Chartered Standard Co-ordinator to ensure all training is maintained;
- Updates the committee with new guidelines advised from the FA.

Coach Development Officer – David Poncia

Roles & Responsibilities

- Must be at least Level 2 Qualified.
- Assist in recruiting new coaches and being their mentor;
- Provide coaches with support and advice where necessary;
- Establish and/or support a coach mentoring programme;
- Ensure the coaches are up to date with new information;
- Organise 'Coaching the Coaches' sessions;
- Identify CPD for OYFC coaches;
- Organise and host parent information sessions

Covid-19 Officer – Mike Koumi

Roles & Responsibilities

- Responsible for the club's Risk Assessment documents;
- Responsible for advising teams on the FA's 'Return to Play' guidelines;
- Be aware of Government guidelines and Covid-19 related safety, hygiene and social distancing protocol;
- Keep the club committee up to date with any changes to Covid-19 protocols;

Chartered Standard Co-ordinator – Secretaries

Roles & Responsibilities

To complete and compile chartered standard application;

To maintain chartered standard status;

To help with committee meetings and associated meetings;

Oversee booking of courses for managers/coaches, which includes prompting managers/coaches when courses need renewing;

Works with Welfare Officer to ensure all members are trained correctly.

Fixture Secretary (7, 9 and 11-a-side) – Maria Panayiotou & Harry Theodorou

fixtures@omoniayouthfc.com

Roles & Responsibilities

- Arrange all club fixtures;
- Organise pitch allocations for all teams and communicate these to appropriate managers by Monday evening;
- Liaise with other clubs / organisations to arrange fixtures;
- Ensure that managers are aware of fixtures;
- Liaise with Secretary.

Website Co-ordinator / Media liaison – Michael Pieri

Roles & Responsibilities

- Ensure website is up to date;
- Enable relevant people have access to the site;
- Oversee the usability of the site;
- Twitter / Instagram account holder

Parent Group – Every team has a representative

Roles & Responsibilities

- Keep their teams up to date with club news and information

NOTES:



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