



ECFC Academy Charter

2018/19

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ECFC Academy Charter

1.0 Overview

1.1. The ECFC Academy Charter was created and implemented at the start of the 2017/18 season as part of the review and development process of the Grecian Plan. It is defined by the strapline: *'What brings us together is understanding and communicating: **What it takes to become a Grecian**'*. It includes Generic 'must haves'; Player 'must haves'; Staff 'must haves' & Parent 'must haves' as detailed below.

2.0 The 'must haves'

2.1. Generic 'must haves'

Talent & Time
Excellence & Enthusiasm
Application & Adaptability
Motivation & Momentum

2.2. Player 'must haves'

Attitude
Bravery
Competitiveness
Work **R**ate
+ Reactions

2.3 Staff 'must haves'

Inspirational
Detailed
Organised
Consistent
Adaptable
Respectful
Engaging

2.4 Parent 'must haves'

Collaboration
Appreciation
Respect
Expectation

3.0 The Academy's Commitment to Players, Staff & Parents

3.1 *Commitment to the players*

Academy staff will continue to be accessible and honest with players and parents. This will be achieved through frequent contact, monitoring of progress and transparent multi-disciplinary

evaluative reporting. Progression will continue to be based on clearly communicated essential player 'must haves' along with competencies outlined in age-specific coaching syllabi. Patience and understanding is vital to allow talent to grow and particular attention will be given to individual as well as collective (group/team) needs and demands in all development phases across the 'Player Progression Pathway'.

For those players who may not progress: alternative pathways are identified for those leaving the Club. This will continue to be achieved by making other Clubs/clubs aware of imminent release & providing opportunities to move within the professional, semi-professional & amateur game alongside access to College & Futsal Academy opportunities. Furthermore: the Club will continue to foster good relations with local employers & education providers who are seeking young committed individuals.

3.2 Commitment to the staff

The production of top quality players is dependent on the expertise and skills of the multi-disciplinary team. Attention to detail and the ability to attend to individual and collective needs of the players is vital in maximising potential in young talent.

To this end: ECFC Academy will support committed staff in the achievement of enhanced qualifications and Continuous Professional Development (CPD), delivered both by The FA (to maintain and enhance UEFA qualifications) and internally through the in-house programme, driven by the Academy's philosophy.

Individual training and development needs will be identified through the staff appraisal and ECFC Coach Development Cycle (CDC) systems and subsequent (agreed) action planning with each individual.

3.3 Commitment to the parents

ECFC Academy feels that a collaborative approach to player development is essential and as such will look to work with each parent inclusively to ensure that everyone is pulling in the same direction. The Club adopts an appreciative and respectful approach towards the parents for the time and commitment that they provide and expect that these values are in turn replicated towards the Club.

The Academy takes the responsibility of providing outstanding player care extremely seriously. The best interests of the player will always be put first and any concerns raised from within the Football Club will be addressed with the parent or carer as soon as is practicable. Similarly: any causes for concern from a home or school-based perspective must be raised with the senior staff of the Academy, who will attend to matters in an understanding way. Ultimately: it will be this open dialogue and active engagement with parents that will serve to effectively manage expectations, whilst supporting the young player in his pursuit of personal excellence to maximum levels.