



ECFC Academy Education & Welfare Policy

2018-19

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ECFC Academy Education & Welfare Policy

1.0 Overview

- 1.1. ECFC Academy ('The Academy') applies a holistic approach to the education and development of its players and multi-disciplinary staff.
- 1.2. The fulfillment of educational standards and requirements for continuous professional development (CPD) in the case of staff are prioritised aspects of the supporting environment upon which education is founded. This embraces contact with young players' parents/carers and schools as well as the player/coach relationship.
- 1.3. The commitment to support players by teaching them how they learn and the synergistic benefit of teaching others, by giving ownership & responsibility for personal progression is central to the Grecian educational philosophy.
- 1.4. The policy applies to all players and Academy staff employees, which is underpinned by a robust philosophy, strategy and education aims.
- 1.5. This policy is driven by The Academy's commitment to develop a culture that values education, inspires a positive attitude to learning, raises aspirations amongst young people, founded on 4 'Pillars of Principle':
 - The player's best interests are central to all decisions made.
 - The development of a culture where high expectations drive both educational and football progression as well as personal fulfillment.
 - Education and football are complementary.
 - Building partnerships with families & schools will help to raise academic achievement and establish meaningful relationships.

2.0 Further Information

- 2.1. Further information and detail regarding policy & procedure is contained in Section 3 of The Academy's Grecian Plan (Section 3), where the following areas are explained in full:

3.0 Grecian Plan Content

- 3.1. Education plan, including educational aims, philosophy, strategy & policy*
- 3.2. Research & innovation*
- 3.3 Training models (full-time, hybrid, part-time)*
- 3.3. Education timetables for training model adopted*
- 3.4. Education support lead by Head of Education & Welfare (HEW)*
- 3.5. Educational tracking, transition & benchmarking*
- 3.6. Induction for triallists & new players*

3.7. Individual player education programmes through the Age Phases

3.8 Educational attainment target

3.9. Measure in place for players not meeting targets

3.10. 6 & 12x weekly reviews

3.11. Communication with schools

3.12 Player progression through the Age Phases

3.13. Graduation profiles & tracking player destinations

3.14. Exit & release strategy

Player care through the Age Phases

3.15. Philosophy values & vision

3.16. Parent programme

3.17. Equity provision

3.18. Rules & regulation

3.19. Codes of conduct (including 'Tripartite Agreement')

3.20. General expectations from staff

3.21. Complaints & bullying

3.22. Welfare strategy through the Age Phases

3.23. Accommodation plan (key elements)

3.24. Club transport (key elements)

3.25. Employability (linked to release strategy)

3.26. Lifestyle support

3.27. Safeguarding

3.28. Staffing roles

3.29. Continuous Professional Development (CPD)

3.30. Staff Key Performance indicators (KPI's)