



## GRAMPOUND FOOTBALL CLUB

### CLUB DEVELOPMENT PLAN

UPDATED AUGUST 2008

#### BACKGROUND INFORMATION : GRAMPOUND AS A COMMUNITY

Grampond has a vibrant and interesting history. It has a population of approximately 600 and is situated in a rural area midway between Truro and St Austell on the main A390 road. According to the government's Department of Communities and Local Government (formerly the Office of the Deputy Prime Minister) Index of Multiple Deprivation (2004), the local area where Grampond is situated is the second most deprived district in Cornwall and the ward containing Grampond is in the most deprived third of wards nationally. However, being just a few miles outside Cornwall's 'clay country', traditionally Grampond has not found it easy to secure funding for community projects in competition with that area.

#### BACKGROUND INFORMATION : GRAMPOUND FOOTBALL CLUB

Grampond Football Club celebrated its centenary in 2002.

It is a founder club of the Duchy Football League and is one of only thirteen such founder clubs still in existence.

The club expanded in 2004 by starting a men's reserve team as a means of giving opportunities for young players to play competitive football, retaining them as players and club members and developing their talents through appropriate coaching. All but three of the ten players aged 14-16 who joined in 2004 are still members of the club and are now making a major playing contribution, as well as having an important social influence among other young people in the community. Those who left the club are making a significant contribution at other clubs. The decision to develop young players through a second team is seen as being very successful, both within the club as well as within the local community.

In 2007 a youth team was started (under-15) and played its first season in the East Cornwall Youth League. This team continues as under-16s in 2008-9. There will be a clear exit route from youth to adult football and a number of the players will reach their sixteenth birthday during the season and will be assimilated into the adult teams if appropriate.

Also in 2007, a veterans team began and played friendly matches and entered the Devon and Cornwall Veterans cup competition, going on to win the Devon and Cornwall Veterans Supplementary Cup.

Since 2003, Grampond Football Club has been active in recruiting new referees into the 'system' and these are now refereeing in local leagues.

Grampound Football Club achieved FA Charter Adult Club status in 2006.

Currently, Grampound Football Club has about 75 playing members and a number of non-playing volunteers, some of whom have been part of the club for over 50 years.

Grampound Football Club has supported members in achieving coaching qualifications. Some have moved on in the coaching world and four qualified coaches remain at the club at the time of writing.

Grampound Football Club also utilises the services of a professional coach who has worked as a volunteer at the club for 7 years. His expertise and experience have also helped others beginning on the coaching ladder.

Grampound's single football pitch is within Grampound Recreation Ground and although the club has excellent changing and shower facilities in the village hall, this single pitch has had little serious work done on it within living memory apart from minor work carried out over the last couple of years. The football club won the contract for mowing/maintaining the whole Recreation Ground a few years ago and with a strict regular mowing regime, the quality of the playing surface has been improved over that period, as well as the general aesthetic appearance of the site. The playing area is level, but significant surface undulations and poorly drained areas are serious issues which have developed over many years. Other parts of the site are so poorly drained as to be virtually unuseable for much of the year. Grampound Football Club has security of tenure of the pitch, which is used exclusively by its teams, but the club's ambitions of further expansion are limited by it. During the season it is now used Without development, it can be considered to be already used to its maximum of, on average, two games per week during the season..

Grampound Football Club has a policy that all its regular players will train and participate in coaching sessions. During light evenings, unlimited use of Grampound Recreation Ground is available and it is extensively used. From April to October the club uses it on three evenings per week, even in the 'close' season. In the winter months, a range of indoor and floodlit outdoor facilities have been used in recent years, but at considerable expense.

Income streams for Grampound Football Club are restricted mainly to players' match fees and annual subscriptions. The relatively small amounts of sponsorship available to a club such as ours are devoted to the acquisition of replacement kit and equipment, and fundraising and social activities take place throughout the year to help to supplement this and pay for other running expenses. The contract for mowing Grampound Recreation Ground has provided a useful additional income stream. Successful bids have been made in recent years to the Football Foundation for replacement goalposts, through the Goalpost Safety Scheme, and for new playing kit for our youth team through the Junior Kit Scheme.

The club has already developed an extensive website and an embryonic club archive at [www.grampound.org.uk/football](http://www.grampound.org.uk/football). Currently, it forms one of the largest sections of the award-winning community website run by Grampound with Creed Parish Council.

As one of the village's largest organisations, Grampound Football Club is in the process of making a significant contribution to the new Grampound Heritage Centre, an important project that has secured significant funding. This will be based in Grampound's historic Town Hall, with displays also in the village hall and open to the public.

## PARTNER ORGANISATIONS

The club is committed to working with important community partners:-

- **Grampound Village Hall and Recreation Ground** (Registered Charity No. L2 300.547/1)

The committee of this charity manages the Village Hall inside which are the club's current changing facilities (the building is actually owned by Cornwall County Council) and owns the freehold of the land Grampound FC has played and trained on for many years. As such, Grampound FC is one of the Village Hall's major patrons. Grampound FC has a seat on the charity's committee and the club member who sits on the committee is a trustee of the charity. In 2003, Grampound Football Club's submission formed an important component in the business plan used in Cornwall County Council's successful bid to Space for Sports and Arts/Sport England, which enabled a replacement village hall to be built, shared with Grampound with Creed VA Primary School.

- **Grampound with Creed Parish Council**

The Parish Council has been very supportive of Grampound Football Club, recognising the important social, community and recreational benefits of its activities. In July 2006 Grampound Football Club's presentation to the judges of the Calor 'Village of the Year' competition with its focus on community life, entered by the Parish Council, helped Grampound achieve the 'Highly Commended' award. In 2007, a similar entry enabled the village to become the winners of the county competition. In 2008 Grampound became the South West winners and proceeded to the final five in the country for the national title, the result of which is awaited.

- **Grampound with Creed Primary School**

Grampound with Creed Primary School shares facilities with Grampound Football Club and the school uses the football pitch for its own sporting events but there has been limited formal contact over the years apart from one of its teachers being a playing member of the club. That teacher now works as a coach with Grampound Under-16 team. Grampound with Creed Primary School is a FA Charter Standard School and one of our intentions is to work closely with regard to mini-soccer and to help provide support and coaching.

- **Grampound Road Primary School**

Grampound Road Primary School is situated about 2 miles from Grampound in the village of Grampound Road. It works closely with Grampound with Creed Primary School on many issues and our intention is to extend our relationship to this school as well.

- **The Roseland Community School**

Many of our players are students or ex-students of this secondary school. Informal contacts have already been made but our intention is to formalise and strengthen these links. The club is already part of the school's community programme, hiring the school's sports hall for both youth and adult training during the winter months.

- **Grampound Heritage Committee**

This group is responsible for developing the Grampound Heritage Centre and its displays, as well as permanent and temporary displays at other venues in the community, such as the town hall, primary school and village hall.

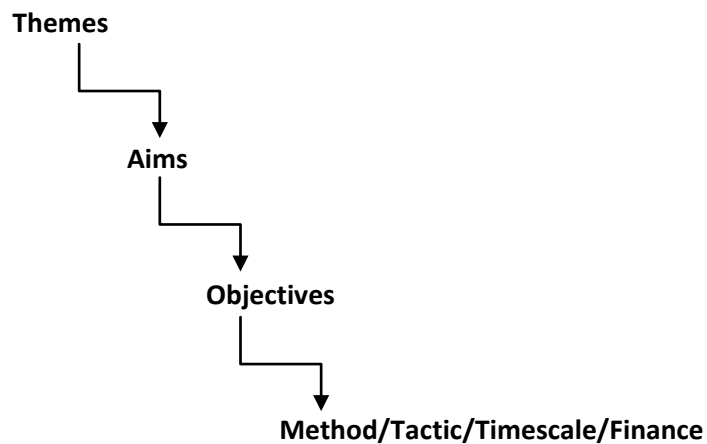
## OUR VISION

In developing our Football Development Plan as a guide for the direction of progress of the club it is important that we have a clear vision of what we hope to achieve over a medium-term period.

The vision has four key themes, under which the major aims of the plan are grouped :-

1. **To develop a high quality football club as a focus in our community**
2. **To work in partnership with other community organisations to use football to promote social inclusion and community development**
3. **To recruit, train and develop coaches, leaders, officials, administrators and volunteers**
4. **To develop football and community facilities to permit the other parts of the vision to take place.**

The detailed part of the plan below develops the themes above as below :-



## CLUB DEVELOPMENT TABLE

Objectives highlighted in this colour depend on re-laid and/or new pitch/facilities.

	Current Season 2008-9				Year 1				Year 2				Year 3			
No. of teams	4				5				6				8			
	Adult Men	Adult Women	Boys	Girls	Adult Men	Adult Women	Boys	Girls	Adult Men	Adult Women	Boys	Girls	Adult Men	Adult Women	Boys	Girls
Age Groups	Firsts Reserves Veterans		U16		Firsts Reserves Veterans		U13	U12	Firsts Reserves Veterans		U14 U12 U10?	U13	Firsts Reserves Veterans	1 team	U15 U13 U11?	U14 U11

## AIMS, OBJECTIVES AND ACTION PLANS

The aims and objectives associated with each theme are shown below.

Objectives highlighted in this colour depend on re-laid and/or new pitch/facilities. Timescale for these is years from completion of development.

Theme 1					
To develop a high quality football club as a focus in our community					
Aim 1.1	Objective	Method/Tactic	Timescale	Finance	Notes
To develop and achieve football provision for all	<b>Objective 1.1.1</b> To work towards and achieve the FA Charter Club award at next renewal (and as Development Club at renewal after Year 3)	Check criteria  Complete application	By February 2009	Nil	Note additional criteria
	<b>Objective 1.1.2</b> To introduce Mini-Soccer at Grampound	Make contact with local primary schools  Recruit organiser and coach  Enter team in league.	By Sept 2009   Year 2	Cost of coach – seek funding from CCFA   Affiliation fees, kit	Will need to take place elsewhere until mini-soccer area re-laid
	<b>Objective 1.1.3</b> To develop a girls' youth team in at least one age group	Recruit manager  Advertise for local players  Affiliate team to East Cornwall Youth League	Year 1 and ongoing	Year 1 : £350 total plus cost of kit  Subsequent years £350pa	Kit from FF Junior Kit Scheme application
	<b>Objective 1.1.4</b> To develop boys' youth teams in 2 different age ranges as	Recruit additional manager  Advertise for local players	One team current (target U13 for 2009-10)	Current cost : £350 pa  From Year 2 : £700pa plus	Under-15 team started 2007-8, continuing as U-16 in 2008-9

	exit routes from mini-soccer	Affiliate team to East Cornwall Youth League	Second team from Year 2 and ongoing	cost of additional kit	Kit from FF Junior Kit Scheme application
	<b>Objective 1.1.5</b> To develop a women's team	Recruit manager Advertise for local players Affiliate team to League	Year 3 and ongoing	Year 3 : £350 total plus cost of kit (£350) Subsequent years £350pa	
	<b>Objective 1.1.6</b> To develop a veterans team	Players, management and kit in place. Decide whether to enter team in league and affiliate if necessary	Year 1 and ongoing	Year 1 : £300	Veterans team started 2007-8, playing in cups only
<p>Notes</p> <p>*4 teams currently use one pitch and 2 games per week is already stretching the pitch's capacity. The club has been approached by a women's team who wish to re-locate and by the parents of a number of girls who wish to start a girls' team, but further expansion is not possible without pitch redevelopment.</p>					

<b>Aim 1.2</b> To provide a sound environment for all those participating in football	<b>Objective</b>	<b>Method/Tactic</b>	<b>Timescale</b>	<b>Finance</b>	<b>Notes</b>
	<b>Objective 1.2.1</b> Ensure that the safety and protection of children and vulnerable adults is at the forefront of all development policies and programmes and review the club's Child Protection policy and its application	Check all club policies Review Child Protection Policy Develop Vulnerable Adults Policy	Annual process Annual process By May 2009	Nil	<ol style="list-style-type: none"> <li>1. Club Welfare Officer appointed</li> <li>2. Appropriate CRB checks carried out</li> <li>3. Vulnerable adults policy now under development</li> </ol>
	<b>Objective 1.2.2</b> Comply with the FA Goalpost Safety campaign, establishing testing mechanisms and procedures	Apply for FF Goalpost Safety Scheme grant Annual visual check	Annual process	Nil	Completed July 2008  Check each close season
	<b>Objective 1.2.3</b> Review the club's Equal Opportunities and Anti-Discrimination policies and their application	Sub-committee to carry out review	July 2010	Nil	Last reviewed January 2008.

	<p><b>Objective 1.2.4</b></p> <p>Review our codes of conduct for players, coaches, parents, spectators and club officers and their application</p>	<ol style="list-style-type: none"> <li>1. New codes adopted by committee</li> <li>2. Codes published to club members and in club buildings</li> <li>3. Install spectator barriers.</li> </ol>	<p>October 2008</p> <p>November 2008</p> <p>November 2008</p>	<p>Nil</p> <p>£20 printing costs</p> <p>£75</p>	<p>Reviewed in October 2008 in line with Respect initiative</p>
	<p><b>Objective 1.2.6</b></p> <p>Review the role of the existing Young Players Liaison Officer</p>	<p>Reviewed usefulness of post</p>	<p>January 2010</p>	<p>Nil</p>	<p>Completed April 2008</p>

**Theme 2****To work in partnership with other community organisations to use football to promote social inclusion and community development**

<b>Aim 2.1</b>	<b>Objective</b>	<b>Method/Tactic</b>	<b>Timescale</b>	<b>Finance</b>	<b>Notes</b>
To promote and recognise football's role in promoting social inclusion and to use it as a catalyst for community regeneration, development and a sense of belonging	<b>Objective 2.1.1</b> Establish formal links and activities with partner organisations (see above)	Write to partners to  1. request offers of support for developments  2. offer support for organisation's initiatives	By April 2009	Nil	
	<b>Objective 2.1.2</b> Develop further the club's website as a community information resource for football, fitness and social and other activities associated with the club.	1. Create website separate from community website.  2. Consult club members on current website content  3. Offer space on website to advertise activities within and outside the club	July 2009  June 2009  August 2009	£30 pa  Nil  Nil	

	<p><b>Objective 2.1.3</b></p> <p>Promote the wearing of club clothing to engender community spirit and a sense of belonging around the football club, with support for those who need help financially</p>	<ol style="list-style-type: none"> <li>1. Club track suits for all adult players</li> <li>2. Tracksuits for each new team as team starts</li> <li>3. Develop criteria for offering assistance</li> <li>4. Widen current range of club clothing available for purchase</li> </ol>	<p>£700*</p> <p>Approx £200 per team</p> <p>Nil</p> <p>Nil</p>	<p>November 2008</p> <p>As team(s) start</p> <p>Sept 2009</p> <p>January 2009</p>	<p>*Additional sponsorship secured July 2008</p> <p>Sponsorship to be sought for other teams</p>
	<p><b>Objective 2.1.4</b></p> <p>Re-establish the public display of club photographs and memorabilia</p>	<p>Request for photos and memorabilia from community via community magazine and website</p> <p>Display photos etc in suitable public area</p>	<p>Nil</p> <p>£50 for display materials</p>	<p>November 2008</p> <p>July 2009</p>	<p>A number of photos etc are held by the club and will require cataloguing</p>
	<p><b>Objective 2.1.5</b></p> <p>Contribute to the planned Heritage Centre within the village, to show the long history of the football club and its role in the village</p>	<p>Offer all photos and records for scanning and adding to the digital heritage database</p> <p>Negotiate contents of a semi-permanent display in the Heritage Centre and Village Hall</p>	<p>Nil</p> <p>Nil</p>	<p>April 2009</p> <p>November 2009</p>	

<b>Aim 2.2</b>	<b>Objective</b>	<b>Method/Tactic</b>	<b>Timescale</b>	<b>Finance</b>	<b>Notes</b>
To develop an active and varied programme of sporting and social activities in Grampound, based around the football club	<b>Objective 2.2.1</b> Establish school holiday time coaching events at Grampound	Liaise with CCFA to establish need/age-groups etc	2010		
	<b>Objective 2.2.2</b> Run an annual mini-soccer tournament at Grampound	Liaise with local cluster schools and PE coordinators	Start 2010	£100 promotional material and prizes	
	<b>Objective 2.2.3</b> Establish and run an evening café for young people aged 13-17 as a meeting place and for social events for young people	Liaise with Cornwall Youth Service  Liaise with Village Hall committee  Recruit volunteers to run café	<b>Year 1</b>		
	<b>Objective 2.2.4</b> Continue to participate fully in the annual Grampound Carnival	Support club members in organizing a club float	Annual	Nil to club	

	<p><b>Objective 2.2.5</b></p> <p>Organise an annual Christmas party for the club and the village community</p>	<p>From 2009</p>			
	<p><b>Objective 2.2.6</b></p> <p>Extend the organisation of End of Season Awards evening(s) to all teams associated with the club</p>	<p>Implemented May 2008</p>			

<b>Theme 3</b>					
<b>To recruit, train and develop coaches, leaders, officials, administrators and volunteers</b>					
<b>Aim 3.1</b>	<b>Objective</b>	<b>Method/Tactic</b>	<b>Timescale</b>	<b>Finance</b>	<b>Notes</b>
To ensure that sufficient volunteers are identified, recruited, supported and rewarded to enable the effective implementation of the initiatives in this plan.	<b>Objective 3.1.1</b> Designate a committee member as Volunteer Co-ordinator	Modify club constitution	Year 1	Nil	
	<b>Objective 3.1.2</b> Identify and recruit volunteer administrators to run the various teams within the club	Youth team coach required 2 coaches 3 coaches 4 coaches	July 2009 Year 1 Year 2 Year 3		
	<b>Objective 3.1.3</b> Create a Volunteer Development Sub Committee including representatives from partners, mini-soccer, youth, social, and men's and women's adult teams	Modify club constitution	Year 2	Nil	

<b>Aim 3.2</b>  To establish and develop a coaching structure within the club	<b>Objective 3.2.1</b>  All existing managers and coaches to be suitably qualified and checked	Current managers/coaches to <ul style="list-style-type: none"> <li>• obtain a valid coaching qualification</li> <li>• obtain a valid first aid certificate</li> <li>• maintain a valid child protection certificate</li> <li>• be CRB checked</li> </ul>	Total cost £500		
	<b>Objective 3.2.2</b>  All new managers and coaches to suitably trained and checked	New managers/coaches to <ul style="list-style-type: none"> <li>• be CRB checked</li> <li>• be trained in child protection issues</li> <li>• be compulsorily mentored by other coaches at the club</li> <li>• have or work to obtain FA Level 1 coaching qualification</li> </ul>	Total cost £150 per coach £150 £150 £300	Year 1 Year 2 Year 3	

	<p><b>Objective 3.2.3</b></p> <p>Identify future potential coaches at all levels and develop existing coaches through the county coaching development system</p>	<p>Adult team managers to recruit assistants from adult playing strength</p>			
	<p><b>Objective 3.2.4</b></p> <p>Support and enable coaches to gain level 2 and level 3 awards as appropriate</p>	<p>1 Level 2 Coach</p> <ul style="list-style-type: none"> <li>- identify coach</li> <li>- attend level 2 course</li> <li>- portfolio completed</li> <li>- final assessment and achievement</li> </ul> <p>Year 3</p>	<p>Year 2</p> <p>Year 3</p> <p>Year 3</p> <p>Year 3 or 4</p>	<p>£250</p>	

<b>Aim 3.3</b> To amend the Club Constitution to reflect changed demands within the club	<b>Objective 3.3.1</b> Modify the committee structure to reflect the increased participation at the various levels	To be reviewed annually			
	<b>Objective 3.3.2</b> Identify appropriate sub-committees to take responsibility for different areas within the club (eg ground and facilities, social etc)	To be reviewed annually			

#### Theme 4

##### To develop football and community facilities to permit the other parts of the vision to take place.

The club is fortunate in having a good working relationship with its landlords, Grampound Hall and Recreation Ground Committee and has security of tenure of the playing area and changing facilities. The club intends to work in close partnership and collaboration with the committee of the charity in order to achieve the vision outlined in this plan. Grampound Village Hall provides good changing facilities and football developments will make more extensive use of them, but the pitch does need renovation to be able to be used any further or even to continue using it as it is now.

An additional pitch in Grampound, ideally adjacent to or within close walking distance of the current facilities, will be needed and several potential level sites have been identified for purchase, rent or lease, although the landowners have not yet been formally approached. If additional land was acquired, additional changing rooms would enable both pitches to be used at the same time, or for the training area to be used while a match is taking place.

In Grampound Recreation Ground there is an area of rough, poorly drained but level ground between the village hall and the football pitch which is approximately 50m x 50m in size. It is, however, virtually unusable for much of the year. This space has been identified as an ideal area for mini-soccer and for training, but considerable work will be needed to make it an amenity available all year round.

The current village hall has no social area and the entire building is used by the adjacent primary school during the day, with the community having no access. Community use is restricted to evenings and weekends. There is a real need for an appropriate daytime venue, for example, for senior citizens to meet. Similarly, there is no place for young people in the village to meet in the evenings in a fitting environment. The addition of such a 'community room' to the village hall would bring enormous benefits to the football club and to the wider community. The football club will need a social space in which to entertain visiting clubs at all levels from mini-soccer to youth football to adult football, and such a resource will add a substantial additional revenue stream to the club which will help to pay for the running costs of the increased levels of participation in football.

Aim 4.1	Objective	Method/Tactic	Timescale	Finance	Notes
To improve the football pitch at Grampound Recreation Ground	<b>Objective 4.1.1</b> Drain and re-lay existing pitch	Contact potential contractors and obtain up to date quotes for drainage and re-laying of the football pitch .  Carry out work		Estimated £55000	Survey carried out 2 years ago by W R Sandow Ltd and quote obtained

	<p><b>Objective 4.1.2</b></p> <p>Find alternative pitch for period when new pitch cannot be used</p>			Hire costs neutral	
<p><b>Aim 4.2</b></p> <p>To create a mini-soccer and floodlit training area</p>	<p><b>Objective 4.2.1</b></p> <p>Drain, re-lay and floodlight the identified area.</p>	At same time as 4.1.1			Sponsorship has been identified for the provision and installation of mobile floodlighting
<p><b>Aim 4.3</b></p> <p>To develop an additional pitch in Grampound</p>	<p><b>Objective 4.3.1</b></p> <p>Construct an additional pitch</p>	Agree purchase, lease or rent with local landowner at an identified site and develop a football pitch there.		Purchase cost would be £20000 approx.	Planning permission might be required

<b>Aim 4.4</b>  To obtain additional facilities	<b>Objective 4.4.1</b>  Build					
	1. a 'community room' as an extension of, or adjacent to, Grampound Village Hall  2. additional changing rooms  3. stores for ground maintenance equipment, kit etc	Form a working party in collaboration with Grampound Hall and Recreation Ground committee to agree design, location, sharing arrangements etc  Obtain architects' drawings etc  Seek planning permission			Approximate cost £80000 ?	
	<b>Objective 4.4.2</b>  Identify other partners/sponsors					
	<b>Objective 4.4.3</b>  Develop, with Grampound Hall and Recreation Ground committee, wider community use-- especially a youth café, but also senior citizens group, U3A etc					

