



**ACCREDITED**  
PART OF ENGLAND FOOTBALL

## Thurlby Tigers FC – Coaching Philosophy & Ethos Expanded

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## Introduction;

Thurlby Tigers Football Club's (TTFC) aim is to provide a safe, secure environment and endeavours to give the highest standard of football coaching that helps children to develop life skills as well as learn the sport, improve, enjoy and continuing playing football into their adult life. As a club we take great pride in providing young players a pathway into the senior team.

## Coaching

The playing members and their Welfare / Safeguarding are the most integral part of TTFC and therefore coaches should aim to provide a fun, friendly environment in which to learn, develop and eventually how to play and enjoy competitive football.

Football should be enjoyable, and this should be emphasised by the coaches by making training sessions fun and age appropriate, while striving to improve the player's individual skills and team development. Coaches must encourage fair play and teamwork whilst keeping discipline within the squad.

Coaches must give praise and offer constructive criticism and guidance when required and set a good example to the players in their behaviour at matches and training.

## Playing Ethos



We aspire to offer the very best footballing opportunities for each individual and it is paramount to us that we can provide a safe, friendly environment to allow children to develop in a variety of different ways whilst having the up most FUN.

Our FA qualified coaches are committed to delivering a high level of coaching for all learning styles to ensure the player can not only develop their football but also their person via the FA four corner approach.

We have no space for negativity at the club and we believe that we only ever have positive outcomes, whatever the score, whatever the league position.

The club advocates the RESPECT campaign and regarding equality and inclusion; it is an absolute commitment of the club that no child is ever excluded from playing football for reasons of gender, race, nationality, ethnic origin, colour, religion, sexual orientation or perceived ability as a footballer. We strongly believe that football is a game to be played and enjoyed by everyone and will always endeavour to find footballing opportunities for everyone.

In summary: **SAFE, POSITIVE, FUN FOOTBALL for ALL!**

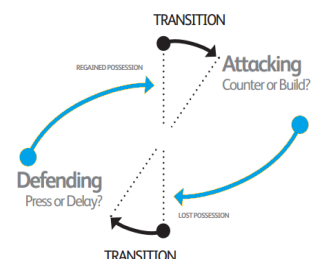
## Playing Philosophy

The Thurlby Tigers Football Club playing philosophy is set out from the transition of play model below with an approach that allows individuality and team play with all players playing a vital part of the game whatever the stage.

The 3 C's are our new directive where we encourage:

- Confident Football
- Clever Football
- Creative Football

The model is split down in to:



### **In possession/ Attacking – Counter or Build**

- A possession-based approach played through the three-thirds of the pitch
- Quality passing and intelligent movement and support off the ball
- Penetrative, incisive and varied attacking play, allied to good finishing
- Counter-attacking whenever opportunities arise
- Individuals to use skill and dexterity to go past defenders in the final-third within variation.

### **Out of possession/ Defending – Press or Delay**

- A tactical approach to defending, in which all players contribute
- A controlled, calculated and assertive approach when and where necessary
- Defending starts in the final third
- Adaptability in either man marking or zonal systems

## **Coaching Philosophy**

All of our coaches should aim to make the game **safe, fair and enjoyable whilst providing age-appropriate coaching** (5-11, 12-16, 17+) to develop the whole player across all four corners of the Football Association's LTPD model.

Throughout our club from U5 to Adult football we have adopted a playing philosophy which all our coaches encourage and promote; Confident, Creative, Clever football.

We aim to:

- Improve the player's movement skills: agility, balance, co-ordination and speed.
- Develop the player's technical skills.
- Increase the player's decision-making capabilities.
- Teach the player life skills (co-operation, teamwork, communication and friendship).

### **Coaches Qualifications**

As a minimum, all coaches at our club will undergo the following training courses;

- The FA Introduction to Coaching Football or The FA Playmaker Award
- FA Emergency Aid
- FA Safeguarding Children Workshop
- All our coaches have Enhanced FA DBS checks.

Alongside our minimum requirements we encourage our coaches to become FA Coaches Club members and register for Continuous Professional Development (CPD) opportunities, which ensure that, are coaches are up to date with the latest techniques and methods and ensures they maintain their coaching licence.

### **Coaches Behaviour**

- All our Coaches are required to strictly follow the Respect and TTFC Code of Conduct.
- Players must be free to play during matches, with positive encouragement from parents and coaches.
- Information from the touchline should be predominately in the form of questions from the coaches only.
- 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.

All coaches are expected to undertake a positive approach to mentoring, motivating, facilitating and teaching the players of their respective teams. Our coaches are aware that they are able to act as positive role models for the club and positivity is the key to our success and we pride ourselves on positive forms of communication and leadership.

Coaches should acknowledge that it is their responsibility to safeguard their players during a match and whilst training. Furthermore, at matches Coaches must assume responsibility of the

All coaches will be required to regularly participate in the clubs Coaching Forum (approx. 4 per season) and an open-minded, respectful, interactive & positive attitude is expected.

### Long Term Player Development – LTPD

The long term aim of the club is to produce teams who can eventually compete in leagues and cup competitions. This means that the long term development of the players should be valued above immediate success (results), sometimes both can be achieved. The club defines success as improving players and teams over time, by rewarding performance and effort rather than just the result. Learning to accept defeat is an important life skill.

Players will benefit from playing a variety of positions; this will help them learn to play the game more effectively. Small sided games (SSG's) in training allow more touches on the ball and can be used to coach many different skills and tactics by using conditioned rules – they are also far more fun than standing in lines waiting or running without a ball.

## U7 – U10s

### Initial Squad Selection – U6s (Mid Season)

The club aims to accept children of all abilities although, currently, it has no disability team. The club is aware that some children are late-developers and keenness to learn and play is an appropriate younger-age attribute that should be encouraged.

We aim not to have waiting lists, but are restricted to a maximum of 3 teams in younger ages, and are restricted by the FA Safeguarding ratios of Coach : Children attending our sessions, these ratios vary based on the age of the group. We aim to provide sufficient coaches appropriate to the age-group(s) being coached. This will usually be a request to parents to volunteer.

When initially forming club squads at U7s coaches should not solely offer places based on ability. Ability should be a factor but not the primary one, instead focusing on coach-ability, (keenness to learn and implement), behaviour, respect and commitment (keenness to attend), friendship groups (school attending) and availability. The club provides a recommendation on the number of players to register per team to ensure appropriate opportunity throughout the season is achieved. The FA set a maximum limit on registered players per squad (this is outlined at the foot of this document).

### U7 – U10 Squad Selection

As much as coaches become aware, the club also recognises that children are aware of each other's ability. This is true from an early age.

Therefore the coaches should not be expected to offer equal playing time at all age groups (see summary at foot of the document) but should adopt a selection which allows fair playing time, taking into account players ability, confidence and fitness (not all children have the same energy / fitness levels / stamina or it may be more beneficial to some players to have spells on and off during matches, to recover or to be given advice from the coach).

Coaches should not take substitutes to matches just to present an image of a "full bench" to the opposition or to cover the eventuality of non-attendance by unreliable players. It is possible that unreliable players may be considered carefully for selection, and discussions with the parents should take place to consider the selection of the player.

The coach's intent may be influenced by the actions of parents / guardians and coaches may need to address this and can seek support of the clubs welfare team.

### Captaincy Selection

The club recognises that captaincy of a team enhances and improves a child's development of core behavioural skills such as leadership, communication and respect. The club also realises that a child sees captaincy as an important form of recognition. It is therefore the clubs philosophy that captaincy should be rotated around a squad as reward for commitment, behaviour and showing the core skills until teams begin to compete in 9 v 9 games (U11's upwards).

### Training Players (Non registered players)

Players develop at different rates and the Club's philosophy is to include training players in squads for competitive tournaments or friendly games over the season where possible and appropriate. This allows the coach the opportunity to "assess" the player in a genuine game environment.

The club expects at young ages coaches to accept a number of training only players (see summary), this provisions the opportunity to ensure squads have longevity. The balance of training only players vs facilitating coaching sessions is tough as such the club has outlined a maximum number of players attending any one session.

Where a very large number of players are training with an individual age-group, the coach(es) may decide to run two or more teams (max of three in U7-U10 ages). These teams at development ages (U7-U10) may be evenly balanced; there will be no obvious forming of an "A" and "B" team where there is an obvious difference in standard. The idea behind this is that all players have had a fair chance to compete in matches.

The club holds a to categories of training players, 'casual' whom can attend and try the game, and 'training squad' players whom are part of the clubs squad with a view to becoming part of the registered squad in due course, if spaces become available, it is these players who are likely to be included in friendlies, tournaments and other club activities. As a result of this the 'training squad' players are expected to make a greater contribution to the club financially. An initial 4 week 'assessment' period is used for both coaches, players and parents to determine if TTFC, the coaches, the environment and

the player is right for everyone. After this a discussion will take place to determine if a 'training squad' place will be offered.

### Waiting List

- Initial enquiries for up to U10s are positioned on a waiting list while coaches are engaged to consider if space is available to accept the player

### Casual Trainer

- Used to encourage children to join the club and pay as they play. An ongoing taster to support those who competitive football may not be appropriate. Funds raised by Casual Trainers are to be collected by the coach and used for referees fees.

### Training Player

- Pays upfront fee and is expected to train with the team to develop. Has potential to be registered ahead of casual trainers if circumstances arise. Potential for inclusion in friendlies, tournaments and club events.

### Registered Player

- Squad player who has paid the registration fee and one of the TTFC Registered squad players

## U11s Upwards

### U11+ Squad Selection

From under 11's upwards the coach may choose to begin selecting the team to become more competitive in line with the clubs summary of game time approach, by this age the players are aware of their own abilities compared to others and this can cause problems between the children.

This means competition for team places and the coach should balance this competition with the player's development needs and the interests of keeping a squad together underpinned by the clubs approach (see **Annual Registration** section) that a player should be given the opportunity to re-register if they have played the previous season.

Rest weeks may be deployed to ensure worthwhile game time can be achieved at matches. Unreliable players or player's regularly missing training may be prioritised for missing games. Additionally, coaches may also prioritise players to miss games if they are not following the clubs codes of conduct, respect codes, or misbehaving when representing the club.

### Captaincy Selection

Once U11's and upwards or in 9 v 9 games the club accepts that coaches may wish to select a player who reflects the core skills required of a captain and the clubs philosophy changes to the acceptance that a coach may wish to nominate a "club captain" for an extended run of games / season.

### Training Players (Non registered players)

From U11 upwards the club no longer expects coaches to host training only players, however they may choose to do so to support the sustainability of squads and enable assessment of players.

## Annual Registration

Fundamental to the clubs progress and philosophy is the opportunity for a player to be offered the option to re-register annually. This should be ahead of other training only/non-registered players as a default.

On occasions there may be a need to discuss options of remaining as a training only player, leaving the club, or other alternatives with the Player/Parents. This should only be completed with guidance from the Welfare team and wider committee. Where appropriate evidence and information will have been captured to support the case by the club coaches e.g. Lack of adherence to respect codes throughout previous season, lack of attendance, lack of commitment, a large gap in ability levels, fitness, capability which fundamentally causes a concern to the players Safety and Welfare.

Where a player is not to be registered for the following season the club expects the player to still be offered the option to train with the squad (with a possible view of reintroduction to the match day environment at the appropriate time) and participate in other activities, events e.g. Friendlies, Tournaments and Events. This embeds the clubs inclusive ethos and enables coaches to be empowered to deliver a long term player development approach and support the cycle of competition within a given season.

The club provides a recommendation on the number of players to register per team to ensure appropriate opportunity throughout the season is achieved. The FA set a maximum limit on registered players per squad. Where the clubs recommended numbers are exceeded, coaches have the ability to return to the recommended numbers periodically. In doing so liaising with the clubs committee for support/approval and maintaining any/all players as training squad players whom are not added to the registered squad.

## Conclusion

All of the above is what Thurlby Tigers Football Club coaches should be aiming to provide within reason, but please remember that our coaches can make mistakes, have their own family life to juggle like everyone and their role within the club is voluntary. The remainder of this document provides appendices outlined within the body of the information.



## SUMMARY – GAME TIME & SELECTION APPROACH

### Under 6 and below

- Training only, developing individual skills and slowly introducing too matches and all inclusive selection policy.

### Under 7 to under 10

- Regular Development matches, introducing teamwork and positional play, rotating positions through the season and equal to fair playing time given over the course of a full season. Emphasis is to be on learning the game and rewarding performance and effort over winning.
- Competitive cup group matches (where fixtures are scheduled in bulk over a period of weeks e.g. 6-8 weeks of group cup fixtures), these games give coaches the opportunity to install an element of competitiveness, coaches should be mindful of the children's age and manage parent/children's expectations at the outset of the competition to ensure a balance of success in the competition vs appropriate game time/rest weeks. Any rotation of players or rest weeks should be done fairly with each player (exception of coaches children and specialist position i.e. GK) no matter ability rotating in/out if a rotation approach is to be installed. It is essentially an opportunity for the squad, coaches and parents to get a glimpse of how the game changes in future years and as such coaches can "select" in a fair manor (each registered player taking a rotational week out) a squad from their registered players to give the best opportunity of successful outcomes.
  - o Where a cup competition results in the squad progressing to the latter stages (Semi-Final or Final) the club appreciates and understands the desire to deliver a successful outcome. However these such occasions are also important to children development and should be celebrated. It is the clubs policy that all children registered to a squad should be included in the occasion of the game, but not necessarily participate in the game itself i.e. All children should be invited to the game, participate in the warm ups, and be part of peripheral activities such as photographs, line ups, programmes and trophy awards. Coaches should manage parent/player expectations around this up front in advance of the date of the fixture itself.
- Occasional competitive KO cup matches, these games give coaches the opportunity to install an element of competitiveness, coaches should be mindful of the children's age and manage parent/children's expectations at the outset of the competition to ensure a balance of success in the competition vs appropriate game time/rest weeks. It is essentially an opportunity for the squad, coaches and parents to get a glimpse of how the game changes in future years and as such coaches can "select" a squad from their registered players to give the best opportunity of successful outcomes.
  - o Where a cup competition results in the squad progressing to the latter stages (Semi-Final or Final) the club appreciates and understands the desire to deliver a successful outcome. However these such occasions are also important to children development and should be celebrated. It is the clubs policy that all children registered to a squad should be included in the occasion of the game, but not necessarily participate in the game itself i.e. All children should be invited to the game, participate in the warm ups, and be part of peripheral activities such as photographs, line ups, programmes and trophy awards. Coaches should manage parent/player expectations around this up front in advance of the date of the fixture itself.

### Under 11 upwards

- Regular matches, developing strong team and a more competitive team selection policy at the discretion of the coach, appropriate playing time given moving from at U11s being "fair and/or fair/equal" over a season. Through the age groups the dial of game time vs competitive nature of the squad adjusts through the years where eventually "minimal" or even "no" game time could be deployed where appropriate. Coaches should consider filling "free" weekend slots during the season with friendlies and utilising these games to enable increased game time for players who perhaps are not getting this in competitive fixtures.
- Rest weeks can be deploy for players, coaches should consider how to approach this and remain consistent over the season, outlining the approach to parents at the outset of the season. Rest weeks for players should be rotational so no Club squad size recommendations

## SUMMARY – CLUB RECOMMENDED AND MAXIMUM SQUAD NUMBERS

Age Group	Game Type	Club Recommended Registered Squad Size	Maximum Registered Squad Size	Maximum Training Squad Size
U5 - U6	Training Only	N/A – Open invite to all children to try sessions. Register maintained with welfare forms		
U7 – U8	5 v 5	8 - 9 Players	10 Players	14 Players
U9 – U10	7 v 7	10 - 11 Players	14 Players	16 Players
U11 – U12	9 v 9	12 - 13 Players	16 Players	18 Players
U13 – U14	11 v 11	16 Players	18 Players	20 Players
U15 – U18	11 v 11	18 Players	N/A	N/A
Open Age	11 v 11	25 Players	N/A	N/A

## SUMMARY – GAME TIME APPROACH AND MATCH DAY SELECTION

Age Group	Game Time Approach	Match Day Selection
U5 - U6	Training Only	N/A – Open invite to all children to try sessions. Register maintained with welfare forms
U7 – U8	"Equal – Fair" over the course of a season	Only where club recommended registered squad size is exceeded a 'fair' rotational approach can be adopted for games over the season.
U9 – U10	"Equal – Fair" over the course of a season	Only where club recommended registered squad size is exceeded a 'fair' rotational approach can be adopted for games over the season.
U11 – U12	"Reasonable" over the course of a season	Only where club recommended registered squad size is exceeded a 'fair' rotational approach can be adopted for games over the season.
U13 – U14	Performance Based	Only where club recommended registered squad size is exceeded a 'fair' rotational approach can be adopted for games over the season.
U15 – U18	Performance Based	Maximum Match Day squad of 16 players. Selection performance based
Open Age	Performance Based	Maximum Match Day squad of 16 players. Selection performance based

## MAXIMUM GAME TIME – FA REGULATIONS;

At all age groups fixtures need to be co-ordinated and scheduled according to the clubs philosophy. Children should not play any more than the FA recommended game time in a given day.

The maximum playing times time in any one day for:

No player shall be permitted to play more than one game or, in the event the competition allows the playing of a double-header, i e: two separate matches, the below minutes per day.

- Under 7 and Under 8 age groups is 40 minutes
- Under 9 and Under 10 age groups is 60 minutes
- Under 11 and Under 12 age groups is 80 minutes
- Under 13 to Under 16 age groups is 100 minutes
- Under 17 to Under 18 age groups is 120 minutes

Reviewed By	Review Date	Sign Off	Comments
P Davies	10/05/19	P Davies	Amends to sections
P Davies	16/05/22	D Bell & Core Committee	Amends to Ethos & Approach. Change to include U7 in league structure
P Davies / C Binns	16/07/22	D Bell & Core Committee	Amends to Ethos & Approach. Change to include U7 in league structure
CB, SC, CS, PD	19/04/23	D Bell & Core Committee	Vast changes to document