



# ACADEMY

## PARTICIPANT VOICE

## STRATEGY

*“Developing players by investing in the individual”*

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# Section 1:

## 1. Introduction

The Duty of Care in Sport, an independent report to government, led by Baroness Tanni Grey-Thompson identifies that *“Participants are at the heart of sport, and it can be valuable to get their unique perspective on decisions and issues. The UK Sport and Sport England governance code stresses the importance of identifying, listening to and meaningfully considering the views of stakeholders, and athletes are obviously an important group that need to be considered in this context”*.

Article 12 of the United Nations Convention on the Rights of the Child (UNCRC) enshrines the right of all children and young people to say what they think should happen and to have their opinions taken into account when adults are making decisions that affect them.

Across the education sector many schools and their pupils already benefit from a variety of methods/strategies for increasing pupil participation / pupil voice. This document has been designed as part of the Academy strategy for listening to participant voice and to encourage and support those working in the academy to have effective forms of engagement to help our children and young people to participate in making decisions that affect them.

# Section 2:

## 2. Strategy

There are a number of approaches that the Academy are developing to support player participation and ultimately promote participant voice, these include:

- Player and Parent Councils;
- Player and Parent Voice Survey;
- Wellbeing Questionnaires;
- Player participation in the 6/12 weekly player reviews and bi-annual assessments;
- Player participation in the process of setting / developing their own Individual Development Plans (ILP's);
- Post training session debrief & evaluation;
- Player involvement in half time & post-game debrief;
- Consultations on coach/academy led projects e.g. drafting policies and codes of conduct relating to behaviour or antibullying; evaluation of learning activities and the curriculum

Participant Voice within the Academy involves more than having a player/parent council which is only one aspect of participation. All players need to have the opportunity to be involved to know they are listened to and that their views are valued. Hearing players' voices and responding in a timely manner is the key to effective participation.

# Section 3:

## 3. The Coaching Curriculum

Participant voice is embedded in as a fundamental part of our coaching / football curriculum. All football and coaching activities are designed to enable players to make informed decisions, ask questions, explore alternative theories and reflect on practice / performance.

Players are encouraged to share their opinions, ask questions and challenge the norm.

Coaching staff facilitate this process by utilising question & answer, guided discovery and self-corrective methods of coaching.

# Section 4:

## 4. The Player Council

### 4.1 Constitution

The Player Council needs a constitution because it will:

1. Provide everyone with a clear statement of purpose
2. Set out the rules and procedures to make sure the Player Council runs effectively and successfully
3. Provide clear guidelines for anyone joining the Player Council

### 4.2 Purpose:

1. To allow the players at Grimsby Town Football Club Academy to have a voice
2. To help the Academy be a better place
3. To help to improve learning and ultimately player development in the Academy

### 4.3 Members:

The Player Council will be made up of one representative from age groups Under 9's – Under 16's who will attend meetings and feedback in the main representative's absence. Having been a member of the Player Council for one year, player's will then be encouraged to not represent their age group for the following two years to allow opportunity to a wider range of people.

### 4.4 Elections:

Elections will be run without prejudice or discrimination. Any team member is entitled to run for Player Council and the decision in each age group will be made by a secret ballot. Players wishing to be considered for Player Council will need to present a short speech to their team giving clear reasons and examples of why they are the most suitable candidate for the role. Coaches will undertake the secret ballot during a training session in September of every season.

#### 4.5 Leaving the Player Council:

Should a member of the Player Council wish to resign from their post they must write a letter to the Chairperson outlining reasons for their decision. Once a member has resigned, they will not be permitted to reapply for Player Council in the future, unless there are circumstances considered to be exceptional. In these circumstances, the vice representative from the age group will become the main representative and a new vice must be elected as soon as possible.

Player Council members may be asked to step down from their position if they repeatedly break Player Council Rules or Player Code of Conduct. A Player who is asked to leave the Player Council will not be permitted to reapply for a position in the future.

#### 4.6 The Player Council Rules:

All members must:

1. Be respectful and listen to others
2. Contribute or participate actively in meetings
3. Follow the academy rules and be role models to other players
4. Model good behaviour at all times
5. Be polite and courteous to others
6. Not refer to specific individuals or groups during discussions
7. Use their position on Player Council to support and develop the Academy and peers and not abuse this position in any way

#### 4.7 Meetings:

Player council will meet once every twelve weeks. Meetings will aim to last between 20-40 minutes. Meetings will be held at Oasis Academy Wintringham. Should a player council representative not be able to attend a meeting the vice representative, if able, can represent them without prejudice. Should additional meetings be required, these will be called as necessary.

#### 4.8 Decisions:

Prior to any meeting members will be provided with an agenda containing matters of relevance/consultation to enable them to discuss with wider members of the team prior to a meeting.

There will be no definitive decisions made via the player council, however consultation with the player council will form part of the wider decision-making process of the Academy Management Team.

It is expected that effective consultation involves over 50% representation across the age groups.

Player Council representatives are to be provided with suitable time at the end of a training session to discuss and share ideas and feedback with teammates.

A designated member of Club staff will maintain a record of outcomes and matters arising.

# Section 5:

## 5. The Parent Council

### 5.1 Constitution

The Parent Council needs a constitution because it will:

1. Provide everyone with a clear statement of purpose
2. Set out the rules and procedures to make sure the Parent Council runs effectively and successfully
3. Provide clear guidelines for anyone joining the Parent Council

### 5.2 Purpose:

1. To allow the parents at Grimsby Town Football Club Academy to have a voice
2. To help the Academy be a better place
3. To help to improve learning and ultimately player development in the Academy

### 5.3 Members:

The Parent Council will be made up of one representative from age groups Under 9's – Under 16's. Each age group will be asked for volunteers who wish to represent the age group via the Parent Council. Each age group will nominate from the volunteers who they wish to represent the age group on the Parent Council. This representative will attend meetings and provide feedback. Each age group will also elect a vice representative who will attend meetings and feedback in the main representative's absence. Having been a member of the Parent Council for one year, parents will then be encouraged to not represent their age group for the following two years to allow opportunity to a wider range of people.

### 5.4 Elections:

Elections will be run without prejudice or discrimination. Any parent of a team member is entitled to run for Parent Council and the decision in each age group will be made by a secret ballot. Parents wishing to be considered for Parent Council will need to present a short speech to their age group parents giving clear reasons and examples of why they are the most suitable candidate for the role. Coaches will undertake the secret ballot during a training session in September of every season.

### 5.5 Leaving the Parent Council:

Should a member of the Parent Council wish to resign from their post they must write a letter to the Chairperson outlining reasons for their decision. Once a member has resigned, they will not be permitted to reapply for Parent Council in the future, unless there are circumstances considered to be exceptional. In these circumstances, the vice representative from the age group will become the main representative and a new vice must be elected as soon as possible.

Parent Council members may be asked to step down from their position if they repeatedly break Parent Council Rules or Parent Code of Conduct. A Parent who is asked to leave the Parent Council will not be permitted to reapply for a position in the future.

## 5.6 The Parent Council Rules:

All members must:

1. Be respectful and listen to others
2. Contribute or participate actively in meetings
3. Follow the academy rules and be role models to other parents
4. Model good behaviour at all times
5. Be polite and courteous to others
6. Not refer to specific individuals or groups during discussions
7. Use their position on Parent Council to support and develop the Academy and peers and not abuse this position in any way

## 5.7 Meetings:

Player council will meet once every twelve weeks. Meetings will aim to last between of 20-40 minutes. Meetings will be held at Oasis Academy Wintringham. Should a parent council representative not be able to attend a meeting the vice representative, if able, can represent them without prejudice. Should additional meetings be required, these will be called as necessary.

## 5.8 Decisions:

Prior to any meeting members will be provided with an agenda containing matters of relevance/consultation to enable them to discuss with wider members of the team prior to a meeting.

There will be no definitive decisions made via the parent council, however consultation with the parent council will form part of the wider decision-making process of the Academy Management Team.

It is expected that effective consultation involves over 50% representation across the age groups.

Parent Council representatives are to be provided with suitable time at the end of a training session to discuss and share ideas and feedback with teammates.

A designated member of Club staff will maintain a record of outcomes and matters arising.



## Section 6:

### 6. Player Voice Survey

At the end of each season the Academy will encourage players to complete an anonymous survey. The survey seeks to collate feedback from players across all age groups on topics, including general happiness, safety, support network, any occurrences of bullying and the general standard of coaching.

The results of which will be reported back via the Academy Management Team meetings and Player Council meetings.

The current method used to collate Player Voice is via SurveyMonkey. A link to the Player Voice survey is issued via email towards the end of each season.

## Section 7:

### 7. Parent/Carer Voice Survey

At the end of each season the Academy will encourage parents/carers to complete an anonymous survey. The survey seeks to collate feedback from parents/carers across all age groups on topics, including general happiness, safety, progress, level of care, level of coaching, leadership and management and feedback.

The results of which will be reported back via Academy Management Team meetings, Parent Council meetings.

The current method used to collate Parent/Carer Voice is via SurveyMonkey. A link to the Parent/Carer Voice survey will be issued via email towards the end of each season.

## Section 8:

### 8. Wellbeing Questionnaires

Wellbeing questionnaires form an important part of the Academy Emotional Well-being strategy at the Professional Development Phase. Players in the PDP are required to complete their well-being questions daily.

Current wellbeing questionnaires include ratings/scores for: Sleep Quality, Fatigue, Stress and Muscle Soreness. The results of which are presented to the Professional Development Phase coaching staff daily.

## Section 9:

### 9. Reviews and Assessments

#### Reviews

Participant voice / Player comments are included in the 6/12 weekly review via PMA upon receiving review/feedback from coaching staff.

#### Assessments

Participant voice / Player comments are provided across seven areas, including technical, tactical, physical, psychological/social and games programme. As part of the half yearly and end of year process players also have an opportunity to have face-to-face discussions with coaching staff.

## Section 10:

### 10. Individual Learning Plans

Every player in the Academy benefits from having an ILP. Participant voice is considered when developing each player's ILP including player voice, role modelling, self-grading across the four corners and review against objectives.

## Section 11:

### 11. Session De-brief and Evaluation

As part of every session a formal de-brief and evaluation takes place. Coaches deploy a range of techniques to gain participant feedback, including visual aids, ie: whiteboards and verbally utilising question and answer technique to attain/check player understanding and feedback regarding learning objectives / session outcomes.

## Section 12:

### 12. Half-time / Full-time Debrief

During half time and at full time coaches encourage players to feedback. Coaches deploy a range of techniques to gain participant feedback, including visual aids, ie: whiteboards and verbally utilising question and answer technique to attain/check player understanding and feedback regarding learning objectives / session outcomes.