

SQUAD

GIRLS' FOOTBALL



THE NATIONAL
LOTTERY



SPORT
ENGLAND



HELLO AND WELCOME!

Thank you so much for your interest in applying to be a part of Squad Girls' Football. This introduction hopefully provides you with a little more information about Squad and what the programme hopes to achieve.

The aim for this exciting programme is to provide girls between the ages of 12-14 a fun, relevant and engaging recreational offer that allows them to develop themselves as much as their football skills in a safe, inclusive environment. The programme has been specifically designed to give autonomy, choice and voice to the girls who are involved in the sessions. By adopting this approach, young people will have the freedom to develop their social identity, become a valued member of a team and build their self-confidence through engaging in fun and flexible football activity.

We hope that participation in this programme will support young girls to cultivate a positive connection to physical activity and football, developing healthy habits for their futures and developing themselves as competent and confident young leaders and contributors to wider society.

Football has the power to change lives for the better. It can contribute to physical and mental wellbeing; it can provide opportunities to collaborate with others and it can help to shape the place of girls in the world. So much has been achieved in progressing women and girls' football up to this point.

However, we recognise the game has so much more potential to grow and develop for women and girls, and this programme provides a fantastic stepping stone for girls to either continue with their recreational football journey, or start to play for the very first time!

This programme provides you as a provider with the unique opportunity to collaborate with The FA to ensure this offer meets the needs of girls and provides them with the best possible recreational football experience. We are very excited to have the opportunity to work with you and wish you the best of luck with your application!

Louise Gear
Head of Development
The Football Association

**SQUAD**
GIRLS' FOOTBALL

[Watch the promotional video here](#)

WHO CAN BECOME A SQUAD PROVIDER?

Applications are welcomed from any organisation that meets our Squad programme criteria.

We want to ensure there is access and opportunity for every girl and woman to be involved in our sport, and for the game to be truly representative of our society across all protected characteristics and social backgrounds. We therefore welcome and actively encourage applications from all communities and organisations that meet the programme criteria.

SQUAD DELIVERY

- The delivery of Squad Girls' Football involves the organisation of a unique offer of Squad sessions at a particular location and time, aimed at attracting a particular cohort/group of girls aged between 12-14.
- The programme must be delivered for a minimum of 16 weeks per year.
- It must operate for at least two years [i.e. a minimum of 16 weeks in EACH year].
- It must have capacity to deliver for a minimum of 20 participants per session.
- Staffing ratios appropriate to the group must be maintained.
- Each provider must use The FA's technology platform to create sessions and take attendance weekly.
- Additional Squad programmes must run at a different time, and location and must be engaging different participants.
- Organisations will not be funded to deliver additional sessions for existing players.

As a deliverer of the Squad programme, providers must adhere to the criteria set out in this document.

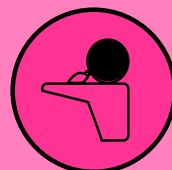
WHAT YOU WILL RECIEVE

FUNDING



Start up grant of £600

SUPPORT



Online training



Delivery support



National search engine,
online booking tool

KIT & EQUIPMENT



Bibs, cones
& kit bag



Squad Girls'
Football banner



Nike footballs

RESOURCES



Branded
marketing assets



Session
resources

PROGRAMME CRITERIA

<p>01. DELIVERY</p> <p>Commit to two years operation, each with a minimum of 16 weeks delivery</p> 	<p>02. SAFEGUARDING</p> <p>Adhere to the safeguarding criteria throughout delivery of the programme and evidence a Safeguarding Policy</p> 	<p>03. HEALTH AND SAFETY</p> <p>Evidence a Risk Assessment and Activity Checklist</p> 	<p>04. INSURANCE</p> <p>Evidence public liability insurance</p> 	<p>05. STAFF</p> <p>Meet and adhere to the staffing criteria throughout the delivery of the programme</p> 	<p>06. SUSTAINABILITY</p> <p>Be able to describe plans for ensuring the sustainability of sessions post funding</p> 
<p>07. TRAINING</p> <p>Complete online Squad training</p> 	<p>08. INCLUSIVE</p> <p>Be inclusive for all girls to participate regardless of ability, disability, impairment, or health condition</p> 	<p>09. ACCESSIBILITY</p> <p>Operate within community hours, to allow accessibility for all</p> 	<p>10. PARTICIPANTS</p> <p>Have capacity for a minimum of 16 participants</p> 	<p>11. FA TERMS & CONDITIONS</p> <p>Agree to The FA Terms & Conditions and must operate within the parameters of this agreement</p> 	

1. DELIVERY

Providers must commit to a minimum of two years delivery.

Delivery must consist of a minimum of 16 weeks in year one and a minimum of 16 weeks in year two. After two years of delivery, we hope that all providers are self-sustainable to ensure girls provision remains within the local area.

16 weeks is the minimum requirement each year, however delivery can run all year round, the more weeks delivering the better!

IT IS MANDATORY FOR SQUAD PROVIDERS TO USE THE FA'S TECHNOLOGY PLATFORM TO CREATE, MANAGE AND TAKE ATTENDANCE AT EACH OF THEIR SESSIONS.

PARTICIPANT FUNDING

Research shows people value sessions more if there is a small charge associated with attending. Therefore, we recommend you charge participants up to £3 each session to support the sustainability of your activity. However, charging participants is not mandatory.

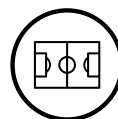
TYPE OF DELIVERY

Sessions can be delivered outside or inside, as long as this remains a safe environment to host, and providers comply with all health and safety requirements.



Outside

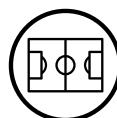
e.g. grass, multi-use games area, artificial grass



Indoor

Sports hall, school hall

Sessions can offer futsal as well as or instead of football, as long as sessions follow the basic principles of:



Use a surface with a hard court



Play with a futsal ball



Where possible, use futsal goals

Please note, we are unable to provide futsal balls as part of the kit and equipment package.

WHAT CAN I SPEND MY FUNDING ON?

This funding is for you to be creative with your delivery, however this must be invested into your Squad sessions. You can contact your local County FA for support and ideas on how to best utilise this funding. Below are some examples of how you could utilise the funding:



ADMINISTRATION SUPPORT

Funding could be used for resource to support administration of the programme



RECRUITMENT SUPPORT

School links/festivals



SUPPORT

Networking, upskilling, and recruiting staff, kit and equipment



REWARD

Bespoke prizes and awards evenings

02. SAFEGUARDING

ALL PROVIDERS OF SQUAD MUST BE ABLE TO EVIDENCE A SAFEGUARDING CHILDREN POLICY

If they do not have a Safeguarding Children Policy they can download The FA's club template 1.4 by visiting:

[THE FA SAFEGUARDING CHILDREN POLICY AND PROCEDURES: TEMPLATES](#)

The FA's Safeguarding Children Policy principles must be adhered to by those involved with the delivery of and all of its related activities. When working in partnership to deliver football activity, it must be clear how Safeguarding Children Policy principles will be adhered to, and what the process is for recognising and responding to concerns about a child.

The FA Safeguarding Children Policy principles are that:

- The child's welfare is, and must always be, the paramount consideration;
- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, faith or sexual orientation;
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately;
- And working in partnership with other organisations, children and young people and their parents and carers is essential.

THE SAFEGUARDING POLICY MUST BE CLEAR ABOUT THE FOLLOWING REQUIREMENTS

Including reference to The FA Safeguarding Case Management Team (Safeguarding@TheFA.com) with a supporting flow diagram.

For more information please visit:

[The FA Safeguarding: Reporting Concerns](#) webpage.

Named Designated Safeguarding Lead (DSL) (Recruited against a role profile)

Responsible for ensuring safeguards are in place and maintained effectively. All staff, parents/carers and players must be made aware as to who this person is and how to contact them. Providers are responsible for messaging the name of DSL & contact info to parents/carers.

Safer Recruitment

Including DBS checks; via The FA DBS Unit (checks completed via the Premier League and/or PL Club should make use of The FA portability agreement to comply with the requirement for an FA accepted DBS check).

Safeguarding Training

Completion of The FA's Safeguarding Children Training e.g. SC/WOC. EFL and Premier League Club DSLs must be up to date with their respective leagues DSL safeguarding training requirements or complete The FA's Welfare Officer Course.

Reporting concerns

Concerns should be reported as quickly and easily as possible. Each provider must have a Designated Safeguarding Lead who is clear about The FA referral and whistleblowing procedures.

Prevention

It is essential that every provider implements preventative safeguarding measures to help create safe and enjoyable environments for every aspect of the proposed activities. This must include an appropriate safeguarding risk assessment.

For more information, please download [The FA's Safeguarding Risk Assessment: Guidance and Examples](#) where you can download The FA's 'Safeguarding Risk Assessment: Guidance and examples'.

Planning, delivery and compliance

All parties must be clear about the safeguarding requirements for including who is responsible for what safeguards during i) planning, ii) delivery and iii) compliance monitoring.

PLEASE INVOLVE THE DESIGNATED SAFEGUARDING LEAD AT YOUR COUNTY FA.

02. SAFEGUARDING

Q1: HOW DO I GET AN FA DBS CHECK? (PREVIOUSLY REFERRED TO AS FA CRC)

Contact your County FA Designated Safeguarding Lead (DSL) or PL/EFL DSL for further advice and guidance.

Alternatively for further information, you can contact:

The FA DBS Unit

Tel: 0115 969 4618 or

Email: FAChecks@TheFA.com

Q2: I ALREADY HAVE A CHECK VIA MY PL CLUB – CAN I USE THIS?

If your check is for the child workforce, was completed through your PL Club account with First Advantage and there is no content on your DBS Check contact:

First Advantage

Tel: 0115 969 4618 or

Email: FAChecks@TheFA.com

Who will be able to port this for you to The FA.

You will need to provide your name, DOB, the address you used to complete your check and give consent for First Advantage to port your DBS Check to The FA.

Q3: I HAVE REGISTERED WITH THE DBS UPDATE SERVICE – DO I STILL HAVE TO DO AN FA DBS CHECK?

If your check is for the child workforce and was completed through your PL Club account with First Advantage see the answer to Q2.

If your DBS Check is for the child workforce and you have registered with the DBS Update service you may be able to use it. For further guidance please contact:

First Advantage

Tel: 0115 969 4618 or

Email: FAChecks@TheFA.com

Please note additional charges will apply.

If your DBS Check is via any other organisation e.g. a school, church group, volunteering organisation and is not registered with the DBS Update Service you will still need to complete an FA DBS Check (Children's workforce).

Q4: I ALREADY HAVE A DBS CHECK VIA ANOTHER ORGANISATION – CAN I USE THIS?

If your DBS check is for the child workforce and was completed through your PL Club account with First Advantage see the answer to Q2. If your DBS Check is for the child workforce and you have registered with the DBS Update service see the answer to Q3.

If your DBS Check is via any other organisation e.g. a school, church group, volunteering organisation you will still need to complete an FA DBS Check (Children's workforce).

Q5: HOW LONG WILL IT TAKE FOR MY DBS CHECK TO BE COMPLETED?

This depends on a number of things including – if you have applied online or by paper application (which takes much longer), how complex your address history is, if you have a common name, possible delays in the local Police forces and in accessing local records. However generally it will take about 14 working days for your check to be completed.

TO FIND OUT MORE ABOUT THE SAFEGUARDING REQUIREMENTS FOR YOUR STAFF, ADULT PROVIDERS AND VOLUNTEERS, PLEASE VISIT THE STAFF SECTION OF THIS PROVIDER GUIDANCE.

03. HEALTH & SAFETY

04. INSURANCE

Squad is all about having fun and making friends - in a safe environment. Therefore to ensure sessions are operating safely, programme organisers must evidence the following:

- [H&S ACTIVITY CHECKLIST](#)
- [H&S RISK ASSESSMENT](#)
- Public liability Insurance (minimum limit of indemnity of GBP 5 million)

THE COUNTY FA CANNOT APPROVE APPLICATIONS UNTIL THEY HAVE EVIDENCE OF THESE DOCUMENTS.



05. STAFF

REQUIREMENTS

01. There must always be a minimum of two adults (18+) who hold an in date FA-DBS Check with a specified role for the activity at every session. A minimum of one of these adults must hold The EE Playmaker or FA Introduction to Coaching Football.
02. Your lead coach should always be at every session, unless you have additional coaches/volunteers that meet all of the criteria of a lead coach.
03. If children have additional needs e.g. learning needs or a disability, the ratio of staff to children may need to be higher to ensure you can meet the specific requirements of every child. For more information please visit: www.thefa.com/football-rules-governance/safeguarding/section-5-the-designated-safeguarding-officer-network where you can download: [5.5] Ratios of adults to children.

STAFF ROLES & REQUIREMENTS					
Applicant	Lead Coach	Coaches/Volunteers	Designated Safeguarding Lead	Volunteers (U16)	Female Role Model
<p>This role is responsible for completing the application process.</p> <p>This person cannot be directly involved in the delivery of football activity unless they meet the criteria of another specified role namely: lead coach, coach/volunteer or DSL. In this instance they must also provide their details under the relevant role.</p>	<ul style="list-style-type: none"> • Must be 18+. • Minimum of The EE Playmaker or The FA Introduction to Coaching Football qualification. • In date accepted FA DBS Check. • FA Safeguarding Children qualification. • FA Introduction to First Aid in Football qualification. 	<ul style="list-style-type: none"> • You must include a minimum of one adult (18+) in this role who holds an in date FA DBS check to work alongside the Lead Coach. • Coaches U18 – coaches aged 16 & 17 can be registered – but they cannot be considered as part of the staffing ratio for the sessions, as they are not adults (you must have parental/carer consent for them to volunteer and they must be supervised at all times). • Any coach or volunteer over the age of 16 must hold and in date accepted FA DBS Check. 	<ul style="list-style-type: none"> • Recruited in line with role profile. • In date accepted FA DBS Check. • Responsible for ensuring safeguards are in place and maintained effectively. • Must have attended FA Welfare Officer Course (WOC) or PL/EFL relevant DSO training. • All staff, parents/carers and players must be made aware as to whom this person is and how to contact them. Note - this person can also be the administrator, lead coach or coach/volunteer only if they meet the requirements for the role. 	<p>The minimum age for a volunteer is 14. If you have volunteers U16, you must adhere to the following:</p> <ul style="list-style-type: none"> • Have parent/carer consent for them to volunteer. • Supervise them at all times NB - U16s should not be registered on the system. 	<p>To increase the number of role models within football and meet the demographic of participants, at least one member of staff should be female.</p>

TO SUCCESSFULLY SUBMIT YOUR ONLINE APPLICATION YOU WILL BE REQUIRED TO INPUT THE FOLLOWING FIELDS WHICH MEET THE ABOVE REQUIREMENTS FOR EACH OF THEIR ROLES

✓ **APPLICANT** ✓ **LEAD COACH** ✓ **COACH/VOLUNTEER** ✓ **DSL**

06. SUSTAINABILITY

Squad is a great opportunity to welcome girls into the game, and we want to retain and grow these opportunities as much as possible! Applicants must be able to evidence how they will sustain their Squad sessions, following the initial start up fund.

WHAT DOES SUSTAINABILITY MEAN?

SQUAD GIRLS' FOOTBALL PROGRAMMES ARE RELEVANT, RELIABLE & FINANCIALLY VIABLE



Relevant

Is continuing to offer a programme which is appealing to the target audiences, evidenced by a high number of returning players.



Reliable

Running a sufficient number of weeks to ensure it builds a reputation for being open, running and delivering to a high and consistent standard; with sufficient staff to ensure it can accommodate holidays / illness etc.



Financially Viable

Genuinely covering its costs, including those relating to delivery, facilities, marketing, upskilling staff and administration.

QUESTIONS TO CONSIDER WHEN BUILDING YOUR SUSTAINABILITY PLAN:

- How much are you going to charge participants?
- How are you going to recruit staff?
- How are you going to involve your parent network?
- What links do you have to wider networks i.e. clubs, schools, colleges, universities or how could you look to build them?



07. TRAINING

APPLICANTS MUST COMMIT TO COMPLETING SQUAD PROVIDER ONLINE TRAINING.

Squad training is a free short online learning course, which is mandatory for all new providers to complete.

You will be unable to start any sessions until you have completed this. Please contact your County FA for support or questions regarding training.

The training will provide an introduction to Squad, provide technical and operational guidance, and advice to providers on how to promote sessions and recruit participants. Once your application has been approved, you will be contacted with how to access the online training.



08. INCLUSIVE

INCLUSIVE PROVIDERS

All sessions should ensure that they reflect the diversity of the population in local areas and must be inclusive of players with a disability, impairment or long term health condition.

With the right support and coaching, players with a disability can achieve their potential and by recognising everyone as an individual, as opposed to an impairment, we believe this is possible.

We will provide resources and training to support your delivery to be fully inclusive and in addition to this you can access our free online 'Introduction to Disability Football' by [clicking here](#).



PROVIDERS WILL NEED TO THINK CAREFULLY ABOUT THE FOLLOWING

Providers will need to be aware of some additional factors when working with players with a disability to ensure a safe and enjoyable environment is created but remember, the players and their parents/carers will be well aware of their own needs so talk to them to find out what they are.

You will need to consider:

- Whether additional safety checks are necessary.
- Developing a shared plan with your players in terms of goals and expectations - communicate and work together to achieve them.
- How to adapt the way sessions are delivered and organised to include everyone – sessions may need to be simplified.
- The length, intensity and frequency of sessions as well as the drills or activities within each session.

For example, some players with a disability may tire more quickly, others may need regular rests, some have difficulty regulating temperature and need to rehydrate more frequently.

08. INCLUSIVE

PROVIDERS MAY ALSO NEED TO:

Speak to your players and their parents to ensure you know if they have any particular needs and adapt drills and warm-ups accordingly. Remember the STEP principle can help you to adapt your session to involve all players, including those with a disability:

Space – Modify the space by increasing or decreasing the area in which a task is to be performed or changing the distance or areas in which to score points.

Task – Give different players different tasks, e.g. ball juggling without a bounce and ball juggling with multiple bounces.

Equipment – Use different modified equipment to help players of different abilities access learning.

People – Modify the numbers within the practice to make it easier or harder to achieve success.

Be creative in finding a variety of ways to explain or develop a particular skill. Be prepared to use a range of communication methods and tactics to meet the needs of all your players.

QUESTIONS TO CONSIDER:

- How inclusive are your sessions?
- Is your session representative of the community?
- Does your session offer opportunities for players with a disability?
- Have you contacted your County FA with regards player recruitment, support and how to ensure success?



9. ACCESSIBILITY

Squad is a community programme, which is designed to give every girl the opportunity to play football. Accessibility is about removing barriers to participation. These may be:

- **Physical Barriers** – if young people have Special Educational Needs or Disabilities [SEND].
- **Economic Barriers** – if young people are from disadvantaged backgrounds. We want to ensure Squad Girls' Football sessions are accessible to all, which is why it's important for them to be available in locations which require little travel. It's also why we have capped the entry fee at £3.
- **Logistical Barriers** – Squad is a community programme and so needs to operate in community hours, i.e. outside of school time.

ORGANISATIONS SHOULD SELECT A VENUE AND A START TIME THAT IS ACCESSIBLE FOR PARTICIPANTS.

CAN THE SQUAD PROGRAMME BE DELIVERED AT SCHOOLS?

Any organisation delivering Squad on a school site must ensure that the session is delivered at a suitable time for access for participants from surrounding schools, therefore sessions must allow a minimum of 30 minutes following the school day before starting the session. Squad sessions cannot be run exclusively as closed sessions for the host school.



10. PARTICIPANTS

SESSION CAPACITY

Squad session providers must demonstrate that they have a minimum capacity of 20 participants. For example, sessions must have the correct coach ratios for 20 participants and a playing area suitably sized to host 20 participants.

PARTICIPANT TARGET

Sessions should aspire to achieve 20 participants each week. Understandably this may take a number of weeks to achieve and depends on each local community and type of session.

PARTICIPANT BOOKING/CONSENT

All participants must be booked on to a session via The FA's technology platform online booking system by their parent/carer, prior to taking part in a session.

- Providers must take attendance at the end of each session.
- Lead coach, coaches/volunteers must have confirmed parent/carer consent to participate.
- All sessions must collect participant data and ensure its retention is in compliance with General Data Protection Regulation (GDPR); medical needs, emergency contact information, any additional needs e.g. support for impairment, learning difficulties.

IT IS MANDATORY FOR ALL SQUAD PROVIDERS TO USE THE FA'S TECHNOLOGY PLATFORM

This system ensures that as a provider you:

- ✓ Are GDPR compliant
- ✓ Have parental consent
- ✓ Have participant medical details
- ✓ Have parent/guardian emergency contact information
- ✓ Obtain additional needs information
- ✓ Can take attendance of each session

11. FA TERMS & CONDITIONS

Squad providers must agree to The FA Terms & Conditions upon application, and must operate within the parameters of this agreement.



SQUAD

GIRLS' FOOTBALL

READY TO GET STARTED AND BECOME A SQUAD GIRLS' FOOTBALL PROVIDER?

IF YOU'RE READY TO START YOUR JOURNEY TO BECOMING A PROVIDER,
ALL YOU NEED TO DO IS GET IN TOUCH WITH YOUR LOCAL COUNTY FOOTBALL
ASSOCIATION BY DROPPING THEM AN EMAIL OR GIVING THEM A CALL.

AFTER THAT, THESE ARE THE STEPS YOU WILL TAKE:

1. APPLY TO BECOME A SQUAD PROVIDER
2. COMPLETE THE ONLINE TRAINING
3. RECEIVE YOUR EQUIPMENT PACK AND RESOURCES
4. YOUR COUNTY FA WILL SEND YOU YOUR FUNDING
5. START YOUR SESSIONS!

