



Blackburn United Community Football Club Development Plan



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Blackburn United Community FC Development Plan

Contents

The Community Club	Page 3
Community Club Accreditation	Page 3
Murrayfield Park – Unfit for Purpose	Page 4
The Way Forward	Page 5
• Vision	
• Key aims	
Facilities Regeneration	Page 6
Facilities Overview	Page 7
Justification	Page 7
Summary	Page 8
Contact Details	Page 12

Tables

Development of Blackburn United Community Football Club Project	Page 9
Coach recruitment and development	Page 9
Recruitment, development and retention of players	Page 10
Development of additional age group teams	Page 10
Development of girl's football within the Club	Page 11
Develop links with local schools	Page 11
Volunteer recruitment	Page 12

Photographs

Training in the rain!	Page 3
Flooding on Grass Pitch 1	Page 5
Training when it's dry!	Page 5
Flooding on Ash Park	Page 6
Dilapidated Murrayfield Park Perimeter Fencing	Page 8
Damage to Murrayfield Park Pavilion	Page 8



Blackburn United Community FC Development Plan

The Community Club

The village of Blackburn has a population of 4800 and is located in West Lothian, several miles to the west of Livingston. Based at Murrayfield Park in Blackburn since it's formation in 1978 the Blackburn United Community Football Club have an adult side which competes in the East Region of the Scottish Junior Football Association and has a squad of 23 players, many of whom come from the local West Lothian area and some from the Lanarkshire and Stirlingshire areas. The adult side has one SFA qualified coach and an assistant as well as a qualified physiotherapist. A committee of 13 run the day to day affairs of the side. The youth section is currently made up of nine teams

Blackburn United Community FC Teams

<u>Team</u>	<u>League</u>
Under 9's	West Lothian Soccer 7's
Under 10's	West Lothian Soccer 7's
Under 11's	West Lothian Soccer 7's
Under 12's	West Lothian Soccer 7's
Under 13's	West Lothian Youth League
Under 14's	West Lothian Youth League
Under 15's	West Lothian Youth League
Under 16's	West Lothian Youth League
Under 17's	West Lothian Youth League
Juniors	East Region of the Scottish Junior Football Association

Soccer School for ages 5 to 7

that range in age from Under 9's through to Under 17's, providing coaching for upwards of 140 children. There is also a soccer school that provides targeted coaching for children from ages 5 to 7 to equip them with the skills and the confidence necessary to progress to one of the age group teams. Within the Club there are 28 coaches, 19 of whom are SFA qualified, and 2 goalkeeping coaches, both SFA qualified. All 30 coaches have disclosure certificates from Disclosure Scotland. In addition there are 3, non-coaching secretaries and 11 First Aiders, 9 of whom have completed additional player protection courses. The Club has a child protection officer, an SYFA disclosure signatory and has a code of behaviour for parents, players and officials alike. The Community Club has a proactive committee of 8, 4 elected from the adult side and 4 elected from the youth section, to run the day to day affairs of the Club (see Club Structure and Coach Register in appendices 2 to 6) and who are



willing to work in partnership with others with the express aim of both developing football in Blackburn in a safe, caring environment and expanding the Club's involvement in the community by improving current facilities to attract more people, particularly children and their parents, to football in the village. A particular feature of the Blackburn United Community Football Club's success is the level of parental involvement in the organisation of the Club. Like many other sports clubs for young people, Blackburn has a healthy share of parents who are willing to help out as football is a popular activity with adults as well as children. The playing success of many of the teams in their various leagues is also an incentive for parents to provide support. Accordingly, when a new task emerges, the committee is pro-active in targeting volunteers identified with appropriate skills. The Club also has an active website to keep players, committee, parents and fans alike well informed.

Community Club Accreditation

The Club are progressing rapidly towards becoming fully recognised as a Community Football Club by the Scottish Football Association and by West Lothian Council. The Scottish FA Quality Mark Community Award initiative is a National Plan for football development which supports grassroots club development. Via the Quality Mark, the Scottish FA works with clubs and schools to broaden youth and community participation and to enhance player, coach and volunteer development within a structured environment.





Blackburn United Community FC Development Plan

Murrayfield Park – Unfit for Purpose

The Blackburn United Community Football Club has 13 years of a 25 year lease left remaining on Murrayfield Park and its Pavilion. The current premises consist of two changing rooms, two shower rooms, a dedicated referee's changing area, a small committee room and a small kitchen. Externally there is one full size, grass pitch. Football on the ground has been played since the 1930's and its current layout with running track was established in the early 1960's when the Pavilion and other facilities were constructed. The current mesh boundary fence was renovated in 1980, the last major updating of the ground.

Consequently, Murrayfield Park is in a poor state of repair despite the best efforts of the Club to maintain an ageing facility and it is considered unfit for purpose in the modern football climate. Were the Club applying today for membership of the Scottish Junior Football Association Murrayfield Park would fall a long way short of

The Problems.....Ash & Grass Parks

Ash Park Changing Rooms

Built in the late 1970's/early 1980's, these changing rooms are in a very poor state of repair internally and require renovation.

Ash Park Playing Surface

Now an outdated surface rarely used for competitive matches and regularly flooded, this pitch is also abused by local youngsters on motorbikes and quadbikes and is often strewn with broken glass. The Ash Park also suffers from drainage issues.

Ash Park Floodlights

Erected in the late 1970's/early 1980's, the floodlights provide a poor quality of lighting sufficient only for training but inadequate for playing competitive matches.

Grass Pitch 1 Playing Surface

Affected by the same drainage problems as Murrayfield Park and the Ash Park.

Grass Pitch 2 Playing Surface

Affected by the same drainage problems as Murrayfield Park and the Ash Park.

Grass Pitch 1 & 2 Changing Rooms

These pitches have no dedicated changing rooms with the run down Ash Park changing rooms often used if required.

Seafield Park

This pitch has changing rooms which require external work.

The Problems.....Murrayfield Park

Pavilion

Built in the early 1960's, externally the rough cast is deteriorating and the roof is in urgent need of repair/replacement. Internally major renovation is required and there is no central heating. Consequently damp is a major problem. The referee's room is too small for the purpose and has no shower facilities.

Toilet Block

The toilet block is in a very poor state of repair, the roof is on the verge of collapse and the building is effectively derelict after suffering from continual vandalism.

Boundary Fence

The fence last saw major renovation in 1980. The Club have maintained it as best they can since then but in the last few years the condition has deteriorated badly due to its age, not aided by continual vandalism and the cutting of the fence by intruders. The ground is no longer secure which has a knock on effect to the rest of the park which is now regularly used as north – south thoroughfare and a place for kids to loiter while consuming alcohol and other substances.

Pitchside Barriers

Constructed in the early 1960's at the same time as the pavilion these barriers have seen no significant maintenance since then. Many of the railings are suffering badly from rust with many broken. Several of the concrete retaining posts have also been destroyed by vandals.

Playing Surface

Suffering from drainage problems caused by new housing to the south of the ground. The Club maintain the pitch with their own grass cutting machine and also replace/seed worn out areas of the surface when required, but overall it suffers badly from a variety of issues exacerbated by the ease of access allowed by the dilapidated boundary fence.

Dugouts

Constructed by the club, the dugouts suffer from constant vandalism as the ground is easily accessed due to the poor state of the boundary fence.

meeting the applicable ground criteria.

The youth section currently use playing pitches in both Blackburn and Seafield. These pitches are hired from West Lothian Council but this is an unsatisfactory situation as the changing facilities for these pitches are poorly maintained and considered unfit for purpose while the pitches themselves exhibit considerable drainage problems.



Blackburn United Community FC Development Plan

The Way Forward

Vision

- Blackburn United Community Football Club should provide a dynamic learning environment in which training is fun and each member is challenged to work to their full potential.
- The Club should provide a nurturing social environment in which each member feels needed, accepted, successful, and respected.
- The Club should respect and value individual differences and diversity, develop in members those skills necessary to work cooperatively and provide community values such as team work, tolerance, generosity, integrity, trust and perseverance.
- The Club should provide a talented, well-trained, innovative and diverse staff that is caring, empathetic and recognises that each member has individual needs.
- The Club should meet the needs of the community and expand our involvement, recognising that harmony is the joint responsibility of committee, players, parents, coaches and community members alike.

The Club has currently reached its capacity in terms of the number of teams that can be supported by the available facilities, even though there is demand from more potential members to join. This document sets out the means by which the Club hopes to meet the above stated visions and grow and engage further with the community (see Aims & Outcomes, pages 9 – 12) and includes a proposal for facilities regeneration which will complement this intended growth and which will allow the Club to meet the objectives laid down in the Club constitution (see appendix 1). The Committee consider this proposal essential in order to accommodate the



existing needs of the football teams playing on a weekly basis in the village while also allowing for the intended further expansion of the Club. Our objective is to have facilities that provide children and adults alike with an opportunity to develop their potential and encourage them to continue in a healthy activity that will divert them from involvement in anti social behaviour within the local community. The



Community Club committee has identified the need for the relocation of increased and improved changing facilities, renovation of the playing surface on three pitches and the replacement of the boundary fence around Murrayfield Park as the main requirements of a regeneration aimed at maximising the existing facilities available to the Club. Research amongst the community indicates that such regeneration will continue to enable the Club to provide year-round coaching that will make it easier for children to be introduced to the game and that will help the Club meet the following key aims;

Key aims

- To be a successful, community-run sports club focused on football
- To provide a modern, fit for purpose football facility
- To grow from 10 to 15 teams in five years
- To cater for all ages from 5 to adulthood, with an increasing number of female teams



Blackburn United Community FC Development Plan

- To create a defined player pathway through every age group towards the adult side
- To provide a recognised route towards professional football
- To provide strong, qualified coaching support for all teams
- To encourage active involvement by parents in the organisation of the Club
- To forge lasting relationships with local schools
- To continue to improve and develop the Club's facilities

Increasing emphasis on inclusion and development will mean the youth section are actively encouraged to feed the adult section of the Club, not only in terms of players but also by supporting and becoming involved in the membership, direction and future of the Blackburn United Community Football Club. Consequently, the Club has clearly defined development plans to enrich but not overstretch the youth section and plans that include a commitment to girls football which will complement the planned growth of the Club and reinforce the nature of a community based Club with excellent facilities that provides coaching in a safe and caring environment.

Facilities Regeneration

To maximise the facilities currently available to the Club the present Pavilion on the west boundary of Murrayfield Park which provides changing, kitchen and toilet facilities should be demolished and a replacement Pavilion to provide improved facilities and to include six changing rooms, internal and external toilets, kitchen facilities and committee room should be constructed on the east boundary of the ground. Such an increased capacity and relocated Pavilion will provide changing facilities for simultaneous use of three pitches and easier access from the Pavilion to Murrayfield Park and from the Pavilion to the ash pitch and to the two grass pitches. The ash pitch itself should be relayed to grass to provide a more appropriate playing surface. Each of the current three grass pitches should be renovated and undergo drainage improvements while renovation of the current ash park changing facilities should also be considered along with

Facilities Regeneration and approximate costs.....

Murrayfield Park

- *New, six dressing room Pavilion and associated Club rooms relocated to the east boundary of the ground* £150,000/200,000
- *Replacement of boundary fence* £15,000/20,000
- *Replacement/repair of pitch barriers* £2,500/5,000
- *Repair of park drainage* £7,500/10,000
- *New brick dugouts* £500/1,000
- *Demolition and removal of old Pavilion & toilet block* £7,500/10,000
- *Renovation of playing surface* £2,500/5,000

Ash Park

- *Replace with grass playing surface* £10,000/15,000
- *Renovation/upgrade of floodlights* £2,500/5,000
- *Renovation of changing room block* £10,000/15,000
- *Repair of park drainage* £7,500/10,000
- *New goalposts* £1,200

Grass Park 1

- *Repair of park drainage* £7,500/10,000
- *New goalposts* £1,200
- *Renovation of playing surface* £2,500/5,000

Grass Park 2

- *New goalposts* £1,200

**Flooding on
Ash Park**



upgrading of the ash park floodlights to allow for proper evening coaching sessions. To prevent ongoing vandalism and unlawful access to Murrayfield Park the perimeter fence should be replaced/substantially upgraded while the rusting and dangerous pitch side barriers should be replaced by modular equivalents. Along with other, general improvements such regeneration work will bring the footballing facilities in the centre of the village up to a modern standard fit for purpose in the 21st century.



Blackburn United Community FC Development Plan

Facilities Overview



Why should Blackburn Community FC receive planning permission and funding for such a project?

- To provide a service for the community
- To address the lack of suitable facilities in the community to cater for Scotland's most popular sport
- To maintain a level of interest from children and promote to them healthy lifestyles to help deflect them from drug and alcohol misuse
- To help children to understand discipline, respect and teamwork in a sporting environment
- To help the club to run outdoor coaching initiatives throughout the year
- To provide the club with the ability to develop coaches throughout the year
- To get the whole community involved in football and place an emphasis upon the social benefits of participation in the sport

Justification

Our project fits within the West Lothian Drug Action teams strategy for tackling drug misuse. One of the five related elements to drug prevention activities in West Lothian is the development of alternative activities for people at risk. One of the Action points is to involve local communities in building alternatives to substance misuse for young people. Given that West Lothian has Scotland's fastest growing young population and that this target group is under enormous amounts of peer pressure, it is important to offer a variety of alternatives. We see this facilities regeneration project as a strand of that strategy. Most importantly, it keeps children off the streets and has the potential to divert them from anti social behaviour in the community. It is estimated that 90% of teenagers in Scotland drink alcohol at least occasionally. It is important that we invest in facilities that encourage children to take part

in healthy activities and remain in those activities in years to come. The Club see this regeneration project as having the ability to encourage youngsters to enjoy sport in a safe environment and maintain that interest by offering them a facility that caters for all their requirements right through to adulthood.



Blackburn United Community FC Development Plan

Summary

The Club hope to continue to sustain a level of interest from adults and children alike that will help promote to them healthy lifestyles and deflect them from drug and alcohol misuse. The Club wish to help all members understand discipline, respect and teamwork in a sporting environment and aim to get the whole community involved in football by placing an emphasis upon the social benefits of participation in the sport. To this end and as part of a three



year plan we hope to



grow the Club by adding teams at under-19 and under-21 age levels to the current soccer school, soccer sevens, under-13, under-14, under-15, under-16 and under-17 teams currently fielded by the Club and to progressively add girls teams at varying age groups. The Club further hope to continue to recruit, develop and train coaches, volunteers and players at all age levels and forge lasting partnerships with local schools. To achieve these ambitions the Club must move on from the aging, expensive to maintain, unfit for purpose facility that is the Murrayfield Park Pavilion and move on from the piecemeal use of local school and community centre facilities and a reliance on poorly maintained grass and ash playing surfaces. The Club must arrest the decline of footballing facilities in the village by addressing the need for a secure base that will support the football, coaching and social needs of the community. It is hoped that this Development Plan begins to put in place a framework to help attain all of these aims and objectives.



Blackburn United Community FC Development Plan

AIM: *Development of Blackburn United Community Football Club Project*
OUTCOME: *The Community Club Football Club Project is completed providing first class changing facilities, training and playing areas within a secure environment. Blackburn Community Football Club has an identity within the community and can continue to grow from a secure base that will support its football, coach education and social needs*

OBJECTIVE	METHOD	RESPONSIBILITY	TIME SCALE	FINANCIAL OUTLAY	STATUS
Develop Business/Club Development plan	Outline Club position, growth ambition, identify requirements to do so	I.McGinty	October '08	N/A	Complete
Define scope, update and agree with Project Partners	Business/Club Development plan to be reviewed	I.McGinty / Cllr. G.Buerskens	November '08	N/A	Ongoing
Seek guidance from WLC Leisure & Recreation	Meet with Broxburn Utd CFC and Ruth Reed / Sarah Pryde	J.Johnstone	Ongoing	N/A	Ongoing
Submit Business/Club Development plan to WLC	Submit to WLC Property Management & Development Officers	I.McGinty / Cllr. G.Buerskens	December '08	N/A	Ongoing

AIM: *Coach recruitment and development*
OUTCOME: *Blackburn United Community Club Football Club has a suitably qualified coach with every team. The Club encourage and support each coach towards future development*

OBJECTIVE	METHOD	RESPONSIBILITY	TIME SCALE	FINANCIAL OUTLAY	STATUS
Identify suitable candidates for coaching roles within the Club	Following SFA guidelines, set up robust procedures to improve the quality of coaches	J.Johnstone	Ongoing	Mentoring	Ongoing
Create Coaching Staff database	Input all coaches on database	J.Johnstone	Update annually	N/A	Ongoing
Ensure coaches are Disclosure checked and set qualification aims for coaches	Soccer School, U9-U12: L1-E U13-U17: L1-D	Management Committee	Ongoing	£25 per course attendee	Ongoing
Develop an In Service training plan	Liaise with SFA contact David Drummond	J.Johnstone	Ongoing	To be identified	Ongoing
Support coach development	Encourage attendance at In Service courses	Management Committee	Ongoing	N/A	Ongoing



Blackburn United Community FC Development Plan

AIM: *Recruitment, development and retention of players*
OUTCOME: *Blackburn United Community Football Club has a strong community identity through the retention and development of players and individuals*

OBJECTIVE	METHOD	RESPONSIBILITY	TIME SCALE	FINANCIAL OUTLAY	STATUS
Identify recruitment needs in line with Club structure	Review number of players in each age group	Management Committee	Annually	N/A	Ongoing
Establish links with local schools as necessary	Liaise with WLC Education Services	Management Committee	Summer 2009	N/A	Ongoing
Ensure all children recruited are only in contact with suitably qualified and vetted people	Coaches are qualified, Personnel disclosure forms are completed and checked	Management Committee	Annually	N/A	Ongoing
Ensure that players and parents are happy with their welfare/development progress	Annual review to be undertaken on a team by team basis to ensure needs are met	Age level Coaches	Annually	N/A	Ongoing

AIM: *Development of additional age group teams*
OUTCOME: *Blackburn United Community Football Club create a clear and defined player pathway through every age group towards the adult side to encourage lifelong participation by launching from the soccer school a new team each season at U9 level*

OBJECTIVE	METHOD	RESPONSIBILITY	TIME SCALE	FINANCIAL OUTLAY	STATUS
Encourage lifelong participation in Club	Launch new U9 side from the Soccer School	Soccer School coaches	Annually	N/A	Ongoing
Actively seek a suitably qualified youth coach	Send interested Club member / volunteer for SFA coaching	Management Committee	Summer 2009	£25 per course attendee	Ongoing
Identify recruitment needs in line with Club structure to create an u19 side	Supervise progression of U17 players to U19 age group	Management Committee	Summer 2009	N/A	Ongoing
Actively seek a suitably qualified youth coach	Send interested Club member / volunteer for SFA coaching	Management Committee	Summer 2010	£25 per course attendee	Ongoing
Identify recruitment needs in line with Club structure to create an u21 side	Supervise progression of U19 players to U21 age group	Management Committee	Summer 2010	N/A	Ongoing



Blackburn United Community FC Development Plan

AIM: *Development of girls football within the Club*
OUTCOME: *Blackburn United Community Football Club have girls teams playing competitive football*

OBJECTIVE	METHOD	RESPONSIBILITY	TIME SCALE	FINANCIAL OUTLAY	STATUS
Actively seek a coach for a girls football team	Advertise/seek by word of mouth or send interested Club member for appropriate SFA coaching	Management Committee	Summer 2009	£25 per course attendee League fees	Ongoing
Liaise with SFA to introduce their girls football programme	Liaise with SFA Quality Mark contact	Management Committee	Summer 2009	N/A	Ongoing
Contact local schools and through Headmasters/PE Depts advertise girls football coaching	Letters and advertising flyers explaining what's available	Club Secretary	Summer 2009	N/A	Ongoing
Further expand playing opportunities for girls through the development of additional girls teams	Stimulate interest and appoint further coaches	Management Committee	Summer 2010 to Summer 2011	League entry fees	Ongoing

AIM: *Develop links with local schools & Promote the Club*
OUTCOME: *Blackburn United Community Football Club raise the awareness of the Club, develops football within local schools and attracts volunteers, players and coaches to become involved and be part of the Club*

OBJECTIVE	METHOD	RESPONSIBILITY	TIME SCALE	FINANCIAL OUTLAY	STATUS
Develop Club – School links for the benefit of both the Club and local schools	Liaise with WLC Education Services to establish contacts in local schools	Management Committee	Summer / Autumn 2009	N/A	Ongoing
Further develop links with SFA Quality Mark coaches	Liaise with SFA Quality Mark contact David Drummond	Management Committee	Quarterly meetings	N/A	Ongoing
Develop links with WLYFA in this area	Liaise with WLYFA	Management Committee	Summer / Autumn 2009	N/A	Ongoing
Achieve maximum exposure and support within the local community	Liaise with local press to promote and report on club activities	Management Committee	Ongoing	N/A	Ongoing
Organise fundraising events	Appoint fundraisers	Fundraising appointees	Minimum of twice Annually	N/A	Ongoing



Blackburn United Community FC Development Plan

AIM: *Volunteer recruitment*

OUTCOME: *To recruit and retain motivated volunteers to support the function of the Club in providing football participation opportunities to all Club members*

OBJECTIVE	METHOD	RESPONSIBILITY	TIME SCALE	FINANCIAL OUTLAY	STATUS
Identify suitable volunteer staff for roles within the Club	Advertise/seek by word of mouth	Management Committee	Annually	N/A	Ongoing
Ensure all volunteers are familiar with the club child protection policy	Issued volunteers with a copy of the Club policy	Management Committee	Ongoing	N/A	Ongoing
Ensure each team has an appropriate number of volunteer helpers	Monitor and record volunteer levels per age group	Management Committee	Ongoing	£25 per course attendee	Ongoing

Contact Details

This document has been prepared by the Blackburn United Community Football Club and any questions arising from it should be addressed to:

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