

FOOTBALL
NSW

CLUB STANDARDS AND BENCHMARKING FRAMEWORK 2027

Information Pack

Junior Development Leagues

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FOOTBALL NSW
STRATEGIC DIRECTION

The Club Standards & Benchmarking framework will continue to be implemented throughout 2027 within the Junior Development Leagues.

The Club Standards & Benchmarking framework aligns with key focus elements of the Football NSW Strategic Plan to produce football talent and provide leadership to Clubs.

The evolution and maturation of the framework improves Clubs ability to provide the best football experience for their players, coaches and support staff. Football NSW will continue to support the growth of Clubs within our football ecosystem and enable them to lead high-quality football development across all levels of the game.

The framework empowers Clubs to create best practice environments for their players & coaches in support of retention, creating talent and making Australia an internationally competitive football nation.



FOOTBALL NSW ECOSYSTEM

2026

ORGANISATION

ASSOCIATIONS
31
(15 Metro / 16 Regional)

JDL PROGRAMS
70
(Mixed & Girls)

YOUTH LEAGUE PROGRAMS
49 Boys
28 Girls

SENIOR PROGRAMS
47 Mens
27 Womens

PLAYER PATHWAY

LEVEL	9-13 YEARS	14-18 YEARS
Community Football	77,786	39,562
Junior Development League	4,766	-
FNSW Youth League	-	6,087

COACHES
23,192

REFEREES
6,688

VOLUNTEERS
23,040

WHAT ARE THE JUNIOR DEVELOPMENT LEAGUES

The Junior Development Leagues (JDL) replaced the Football NSW administered Skill Acquisition Program (SAP) leagues that were introduced in 2012 and 2016 for the Mixed program and Girls program respectively. The new naming convention aligns with other FNSW administered competitions.

The age groups within JDL remain consistent and compete within modified playing formats of traditional football including modified field size, player numbers, rules and ball sizes.

Players within the Junior Development League fit within Football Australia's Skill Acquisition Phase within the player development pathway. The Skill Acquisition Phase focuses on individual player development and performance is assessed on player involvement, technical advancement, mental engagement and enjoyment of the game.

Clubs and JDL programs should be viewed in a similar way to the education system within Australia. Players within the 8 – 13 years age range are students within Primary & early High School with students developing across the following areas;

EDUCATION SYSTEM & JUNIOR DEVELOPMENT LEAGUE

EDUCATIONAL SYSTEM OUTCOMES

- Knowledge & understanding from the key learning areas
- Skills & competencies in communication, problem-solving, planning, organisation and research
- Safe & healthy lifestyles
- Core values
- Love of learning
- Care & respect for others
- Fairness and social justice
- Pursuit of excellence

SKILL ACQUISITION PHASE OUTCOMES

- Understanding of the four core skills
- Individual Technical development
- Enjoyment & love of the game
- Physical literacy skill development
- Decision making & problem solving
- Goal setting – Growth mindset
- Core values of the club/program
- Individually measured performance, not team based
- Non-linear development consideration

TECHNICAL QUALIFICATIONS

Football NSW has traditionally held Clubs accountable for technical qualification requirements as part of the Participation Agreement. These requirements are consistent and included as part of the Club Standards to reward Clubs for their adherence to the regulations and further reward those Clubs that continue to invest in their Coaching & Technical staff.

Football NSW believes the coach will be the most impactful person on a child's relationship with football, aside from their immediate family, and as such highly value this role for the enjoyment and development of the individual.

Aside from gaining coach qualifications via Football Australia and Football NSW courses, Clubs are encouraged to support their coaches' development over the course of the season in a similar fashion to players to further develop their skill sets.

Coaches/technical staff who have a qualification in progress may be compliant but would not score until that accreditation is completed. Technical qualifications are based upon accreditation, not league status. The transition exemption rule no longer applies.

PROGRESSION & RETENTION

Individual player development is widely accepted as being non-linear and a longer-term process. As such, Football NSW supports the retention of players within talented player development progressions to ensure players are judged not only on their short-term performance but also on long-term potential, with the acknowledgement of bio maturation, variance in skill development and other external factors.

Player progression will also be recognised and rewarded within the Club Standards Framework. Football NSW understands that retention of players is not always possible due to player ambitions to play at the highest level possible and to test themselves in higher leagues or perceived higher Clubs. Due to this, player progression will be rewarded to Clubs that progress players to a higher league Club, APL Academy, professional environment and National team representation. Coach retention is recognised where a coach remains within the Club's technical program.

WHAT IS CLUB STANDARDS & BENCHMARKING FRAMEWORK

The Club Standards & Benchmarking framework is the Football NSW benchmarking, quality assurance and club support process to provide better services for our players, coaches and Clubs across the state. The Club Standards focus on youth development committed clubs by understanding their Planning, Delivery and anticipated Outcomes.

The framework will provide:

ACCOUNTABILITY

- FNSW role within player, coach and club development
- Club role within player, coach and club sustainability
- Membership understanding of best practice & program expectations

BEST PRACTICE

- Raising the standards and expectations of programs
- Sharing of best practice program elements from Australia and globally
- Continued evolution of program elements

CAPABILITY BUILDING

- Identification of strengths, weaknesses, and opportunities within our game
- Creation of specific development opportunities and services
- Improve Club football sustainability

CORE OUTCOMES

- Improve retention rates of players 8 – 13 years old
- Improve football development program outcomes
- Increase player progression opportunities to enhance development outcomes
- Create stronger Club sustainability across player & coach development
- Improve coach development within Club environments
- Improve Club understanding of strengths, weaknesses and opportunities
- Drive FNSW Football Development objectives
- Introduce quality control mechanisms in line with sport industry standards
- Recognise and celebrate Clubs 'doing the right thing'
- Identify and share best practice
- Provide a platform to support 'like vs like' competition

GOLD FOOTBALL NSW

SILVER FOOTBALL NSW

BRONZE FOOTBALL NSW

DEVELOPMENT COMMITTED FOOTBALL NSW

IMPLEMENTATION

THE CLUB DEVELOPMENT PROCESS



CONSULTATION & COLLABORATION



ASSESSMENT



EDUCATION & SUPPORT



CAPABILITY BUILDING & VALUE ADD

COLLABORATIVE FOOTBALL COMMUNITY

FOOTBALL NSW

- Club Development Technical Advisor assigned to Club/program
- Conduct Club visits during training and matchday
- Review and provide feedback on Club submission documents
- Club meetings, interviews and presentations (formal and informal)
- Production of assessment and evaluation report
- Post-report Club development and support

CLUB

- Appointment of two key contacts; Administrator of program & Technical Lead of program
- Submission of criteria documents
- Engage with Advisor during Club visits during training and matchday
- Engage and meet with Advisor (formal and informal)
- Provide support where required.

FOOTBAL CRITERIA

Within the Football Criteria component of the Club Standards, there are two (2) core areas; Planning & Delivery.

PLANNING

Clubs are expected to submit documentation as per the football criteria outlined in Appendix 1 by the given deadline that outlines the Club's football program. The Planning section is broken down further into the following requirements:

To ensure consistency, efficiency, and equitable assessment across all Clubs, submission lengths are capped across each assessment area. Clubs are expected to provide concise evidence that demonstrates how their program is delivered in practice, with assessment focused on outcomes and implementation rather than document volume.

The Club submission is limited to a maximum of 150 pages/slides and 15,000 words. The page allocation across each assessment area is outlined below.

- **Youth Development Plan (YDP):** Maximum 80 slides/pages
- **Football Operations:** Maximum 20 slides/pages
- **Player Services and Support:** Maximum 20 slides/pages
- **Coach Education and Support:** Maximum 30 slides/pages

The submission should be structured sequentially, commencing with the Youth Development Plan and progressing logically through each assessment area, concluding with the Coach Education and Support section.

Where a section exceeds the prescribed page, slide, or word limitations, assessors will only review content up to the relevant limit. Any material submitted beyond the applicable page, slide, or word count threshold will not form part of the assessment and will not be considered when determining outcomes.

Clubs are encouraged to present information clearly and efficiently, using cross-referencing where appropriate, rather than duplicating content across assessment areas.

Additional Evidence submission is excluded from the page and word count limit.

DELIVERY

Throughout the 2-year Licence period the Club will be allocated a Technical Advisor from the FNSW Club Development Unit. The Technical Advisor will visit training and matchdays of the Club to provide support, feedback and assessment to the Club Technical Director/Head of Program. The majority of the Club visits will occur during Year 2 of the Licence period in line with the Planning documentation submission. Clubs can expect to receive the following minimum engagements;

- Club Introduction meeting
- Training visits x2
- Matchday visits x2

EVALUATION PROCESS

Club documentation submission

- Documentation via electronic submission as outlined within the requirements of the Planning, Delivery sections of the club development assessment areas (Appendix 1)
- Clubs are able to submit their documentation electronically at any time when the FNSW Portal is opened
- Refer to assessment timeline

Club Development Unit observation and data collection

- A multi-assessor evaluation process is undertaken to review performance across all assessment areas and identify common trends, strengths, opportunities and areas for improvement
- Club will be requested to verify data throughout the season as per timelines shared in advance
- Club Development Technical Advisors will conduct Club visits, meetings, interviews and reviews
- Club Development Technical Advisors will conduct Training & matchday observations
- Formal and informal engagements with Club officials and members

Evaluation

- Club Technical Development Manager will review & sign-off Club Development Technical Advisor reports prior to preliminary submission to Clubs
- The objectivity of the evaluation is supported by the Football NSW Standards rubric with detailed references to best practice for each measurable area.
- The Club Technical Advisor will engage with the Club and together with other members of the Technical Department and Club Development Unit evaluate each standard area using scores from 0 to 8. This broader scoring range allows a more appropriate differentiation to reflect on the Clubs' Technical Program delivery.
- The Club Technical Advisor will provide written comments to offer qualitative feedback
- The Club Development Unit will moderate and discuss outliers and/or major points of differences to seek clarification with the Club Technical Advisor prior to the preliminary report submission to the Club.
- The preliminary report will be released to the Club after going through a three-step process of review;
    a. Club Development Technical Advisor assessment
    b. Club Technical Development Manager review
    c. Club Development Unit moderation review

The preliminary report will be distributed at the conclusion of the benchmarking process.

LEAGUE COMPLIANCE

Clubs must meet the relevant requirements for participation within the corresponding league for 2027. Failure to adhere to the requirement will result in a sanction of minus two (-2) points of the overall assessment score, to the maximum of -10 points. See Appendix 1 for full criteria.

TIMELINE

The Standards framework will improve player development outcomes through improved competition delivery, club football operations and club sustainability. It will form a basis to ensure 'like with like' competition across the entire football landscape and raise the standard of football programs throughout the state.

In 2024 & 2025 the Club Standards & Benchmarking framework Tier 1 applied to all Football NSW Junior Development League (JDL) Mixed & Girls programs.

Football NSW (FNSW) conducted club benchmarking on prospective Tier 1 JDL programs for season 2026. Interested parties will be engaged in a process to determine suitability ahead of the 2027 season application process.

Football NSW (FNSW) will support Associations in the creation, delivery and implementation of ADL criteria for distribution and implementation within Community Football.

Football NSW (FNSW) will interpret and apply all articles of the Assessment process, and any such interpretation or application will be final and binding on all parties.

The Girls' Youth league and GJDL program within each Club will be assessed as separate programs for the 2027-2028 Licence period.

The Boys' Youth league and MJDL program within each Club will be assessed as separate programs for the 2028-2029 Licence period.

It is anticipated that in future cycles GYL & GJDL and BYL & MJDL programs will be assessed as a combined outcome.

DEVELOPMENT OF THE STANDARDS METHODOLOGY

THE STANDARDS METHODOLOGY

- Football NSW engaged with football leaders within Australia and globally to review frameworks, assessment criteria and processes to develop the Club Standards & Benchmarking Framework.
- Significant research has been undertaken to align the Football NSW talented player pathway and Club environments to recommendations of FIFA, AFC, UEFA and Football Australia.
- The FIFA 'Give every talent a chance' report was undertaken across 205 Nations and outlines a range of criteria recommended to Associations. Of the 37 relevant requirements within the Football NSW ecosystem, only 15 were currently being met. Through the implementation of the Club Standards this figure will rise to 37 of 37, or 100%.
- Football Australia received a specific report from FIFA, of which a total of 17 recommendations were relevant to Football NSW. Of these only 9 were currently being met, however the implementation of the Club Standards will increase this to 17 of 17, or 100%.
- The AFC Youth Elite Scheme outlines Academy rating criteria of which Football NSW currently meets 8. Through the implementation of Club Standards this will increase to 47 of 59, or 80%.
- Alongside the implementation of Football Criteria, an increased focus will be placed on Technical Qualifications within our Junior & Youth programs. Football NSW recognises that coaches are the most impactful role in the ecosystem, and that better coaches produce better players.
- From 2025, the inclusion of Player Progression as a key performance indicator of programs encourages Clubs to view Player development as long-term, not just short term or based on the performance of an individual at a point in time. The inclusion of retention and progression data for players will ensure we create a player centric approach.

IMPLEMENTATION OF THE FRAMEWORK

- Football NSW assessments are undertaken by Club Development Technical Advisors, who have undergone specialty training and hold minimum FA B Diploma coaching accreditation and Coach Education Tutor (CET) status.
- Clubs will be supported via a range of Club Capability Building workshops along with training and/or matchday visits.
- The standards rating stipulates best practice. Clubs are not required to comply with best practice, or 'gold' standard. Bronze and Silver in the 2027 Licence period are viewed as a good and great level of development service respectively.
- Weighting has been established to reflect the importance of standards to the achievement of The Club Standards objectives.
- Standards will be reviewed annually and any changes approved by the FNSW Technical Department.

ASSESSMENT TIMELINE

TIER 1

- Football NSW communication of 2027 Club Standards - 17/11/2026
- League Compliance submission - 1/2/2027
- Planning elements submission - 1/2/2027
- Club Technical Staff qualifications submission - 1/2/2027
- Player/coach progression & retention data confirmation - 10/5/2027
- Final additional evidence submission - 1/7/2027 TBC
- Club visits/meeting – Delivery assessment - 2/2/2027 – 31/7/2027

2026-27 Timeline	Sep-26	Oct-26	Nov-26	Dec-26	Jan-27	Feb-27	Mar-27	Apr-27	May-27	Jun-27	Jul-27	Aug-27	Sep-27	Oct-27	Nov-27
Season Phase	OFF SEASON				PRESEASON		COMPETITION PHASE						OFF SEASON		
Club Development	Release of updated Club Standards & Benchmarking framework		Club Capability Building (CCB) workshop			Club visits & meetings Matchday assessments Feedback implementation & support cycle CCB workshops, webinars, TD meetings etc..							Season review	2028 release	
League Compliance						Submission							Preliminary Report Sent		
Football Criteria	Planning Delivery					Submission									
Technical Qualifications						Submission									
Player Progression									Confirmation						

CLUB REVIEW & APPEAL PROCESS

REVIEW

Upon receipt of the preliminary report and score, clubs can submit their review request via the supplied form within 3 working days to the Club Technical Development Manager.

Within the Review process Clubs are permitted to request a review of the following items:

- 4 x Planning submission
- 4 x Delivery assessment

The Club is not able to request a review of the Technical Qualifications or Progression & Retention components of the Framework as this has previously been completed during the year, with Football NSW accepting the verified data by the Club at the specified and communicated deadlines.

The Review submission form will be housed via an online service (ie. SurveyMonkey) and will enable Clubs to specify the football criteria, provide commentary and upload supporting evidence from their Planning submission.

If there is no review request, the club assessment score is set and final after the review timeframe has lapsed.

Upon receipt of the review request, the Club Technical Development Manager will provide detailed feedback to the club regarding their request and communicate the revised or preserved score (final score) within 5 working days.

APPEAL

Clubs can appeal the outcome of the review within 3 working days to the Independent Appeals Assessment Panel (IAP), appointed by Football NSW. The Independent Appeals Panel has 14 working days to respond and revise or preserve the score. As the process aims to lead to higher quality assurance for the youth development of Football NSW licence holder clubs the above process exhausts all review opportunities.

Once a party has exhausted all of their appeal rights, the determination of Football NSW is final and binding. There is no further right of appeal, and parties participating in the assessment process accept this statement as a term and condition of the assessment process. Any assessment feedback provided by Football NSW is confidential and must not be shared with any third parties.

CLUB REVIEW & APPEAL PROCESS

SPECIAL EXEMPTION REVIEW MIDSEASON

Football NSW reserves the right to conduct a mid-season or mid-Licence "exemption review" if significant changes are happening at the club and it has a significant effect on the delivery and quality of the club's program. Those changes may include but are not limited to:

- Changes in the assessment's non-negotiables
- Evidence of false and/or misleading information in the club's submission
- Evidence of bias or presence of prejudice in the club assessment process
- Notification regarding a criminal, child protection or fraud investigation occurring at the club
- Revoked licence agreement
- Newly appeared and significant football related challenges that lead to serious concerns regarding the delivery quality of the program
- Change of personnel at the club

EXEMPTION REQUESTS

Clubs may apply for an exemption to be assessed in one or more specific areas that they can't objectively perform. An exemption request has to be submitted one month before the Final documentation submission deadline and has to be addressed to Football NSW Head of Football Development.

Exemptions are considered in case of objective inability or force majeure. Force majeure cases refer to an extraordinary event or circumstance beyond the control of the parties.

Clubs may be considered for limited exemption if they are newly included in a program and may not be able to demonstrate measures in continual assessment areas (ie. player retention for clubs offering their advanced program for the first time).

BOUNDARIES

2027 JDL Licensees will only be permitted to register players from their allocated 'JDL Player Boundary' as outlined below. This constraint has changed from the 'State Titles Boundary' method that previously existed and is outdated since the dissolution of the State Titles in 2018.

In order to determine a new boundary distinction for player recruitment, an analysis of various methods was undertaken using participation numbers and current JDL Licence holders to calculate which method would be most reasonable and fair to all Clubs. The following model has applied since the 2025 season.

JDL PLAYER BOUNDARY	ASSOCIATIONS	STATE TITLE BOUNDARY
NORTH	Central Coast Football	Met Far North
	Northern Suburbs FA	
	Manly-Warringah FA	Met North
	North-West Sydney FA	
EAST	Eastern Suburbs FA	Met East
	Football Canterbury	
	Football St George	
WEST	Blacktown DSFA	Met West
	Granville DSFA	
	Hills FA	
	Nepean FA	
SOUTH	Bankstown DFA	Met South
	Macarthur FA	
	Southern Districts FA	
	Football South Coast	Met Far South
	Sutherland Shire FA	
RIVERINA	Riverina Branch	Riverina Branch
SOUTHERN	Southern Branch	Southern Branch
WESTERN	Western Branch	Western Branch

2027 JDL licensees will only be permitted to register players from the JDL Player Boundary in which the Licensee's home ground is located.

As part of the Club Standards & Benchmarking implementation Clubs will be audited on the above requirement and requested to provide clarity on outliers.

Additionally, a player who fits within the following categories is eligible to participate in a JDL program conducted by a particular licensee in 2027 even if that player lives outside the applicable geographic area:

I. A child of a person who is a Life Member of the licensee or had been for at least 10 years a combination of any of the following: a registered player at the licensee or a director of the licensee or a member of the Management Committee (or similar committee in the event of there not being a Management Committee) of the licensee

FNSW may provide exemptions for players to participate out of area should they believe there is genuine merit in the application. The exemptions will remain valid for the duration of the player's participation in JDL unless their circumstances supporting the exemption change or they seek to change Clubs.

Breaches of the eligibility criteria will result in a fine to the licensee of $2,000 per breach.

VISION FOR THE JDL CLUB DEVELOPMENT & ASSESSMENT FRAMEWORK

The Football NSW Club Standards & Benchmarking Framework introduction aims to improve the club, player and coach development environments throughout NSW.

In 2024, a version of Club Standards was implemented across the Skill Acquisition Program (SAP). During this implementation, Football NSW had the expectation that very few Clubs would achieve a silver rating or higher.

In 2027, Football NSW will implement this current version of Club Standards across the Mixed Junior Development Leagues.

Clubs are required to submit all Football Criteria outlined in Appendix 1 within the designated submission period. Throughout the process, Football NSW Technical Advisors will be on hand to support Clubs and their staff, including the delivery of Club Capability Building Workshops.

The Girls' Youth league and GJDL program within each Club will be assessed as separate programs for the 2027-2028 Licence period.

The 2026-2027 Boys' Youth Club Standards are anticipated to achieve a sound result, with the majority of Clubs falling within a score range of 45-65%. Likewise, in 2027 the Mixed JDL is anticipated to result in Clubs achieving Bronze & Silver ratings.

The Boys' Youth league and MJDL program within each Club will be assessed as separate programs for the 2028-2029 Licence period.

Ahead of the 2028-2029 Participation Licence confirmation and declaration of Leagues, Football NSW will publish an updated Club Standards for the next phase of implementation.

During this phase, it is anticipated that Clubs begin to show signs of progress with the majority of programs achieving scores of between 65 – 85%.

It is anticipated that in future cycles GYL & GJDL and BYL & MJDL programs will be assessed as a combined outcome.

FOOTBALL NSW
CAPABILITY BUILDING

As part of Football NSW's commitment to capability building within our club environments, we will deliver ongoing workshops, presentations, webinars and events in addition to the ongoing Club visits during the season. Workshops will be accessible by different groups of people with some recognised by Football Australia to gain Professional Development points, whilst others provide an opportunity to share best practice and educate participants.

Club support & development

Throughout the year Football NSW will provide a range of Club support & development workshops. These will include the following examples of topics;

- JDL & Youth Club Information workshop
- Club Planning workshop
- Talent Development workshop
- Technical Director / Head of Program workshop
- Matchday Environment workshop
- Game Leader workshop
- Best practice sharing

Coach development workshops & support

All coaches within an JDL environment will be able to access Football NSW and Football Australia offered courses, workshops and opportunities. These include, but not limited to:

- Coaching Courses; FA A, B, C Diplomas
- FNSW Coach Education CPD Expos
- Football NSW State Coaching Conference
- Football NSW delivered workshops (CPD hours attached)
- Football Australia Online workshops (CPD hours attached)
- Coaching methodology in Junior Development
- Individual player development
- Reflection & self-evaluation
- Player wellbeing

These opportunities will be available in person and/or online. Please visit the Football NSW website for full details.

COMMUNICATION PROTOCOL

Exceptional customer service is crucial for Football NSW and we intend to offer clear and direct communication lines within the Club Standards & Benchmarking Framework.

Key contacts

The key FNSW contact for each club is their Club Development Technical Advisor who is supported by subject matter experts on coach education, talent development and other areas within the Club Development Unit.

The key contact on the club's side is the Club Technical Director/Head of Program (when applicable), Club President and General Manager/Head of Admin.

Formal communication

The formal communication channels are the following:

Emails between the above parties – primary written communication tool for all questions, requests and video meetings (Microsoft Teams)

SharePoint – primary knowledge base for assessment document submission, resources, working documents, surveys.

Informal communication

Club Development is a highly collaborative process and it offers face to face communication opportunities via club visits, interviews, reviews, presentations. Training and game observations are conducted at Clubs.

The Club Development Technical Advisor has a record/log and feedback (if applicable) on the informal events.

All official communication is required through those channels to make sure deadlines are met and requests are dealt with in a timely manner.

All assessment documentation must be submitted on SharePoint via the FNSW Portal.

Professional courtesy and manners have to be maintained at all times. If points of difference arise during the assessment process those debates always serve the best interest of the club and players' / coaches' development in general.

Escalation

If, for whatever reason, either party feels the need to escalate a situation due to inappropriate or un-progressive collaboration and communication the first point of contact will be the FNSW Club Technical Development Manager.

FALSE AND MISLEADING INFORMATION

The provision of false or misleading information by a club or Club Officials on an assessment submission, a Prescribed Registration form/document, in a written report or correspondence to FNSW or via the FA on-line Registration system shall constitute Misconduct.

Football NSW reserves its right to investigate and place sanctions on a club and its licence and/or refer the matter to the FNSW General Tribunal.

Clubs must acknowledge that copying someone else's work, or part of it, is wrong, and that submitting identical work to others constitutes a form of plagiarism. If the exact work of another football organisation is used without reference and their approval the affected assessment area is void or its point value can be reduced.

Audit

FNSW reserves the right to conduct an audit without notice on all information provided by clubs – this may include but is not limited to any criteria set out in this Guide or the NPL/FNSW Licence Agreement.

Participation Agreement & Licence Information

All other FNSW Participation Agreement & Licence Criteria that is not specifically spelled out in the JDL Club Standards & Benchmarking framework remains in force and applicable to the clubs at all times.

DEFINITIONS

Standard score is the sum of the standard areas' individual score from 0 to 8 which closely correlates to a simple percentage. In addition to this, each criteria can then be weighted based on the importance of the specific area. Please see the weighting of each area in Appendix 1.

Board means the Directors of Football NSW appointed or elected from time to time.

Club has the same meaning as 'Club' in the Football NSW Constitution, however, is specific to a club that has signed a Participation Licence and is competing in a FNSW League/Competition.

Club Development Football Australia and FNSW initiatives to build capacity at clubs to create better environments for their members, players and coaches

Club Development Unit Comprised of the Technical Department within Football NSW to predominantly support clubs' core technical programs

Club Official means any person involved with the administration, management or organisation of a club (whether paid or unpaid), including employees, contractors, directors, representatives and volunteers.

Advanced Club Standard Quality assurance process in line with Football NSW's right to investigate licensed clubs' program delivery and evaluate their reporting. It consists of planning, delivery, outcomes and non-negotiable measures and based on actual practices.

Advanced Club Rating One of the outcomes of the Advanced Standard Process featuring Gold, Silver, Bronze (Tier 1) or Development Committed (Tier 2) ratings for clubs' programs.

Coach Any person with the required qualifications registered with Football NSW to control a football team's training and match performance.

Competition Regulations means these Rules which apply to the National Premier Leagues and Football NSW competitions and/or Leagues, administered by Football NSW for Men's Football, Women's Football, Youth and Junior Football, as amended and updated by Football NSW from time to time.

Competitions means any or all of the football matches or competitions conducted by Football NSW.

Division means a particular age group or level within all Football NSW competitions.

FA means Football Australia Limited, the governing body for football (soccer) in Australia.

FIFA means Federation Internationale de Football Association, its successor or assignee.

FNSW means Football NSW Limited.

League means a competition conducted by Football NSW comprised of specific gender and age divisions, as declared by the Football NSW Board.

NPL (National Premier Leagues) National Premier Leagues Men and Women

NPL/NPL Women's Licence means the non-exclusive licence agreement entered into by a club and Football NSW for the club to enter teams into the NPL/NPL Women's Competitions/Leagues.

Misconduct is defined as unsporting, rude, offensive, or aggressive behaviour against officials, competitor players, coaches, or fans.

Regular Season means the time and Competition Fixtures between the first and last round of the relevant competition in addition to any Play off Matches required for the league in question.

Regulations means the Football NSW Official Regulations published each year.

Club Technical Director (TD) The main Technical Manager of the club responsible for player and coach development and the management of the club's technical program.

Head of Program (HoP) The Technical Manager responsible for a clubs specific technical program, GJDL, MJDL, GYL or BYL.

Team means a football team entered by a club to play in Football NSW Competitions.

Team Official means any person involved with the management, preparation or participation of a team (whether paid or unpaid), including the coaches, managers, medical staff, other support staff or any other person acting for or on behalf of a club.

Tribunal means the specialist, independent panel of appointed members that hears and determines allegations of misconduct. Tribunal cases may include on field misconduct, Suspensions and Member Protection matters, and /or other Misconduct offences as warranted by Football NSW to the jurisdiction as prescribed by the Football NSW By-Laws. References to the Tribunal may be a reference to the first instance panel, or Appeals Board, as relevant in the circumstances.

APPENDIX 1

Junior Development League (JDL)

LEAGUE COMPLIANCE

Clubs must meet the relevant requirements for participation within the corresponding league for 2027. Failure to adhere to the requirement will result in a sanction of minus two (-2) points of the overall assessment score, to the maximum of -10 points.

REQUIREMENT	EVIDENCE	JDL	SANCTION
Train 3x per week. 60 - 75 minutes min.	As per Annual Plan (Football Operations)	Yes	-2
Season length - 36 weeks min.	As per Annual Plan (Football Operations)	Yes	-2
No external coach use (i.e. private academies)	Coach contracts provided	Yes	-2
Safe to play criteria - WWC, Child Protection Policy (Signed, proof of receipt by date of Club Documentation Submission), MPIO appointed	As per Safe to play (Player services)	Yes	-2
All coaches registered on PlayFootball	As per Technical Qualifications	Yes	-2
Fielding all teams, meeting min. squad size	As per FNSW Participation agreement	Yes	-2
Club Technical Director appointed	As per Technical Qualifications	Yes	-2
Coach Contracts (Signed & provided by Date of Club Documentation Submission)	Evidence submitted	Yes	-2
Zero mandatory additional charge to participants		Yes	-2
Attendance at FNSW Club Capability Building workshops	As per FNSW events attendance list	75%	-2
Facilities - home ground (Minimum criteria)	• Access to pitch with suitable playing surface • Player changing and toilet facilities • Pitch fenced off • Teams must have access to 1/4 of a full-sized pitch once per week	Yes	-2
Training/Trialling Activities	Approval from the incumbent Club is required before any player participates in a training -on arrangement.	Yes	-1 (per player)
Mass movement of players	The registration of a fourth (4th) player and each subsequent player registered from that same team will result in a one deduction to the Club's Club Standards Assessment	Yes	-1 (per player)
			TO A MAXIMUM OF MINUS 10 POINTS

FOOTBALL CRITERIA - PLANNING

Planning primary submission limited to 150 pages / 15,000 words.

YOUTH DEVELOPMENT PLAN	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Mission, Vision, Philosophy	The Club's Mission encompasses its role within the community and service of its members. It appropriately matches its current service delivery method. It clearly articulates it's place within the football ecosystem, including opportunity for future development. The Club's Vision sets a clear pathway for deliverables to achieve the required outcomes in a multi-year plan. This multi-year plan includes technical, operational and financial goals. The Vision shows foresight into the future game and identifies how the club can be adapt in changing circumstances and where it can take advantage of future opportunities. The Club's Philosophy provides a clear set of guiding principles and beliefs that will assist with the conduct of future behaviours. The Philosophy set out has good relevant detail and sets a good foundation for learning and development. The Club Philosophy is separate from the Club's Football Philosophy/style of play. It encourages motivation and allows goals to be set against a clear pathway to success. The Philosophy for the academy pathway is grounded in individual player development. The planning and delivery of technical programs promote individual player development over all other outcomes. The content of the M/V/P from a technical perspective considers the growth of the game and the club. It allows for growth across a multidisciplinary approach. The club's philosophy represents its members, community, and historic background appropriately. Values are consistent across all club operations; this is evident in club documents, including delivery and decision-making processes.	Electronic submission	0 to 8	2	16
Long - Term Player Development Goals	There is detail found within the club's long-term athlete development framework. The Long-term development outcomes align with an evidence base which is referred to. The program is holistic in their nature and allows for individual differences to be harnessed within a common road map to success. The programs' individual player traits, characteristics and goals listed are appropriately matched to windows of learning / development. These should ideally encompass each aspect of the players: Physical / Technical Tactical / Psychological and Social Development. The club has a detailed method of retaining and releasing players and has this process clearly detailed to all members. Ideally in younger ages a patient approach to long term player development. Player retention is planned to be high, and a clear process is identified for how this addressed when/if there is a cohort that has a lower than anticipated retention rate.	Electronic submission	0 to 8	2	16
Player Development Model	The Player Development Model is based on clear principles throughout the main moments of the game which inform players about their roles. The model is clearly designed to get all team coaches on the same page, and it is made relevant to the ages and stages it is delivered in with video examples provided. The Player Development Model is a living document evolving but always supported by an evidence base with clear rationale behind the approach taken. Specifics are given for the context of the JDL program, showing differentiation throughout the age groups. Details are evident throughout the player development pathway in relation to the Player Development Model. There is a logical / methodical process applied within the phases of development at the club. The player profile and playing style allows the development of fundamental characteristics for what type of player the club want to produce – and there is no contradiction about it. The playing style is understood throughout the club and is evident in the framing of all sessions as they are delivered. This includes unit or individual player session planning. The playing style allows for the development of adaptable players and is not just based around formations or systems but more around behaviours and relationships within units. There is a clear link to the Individual Development Plans (IDP) for players.	Electronic submission	0 to 8	2	16

YOUTH DEVELOPMENT PLAN	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Talent Development	The Club outlines in depth their talent development philosophy, with preference towards a player centric environment of individuality within a team context. The Club should outline its ambition of its players throughout each stage of their development journey, including the Clubs stance to retention, progression and involvement with talented player programs. The Club outlines in its Player Profiling the type of traits and characteristics they are aiming to develop dependent upon the age and stage of the player. Technical Directors/Head of Program not only articulate and explain the approach to Talent Development, Long-Term Development and the Player Development Model but also are able to measure the success and stage of how coaches and teams implement it within the club. In the Junior & Youth stages of development, the Club is encouraged to link Talent Development back to the long-term goals and player profiles to define success, not short-term wins as a singular metric. Development should be holistic for the players, including their positional development, biological maturation and birth quartile considerations with expectations set across the program for each. The Club has established football player pathway relationships, formalised through MOUs or other documented partnerships, that support player development, progression and transition opportunities aligned to its player development objectives.	Electronic submission	0 to 8	2	16
Coaching Methodology Principles	The club's beliefs on how coaching should be implemented to achieve positive changes in their players' behaviours. It includes coaching related but also pedagogical principles, and they align with an evidence base approach to teaching & learning. The Club demonstrates clear differentiation in the expected outcomes for each age group, based upon their age and developmental stage. These outcomes include technical, tactical, physical, and social aspects, ensuring age-appropriate progression. The detailed document focused on preferred coaching principles within the club for the relevant ages / stages of delivery includes a variety of contexts such as team sessions / GK training / small group unit work / rehab sessions etc. The coaching principles are communicated clearly with reference to how and when they should be delivered. The coaching methodology allows for a holistic approach to player development. It is acknowledged that game day / training management has a clear influence on creating exciting players that can play in a variety of positions / roles. There is evidence of planning for coaching methodology principles to be supported by coach mentoring and informal coach education including model session delivery from either the Technical Director/Head of Program or industry expert. There is consultation and coach 'buy-in' to the sharing of suitable information related to the coaching methodology. There is club-wide understanding of these principles, and educating players and parents may be necessary to support understanding of how the program is delivered. The club has established clear processes for how coaches are expected to implement the coaching methodology across both training and matchday environments, with well-defined guidelines outlining the approach. The coaching methodology has a clear connection to the Club Coach Development Plan.	Electronic submission	0 to 8	2	16

FOOTBALL OPERATIONS	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Annual Plan	The Club has a documented, detailed season Calendar of a minimum of 36 weeks duration outlining Pre-Season, training cycles, match dates, player education workshops, player reviews, Season debriefings and other coordinated meetings with players, parents and Coaching Staff. The Club includes Pre-Season/Off-Season cycles effectively into the Season Calendar to extend for longer planning and more time to develop. The plan should incorporate workshops, scheduled IDP review periods, and strategies for engaging parents.	Electronic submission	0 to 8	1.5	12
Training Schedule and System	The Club has a documented, detailed plan outlining all session times and location for ALL teams and beyond to include specialist unit, including GK training, and individual sessions. The training times are structured so that they utilise maximum staffing and the Technical Director's / Head of Program availability, with a minimum of 3 training sessions per week. The training system may include meeting times or placeholders for video analysis, match reviews, tactical, physical, psychological or wellbeing education workshops. It is the club's responsibility to have a weekly update of the schedule as the execution of this plan can be observed at FNSW club visits. FNSW expect minimum field allocation to be adhered to as per the League Compliance criteria. Teams must have access to ¼ a pitch once per week.	Electronic submission	0 to 8	1.5	12
Attendance Register	The club has a well-planned method for attendance recording and the data handling process allows for coaches and technicians easy access to appropriate information. Attendance is recorded and has details around the reasons for absence that may trigger follow-up services or actions for players. A log / record is kept up to date and accessible for the TD/ Head of Program to resolve any issues around game time, player selection or general adherence to club training policies. The attendance record may be linked to the player welfare tracking at the club. This may lead to red flag systems for social and psychological support. Pre-planned absences are logged and fall into a full-season training plan. The attendance register may also form part of a critical review of training programs, athlete outcomes and may be included in players' IDPs. Values around athlete adherence to the training program can be gathered. It may be that operational processes at the club could also be improved through analysis of training start and finish times. This is particularly important for school-related sport.	Electronic submission	0 to 8	1.5	12
Game Time Record	The club has a detailed policy and process for logging players game time. Coaches, Technical Director and the Head of Program can access this information freely and it is updated regularly after each game week. The game time data displays all of the useful information that can be then used to inform future decisions around the long-term development of the athlete. The game time recording can be seamlessly drawn into player's individual development plans. The information is used to shape future placement in squads and gameday minutes for the individual players. The game time log may also provide detail into what position was played. Game time records are also used for Player assessment and judgement around retain release. Game time records are used to assess players' development and performance in line with what has been planned for game time in each age group. Data gained from this tracking may also be used to shape this planning and if needed the arranging of additional games through friendlies.	Electronic submission	0 to 8	1.5	12
Player Workshop	The club has a planned schedule of player workshops throughout the season. They are blocked into the season calendar and give access to all players throughout the club. The content and topics for the workshops are relevant and appropriate for the ages and stages they are for. The content is easily understandable for players they are designed for, and they allow for future development in the topic area. Leading industry experts may be involved in some or all the delivery of workshops / seminars. Players may be encouraged to complete follow up tasks. The club may have some extreme weather educational material that they can direct players and parents to - AIS website for example. Use of online platforms such as Zoom/Teams may have been planned for future references. Evidence given of dates or slides from presentations – These workshops should be delivered throughout the duration of the 36-week season, not calendar year.	Electronic workshop	0 to 8	1.5	12
Extreme Weather Plan	The Club should have a documented plan for extreme weather field cancellations to ensure football contacts can still occur. This may be adjusting session field space to allow for teams to train, moving to another venue, relocation into a room for player workshops, video analysis, online video team call etc. The Club should provide evidence of the plan and collateral such as presentation slides.	Electronic workshop	0 to 8	1.5	12
Members Experience Survey	The Club has shown there is evidence that feedback has been collected and used to improve areas of the program The survey may take place prior, during and post season, with findings analysed, an action plan created and communicated to members through suitable channels, such as emailing to stakeholders or sharing on the clubs website.	Electronic Submission and supporting documentation	0 to 8	1	8

PLAYER SERVICES AND SUPPORT	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Parent Education Seasonal Plan	The Parent educational seasonal plan is thorough and details all of the required content with context that will be required for the remainder of the playing season including operational, technical, medical, child protection and complaint resolution procedures. The plan covers all JDL age groups. It might be delivered separately for different age groups. The club demonstrates when the events happened and presented slides to support the events. There is comprehensive communication that sets out guides and plans for training and games. Lines of communication, grievance / whistleblowing processes are communicated along with child protection and serious complaints procedure. The communication process sets out protection for players, parents and coaches in terms of how and when dialogue is appropriate. The Club's MPIO is identified and accessible, with clear referral processes in place should Member Protection matters arise. Player welfare officer is introduced and made available. Codes of conduct are detailed and logged along with any biometric data. Players medical screening is completed with follow up plans for prehab / conditioning programs for pre, competition and post season phases. Injured players understand in- season medical support and Return to Play protocols. Players are completely comfortable in the organisation for their season - they know where to be and when and are provided with information about the equipment they will receive or need to source. For both Players and Parents, the clubs aims, Vision and Philosophy should be acknowledged. The Technical Director/Head of Program explains the program's key details: playing style/team model, training days, coaching staff, methodology, workload tracking, expectations and feedback procedures with dates. Board and committee members might set out details for the club's yearly plan and constitutional matters. There is appropriate consideration made for JDL age groups in this communication piece - that informs the season ahead as well as fixtures. Moreover, in this space there is key information that relates to child protection matters such as whistleblowing and appropriate reporting. The club should also make sure that all drop-off and pick-up procedures are clearly articulated. Additional parent workshops beyond the induction will be positively graded. The focus should be age appropriate with evidence provided through slides, sign off sheets or photographs. These workshops may include but not limited to the following; Understanding the Player Development Model, Supporting Your Child's Mental Wellbeing, Positive Sideline Behaviour, Nutrition & Recovery for Young Athletes, Understanding the Coach's Role & Philosophy, Individual Development Plans (IDPs) & Feedback, Building a Strong Club-Parent Partnership etc.	Electronic submission	0 to 8	1	8
Individual Development Plans & Goal Setting	The club has a detailed plan for goal setting for players that are regularly updated with player and coach input. Players have a clear input into their goals, and they are regularly reminded about them within a process driven fashion. The Framework should allow players to set up S.M.A.R.T. goals with mastery and improvement-based targets. Coaches can 'screen' the goals with input to keep them realistic. The goals should be linked to players' Individual Development Plans while this document considers a broad range of actions to make it attainable and appropriate to everyone. The club also has a clear and well-developed strategy for developing individuals within their program. 'The Player is the Project' and not the development of team models, the Team is the vehicle to develop the individual based on their needs. The club may use a variety of tactics to ensure this is the case. This may be in the forms of individual sessions / small group / position specific training to ensure that there is a high level of differentiation in sessions that are linked back to IDPs. The most appropriate execution of the IDP also creates physical / social / psychological / technical / tactical development plans to effect players in many ways. This holistic approach is well understood by all coaching staff and is practiced continuously - it is linked back to the club values, player development outcomes, not just words. This approach is followed through for Goalkeepers too with IDP and goalsetting heavily prevalent in their session planning and delivery. The IDP provides an action plan and opportunity for progress checking with built in follow up protocols. The IDP's are age relevant and not a one size fits all, e.g., younger players more coach led, older players player led.	Electronic submission	0 to 8	2	16
Safe to Play	Safe to play ensures the Club has met all League Compliance criteria outlined, including child protection requirements, policies, MPIO person in place, complete working with children check register (Office of the Children's guardian). This is to be supported with evidence of coach/player/ parent signatures. The club has a clear and detailed child protection policy that is understood and signed off by all staff and volunteers at the club. A WWC Register is maintained and easily accessible to members. New members of staff have their WWC verified before employment begins. Team Managers - must have WWC checks.	Electronic submission	0 to 8	2	16

PLAYER SERVICES AND SUPPORT	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Player Wellbeing Support	The club has a Wellbeing Program where players are treated holistically on and off the field. Wellbeing strategies are proactive, evidence-based, reflect the needs of players and are measured to track the effectiveness and progress of the initiatives. Such strategies are holistic and follow a bio-psycho- social philosophy. This recognises that clubs can support members in various dimensions of wellbeing such as physical, psychological, social. Opportunities to develop personal strengths and qualities such as leadership etc. are planned for in a comprehensive approach. The club has support mechanisms in place to help guide players through their career and education, especially during times of academic stress. The club has a mental ill-health referral process for all members. Within this process members can access best practice mental health information advice and services. A Club Welfare Officer may be appointed - this person has meaningful credibility (qualification/experience within welfare and Working With Children) in this field and has a direct and proper communication line/process to recognised authorities. These may not necessarily be at the club in house but there is a seamless direction to services and recognised support in this area. Triggers for this support are automatically activated within the club environment.	Electronic submission	0 to 8	1	8
Video Analysis	Video analysis takes place at the Club and is part of the Annual Plan. There are details around the process of filming, storage and distribution to relevant stakeholders. The Club can demonstrate how the video analysis is used to support coach and player development, with practical examples throughout the season. Video analysis should be connected to IDPs and the expansion of the playing style & player profiles.	Electronic submission	0 to 8	1	8
Game Leader Development (JDL only)	The club has a clear and detailed game leader development plan. The plan may include upskilling current and/or previous players and could serve as the first step on developing long term referees. The game leaders are compensated in some way for their time and are rewarded by being given more/higher quality games/further upskilling. The game leaders are supplied appropriate uniform.	Electronic submission	0 to 8	1	8

COACH EDUCATION AND SUPPORT	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Coach Development Plan	The Club conducts a Coach Induction at the commencement of the season which includes the presentation of the Youth Development Plan, Football Operations and Player Services of the Club. Coaches are provided contracts, a position description and understand their responsibility in the role, including safeguarding requirements. Coaches are made aware of their key performance indicators and the intended outcomes expected by the club. The Club implements its Coach Development Plan through clearly defined timelines and structured Individual Development Plans (IDPs) for each coach. These IDPs should incorporate: A framework of SMART goals, Improvement-focused targets, Collaborative input from the Technical Director (TD) or Head of Program and Coach self-reflection. Each IDP is tailored to be age- and stage-appropriate, aligning with the age group the coach is working with. Additional IDPs are encouraged and viewed positively, especially when accompanied by evidence of implementation and alignment with the Club's periodised Coach Development Plan, M/V/P, YDP (Youth Development Plan), and long-term development goals. In line with player feedback dates, coaches are also given formal feedback and appraisals. The agreed action plan off the back of each appraisal may consist of informal in-house training or more formal coach education. This may be again a mix of internal and external delivery. There is promotion from within the club or acknowledgment of losing talented and better educated staff to other clubs / organisations if they cannot develop their pathway at the current club.	Electronic submission	0 to 8	3	24
Professional Development	The Club actively supports their coaches through funding and scholarships to attend/obtain events/qualifications, such as; AFC/FA Diploma, FNSW/FA CPD Workshops, Coaching Conference(s), Tertiary educational qualifications, Study visits, Additional education opportunities. With evidence of the financial support provided.	Electronic submission	0 to 8	3	24

TECHNICAL QUALIFICATIONS

JDL TECHNICAL STAFF QUALIFICATION	0	1	2	3	ASSIGNED VALUE
Club Technical Director	N/A	B Diploma (BYL3 Programs Only)	A Diploma	Pro Diploma or A Diploma + CET	1
Head of Program (MJDL/GJDL)	N/A	B Diploma	A Diploma or B Diploma + JDL Certificate	Pro Diploma or A Diploma + JDL Certificate or A Diploma + CET	1
JDL Goalkeeper Coach	N/A	Foundation of Goalkeeping	B Diploma GK	A Diploma GK	1
U9 Coach (Mixed only)	N/A	C Diploma	B Diploma or C Diploma + JDL Certificate	A Diploma or B Diploma + JDL Certificate	1
U9 Coach Asst. (Mixed only)	N/A	C Diploma	B Diploma or C Diploma + JDL Certificate	A Diploma or B Diploma + JDL Certificate	1
U10 Coach	N/A	C Diploma	B Diploma or C Diploma + JDL Certificate	A Diploma or B Diploma + JDL Certificate	1
U10 Coach Asst.	N/A	C Diploma (FOF GJDL only)	B Diploma or C Diploma + JDL Certificate	A Diploma or B Diploma + JDL Certificate	1
U11 Coach	N/A	C Diploma	B Diploma or C Diploma + JDL Certificate	A Diploma or B Diploma + JDL Certificate	1
U11 Coach Asst.	N/A	C Diploma (FOF GJDL only)	B Diploma or C Diploma + JDL Certificate	A Diploma or B Diploma + JDL Certificate	1
U12 Coach	N/A	C Diploma	B Diploma or C Diploma + JDL Certificate	A Diploma or B Diploma + JDL Certificate	1
U12 Coach Asst.	N/A	C Diploma (FOF GJDL only)	B Diploma or C Diploma + JDL Certificate	A Diploma or B Diploma + JDL Certificate	1
U13 Coach (Girls only)	N/A	C Diploma	B Diploma or C Diploma + JDL Certificate	A Diploma or B Diploma + JDL Certificate	1
U13 Coach Asst. (Girls only)	N/A	Foundation of Football	B Diploma or C Diploma + JDL Certificate	A Diploma or B Diploma + JDL Certificate	1
JDL Development Conference (2027) Technical staff, Head Coach, Asst Coach, TD, Head of Program (MJDL/GJDL), GK Coach	0-1 Technical Staff Attended	2-4 Technical Staff Attended	5-7 Technical Staff Attended	8-10 Technical Staff Attended	1

TECHNICAL QUALIFICATIONS

SUPPORT STAFF QUALIFICATION	0	1	2	3	ASSIGNED VALUE
Video Analyst	No formal Qualifications / No experience.	Little to no experience in the field but may have some formal Coaching Qualifications.	Experience with sports analysis platforms. Some sports formal qualifications. May not have any Coaching qualifications or background. Only experienced in either filming / analysis or presentations.	Sports Degree if available. Experience in Coaching with some formal Qualifications. Experience working with the main platforms, e.g. Veo. Experience in filming to presentation and delivery.	1
Strength & Conditioning (Physical Literacy)	None	Formal, non-tertiary	Currently studying Sports Science/ Medicine Bachelor's degree	Completed degree + experience.	1

Notes:
*Coaching qualifications must be valid and compliant with FNSW minimum coaching requirements of the given year/season. The transition rule is no longer applicable.
Dual Role – Coaches/Technical Staff receive 50% for their second role. No points awarded for a third role.
Additional points can be gained if the coach is a current player at the same club – to a max of 3 points per coach.
The Clubs Non-Playing Role Spreadsheet (NPRS) must be maintained and any changes communicated to the Comps department
If a coach is not on the Clubs NPRS they would not be counted if coaching at training or matchday visit.
The highest qualified coach per age group will be regarded as the 'Head Coach'.
Coaches/technical staff who have a qualification in progress may be compliant but would not score until that accreditation is completed.

DELIVERY

SCHEDULED TRAINING PROGRAM ASSESSMENT	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Training Plan Recording	All training plans are centrally recorded, consistently structured, accessible for review by the Technical Director/ Head of Program and shared electronically in alignment with training cycles to support coach development, with pre-visit access to the session library is required.	Club visits and supporting documentation	0 to 8	1	8
Session Design	A high level of detail is evident in the planning of the session and coaches demonstrate the following or above and beyond. • Sessions have a clear session objective which is consistent and aligned to the clubs development model and training cycle. • Session design reflects the club's coaching methodology and is planned with a clear age appropriate technical and tactical focus. • Session design has high levels of detail regarding team, unit and individual player tasks/challenges/coaching points with subsequent cues to aid player learning of how/when/where/why to apply this. • Session preparation and organisation is executed in a timely manner, allows for a logical and seamless flow to ensure training time is utilised to full effect. • Session design utilises appropriate field space, equipment and available staffing efficiently. • Within the session design all activities expose players to realistic football scenarios that allow high repetition of football actions that are relevant to their age/stage. • Scaffolding techniques are embedded in the session design to encourage participation and deepen player understanding. • Self-reflection is in line with the club's coaching methodology and integrated into the session design as a key component of continuous improvement. This is recorded/written and used to form feedback as part of coach development.	Club visits and supporting documentation	0 to 8	2	16
Training Delivery Observation	It will be observed during club visits if the planning, preparation, conduct and evaluation of training aligns with the club's vision, philosophy, and coaching methodology. • Access to session plans and training schedule is required. • Creates and maintains an engaging learning environment where players are actively involved and challenged • Session organisation is well managed and set up prior to players arrival • The set up of the sessions uses appropriate field space and equipment • The coach manages time effectively across session elements, ensuring seamless transitions and maintaining session flow. • The appearance, behaviour and overall conduct of the coach aligns with the club's values and beliefs. • The delivery is in line with the club's coaching methodology. • Session evaluation is conducted and engages players and staff in a variety of ways to reflect on session delivery and learning outcomes.	Club visits and supporting documentation	0 to 8	2	16
Coach Delivery Observations	A high level of detail is evident in the delivery of the session and coaches demonstrate the following: • Coaches adhere to the club's detailed coaching methodology in terms of intervention, interaction and processes. • Coaching points include a high level of detail regarding team, unit and individual player tasks/challenges/coaching points with subsequent cues to aid player learning of how/when/where/why to apply this. • Technical detail provided is relevant to the core skill and conveyed in a way to assist with players execution and understanding. • Coaching interactions/interventions are clear and concise and are delivered with appropriate timing to support learning and development. • Coaches are able to demonstrate a variety of intervention styles and deliver these at the appropriate time in an age/stage appropriate tone & manner. • The coaches delivery positively influences player learning and individual/team development. • The coach is able to adapt the session based on player needs: **SOCHANGEIT** for desired football outcomes.	Club visits and supporting documentation	0 to 8	2	16

SCHEDULED TRAINING PROGRAM ASSESSMENT	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Coach Interaction Observation	The following essential traits are to be observed consistently at training: • Communicates key messages clearly and concisely, ensuring players understand expectations and instructions, relevant to the age and stage of the player. • Effectively questions and guides players to promote critical thinking, problem solving and a deeper understanding of the learning outcomes aligned to the Club's coaching methodology. • Maintains an appropriate tone, manner and professional presence, demonstrating respect, professionalism and approachability in all interactions with players. • The appearance, behaviour and overall conduct of the coach aligns with clubs' values and beliefs. • Demonstrates the ability to motivate, influence and inspire players, adapting communication and coaching behaviours to the needs of the individual, group and learning context. • Uses positive and purposeful interactions to create an inclusive, engaging and player-centred environment where players feel valued, supported and empowered to learn. • Provides clear, constructive and timely feedback that reinforces key messages and supports player understanding, reflection and development. • Consistently reinforces the Club's coaching principles, playing principles and behavioural expectations through communication and interactions with players. Works collaboratively with Assistant Coaches and other technical staff, sharing knowledge, seeking input and contributing positively to a unified coaching environment that supports player development.	Club visits	0 to 8	2	16
Technical Director/ Head of Program Interaction Observation (Training)	The Technical Director/Head of Program is the guardian of the Club's Coaching Philosophy and Methodology; they actively interact and support the club's technical staff and do not coach individual teams. They implement the Coach Development Plan, deliver internal Coach Professional Development (CPD) and or organise best-practice demonstrations from external individuals/organisations. The Technical Director/Head of Program engages positively within the club environment, by: • Actively provides support to coaches prior to the session. • Shows care and interest in the development of coaches and players • Asks insightful questions and provides meaningful guidance to support coach development • Shows strong communication skills, engagement and the ability to connect with others. • Observes training sessions and provides age appropriate formal and or informal feedback and support • Provides age appropriate technical and tactical detail/support as required to coaching staff and players. • The TD/Head of Program actively implements the Coach Development Plan in line with the club's coaching methodology • Demonstrates a high level of football knowledge, shared with the intent to create a positive learning environment for all. • Post session provides written formal feedback and support relating to the session's objectives and Coach Development Plan.	Club visits and supporting documentation	0 to 8	3	24
Facilities (Training)	More than 6 of the following: • Access to pitch with suitable playing surface • Pitch fenced off • Player changing and toilet facilities • Separate toilet facilities for spectators • Disabled toilets • Ambulance access • Undercover seating for spectators • Off street-car parking • In the event of extreme weather, access to an alternative training/learning venue, such as, meeting room space, indoor facility • Onsite gear storage	Club visits	0 to 8	1	8

MATCH DAY OBSERVATION	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Coach Interaction Observation (match day)	Training observations will be taken into consideration when assessing match day coaching to assess the transfer and consistency of learning outcomes and priority of long-term player development. The planning, preparation, conduct and evaluation of Matchday aligns with the club's vision, philosophy, and coaching methodology. The following essential traits are to be observed throughout at games. • Appropriate manner of tone and body language are used when interacting with all players • Positive interaction with team members and club technical staff to exchange ideas, share knowledge or ask advice. • Respectful interaction with officials, opposition staff, spectators and all matchday stakeholders. • The appearance, behaviour and overall conduct of the coach aligns with the club's values and beliefs. • Assistant coaches and additional staff have clear roles & responsibilities on matchday which can evidently be observed to support the individual and team	Club visits	0 to 8	2	16
Coaching Observations (matchday)	A high level of detail is evident in the delivery of match day coaching and demonstrates the following: • Technical detail provided is relevant to the core skill and conveyed in a way to assist with players execution and understanding. • Tactical adjustments are age and stage appropriate, and in line with the coaching methodology. • Coach demonstrates a variety of communication methods and delivers these at the appropriate time in an age/stage tone & manner. • This is conveyed clearly and concisely to players and does not impact on a players' cognitive load. • Coach interactions and feedback are age and stage appropriate, incorporating both team and individual tasks that link to learning outcomes and supports player decision-making. • The coaching staff motivate, influence and inspire players at the appropriate times. • Coaches demonstrate the ability to adapt and engage players through a variety of methods during the game. • The coaching staff engage with the substitutes to keep them connected to the game and prepared to play. • There is evidence of pre planning with visual cues and/or targets.	Club visits	0 to 8	3	24
Matchday Planning & Organisation	A high level of detail is evident in the preparation of matchday; • Individual player development is key to the club's delivery of game day. • The coach demonstrates the ability to link the game day experience back to the IDP or focused learning for the individual player • Match day is planned with a specific technical and tactical outcome to meet individual/team needs. • Match day preparation and organisation is executed in a timely manner, warmups use appropriate field space, equipment and utilise available staffing efficiently. • The coaching staff (Assistant Coaches, GK Coach) have clearly defined roles and responsibilities to support the matchday environment. • Management of substitutes and player rotations – Player's game time is considered and monitored in line with the clubs game time policy. • Matchday evaluation is conducted and engages players and staff in a variety of ways to reflect performance and learning outcomes. • There may be individual targets that fall in with Unit targets or indeed team targets but there is a clear understanding for each player what they should be working on in the game. • There is evidence of formal written post-game coach and player self-reflection - both objective and subjective and linked back to their targets, Coach Development Plan and or IDP's.	Club visits and supporting documentation	0 to 8	1	8

MATCH DAY OBSERVATION	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Adherence to Club's Development Model	The JDL teams at the club consistently and clearly follow the club's Development Model. The style of play reflects the club's identity — demonstrating its playing philosophy and player development model. • Technically, players are executing core skills effectively, while tactically demonstrating an age-appropriate understanding of their roles within the team. • Learning moments of game day are linked to training, IDP and individual players focused learning. • Player behaviours in the game are clearly linked to set technical and tactical objectives; these may be coach driven or coach and player driven • Players actions or at least intentions are replicated based on what has been planned within the club's Development model. • Coaches on game day refer to this 'method' and are generally concerned with adherence to this model above any other actions from players. • Players and coaches have an entrenched position on the principles of the player model. The outcome and state of the game may slightly alter how this affects the players tasks but there is always a mainstay of the individual player's focus.	Club visits and supporting documentation	0 to 8	2	16
Club Technical Director/ Head of Program Interaction Observation (match day)	The TD/Head of Program plays a central role in ensuring a well-structured, supportive, and development-focused match day experience aligned with the club's philosophy and standards. Their main role on matchday is to provide technical oversight for players and coaching staff, not operational responsibilities. • The TD/Head of Program is present at game day delivery across all phases at the club both at home and away fixtures. • Respectful interaction with officials, opposition staff, spectators and all matchday stakeholders. • The TD/Head of Program can influence coaches' behaviour and impart appropriate and timely knowledge of the club's expectations from the Clubs Development Model). • They assist coaches and players across game day and have an influence on the pre, during and post-game education for players and coaching staff. • Provides visible Matchday support to coaches in line with the Club's Coach Development Plan • The TD/Head of Program has a formal debrief with staff post-game. • Individual player development is the focus of the TD/Head of Program ensuring as best they can that a development aspect is the key outcome of the day. • They may also be a key line of communication / safety for visiting referee officials and ground staff. • The TD/Head of Program is fully aware of all the events of the day and upholds the spirit of the game, professional conduct, a general good experience by all involved.	Club visits	0 to 8	3	24
Player Behaviours (Social)	Players conduct themselves in the spirit of the game by demonstrating the aspects below. • Players are engaged in activities; warm up, substitutions • Players act in a respectful and appropriate manner to all matchday stakeholders; team-mates, opposition, referee, coaches, parents etc • Players demonstrate positive body language that reflects respect, focus, and engagement throughout the matchday experience. • Players are engaged in communication; eye contact, listening, Q&A	Club visits	0 to 8	2	16
Matchday Environment	The match day environment is a positive and enjoyable space where matches are played in the true spirit of the game, fostering sportsmanship and respect. • The spectators are encouraging and supportive. • No sideline coaching from parents / spectators. • Spectators act in a respectful and appropriate manner to all matchday stakeholders; (players, officials, parents/crowd). • There are clearly identified Ground Marshalls (Jacketed Officials) as per FNSW competition regulations. • Ground marshals actively communicate with the spectators from their own side as well as supporting the overall matchday environment. • Game Leader adherence to the matchday rules and FNSW guidelines. • Adherence to all FNSW matchday policies and guidelines.	Club visits	0 to 8	3	24

MATCH DAY OBSERVATION	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Facilities (Matchday)	More than 6 of the following. • Access to pitch with suitable playing surface • Player changing and toilet facilities • Pitch fenced off • Separate toilet facilities for spectators • Disabled toilets • Separate medical/physio room • Ambulance access • Undercover seating for spectators • Off street car parking (Car Park) • Access to wet weather alternative venue (if the home venue is grass) • Access to indoor, on-site meeting facilities	Club visits	0 to 8	1	8

PROGRESSION & RETENTION

PLAYER DEVELOPMENT OUTCOME	EXPLANATION	EVIDENCE PROVIDED	ASSESSMENT	WEIGHTING	MAX POINTS
Player progression	Using registration data, FNSW will request the Club to verify the progression of players from the previous year to current year to determine how many may have progressed to a Club in a higher tier and/or joined an APL Academy. Points will be awarded for ranges of this occurring.	FNSW sourced & Club verified	0 to 3	1	3
Pathway programs	Football NSW will request Clubs to verify data of their players involvement within Football NSW Talented Player Pathway programs, including Talent Support Program (TSP), Emerging Socceroos/Matildas Championships selection & Talent Development Scheme (TDS) matches.	FNSW sourced & Club verified	0 to 3	1	3
RETENTION RATES	**EXPLANATION**	**EVIDENCE PROVIDED**	**ASSESSMENT**	**WEIGHTING**	**MAX POINTS**
Player Retention	Football NSW will source data and request the Club to verify its player retention. Assessment score will be allocated based on the percentage of player retention.	Electronic Submission	0 to 3	1	3
Coach Retention	Football NSW will source data and request the Club to verify its coach retention. Assessment score will be allocated based on the percentage of coach retention.	Electronic Submission	0 to 3	1	3
Bonus points	Bonus points will be awarded for females participating within the Mixed / Male program to encourage Clubs to retain strong female players within the Mixed/Boys pathway.	Club evidence supplied	1 – 2	1	2

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