



## Hibernian Community Club Information Pack

# Our Ethos

- To provide structured football opportunities for any player
- To promote fun and enjoyable football activity.
- To provide a safe and nurturing match day experience .
- To establish a progressive player pathway.
- To develop and mentor coaching staff.
- To educate and develop young people to become positive citizens.
- To build a positive reputation and embed the club in the local community.



# Recruitment

## Players:

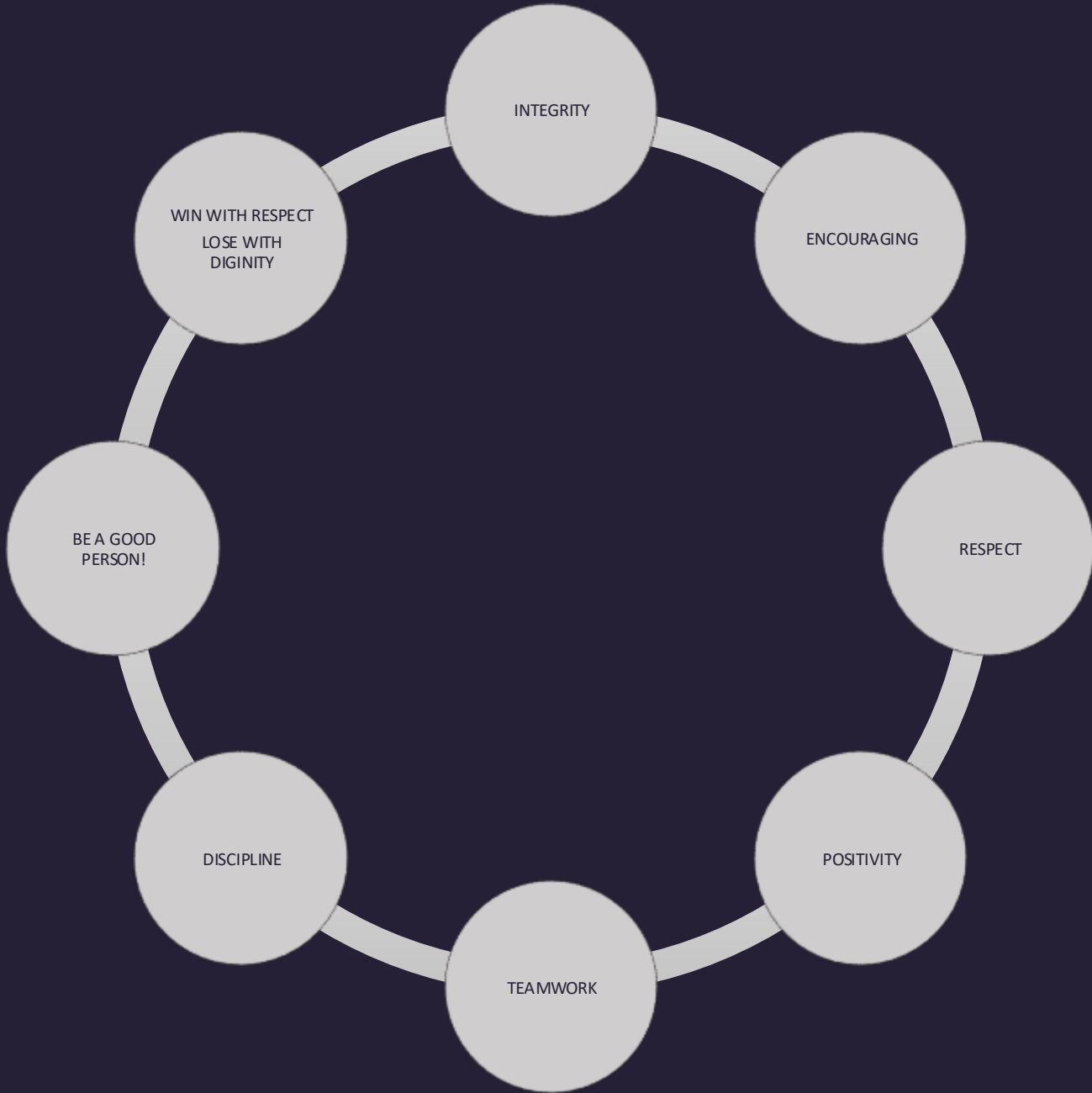
- Hibernian Community Foundation welcome enquiries from players of all abilities at all ages and stages.
- If you are interested in joining our Community Club please email [pauld@hiberniancf.org](mailto:pauld@hiberniancf.org)

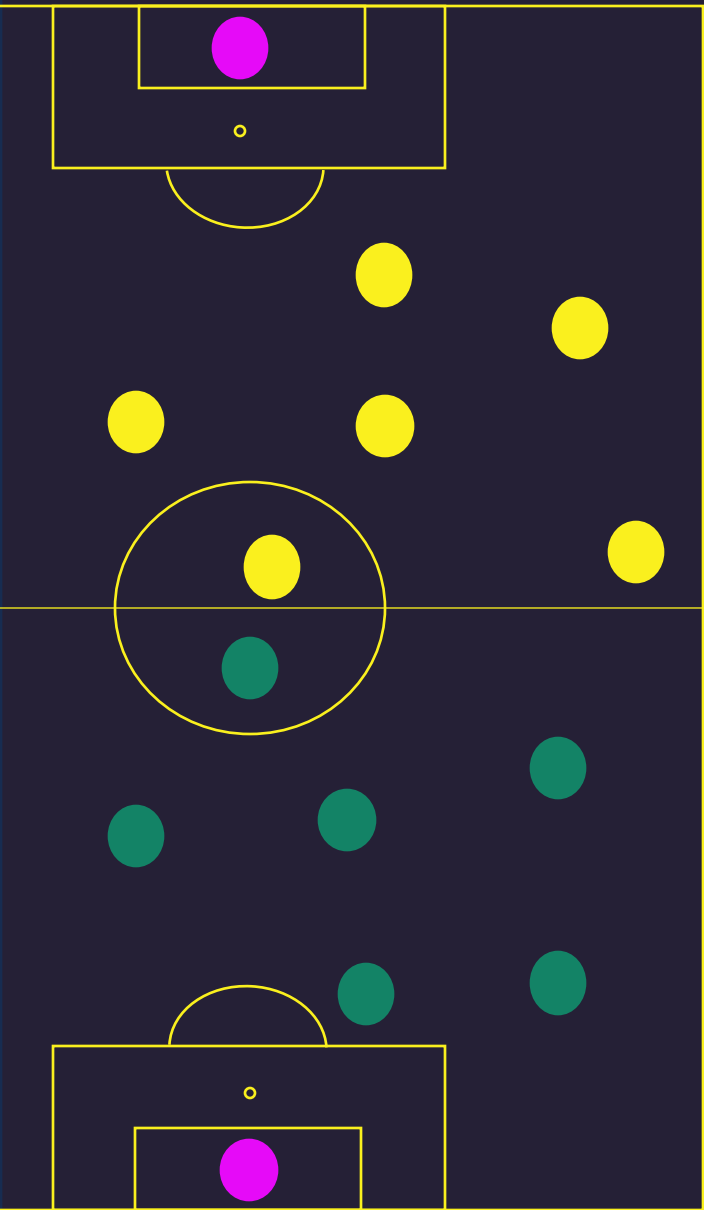
## Coaches:

- Better Coaches = Better Players & Environments
- We are actively recruiting coaching staff to join Hibernian Community Club.
- We aim to provide coaches with a structure to grow and learn while providing support through formal and informal education and development.
- If you are interested in joining Hibernian Community Club as a volunteer coach please email [pauld@hiberniancf.org](mailto:pauld@hiberniancf.org)

# Our Values

Hibernian Community Foundation players, coaches and parents should be respectful of these values and project them on a matchday, at training or any other occasion when representing the Hibernian brand.





# Hibernian Community Club

*Boy's Section (U6-U14s) & Girls' Section (U8-U16s)*

## Desire to Play

6-8years old

- 4v4 & 5v5
- Festival basis – trophy free – multi game model
- Simple rules – no offside, kick-ins, rolling subs
- Size 3 football
- Minimal adult interaction / supervision
- 10-15 minute games with a maximum of four games

## Learning to Play

9-12years old

- 7v7 - 9v9
- Trophy free – festival or fixture based.
- Additional rules added per age group (Retreating Line + pass-back rule)
- Size 4 football
- Coach monitoring / supervision during games.

## Develop The Player

13-16years old

- 11v11
- Traditional season + league based football & cup competitions
- Standard laws of the game apply.
- Size 4-5 football
- Referees allocated to matches
- 2-3 x periods of 25-45mins pending age group and structure.
- Rolling substitutes

4v4  
U6's & U7's

5v5  
U8's

7v7  
U9's & U11's

9v9  
U12's

11v11  
U13's +



# Hibernian FC Men's 1<sup>st</sup> Team

Hibernian FC Dev Squad & U18s

Hibernian FC Youth Phase  
(Under 13s-16s)

Hibernian FC Children's Phase  
(Under 11s-12s)

Hibernian FC Pre-Academy  
(Under 10s)

Community Club U14s Boys

Community Club U13s Boys

Community Club U12s Boys

Community Club U11s Boys

Community Club U10s Boys

Community Club U9s Boys

Community Club U8s Boys

Community Club U7s Boys

Community Club  
YPL U16s

Community Club  
Girls' U14s

Community Club  
Girls' U12s

Community Club  
Girls' U10s

Community Club  
Girls' U8s



# Hibernian Women's 1<sup>st</sup> Team

Hibernian Women  
U20s

Hibernian Next Gen  
Girls' Academy  
(Under 13s, 15s & 17s)



Hibernian Community Foundation – Community Football Activities (18mth +)



# Our On-Field DNA

“An incisive **possession based** brand of attacking football. Our underlying attacking principles of careful & controlled build up, will be complimented with an understanding of fast break attack with a **clinical and creative mindset** in the opposition half!

An **aggressive high pressing defensive culture** will be controlled through a strong understanding of individual and pro-active group defending with the ability to instantly press or read the game and build a block.

Underpinning our entire identity will be the culture to **never be out worked** ensuring as individuals and as a team we are in peak physical condition.



# Game Model



At Hibernian Community Foundation our motto is

**“person first, player second”**

We aim to develop young people holistically with not just with skills that will make them positive players but with life skills they can use away from the pitch.



# Technical Habits

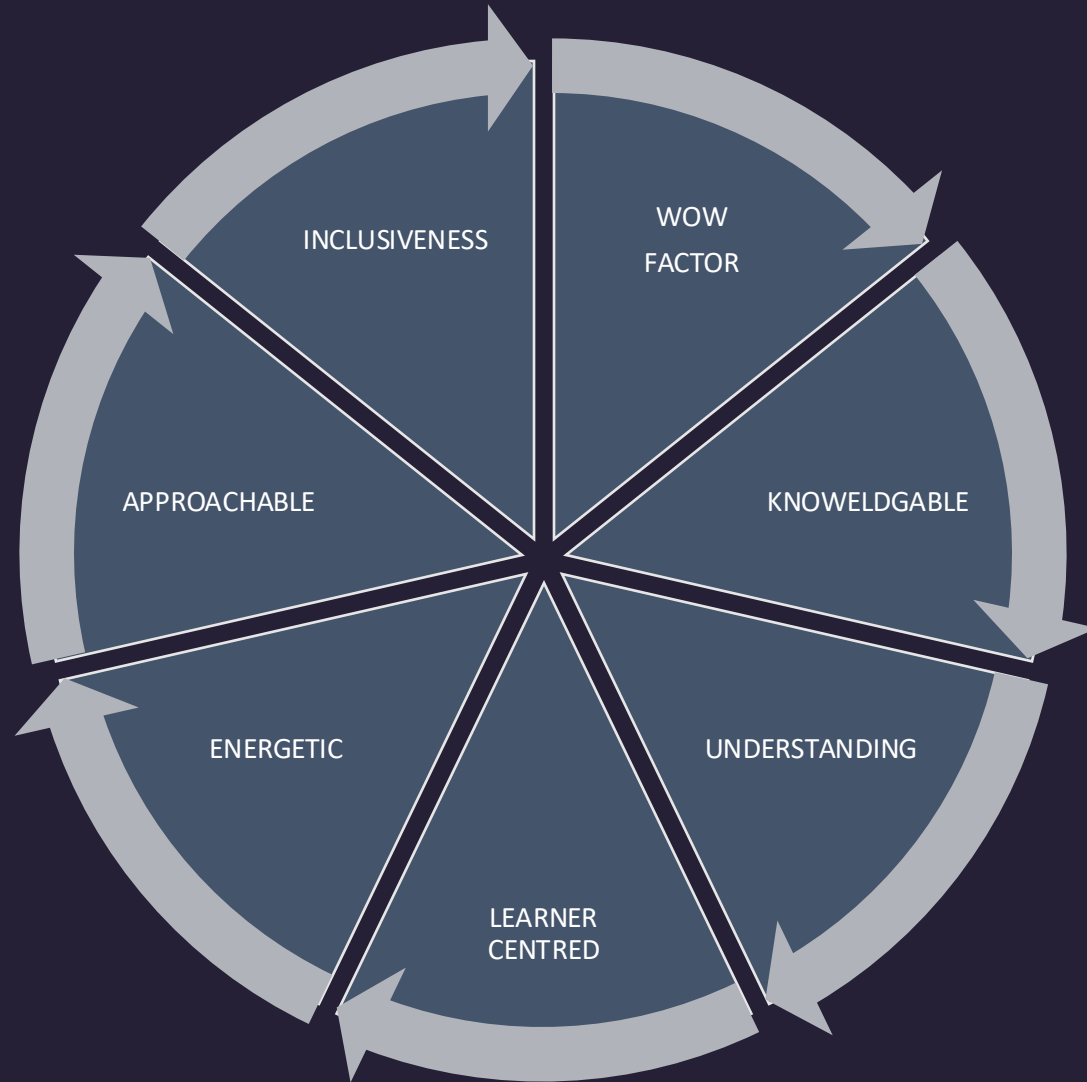


Seven key individual technical habits to create a holistic player!

These habits should be worked on at every session

Our Habits provide players with a platform to have an individual focus / target within a team based session.

# Coaching Standards



It is important our programme delivers the highest possible standards at all times.

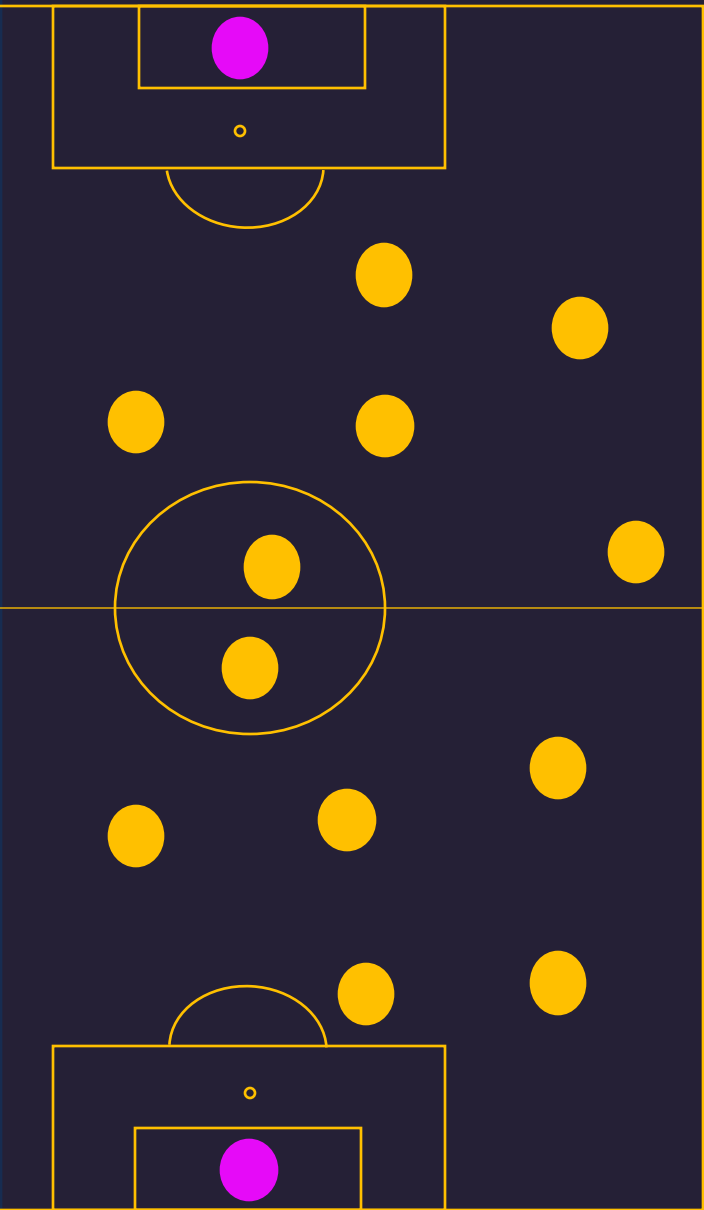
We have seven key delivery standards all our volunteers and coaches have to abide by when operating with Hibernian Community Foundation

We aim at all times to  
**“BE THE BEST PART OF THEIR DAY!”**



Club accreditation from the Scottish FA. Platinum Legacy Status is the highest level for club accreditation possible for Grassroots clubs.





# Hibernian Community Club

*WHAT WE CAN OFFER.*





## Regional 6-8years old 4v4-5v5

- Two training sessions every week
- Weekend festival fixtures through affiliated league and invitationals.
- Matchday Playing Kit supplied
- Training Kit supplied
- MCH app for secure monthly payments.
- Teamer app for weekly communication
- 20% discount on Hibs Heroes Holiday Camps
- End of Season celebration / party
- Certified & trained coaching staff  
(Scottish FA & Disclosure Scotland + First Aid trained)

12 monthly  
payments  
**£32**



## Regional 9-12years old 7v7-9v9

- Two training sessions every week
- Weekend fixtures through affiliated league and invitationals.
- Matchday Playing Kit supplied
- Training Kit supplied
- MCH app for secure monthly payments.
- Teamer app for weekly communication
- 20% discount on Hibs Heroes Holiday Camps
- End of Season celebration / party
- Certified & trained coaching staff  
(Scottish FA & Disclosure Scotland + First Aid trained)

12 monthly  
payments  
**£37**





## Regional 13-16years old 11v11

- Two training sessions every week
- Weekend fixtures through affiliated leagues in South East Region
- Matchday Playing Kit supplied
- Training Kit supplied
- MCH app for secure monthly payments.
- Teamer app for weekly communication
- 20% discount on Hibs Heroes Holiday Camps
- End of Season Presentation Event
- Certified & trained coaching staff  
(Scottish FA & Disclosure Scotland + First Aid trained)

12 monthly  
payments  
of **£42**



# THE RON GORDON BURSARY PROGRAMME

In 2023, the Hibernian family sadly lost a great leader, visionary and man, in the form of our executive chair Ronald J Gordon. In memory of Ron, the Ron Gordon Bursary Programme aims to provide financial assistance to those in our community who may be experiencing hardship and see finance as a barrier to participating in sport.

Applications are open to any family wishing to have their child participate in Hibernian Community Club.

To request an application form please email [pauld@hiberniancf.org](mailto:pauld@hiberniancf.org)







# SAFEGUARDING

**KEEPING EVERYONE SAFE**

At Hibernian Community Foundation we recognise that football can have a very powerful and positive influence on communities and especially on young people. Not only can it provide opportunities for enjoyment and achievement, it can develop valuable life skills such as self-esteem, leadership and teamwork. These can only be developed if football is in the right hands – in the hands of those who place the welfare and wellbeing of young people first and adopt practices that support, protect and empower them.

Everyone associated with Hibernian Community Foundation has a duty of care towards children and young people and to support this we have produced our Safeguarding Policy in conjunction with Hibernian Football Club to provide robust guidelines which will help protect children and young people from harm whatever their engagement with the Foundation is.

Hibernian Community Foundation is for everyone promoting diversity and treating individuals fairly and with respect. Everyone has the right to protection from all forms of harm and abuse and Hibernian Community Foundation is committed to doing everything it can to provide this. Adhering to these policies and procedures will help ensure children and young people are 'SAFE WITH HIBS.'

**POINT OF CONTACT**

**JOANNE ROSS**

**CHILD WELLBEING AND PROTECTION OFFICER**

**TEL: 07788 393939**

**EMAIL: [safeguarding@hibernianfc.co.uk](mailto:safeguarding@hibernianfc.co.uk)**

# CODE OF CONDUCT

## Coaches & Officials

We all have a responsibility to promote high standards of behaviour in the game. As a coach you will be in a position of great responsibility in the development of the children you work with and you are a role model to your players and parents. We are asking every coach and club official to follow a Code of Conduct to Honour Our Game.

As a coach on and off the field, I will:

- Show respect to others involved in the game including match officials, opposition players, coaches, officials and parents.
- Understand and abide by the laws, rules and spirit of the game and any competition in which you participate.
- Promote Fair Play and high standards of behaviour to Honour Our Game.
- Work with the Officials and always show respect.
- Never engage in public criticism of the officials.
- Never engage in, or tolerate, offensive, insulting or abusive language or behaviour.
- Place the well-being, safety and enjoyment of each player above everything, including winning.
- Explain exactly what I expect of players and what they can expect from me.
- Ensure all parents/spectators of all players have agreed to Code of Conduct.
- Always be honest with players, parents, guardians and officials.
- Develop mutual trust and respect with every player to build their self-esteem.
- Encourage each player to accept responsibility for their own behaviour and performance.
- Always look for and encourage positive attributes, performance and effort.
- I understand that if I do not follow the Code of Conduct, action may be taken by the foundation, league or National Association.

**Print Name**

---

**Signed / Date**

---

# CODE OF CONDUCT

## Parents & Spectators

We all have a responsibility to promote high standards of behaviour in the game. Parents & Guardians have a great influence on children's enjoyment and success in football.

Children play football because they first and foremost love the game – it's FUN.

Remember children's football is a time for them to develop and learn. We want them to win but not at all costs.

Play your part by supporting your child and observe the Code of Conduct at all times.

As a Parent / Guardian & Spectator I will:

- Remember that children play for FUN
- Applaud effort and good play
- Always respect the match officials' decisions
- Remain outside the field of play or within the Designated Spectators' Areas
- Let the coach do their job and not confuse the players by telling them what to do
- Encourage your child, and others, or be quiet. Praise effort and performance, not results
- Encourage the players to respect the opposition, referee and officials
- Avoid criticising a player for making a mistake – mistakes are part of learning
- Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour.
- Parents must develop an appropriate supportive relationship with both the coach and their
- child based on mutual trust and respect
- Support the coach's decisions and discuss any concerns directly with the coach
- I understand that if I do not follow the Code of conduct, action may be taken by the club, league or National Association.

**Print Name**

---

**Signed / Date**

---

# CODE OF CONDUCT

## Players

We all have a responsibility to promote high standards of behaviour in the game. As a player, you have a big part to play.

Fair Play and respect for all others in the game is essential.

We are asking every player to follow a Code of Conduct to Honour Our Game

As a football player, on and off the field, I will:

- Always work hard to learn and improve and play to the best of my ability
- Play fairly with sportsmanship and respect to Honour Our Game
- Respect my team-mates, opposition, officials and self
- Play by the rules and always respect the referee
- Value your opposition by playing hard and fair
- Shake hands with the other team and referee at the end of the game
- Lead by example both on and off the pitch
- Listen and respond to what my coach tells me
- Talk to someone I trust or the club welfare officer if I'm unhappy about anything at my club.
- I understand that if I do not follow the Code of conduct, actions may be taken by my club, league or National Association.

**Print Name**

---

**Signed / Date**

---



For more information on Hibernian Community Club please contact our staff on;

**Paul Doig**

Club Development Manager  
[pauld@hibernianfc.co.uk](mailto:pauld@hibernianfc.co.uk)

**Ayla Esen**

Community Club – Girls' Section Lead  
[academy@hiberniancf.org](mailto:academy@hiberniancf.org)

**Paul Greig**

Head of Football  
[paul@hiberniancf.org](mailto:paul@hiberniancf.org)

