



UWA- NEDLANDS FC

FEMALE FOOTBALL PLAN 2024-2026 & PATHWAYS FOR 2024

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UWANFC – a growing force in female football



Realising the legacy of the 2023 Women's World Cup

On behalf of the UWA-Nedlands Football Club, I am proud to share our 2024-2026 Female Football Plan and Pathways for 2024.

As a player at UWANFC for the last 10 seasons, and the first female President in our club's 75 year history, it brings me great joy to see the achievements of our women's and girls teams over the years, and particularly the tremendous growth in our programs since our first Female Football Plan in 2022. In our first year, we doubled the number of MiniRoo and Junior girls teams from 4 to 8, and our women's and girls teams have had many successes at both a team and individual level.

Our program goes beyond football performance – we aim to provide a holistic experience guided by key principles that will ensure that all of our players are supported to be the best version of themselves, in a community that recognises the importance of female sporting participation.

As we work to realise the legacy of the 2023 Women's World Cup, our own club moves into a new phase. For the first time since 2018, UWANFC is returning to the top flight of women's football, having been promoted into the National Premier League – Women's (NPLW-WA) off the back of sustained success and preparation on and off the field. Our playing numbers have grown to support additional streams of teams, and we welcome MiniRoo league grading for girls in the coming season. We've listened to feedback, and will be incorporating a range of changes to make sure our players are getting the best experience we can provide.



It's going to be a big few years – we can't wait to have you along for the ride.

Yours in football,

Alexandra 'Ritchie' Lyons, UWANFC President

Our key team members

Lawrence Lewis – NPLW Head Coach and Technical Director (Female)

tdfemale@uwanfc.com.au

Sheela Miller – Management Committee Football Lead Women's & Girls

Alexandra Lyons – President

president@uwanfc.com.au

Sam Watkins – Admin Manager

info@uwanfc.com.au

UWANFC FEMALE FOOTBALL PLAN 2024-2026 ON A PAGE

Vision: To be the club of choice for female footballers in Western Australia

Principles: Culture Pathways Equity Connection Credentials Learning

Outcomes: Producing girls and women capable of playing at the highest level in Australia Providing opportunities for all girls and women to belong to a sporting community and maintain healthy lifestyles Improve the outcomes for women's and girls football beyond our own club

Strategic priorities and targets:

Attract and retain high quality, credentialed coaches and staff for our performance teams

- 🕒 C-License or above for all Academy Girls teams by 2025.
- 🕒 At least B-Licensed coaches for NPLW U21s by 2025.
- 🕒 At least one A-Licensed coach or Technical Director by 2026.

Prepare and deliver a high quality, professional high performance program

- 🕒 Maintain a Division 1/Blue status in every Youth Girls league from 2025.
- 🕒 Deliver on the Youth Football Performance Program
- 🕒 Attain and maintain top 4 status in highest leagues available from 2024 (in NPLW from 2025).
- 🕒 Ensure all Performance Pathway female players have access to an accredited S&C and Medical, and Mental Health program from 2024.
- 🕒 Ensure all Performance Pathway female players are actively participating in the mentoring program from 2024.
- 🕒 Ensure all Academy Girls teams are supported by a First Team/U21s Assistant Coach by 2025.
- 🕒 Provide a senior/boys league opportunities for players needing additional challenge.
- 🕒 Aim to develop or attract enough players of the quality to achieve at least female 40% participation in the Academy Plus Program.
- 🕒 Progress a minimum number of junior players into senior teams year on year.

Provide opportunities for player exposure to state, national, and international progression

- 🕒 Promote trials for State & NTC teams, invite recruitment coaches, from 2024.
- 🕒 Actively recognise the achievements of our players from 2024.
- 🕒 Participate in recognised national and international performance tournaments from 2024.

Providing opportunities for all girls and women to belong to a sporting community and maintain healthy lifestyles

Attract, retain, and upskill enthusiastic and dedicated coaches and team managers

- 🕒 Wherever possible, secure and announce coaches ahead of trials
- 🕒 Ensure all development/recreational/social coaches have access to at least fortnightly Technical Director support.
- 🕒 Provide specific mentoring or education to coaches new to coaching females (either in-house or external).

Increase the number of grassroots girls teams and year on year retention

- 🕒 Achieve grassroots gender parity in enrolment by 2027.
- 🕒 Ensure that teams are placed in the most appropriate division.
- 🕒 Achieve and maintain a retention rate of at least 80% in MiniRoo's, 70% in Juniors.
- 🕒 Give all Girls teams the opportunity to mascot for the First Team.

Increase the number of social-amateur women's teams to ensure appropriate range of levels

- 🕒 Enter two Metro teams, two Central teams, and a Masters Women's team by 2025 season.
- 🕒 Increase the number of UWA Student membership year on year.

Create an inclusive, interconnected, and supportive club environment in which members are protected.

- 🕒 Provide the opportunity to participate in recognised national and/or international social tournaments.
- 🕒 Identify opportunities for alternative delivery options (e.g. social sport, 5-a-side, walking football)
- 🕒 Promote a monthly calendar of Women's social engagements, alongside the Club's Social Committee, and monthly combined social trainings.
- 🕒 Continue the Player Progression Program.
- 🕒 Support player-led cultural pursuits (e.g. Pride Round, Ladies Day, etc.).
- 🕒 Maintain clear and accessible communication/feedback channels.

Improve the outcomes for women's and girls football beyond our own club

Actively advocate for and drive change, and share our learnings and leadership within our club and community.

- 🕒 Advocate for, and support the process for MiniRoo Girls grading for 2024 (Junior Standing Committee)
- 🕒 Push for the increased standards and funding for the female football pathway (Women's Standing Committee).
- 🕒 Support Football West and Football Australia in developing thought leadership and participating in public forums.
- 🕒 Identify strategic female football partner clubs.

Provide opportunities for women's leadership development

- 🕒 Identify women and girls within the club with leadership potential, and connect them with training and opportunities (incl. coaches)
- 🕒 Introduce formal succession planning and governance to ensure longevity.

Host and deliver high quality tournaments

- 🕒 Maintain and build on the Girls Invitational Tournament, expanding in scope from 2025.
- 🕒 Secure a high-level sponsor for this tournament.

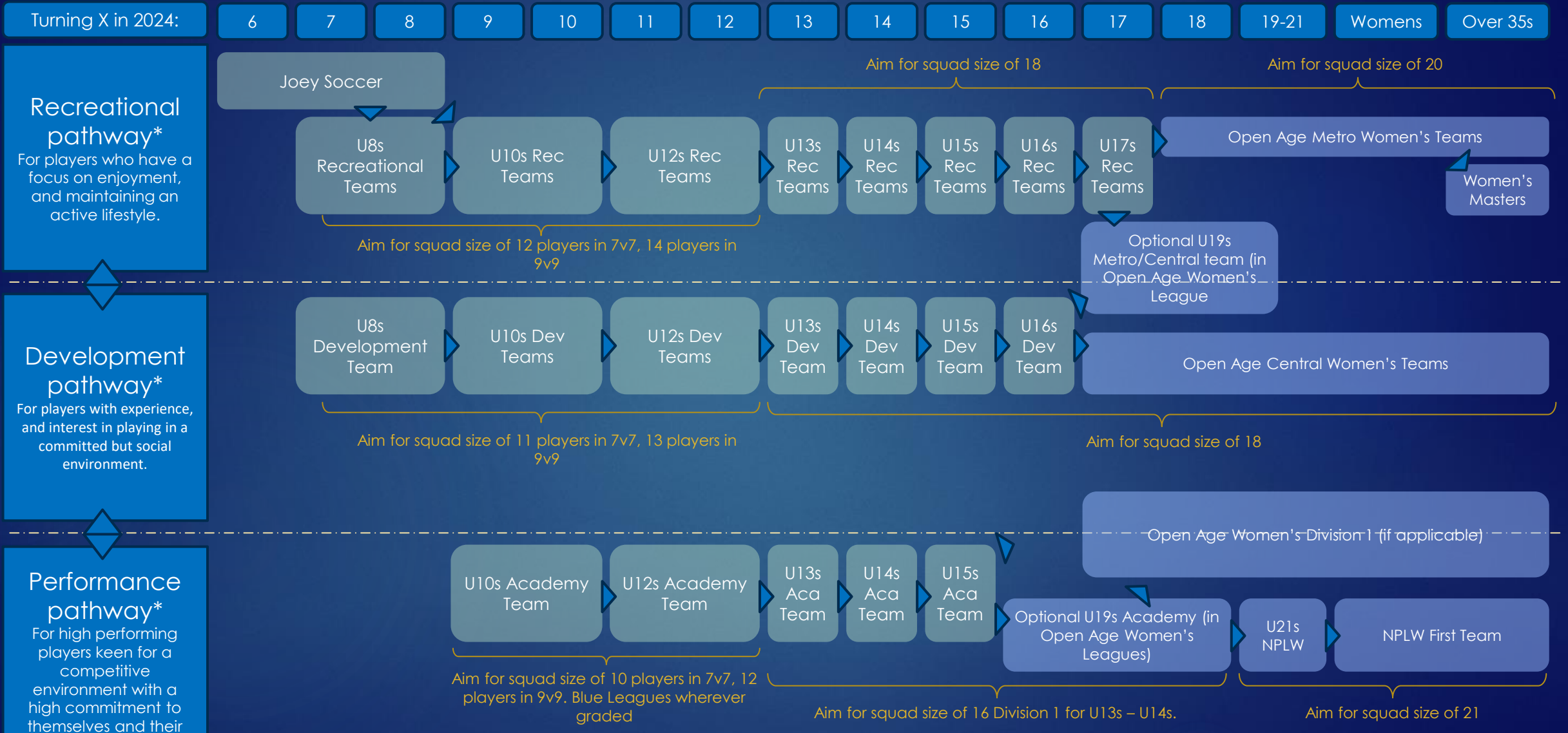
Drive commercial opportunities that demonstrate and grow the value of the female game

- 🕒 Investigate the viability and benefits of a separate Women's & Girls social media presence.
- 🕒 Onboard at least 2 new W&G sponsors for 2024, and at least one 3 year partnership agreement.

Reduce barriers for female participation at each level of competition

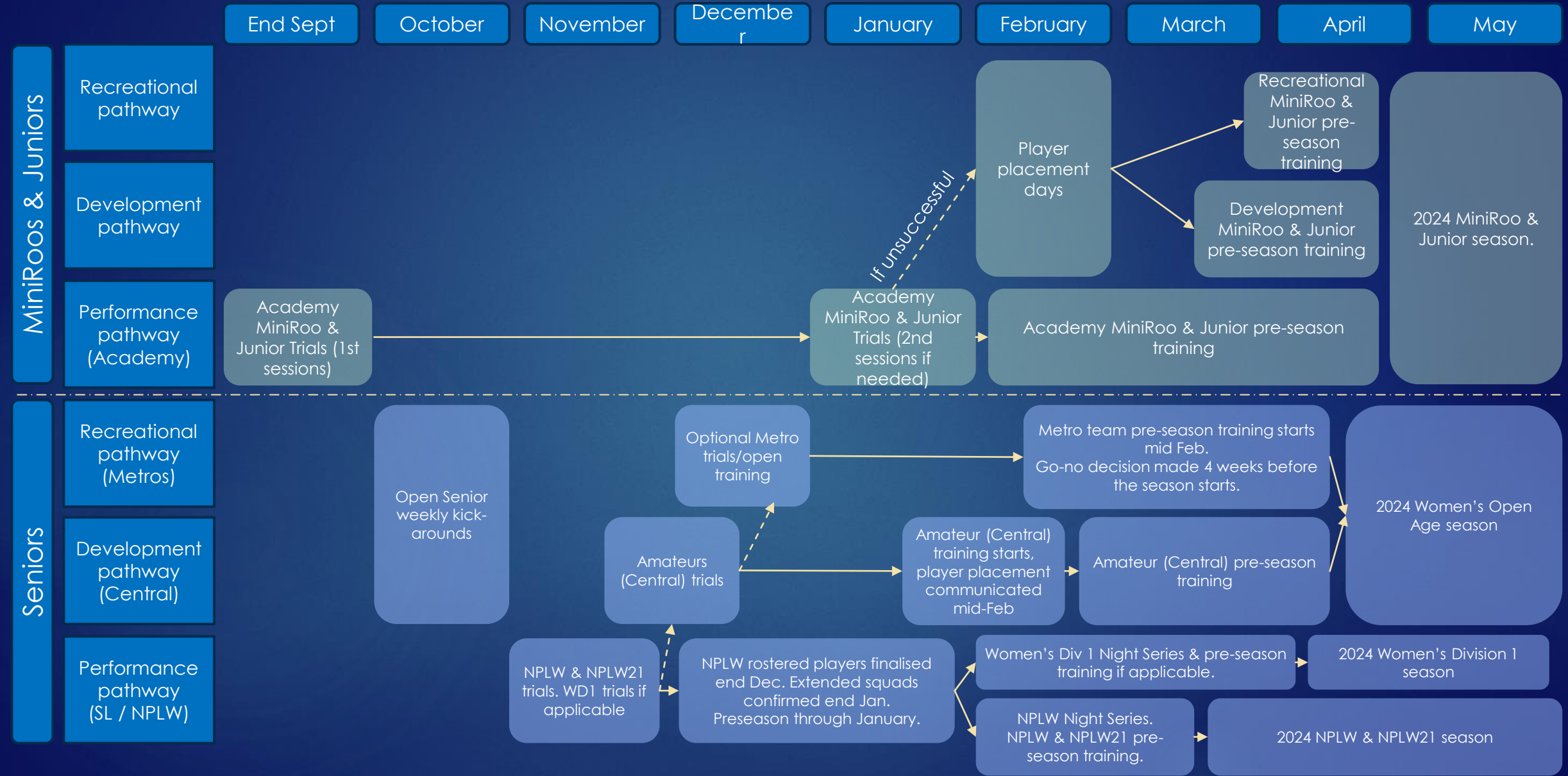
- 🕒 Maintain affordability in fees and value for money.
- 🕒 Investigate child-care options for mothers looking to play.
- 🕒 Continue and expand on entry-level programs such as Go Girls, Women's Come & Try, Joey Soccer Girls Rounds.
- 🕒 Advocate for improved female facilities.

UWANFC FEMALE FOOTBALL PLAN 2024+ PLAYER PROGRESSION

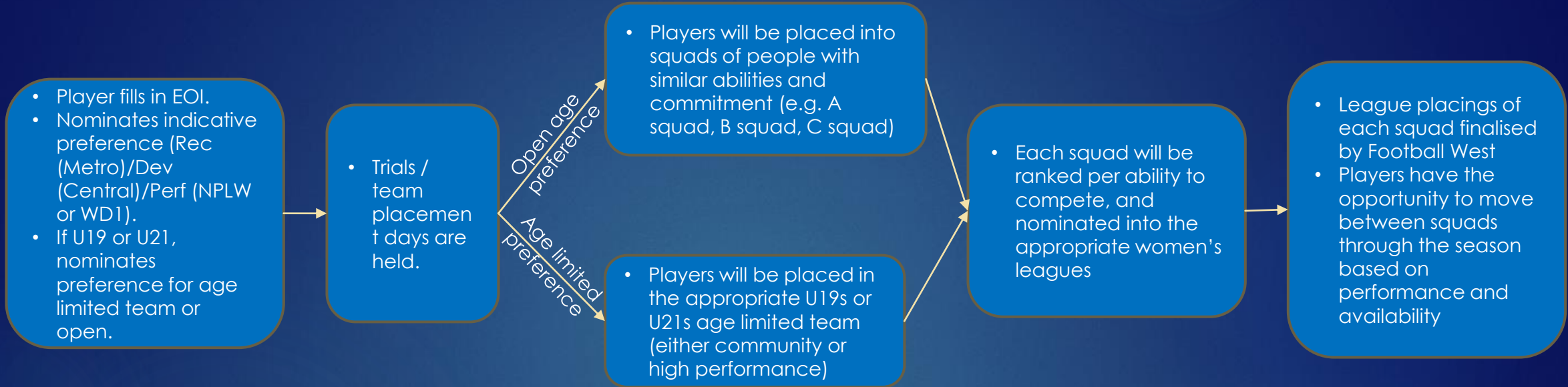


* Team placements subject to interest and ability levels, and available age groups with Football West. Players may have the opportunity to move between teams during the season.

UWANFC FEMALE FOOTBALL 2024 TRIALS CALENDAR



UWANFC FEMALE FOOTBALL 2024 WOMEN'S GRADING PROCESS



Nominations inform the trials/sessions that the player is invited or recommended to attend.

Players that do not attend trial or placement sessions may risk selection in a team. Please communicate early to the TD if you are a returning player who cannot make these sessions.

Responding to feedback from 2023, this is a new approach. Only players who want to play in age limited teams will be considered for those. Otherwise, players will be placed on ability and commitment alone.

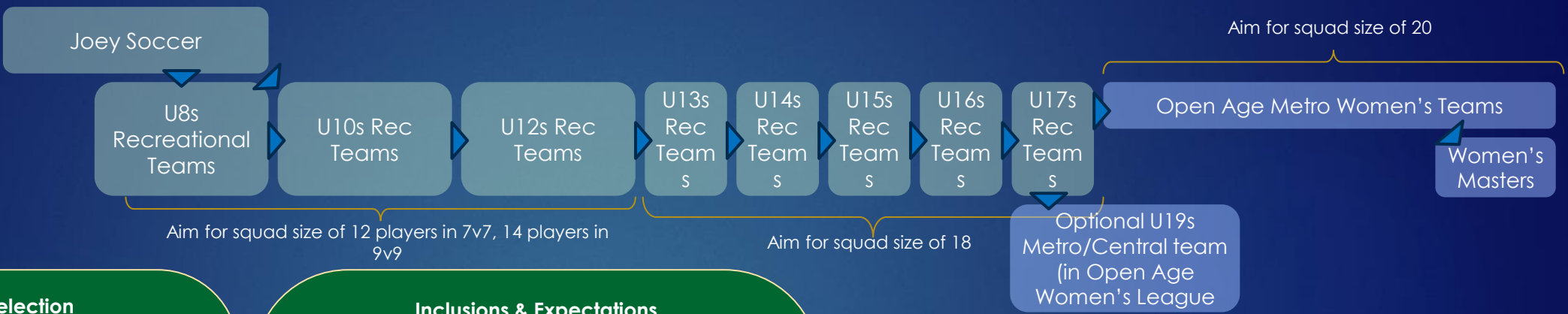
Responding to feedback from 2023, returning players who have not been placed in their desired team will have their outcomes communicated via a phone call from the coach, with at least a day's notice from their next training. New players, and returning players who have made their desired team may receive their outcome via message.

Age limited and open age squads are then considered together in terms of ability. E.g., based on the comparative ability of each team, UWANFC may nominate Squad A for Central 2, Squad B for Central 3, U19s for Metro 1, Squad C for Metro 3 (for example). This ensures all players and teams are in the appropriate level for their actual ability, rather than a pre-determined club goal (another change from 2023 based on feedback).

UWANFC FEMALE FOOTBALL PLAN 2024- RECREATIONAL PATHWAY

Turning X in 2024: 6 7 8 9 10 11 12 13 14 15 16 17 18 19-21 Womens Over 35s

Recreational pathway
For players who have a focus on enjoyment, and maintaining an active lifestyle.



- Player selection**
- Players should nominate their intention to play in a Recreational Team through the website EOIs or attend advertised open trainings (seniors) / player placement days (MinRoos & Juniors). If additional space is available, late joiners will be accepted.
 - Players who are unsuccessful in Development or Performance stream trials may be invited into a Recreational team.
 - UWANFC will endeavour to offer a place for all players who want to play in a Recreational team a place.
 - Disputes may be raised with the Female Technical Director.
 - If there are insufficient players of the required interest or ability, UWANFC may not enter a Recreational team. If so, individual recommendations will be communicated to players.

- Inclusions & Expectations**
- A coach. If for a senior team, the team opts for self-coaching, there may be a discount available for the team at the Club's discretion.
 - Referee fees (for U13s and above. U12s and below do not have referees).
 - Pitches for training (MCO) and games (UWASP), playing shirt. Shorts and socks are to be purchased by the player.
 - Coaching support and team oversight by the Female Technical Director.
 - Insurance under Football West.
 - Voting rights as a member.
 - Invitations to Club social events, and additional football programs.
 - All players (or parents for underage players) must fulfill their volunteer shift or pay the volunteer levy.
 - Players must abide by the Code of Conduct, and are expected to pay fees on time or against a payment plan.

- Coaching**
- For MiniRoo and Junior teams, typically these teams will be coached by a parent, or a student.
 - For Senior teams, we will exhaust all reasonable avenues to secure a coach, or agree with the team to be self-coached.
 - There is no expectation that these coaches will be licensed, but coaches new to coaching females will complete training on how to approach this.
 - All coaches will have access to coaching support resources.

- Training & Game Time**
- There will be training once a week.
 - Training is highly encouraged, but we acknowledge that players may have holidays, other commitments, or work.
 - If Recreational players wish to train additional times, they may arrange with a Development team coach to join in (at no additional cost, with prior agreement only).
 - For MiniRoo and Junior teams, players can expect reasonably equal game time. For senior teams, at least half a game should be expected.

UWANFC FEMALE FOOTBALL PLAN 2024- DEVELOPMENT PATHWAY

Turning X in 2024:

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19-21

Womens

Over 35s

Development pathway

For players with experience, and interest in playing in a committed but social environment.

Aim for squad size of 11 players in 7v7, 13 players in 9v9



Player selection

- Players should nominate their intention to play in a Development Team through the website EOIs or attend advertised trials / player placement days. If additional space is available, late joiners will be accepted.
- Players who are unsuccessful in Performance stream trials may be invited into a Development team.
- UWANFC will place players into teams based on their assessed abilities through trials or open trainings. Non-attendance at these sessions may impact selection outcomes.
- Disputes may be raised with the Female Technical Director.
- If there are insufficient players of the required interest or ability, UWANFC may not enter a Development team. If so, individual recommendations will be communicated to players.

Inclusions & Expectations

- A coach.
- Referee fees (for U13s and above. U12s and below do not have referees).
- Pitches for training (MCO or UWASP) and games (UWASP), playing shirt. Shorts and socks are to be purchased by the player.
- Coaching support and team oversight by the Female Technical Director.
- Insurance under Football West.
- Voting rights as a member.
- Invitations to Club social events, and additional football programs.
- All players (or parents for underage players) must fulfill their volunteer shift or pay the volunteer levy.
- Players must abide by the Code of Conduct, and are expected to pay fees on time or against a payment plan.

Coaching

- UWANFC will seek to provide coaches with at least 2 years of coaching experience for these teams (with or without a license).
- Coaches new to coaching females will complete training on how to approach this.
- All coaches will have access to coaching support resources.

Training & Game Time

- There will be training twice a week.
- Training attendance of at least 75% is expected (i.e. at least 3 trainings a fortnight), acknowledging that players may have holidays or other commitments, but that there is also a commitment to the team.
- For MiniRoo and Junior teams, players can expect reasonably equal game time. For senior teams, at least half a game should be expected. Training attendance may impact game time.

Aim for squad size of 18

UWANFC FEMALE FOOTBALL PLAN 2024- PERFORMANCE PATHWAY

Turning X in 2024:

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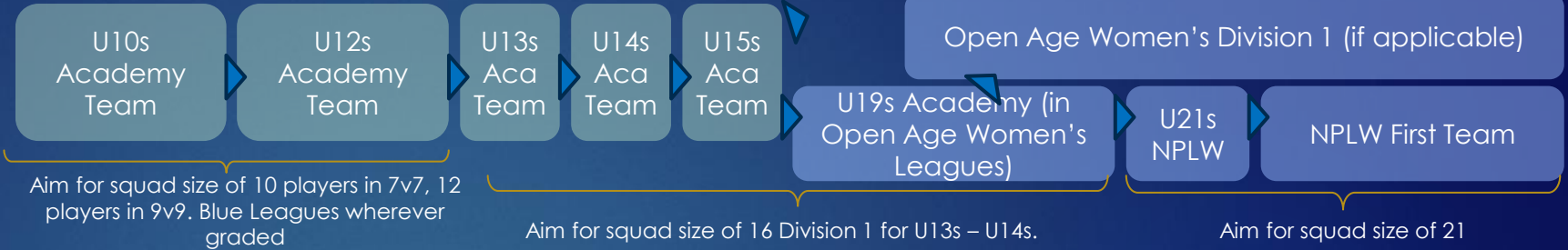
19-21

Womens

Over 35s

Performance pathway

For high performing players keen for a competitive environment with a high commitment to themselves and their team.



Player selection

- Players should nominate their intention to play in a Performance Team through the website EOs or attend advertised trials. If additional space is available, late joiners may be accepted.
- Players who are unsuccessful in Academy stream trials may be invited into a Development team.
- UWANFC will place players into teams based on their assessed abilities through trials or invitational trainings. Non-attendance at these sessions may impact selection outcomes.
- Disputes may be raised with the Female Technical Director.
- If there are insufficient players of the required interest or ability, UWANFC may not enter a Performance team. If so, individual recommendations will be communicated to players.

Inclusions & Expectations

- A coach, assistant coach, strength & conditioning staff, physio access (specifics depending on age).
- Referee fees (for U13s and above. U12s and below do not have referees).
- Pitches for training (UWASP) and games (UWASP), playing shirt. Shorts and socks are to be purchased by the player (excl. NPLW – these are provided)
- Training & off-field kit.
- Coaching support and team oversight by the Female Technical Director.
- Insurance under Football West.
- Voting rights as a member.
- Invitations to Club social events, and additional football programs.
- Participation in the mentoring program (WD1 excluded).
- All players (or parents for underage players) must fulfill their volunteer shift or pay the volunteer levy.
- Players must abide by the Code of Conduct, Performance team agreements/NPLW contract and are expected to pay any required fees on time or against a payment plan.

Coaching

- UWANFC will aim to provide at least C-Licensed coaches for all MiniRoo Academy teams (or at least 2-3 years of experience).
- Junior Academy teams (13s+) will be provided with a C-Licensed + coach.
- NPLW First Team will have a coach with at least a B-License. A WD1 coach will have at least a C-License.
- Coaches new to coaching females will complete training on how to approach this.
- All coaches will have access to coaching support resources.

Training & Game Time

- There will be training 2-3 times a week.
- Players are expected to not miss more than 1 training a month, and attend trainings when injured. The Club acknowledges study and work requirements and will work with affected players to find player-specific plans.
- Training attendance may impact game time.
- For MiniRoo and Junior teams, players can expect reasonably equal game time. For senior teams, game time is at the discretion of the coaches and is not guaranteed.

FAQS – PLAYER SELECTION

- **How do I sign up for trials/team placements?** Submit an expression of interest at www.uwanfc.com.au/womens for players wishing to play in senior leagues. For children aged 5-12, submit an EOI at <https://www.uwanfc.com.au/miniroos>, and for children aged 13-17 (and wishing to play in junior leagues), at <https://www.uwanfc.com.au/juniors>
- **How do I nominate my preference for stream?** Please either select it in the drop-down, or note it in the free text.
- **What if I do/don't want to be in an age limited team as a Senior?** If you are under 21 or over 35, and don't want to be considered for a specifically age-limited team, just nominate so in the EOI.
- **How will I be placed in a team?** Depending on your age and expressed playing level interest, the placement selection will change. You will generally attend the relevant trials or team placement days, from which you will be placed in a team with similar abilities and commitment levels, and taking into account any age limitations or preferences. These outcomes will be communicated within a reasonable timeframe following the sessions. The dates and times will be communicated to you once an EOI is submitted. The process is generally documented in the above diagrams.
- **How will my team be graded?** Once we have selected the teams based on like abilities, commitment levels, and/or ages, we will then compare and rank the teams based on how competitive they are. We then nominate for the appropriate league based on our assessment of how we think they will compete against other clubs. We do note that Football West has the final discretion on which leagues our teams are in – this is not entirely within our control.
- **How will the outcome of my selection be communicated to me?** This will depend on whether you are a junior, senior, returning player, or new player. Junior parents will typically receive an email with the outcomes of the trials/team placement days. For senior players, this is outlined in the above pages.
- **What do I do if I am unhappy with my selection?** Female player selections are at the final discretion of the Technical Director – Female, with any queries to be raised with them (tdfemale@uwanfc.com.au). The Management Committee does not intervene in player selection matters. If you feel that there has been a breach of the processes outlined in the pages above, please raise these first with the Technical Director – Female with the intent of resolving it informally. If this is not satisfactory, a complaint based on breach of process can be filed through UWANFC's complaints process.
- **I want to play with my friends – what should I do?** If you want to play with friends, you should nominate for a Recreational/Metro team, and note the friends names in the EOI. This will allow us to try to place you together, but we cannot guarantee it. We ask that players wishing to be considered for Development teams or higher understand that as we select players based on their commitment and ability, we cannot consider friendship requests within these teams.
- **I can't make all/some of trials – what should I do?** Please email tdfemale@uwanfc.com.au to let them know. Depending on the level being considered, this may impact team selection outcomes – but this may be mitigated with good communication.
- **Can I move teams during the year?** Yes! As a club that aims to develop players, there are always opportunities for players to move up or down during the year, usually based on performance or player availability. We deliberately frame our squad sizes to accommodate this. It will usually occur on a case by case basis during the season.
- **What if I sign up late?** Players can join at any point in the season as long as there is space in the teams to accommodate this. At the Management Committee's discretion, there may be some discount available to players who join in the second half of the season. Please note that due to FA Transfer Window requirements, there may be limited ability to join the NPLW squads late.

FAQS – INCLUSIONS & EXPECTATIONS

- **When will I know what my fees are?** We endeavour to have our fees published early in the New Year. We cannot finalise these until Football Australia and Football West release their fees.
- **What does my fee include?** Your fee includes three parts – a Football West component (which includes limited insurance), a Football Australia component, and the club component. These components each vary depending on the level registered for. The club component includes (at a minimum) all referee fees and coaching costs, admin and overhead costs, ground hire, ground marking, team equipment, coaching education, fines, team entry costs, trophies and medals, and playing shirts. Some teams have higher fees, which include additional training kit and other services.
- **Why are some fees different to others?** The FW and FA components are different depending on the league entered into. From a club component, our performance teams typically pay a higher fee than our recreational teams, as there is a higher cost to deliver the services and products expected at that level.
- **Why do I have to do a volunteer shift?** To run a club of over 1500 members is a huge undertaking, and without volunteers to support our operations we would need to raise our fees significantly. We require that all of our members from MiniRoo and above (parents for underage players) commit to one 2-3 hour shift in the canteen, match photography, ground marshal, or other various 'club-facing' roles that otherwise we would need to pay someone to do. This is above any other team-based volunteering (e.g. running the lines or bringing oranges). If this commitment is untenable with your personal circumstances, you can opt out with a \$250 levy, which is used to help cover our staffing costs where we have gaps (e.g. over the school holidays, during which we usually struggle). You will be asked to sign up for a shift on registration, and your registration won't be approved until a shift is selected or the levy is paid.
- **How do I change my volunteer shift?** Email social@uwanfc.com.au to organise a new shift.
- **Where can I buy shorts and socks, and other merchandise?** Order online at <https://www.uwanfc.com.au/products> or purchase in the canteen (note: the in-person option is not available until the 1st of April).
- **When do I need to pay by?** You should have paid by the week before your first game, to ensure that our Admin Manager has time to approve your registration.
- **I'm in a spot of financial strain – what options are available to me?** Case by case payment plans can be negotiated for players/families in genuine financial need. Please contact info@uwanfc.com.au to arrange.
- **My circumstances have changed and I can't continue playing – what refund options are available to me?** Please refer to the refund policy on our website.

FAQS - COACHING

- **I'd like to get involved in coaching – who should I contact?** Awesome! Email our Technical Director – Female at tdfemale@uwanfc.com.au
- **I'm not happy with the way I/my child is being coached. What should I do?** In the first instance, please speak to the coach in a calm and constructive manner to try to resolve the issue informally. Coaching is not easy, and often something may have just slipped their mind or they just haven't realised something. If it cannot be resolved in this manner, please refer to the Technical Director – Female (tdfemale@uwanfc.com.au).
- **What does an A/B/C License mean?** These are different coaching qualifications that indicate a standardised level of coaches education that has been achieved. We usually use the Football Australia/Asian Football Confederation licensing system, but also accept international equivalents. Generally a C-License is the minimum expectation for more serious teams, and the B-License is the minimum for our Technical Directors and NPLW Head Coaches.
- **What do the Technical Directors do?** Our Technical Directors are responsible for delivering on the club's football vision, delivering coaches education and a playing curriculum and programs that help our players and coaches to be the best they can be. We have two – one for youth boys, and one for girls and women. They are your primary contact for football queries.

FAQS – TRAINING & GAME TIME

- **My circumstances have changed and I can't commit to all of my trainings – what should I do?** First and foremost – communicate with your coach. A plan forward can be made together from there. In the higher performance squads this may impact your position on the squad, but we work through this through open communication.
- **How do I know where and when my/my child's team is training?** You will receive an email or other communication from the club or the TD following the EOI/trial/team placement process, and usually be added to a team group message with a Team Manager and the Coach for ongoing communication.
- **Where can I find fixtures?** These will be published by Football West on their Squadi app and web page prior to the season starting. Depending on the league, this may not be until shortly before the season starts, but we will usually be able to tell you what week the season starts ahead of time.
- **What is Squadi?** Squadi is the competition management program used by Football West to administer the game (from fixtures and results to team sheets – there is a lot included). Once you sign up through Play Football, you will then need to create a Squadi account. We will send information on exactly when the systems are ready for the 2024 season.
- **I'm injured – what should I do?** Communicate with your coach! A plan forward can be made together from there. In the higher performance squads there may be an expectation to still attend training. For players who will not be able to return to play during the season and are seeking a refund, please refer to our refund policy. For players seeking support with the Football West insurance, please email info@uwanfc.com.au



Thank you!

