



WIGHT EAGLES LADIES FC

CLUB DEVELOPMENT PLAN

2026-27

(Revised September 2026)

INTRODUCTION

Wight Eagles Ladies FC is a women's and girls' football club serving the whole of the Isle of Wight. It comprises a senior team and an Academy formed of 70 players in the U10-U15 group. The Academy teams play in the age-related county leagues organised by the Hampshire FA. The senior team plays in Hampshire County Women's League Division 2.

While our purpose is to develop player skills within a competitive environment, the emphasis, particularly at the junior levels, is on participation, teamwork and having fun. We teach respect for one another, for other teams, for coaches and match officials and for oneself.

The club is run by its Management Committee and its officers and members are elected at the AGM. The Club Rules are modelled on those of the FA and we subscribe fully and enthusiastically to FA policies on child safeguarding, diversity and Respect.

Players currently pay fees to the Club to cover our costs and FA affiliation fees. We have also instituted a programme of scholarships for players whose parents cannot afford fees as a result of the

current cost of living crisis.

OUR VISION

A high-quality football club which maximises the potential of its players in all age groups and at all levels to participate and excel in the game.

OUR MISSION

To provide opportunities for women and girls to participate in football, develop their skills and attain their full potential on and off the field.

CLUB VALUES

An open and inclusive club, welcoming women and girls of all ages.

Respectful to the traditions of fair play on and off the field.

Respectful of players, coaches and match officials on and off the field.

Responsive to the needs and welfare of players.

Valuing the contribution of the club's volunteers.

OUR SWOT ANALYSIS

Our strengths:

Effective management and coaching structure in place.

Large and enthusiastic player membership.

Use of high-quality facilities for training and playing.

Our weaknesses:

Reliance on a small core team of volunteers.

Difficulty in recruiting players in a fully socially inclusive manner because of our need for fee income to sustain our activities.

Insufficient winter training facilities of the required high standard.

Our opportunities:

Good reputation of Club increasing demand, helped also by the growth in women's football nationally.

Increased sponsorship should underwrite our expansion plans and could enhance our social inclusivity.

Greater parental engagement should strengthen the volunteer base.

Our threats:

Competition for players from other clubs on the Island.

Ongoing cost of living crisis jeopardising fee income.

Rising costs of travelling to team fixtures on the mainland.

Reliance on traditional grass pitches in winter weather.

OUR AIMS AND OBJECTIVES

1. To manage the club in an effective and efficient manner.
2. To preserve the club's reputation for high-quality football through the preservation and where appropriate the enhancement of our coaching standards.
3. To further develop our senior team, including the recruitment of players from within and outside the club.
4. To challenge our senior players to get the best out of themselves, and through the provision of structured training sessions encourage maximum effort and support for one another.
5. To extend our offer to younger players (U10 and below), and to those whose parents may not be able to meet the full cost of fees.
6. To develop our club welfare function, covering the physical, mental and emotional well-being of our players.
7. To develop our training and playing activities in high-quality facilities.

CLUB MANAGEMENT

Aim

To manage the club in an effective and efficient manner.

To extend our offer to younger players (U10 and below), and to those whose parents may not be able to meet the full cost of fees.

Objectives

1. To ensure continuity of service by proper succession planning.
2. To improve communication with parents to secure their greater participation in the club's activities.
3. To manage the budget for 2026-27 and monitor expenditure in-year.
4. To grow sources of income, including sponsorship opportunities.
5. To recruit at U10 and below and establish our new U10s side in Hampshire football.

Objective	How	Who	When	Cost	Completion
Succession planning	Identify succession candidates for key posts	Chair and other senior officers	Ongoing	Nil	Ongoing
Improve communications	Regular e-magazine (<u>The Weagle</u>)	Secretary	Summer 2026	Nugatory	Ongoing
Greater parental participation	Follow-up to parental engagement questionnaire by greater use	Secretary and Committee	Autumn 2026	Nil	Spring 2027

	of parent volunteers in event planning and fundraising.				
Budget 2026-27	Monitor 2026-27 budget	Treasurer and Committee	Ongoing	Nil	April 2027
Grow income	Monitor fee income and seek further sponsorship opportunities	Treasurer and Committee, plus Sponsorship Working Group	Ongoing	Nil	April 2027 and ongoing (sponsors)
Recruit at U10 and below	(1) Establish our new U10 side in Hampshire football. (2) Continue recruitment at U8 level together with appropriate coaches	Director of Football (1) Director of Football (2)	(1) Asap (2) Asap	Coaching training costs (c£200+) Coaching training costs (c£200+)	Ongoing Ongoing

SENIOR TEAM

Aim

To further develop our senior team, including the recruitment of players from within and outside the club.

To challenge our senior players to get the best out of themselves, and through the provision of structured training sessions encourage maximum effort and support for one another.

Objectives

1. To supplement the existing team by recruiting high quality players both externally and from the upper levels of the Academy.
2. To coach those players to the highest possible standard consonant with their potential.
3. To maintain and encourage personal growth and continued improvement, including coaching and refereeing training opportunities leading to the acquisition of recognised qualifications..
4. Work towards having a senior development team to give young players an opportunity to develop in a less stressful competitive environment.
5. To work with Hampshire FA to make Wight Eagles an icon of best practice for girls' academy football on IW

Objective	How	Who	When	Cost	Completion
Recruit high quality players both externally and internally	Identify and recruit players	Senior team manager	Ongoing	Nil	Ongoing
Coach players to the highest standard consonant with their potential	Use coaching programme and add to coaching team if necessary	Senior team manager	Ongoing	TBA	Ongoing
Maintain/improve personal growth and continued improvement	As above. Promote ethos of continual improvement.	Senior team manager	Ongoing	TBA	Ongoing
Encourage players to take up coaching and refereeing options	Guide players towards appropriate FA online courses.	Special Projects Officer and Senior Team Manager	Ongoing	Nil, but scope for possible subsidy by club if affordable.	Ongoing
Work towards having a senior development team.	Extend recruitment where possible .	Senior team manager	Ongoing	Nil	Ongoing

COACHING

Aim

To preserve the club's reputation for high-quality football through the preservation and where appropriate the enhancement of our coaching standards.

To extend our offer to younger players (U10 and below).

Objectives

1. To maintain and improve coaching standards throughout the Club.
2. To extend our offer to younger players (U10 and below) .
3. To present coaching opportunities for parent volunteers, leading to their obtaining recognised qualifications.

Objective	How	Who	When	Cost	Completion
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Maintain/improve adult coaching standards	Ensure new coaches have minimum Level 1 FA standard	Director of Football	Ongoing	£600	Ongoing
Recruit and coach at U10 and below.	See Club Management section above				
Present coaching and refereeing training opportunities for volunteer parents	Discuss and promote available courses with volunteers who self-identified in the parental engagement questionnaire.	Secretary and Special Projects Officer	Autumn 2026	TBA	Spring 2027
Institute Code of Conduct for coaches	Draft code and secure coaches' and Management Committee agreement	Director of Football	Summer 2026	Nil	Autumn 2026
Seek development opportunities through partnership with WSL side London City Lionesses	Discuss training available through LCL.	Director of Football/ Secretary	Summer 2026	TBA	Ongoing

CLUB WELFARE

Aim

To develop further our club welfare function, covering the physical and emotional well-being of our players and to examine the scope for extending our social inclusivity.

Objectives

1. Keep Management Committee regularly informed about welfare matters and cases (within the bounds of confidentiality).
2. To improve the physical health and fitness of our players.
3. Introduce Team Welfare Leads for each age group so that all players and coaches have immediate access to female help on first aid and welfare issues.
4. Improve advice available about mental and emotional health.
5. Examine how we might offer places to players whose parents/ carers would find difficulty in paying fees.

Objective	How	Who	When	Cost	Completion
Keep Management	Produce and circulate	Club Welfare Officer	Ongoing	Nil	Ongoing

Committee regularly informed about welfare matters	monthly record of welfare concerns and complaints				
To improve the physical health and fitness of our players	(i) Ongoing fitness sessions (ii) ensure pitch-side access to female assistance in applying first aid	(i) Team coaches (ii) Club Welfare Officer and Team Welfare Leads (see below)	(i) Ongoing (ii) Autumn 2026	TBA	(i) Ongoing (ii) Ongoing
Train and introduce Team Welfare Leads for each age group	Identify and brief TWLs and establish links with the CWO	Club Welfare Officer	Summer 2026	Nugatory	Leads trained and in place by Autumn 2026.
Improve advice available on mental and emotional health	(1) Produce new webpage listing sources of advice and help for emotional welfare issues for parents/ carers and players. (2) Institute mental health first-aiders for each year-group and train coaches in mental health awareness	Club Welfare Officer	Summer 2026	Nil	Autumn 2025
Widen players' horizons beyond football	Set up player experiences with local media, partner organisations and other providers	Secretary	Summer 2026	Nugatory	Ongoing
Create avenue for regular feedback on	Distribute a periodic wellbeing	Club Welfare Officer	Spring 2026	Nil	Ongoing

wellbeing issues.	questionnaire to parents/carers and players				
Extending opportunities to players where their parents/ carers would find it hard to pay fees	Look for support from sponsors and appropriate charities	Club Welfare Officer and Management Committee	Summer 2026	TBA	Autumn 2026

CLUB FACILITIES

Aim

To develop our training and playing activities in high-quality facilities.

Objectives

1. To develop a service level agreement covering our use of the Senior team and Academy facilities at the Bay School in Sandown.
2. To monitor the success of our use of these facilities.
3. To try to hire G4 pitches in the Cowes area for winter training.

Objective	How	Who	When	Cost	Completion
Develop SLA for our use of the facilities at Sandown	Work with the Bay Project manager	Secretary and Management Committee	Summer 2026	Minimal	Autumn 2026
Monitor our use of pitches and other facilities at Sandown.	Liaison with pitch owners and our coaches	Secretary and Management Committee	Ongoing	Minimal	Ongoing
Use of G4 pitches in Cowes area.	Research availability	Secretary	Spring 2026	TBA	Summer 2026

CLUB PRIORITIES

1. Maintenance of robust governance and financial arrangements.
2. Provision of safe and inclusive environment for all our players and coaches.
3. Further development of senior team.
4. Maintenance of high-quality coaching, and its extension to any interested cohort of players.
5. Settling in to new Sandown base and development and monitoring of a service level agreement.

CLUB CONTACTS

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