



Hibernian Community Club

Club Coaching Framework 2026



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MINIMUM COACH LEVELS

1. CW & MH E-Learning
2. PVG (Foundation & Grassroots PVG)
3. First Aid Trained
4. Scottish FA Award Level (1.3) (*funded by HCC if not already achieved*)
5. A minimum of a 75% attendance rate at internal workshops
6. Neuro Diverse & Trauma Informed Trained

MINIMUM DELIVERY / OPERATING STANDARDS

As a volunteer coach wearing the Hibernian Foundation badge it is important to remember you represent much more than just yourself. Find below some key reminders and non-negotiable actions we require from every volunteer, coach and staff member within our programme regardless of what department or area you work

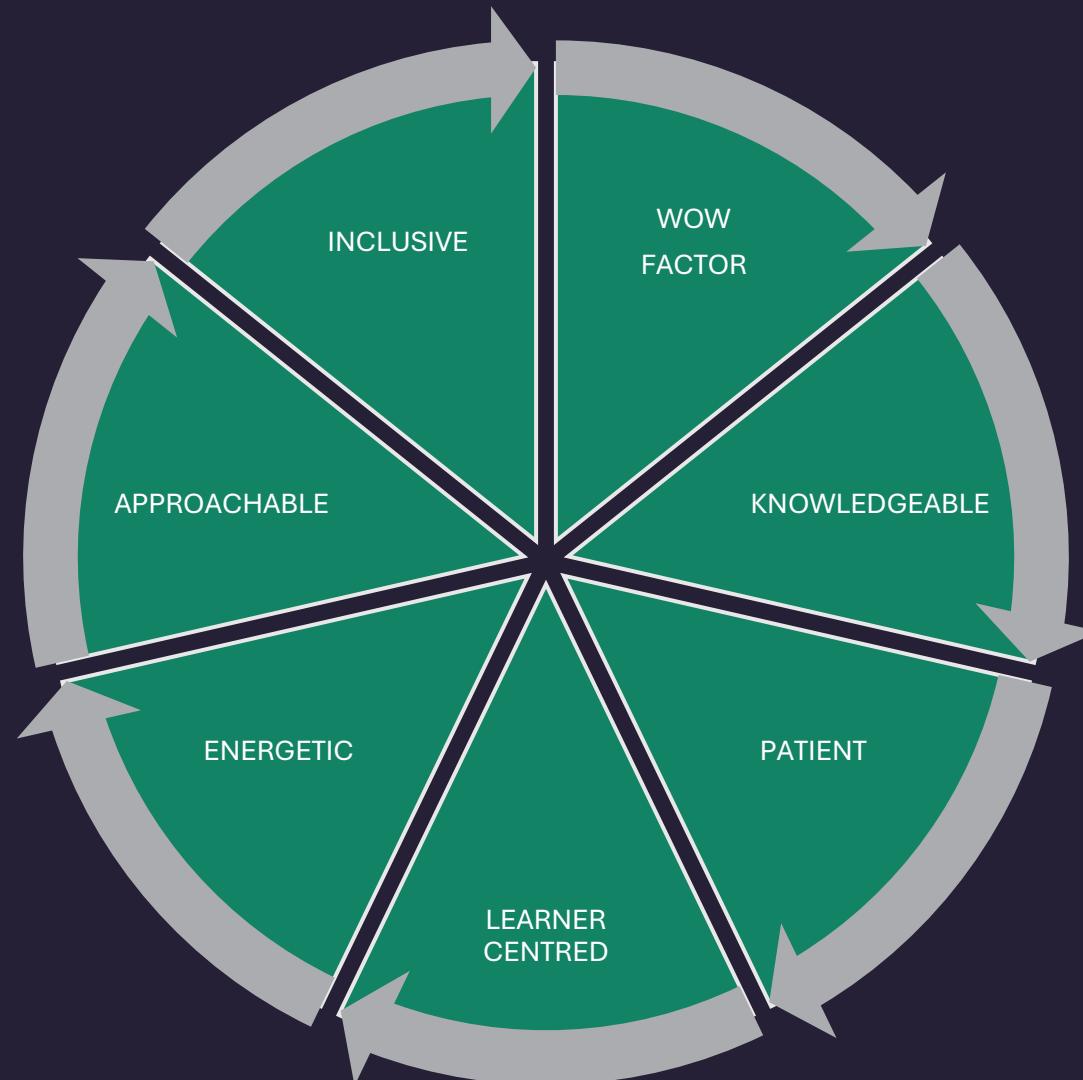
- **Be Approachable By All** - *(you are the face of the programme ensure members of the public, players, parents, Foundation partners, centre staff/management and opposition feel you are approachable always.)*
- **Be on Time** - *no later than 15mins prior to the session start time you should be on-site and, where possible, the session setup and ready to commence.*
- **Last to Leave** - *no child / player left behind. Safeguarding protocols and procedures should be followed always!*
- **Show Respect, Be a Team Player** - *be a good person and support each other as a team at every opportunity. From Apparel, Equipment, Facilities and People - remember the badge and what you represent and be respectful always!*
- **Detailed Session Planning.** *Failing to prepare is preparing to fail, we have a duty and a responsibility to provide our young people with the best environment possible. Find the Time, Take the care!*
- **Be presentable** – *HCC coaching apparel only. Need replacements liaise with HOF / FDM.*
- **Equipment Ready** - *Balls pumped, bibs fresh & clean, coaching bag and first aid kits fully stocked! No excuses not to be prepared and have correct equipment.*
- **Be Professional** - *we cannot control how others act or behave but we can control our actions and behaviour, ensure you are professional at all times.*
- **Sideline Behaviour** - *Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour to others. Place the well-being, safety, and enjoyment of each player above everything, including winning.*
- **Staff & Player Ratios** – *2x Volunteer Coaches & or approved Parent Support / adult leads at every session and every match-day!*
- **Positive Environments** – *Pitch barriers in place at every match along with designated spectator zones & separate technical areas*
- **Safeguarding** – *know the Foundation safeguarding policies and procedures inside out.*
- **ENERGY & ENTHUSIASM** – *we are working with children! These must be on show always to create the environment they deserve!*

The above is only our only our minimum and collectively we must always be striving to achieve greater! We must hold each of us to account and work collectively to create the best environment possible for our Community and our Club!

ON PITCH : NON- NEGOTIABLE

1. DELIVER WITH ENERGY & ENTHUSIASM
2. PROVIDE OPEN COMMUNICATION (Understand + explain your WHY.)
3. BE APPROACHABLE
4. PATIENCE IS KEY
5. MAXIMUM BALL ROLLING TIME (+90%)
6. ZERO LINES, ZERO QUEUES – NO EXCUSE
7. IN & OUT COACHING – ZERO LECTURES – SAY IT IN 30.
8. EQUAL GAME TIME (4s, 5s & 7s = Weekly; 9s&11s = Season Long)
9. LOOK THE PART, ACT THE PART (Be Professional)
10. **ALL SESSIONS MUST HAVE STRUCTURE** (Club Framework should be used at all times!)

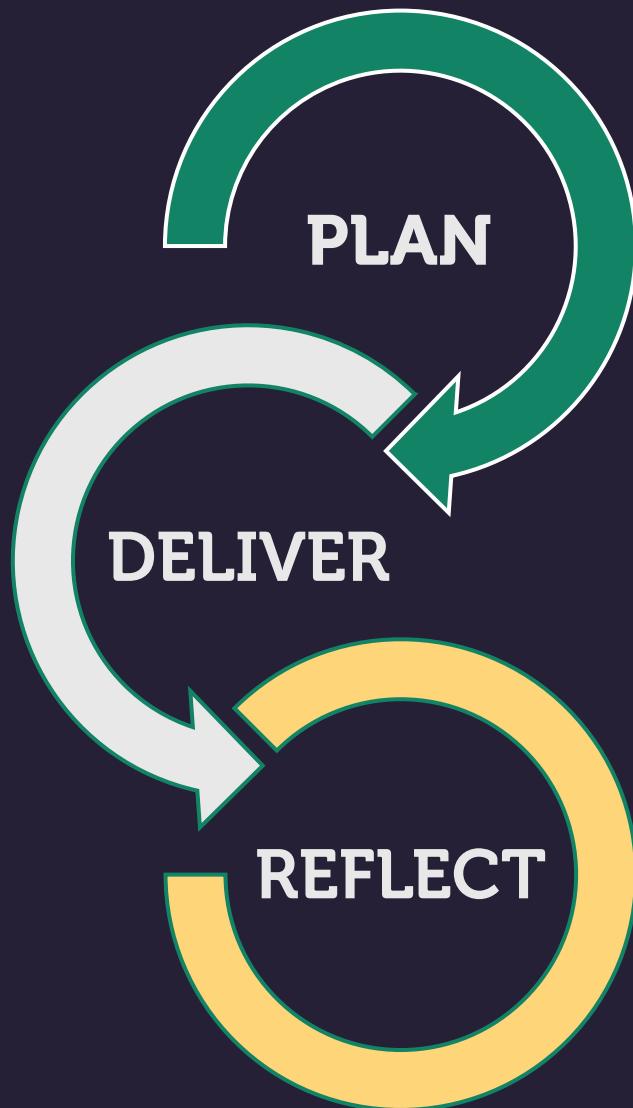
COACHING STANDARDS



"BE THE BEST PART OF THEIR DAY!"

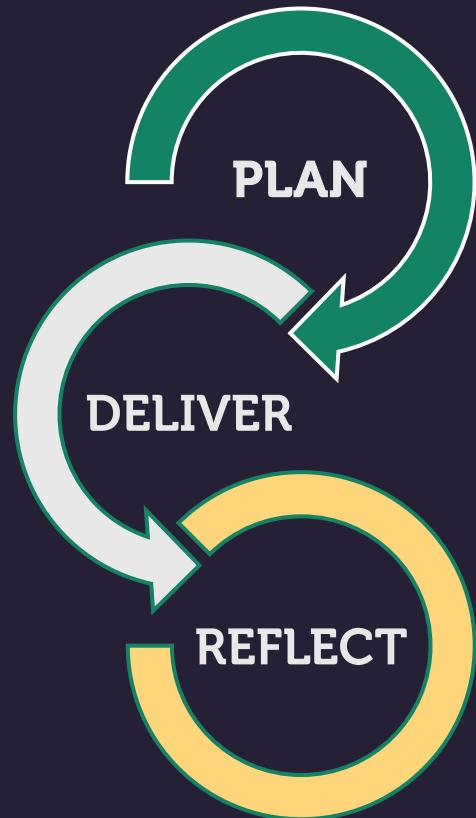
10 THINGS THAT REQUIRE ZERO TALENT

- 1. Being On Time**
- 2. Making An Effort**
- 3. Being High Energy**
- 4. Having A Positive Attitude**
- 5. Being Passionate**
- 6. Using Good Body Language**
- 7. Being Coachable**
- 8. Doing A Little Extra**
- 9. Being Prepared**
- 10. Having A Strong Work Ethic**



OUR FAMOUS FIVE.

1. ARE ALL PLAYERS ACTIVE & INVOLVED?
2. DOES IT LOOK LIKE THE GAME?
3. ARE PLAYERS BEING CHALLENGED?
4. IS THERE COMPETITION?
5. DOES IT LOOK FUN & ENJOYABLE?



	Fun 4s & Super 5s <i>“Falling in love with the game!”</i>	Soccer 7s <i>“Golden Years to Develop!”</i>	9v9 & 11v11 <i>“Develop to Win!”</i>
Session One	Framework Session	Framework Session	Framework Session
Session Two	Framework Session	50:50 (FS +MP)	Match Prep
FRAMEWORK			
Six-week blocks		Match Prep	
Ball Mastery & Creative Player		Patterns of Play	
Football Fundamentals		Attack v Defense / Tactical Shape	
Understanding Group Play (1v1-5v5s)		Overloads & Underloads	
The Seven Player Habits		GRP & Games Based Approach to Learning	
The Seven Player Habits			



Our Seven Player Development Habits

Our Player Development Habits are the everyday behaviours we want to see from our players in every training session and every game. They guide how players move, think, and play with and without the ball, as well as how they understand and analyse the game. These habits help players enjoy football, stay brave in their decisions, work hard for each other, and keep learning, even when things are challenging.

By seeing these habits consistently on the pitch, we create a fun, supportive environment where players can develop their skills, game understanding, and love for the game.

The Power of Three

ATTACKING PRINCIPLES

OVERLOADS
WIDTH, LENGTH & DEPTH
SPEED

MOMENTS OF THE GAME

ATTACK
DEFEND
TRANSITION

DEFENSIVE PRINCIPLES

COMPACT w DEPTH
DISCIPLINED & PATIENT
ORGANISED

OUR MINDSET

PROBLEM SOLVERS
DECISION MAKERS
CONSISTENCY

OUR ENVIRONMENT

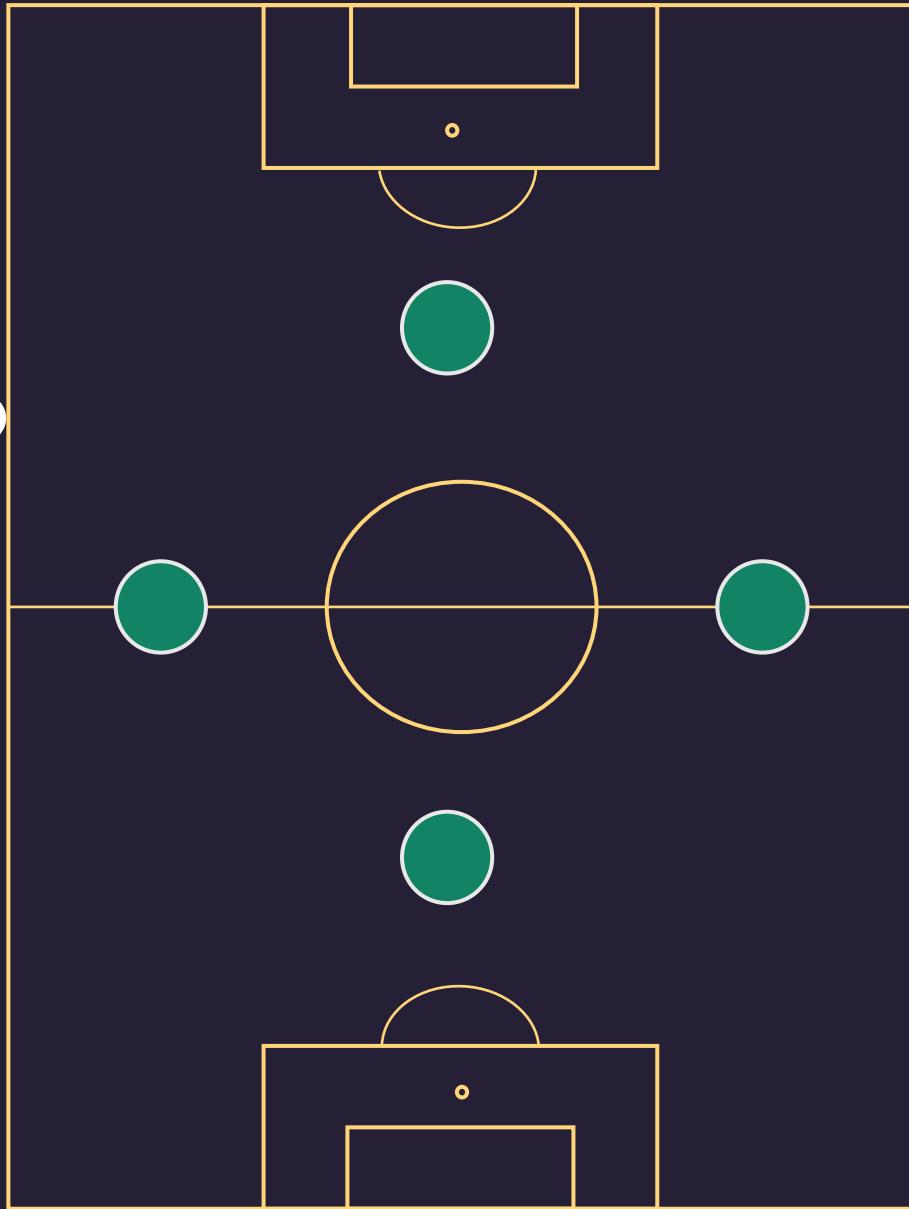
HARD WORK
ENJOYABLE
INCLUSIVE

AGE & STAGE LEARNING OUTCOMES

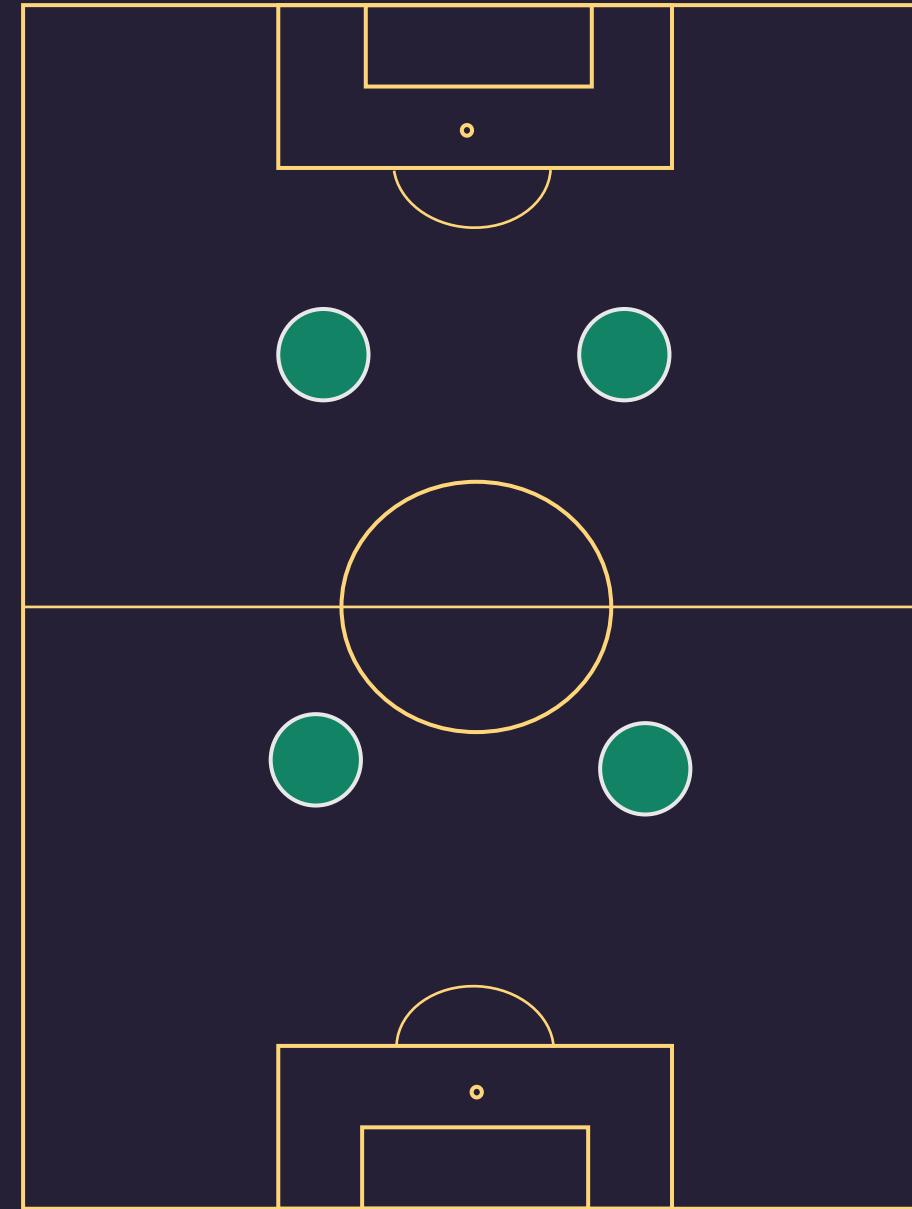
Fun 4s & Super 5s <i>"Falling in love with the game!"</i>	Soccer 7s <i>"Golden Years to Develop!"</i>	9v9 & 11v11 <i>"Develop to Win!"</i>
Ball Mastery Ball Striking Changes of Direction Moves to Beat an Opponent 1v1-2v2s (Attacking & Defending) Shielding & Escaping Fundamental Movements	Ball Mastery (enhanced CoD & MTBP) 3v3-5v5 Group Play (Att & Def) Duels Passing Variations & Possession Overloads & Underloads Problem Solving Decision Making Transitional Moments	Technical Proficiency Overloads & Underloads Problem Solving Decision Making Game Intelligence Transitional Moments Tactical Understanding Power (Speed & Strength)

Fun 4s

Primary

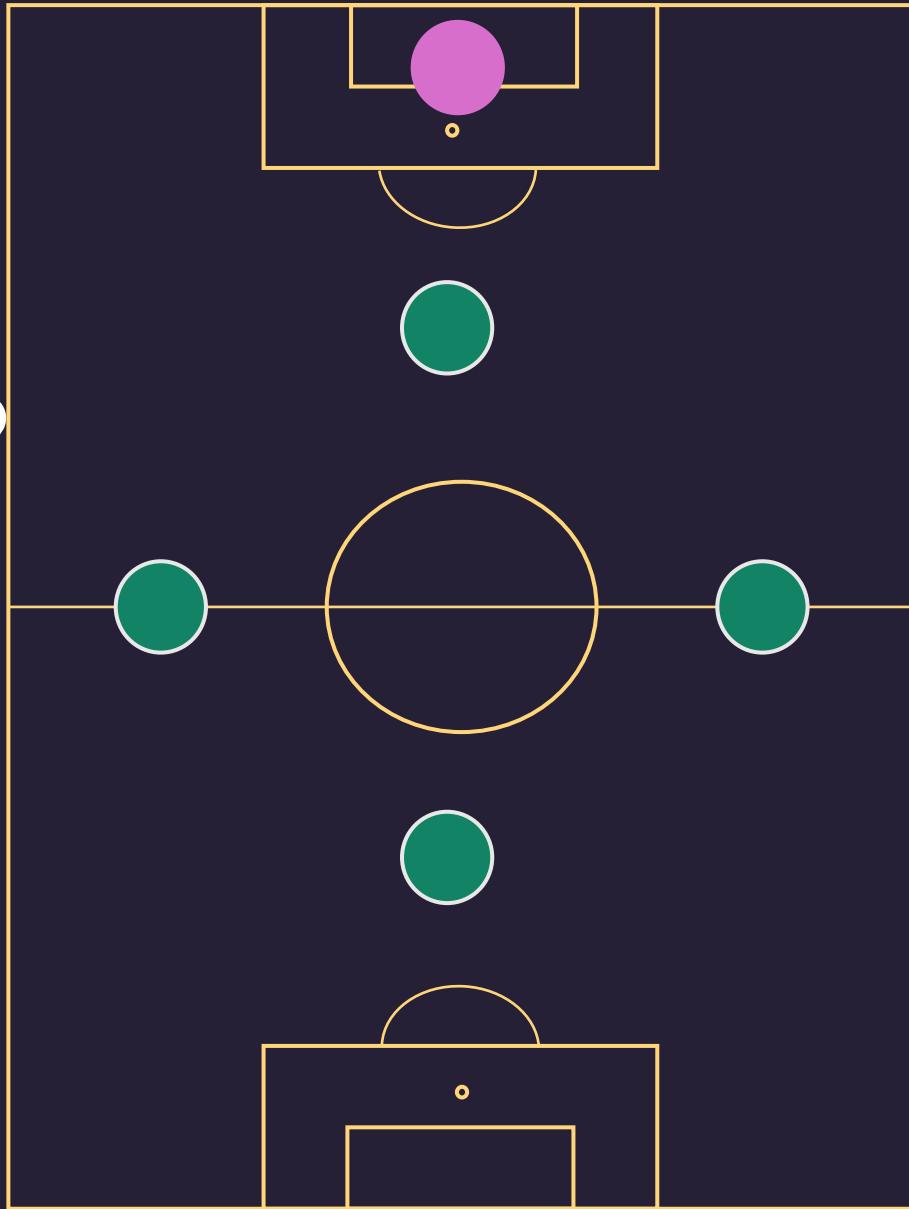


Secondary

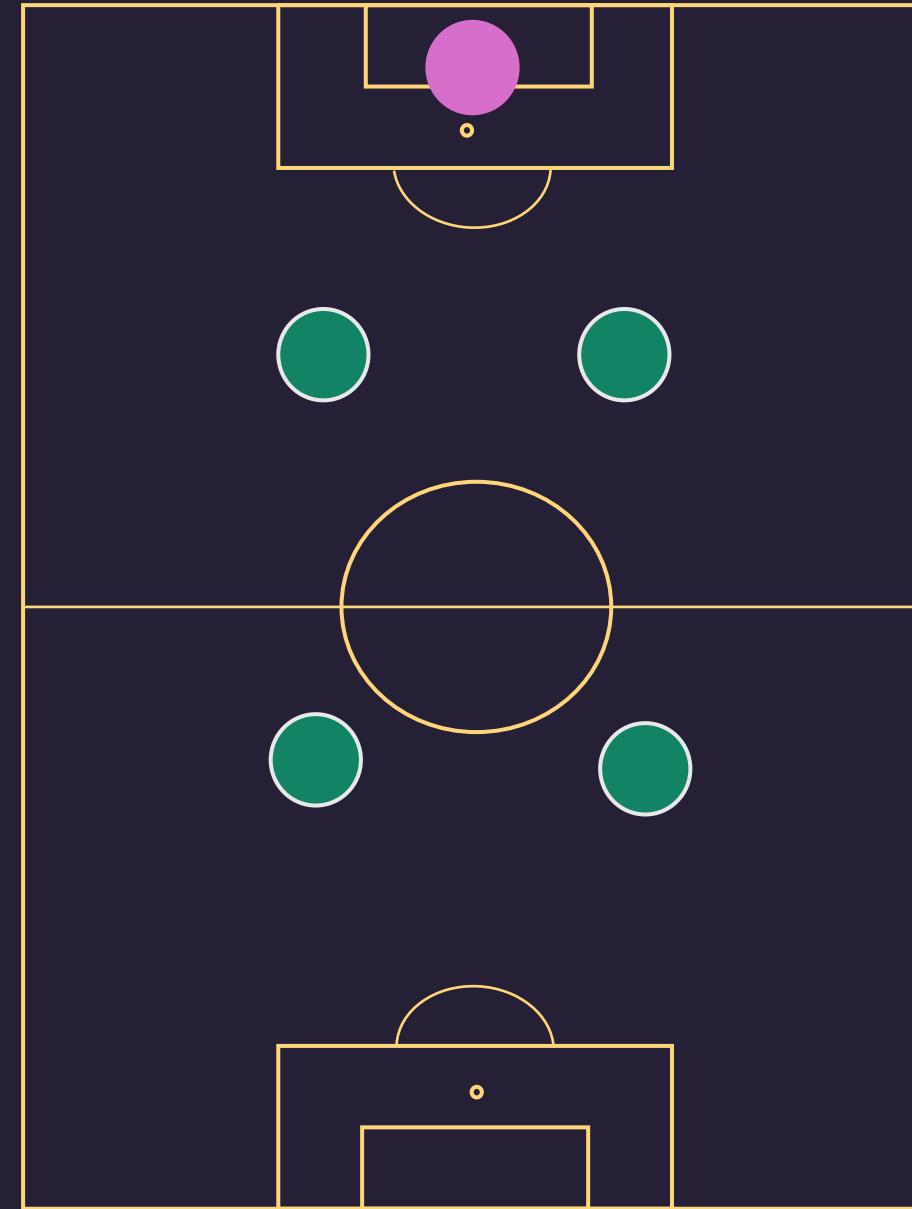


SUPER 5s

Primary

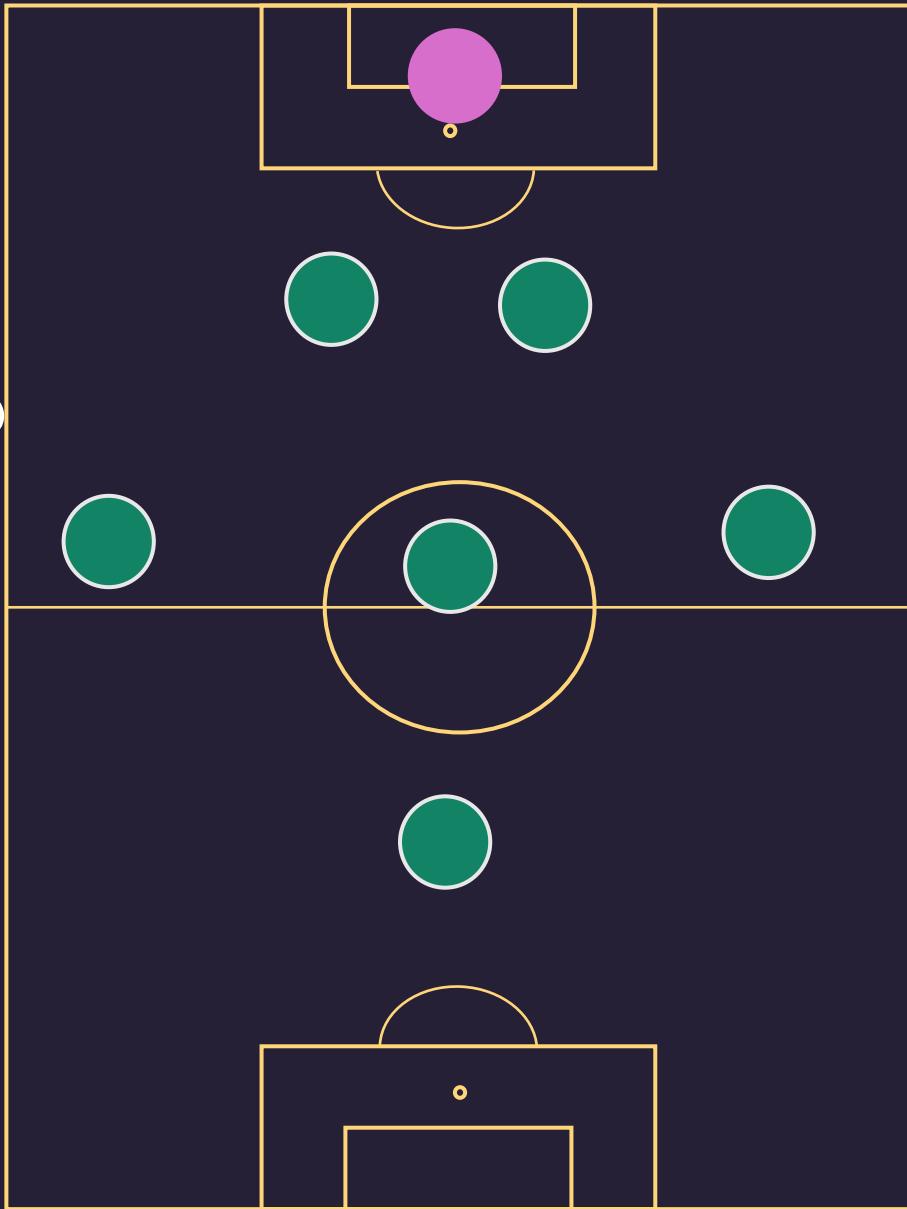


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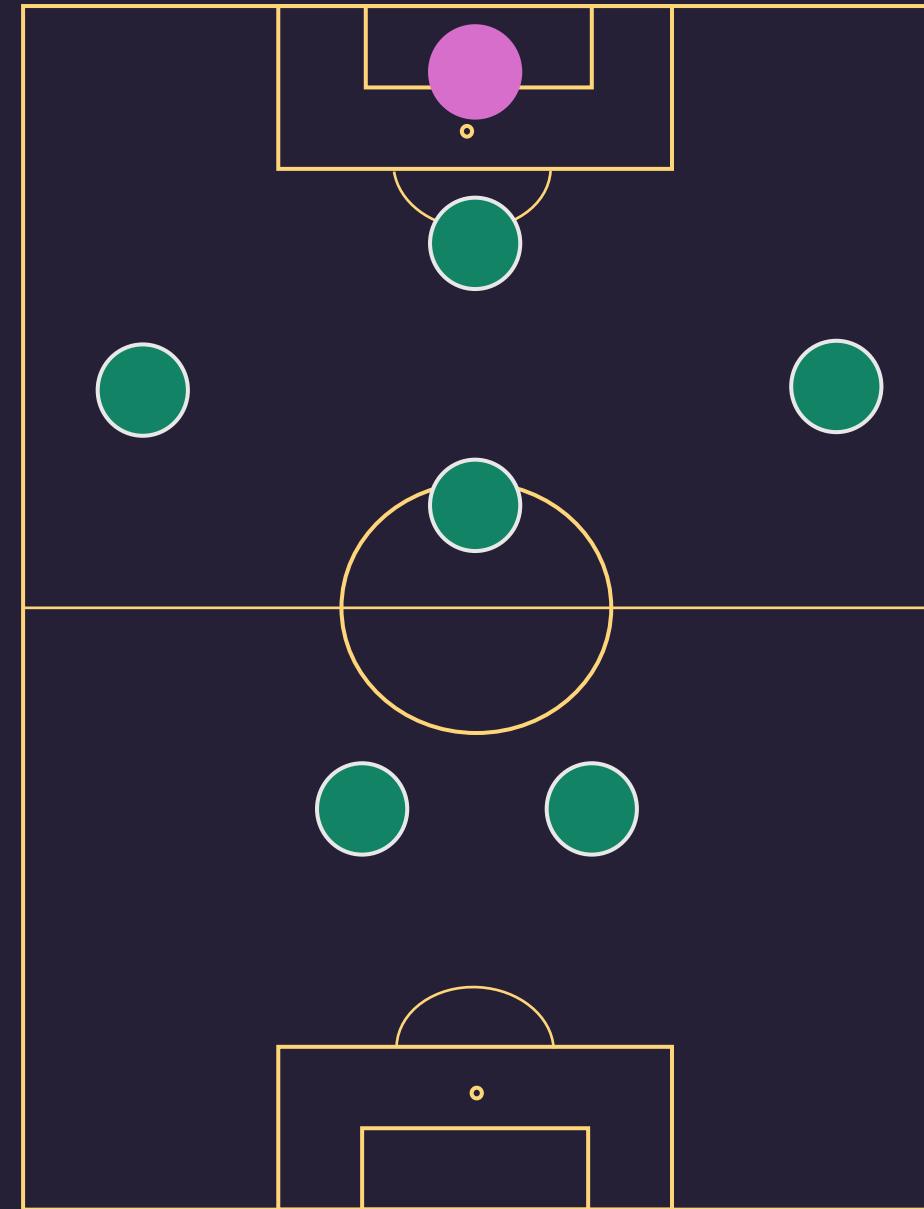


SOCCKER 7s

Primary

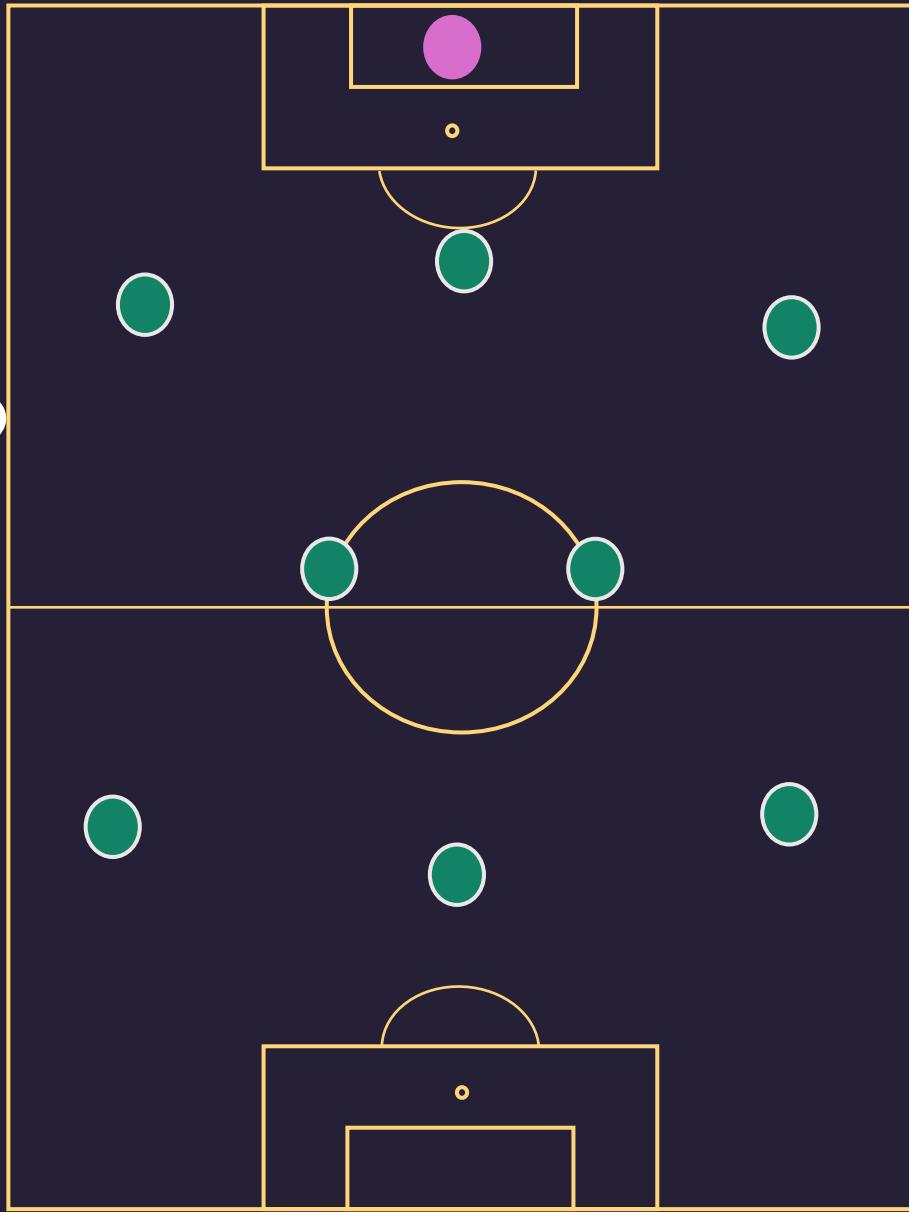


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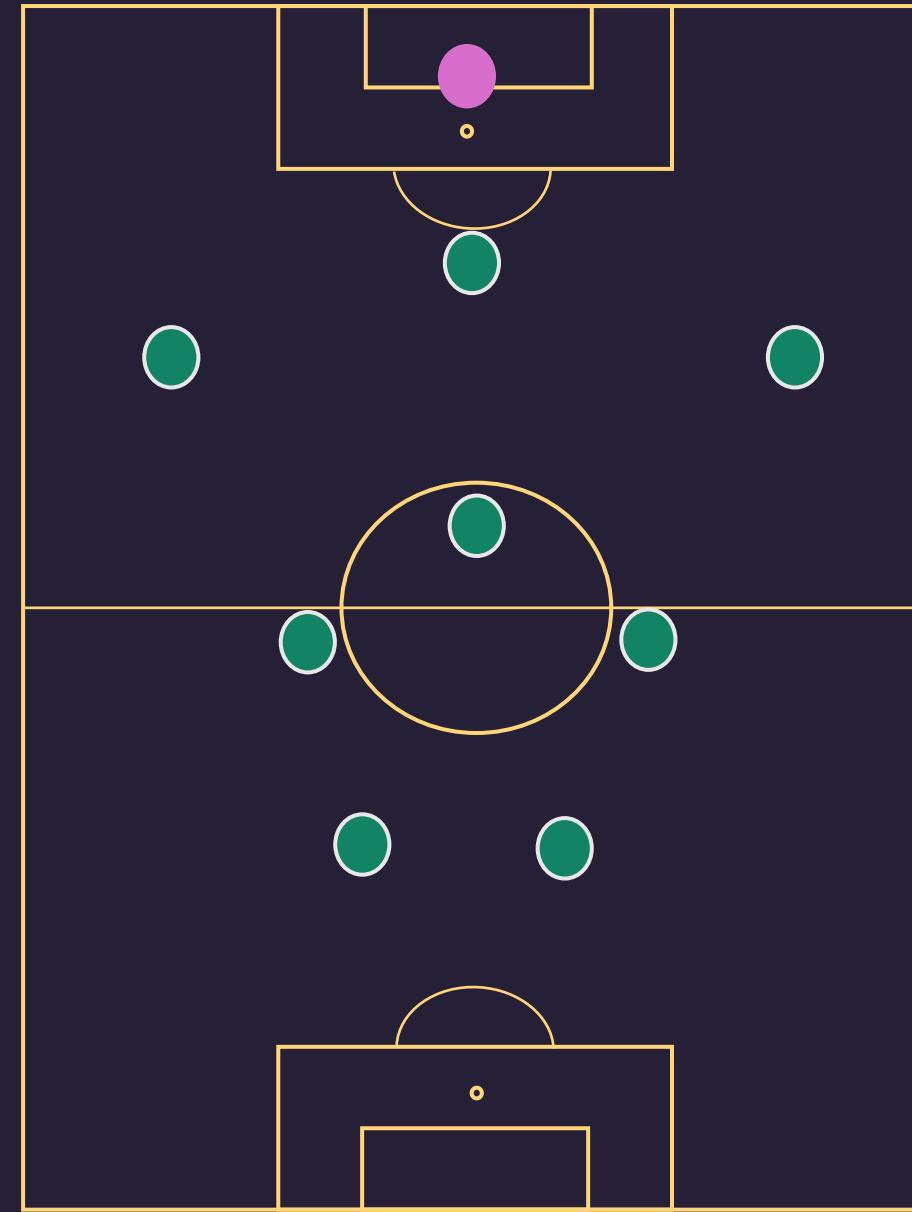


9v9

Primary

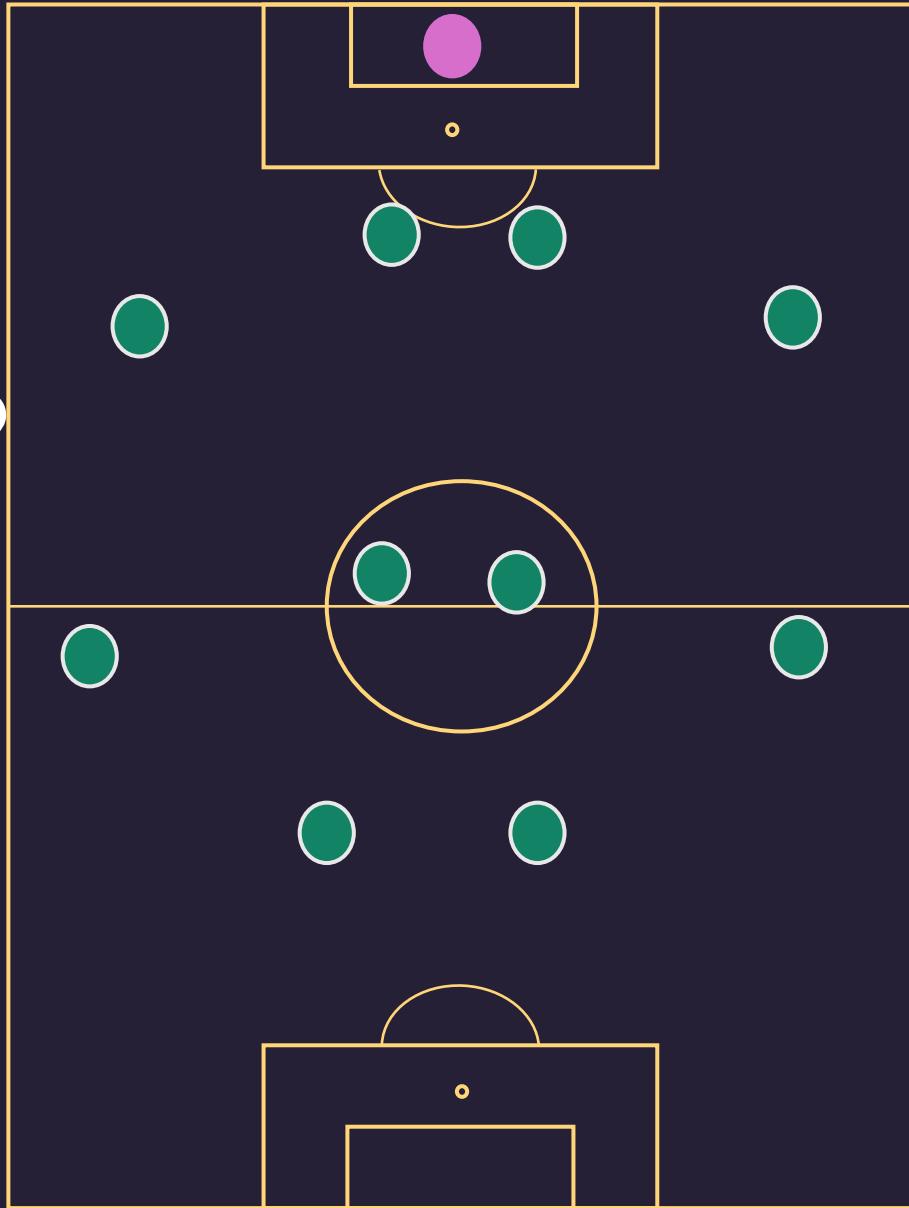


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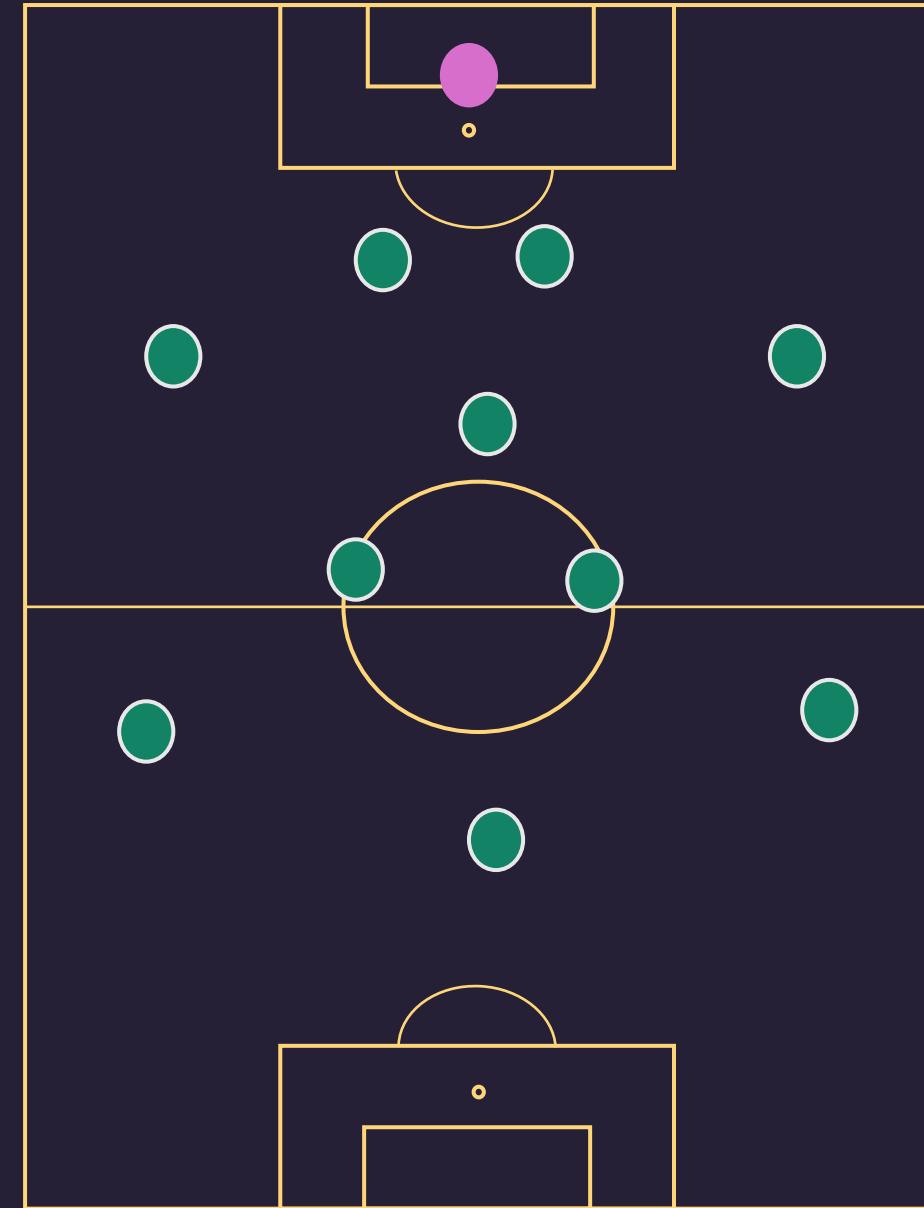


11v11

Primary

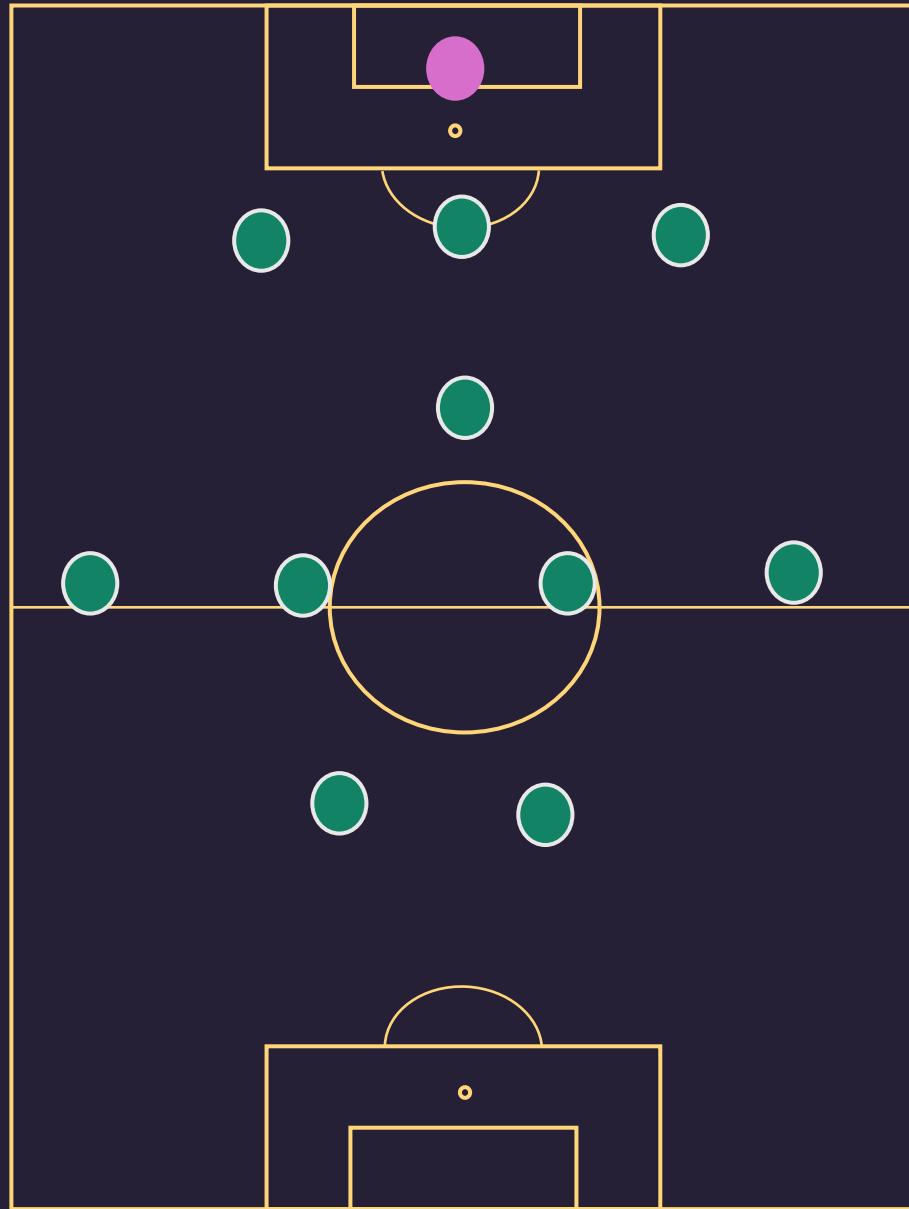


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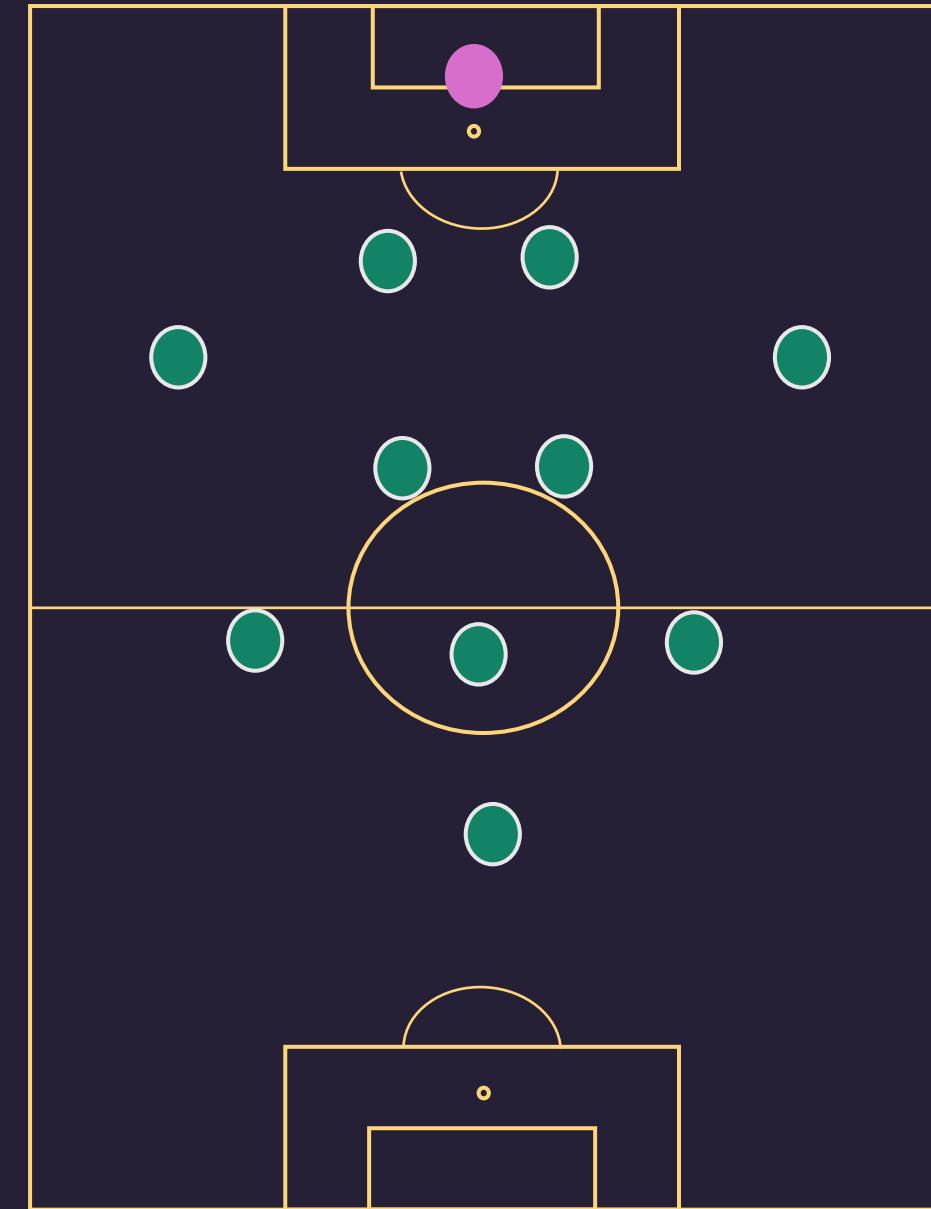


11v11

Additional 1



Additional 2



SESSION STRUCTURES

Traditional

Activation & Technical Warm-Up (10)
Skill Practices / Challenge Games (15)
Game Related Practice / Training Game (15)
Conditioned Games / SSGs (15)
Cool Down (5)

Whole Part Whole

Activation & Technical Warm-Up (5)
Conditioned Game (15)
Skill Practice / Challenge Game (10)
Game Related Practice / Training Game (10)
Conditioned Games / SSGs (15)
Cool Down (5)

Games Programme

Activation & Technical Warm-Up (5)
Game Related Practices / Training Games (25)
Conditioned Games / SSGs (25)
Cool Down (5)

Match Prep

Activation & Technical Warm-Up (10)
Patterns of Play / Directional Possession (10)
Game Related Practices (Attack v Defense) (10)
Conditioned Game (15)
Cool Down (5)

WEEKLY SESSION THEMES

		Fun 4s & Super 5s <i>"Falling in love with the game!"</i>	Soccer 7s <i>"Golden Years to Develop!"</i>	9v9 & 11v11 <i>"Develop to Win!"</i>
Week One	Session One	Ball Mastery & 1v1 Attacking	Ball Mastery & 1v1 Attacking	1v1s & 2v2s Principles
	Session Two	Ball Mastery & 1v1 Defending	Ball Mastery & 1v1 Defending	Match Prep
Week Two	Session One	Changes of Direction & 2v1 Attacking	Changes of Direction & 2v1 Attacking	Build from the Back
	Session Two	Changes of Direction & 2v1 Defending	Changes of Direction & 2v1 Defending	Match Prep
Week Three	Session One	Moves to Beat an Opponent & 3v2s	Moves to Beat an Opponent & 3v2s	Creating Overloads
	Session Two	Moves to Beat an Opponent & 3v2s	Moves to Beat an Opponent & 3v2s	Match Prep
Week Four	Session One	Games Night (1v1s &2v2s)	Games Night (3v3s)	Pressing from the Front
	Session Two	Games Night (3v3s)	Games Night (5v5s)	Match Prep
Week Five	Session One	Face to Face 1v1s	Creating Overloads	Defending in our Half
	Session Two	Side to Side 1v1s	Team Defending	Match Prep
Week Six	Session One	Back to Goal 1v1s	Counter Attacking	Competitive Games Night (5v5-7v7s)
	Session Two	Games Night (3v3s)	Patterns of Play	Match Prep

WEEKLY SESSION THEMES

		Fun 4s & Super 5s <i>"Falling in love with the game!"</i>	Soccer 7s <i>"Golden Years to Develop!"</i>	9v9 & 11v11 <i>"Develop to Win!"</i>
Week Seven	Session One	Ball Mastery & 1v1 Attacking	Ball Mastery & 1v1 Attacking	1v1s & 2v2s Principles
	Session Two	Ball Mastery & 1v1 Defending	Ball Mastery & 1v1 Defending	Match Prep
Week Eight	Session One	Changes of Direction & 2v1 Attacking	Changes of Direction & 2v1 Attacking	Build from the Back
	Session Two	Changes of Direction & 2v1 Defending	Changes of Direction & 2v1 Defending	Match Prep
Week Nine	Session One	Moves to Beat an Opponent & 3v2s	Moves to Beat an Opponent & 3v2s	Creating Overloads
	Session Two	Moves to Beat an Opponent & 3v2s	Moves to Beat an Opponent & 3v2s	Match Prep
Week Ten	Session One	Games Night (1v1s &2v2s)	Games Night (3v3s)	Pressing from the Front
	Session Two	Games Night (3v3s)	Games Night (5v5s)	Match Prep
Week Eleven	Session One	Face to Face 1v1s	Creating Overloads	Defending in our Half
	Session Two	Side to Side 1v1s	Team Defending	Match Prep
Week Twelve	Session One	Back to Goal 1v1s	Counter Attacking	Competitive Games Night (5v5-7v7s)
	Session Two	Games Night (3v3s)	Patterns of Play	Match Prep



CLUB FRAMEWORK

WEEK COMMENCING 2ND FEBRUARY

WEEK ONE	FUN 4S SUPER 5S		SOCCEERS 7S	9v9 & 11v11
	Session One	Session Two	Session One	Session Two
	Ball Mastery 1v1 Attacking	Ball Mastery 1v1 Defending	Ball Mastery 1v1 Attacking	1v1s & 2v2s Principles
			Ball Mastery 1v1 Defending	Match Prep



THE PROCLAIMERS