

ABERDEEN CITY LADIES FC



Player / Parent Welcome Pack Season 2026

"Building a strong, inclusive future for girl's & women's football"



Aberdeen City Ladies FC SCIO
Scottish Charity No. SC054789
Regulated by OSCR

Welcome to Aberdeen City FC Ladies



Aberdeen City FC Ladies (previously Aberdeen FC Ladies) formed in January 2011 with the merger of Aberdeen Ladies & Girls FC, East End Girls FC, Aberdeen City and Aberdeen University. The Club's goal is to promote girls' football in the North Region of Scotland and to set the highest sporting standards in the football community, whilst continuing to grow our club's reputation for excellent coach and player development. Our Committee ensure we comply to the required standards set by the governing body, Scottish Women's Football.

OUR VISION

- To consistently produce quality home grown players providing an enjoyable and supportive environment whilst promoting a positive football culture.
- To develop players to achieve the highest level they can both technically and tactically whilst allowing them to play with freedom and to be creative.
- To support each of our young players both in personal physical development and mental health and wellbeing.

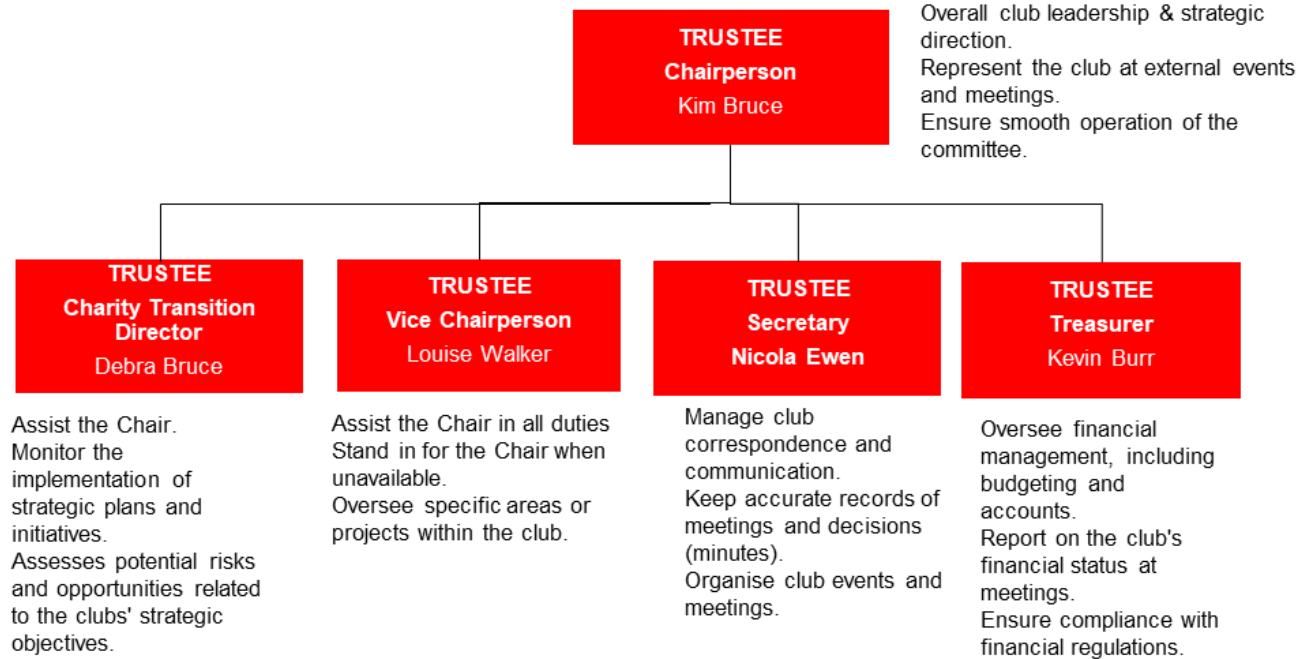
OUR MISSION

- To maximise player potential and provide young players with an opportunity to be successful in football, education and life.
- To develop our young players to be well rounded individuals that embrace the values of continuous improvement in a competitive and fun environment.

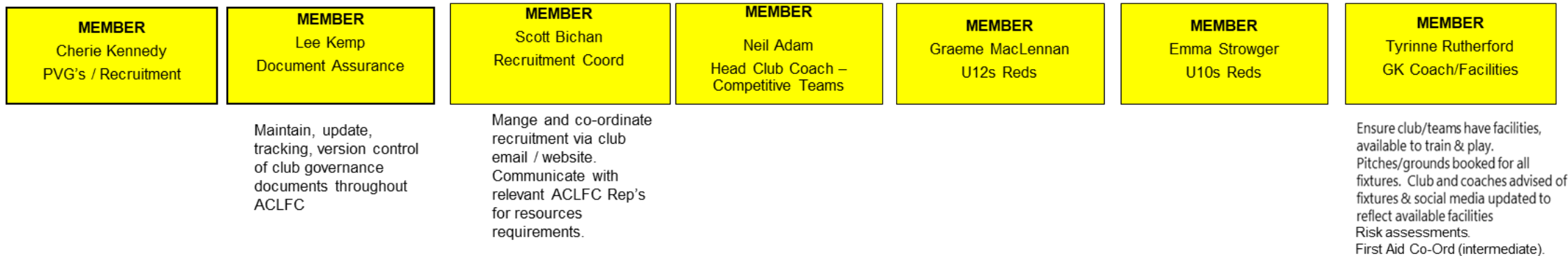
ACLFC Charity Organisation



Trustees



Members



ACLFC Management Team



Chairperson	Kim Bruce	chairperson@aclfc.com
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Vice Chairperson	Louise Walker	vicechair@aclfc.com
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Secretary	Nicola Ewen	secretary@aclfc.com
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Treasurer	Kevin Burr	treasurer@aclfc.com
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Charity Transition Director	Debra Bruce	debra.bruce@aclfc.com
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Child Wellbeing and Protection Officer	Kim Bruce	cwpo@aclfc.com
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Committee member	Cherie Kennedy	cherie.kennedy@aclfc.com
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Committee member	Tyrinne Rutherford	tyrinne.rutherford@aclfc.com
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ACFCL Support Team

Facilities Co-ordinator	Tyrinne Rutherford	facilities@aclfc.com
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Player Recruitment	Scott Bichan	recruitment@aclfc.com
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Kit & Equipment	Nicola Ewen	kit.equipment@aclfc.com
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Social Media & Photography	Cherie Kennedy & Jill Runcie	media@aclfc.com
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PVG's / Officials Recruitment	Cherie Kennedy	pvg@aclfc.com
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Registrations Co-ordinator	Nicola Ewen	registrations@aclfc.com
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Document Co-ordinator	Lee Kemp	lee.kemp@aclfc.com
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ACLFC Communications



All ACLFC teams use the Spond app for organising training and matches.



Connect with Aberdeen City Ladies FC on social media:



X/Twitter: AberdeenCityLFC



Facebook: Aberdeen City Ladies FC



Instagram: aclfc2011



Website: <https://aberdeencityladiesfc.com>



ACLFC Emails: All coaches, committee and other officials have a Club email address which provides transparency across the Club. If required we will communicate directly with parents, guardians and carers.

Membership & Fees



Payment of membership fees

We request that payment of fees is made by standing order on the 1st of each month (in advance).

Our fees are set to reflect all year-round payments and should not be stopped during holidays. Facilities are still available during the holidays for teams to continue training or to play friendly matches. This also allows the Club to retain prime facilities.

Current Fee Structure

Under 14s to Under 18s	£40 per month
Under 12s	£35 per month
Under 8s to Under 10s	£30 per month

Non-payment of monthly fees

If monthly fees are not paid, you will be contacted by the Club Treasurer in the first instance, in an attempt to resolve the issue.

The Club has a policy that if a player does not pay their fees for 3 consecutive months, they will have their registration cancelled and the SWF/SFA informed.

If a player or parent cannot meet this financial arrangement, they should contact the Treasurer at treasurer@aclfc.com to advise and the matter will be discussed by the ACLFC Executive Committee.

Long term Injury

If a player suffers an injury, monthly fees are still due.

However, if the injury will result in a lengthy amount of training or matches being missed, please contact the Treasurer at treasurer@aclfc.com to advise.

It will then be brought to the attention of the ACFCL Executive Committee for discussion, and a break in monthly payments may be granted.

ACLFC Financial Support Policy



1. Purpose

This policy sets out how the club provides financial support to ensure that no player is excluded from participating in football due to financial circumstances. The club is committed to inclusion, fairness, and equal access for all girls.

2. Scope

This policy applies to:

- All registered players within the club
- New players joining the club
- All training sessions, match fees, membership fees, and club-related costs

3. Principles

The club will:

- Provide opportunities for families facing financial hardship to access reduced fees or financial support
- Treat all enquiries confidentially, respectfully, and without judgement
- Assess requests fairly and consistently
- Ensure that supported players have the same opportunities as all other players

4. Types of Support Available

4.1 Reduced Fees

A reduction in weekly, monthly, or seasonal training fees for a set period.

4.2 Subsidised Training

Part or full coverage of training costs for a defined timeframe.

4.3 Payment Plans

Extended or staged payments allow families to spread costs over a longer period.

4.4 Support for New Players

Fee reductions or delayed payment options to allow new players to join without cost barriers.

4.5 Discretionary Support

Additional help (e.g., equipment, kit) may be offered if required and available.

5. Eligibility

Families may request support if they are experiencing:

- Low income or financial hardship
- Temporary changes in circumstances
- Sudden unexpected expenses
- Employment changes or loss of income
- Any other situation that makes fees difficult to manage

Parents/guardians do not need to provide detailed financial evidence unless specifically discussed and agreed privately.

6. Application Process

1. Contact the Club Confidentially

Parents/guardians should contact the Club Welfare Officer or Treasurer privately via email or direct conversation.

2. Discussion of Needs

A short, confidential discussion will take place to determine the level of support required.

3. Decision & Confirmation

The club will confirm agreed support in writing, including the duration and type of assistance provided.

4. Review Period

Financial support will normally be reviewed bi-monthly.

7. Confidentiality

All enquiries, discussions, and outcomes will be:

- Kept strictly confidential
- Handled only by authorized club representatives
- Not shared with coaches, players, or other parents unless essential and agreed

8. Duration of Support

Support is usually granted for:

- 3 months
- 6 months
- One season, depending on the situation

Renewal may be requested as needed.

9. Responsibilities

Parents/Guardians:

- Raise concerns early
- Communicate honestly
- Inform the club if circumstances improve

Club Committee / Welfare Officer:

- Handle enquiries respectfully
- Ensure consistent application of policy
- Maintain confidentiality
- Review support regularly

10. Review of Policy

This policy will be reviewed annually by the club committee to ensure fairness, clarity, and continued relevance.

Kit & Equipment



Aberdeen City Ladies FC use Joma as their kit supplier which is exclusively supplied by The Soccer Shop: Direct.

Once a player has signed to Aberdeen City Ladies FC they will be provided with a full match kit and training wear relevant to the team they have joined.

The kit remains the property of Aberdeen City Ladies FC and if a player leaves the club the full kit must be returned.



TheSoccerShop:Direct
SCOTLAND'S LARGEST FOOTBALL TEAMWEAR SHOWROOM

Physiotherapy Sessions



- ACLFC will pay for the cost of two physiotherapy sessions per season for players at U14's and above.
- If an injury occurs an accident form will be completed and submitted by the team coach.
- The coach will complete and sign the approved club physio consent form. Appointments can then be made by parents/guardians with the appointed ACLFC physio practice.
- The signed ACLFC physio consent form must be taken to the first appointment.
- ACLFC will settle the invoice directly with the practice.
- Please note, players are only eligible for these free sessions if they are injured whilst playing or training with ACLFC.



Player & Parent Code of Conduct



PARENTS & CARERS

Parents and Carers play a pivotal part in the football lives of their children, encouraging and supporting their participation, enjoyment, and success in the game.

They also have their part to play in the collective responsibility we all share in setting a good example for our young players and helping to create a safe and supportive environment where players thrive.

AT ALL TIMES, I WILL:

- Respect the decision of match officials, even if I don't agree with them
- Be supportive of all players
- Respect the choices and decisions of club coaches
- Be positive about my child's performance
- Encourage my child to play by the rules
- Only shout encouragement from the side-lines
- Demonstrate good sportsmanship
- Let the coaches coach
- Provide any necessary medical information about my child to the club
- Report any concerns to the club CWPO or Scottish Women's Football
- Always be respectful of those involved in the girls' and women's game, including online
- Ask questions in a calm, respectful way

I WILL NOT:

- Criticise my child, or other players
- Use inappropriate, abusive, or offensive language at training or matches.
- Talk about players, officials, or coaches in an inappropriate, offensive way
- Intimidate, abuse, or assault referees, club officials, or other parents/carers
- Shout instructions from the side-lines
- Criticise decisions of the referee
- Punish or belittle my child for making mistakes
- Force my child into playing football

I understand that if I breach this Code of Conduct, I may be subject to consequences, including:

- Being asked to apologise
- Receiving a formal warning
- Being suspended from attending training
- Being suspended from attending matches
- Being asked to undertake education courses
- Being barred from Scottish Women's Football events

YOUNG PLAYERS

At Aberdeen FC Ladies, our vision is to realise the needs, wants, and unlimited ambitions of its girls and women; to empower our players regardless of their age, needs, or background.

It is vital that our players feel safe, protected, and nurtured in an environment in which they can thrive.

Players also have an important role in ensuring that football is a safe and welcoming space for everyone.

As a young player under the age of 18 years, I have the RIGHT to:

- Be safe and protected.
- Be listened to.
- Be respected.
- Be treated fairly.
- Be believed.
- Ask for help.
- Be coached by someone who has the required qualifications.

As a young player, I WILL ALWAYS

- Play fairly.
- Follow the rules of the game.
- Respect the decision of Referees.
- Listen to my coaches.
- Be supportive of my teammates.
- Be friendly to other players.
- Behave like a role model, in and out of football.
- Be gracious in victory and defeat.
- Use social media in a positive way.
- Tell someone I trust at the Club if something worries or upsets me.

As a young player, I WILL NOT:

- Use bad language.
- Use abusive or offensive language or gesture.
- Cheat, dive, or time waste.
- Criticise other players.
- Put anything inappropriate on social media about coaches, clubs, or players.
- Bully other players in person or online.

I understand that if I do not follow this Code of Conduct there may be consequences:

- Be asked to apologise.
- Receive a formal warning.
- Be suspended from training.
- Be suspended from games.
- Be required to leave the Club.
- Be asked to attend an educational course.

Post-Match Rules



All parents, guardians or carers are welcome to discuss any concerns they may have with coaches after a match, but we have a 48 hour post-match rule in place.

- Our coaches will not engage in any feedback and conversations about a match until 48 hours have passed, usually at the next training session.
- This helps to take the emotion out of a situation and allows a more productive discussion to be had.
- As per SWF guidelines, no match scores should be posted on social for non-competitive age groups (U8-U12).

Parents: please refrain from coaching from the side lines. You do not know what instructions your child has been given. Your child is part of a team and may have been given a specific set of tasks.

Remember: Everyone has a bad game (or a bad day at work etc.). Many children are already too hard on themselves when they are not playing well. Helping them understand the 'big picture' is crucial if there is a poor result - it is no big deal.

Mistakes are a natural process of learning; we all make them. After a game or training session which might not have gone well, please ask them about the positive things they experienced - the effort in running back or blocking a shot etc., how they helped the team.

We put the process before the outcome, and ask that you do the same.

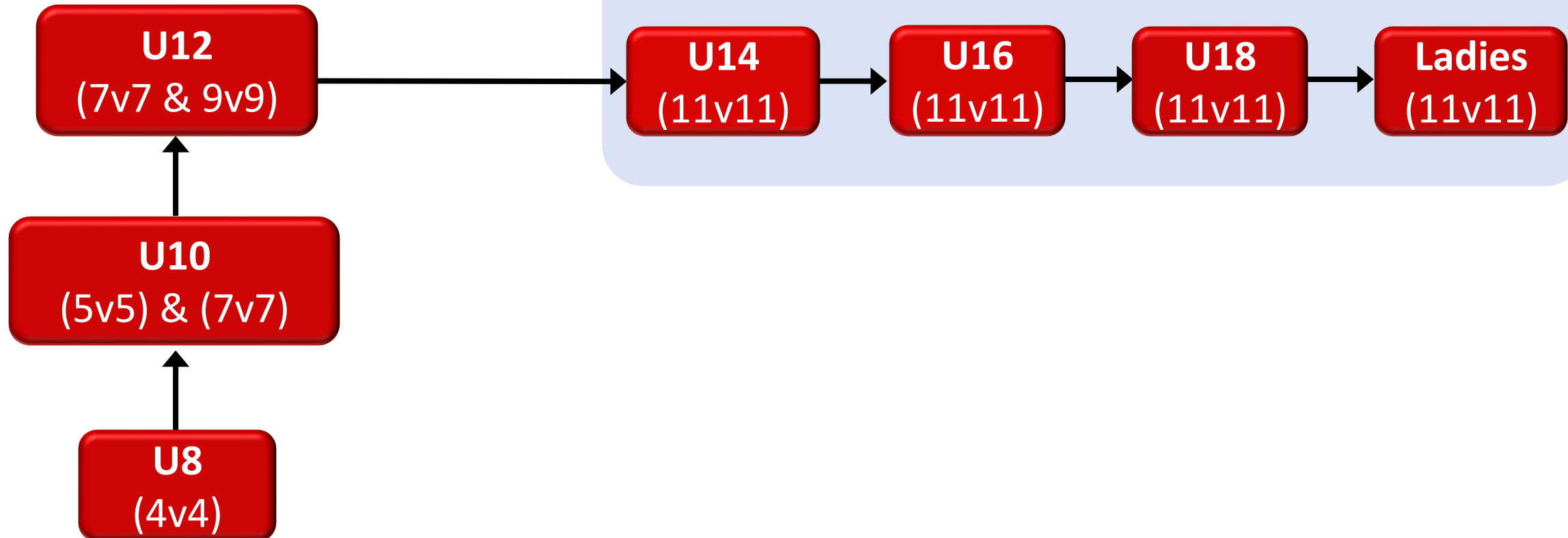
ACFCL Overall Player Pathway



FOUNDATION TO YOUTH PHASE
(U8 > U12)
NON-TROPHY FOOTBALL

YOUTH TO PERFORMANCE PHASE (U14 > Ladies)
COMPETITIVE TROPHY BASED FOOTBALL

SWF REGIONAL PROGRAMME



Age Groups Season 2026



SEASON 2026 REGIONAL FORMAT

AGE (IN 2026)	BORN ON / AFTER	BORN ON / BEFORE	AGE GROUP	FORMAT PLAYED	YOB SEASON 2026
5-7	01-Jan-18	31-Dec-20	U8	4v4	2019/2020/ 2021
8-10	01-Jan-15	31-Dec-17	U10	5v5 / 7v7	2015 /2016/ 2017/2018/ 2019
11-12	01-Jan-13	31-Dec-15	U12	7v7 / 9v9	2014/2015
13-14	01-Jan-11	31-Dec-13	U14	11v11	2012/2013/ 2014
15-16	01-Jan-09	31-Dec-11	U16	11v11	2010/2011/ 2012
17-18	01-Jan-07	31-Dec-09	U18	11v11	2008/2009/ 2010

YOB highlighted Red means players born that year are eligible but should be used to challenge players who are not being challenged at their own age group.

The Performance System



THE PLAYER PERFORMANCE PATHWAY

We call the development journey of an Aberdeen City Ladies FC player "The performance pathway"

Players can start, or come and go, at different ages through the performance pathway and will be supported through each phase.

THE PLAYER PERFORMANCE PATHWAY PHASES

Foundation Phase	Under 8 to Under 10
Youth Phase	Under 12 to Under 14
Performance Phase	Under 16 to Under 18

COACHING PROGRAMME

The club coaches are all SFA accredited and hold recognised coaching qualifications through the SFA coaches' pathway.

It is Club procedure for each team to have at least one trained first aider at training and games, to provide medical care if necessary.

Coaching sessions require a minimum of 2 coaches of which at least one will hold a recognised sports first aid qualification.

The following weekly coaching times are provided as a guideline only.

COACHING PROGRAMME THROUGH THE PHASES

Foundation Phase	U8 - U10	75 mins per week excluding festivals
Youth Phase	U12	120 mins per week excluding fixtures
	U14	180 mins per week excluding matches
Performance	U16 – Ladies	180-210 mins per week excluding matches

Game Time at Aberdeen City Ladies FC



FOUNDATION TO YOUTH PHASE (U8 > U12)

4v4, 5v5, 7v7, 9v9

Equal game time for all players.

YOUTH TO PERFORMANCE PHASE (U14 > Ladies)

11v11

**Game time influenced by fitness /
ability / game circumstances.**



Foundation Phase: U8 – U10



UNDER 8

- Game based Foundation, Understanding, Nurturing (FUN) activities.
- Ages 6 & 7.
- Small sided 4v4 games against multiple teams in a festival format. These are fortnightly on a Sunday at Cormack Park.
- No offside, kick ins, rolling subs.
- Development of basic movement skills using playful activities.
- Maximise touches of the ball to develop skills.
- Equal time for all players.
- Positive reinforcement coaching methods.

UNDER 10

- Age 8 play small sided 5v5 games against multiple teams in a festival format. These are fortnightly on a Sunday at Cormack Park.
- Ages 9 & 10 progress to fixture format 7v7 game.
- Games played locally on suitably sized pitches.
- No offside, kick ins, rolling subs.
- Maximise touches of the ball to develop skills.
- Equal time for all players.
- Positive reinforcement coaching methods.
- Improved confidence and decision making. Awareness and beginning of team shape.

LEARNING TO LOVE THE GAME

The driving philosophy at the Foundation phase for under 7 and under 9 age level is to maximise player participation and to adopt the FUN principals and allow players to be creative and have freedom of expression.

Our young players will spend the majority of this phase with a ball at their feet, learning basic movement skills and developing through games based sessions.

FOUNDATION PHASE GAME FORMATS

Age	Format	Pitch Size (m)	Goal size (m)	Ball
U8	4v4	35x25	Mini	Size 3
U10	5v5	35x25	Mini	Size 3
U10	7v7	60x40	3.6x1.8	Size 3

Youth Phase: U12 - U14



UNDER 12

- Learning to love the game and expand skills.
- Final year of U12 progresses to 9v9 format supporting transition to 11 a- side.
- 13M retreating area for goal kicks.
- Pass back rule does not apply, no referee, kick ins, rolling subs. Offside rule is applied.
- Equal time for all players.
- Focus on fun and developing mastery of the ball.
- Introduction to shape and tactical awareness.
- Positive reinforcement coaching methods.

UNDER 14

- Introduction of referees.
- Offside rules apply, no retreat zone, rolling subs.
- Throw in and corner kick rules apply.
- Focus on building technical skills, confidence, freedom of expression.
- Improved game understanding and tactical awareness.
- Improved decision making.
- Competitive league and cup games regionally.
- National Cup competition.
- Game time influenced by fitness / ability / game circumstances.
- Positive reinforcement coaching methods.

BUILDING TECHNICAL SKILLS, GAME UNDERSTANDING AND TACTICAL AWARENESS

The philosophy at the Youth Phase is to underpin our players' love of the game and to continue to develop their skills and individual decision making.

Our young players will continue to spend the majority of this phase with a ball at their feet, using drills to work towards game situations and support physical development for speed and agility through game based sessions.

YOUTH PHASE GAME FORMATS

Age	Format	Pitch size (m)	Goal size (m)	Ball
U12	7v7	60x40	3.6x1.8	Size 4
U12	9v9	70x45	4.9x1.8	Size 4
U14	11v11	Full Size	Full Size	Size 4

Performance Phase: U16 – Ladies



UNDER U16 / U18 / Ladies

- The focus in this stage is to further enhance technical skills, game understanding and tactical awareness.
- Athletic development for individuals across strength, stamina and agility.
- Competitive 11v11 regional / national leagues and cups.
- Normal rules apply with rolling subs at U16's and U18's.
- Game time influenced by fitness / ability / game circumstances.
- Opportunities for nationwide friendlies and tournament football.
- Positive reinforcement coaching methods.

DEVELOPING PLAYERS FOR THE FUTURE

Our players will continue to be progressively developed as individuals with more focus on strength, agility, speed and endurance alongside more advanced tactical awareness.

Players will be expected to be able to communicate openly about their strengths and weaknesses and will be encouraged to practise in their own time to further aid development.

PERFORMANCE PHASE GAME FORMATS

Age	Format	Pitch size (m)	Goal size (m)	Ball
U16	11v11	Full Size	Full Size	Size 5
U18	11v11	Full Size	Full Size	Size 5
Ladies	11v11	Full Size	Full Size	Size 5

Player Pathway Recognition System



All players will develop differently and while it is important that each girl is measured within a peer group it is likely that some girls will require to move within the ACLFC structure to best support their individual development requirements.

PLAYER DEVELOPMENT AND PROGRESSION

- Players who develop at a slower pace may remain within a particular age group and develop with slightly younger players of similar ability, if their age permits them to do so.
- Players who may have developed at a quicker rate during a season can make the transition into the team (at an older age group) that can sustain and further develop their technical, physical and mental capabilities sufficiently to allow them to play football at a higher level.
- If a player is identified as a suitable candidate to play up an age group, this process will not commence without agreement and open dialogue with both the player and their responsible adult. This requires dispensation by SWF prior to being implemented.

PLAYER SUPPORT BETWEEN TEAMS

- Players may be asked to support teams playing at different levels on an ad-hoc basis. This is typically due to player injury/lack of availability. This encourages confidence in players to work with other club players and coaches. ACLFC players will be encouraged to provide support within the club if the need arises.

Affiliation & Registration Guidance



Regional Teams are affiliated in November of each calendar year with Regional Registrations covering the period Jan – Nov.

Regional squads are reviewed throughout the year and rebuilt for the following season based on viable leagues and teams being affiliated.

Regional players are automatically resigned to the club at the end of the season.

All SWF clubs including ACLFC are free to sign and/or re-sign any player who is a free agent throughout the affiliation windows / season.

No signed ACLFC player can train or play for another SWF team.

ACLFC do not guarantee any player an ACLFC squad place for a new season.



Exit Strategy



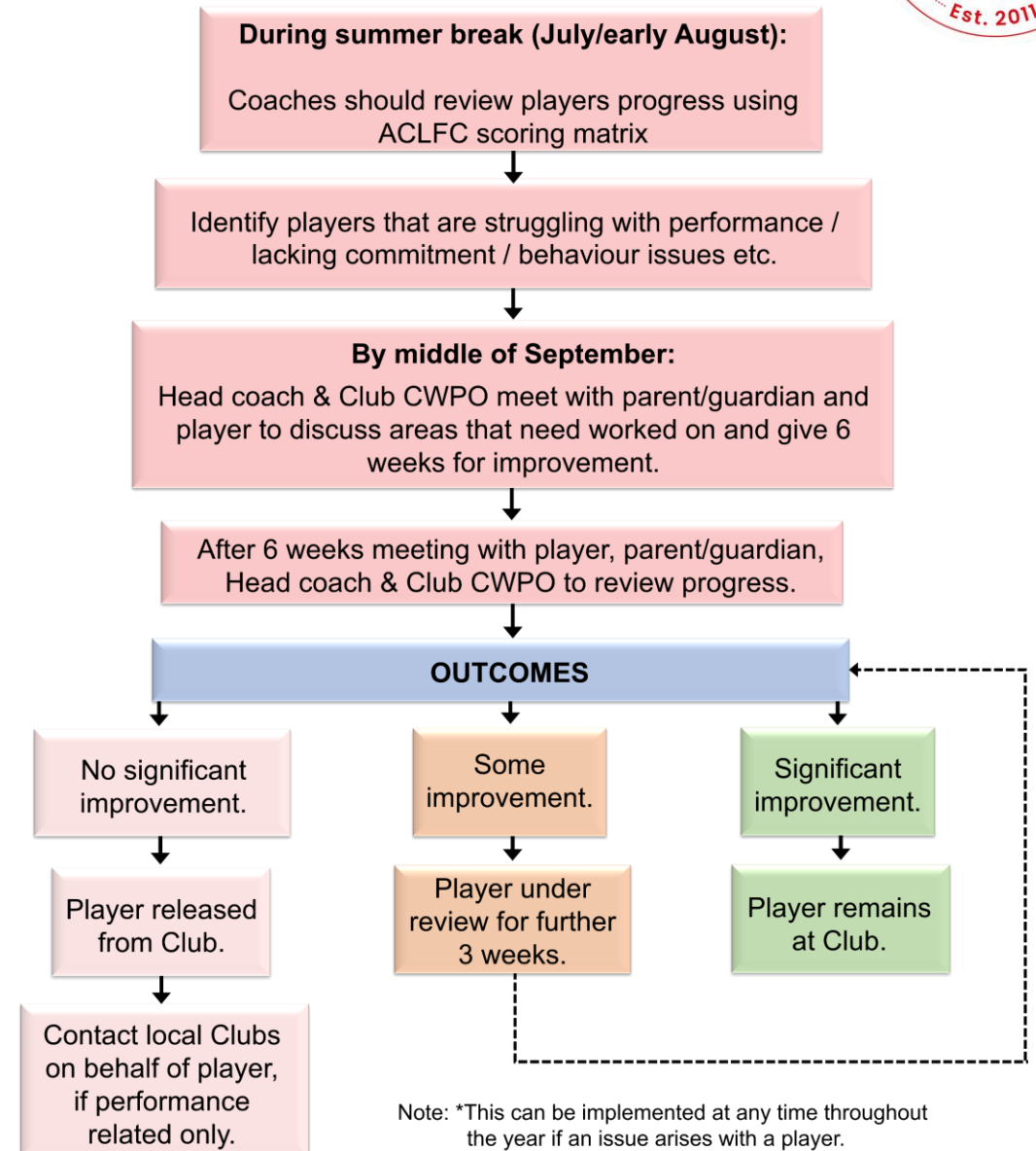
ACLFC recognise that there may be instances when a player will be released from the Club. In this instance our player release policy will be implemented.

The progress of all players at U14-U18 will be reviewed by coaches during the summer break. If a concern is identified with a player's performance/commitment/behaviour the Club's exit strategy will be put in place.

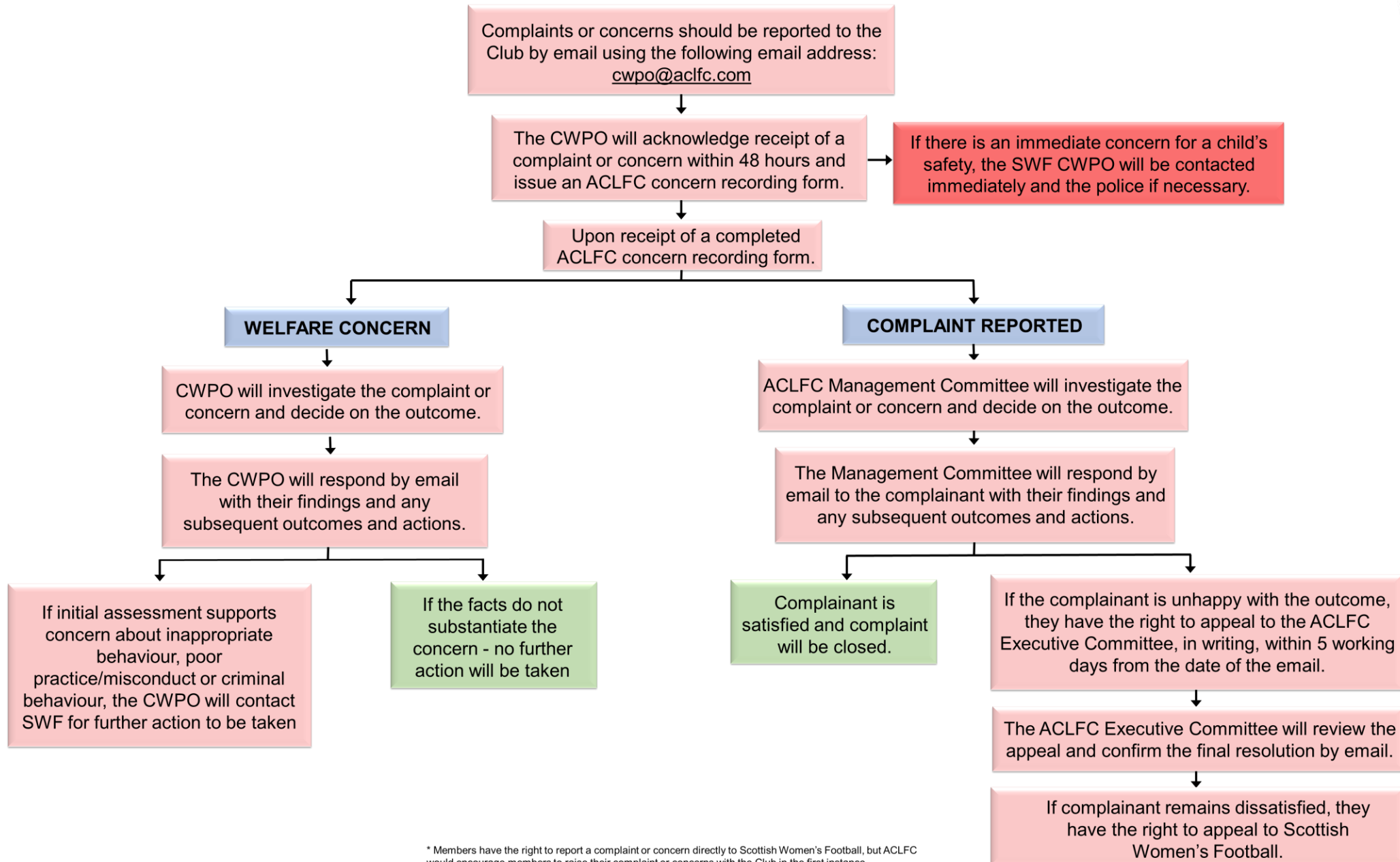
Release of a player can be a difficult and stressful time for both players and parents. If a player is to be released they will be given the option to decide how/if they would like the opportunity to say goodbye to their teammates.

ACLFC are committed to supporting exiting players by identifying opportunities available at other Clubs for them to continue their football journey, where appropriate.

ACLFC are keen to offer various coaching and club roles to exiting players.



Complaint/Concern Recording Process



* Members have the right to report a complaint or concern directly to Scottish Women's Football, but ACLFC would encourage members to raise their complaint or concerns with the Club in the first instance.



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