

Beverley Hills Junior Football Club

Coaching/Team Selection/Ground Time Policy

Revised March 2023

PURPOSE

BHJFC is committed to fairness, transparency, and equity. The BHJFC adopts an approach which recognises that teams vary in size, skill, and ability but that all players are entitled to be treated fairly and that teams are managed to be competitive irrespective of their grading. The BHJFC is committed to the development of all its players and has adopted a pathway approach encouraging children to participate in Auskick, then developing them through their junior years (Under 8s – Colts) with the hope that they will then go on to play senior football. BHJFC seeks to appoint the best available Coaches to lead and develop its teams. The underlying aim is to have fun and develop players to the best of their ability.

Age Groups U8s - U10s

The majority of players in this age group are still in the early stage of learning what many would consider to be the basic skills. In these age groups the emphasis is placed on participation and enjoyment. Additional goals are the acquisition of football skills and the nurturing of physical and emotional development and wellbeing. The BHJFC believes strongly in the equality of opportunities given to players in this age group. Players should be provided equal game time, although this may need to be averaged out over several weeks. On game day every player participating must play a minimum of half the game. Similarly, players should be provided with the opportunity to play in all positions, although this may need to be averaged out over several weeks. We believe this to be the best way to provide young footballers with all round development regardless of their level of ability.

U8s - U10s Team selection

Where there is more than one team, team selection will be determined after registration day, with preference that where possible teams will be based on school groupings. If there are a significant number of players from one school, the BHJFC may divide the players into other teams to avoid the dominance of players from one school over another. The teams should have an equal number of players to ensure that all players in the age group have access to equal playing opportunities.

Age Groups U11s - U12s

Some players in this age group have developed good skills and are able to perform at a faster pace, which places them at a more competitive level in a match situation. While at the same time some players are still in the early stages of understanding the game and developing their skills. In many ways this is a transitional period as the players progress into a more competitive environment. In

these age groups the emphasis is placed on participation and enjoyment. Additional focus is placed on skill development and teamwork supplemented through set plays and positioning.

BHJFC believes strongly in providing equal opportunities to players in this age group. Players should be provided equal game time, although this may need to be averaged out over several weeks. On game day every player participating must play a minimum of half the game. In Finals, and where numbers exceed 22 players, then 1 quarter of football should be allocated to all players during any Finals game. While some players at this age become naturally suited to set positions, we encourage players to try various positions. We believe this to be the best way to provide young footballers with all round development regardless of their level of ability.

Age Groups U13s - U15s

Many players in this age group have developed good skills with some even playing representative football while others are still developing. This can be a difficult time as players mature at different rate with individual players growing rapidly leading to significant differences in size, ability, confidence, and maturity. In these age groups there is still an emphasis on participation and enjoyment but with an increasing focus on development as the players mature. The BHJFC believes strongly in providing equal opportunities to players in this age group. Players should be provided equal game time, although this may need to be averaged out over several weeks. On game day every player participating must play a minimum of half the game. In Finals, and where numbers exceed 22 players, then 1 quarter of football should be allocated to all players during any Finals game. Players are still encouraged to try various positions while recognizing that this is a time when players can begin to specialize as they develop and mature.

Age Group U16s – Colts/Youth Girls

By this stage we expect that most players will have developed good skills and a sound understanding of the game. While the Coach has overall responsibility for the development and wellbeing of the team, we expect players to become more accountable and take greater responsibilities for their training and performance. This is a watershed period when some players have developed very good skills and have been selected by Oakleigh Chargers/Eastern Rangers. Others are aspiring to play senior football at Doncaster East while others are less driven to play senior football. Hence it can be a difficult period with boys and girls having various aspirations. Our aim is to help the boys and girls develop to the best of their abilities and while the BHJFC will seek to achieve this, it will very much depend on the desires of the players and their individual commitments to not only training but their own development.

U11s – Colts/Youth Girls Team Selection

Where there are enough players to form more than one team in the one age group, the players will be graded based on their skills, size, confidence and football maturity. The players will then be split into teams having regard to the suitability of the players to participate in the relevant divisions and the club's desire to field more than one competitive team. On this basis it is expected that the majority of the more competent players but not necessarily all the better players will be in the higher graded team. It is expected that the teams will train together and that the Coaches will cooperate during the selection process and in the sharing of players throughout the season should a team be short of players. Ideally, the teams should have an equal number of players to ensure that all players in the age group have access to equal playing opportunities. In order to determine the formation of multiple teams, the Coaches should:

- observe all players during the pre-season 'try-out' period
- consider player assessments from the previous year's Coaches
- liaise with the previous year's Coaches (if necessary)
- liaise with the BHJFC Football Operations Manager
- agree the proposed composition of the teams
- forward the team lists to the Committee for approval

The Coaches should not disclose the composition of the recommended teams to any player or parent until the teams have been approved by the Committee. The BHJFC Football Operations Manager shall review the teams on behalf of the committee. Once the teams have been established, the BHJFC would prefer that most of the teams stay together for the current season. However, it is important that players play in the most appropriate division having regard to their abilities and the competitiveness of our teams. In recognition of this and the fact that players develop at different rates (both physically and ability wise) all players will be assessed during the pre-season period to determine the most appropriate team that they should play in.

Training

Age Group U8s to U15s will train one night a week, while Age Groups U16s to Colts/Youth Girls can train two nights a week if they want. Players are encouraged to attend training and to participate in a cooperative manner. Non-attendance at training provided the Coach or Team Manager has been notified shall not affect a player's selection or game time. However, a player who is not able to regularly attend training may be selected in the Gold team where the Coaches believe that the player's failure to regularly attend training could prejudice their skill development and the ability to effectively compete at a higher level.

At U13s through to Colts/Youth Girls Age Group, non-attendance at training may affect a player's selection or game time where the Coaches believe that the player's failure to regularly attend training could prejudice the player's skill development and the ability to effectively compete on game day. Coaches will advise the location, timing and duration of training. The BHJFC does not provide first aid officers at training. Training may also be cancelled due to excessive heat, inclement weather or poor ground conditions. Accordingly, parents are expected to remain at training. They

are also encouraged to assist the Coaches with training. All players must wear mouthguards at training.

Team Size

Total number of players per team shall not exceed 28. All players who are fit to play are entitled to play. Players may be rostered off. In extreme circumstances the Executive Committee have the ability to increase team size to 30. This is at the sole discretion of the Executive Committee. In this situation, YJFL by-laws have a limit of 24 players, so 4-6 players need to be rostered off every game. Subject to injury or other extenuating circumstances each player should be afforded the opportunity (subject to training attendance and outlined behavioural expectations) to play the same number of games as other players throughout the home and away season. Any player rostered off should be considered an 'emergency' and should attend the game to replace a player who may not be available or to assist the team (e.g. water carrier etc). All players should be given an opportunity to play finals (unless YJFL Rules stipulates maximum numbers permitted which is less than our team number). 1 quarter of ground time should be allocated for each player. The same players should only be rostered off for one final. Team selection is at the discretion of the coaching staff with a fair and reasonable selection process adopted (i.e., the Committee expects that all players should be given the opportunity to play in finals).

Ground Time Exemptions

In circumstances where opposition teams have reduced numbers, thus reducing the number of players the BHJFC can put on the ground, then the ½ game policy for ground time will change to the following:

- Where the BHJFC interchange has 4 or less players on it then ½ game ground time stays relevant
- Where the BHJFC interchange has 5-11 players on the interchange then 1 – 1 ½ quarters should be given to each player

Other circumstances that will override the ½ game policy are:

- An Undisciplined act performed by a player that is deemed by the coaching staff to compromise the integrity of the team and the BHJFC.
- U11's – Colts/Youth Girls – If Players/parents do not communicate non-attendance to a training session to the Coach or Team Manager of their team then only 1 quarter of ground time is required.

Player Conduct

The Coach will not tolerate any of the following from his players:

- Abuse or disrespect towards an umpire
- Bad sportsmanship towards the opposition before, during or after games
- Bumping or wrestling opposition players more than 40 meters from the ball
- Racial vilification, abusive language or bullying aimed at teammates, opposition players or spectators
- Violent behaviour towards teammates or opposition players (not within the spirit of the game)

Where the Coach views or is made aware of unacceptable player behaviour, the Coach must address the issue immediately with an appropriate response. In the case of serious breaches of player conduct the Coach must instigate the appropriate action in accordance with the policies of the Club.

Coaching Appointments

All Coaching appointments are made by the BHJFC Coaching Coordinator and Football Operations Manager. At the end of the season, the BHJFC will declare all coaching positions vacant and invite existing and new Coaches to apply for coaching positions in the following year. Coaching applications will be in writing and Coaches may be required to attend a club interview. Successful applicants will be advised by the BHJFC. Coaches must be able to demonstrate that they have the right attributes to coach relevant to the applicable age group. The Coach is the senior official of the age group to which they are appointed. Where there is more than one Coach appointed for the same age group, they have equal jurisdiction over the age group and need to work together. A coach shall be appointed for one year. They may be appointed to coach the same team for a second year, any additional seasons will be sanctioned at the BHJFC discretion.