



MARIBYRNONG PARK

MARBY LIONS

FOOTBALL CLUB

Maribyrnong Park Football Club Junior Policy 2015

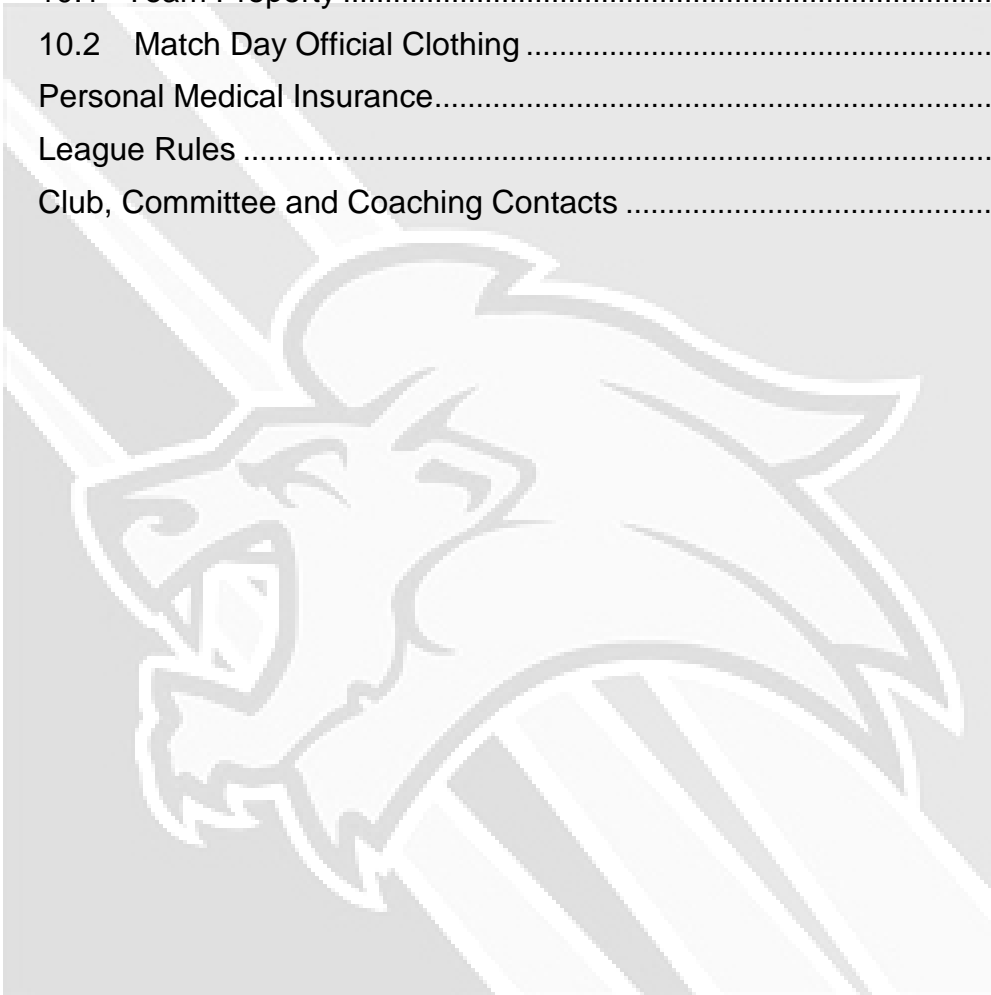


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1. Purpose Statement

The Maribyrnong Park Football Club is a thriving football community characterised by the fearless pursuit of excellence both on and off the field, the encouragement of participation by players, members and families alike; valuing club spirit and pride and engendering the respect, support and loyalty of the community.

1.1 Aim of the Program:

- To introduce and implement a structured skill development program.
- To assist with player individual improvement.
- To provide a safe, healthy and disciplined training environment.
- To create an environment that encourages player and team development.
- To teach the values of perseverance, integrity, honesty and friendship.
- To be a good community citizen.

1.2 Achieving the Aim:

- To introduce and expose players to the basic disciplines, principles and requirements in relation to a wide range of issues that they might well be expected to undertake should they want to become the best footballer they can be.
- To provide the best possible teaching, training and coaching through the football season.
- By demanding a respectful, tolerant, engaging and enjoyable atmosphere whereby every player has an opportunity to develop and feel comfortable.

2. Junior Club Conduct

2.1 Junior Club Participation

The encouragement of participation by players, members, volunteers and family is the aim of the clubs purpose statement. In an effort to maintain a fair environment of participation the club will focus on the development of these key areas to foster a positive junior football club environment.

2.2 Player Safety

All players must wear a properly fitted mouth guard to all training and match day activities.

3. Player Participation and Selection

The club will strive to provide a fair, consistent and manageable system for determining team selection and assisting parent/guardians' and players to appreciate that while team sports sometimes require compromise and flexibility, they also offer opportunities to develop and extend skills and friendship groups while working together for the benefit of the club, team and individual players.

3.1 Player Numbers

24 players are eligible to play each week (U10, U12, U14 and U16 level). If team lists exceed these numbers, some players will be required to be rostered off each week during the season. It is expected that players will be rotated equally. To assist the process players and parent/guardians' should communicate with the team manager should the player not be available for any reason during the season.

The club is committed to fielding both development and competitive teams in each age group and;

- Encourages registration numbers to allow listing of 24 players in each U10 team ensuring first year U10 players, have a minimum of 1 friend in their team.
- Encourages registration numbers to allow 24 players in each U12 & U14 teams so players are evenly developed and are also available for selection by the club or third parties for representative football opportunities. Where possible new players to the club in older age groups are matched with a minimum of one friend.
- U16 player numbers will vary depending on total numbers registered and an understanding that most U16 sides are highly competitive and are also reviewed by the club and third parties for representative football opportunities.

3.2 Team Selection Process

Team selection becomes very complex as the clubs player numbers increase.

Our guiding principles - are to field both development and competitive teams in each age group, ensuring players have the opportunity to develop and improve their skill levels. Participation in pre-season training and practice matches will provide the opportunity for coaches and coordinators to observe each player's skills, character and effort to assist in determining the eventual selection of teams.

This process takes considerable time and effort from a group of volunteers, including, but not limited, to coaches, coordinators, independent specialist assessment groups and committee representatives. Individual needs will be taken into consideration where possible but not to the detriment of the club, teams and fellow players. Those responsible for selecting teams will aim to get the best possible outcomes for everyone concerned.

Football clubs provide an excellent opportunity to establish new friendships at both a player and parent/guardian level. Our club encourages you to take the opportunity to meet and mix with new players and parent/guardians' - we GUARANTEE that between the 2nd and 4th week of the regular season, every child will have made new friends on their team.

The Maribyrnong Football Club does not encourage or support the building of teams only around particular school or friendship groups. We also focus on the development of the player skills and selection to a team where the player has the best chance of participating in both training and match day activities.

We do have some exceptions for first year U10's and generally first year players to the club.

3.3 EDFL Grading Policy (Effective season 2014)

The performance of each side in each age group contributes to our position at the end of the season. The EDFL use this positioning to determine what division our team's start play in for the following season.

Competitiveness of all Team 1's (formerly Division 1) is a major consideration in team selection. All coaches in each age group will work together on the selection of each team on a nominated team selection day.

All Team 1's are selected to ensure competitiveness and the majority of players are picked based on character, ability and commitment to the football program.

Team 1 coaches will have first choice of players. Sometimes sibling priority is a consideration if both players are capable of playing at this level and it provides balance throughout the other teams.

The club will try to assist siblings who play on different teams to minimize the disruption to families but will not guarantee those placements due to the new grading policy and time changes effective from the 2014 EDFL season. Also the club will not disadvantage another player who has followed and met the general team placement guidelines.

Team 1 (formerly Division 1) Selection to ensure competitiveness

- selection of players based on:
 - o character
 - o ability
 - o commitment to the football program

Remaining Teams 2-8 (formerly Division 2-8) Selection

- selection of players based on:
 - o A good balance of players approximately of the same skill level grouped together to allow each team to develop as equally as possible e.g. beginning, developing, extending.

Following from Team 1 selection the club goal is to provide the remaining teams with a good balance of players to allow each team to develop as equally as possible.

Players and parent/guardians' should keep in mind that it is important for player's development that they participate with other players who are reasonably close to the same ability so that teaching and training programs can be effective and safe.

The purpose of our club is to foster player participation and to ensure players who love the game improve their skills and commit to wanting to become better rather than being forced. Each player is encouraged and developed to realise their full potential as a footballer. As a part of the process of developing junior footballers, it is important that players are graded in teams that best suit the needs of the club, team and the player.

3.4 Football Selection Age Groups (U10, U12, U14 and U16)

It is the view of the EDFL, the club and wider football community experts that commencing from 2015 we need to establish the commitment and skills of each player to create the best possible development environment for players wanting to experience football for the first time to those who wish to develop their football skills for possible selection to representative football squads throughout Victoria from the U12 level through to U16 level. The Coaching Director will manage the program of assessment to ensure:

- a) That all players are placed on a team that is consistent with their level of development so they feel comfortable and can participate in training and game day matches equally.
- b) That player's safety is considered in team placement selection.

3.4.1 Eligibility for Team Selection (U10, U12, U14)

Top age and highly skilled players are eligible for Team 1 selection. First year players are not eligible to play in Team 1 unless there are special circumstances and must have approval from all coaches in the age group and the junior committee.

3.4.2 Eligibility for Team Selection (U16)

Player selection will be based on character, skills and commitment. At this level it is generally accepted that the players are there because they have made a choice and are capable of making their own decisions through strong leadership.

3.5 Post Team Selection

Once players and team selection has been reached the Junior Committee will confirm the placements. The club expects that coaches, players and parent/guardians' will respect the decisions of the selection process.

From this point the club expects that the focus switch from which team a player is selected to the team and players development. It is important that parent/guardians' are supportive of the club and most importantly of their player during the selection process.

There will be continuing assessments to ensure players further their development. This may or may not include players moving between grades during the season to maximise development opportunities.

4. Rotations and Participation

Ideally each player, up to and including the lower division U14 team, should receive a minimum of 3 quarters in the home and away season and 2 quarters for the finals series.

This may vary depending on safety, injuries, issues of player discipline and attendance at training and player fitness levels. Players will also field different positions to complement their development.

It may be necessary at the U16 and highest U14 teams for some players to receive more game time. This may be due to a player being considered for selection to a representative team.

Note that this policy is reviewable at the discretion of the Junior Committee and the Director of Coaching.

4.1 Club Commitment to Rotation and Participation

Establish an environment of enjoyment from learning and playing football by developing player's skills and confidence rather than promoting winning at all costs.

Establish a framework that encourages all players to have the same opportunity by developing skills and confidence across a range of positions.

The club through its Coaching Director and coaching group aim to deliver a sequential development program to give every player the chance to experience a positive regular season, which may lead the players to experience the difference of playing in a finals series.

4.2 Rotation and Participation U10 & U12

U10 & U12

During the Regular season, coaches will ensure fair playing time amongst the players with special attention to:

- Attendance on training nights,
- Number of games played in a season,
- Amount of playing time on match day, and

Player rotations through the forward, centre and back positions either every game or on a scheduled and even basis dependent on the age group, maturity and development level.

4.3 Rotation and Participation U14

U14

During the Regular season, coaches will ensure fair playing time amongst the players with special attention to:

- Attendance on training nights,
- Number of games played in a season,
- Amount of playing time on match day, and
- Rotation among players as the need arises.

It is also acknowledged that at the U14 level, the coach will have some discretion over the position a player is best suited to. This is to enhance player's development and provides team balance with the possibility of player selection for a representative football team.

4.4 Rotation and Participation U16

U16

During the Regular season, coaches will ensure fair playing time amongst the players with special attention to:

- Attendance on training nights,
- Number of games played in a season,
- Amount of playing time on match day, and
- Rotation among players as the need arises.

It is also acknowledged that at the U16 level, the coach will have some discretion over the position a player is best suited to. This is to enhance player's development and provides team balance with the possibility of player selection for a representative football team.

4.5 Finals Selection

It should be highlighted and recognised that finals football is different from the home and away season. The player rotations and participation will be based on the following principles so as many players get an opportunity to experience finals football. An understanding that player selection and playing time gives the team the best possible opportunity to do well. Positions don't necessarily need to be rotated. This will be left to the coach's discretion.

Players from the clubs other teams will not be used to substitute players who have played in the side for the year unless of emergency or illness. Also should a team have less than 24 players, the coaches of that particular age group, may request additional players to meet the shortfall.

Ideally a player will play a minimum of 2 quarters.

An understanding that the policy will provide coaches at the two higher level U14's through to all U16's a greater scope for varying the playing time than those at the younger year levels.

5. Weekly and End of Season Awards

As Maribyrnong is part of the EDFL competition the club has a requirement to hand out a certain number of awards and recognise players on a weekly basis and for overall season performance. All players will receive a participation award with 7 additional awards for each team.

5.1 Weekly Voting Process

- The Team Manager will hand out 3 cards – one to a match day official and two to parent/guardians' (as equally as possible to provide balance)
- Team Managers are to take completed vote cards and place in a sealed envelope at the end of each match and hand to the Junior President each week.
- The 5 highest vote getters for the season will receive, at the end of year presentation day, the following five awards:
 - 1st Best & Fairest
 - 2nd Best & Fairest
 - 3rd Best & Fairest
 - 4th Best & Fairest
 - 5th Best & Fairest

There will be a further two special awards:

- Most Improved; &
- Coaches Award

Individual teams cannot purchase or give any further awards for their particular playing group.

5.2 EDFL Voting Procedure

Based on EDFL guidelines for weekly voting results, the end of year votes may have no bearing on the weekly votes posted and viewed on the EDFL website.

6. Conduct of Coaches, Officials, Players, Parent/Guardians' and Visitors

To teach, encourage and develop players consistent with the clubs constitution, policies and guidelines and to encourage involvement from the club community.

Other than parent/guardians', leader Coaches have the most influence on players in a football club. It is therefore, their role to provide the best possible teaching and learning conditions, since children will only persevere with learning if they enjoy it.

To foster enjoyment for players the club and coaching group must design and implement programs for group organisation, discipline procedures, reward mechanisms and an

understanding of the difference between the playing group (children) and adults (parent/guardians' and coaches).

These programs are structured around sequenced skill development sessions delivered in drills and games that engage and challenge children at all junior playing levels.

6.1 Duty of the Coach

Primary Role:

Player Development incorporating safety, legal and ethical responsibility practices in the design of programs and interactions with committee, players, parent/guardians', officials and volunteers of the club.

6.2 Coaches Code of Conduct

- ❖ Teach players the meaning of loyalty and respect to the club.
- ❖ Respect and follow the clubs policies, procedures and guidelines.
- ❖ Be positive role models for the players, community and club.
- ❖ Report any behaviour that may bring the club into disrepute.
- ❖ Always promote a positive environment.
- ❖ Foster the values of being part of a team environment.
- ❖ Teach the meaning of friendship and avoid being selfish.
- ❖ To always maintain a safe environment for the players.
- ❖ To design training programs to develop teams as equally as possible.
- ❖ To get commitment from the players that they want to improve.
- ❖ To positively support all players giving regard to both their strengths and weaknesses.
- ❖ Consider maturity and skill levels of players.
- ❖ Always address players as children not adults.
- ❖ Zero tolerance for using offensive language, sexist or racist references.
- ❖ Not to involve themselves in negative behaviours with opposition coaches, officials, players, visitors or umpires.
- ❖ Assume responsibility for the conduct of their officials, players and parent/guardians', which are supported by the team manager and match day official.
- ❖ Place winning in perspective.
- ❖ Establish communication protocol with team parent/guardian group.
- ❖ Recognise the importance of proper injury treatment.
- ❖ Keep up-to-date with coaching developments.
- ❖ Must have AFL Level 1 or 2 Accreditation.
- ❖ Must have working with children check.
- ❖ All junior coaches will be accountable to the Coaching Director.

6.3 Coaching Accreditation

The EDFL requires coaches to be accredited to Level One. Maribyrnong Park Football Club supports this position and requires our coaches to complete the program prior to the start of the season or commit to completing this at the next available coaching course.

6.4 Coaching Accreditation and Professional Development

The club will conduct a series of meetings throughout the season in an effort to discuss any issues, concerns or ideas the coaching group may want to address.

Subject to cost, the club will provide independent training for coaches. Should a program be provided, coaches must agree to attend.

6.5 Coach Appraisal

The club's Coaching Director will be responsible for providing information, assisting coaches and providing feedback throughout the season.

6.6 Working with Children Checks

All volunteers working in any capacity with children will need a 'Working with Children' check. These can be obtained through your local Post Office or the Director of Football Administration.

6.7 Game Day Officials Conduct

Game Day Officials Conduct

- During a scheduled practice match or game all officials are representing our club and setting an example to players, parent/guardian's opposition and visitors. As such the Coach's Code of Conduct applies to game day officials.
- Follow the EDFL and club protocols to resolve any concern in a calm and professional manner.
- Although very unlikely always be aware of the potential for issues to escalate and be prepared to deal with them appropriately.
- In extreme cases should the opposition clubs behaviour threaten the safety or cause distress to our players the club officials of the day should advise the umpires that the game will be forfeited.
- Any concern by an official should be made aware to the Junior Committee in writing so the matter can be followed up using the appropriate channels.

6.8 Players Conduct

Players Conduct

- Show respect and commitment for the club.
- Show respect to teammates, coaches, parent/guardians' and visitors.
- Show respect to opposition players, coaches and club.
- Show respect to game day umpires and officials.
- Show respect and appreciation to all volunteers.
- Show respect for the laws and rules of EDFL/AFL and club.
- Treat all teammates and opposition players, as you would like to be treated.
- No swearing for any reason.

6.9 Parent/Guardians' & Visitors Conduct

Parent/Guardians' & Visitors Conduct

- Show respect and commitment for the club.
- Show respect to teammates, coaches, parent/guardians' and visitors.
- Show respect to opposition players, coaches and club.
- Show respect to game day umpires and officials.
- Show respect and appreciation to all volunteers.
- Show respect for the laws and rules of EDFL/AFL and club.
- Show encouragement to all players.
- No swearing for any reason.
- No yelling or criticising of the umpires or officials.
- Be aware of the rules and accept the umpires decision understanding that the club and players make more mistakes than umpires on game day and the umpires in most cases are juniors themselves.
- Never criticise a player in front of others for making mistakes or losing.
- Never interact with a player or official of another team in a negative manner.
- Support all the efforts to remove verbal, racial and physical abuse and to settle disagreements without resorting to hostility or violence.
- Support your club officials to foster high standards of behaviour from your football club and the league.
- If a parent/guardian or visitor acts in a manner inconsistent with this code of conduct, the club reserves the rights to take action against the parent/guardian or visitor as deemed appropriate and in accordance with the grievance procedure in Section 26 of the club's constitution.

7. Club and Team Administration

As a community sports/football club, Maribyrnong Park relies heavily on the support of volunteers.

The club has a framework of policies, guidelines and standards, which volunteers agree to abide by. Since the club framework will continue to evolve over time, it is important for volunteers to remain current with these developments.

7.1 Timetable – Oval/Training Times

At the commencement of each season, the Junior Committee will provide a timetable for place, day and time of training for each player age group. The club has two ovals, which will be shared equally as possible to ensure the proper development pathway for each team and player.

Leader coaches and their support group are to comply with these training schedules at all times. If any change is sought they must seek approval from the Director of Coaching, or if not available, the Junior President.

7.2 Volunteers

7.2.1 Match Day

Match days require a number of positions to be filled by players' parent/guardians'. A roster will be drawn up and distributed to all parent/guardians' at the start of the season by the Team Manager.

The positions include:
• Match Day Official
• Time Keeper
• First Aid
• Assistant Coach
• Runner
• Umpire's Escort
• Boundary Umpire
• Goal Umpire
• Water Carrier

It is the parent/guardians' responsibility to find a substitute if unavailable on their given rostered day.

7.2.2 Weekly Club Requirements

The club also requires assistance for off-field activities to be filled by players' parent/guardians'. A roster will be drawn up and distributed to all parent/guardians' at the start of the season by the Team Manager.

The positions include:
• Canteen – training nights
• Canteen – match day
• Junior meal nights
• Social functions
• Club room maintenance
• Ground maintenance
• Sausage sizzle at Wednesday night training
• Operation of Marby Barby stand

It is the parent/guardians' responsibility to find a substitute if unavailable on their given rostered day.

These duties are critical in order for the club to earn more revenue to meet the continued increasing costs associated with running a sporting club.

7.2.3 Official Team Leaders

There are three positions that need approval by the Junior Committee:

- a) Coach
- b) Team Manager; &
- c) First Aid

Following coaching appointments, their personal details need to be provided to the Junior Committee before the beginning of the official pre-season.

7.2.4 Working with Children Checks

Volunteers working in any capacity with children will need a "Working with Children" check. These can be obtained through your local Post Office or the Director of Football Administration.

7.3 Match Day Procedures

All coaches, officials, players and parent/guardians' to arrive at the ground 45 minutes before match starting time.

Team Managers:

The EDFL requires Team Managers from the first team of the day to complete Ground Check List and signed off with their counterpart.

- Signed Ground Check List to be handed to the umpires prior to the first match of the day.
- Final team sheet to be filled out signed and handed to umpires at half time on match day.

Other Game Day Procedures for Team Managers:

- Hand out official garments to Match Day Officials
- Hand out three vote cards – two to parent/guardians' and one to Match Day Officials

- Exchange team sheets with opposition Team Manager
- Complete goal cards and hand to Goal Umpires
- Complete time cards and hand to Time Keeper
- Provide 2 match balls to the umpires. Umpire to select one ball (home game only)
- On completion of the game please ensure retrieval of the following:
 - a) Match ball (home game only)
 - b) Official garments from Match Day Officials
 - c) Match day cards and place in a sealed envelope
 - d) Goal cards from Goal Umpires (umpire to keep one)
 - e) Time cards from Time Keeper (umpire to get one)
 - f) Umpires will give the Team Manager a completed match report
 - g) Team Managers must enter final match results from team sheet to the EDFL website.

Please note the club will provide training to all Team Managers to assist them in carrying out their duties for the season.

7.4 Presentation Day

The Junior Committee will set the end of year Presentation Day during the finals series. As this is usually the final function for junior level officials, players and parent/guardians', we encourage all teams and age groups to participate on that day to remain committed to our philosophy of being one club.

We encourage parent/guardians' of players to recognise the efforts put in by the volunteers of their respective teams.

7.5 Counting Votes

Team Manager, Coach, Football Director and Junior President will conduct vote counting. This will be kept confidential until Presentation Day.

8. First Aid and Health Safety Requirements of Players

All first aid helpers are to be Level One accredited.

The club maintains first aid kits to minimum standards. Any player requiring additional first aid supplies needs to contact the club to make provision.

9. Concerns/Complaints Process

From time to time members of the junior football club community may have concerns or complaints in relation to the football administration or football operations. Should this circumstance arise, the club has a policy to assist members in resolving these concerns.

In the first instance, any concern needs to be raised in writing to the respective Team Manager. Should the matter not be resolved, and subject to the issue, the correspondence can be forwarded to either the Director of Football Administration or Football Operations.

9.1 Football Administration

Concern must be made in writing to the respective Team Manager and Junior Director of Football Administration.

9.2 Football Operations

Concern must be made in writing to the respective Team Manager and Junior Director of Football Operations.

Regardless of the situation, no parent or guardian should approach an official on training nights, other than the Team Manager and on game day, the Match Day Official.

If resolution is not achieved through this process, the Junior President will make a determination, which will be communicated in writing. If this does not clarify the situation to the satisfaction of the member, then a formal grievance resolution process can be undertaken according to Section 26 of the club's constitution.

10. Facilities Management

10.1 Team Property

Team Property
• Footballs (one per child)
• Training markers
• Tackle bags
• First aid kit

10.2 Match Day Official Clothing

Match Day Official Clothing
• Goal Umpire official bib
• Goal Umpire scorecard and pen
• Flags for goals
• Boundary Umpire bib and whistle
• Trainer bib
• Umpire's Escort bib
• Runner bib
• Water bib
• Coach bib
• Assistant Coach bib
• Team Manager bib
• Match Day Official bibs
• Two drink bottle holders and drink bottles
• Time Keeper's card, timer and pens

Any loss or excessive damage of this property needs to be replaced by the team.

All property/equipment is the responsibility of the respective Coach and Team Manager to maintain and secure.

11. Personal Medical Insurance

All EDFL clubs are now required to take out costly public liability insurance, which basically covers the club and its employees. These policies are specifically written for sporting clubs such as ours. The clubs policy does not cover out of pocket expenses.

However, we believe that it is in your child's best interest to have your own private medical insurance as a backup. All players play at their own risk and acknowledge that Australian Rules football is a contact sport where injuries may occur from time to time.

The club urges all families to seek their own personal medical coverage including Ambulance cover, which we strongly recommend.

Further information on insurance cover and claim forms can be obtained from www.jltsport.com.au

12. League Rules

The EDFL has relevant rules. These can be obtained from the EDFL website: www.essendondfl.com.au

13. Club, Committee and Coaching Contacts

Please refer to the website:

www.marby-lions.com

