

**BLACKBURN**



**FOOTBALL CLUB**



## **Blackburn Junior Football Club**

### **Playing Policies 2014**

## **Introduction**

The Blackburn Football Club provides an opportunity for the youth of Blackburn and the surrounding suburbs to play football in a safe and enjoyable environment.

Our aim is

- **To provide the best football experience for junior players and their supporters.**

We have a strategy which is designed to achieve this. It is built around four key themes:

- **Participation**
- **Development**
- **Governance**
- **Community**

Underpinning this are our core values:

- **Fun**
- **Fairness**
- **Respect**
- **Commitment**

The Club has developed a set of policies that are designed to reinforce these values and ensure that the Club continues to develop as one of the best clubs in the Eastern Football League.

The policies ensure the Club operates in a fair and transparent way. By registering to play with the Blackburn Junior Football Club a player, along with his/her parents, guardians and supporters agree to abide by the Club's Policies. In accepting their various positions, all coaches, team officials and Club officials agree to abide by the policies.

While the policies provide a comprehensive management framework, it is possible that matters may arise which are not covered by existing policies. Any variation to the policies requires the approval of the Executive Committee. Any suggestions regarding the policies should be referred to the Club Secretary.

*Go Burners!*

Michael Johnson

President

Blackburn Junior Football Club

## **Blackburn Junior Football Club Playing Policies 2014**

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## **1 The Blackburn Football Club**

***Blackburn Junior Football Club seeks to provide an opportunity for the youth of our area to participate in Australian Rules Football in a safe and enjoyable environment.***

### **1.1 Blackburn Football Club**

Blackburn Junior Football Club is part of the Blackburn Football Club.

The Club has a long and proud history, playing its first games in the 1890's on the same ground we play on today: Morton Park. The Club had its first Annual General Meeting in 1903 and won its first premiership in 1922.

The Club now plays in the Eastern Football League, the largest football competition, with our seniors playing in the prestigious Division 1, while many junior teams play in A Division.

### **1.2 Blackburn Junior Football Club**

The junior part of the Club was established in 1990s with just a single team. The Club has continued to flourish and expects to have around 450 players and 18 to 20 teams in 2014.

While the Junior Club operates autonomously under our own Committee, we enjoy a strong relationship with the Senior Club. We hold a joint jumper presentation day and numerous joint functions. Senior players often help out at training while on Saturday's Morton Park is a buzz with many junior players and their parents coming down to support the seniors.

The Junior Club has formed a very close relationship with our local Auskick Centres: Blackburn, Blackburn Lake and Laburnum Auskick. Most of our players come from these centres. The Club supports the development of these centres (e.g. hosts grid games enabling Auskickers to play a game and enjoy a sausage and drink at the half time break of our seniors' games).

We are a family based club with a strong focus on participation and development.

The Club hosts a range of social activities throughout the year, including family nights which provide a great opportunity for the players and parents to get together and have fun.

The Club's success can be attributed to the fantastic support we receive from our parents and supporters.

### **1.3 Blackburn Junior Football Committee**

The Blackburn Junior Football Club (The Club) is managed by a two-tier Committee.

The Executive Committee is responsible for: (1) the overall governance of the Club; (2) setting Club policy; (3) appointing coaches and (4) dealing with complaints matters that require consideration by the Executive Committee.

The Executive Committee includes:

<b>Role</b>	<b>Function</b>	<b>2014</b>
President	leadership, policy	Michael Johnson
Vice President	sponsorship and support	Paul Leydin
Secretary	correspondence, concerns and club administration	Terry Monteiro
Treasurer	financial management	Deb Sandells
Football Manager	player and coaching development	David Ramsdale
Operations Manager	coordination of teams and awards	Danni Quinlan
Property Manager	grounds and equipment	Charlie Millard
Manager Player Welfare	trainers, tribunal and welfare	Graham Porteous
Development	strategy and girls	Craig Smith

The Executive Committee is supported by a General Committee, responsible for: (1) providing advice to the Executive Committee and; (2) undertaking operational activities.

## **1.4 Blackburn Junior Football Club objectives**

Our aim is:

- To provide the best football experience for junior players and their supporters

We have recently developed a strategy which is designed to achieve this. The strategy is built around four key themes:

- Participation - recognising the Club's heritage and desire to encourage local kids to enjoy and play football at the Club.
- Development –investing in the development of our players to the best of their abilities.
- Governance - ensuring the Club is well managed.
- Community - acknowledging that we are part of the community and that we seek to support the community and strengthen partnerships with local Auskick centres, schools and businesses.

Underpinning all of this are our core values:

- Fun
- Fairness
- Respect
- Commitment

The Club, will at all times, endeavour to provide for the health, welfare and well being of its players, supporters and spectators.

Ultimately, we will know whether we have been successful when we hear

- Players say 'BJFC is an awesome club' (i.e. encouraging participation)
- The senior club and recruiters say 'BJFC produces talented footballers' (i.e. developing our players)
- The community say 'BJFC is a valued member of the community' (i.e. being part of the community)
- Parents say 'BJFC is a well-run club' (i.e. good governance)

Much of this is said now. However, we don't want to rest on our laurels – we want to ensure we remain a successful Club, providing the best football experience for junior players and their supporters

## **1.5 Blackburn Junior Football Club Policies**

We have developed a set of policies that reflect our values and help to ensure that we can provide the best possible environment to play football and retain the great culture of our Club.

Throughout this document you will find reference to the words 'must' and 'should'. Such words convey an obligation with any variation from the Policy requiring the approval of the Executive Committee. The use of the words 'may' and 'shall' convey an element of discretion.

If you have any questions or comments, please do not hesitate to contact the Club Secretary on [blackburnjnr@efl.org.au](mailto:blackburnjnr@efl.org.au).

## **1.6 Grievances**

Any person who feels aggrieved by the interpretation of the policies or possible failure to comply with the policies **may** refer the matter to the Executive Committee via the Club Secretary for consideration (ref Section 13).

## 2 Behaviour Policy

*Blackburn Junior Football Club seeks to provide an enjoyable football environment where we play fairly and respect our team mates, players, coaches, opponents, umpires, parents and visitors.*

### 2.1 Code of conduct

The EFL has adopted a code of conduct for players, coaches, officials and parents. Blackburn Football Club fully supports the EFL Code of Conduct and expects all players, coaches, officials and parents to abide the code.

<b>EFL CODES OF CONDUCT</b> (Codes of Conduct are part of the National Football Policy provided by the Australian Football League)	
<p><b>COACHES:</b></p> <ol style="list-style-type: none"> <li>1. Be reasonable in your demands on players' time, energy and enthusiasm.</li> <li>2. Avoid over-playing the talented players, the "just average" players need and deserve equal time.</li> <li>3. Remember that players participate for fun and enjoyment.</li> <li>4. Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the players.</li> <li>5. Take into consideration the maturity level of the players, when scheduling and determining the length of practice times and competition.</li> <li>6. Develop team respect for the ability of opponents as well as for the judgement of officials and opposing coaches.</li> <li>7. Follow the advice of a physician when determining when an injured player is ready to recommence training or competition.</li> <li>8. Keep yourself informed of the sound coaching principles and the principles of growth and development of players.</li> <li>9. Create opportunities to teach appropriate sports behaviour as well basic skills.</li> <li>10. Ensure that skill learning and appropriate sports behaviour have priority over highly structured competitions for young players.</li> <li>11. Help players understand the responsibilities and implications of their freedom to choose between fair and unfair play.</li> <li>12. "A child's self-esteem is delicate and easily damaged, particularly by parents attempting to act out their own lives through the youngsters on the sports field. Participation in sports events must be something for children to enjoy. They should not be saddled with win-at-all costs attitudes at any early age." Daily Telegraph editorial.</li> </ol> <p><b>PLAYERS:</b></p> <ol style="list-style-type: none"> <li>1. Play by the rules.</li> <li>2. Never argue with an official. If you disagree, discuss the matter with your coach.</li> <li>3. Control your temper. Verbal abuse of officials or other players, or provoking an opponent is not acceptable.</li> <li>4. Work equally hard for yourself and/or for your team. Your team's performance will benefit, so will you.</li> <li>5. Be a good sport. Applaud all good plays whether they be by your team, opponent or the other team.</li> <li>6. Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player.</li> <li>7. Co-operate with your coach, team mates and opponents. Without them there would be no competition.</li> <li>8. Play for the "fun of it" and not just to please parents and coaches.</li> <li>9. Avoid using derogatory language.</li> </ol>	<p><b>ADMINISTRATORS/OFFICIALS:</b></p> <ol style="list-style-type: none"> <li>13. Ensure that equal opportunities for participation in sports are made available to all players, regardless of ability, size, shape, sex (for females under 14), age, disability or ethnic origin.</li> <li>14. Ensure that rules, equipment, length of games and training schedules take into consideration the age, ability and maturity level of participating players.</li> <li>15. Ensure that adequate supervision is provided by qualified and competent coaches and officials capable of developing appropriate sports behaviour and skill technique.</li> <li>16. Remember that players participate for enjoyment and play down the importance of rewards.</li> <li>17. Provide clinics aimed at improving the standards of coaching and officiating, with an emphasis on appropriate behaviour and skill technique.</li> <li>18. Ensure that parents, coaches, sponsors, physicians and participants understand their responsibilities regarding fair play.</li> <li>19. Modify rules and regulations to match the skill level of players and their needs.</li> <li>20. Condemn unsporting behaviour and promote respect for all opponents.</li> <li>21. Publicly encourage rule changes which will reinforce the principles of participation for fun and enjoyment.</li> <li>22. Ensure that your behaviour is consistent with the principles of good sporting behaviour.</li> <li>23. Make a personal commitment to keep yourself informed of sound officiating principles and the principles of growth and development of players.</li> </ol> <p><b>PARENTS/SPECTATORS</b></p> <ol style="list-style-type: none"> <li>1. Encourage players to participate, if they are interested.</li> <li>2. Encourage players to always participate according to the rules.</li> <li>3. Never ridicule or yell at a player for making a mistake or losing the game.</li> <li>4. Remember that players learn best from example. Applaud good plays by all teams.</li> <li>5. If you disagree with an official, raise the issue through the appropriate channels rather than questioning the official's judgement and honesty in public.</li> <li>6. Support all efforts to remove verbal and physical abuse from sporting activities.</li> <li>7. Recognise the value and importance of volunteer coaches.</li> <li>8. Remember that children play organised sports for fun. They are not playing for the entertainment to spectators only, nor are they miniature professionals.</li> <li>9. Condemn the use of violence in any form, be it by spectators, coaches, officials or players.</li> <li>10. Encourage players to follow the rules and the officials' decisions.</li> <li>11. Demonstrate appropriate social behaviour by not using foul language, harassing players, coaches or officials.</li> </ol>

Everyone associated with the Club **must** comply with the EFL Code of Conduct. Any breaches **should** be reported to your team manager or to the Club Secretary and will be managed in accordance with the Issue Resolution Policy.

## **2.2 Racial and religious vilification**

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club **shall** engage in conduct that offends, humiliates, intimidates, contempts, ridicules, incites, threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent, gender, sexual orientation, ability, or national or ethnic origin.

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club **shall** intentionally engage in conduct that s/he knows is likely to incite hatred against another person, or threaten physical harm or incite hatred in others to cause physical harm to a person or to a person's property because of that person's race, religion, colour, descent, gender, sexual orientation, ability, or national or ethnic origin.

The EFL has established its own racial vilification policy (<http://www.efl.org.au/index.php?id=319>). The Club supports this policy.

The Club is bound by the Racial and Religious Tolerance Act 2001 (Vic), the Racial Discrimination Act 1975 (Cth), and the Equal Opportunity Act 1995 (Vic) (the legislation). This Policy is consistent with the legislation but not in substitution of the legislation.

All persons associated with the Club **must** comply with these requirements. Any breaches **should** be reported to your team manager or to the Club Secretary and will be managed in accordance with the Issue Resolution Policy.

## **2.3 Victimization**

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club **should** victimise another person.

A person will victimise another person (the victim) if:

- (a) the person subjects or threatens to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy; or
- (b) the person assists, requests, induces, encourages or authorises another person to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy.

All persons associated with the Club **must** comply with these requirements. Any breaches **should** be reported to your team manager or to the Club Secretary and will be managed in accordance with the Issue Resolution Policy.

## **2.4 Gender**

Blackburn Junior Football Club actively encourages girls to play football.

In accordance with the Equal Opportunity Act 1995 (Vic.) ("the Act"), people aged under 12 years of age cannot be excluded on the basis of sex or gender identity from participating in a competitive sporting activity.

Pursuant to section 66 (1) of the Act, people of one sex or gender aged 12 and over can be excluded from participating in competitive sporting activities in which the strength, stamina and physique of competitors is relevant.

As a member of AFL Victoria, the EFL excludes females who reach 14 years of age as at 1 January in the year of play from playing in any competition that is not a 'female competition'.

All persons associated with the Club **must** comply with these requirements. Any breaches **should** be reported to your team manager or to the Club Secretary and will be managed in accordance with the Issue Resolution Policy.

## **2.5 Reported players**

It can be a very traumatic experience for a junior player to be reported or to be the victim of a reportable incident. The Club will endeavor to ensure that the distress associated with this event is minimised. To ensure this happens, the following needs to occur:

The Coach and Team Manager need to manage the situation in a calm and supportive manner. Often a report **may** occur as a result of a heated incident. It is the responsibility of the two Club officials to ensure:

- a. The player is removed from the ground for the Coach to be able to talk to the player about the incident and point out the outcomes of such an incident.
  - i. That the bench and player/s remain calm, ensuring that no further incidents grow out of the particular case.
  - ii. That supporters, and in particular, the parents of the reported player remain calm and do not incite a further incident
  - iii. Ensure that all details of the incident are immediately noted, as this **may** be needed as evidence at the tribunal.
- b. After the game, the Coach and Team Manager, in consultation with the player and parents (if they are able to contribute in a positive manner) will discuss the timing and actions to be taken
- c. The Secretary of the Club needs to be notified of the report and the decision of the Coach, Team Manager and player regarding the taking of the *Set Penalty*. If the case goes to the tribunal, the Secretary will then contact the Junior Football Coordinator, who will then commission the services of the Clubs Official Advocate.
- d. The Advocate will then take charge of the defence. It would be expected that the Coach would still take a very active role in the moral support for the player. At the tribunal it is recommended that the parents do not attend.
- e. In the event of one of our players being required to give evidence, then all steps will be followed except those related to Set Penalty.
- f. A player who has been on the receiving end of a reportable incident and is required to give evidence needs to be well supported especially morally.
- g. Disciplinary Action **may** be imposed upon any individual / player associated with the Club if found guilty by the Executive Committee with respect to misconduct or bringing the game or the Club into disrepute. This action **may** be taken even if a report has not been made.

It **should** also be noted that the Club in certain circumstances might impose penalties or suspensions outside the findings of the League / Tribunal. These decisions will be at the discretion of the Executive Committee.

All incidents / outcomes **should** be recorded on an incident report form and **should** be filed by the Secretary.

## **2.6 EFL penalties and fines**

A player who is suspended is not eligible to be selected to play for the duration of the suspension. A suspended player **should** not be considered to be rostered off.





## **Blackburn Junior Football Club Playing Policies 2014**

Players (and their parents) are liable for the payment of any fines imposed on them by the EFL. If the EFL issues the fine to the Club it is expected that the player/parents will fully compensate the Club. An unpaid fine will be considered a debt to the Club:

- The player cannot play for the Club until the fine is paid
- The Club will not re-register a player in future season until the fine is paid
- The Club will not approve a transfer to another club until the fine has been paid.

A reported player is ineligible to receive a match day award or any best and fairest votes on that day.

A suspended player is ineligible to receive an end of year award (incl. Best and Fairest, Runner Up, Coaches, Team Player, Most improved etc).

A player who is yellow carded or red carded is ineligible to receive a match day award or any best and fairest votes on that day.

### 3 Player Registration Policy

*Blackburn Junior Football Club seeks to maintain a fair registration process for both existing and new players.*

#### 3.1 Registration day

The Club will schedule a registration day for early February.

#### 3.2 Registration process

The Club will:

- open up registrations in late November / early December.
- hold a registration day (typically in in early February).
- set a registration date, after which any registrations received will be deemed a late registration and processed in accordance with Section 3.3.
- notify all register players from the previous year of the registration arrangement for the coming season.
- advertise the registration arrangements to local schools and Auskick centres.
- post the registration details on its website in late November / early December.

To register on time, players will need to:

- register and pay on line before the registration date,
- lodge their completed registration forms and payment at registration day or
- post or email their completed registration forms and payment so that they are received by the registration date.

Past players are encouraged to register on-line.

Registrations will not be considered until they are received by the Club Secretary. Applications **should** not be given to coaches, team managers or other Club officials.

Registrations will be processed on a Club basis with all registrations submitted on time processed in the order set out below:

Order	Under 9s Players	Under 10s - 17s Players
1 <sup>st</sup>	Players who played with BJFC in the previous year.	Players who played with BJFC in the previous year.
2 <sup>nd</sup>	New players who will turn 9 and who participated in Auskick in the previous year and who has an older sibling playing for the Club.	New players whose sibling/s played for the Club in the previous year.
3 <sup>rd</sup>	New players who turn 9 and who participated in Auskick in the previous year.	New players who played for another Club or participated in Auskick in the previous year.
4 <sup>th</sup>	Other new players who turn 9.	Other new players.
5 <sup>th</sup>	New players who turn 8, and who participated in Auskick in the previous year and who has an older sibling playing for the Club.	
6 <sup>th</sup>	New players who turn 8 and who played participated in Auskick in the previous year.	
7 <sup>th</sup>	Other new players who turn 8.	

#### 3.3 Late registrations

Registrations received after the registration date will be deemed to be late with the player placed on a waitlist (even if the player has previously played with BJFC) and will be processed



in the order in which they were received after all those registrations that were received on time have been processed.

### **3.4 New players**

Registrations from new players will not be processed until the Club has been able to allocate a place to all the previous year's players who registered on time. The Executive Committee, in consultation with the relevant coach, will determine whether new players **should** be offered a place.

### **3.5 Minimum age**

In accordance with EFL rules a player must attain at least the age of eight years during that person's first year of registration with the EFL (i.e. if a player does not turn 8 or more the player cannot play Under 9s football).

### **3.6 Correct age**

For safety & developmental reasons, all players **must** register in their correct age group.

Any player who has previously been allowed to play in an older age group will not automatically be permitted to play up in a subsequent year.

Players will only be allowed to play up in exceptional circumstances and at the invitation of the Executive Committee.

### **3.7 Gender**

Blackburn Junior Football Club actively encourages girls to play football.

Subject to satisfactory interest, the Club may enter a team or teams in girls' only competitions convened by the EFL or YJFL.

### **3.8 Mixed abilities**

Blackburn Junior Football Club actively encourages people of mixed abilities to play football where it is safe to do so.

### **3.9 Too many players**

The Club **may** have multiple teams in the same age group. Depending on the number of players who register in subsequent years it **may** be necessary to consolidate the teams into a single team.

**Should** this be the case the Club will endeavour to accommodate all players (e.g. it **may** invite players to play in the next highest team). No new players will be accepted into the higher team until this process has been completed. If there are still too many players from the previous season, the players will be selected in the following order:

1. Players who have a sibling playing with the Club;
2. Players whose parents have made a significant contribution to the Club in past years (i.e. coach, assistant coach, team manager, runner, trainer, committee person or other persons deemed by the Executive Committee to have made a significant contribution to the Club in past years);
3. Players who have played the most years with the Club;
4. If necessary, priority will then be given to those players who have played the most games with the Club.

## **4 Financial Members Policy**

*Blackburn Junior Football Club expects all players to be financial members of the Club.*

### **4.1 Payment**

Players **must** be financial members of the Club and pay their playing fees prior to playing in their first game.

The Club **may** accept progressive payment in exceptional circumstances.

A request to make progressive payments **should** be sent to the Club Secretary and will be considered by the Executive Committee.

### **4.2 Fees**

The Club **shall** set the playing fees prior to Registration Day.

The fee covers:

- Club operating costs and games costs (e.g. venue hire, umpires, training equipment, medical supplies, Council curation costs etc).
- the provisions of a jumper which is provided on loan and **must** be returned at the end of the season.
- the provision of a helmet which is provided on loan to players (Under 9s - 12s teams) and **must** be returned at the end of the season.

No additional game fee will be charged.

### **4.3 Discounts**

The Club will offer a reduced fee to families who have two or more siblings playing at the Club in the same season. These discounts will be set prior to Registration Day.

The Club **may** waiver or reduce the fee in exceptional circumstances (e.g. genuine financial hardship).

The Club **may** offer a reduced fee to players who register late:

Register prior to and including Round 8	No discount
Register after to Round 8	Equivalent to the second sibling fee

Requests for a discount (other than the family discount) **should** be sent to the Club Secretary and will be considered by the Executive Committee.

### **4.4 Refunds**

The Club **may** provide a refund in exceptional circumstances:

A request for a refund **should** be sent to the Club Secretary and will be considered by the Executive Committee.

Refunds will not be provided to players who are rostered off or are not available to play.



#### **4.5 Club equipment**

The Club provides each player with a jumper. It also supplies each child in the Under 9s – 12s with a helmet. These items plus any other items borrowed from the Club **must** be returned to the Club within one week of the player having played his/her last game for the season.

Damaged items or any items not returned by Presentation Day will be considered 'lost' and the player liable to pay for its replacement at the following rates:

- Jumpers - \$70
- Helmets - \$50
- Other items - at cost plus \$20

The Club **may** require Under 17 Players to pay a deposit with their registration fees for the jumper. The deposit shall be fully refundable provided that the jumper is returned in good condition by Presentation Day.

#### **4.6 Non-financial members**

A player who has not paid his/her fees will be considered a non-financial member of the Club.

A player who has not paid any fines imposed by the EFL will be considered a non-financial member of the Club.

A player who has not returned Club equipment (e.g. jumper, helmet etc) at the end of the season or on notifying the Club of their resignation will be considered a non-financial member of the Club.

Non-financial members will not be rostered to play.

The Club will not provide a clearance to any player who has an outstanding debt to the Club or who has not returned Club property.

## 5 Player Development and Training Policy

*Blackburn Junior Football Club seeks to develop all of our players to the best of their abilities.*

### 5.1 Development pathways

Blackburn Junior Football Club is committed to the development of all of its players.

The Club adopts a pathway approach encouraging children to participate in Auskick, then developing them through their junior years (Under 9s – 17s) with the hope that they will then go on to play senior football.

The underlying aim is to have fun and develop players to the best of their ability.

### 5.2 Under 9s and 10s

#### 5.2.1 Under 9s and 10s development

The majority of players in the Under 9s and 10s 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 Club believes strongly in the equality of opportunities given to players in the Under 9s and 10s. Players **should** be provided equal game time, although this **may** need to be averaged out over several weeks. 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.

#### 5.2.2 Under 9s and 10s training

The Under 9s and 10s **shall** train one night a week.

The coaches **will** advise the location, timing and duration of training.

Players are encouraged to attend training and to participate in a cooperative manner. Non-attendance at training **will** not affect a player's selection or game time.

Players **must** wear mouthguards and helmets at training.

The Club 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.

### 5.3 Under 11s and 12s

#### 5.3.1 Under 11s and 12s development

Some players in the Under 11s and 12s 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. However, 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 team work supplemented through set plays and positioning.

The Club believes strongly in providing equal opportunities to players in the Under 11s and 12s. Players **should** be provided equal game time, although this **may** need to be averaged out over several weeks. 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.

### 5.3.2 Under 11s and 12s training

The Under 11s and 12s **may** train one or two nights a week.

The coaches **will** advise the location, timing and duration of training.

Players are encouraged to attend training and to participate in a cooperative manner.

Non-attendance at training **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 Red team where the coaches believe that the player's failure to regularly attend training could prejudice his/hers skill development and the ability to effectively compete at a higher level.

Players **must** wear mouthguards and helmets at training.

The Club 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.

## 5.4 Under 13s – 15

### 5.4.1 Under 13s – 15s development

Many players in the Under 13s and 15s 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 rates: individual players can grow 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 Club believes strongly in providing equal opportunities to players in the Under 13s – 15s. Players **should** be provided equal game time, although this **may** need to be averaged out over several weeks. 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.

### 5.4.2 Under 13s – 15s training

The Under 13s – 15s **shall** train for two nights a week.

The coaches **will** advise the location, timing and duration of training.

Players **must** wear mouthguards at training.

Non-attendance at training **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 Red team where the coaches believe that the player's failure to regularly attend training could prejudice his/hers skill development and the ability to effectively compete at a higher level.

The Club 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.

## 5.5 Under 17s

### 5.5.1 Under 17s development

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 well being of the team we expect players to become more accountable and take greater responsibilities for their training and performance.

This is a watershed period: some players have developed very good skills and have been selected by Oakleigh Chargers/Eastern Rangers. Others are aspiring to play senior football at Blackburn while others are less driven to play senior football. Hence it can be a difficult period with boys having various aspirations. Our aim is to help the boys develop to the best of their abilities and while the Club 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.

#### **5.5.2 Under 17s training**

The Under 17s **shall** train two nights a week.

The coaches **will** advise the location, timing and duration of training.

Players are encouraged to attend training and to participate in a cooperative manner.

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.

Players **must** wear mouthguards training.

The Club 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.



## **6 Team Size and Selection Policy**

*Blackburn Junior Football Club seeks to maintain a fair, transparent and equitable team selection process.*

### **6.1 Selection**

Blackburn Junior Football Club is committed to fairness, transparency and equity.

The Club 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.

### **6.2 Under 9s team size and selection**

#### **6.2.1 Team size**

The EFL has capped the maximum number of players in any team at 30. The Club considers that the ideal number of players in the Under 9s teams to be:

- 20 – if we are fielding three Under 9s teams or
- 26 – if we are fielding two Under 9s teams.

#### **6.2.2 Team selection**

It is the Club's intention to field at least two teams in Under 9s and possibly 3 subject to numbers.

Team selection will be determined after registration day, although it is expected that teams will be based on school groupings. Generally the Club will seek to place all the players from the one school in the same team. However, if there are a significant number of players from one school, the Club **may** divide the players into two teams so as to avoid the dominance of players from one school over another.

The coaches **should**:

- liaise with the Blackburn Junior Football Club Football Manager;
- agree the proposed composition of the teams, and
- forward the team lists to the Executive Committee via the Club's Football Manager for approval.

The coaches **should** not disclose the composition of the recommended teams to any players or parents until the teams have been approved by the Executive Committee.

The teams shall be the Black team, Red team and if a third team is established a White team. The EFL does not grade the Under 9 competition; hence the players **will** not be graded.

The teams **should** have an equal number of players to ensure that all players in the age group have access to equal playing opportunities.

The Club **may** limit the number of players who turn 9 to 60 players.

### **6.3 Under 10s team size and selection**

#### **6.3.1 Team size**

The EFL has capped the maximum number of players in any team at 30. The Club considers that the ideal number of players in these teams to be 26 but will offer a place to all players from the previous year. **Should** less than 30 players from the previous year register on time, the Club **may** offer places to new players.

### 6.3.2 Team selection

It is the Club's intention to field at least two teams in Under 10s and possibly 3 subject to numbers.

Team selection will be determined after registration day, although it is expected that teams will be based on school groupings. Generally the Club will seek to place all the players from the one school in the same team. However, if there are a significant number of players from one school, the Club **may** divide the players into two teams so as to avoid the dominance of players from one school over another.

The coaches **should**:

- liaise with the Blackburn Junior Football Club Football Manager;
- agree the proposed composition of the teams, and
- forward the team lists to the Executive Committee via the Club's Football Manager for approval.

The coaches **should** not disclose the composition of the recommended teams to any players or parents until the teams have been approved by the Executive Committee.

The teams shall be the Black team, Red team and if a third team is established a White team. The EFL does not grade the Under 10 competition; hence the players **will** not be graded.

Depending on player numbers, the Club **may** need to alter the make up of the Under 10 teams from those that existed in Under 9s (e.g. where three Under 9s teams existed, it is most likely that they will need to be consolidated into two Under 10 teams which **may** result on some changes, so as to ensure two equally sized teams)-

The teams **should** have an equal number of players to ensure that all players in the age group have access to equal playing opportunities.

## 6.4 Under 11s to 15s team size and selection

### 6.4.1 Team size

The EFL has capped the maximum number of players in any team at 30. The Club considers that the ideal number of players in these teams to be 26 but will offer a place to all players from the previous year. **Should** less than 30 players from the previous year register on time, the Club **may** offer a place to new players.

### 6.4.2 Team selection

It is the Club's intention to field at least two teams in each age group.

Where there are enough players to form two or more teams, the players **will** be graded based on their skills, size, confidence and football maturity.

The players **will** then be split into two or three teams having regard to the suitability of the players to participate in the relevant divisions and the Club's desire to field two competitive teams. On this basis it is expected that the majority of the more competent players but not necessarily all the better player **will** be in the higher graded team.

The higher graded team **shall** be referred to as the Black team with the second team the Red team and any third team, the White team.

The teams **will** operate as separate teams (i.e. the Red and White teams **shall** not be considered a 'reserve' teams). Notwithstanding this, 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.

If there is an odd number of players, the additional player(s) **shall** initially be placed in the Red team (or the White team if there is a third team).

The Club **will** determine a try-out period to facilitate the selection of the teams.

Prior to the try-outs, the coaches **shall** develop player assessment guidelines to assist them with the team selection process. The Guidelines **must** be approved by the Executive Committee and **shall** be made available to parents and players prior to the commencement of the try-outs.

The coaches **should**:

- observe all players during the pre-season 'try-out' period;
- take into account the player assessments prepared by the previous year's coaches;
- liaise with the previous year's coaches (if necessary);
- liaise with the Blackburn Junior Football Club Football Manager;
- agree the proposed composition of the two teams, and
- forward the team lists to the Executive Committee via the Club's Football Manager for approval.

The coaches **should** not disclose the composition of the recommended teams to any players or parents until the teams have been approved by the Executive Committee.

Any player who does not participate in at least two try-outs will automatically be placed in the second team and will be assessed in their first two games to determine which team they **should** play in for the remainder of the season. However, a player **may** be exempt from this requirement in exceptional circumstances and subject to the approval of the Executive Committee.

Once the Under 11 teams have been established, the Club would prefer that the majority of the teams stay together in future years. 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.

## **6.5 Under 17s team size and selection**

### **6.5.1 Team size**

The EFL has capped the maximum number of players in any team at 30. The Club considers that the ideal number of players in these teams to be 26 but will offer a place to all players from the previous year. **Should** less than 30 players from the previous year register on time, the Club **may** offer a place to new players.

### **6.5.2 Team selection**

It is the Club's intention to field at least two teams in the Under 17s competition.

Where there are enough players to form two or more teams, the players **will** be graded based on their skills, size, confidence and football maturity.

The players **will** then be split into two or three teams having regard to the suitability of the players to participate in the relevant divisions and the Club's desire to field two competitive teams. On this basis it is expected that the majority of the more competent players but not necessarily all the better player **will** be in the higher graded team.

The higher graded team **shall** be referred to as the Black team with the second team the Red team and any third team, the White team.

The teams **will** operate as separate teams (i.e. the Red and White teams **shall** not be considered a 'reserve' teams). Notwithstanding this, 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.

If there is an odd number of players, the additional player(s) **shall** initially be placed in the Red team (or the White team if there is a third team).

The Club **will** determine a try-out period to facilitate the selection of the teams.

Prior to the try-outs, the coaches **shall** develop player assessment guidelines to assist them with the team selection process. The Guidelines **must** be approved by the Executive Committee and **shall** be made available to parents and players prior to the commencement of the try-outs.

The coaches **should**:

- observe all players during the pre-season 'try-out' period;
- take into account the player assessments prepared by the previous year's coaches;
- liaise with the previous year's coaches (if necessary);
- liaise with the Blackburn Junior Football Club Football Manager;
- agree the proposed composition of the two teams, and
- forward the team lists to the Executive Committee via the Club's Football Manager for approval

The coaches **should** not disclose the composition of the recommended teams to any players or parents until the teams have been approved by the Executive Committee.

Any player who does not participate in at least two try-outs will automatically be placed in the second team and will be assessed in their first two games to determine which team they **should** play in for the remainder of the season.

However, a player **may** be exempt from this requirement in exceptional circumstances and subject to the approval of the Executive Committee. For example the better players at this level may be in training squads at Oakleigh Chargers and Eastern Rangers and may not be available for the try-out. These players **may** be selected to the Black team, subject to the approval of the Executive Committee.

## **6.6 End of season assessments**

At the end of the season, the coaches **must** provide the Club with a simple player assessment addressing: size; skills (kicking, marking, handball; positioning and reading of play); confidence (to attack the ball under pressure, tackle players etc); maturity; and the recommended team for the following year.

These assessments will be used in subsequent years to assist in the selection of teams where we have multiple teams in the Under 11s - 17s.

The assessments are confidential documents and will not be released to players or parents.

Once the teams have been selected the Football Manager will review the teams against the previous year's assessments



## **6.7 Support staff**

The Club greatly appreciates the time and effort of our many volunteers, including the coaches and their support staff (i.e. assistant coaches, team managers, runners and trainers).

Where a single side exists in an age group, the support staff **should** be confirmed as soon as possible and definitely before pre-season training commences.

Where multiple teams exist, it is important that coaches take in establishing support staff having regard to the likely and most suitable team for their players. Supporting staff roles **should** not be finalised until the teams are selected: players **should** not be selected based on the roles their parents **may** undertake in the Club, or indicated they will undertake within a specific team; rather they **should** be selected based on the team most suitable for their skills and ability.

## **6.8 Timing**

It is anticipated that the teams will be finalised three weeks prior to the first game.

## **6.9 Grievances**

Team selection is not an exact science and requires consideration of a range of factors.

Coaches will be provided with selection guidelines to ensure that players are placed in the most appropriate teams having regard to their skill level.

The coaches will provide feedback on areas of improvement to all players in the second side within two weeks of the announcement of the teams.

Any person who feels aggrieved **should** first raise the matter with the relevant coaches and or team managers. If the matter can not be resolved at that level, the matter **may** be referred to the Club Secretary prior to Round 3. (Note EFL rules make it difficult to move players after Round 3) for consideration in accordance with the Club's dispute policy.

## 7 Game Time (Rostering and Rotation) Policy

*Blackburn Junior Football Club seeks to provide all players with similar opportunities to play football.*

### 7.1 Under 9s game time

#### 7.1.1 Player numbers

The EFL limits the number of Under 9s to 26 per game with 15 players on the ground.

Where sufficient players are available a team of 20 players **should** be selected to play. The coach **may** use his/her discretion to field additional players.

Subject to injury or other extenuating circumstances each player **should** be afforded the opportunity to play the same number of games as their team mates.

Often teams do not have sufficient players. As such, any players who are rostered off are encouraged to attend the game as they **may** be offered an opportunity to play with the opposition.

#### 7.1.2 Game Time

Subject to injury or other extenuating circumstances each player:

- o **should** be afforded the same amount of game time over the course of the season.
- o selected on game day will play a minimum of half a game (equiv).

No player **should** play a full game until all players have had the opportunity of playing at least half a game (equiv).

#### 7.1.3 Positioning

Players **should** be provided with the opportunity to play in all positions (i.e. backline, centre/on ball, forward line and bench), 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.

Players **should** rotate their position on the ground at least once during the game, to maximize exposure to the game.

#### 7.1.4 Lightning Premiership

Depending on the number of teams allowed and the number of players interested in participating, there **may** be the need to depart from the above requirements.

All players wishing to participate in the Lightning Premiership **should** be entitled to play. However, if there are too many players, priority will be given to those players who turn 9 that year and who have not participated before.

Subject to injury or other extenuating circumstances, every player **should** be rostered for approximately the same amount of game time, although there **may** not necessarily be equal rotation through all positions.

### 7.2 Under 10s game time

#### 7.2.1 Player numbers

The EFL limits the number of Under 10 to 26 per game with 18 players on the ground.

Where sufficient players are available a team of 26 players **should** be selected to play.

Subject to injury or other extenuating circumstances each player **should** be afforded the opportunity to play the same number of games as their team mates.

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).

Often teams do not have sufficient players. As such, any players who are rostered off are encouraged to attend the game as they **may** be offered an opportunity to play with the opposition.

### 7.2.2 Game Time

Subject to injury or other extenuating circumstances each player:

- **should** be afforded the same amount of game time over the course of the season.
- selected on game day **should** play a minimum of three quarters (equiv).

No player **should** play a full game until all players have had the opportunity of playing at least three quarters (equiv).

### 7.2.3 Positioning

Players **should** be provided with the opportunity to play in all positions (i.e. backline, centre/on ball, forward line and bench), 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.

Players **should** rotate their position on the ground at least once during the game, to maximize exposure to the game.

### 7.2.4 Lightning Premiership

Depending on the number of teams allowed and the number of players interested in participating, there **may** be the need to depart from the above requirements.

All players wishing to participate in the Lightning Premiership **should** be entitled to play. However, if there are too many players, priority will be given to those players who turn 10 that year and who have not participated before.

Subject to injury or other extenuating circumstances, every player **should** be rostered for approximately the same amount of game time, although there **may** not necessarily be equal rotation through all positions.

## 7.3 Under 11s & 12s home and away game time

### 7.3.1 Player numbers

The EFL limits the number of Under 11 and 12 to 24 players per game with 18 on the field and 6 on the bench.

Where sufficient players are available a team of 24 players **should** be selected to play. Hence there is the potential for players to be rostered off.

Subject to injury or other extenuating circumstances each player **should** be afforded the opportunity to play the same number of games as their team mates.

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).

### 7.3.2 Game Time

Subject to injury or other extenuating circumstances each player:

- **should** be afforded the same amount of game time over the course of the season.
- selected on game day **should** play a minimum of three quarters (equiv).

No player **should** play a full game until all players have had the opportunity of playing at least three quarters (equiv).

### 7.3.3 Positioning

While some players at this age become naturally suited to set positions, the Club encourages players to try various. We believe this to be the best way to provide young footballers with all round development regardless of their level of ability.

## 7.4 Under 11s & 12s finals game time

EFL rules determine eligibility for finals, usually stipulating that a minimum number of games **must** be played during the season.

It is generally recognised that finals football is different from Home and Away games. The policy will be based on the following principles:

- An opportunity for as many players as is possible to experience finals football.
- An understanding that player selection and playing time for individual players gives the team the best possible opportunity to win.

### 7.4.1 Player numbers

Where sufficient players are available a team of 24 players **should** be selected to play.

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).

### 7.4.2 Player selection

Where a team will play two or more finals then every player on the team list **must** be selected in at least one of the first two finals.

Where a team is not guaranteed to play more than one final then team selection is at the discretion of the coach. It is expected that a fair and reasonable selection process will be undertaken **should** the team continue to progress (i.e. the Committee expects that all players **should** be given the opportunity to play in finals).

Where a team plays three or more finals, it is expected that a fair and reasonable selection process will be undertaken to give all players equal opportunity to play in finals.

### 7.4.3 Game Time

Subject to injury or other extenuating circumstances, every player selected in a finals game **should** play a minimum of half a game.

### 7.4.4 Positioning

Players **should** be positioned having regard to their abilities and the needs of the game.

## 7.5 Under 13s – 15s home and away game time

### 7.5.1 Player numbers

The EFL limits the number of Under 11 and 12 to 24 players per game with 18 on the field and 6 on the bench.

Where sufficient players are available a team of 24 players **should** be selected to play. Hence there is the potential for players to be rostered off.

Subject to injury or other extenuating circumstances each player **should** be afforded the opportunity to play the same number of games as their team mates.

If there is the need to roster off a player:

- the coach **should** liaise with other coaches in his/her age group and the coaches in the next age group to ascertain whether any other teams are short of players and whether the rostered off player(s) may be suitable to play in another team.



- If the rostered off players do not play in another team, they **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.).

### 7.5.2 Game Time

Subject to injury or other extenuating circumstances each player:

- **should** be afforded similar game time over the course of the season.
- selected on game day **should** play a minimum of three quarters (equiv).

### 7.5.3 Positioning

While some players are naturally suited to set positions, the Club encourages 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.

## 7.6 Under 13s – 15s finals game time

EFL rules determine eligibility for finals, usually stipulating that a minimum number of games **must** be played during the season.

It is generally recognised that finals football is different from Home and Away games. The policy will be based on the following principles:

- An opportunity for as many players as is possible to experience finals football.
- An understanding that player selection and playing time for individual players gives the team the best possible opportunity to win.
- An understanding that the policy will provide Coaches in the Under 13s – 15s greater scope for varying playing time for individual players than Under 11s and 12s.

### 7.6.1 Player numbers

Where sufficient players are available a team of 24 players **should** be selected to play.

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).

### 7.6.2 Player selection

Where a team plays two or more finals then every player on the team list **must** be selected in at least one of the first two finals.

Where a team is not guaranteed to play more than one final then team selection is at the discretion of the coach. It is expected that a reasonable and fair selection process will be undertaken **should** the team continue to progress (i.e. the Committee expects that all players **should** be given the opportunity to play in finals).

Where a team plays three or more finals, it is expected that a fair and reasonable selection process will be undertaken to give all players equal opportunity to play in finals.

### 7.6.3 Game Time

Subject to injury or other extenuating circumstances, every player selected in:

- a finals game (except the grand final) **should** play a minimum of half a game (equiv).
- the grand final **should** play a minimum of one quarter (equiv).

### 7.6.4 Positioning

Players **shall** be positioned having regard to their abilities and the needs of the game.

## **7.7 Under 17s home and away game time**

### **7.7.1 Player numbers**

The EFL limits the number of Under 11 and 12 to 24 players per game with 18 on the field and 6 on the bench.

Where sufficient players are available a team of 24 players **should** be selected to play. Hence there is the potential for players to be rostered off.

Subject to injury or other extenuating circumstances each player **should** be afforded the opportunity to play the same number of games as their team mates.

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).

### **7.7.2 Game Time**

Subject to injury or other extenuating circumstances each player selected **should** play a minimum of half a game (equiv).

Coaches **may**, however, apply some discretion to the selection of players and the amount of game time they play in any particular week having regard to:

- the preparation of the player (incl. attendance and commitment at training)
- the performance of the player (incl. commitment to the game)
- the calibre of the opposition
- the safety of the player concerned
- the status of the game

### **7.7.3 Positioning**

Players **should** be positioned having regard to their abilities and the needs of the game.

## **7.8 Under 17s finals game time**

EFL rules determine eligibility for finals, usually stipulating that a minimum number of games **must** be played during the season.

It is generally recognised that finals football is different from Home and Away games. The policy will be based on the following principles:

- An opportunity for as many players as is possible to experience finals football.
- An understanding that player selection and playing time for individual players gives the team the best possible opportunity to win.
- An understanding that the policy will provide Coaches in the Under 17s greater scope for varying playing time having regard to player commitment and the needs of the game.

### **7.8.1 Player numbers**

Where sufficient players are available a team of 24 players **should** be selected to play.

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).

### **7.8.2 Player selection**

Where a team plays two or more finals then every player on the team list **must** be selected in at least one of the first two finals.

Where a team is not guaranteed to play more than one final then team selection is at the discretion of the coach. It is expected that a reasonable and fair selection process will be undertaken **should** the team continue to progress (i.e. the Committee expects that all players **should** be given the opportunity to play in finals).

Where a team plays three or more finals, it is expected that a fair and reasonable selection process will be undertaken.

### **7.8.3 Game Time**

Subject to injury or other extenuating circumstances, every player selected in a finals game **should** play a minimum of one quarter (equiv).

### **7.8.4 Positioning**

Players **should** be positioned having regard to their abilities and the needs of the game.

## **7.9 Playing up**

There **may** be occasions where a team has insufficient players for a game.

Coaches **may** seek players from other teams.

Where there are two teams in the same age group, coaches **should** seek players from the other team in their age group in the first instance.

Where additional players can not be sourced from the same age group, coaches **should** seek players from the age group below.

The two relevant coaches **should** satisfy themselves that any child nominated to play up is capable of playing in the higher competition.

The EFL poses severe limits on players playing up (e.g. number of games allowed, final's qualifications etc): coaches **should** consult with the Football Manager before seeking to play a player up.

The coach has total discretion about the amount of game time a substitute player **may** play if s/he has already played a game that day.

## **7.10 Records**

The Team Manager **must:**

- keep a record of player availability and the amount of game time each player plays each week.
- keep the records until presentation day
- provide the records to the Executive Committee with 48hours of receiving a request from the Club Secretary or Football Manager for the records.

## 8 Leadership Policy

*Blackburn Junior Football Club seeks to provide strong leadership for all of our teams and to reward players who clearly lead by example and reflect the values of the Club.*

### 8.1 Under 9s and 10s captains

The coach **shall** appoint a captain or co-captain each week. A player **shall** not be reappointed until all players have had the chance of being a captain.

### 8.2 Under 11s to 15s captains

Ideally a captain **should** be appointed for the season.

Where a captain is appointed, the team **may** also appoint a vice captain or vice captains.

The coach **may** appoint the captain or invite the players to vote for whom they believe **should** be the captain. The coach **should** ensure that the captain demonstrates maturity, leads by example, has the respect of the players and, most importantly, complies with the Club's behaviour policy.

A player in the Under 11s – 15s teams **should** not be appointed as a captain for two or more consecutive seasons.

### 8.3 Under 17s captain

The Captain of the Under 17 Black team **shall** also be appointed as the Junior Club Captain. He shall, in consultation with his coach, arrange for each Under 17 player to attend at least one Under 9 or 10 training session to assist with coaching.

Accordingly only a single captain **should** be appointed for the team. The team **should** also appoint a vice captain or vice captains.

The coach **may** invite the players to vote on who they believe **should** be the captain. The coach **should** ensure that the captain demonstrates maturity, leads by example, has the respect of the players and, most importantly, complies with the Club's behaviour policy.

The captain of the second Under 17s team **may** be reappointed as the Under 17s captain.

## **9 Awards and Milestones Policy**

*The Blackburn Junior Football Club seeks to celebrate the achievement and development of our players.*

### **9.1 Weekly awards**

Weekly encouragement awards **should** be distributed evenly to all players over the year to recognise their efforts and achievements.

These awards are granted at the discretion of the Coach.

### **9.2 Under 9s awards for home and away season**

All Under 9s players will receive a participation trophy or medallion at the end of the season.

### **9.3 Under 10s – 17s awards for home and away season**

The following awards will be presented at the end of the season for the Under 10s – 17s;

- Best and Fairest (by votes). Multiple winners are allowed and each receives a trophy.
- Runner up Best and Fairest (by votes). Multiple winners are allowed and each receives a trophy.
- Best team player. Selected at discretion of coach and support staff. Single award only.
- Coaches Award. Selected at discretion of coach and support staff. Single award only.
- Most Improved. Selected at discretion of coach and support staff. Single award only.

#### **9.3.1 Best and fairest voting**

The 'Best and Fairest' and 'Runner Up' will be determined by a combination of coach and parents votes.

Each round there **will** be 2 voting cards - 1 to be completed by a rostered parent (not being the coach, assistant coach or runner) and 1 to be completed by the Coach (or his nominated team official i.e. runner, assistant coach). All votes carry equal weight and all votes will be recorded in a players end of season tally.

Before and during the match the parent and the coach (or his nominated official) **may** consult but at the conclusion of the game there is no further discussion between the two parties. The coach (or his nominated official) and the parent each then allocates their 5 votes. 5 votes for B & F down to 1 vote for 5th B & F of the match.

Both the Coach (or his nominated official) and the parent **will** fill out separately one voting card each after the match. Votes are then to be placed in an envelope which is then sealed and given to the Team Manager immediately after the game. The envelopes must remain sealed until the end of the season. A running tally of the votes must not be kept during the season.

Votes **must** be based on the players' performance on the day and their contribution to the team; they **should** not be given as encouragement awards or to reflect improvement unless they were genuinely one of the best five players on the day.

All votes **must** remain confidential with the winners to be announced at the Club's annual presentation day. Notwithstanding this, the Under 17s **may** undertake a counting of the votes and announcement of the winners at an end of season function, although the official declaration of the winners and awarding of trophies will be made at the Club's annual presentation day.

If two or more players are tied on the same number of votes, they **should** be declared joint winners. The same applies to the runners up.



#### **9.4 Under 11s – 17s awards for finals**

A Best Finals Player award will be provided for each team who participates in two or more finals.

The method used to identify the best player of the home and away season will also apply to the finals series.

#### **9.5 Award presentations**

The awards outlined above (Sections 9.2 – 9.4) will be awarded at the Club's Annual Presentation Day. Team officials **should** not disclose the award recipients prior to presentation day without the Executive Committee's approval.

#### **9.6 Milestones**

The Blackburn Junior Football Club will recognise the outstanding achievement of a player reaching 50/100 junior games, as follows:

Games	BJFC Recognition	EFL Recognition
50	Trophy and mention in BJFC newsletter	
100	Trophy and mention in BJFC newsletter	Medallion and mention in Eastern Footballer
150	Trophy and mention in BJFC newsletter	Mention in Eastern Footballer

The Club keeps a list of games played at Blackburn Junior Football Club. The list is provided to team managers at the start of the season. Players, who transfer from another Club, **should** advise their team manager of the number of games played.

The Team Manager **must** advise the Club when a player is approaching his/her milestone.

## 10 Player Safety Policy

*Blackburn Junior Football Club seeks to provide a safe playing environment for its players and spectators.*

### 10.1 Medical notification

At the start of the season each player **must** submit a medical form.

The player (or parents) **must** advise of any conditions that would place the player at risk or could impede his/her ability to participate.

The medical forms are retained by the team trainer and destroyed at the end of the season.

Players (or parents) **must** notify their coach and or trainer of any changes in circumstances (injury / health problem etc) that could place the player at greater risk.

### 10.2 Injuries

There **may** be occasions during the season when injuries occur.

All teams **must** have a qualified Trainer (Refer Section 10.8). At least one parent or guardian of each child is expected to remain at training and during the games, to attend to any off site medical attention that their child **may** need.

The cost of transportation and/or medical treatment is the responsibility of the parent/guardian.

Any player who is sent to an hospital for treatment as a result of an incident at a game or training, must provide a medical certificate stating that they are fit to play, prior to resuming training / playing.

All injuries are to be reported to the Trainer in the first instance. Serious injuries (i.e. those that **may** require medical treatment) **should** be reported to the Team Manager who **should** then inform the Club Secretary within 24 hours.

Team managers are provided with accident forms in their kits.

If the Coach or Trainer is concerned about a player's fitness they **may** require the player to provide a medical certificate stating that they are fit to play, prior to resuming training / playing.

#### 10.2.1 Concussion

Any player who suffers a concussion as a result of an incident at a game or training, **must** not return to the field.

If a coach or trainer suspects a players may have suffered a concussion at a game or training, s/he **must** require the player to provide the coach or trainer a medical certificate stating that the player is fit to play, prior to resuming training / playing.

Any player who suffers a concussion or suspected concussion away from the field **must** provide the coach or trainer with a medical certificate stating that the player is fit to play, prior to resuming training / playing.

### 10.3 Mouthguards

Players **must** wear a mouth guard during matches and at training. The Club organises for mouth guards to be fitted and purchased prior to each season to assist in the facilitation of this policy. Team managers are supplied with one 'boil it' mouth guards. Any player who forgets his/her mouth guard **may** use it provided that they replace it with a new mouth guard prior to the next game.

### 10.4 Under 9s – 12s helmets

The wearing of helmets is compulsory in the Under 9 – 12 teams.

### **10.5 Under 13s – 17s helmets**

The wearing of helmets in Under 13 – 17 is at the discretion of the individual players and their parents. Any child playing up is actively encouraged to wear a helmet.

### **10.6 Extreme weather**

When weather is inclement the coach will decide if training is to proceed and **will** always defer to player safety.

A coach **should** cancel training if s/he believes that weather conditions are unsuitable.

If lightning is present at the commencement of training then training **will** not proceed until the lightning dissipates. Players and coaches **should** seek shelter. Parents **should** feel free to take their children home.

When the weather is extremely cold or inclement, parents **should** decide if they want to subject their child to training in such conditions. The decision ultimately rests with the parents.

In heat conditions (pre and early season) parents **should** decide if they want to subject their child to training in such conditions. The decision ultimately remains with the parents.

Selection in the team for matches will be in accordance with the Club's policy on selection and game time. Cancellation of training or non attendance due to severe weather conditions **shall** not be a factor in selection.

Parents **should** remain at training and games, especially in times of extreme weather.

### **10.7 Ground safety**

The Coach **should** satisfy him/herself that the ground and weather condition are such that it is safe to play football.

If the Coach considers that the conditions are not safe, s/he **should** first consult with his/her team manager and the coach and team manager of the opposing team to discuss the matter.

If the Coach still considers that the conditions are not safe s/he, **should** immediately raise the matter with the field umpire, although it should be noted that the EFL does not give the umpires the responsibility of determining whether an oval is fit for play.

If the matter still can not be resolved s/he **should** immediately contact the Club President or a member of the Executive Committee who will liaise with the EFL.

The Club will fully support a coach who determines and can demonstrate that the conditions are unsafe for football.

A parent or parents **may** determine that the conditions are not safe for their child and withdraw them from the game without fear of recrimination.

### **10.8 Trainers**

Each team **must** have a suitably qualified trainer in attendance for the duration of the game:

- Under 9 and Under 10 teams **must** have one or more Trainers with a minimum Level 2 First Aid qualification.
- Under 11 to 15 teams **must** have one or more Trainers with a minimum Level 1 Sports Trainer qualification.
- Under 11 to 15 teams competing in finals **must** have two Trainers one of which **must** hold a minimum Level 1 Sports Trainer qualification.
- Under 17 teams **must** have two Trainers, one of whom **must** hold a Level 1 Sports Trainer qualification or higher.



- Smoking and Alcohol Policy

***Blackburn Junior Football Club seeks to provide a safe and healthy environment for its players and spectators.***

### 10.9 No smoking

The Blackburn Junior Football Club is strongly opposed to smoking at all Junior Football activities. Whilst we acknowledge the individual right to smoke we also recognise the potential health implication associated with smoking.

The Victorian government has banned smoking at outdoor sporting venues during under age events and within 10m of playgrounds from 1 April 2014.

This means smoking is effectively banned at Morton Park and other venues on junior match days. In addition:

- Coaching staff **must** not smoke whilst they are actively engaged in coaching.
- Support staff **must** not smoke whilst in the presence of children on the ground.
- Parents and supporters are encouraged not to smoke at junior football matches and events.
- Smoking is not allowed in the clubrooms, change rooms and in the coach's box.

All persons associated with the Club **must** comply with these requirements. Any breaches **should** be reported and will be managed in accordance with our Issues Resolution Policy.

In doing so, the Club **may** adopt the following response:

1. Assume that the person is unaware of the SmokeFree policy.
2. The Team Manager or a member of the Executive Committee will approach the person breaching the policy and politely ask them to refrain from smoking and remind them about the SmokeFree policy.
3. If the offence continues, then a member of the Executive Committee will verbally warn them again and hand over a formally written letter that outlines the Club's policy on smoking. The offending patron **must** also be made aware that if they don't stop smoking then they will be required to leave the Club's facility. The Club's Executive Committee will sign off on the letter. This letter will be pre-written and kept both behind the bar and in the Club secretary's office so that copies are readily available.
4. If the offence does continue then the patron will be escorted out of the facility by staff and/or a senior Club representative.
5. The Club **may** suspend a team official, match day official or committee member who continues to breach the policy.

### 10.10 Alcohol policy

A total prohibition on alcohol consumption within the reserve applies during game days, whilst games are in progress and during training sessions.

There is also a total prohibition of alcohol on the ground during training nights or other events sanctioned by the Committee. The latter applies to training nights etc held at other grounds.

While alcohol **may** be served on social occasions, it **may** only be served:

- in accordance with liquor licensing requirements; and
- in a responsible manner.

Alcohol **must** not be served to nor consumed by persons who are:

- under 18 years of age; and /or
- intoxicated

All persons associated with the Club **must** comply with these requirements. Any breaches **should** be reported and will be managed in accordance with our Issues Resolution Policy.

In doing so, the Club **may** adopt the following response:

1. Assume that the person is unaware of the Alcohol Policy.
2. The Team Manager or a member of the Executive Committee will approach the person breaching the policy and politely ask them to refrain from drinking alcohol and remind them about the Alcohol Policy.
3. If the offence continues, then a member of the Executive Committee will verbally warn them again and hand over a formally written letter that outlines the Club's policy on alcohol consumption. The offending patron **must** also be made aware that if they don't comply then they will be required to leave the Club's facility. The Club's Executive Committee will sign off on the letter. This letter will be pre-written and kept both behind the bar and in the Club secretary's office so that copies are readily available.
4. If the offence does continue then the patron will be escorted out of the facility by staff and/or a senior Club representative.

The Club **may** suspend a team official, match day official or committee member who continues to breach the policy.

## 11 Coaching Policy

**Blackburn Football Club seeks to appoint the best available coaches to lead its teams.**

### 11.1 Coaching appointments

At the end of the season, the Club **will** declare all coaching positions vacant and invite existing and new coaches to apply for coaching positions in the following year.

Coaches **must** be able to demonstrate that they have the right attributes to coach relevant to the applicable age group.

### 11.2 Tenure

A coach **shall** be appointed for one year. He/she **may** be appointed to coach the same team for a second year.

A coach **shall** not be appointed to coach the same team for a third consecutive year.

### 11.3 Coaching attributes

Our coaches are expected to:

Be **qualified** and in doing so:

- **must** have a Level 1 qualification or in receipt of a Level 1 coaching qualification by May 31 in the year that they are coaching (NB the Club will pay the fees for attending a Level 1 course).
- **must** have a valid working with children check prior to commence pre-season training and for the duration of the season.
- **must** attend BFC coaches' nights

Act **responsibly** and in doing so:

- adhere at all times to the EFL's code of conduct.
- adhere at all time's to the club's policies.
- not speak to the media without the consent of President or Vice President.
- not enter into any commercial arrangements or make purchases without the consent of the President, Vice President or Treasurer.

Display a sense of **professionalism** and in doing so:

- wear appropriate attire, including black pants and a Club polo/hoodie/jacket to all games.
- promote the 'Blackburn' brand of football.
- make decisions which are in the best interests of our players and the club.

Display **fairness** and in doing so:

- respect all players.
- adhere to the club's policies.
- maintain records of the number of games played for each player and the amount of game time they receive.

Demonstrate **commitment** to their team and the club and in doing so:

- arrive promptly and well prepared for training and games.
- attend family nights and other key events (incl. jumper presentation day, presentation day and the Auskick Superclinic).

Show **leadership** and in doing so:

- display sincerity, integrity and honesty.
- base actions on reason and not emotions.
- set goals and share a vision with your team.
- display confidence and inspire players.
- be fair to all players and responsive to their sensitivities.
- seek out and listen to the opinions of others to help you succeed.

Build an appropriate **support network** and in doing so enlist a team manager, assistant coach and runner who are responsible, and who are prepared to act in accordance with the policies and values of the club.

## **12 Girl's Football Policy**

**Blackburn Football Club actively encourages girls to play football.**

### **12.1 Support for female football**

Blackburn Junior Football Club actively encourages girls to play football.

Girls regularly play in our 'mixed' teams up to the Under 14s.

The Club will continue to host girls' only teams where there is sufficient demand.

It **shall** be the choice of the girl and her parents/guardians whether she plays in a mixed or girls only team.

### **12.2 Applicable policies**

The policies set out in this document apply equally to the girls as to the boys. Hence an Under 12 girls' team **shall** be managed in accordance with the policies for an Under 12 mixed team.

However, the rules for girls-only football can vary. Accordingly the policies **may** be varied from time to time to ensure that they are applicable to girls' football provided they comply with legislative requirements and the objectives of the Club.

## **13 Issue Resolution Policy**

*Blackburn Junior Football Club seeks to ensure that any issues raised are resolved in a timely and amicable manner to the satisfaction of all parties.*

### **13.1 Raising a concern**

Any person wishing to raise an issue **should** do so as follows:

- o Team related – raise with team manager or coach;
- o General nature – raise with Executive Committee member, preferably the Club Secretary

### **13.2 Team complaints**

#### **13.2.1 Parents/Players concerns about coaching**

Our coaches are not paid. They volunteer a lot of time and effort to provide a positive learning environment for our children. Parents are asked to fully support and, where possible, assist coaches when required. If you have any concerns regarding the coach, you **should** inform the Team Manager and where possible, speak directly to the coach about your concerns. At no time **should** you attempt to confront a coach whilst training or a game is in progress.

If they are unable to resolve the matter at that level they **may** refer it to the Club Secretary for consideration.

#### **13.2.2 Coaches concerns about parents**

If a coach has a problem with a parent they **should** try to establish and maintain an open line of communication and talk to the parent about your concern. It is advisable that this is done in the presence of the Team Manager. Do not let the situation become heated. If the matter is not able to be resolved in this manner, it **should** be referred to the Coaches Coordinator who in turn **may** refer it to the Committee for mediation and resolution.

If a coach has a problem with a player they **should** talk to the player and express concerns. Discussions are always best undertaken in the presence of a parent. If concerns continue, Coaches have the authority to suspend players if the further incident warrants this action.

If they are unable to resolve the matter at that level they **may** refer it to the Club Secretary for consideration.

#### **13.2.3 Player concerns about another player**

If a player has an issue with another player, s/he (or their parents) **should** not take matters into their own hands but rather refer the matter to the coach in the first instance.

If they are unable to resolve the matter at that level they **may** refer it to the Club Secretary for consideration.

### **13.3 Complaints involving other Clubs**

#### **13.3.1 Complaints against another club**

If a Club member has concerns about the behaviour of a player, team official or spectator, they **should** first raise the matter with the relevant BFC team manager who **should** address it by speaking to the opposing team manager.

If they are unable to resolve the matter, they **may** refer it to the Club Secretary for consideration.

Irrespective of the outcome any complaints made to an opposing club **should** be referred to the Club Secretary for noting.

**13.3.2 Complaints by another club**

If a representative of another Club wishes to raise a concern, they **should** do so in the first instance with the relevant BFC team manager.

If they are unable to resolve the matter, they **may** refer it to the Club Secretary for consideration.

Irrespective of the outcome any complaints received from an opposing club **should** be referred to the Club Secretary for noting.

**13.4 Complaints to the Club Secretary**

The Club Secretary **shall** act as the Club’s Complaints Officer.

**13.4.1 Responsible officers**

Depending on the nature of the issue the Secretary will, in consultation with the President, refer the matter to the relevant Club Official for investigation and resolution, typically:

<b>Matter</b>	<b>Investigating Officer</b>
Player selection, game time etc	Football Manager
Coaches and other team officials behaviour	Football Manager
Player behaviour	Player Welfare Officer
Matters involving claims of vilification, discrimination and bullying	Player Welfare Officer
Parent / spectator behaviour	Secretary
Matters involving the EFL and/or other clubs	Secretary

Depending upon the nature of the issue the matter **may** be referred to a third party either internally or externally to the Club (e.g. Child Protection Officer).

The Club President, Vice President and Secretary are the only representatives of the Club who **may** lodge an official complaint with another Club, the EFL or any other organisation.

**13.4.2 Resolution**

In attempting to resolve the issue, all parties **should** take into account the following factors:

- The extent of the issue, i.e., if it is likely to have a wider effect in the Club;
- The number of players or teams affected;
- Whether appropriate temporary measures are possible or desirable;
- The expected time before the issue can be addressed; and
- What resources **may** be needed to resolve the issue.

On receiving a complaint the Investigating Officer **shall**:

- inform the person alleged to have contravened the Policy (the respondent) of the complaint and provide the respondent with an opportunity to respond to it;
- obtain statements from any witnesses identified by both parties to the complaint;
- where available, obtain any other evidence;
- arrange for the complaint to be conciliated, by an independent conciliator agreed upon by both parties;
- take all steps necessary for the complaint to be conciliated within 5 working days from the day on which the incident is alleged to have occurred;
- ensure that where a matter is resolved by conciliation the only public statement made **shall** be agreed to by both parties to the complaint and the Club's President and that

the terms of any settlement are finalised to the satisfaction of the complainant and respondent and signed by the parties and the conciliator.

### **13.5 Sanctions**

Where a Club member is found to have breached Club policy, the Club **may** adopt the following response:

#### **13.5.1 Committee**

By taking a role in the Junior Committee, each member accepts the collective responsibilities this entails. Each member **must** ensure that his/her behaviour and demeanour sets an example for others to follow. Possible consequences of breaches of the Code **may** include:

- Written Warning: (By Executive Committee / Delegated Committee Representative)
- Written Caution: (By Executive Committee - after appearing before a recommended constituted panel - to be comprised of at least two of: Relevant Coordinator, Secretary or delegated Board representatives)
- Suspension: (decision of Executive Committee)

#### **13.5.2 Players**

Part of learning how to play the game is learning how to conduct themselves both on and off the field. Players **must** be aware that Blackburn Junior Football Club demands the highest standards of behaviour. Possible consequences of breaches of the Code, **may** include:

- 'Formal' Verbal Warning: (Coach) - Coach to handle the initial on-field misdemeanours.
- (b) Written Warning: (Committee /Delegate)
- Written Caution: (By Executive Committee - after appearing before an appropriately constituted panel - to be comprised of at least two of: Football Manager and/or Executive Committee representative, Team Manager, Coach, Team Captain)
- Suspension: ( By Executive Committee).
- Deregistration: (By Executive Committee).

#### **13.5.3 Coaches**

A coach is mentor, role model, teacher and counsellor to players. Parents and players therefore **should** expect that the behaviour and demeanour of coaches is not only exemplary but beyond reproach. Possible consequences of breaches of the Code (graded):

- Warning: (Football Manager / Executive Committee Representative)
- Written Caution: (By Executive Committee - after appearing before an appropriately constituted panel - to be comprised of at least two of: Football Manager and two other relevant officials, approved by the Executive Committee)
- Suspension (By Executive Committee)

#### **13.5.4 Parents**

Parents of players at Blackburn Junior Football Club have the right to expect that the Club will provide a safe, harmonious and enjoyable environment for their child to play football. The Club in return expects that parents will ensure that their behaviour does not bring the Club into disrepute. Possible consequences of breaches of the Code (graded):

- Warning: (By Team Manager / Executive Committee representative)
- Written Caution: (By Executive Committee - after appearing before an appropriately constituted panel - to be comprised of at least two of: Football Manager and two other relevant officials, approved by the Executive Committee)
- Suspension: (By Executive Committee)





## Blackburn Junior Football Club Playing Policies 2014

Care needs to be exercised to ensure that players are not penalised for the behaviour of others.

### 13.6 Confidentiality

Confidentiality **must** be maintained throughout the complaints process. All parties to a complaint **must** all agree to the maintenance of confidentiality. No person involved in the complaints process **should** publicly comment on any aspect of the complaints process without the prior written agreement of all parties.

## 14 Appendix 1: Summary of Under 9 Policies

The following provides a summary of the policies that apply to Blackburn Junior Football Club's Under 9 teams. A full set of policies is available on the Club's website: [www.blackburnfc.com.au](http://www.blackburnfc.com.au). If there are any discrepancies between this summary and the Club's Policy Manual, the Manual shall prevail.

If you have any queries regarding these policies you should contact you team manager / coach in the first instance and then, if necessary the Club Secretary.

<p><b>Player Development</b> (5.2)</p>	<p>In this age group 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.</p> <p>The Club believes strongly in providing equal opportunities to players in the Under 9s. Players <b>should</b> be provided equal game time, although this <b>may</b> need to be averaged out over several weeks. Similarly players <b>should</b> be provided with the opportunity to play in all positions, although this <b>may</b> 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.</p>
<p><b>Training</b> (5.2)</p>	<p>The Under 9s <b>shall</b> train one night a week.</p> <p>Players are encouraged to attend training and to participate in a cooperative manner. Non-attendance at training <b>shall</b> not affect a player's selection or game time.</p> <p>The Club 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.</p>
<p><b>Team size</b> (6.2)</p>	<p>The Club considers that the ideal number of players in the Under 9 teams to be:</p> <ul style="list-style-type: none"> <li>o 20 – if we are fielding three Under 9 teams or</li> <li>o 26 – if we are fielding two Under 9 teams.</li> </ul>
<p><b>Team selection</b> (6.2)</p>	<p>Team selection will be determined after registration day, although it is expected that teams will be based on school groupings. Generally the Club will seek to place all the players from the one school in the same team. However, if there are a significant number of players from one school, the Club <b>may</b> divide the players into two teams so as to avoid the dominance of players from one school over another.</p> <p>The teams <b>should</b> have an equal number of players to ensure that all players in the age group have access to equal playing opportunities.</p> <p>The Club will limit the number of players who turn 9 to 60 players.</p> <p>The coaches <b>should</b>:</p> <ul style="list-style-type: none"> <li>• liaise with the Blackburn Junior Football Club Football Manager;</li> <li>• agree the proposed composition of the teams, and</li> <li>• forward the team lists to the Executive Committee via the Club's Football Manager for approval.</li> </ul> <p>The coaches should not disclose the composition of the recommended teams to any players or parents until the teams have been approved by the Executive Committee.</p> <p>The teams shall be the Black team, Red team and if a third team is established a White team. The EFL does not grade the Under 9 competition, hence the players will not be graded.</p>
<p><b>Player numbers</b> (7.1)</p>	<p>Where sufficient players are available a team of 20 players <b>should</b> be selected to play. The coach <b>may</b> use his/her discretion to field additional players.</p> <p>Subject to injury or other extenuating circumstances each player <b>should</b> be afforded the opportunity to play the same number of games as their team mates.</p> <p>Often teams do not have sufficient players. As such, any players who are rostered off are encouraged to attend the game as they <b>may</b> be offered an opportunity to play with</p>

	the opposition.
<b>Game time (7.1)</b>	<p>Subject to injury or other extenuating circumstances each player:</p> <ul style="list-style-type: none"> <li>o <b>should</b> be afforded the same amount of game time over the course of the season.</li> <li>o selected on game day <b>should</b> play a minimum of half a game (equiv).</li> </ul> <p>No player <b>should</b> play a full game until all players have had the opportunity of playing at least half a game (equiv).</p>
<b>Positioning (7.1)</b>	<p>Players <b>should</b> be provided with the opportunity to play in all positions (i.e. backline, centre/on ball, forward line and bench), although this <b>may</b> 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.</p> <p>Players <b>should</b> rotate their position on the ground at least once during the game, to maximize exposure to the game.</p>
<b>Lightning Premiership / Finals (7.1)</b>	<p>Depending on the number of teams allowed and the number of players interested in participating, there <b>may</b> be the need to depart from the above requirements.</p> <p>All players wishing to participate in the Lightning Premiership <b>should</b> be entitled to play. However, if there are too many players, priority will be given to those players who turn 9 that year and who have not participated before.</p> <p>Subject to injury or other extenuating circumstances, every player <b>should</b> be rostered for approximately the same amount of game time, although there <b>may</b> not necessarily be equal rotation through all positions.</p>
<b>Captains (8.1)</b>	The coach <b>shall</b> appoint a captain or co-captain each week. A player <b>shall</b> not be reappointed until all players have had the chance of being a captain.
<b>Awards (9.2)</b>	<p>All Under 9 players will receive a participation trophy or medallion at the end of the season.</p> <p>No other awards are to be presented to players on presentation day.</p>
<b>Mouthguards (10.3)</b>	All players <b>must</b> wear a mouth guard during matches and at training.
<b>Helmets (10.4)</b>	The wearing of helmets is compulsory in the Under 9s – 12s teams.

## 15 Appendix 2: Summary of Under 10 Policies

The following provides a summary of the policies that apply to Blackburn Junior Football Club's Under 10 teams. A full set of policies is available on the Club's website: [www.blackburnfc.com.au](http://www.blackburnfc.com.au). If there are any discrepancies between this summary and the Club's Policy Manual, the Manual shall prevail.

If you have any queries regarding these policies you should contact you team manager / coach in the first instance and then, if necessary the Club Secretary.

<p><b>Player Development</b> (5.2)</p>	<p>In this age group 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.</p> <p>The Club believes strongly in providing equal opportunities to players in the Under 10s. Players <b>should</b> be provided equal game time, although this <b>may</b> need to be averaged out over several weeks. Similarly players <b>should</b> be provided with the opportunity to play in all positions, although this <b>may</b> 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.</p>
<p><b>Training</b> (5.2)</p>	<p>The Under 10s <b>shall</b> train one night a week.</p> <p>Players are encouraged to attend training and to participate in a cooperative manner. Non-attendance at training <b>shall</b> not affect a player's selection or game time.</p> <p>The Club 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.</p>
<p><b>Team size</b> (6.3)</p>	<p>The Club considers that the ideal number of players in these teams to be 26 but will offer a place to all players from the previous year. <b>Should</b> less than 30 players from the previous year register on time, the Club <b>may</b> offer places to new players.</p>
<p><b>Team selection</b> (6.3)</p>	<p>Team selection will be determined after registration day, although it is expected that teams will be based on school groupings. Generally the Club will seek to place all the players from the one school in the same team. However, if there are a significant number of players from one school, the Club <b>may</b> divide the players into two teams so as to avoid the dominance of players from one school over another.</p> <p>The coaches <b>should</b>:</p> <ul style="list-style-type: none"> <li>• liaise with the Blackburn Junior Football Club Football Manager;</li> <li>• agree the proposed composition of the teams, and</li> <li>• forward the team lists to the Executive Committee via the Club's Football Manager for approval.</li> </ul> <p>The coaches should not disclose the composition of the recommended teams to any players or parents until the teams have been approved by the Executive Committee.</p> <p>Depending on player numbers, the Club <b>may</b> need to alter the make up of the Under 10 teams from those that existed in Under 9s (e.g. where three Under 9 teams existed, it is most likely that they will need to be consolidated into two Under 10 teams which <b>may</b> result on some changes, so as to ensure two equally sized teams).</p> <p>The teams <b>should</b> have an equal number of players to ensure that all players in the age group have access to equal playing opportunities.</p>
<p><b>Player numbers</b> (7.2)</p>	<p>Where sufficient players are available a team of 26 players <b>should</b> be selected to play. Subject to injury or other extenuating circumstances each player <b>should</b> be afforded the opportunity to play the same number of games as their team mates.</p> <p>Any player rostered off <b>should</b> be considered an 'emergency' and <b>should</b> attend the game to replace a player who <b>may</b> not be available or to assist the team (e.g. water carrier etc).</p>

<b>Game time (7.2)</b>	<p>Subject to injury or other extenuating circumstances each player:</p> <ul style="list-style-type: none"> <li>○ <b>should</b> be afforded the same amount of game time over the course of the season.</li> <li>○ selected on game day <b>should</b> play a minimum of three quarters (equiv).</li> </ul> <p>No player <b>should</b> play a full game until all players have had the opportunity of playing at least three quarters (equiv).</p>
<b>Positioning (7.2)</b>	<p>Players <b>should</b> be provided with the opportunity to play in all positions (i.e. backline, centre/on ball, forward line and bench), although this <b>may</b> 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.</p> <p>Players <b>should</b> rotate their position on the ground at least once during the game, to maximize exposure to the game.</p>
<b>Lightning Premiership / Finals (7.2)</b>	<p>Depending on the number of teams allowed and the number of players interested in participating, there <b>may</b> be the need to depart from the above requirements.</p> <p>All players wishing to participate in the Lightning Premiership <b>should</b> be entitled to play. However, if there are too many players, priority will be given to those players who turn 10 that year and who have not participated before.</p> <p>Subject to injury or other extenuating circumstances, every player <b>should</b> be rostered for approximately the same amount of game time, although there <b>may</b> not necessarily be equal rotation through all positions.</p>
<b>Captains (8.2)</b>	<p>The coach <b>shall</b> appoint a captain or co-captain each week. A player <b>shall</b> not be reappointed until all players have had the chance of being a captain.</p>
<b>Awards (9.3)</b>	<p>The following awards will be presented for each Under 10 team:</p> <ul style="list-style-type: none"> <li>• Best and Fairest. Multiple winners are allowed (i.e. no count backs).</li> <li>• Runner up Best and Fairest. Multiple winners are (i.e. no count backs).</li> <li>• Best team player. Selected at discretion of coaching staff. Single award only.</li> <li>• Coaches Award. Selected at discretion of coaching staff. Single award only.</li> <li>• Most Improved. Selected at discretion of coaching staff. Single award only.</li> </ul> <p>No other awards are to be presented to players on presentation day.</p> <p>The 'Best and Fairest' and 'Runner Up' will be determined by a combination of coaches and parents votes. See section 9.3 on how this is to be implemented.</p>
<b>Mouthguards (10.3)</b>	<p>All players <b>must</b> wear a mouth guard during matches and at training.</p>
<b>Helmets (10.4)</b>	<p>The wearing of helmets is compulsory in the Under 9s – 12s teams.</p>

## 16 Appendix 3: Summary of Under 11 and 12 Policies

The following provides a summary of the policies that apply to Blackburn Junior Football Club's Under 11 and 12 teams. A full set of policies is available on the Club's website: [www.blackburnfc.com.au](http://www.blackburnfc.com.au). If there are any discrepancies between this summary and the Club's Policy Manual, the Manual shall prevail.

If you have any queries regarding these policies you should contact you team manager / coach in the first instance and then, if necessary the Club Secretary.

<p><b>Player Development</b> (5.3)</p>	<p>In these age groups the emphasis is placed on participation and enjoyment. Additional focus is placed on skill development and team work supplemented through set plays and positioning.</p> <p>The Club believes strongly in providing equal opportunities to players in the Under 11s and 12s. Players <b>should</b> be provided equal game time, although this <b>may</b> need to be averaged out over several weeks. 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.</p>
<p><b>Training</b> (5.3)</p>	<p>The Under 11s and 12s <b>may</b> train one or two nights a week.</p> <p>Players are encouraged to attend training and to participate in a cooperative manner.</p> <p>Non-attendance at training <b>shall</b> 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 Red team where the coaches believe that the player's failure to regularly attend training could prejudice his/hers skill development and the ability to effectively compete at a higher level.</p> <p>The Club 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.</p>
<p><b>Team size</b> (6.4)</p>	<p>The Club considers that the ideal number of players in these teams to be 26 but will offer a place to all players from the previous year. <b>Should</b> less than 30 players from the previous year register on time, the Club <b>may</b> offer a place to new players.</p>
<p><b>Team selection</b> (6.4)</p>	<p>It is the Club's intention to field at least two teams in each age group.</p> <p>Where there are enough players to form two or more teams, the players <b>will</b> be graded based on their skills, size, confidence and football maturity.</p> <p>It is expected that the majority of the more competent players but not necessarily all the better player <b>will</b> be in the higher graded team.</p> <p>The teams <b>will</b> operate as separate teams (i.e. the Red and White teams <b>shall</b> not be considered a 'reserve' teams).</p> <p>Ideally, the teams <b>should</b> have an equal number of players to ensure that all players in the age group have access to equal playing opportunities.</p> <p>If there are an odd number of players, the additional player(s) <b>shall</b> initially be placed in the Red team (or the White team if there is a third team).</p> <p>The Club <b>will</b> determine a try-out period to facilitate the selection of the teams.</p> <p>The coaches <b>shall</b> develop player assessment guidelines to assist them with the team selection process. The Guidelines <b>must</b> be approved by the Executive Committee and <b>shall</b> be made available to parents and players prior to the commencement of the try-outs.</p> <p>The coaches <b>should</b>:</p> <ul style="list-style-type: none"> <li>• observe all players during the pre-season 'try-out' period;</li> </ul>

	<ul style="list-style-type: none"> <li>• take into account the player assessments prepared by the previous year's coaches;</li> <li>• liaise with the previous year's coaches (if necessary);</li> <li>• liaise with the Blackburn Junior Football Club Football Manager;</li> <li>• agree the proposed composition of the two teams, and</li> <li>• forward the team lists to the Executive Committee via the Club's Football Manager for approval..</li> </ul> <p>Any player who does not participate in the try-outs will automatically be placed in the second team and will be assessed in their first two games to determine which team they <b>should</b> play in for the remainder of the season. However, a player <b>may</b> be exempt from this requirement in exceptional circumstances and subject to the approval of the Executive Committee.</p> <p>Once the Under 11 teams have been established, the Club would prefer that the majority of the teams stay together in future years. 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 <b>will</b> be assessed during the pre-season period to determine the most appropriate team that they should play in.</p>
<b>Grievance (6.4)</b>	Any person who feels aggrieved <b>should</b> first raise the matter with the relevant coaches and or team managers. If the matter can not be resolved at that level, it <b>may</b> be referred to the Club Secretary prior to Round 3.
<b>Player numbers (7.3)</b>	Where sufficient players are available a team of 24 players <b>should</b> be selected to play. Subject to injury or other extenuating circumstances each player <b>should</b> be afforded the opportunity to play the same number of games as their team mates. Any player rostered off <b>should</b> be considered an 'emergency' and <b>should</b> attend the game to replace a player who <b>may</b> not be available or to assist the team (e.g. water carrier etc.).
<b>Game time (7.3)</b>	Subject to injury or other extenuating circumstances each player: <ul style="list-style-type: none"> <li>○ <b>should</b> be afforded the same amount of game time over the course of the season.</li> <li>○ selected on game day <b>should</b> play a minimum of three quarters (equiv).</li> </ul> No player <b>should</b> play a full game until all players have had the opportunity of playing at least three quarters (equiv).
<b>Positioning (7.3)</b>	While some players at this age become naturally suited to set positions, the Club encourages players to try various. We believe this to be the best way to provide young footballers with all round development regardless of their level of ability.
<b>Finals – numbers (7.4)</b>	Where sufficient players are available a team of 24 players <b>should</b> be selected to play. Any player rostered off <b>should</b> be considered an 'emergency' and <b>should</b> attend the game to replace a player who <b>may</b> not be available or to assist the team (e.g. water carrier etc).
<b>Finals – player selection (7.4)</b>	Where a team will play two or more finals then every player on the team list <b>must</b> be selected in at least one of the first two finals. Where a team is not guaranteed to play more than one final then team selection is at the discretion of the coaching staff. It is expected that a fair and reasonable selection process will be undertaken <b>should</b> the team continue to progress (i.e. the Committee expects that all players <b>should</b> be given the opportunity to play in finals). Where a team plays three or more finals, it is expected that a fair and reasonable selection process will be undertaken to give all players equal opportunity to play in finals.
<b>Finals – game time (7.4)</b>	Subject to injury or other extenuating circumstances, every player selected in a finals game <b>should</b> play a minimum of half a game (equiv).

<b>Finals – positioning</b> <b>(7.4)</b>	Players <b>should</b> be positioned having regard to their abilities and the needs of the game.
<b>Captains</b> <b>(8.2)</b>	Ideally a captain <b>should</b> be appointed for the season. A vice-captain or vice captains <b>should</b> be appointed. The coach <b>may</b> appoint the captain or invite the players to vote for whom they believe <b>should</b> be the captain. The coach <b>should</b> ensure that the captain demonstrates maturity, leads by example, has the respect of the players and, most importantly, complies with the Club's behaviour policy. A player in the Under 11s – 15s teams <b>should</b> not be appointed as a captain for two or more consecutive seasons.
<b>Home &amp; away awards</b> <b>(9.3)</b>	The following awards will be presented for each Under 11 & 12 team: <ul style="list-style-type: none"> <li>• Best and Fairest. Multiple winners are allowed (i.e. no count backs).</li> <li>• Runner up Best and Fairest. Multiple winners are (i.e. no count backs).</li> <li>• Best team player. Selected at discretion of coaching staff. Single award only.</li> <li>• Coaches Award. Selected at discretion of coaching staff. Single award only.</li> <li>• Most Improved. Selected at discretion of coaching staff. Single award only.</li> </ul> No other awards are to be presented to players on presentation day. The 'Best and Fairest' and 'Runner Up' will be determined by a combination of coaches and parents votes. See section 9.3 on how this is to be implemented
<b>Finals awards</b> <b>(9.4)</b>	A Best Finals Player award will be provided for each team playing in two or more finals. The method used to identify the best player of the home and away season will also apply to the finals series.
<b>Mouthguards</b> <b>(10.3)</b>	All players <b>must</b> wear a mouth guard during matches and at training.
<b>Helmets</b> <b>(10.4)</b>	The wearing of helmets is compulsory in the Under 9s – 12s teams.



## 17 Appendix 4: Summary of Under 13 - 15 Policies

The following provides a summary of the policies that apply to Blackburn Junior Football Club's Under 13 - 15 teams. A full set of policies is available on the Club's website: [www.blackburnfc.com.au](http://www.blackburnfc.com.au). If there are any discrepancies between this summary and the Club's Policy Manual, the Manual shall prevail.

If you have any queries regarding these policies you should contact you team manager / coach in the first instance and then, if necessary the Club Secretary.

<p><b>Player Development</b> (5.4)</p>	<p>In these age groups there is still an emphasis on participation and enjoyment but with an increasing focus on development as the players mature.</p> <p>The Club believes strongly in providing equal opportunities to players in the Under 13s – 15s. Players <b>should</b> be provided equal game time, although this <b>may</b> need to be averaged out over several weeks. 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.</p>
<p><b>Training</b> (5.4)</p>	<p>The Under 13s – 15s <b>shall</b> train two nights a week.</p> <p>Players <b>must</b> wear mouthguards at training.</p> <p>Non-attendance at training <b>shall</b> 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 Red team where the coaches believe that the player's failure to regularly attend training could prejudice his/hers skill development and the ability to effectively compete at a higher level.</p> <p>The Club 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.</p>
<p><b>Team size</b> (6.4)</p>	<p>The Club considers that the ideal number of players in these teams to be 26 but will offer a place to all players from the previous year. <b>Should</b> less than 30 players from the previous year register on time, the Club <b>may</b> offer a place to new players.</p>
<p><b>Team selection</b> (6.4)</p>	<p>It is the Club's intention to field at least two teams in each age group.</p> <p>Where there are enough players to form two or more teams, the players <b>will</b> be graded based on their skills, size, confidence and football maturity.</p> <p>It is expected that the majority of the more competent players but not necessarily all the better player <b>will</b> be in the higher graded team.</p> <p>The teams <b>will</b> operate as separate teams (i.e. the Red and White teams <b>shall</b> not be considered a 'reserve' teams).</p> <p>Ideally, the teams <b>should</b> have an equal number of players to ensure that all players in the age group have access to equal playing opportunities.</p> <p>If there are an odd number of players, the additional player(s) <b>shall</b> initially be placed in the Red team (or the White team if there is a third team).</p> <p>The Club <b>will</b> determine a try-out period to facilitate the selection of the teams.</p> <p>The coaches <b>shall</b> develop player assessment guidelines to assist them with the team selection process. The Guidelines <b>must</b> be approved by the Executive Committee and <b>shall</b> be made available to parents and players prior to the commencement of the try-outs.</p> <p>The coaches <b>should</b>:</p> <ul style="list-style-type: none"> <li>• observe all players during the pre-season 'try-out' period;</li> <li>• take into account the player assessments prepared by the previous year's coaches;</li> </ul>

	<ul style="list-style-type: none"> <li>liaise with the previous year's coaches (if necessary);</li> <li>liaise with the Blackburn Junior Football Club Football Manager;</li> <li>agree the proposed composition of the two teams, and</li> <li>forward the team lists to the Executive Committee via the Club's Football Manager for approval.</li> </ul> <p>Any player who does not participate in the try-outs will automatically be placed in the second team and will be assessed in their first two games to determine which team they <b>should</b> play in for the remainder of the season. However, a player <b>may</b> be exempt from this requirement in exceptional circumstances and subject to the approval of the Executive Committee.</p>
<b>Grievance (6.4)</b>	Any person who feels aggrieved <b>should</b> first raise the matter with the relevant coaches and or team managers. If the matter can not be resolved at that level, it <b>may</b> be referred to the Club Secretary prior to Round 3.
<b>Player numbers (7.5)</b>	Where sufficient players are available a team of 24 players <b>should</b> be selected to play. Subject to injury or other extenuating circumstances each player <b>should</b> be afforded the opportunity to play the same number of games as their team mates. Any player rostered off <b>should</b> be considered an 'emergency' and <b>should</b> attend the game to replace a player who <b>may</b> not be available or to assist the team (e.g. water carrier etc.).
<b>Game time (7.5)</b>	Subject to injury or other extenuating circumstances each player: <ul style="list-style-type: none"> <li><b>should</b> be afforded the same amount of game time over the course of the season.</li> <li>selected on game day <b>should</b> play a minimum of three quarters (equiv).</li> </ul> No player <b>should</b> play a full game until all players have had the opportunity of playing at least three quarters (equiv).
<b>Positioning (7.5)</b>	While some players at this age become naturally suited to set positions, the Club encourages players to try various. We believe this to be the best way to provide young footballers with all round development regardless of their level of ability.
<b>Finals – numbers (7.6)</b>	Where sufficient players are available a team of 24 players <b>should</b> be selected to play. Any player rostered off <b>should</b> be considered an 'emergency' and <b>should</b> attend the game to replace a player who <b>may</b> not be available or to assist the team (e.g. water carrier etc.).
<b>Finals – player selection (7.6)</b>	Where a team will play two or more finals then every player on the team list <b>must</b> be selected in at least one of the first two finals. Where a team is not guaranteed to play more than one final then team selection is at the discretion of the coaching staff. It is expected that a fair and reasonable selection process will be undertaken <b>should</b> the team continue to progress (i.e. the Committee expects that all players <b>should</b> be given the opportunity to play in finals). Where a team plays three or more finals, it is expected that a fair and reasonable selection process will be undertaken to give all players equal opportunity to play in finals.
<b>Finals – game time (7.6)</b>	Subject to injury or other extenuating circumstances, every player selected in: <ul style="list-style-type: none"> <li>A finals game (except the grand final) <b>should</b> play a minimum of half a game (equiv).</li> <li>The grand final <b>should</b> play a minimum of one quarter (equiv).</li> </ul>
<b>Finals – positioning (7.6)</b>	Players <b>should</b> be positioned having regard to their abilities and the needs of the game.
<b>Captains (8.2)</b>	Ideally a captain <b>should</b> be appointed for the season. Alternatively, the team <b>may</b> elect to appoint a leadership group. Where a captain is appointed, the team <b>may</b> also appoint a vice captain or vice

	<p>captains.</p> <p>The coach <b>may</b> appoint the captain or invite the players to vote for whom they believe <b>should</b> be the captain. The coach <b>should</b> ensure that the captain demonstrates maturity, leads by example, has the respect of the players and, most importantly, complies with the Club's behaviour policy.</p> <p>A player in the Under 11s – 15s teams <b>should</b> not be appointed as a captain for two or more consecutive seasons.</p>
<p><b>Home &amp; away awards (9.3)</b></p>	<p>The following awards will be presented for each Under 13 to 15 team:</p> <ul style="list-style-type: none"> <li>• Best and Fairest. Multiple winners are allowed (i.e. no count backs).</li> <li>• Runner up Best and Fairest. Multiple winners are (i.e. no count backs).</li> <li>• Best team player. Selected at discretion of coaching staff. Single award only.</li> <li>• Coaches Award. Selected at discretion of coaching staff. Single award only.</li> <li>• Most Improved. Selected at discretion of coaching staff. Single award only.</li> </ul> <p>No other awards are to be presented to players on presentation day.</p> <p>The 'Best and Fairest' and 'Runner Up' will be determined by a combination of coaches and parents votes. See section 9.3 on how this is to be implemented</p>
<p><b>Finals awards (9.4)</b></p>	<p>A Best Finals Player award will be provided for each team playing in two or more finals. The method used to identify the best player of the home and away season will also apply to the finals series.</p>
<p><b>Mouthguards (10.3)</b></p>	<p>All players <b>must</b> wear a mouth guard during matches and at training.</p>
<p><b>Helmets (10.5)</b></p>	<p>The wearing of helmets in Under 13s – 17s is at the discretion of the individual players and their parents. Any child playing up is actively encouraged to wear a helmet.</p>

## 18 Appendix 5: Summary of Under 17 Policies

The following provides a summary of the policies that apply to Blackburn Junior Football Club's Under 17 teams. A full set of policies is available on the Club's website: [www.blackburnfc.com.au](http://www.blackburnfc.com.au). If there are any discrepancies between this summary and the Club's Policy Manual, the Manual shall prevail.

If you have any queries regarding these policies you should contact you team manager / coach in the first instance and then, if necessary the Club Secretary.

<p><b>Player Development</b> (5.5)</p>	<p>This is a watershed period: some players have developed very good skills and have been selected by Oakleigh Chargers/Eastern Rangers. Others are aspiring to play senior football at Blackburn while others are less driven to play senior football. Hence it can be a difficult period with boys having various aspirations. Our aim is to help the boys develop to the best of their abilities and while the Club 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.</p>
<p><b>Training</b> (5.5)</p>	<p>The Under 17s <b>shall</b> train two nights a week.</p> <p>Players are encouraged to attend training and to participate in a cooperative manner. Non-attendance at training <b>may</b> 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.</p> <p>The Club 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.</p>
<p><b>Team size</b> (6.5)</p>	<p>The Club considers that the ideal number of players in these teams to be 26 but will offer a place to all players from the previous year. <b>Should</b> less than 30 players from the previous year register on time, the Club <b>may</b> offer a place to new players.</p>
<p><b>Team selection</b> (6.5)</p>	<p>It is the Club's intention to field at least two teams in each age group.</p> <p>Where there are enough players to form two or more teams, the players <b>will</b> be graded based on their skills, size, confidence and football maturity.</p> <p>It is expected that the majority of the more competent players but not necessarily all the better player <b>will</b> be in the higher graded team.</p> <p>The teams <b>will</b> operate as separate teams (i.e. the Red and White teams <b>shall</b> not be considered a 'reserve' teams).</p> <p>Ideally, the teams <b>should</b> have an equal number of players to ensure that all players in the age group have access to equal playing opportunities.</p> <p>If there are an odd number of players, the additional player(s) <b>shall</b> initially be placed in the Red team (or the White team if there is a third team).</p> <p>The Club <b>will</b> determine a try-out period to facilitate the selection of the teams.</p> <p>The coaches <b>shall</b> develop player assessment guidelines to assist them with the team selection process. The Guidelines <b>must</b> be approved by the Executive Committee and <b>shall</b> be made available to parents and players prior to the commencement of the try-outs.</p> <p>The coaches <b>should</b>:</p> <ul style="list-style-type: none"> <li>• observe all players during the pre-season 'try-out' period;</li> <li>• take into account the player assessments prepared by the previous year's coaches;</li> <li>• liaise with the previous year's coaches (if necessary);</li> </ul>

	<ul style="list-style-type: none"> <li>liaise with the Blackburn Junior Football Club Football Manager;</li> <li>agree the proposed composition of the two teams, and</li> <li>forward the team lists to the Executive Committee via the Club's Football Manager for approval.</li> </ul> <p>Any player who does not participate in the try-outs will automatically be placed in the second team and will be assessed in their first two games to determine which team they <b>should</b> play in for the remainder of the season.</p> <p>However, a player <b>may</b> be exempt from this requirement in exceptional circumstances and subject to the approval of the Executive Committee. For example the better players at this level may be in training squads at Oakleigh Chargers and Eastern Rangers and may not be available for the try-out. These players <b>may</b> be selected to the Black team, subject to the approval of the Executive Committee.</p>
<b>Grievance (6.9)</b>	Any person who feels aggrieved <b>should</b> first raise the matter with the relevant coaches and or team managers. If the matter can not be resolved at that level, it <b>may</b> be referred to the Club Secretary prior to Round 3.
<b>Player numbers (7.7)</b>	Where sufficient players are available a team of 24 players <b>should</b> be selected to play. Subject to injury or other extenuating circumstances each player <b>should</b> be afforded the opportunity to play the same number of games as their team mates. Any player rostered off <b>should</b> be considered an 'emergency' and <b>should</b> attend the game to replace a player who <b>may</b> not be available or to assist the team (e.g. water carrier etc.).
<b>Game time (7.7)</b>	Subject to injury or other extenuating circumstances each player selected <b>should</b> play a minimum of half a game (equiv). Coaches <b>may</b> , however, apply some discretion to the selection of players and the amount of game time they play in any particular week having regard to: <ul style="list-style-type: none"> <li>the preparation of the player (incl. attendance and commitment at training)</li> <li>the performance of the player (incl. commitment to the game)</li> <li>the calibre of the opposition</li> <li>the safety of the player concerned</li> <li>the status of the game</li> </ul>
<b>Positioning (7.7)</b>	Players <b>should</b> be positioned having regard to their abilities and the needs of the game.
<b>Finals – numbers (7.8)</b>	Where sufficient players are available a team of 24 players <b>should</b> be selected to play. Any player rostered off <b>should</b> be considered an 'emergency' and <b>should</b> attend the game to replace a player who <b>may</b> not be available or to assist the team (e.g. water carrier etc.).
<b>Finals – player selection (7.8)</b>	Where a team plays two or more finals then every player on the team list <b>must</b> be selected in at least one of the first two finals. Where a team is not guaranteed to play more than one final then team selection is at the discretion of the coaching staff. It is expected that a reasonable and fair selection process will be undertaken <b>should</b> the team continue to progress (i.e. the Committee expects that all players <b>should</b> be given the opportunity to play in finals). Where a team plays three or more finals, it is expected that a fair and reasonable selection process will be undertaken.
<b>Finals – game time (7.8)</b>	Subject to injury or other extenuating circumstances, every player selected in a finals game <b>should</b> play a minimum of one quarter (equiv).
<b>Finals – positioning (7.8)</b>	Players <b>should</b> be positioned having regard to their abilities and the needs of the game.

<p><b>Captains (8.3)</b></p>	<p>The Captain of the Under 17 Black team <b>shall</b> also be appointed as the Junior Club Captain. He shall, in consultation with his coach, arrange for each Under 17 player to attend at least one Under 9 or 10 training session to assist with coaching.</p> <p>Accordingly only a single captain <b>should</b> be appointed for the team. The team <b>should</b> also appoint a vice captain or vice captains.</p> <p>The coach <b>may</b> invite the players to vote on who they believe <b>should</b> be the captain. The coach <b>should</b> ensure that the captain demonstrates maturity, leads by example, has the respect of the players and, most importantly, complies with the Club's behaviour policy.</p> <p>The captain of the second Under 17s team <b>may</b> be reappointed as the Under 17s captain.</p>
<p><b>Home &amp; away awards (9.3)</b></p>	<p>The following awards will be presented for each Under 17 team:</p> <ul style="list-style-type: none"> <li>• Best and Fairest. Multiple winners are allowed (i.e. no count backs).</li> <li>• Runner up Best and Fairest. Multiple winners are (i.e. no count backs).</li> <li>• Best team player. Selected at discretion of coaching staff. Single award only.</li> <li>• Coaches Award. Selected at discretion of coaching staff. Single award only.</li> <li>• Most Improved. Selected at discretion of coaching staff. Single award only.</li> </ul> <p>No other awards are to be presented to players on presentation day.</p> <p>The 'Best and Fairest' and 'Runner Up' will be determined by a combination of coaches and parents votes. See section 9.3 on how this is to be implemented</p>
<p><b>Finals awards (9.4)</b></p>	<p>A Best Finals Player award will be provided for each team playing in two or more finals. The method used to identify the best player of the home and away season will also apply to the finals series.</p>
<p><b>Mouthguards (10.3)</b></p>	<p>All players <b>must</b> wear a mouth guard during matches and at training.</p>
<p><b>Helmets (10.5)</b></p>	<p>The wearing of helmets in Under 13s – 17s is at the discretion of the individual players and their parents. Any child playing up is actively encouraged to wear a helmet.</p>