

Onslow Junior Soccer Club

Club Policies

New Zealand Soccer Code of Conduct

Onslow Junior Soccer Club has adopted and supports the latest edition of the New Zealand Soccer Code of Conduct.(see attached copy)

Constitutional basis for policies

Clause 7-07, The committee shall have power to take such action as may be necessary to carry out all or any of the objects of the club,

Clause 7-13, The committee shall appoint club selectors, coaches and team managers as it thinks fit to carry out the selection and organisation of the teams of the club.

Grade representatives

The persons elected (or appointed) under the club's constitution as the grade representative shall be the grade coordinator for the relevant grade.

Appointment of coaches and managers

Subject to the right of review (and consequential action) by the committee, the grade coordinator will appoint the coaches in their grade having regard to their qualifications and experience (and for streamed teams, the trial policies).

The situation in respect to grade coordinators also wishing to apply to be coach of the top streamed team in the grade is covered in the next section.

The grade coordinator will also appoint appropriate team managers after appropriate consultation with team coaches.

Grade coordinators and coaching of streamed teams

In respect to those grades which formally have streamed teams, it is the practice at the club for there to be separate persons as the grade coordinator and streamed team coach.

To avoid conflict of interest and to ensure an appropriate focus on these two separate responsibilities this is the preferred approach.

In the event that a grade coordinator does wish to also apply for consideration as coach of the top streamed team in their grade the following steps are to be taken prior to any consideration of streamed team coach and /or arrangements for trials

- The committee shall be immediately advised and the coordinator shall step aside in regard to coach selection and the coordinators role of arranging and holding trials and selection of the top team,
- The committee shall delegate the above appointment, trials and selection roles to the club captain and/or another committee member, and/or a suitably qualified

club member or a combination of these.

Streaming of players

OJSC runs teams from Grades 7 to 16, plus Nursery grade for ages 5 & 6. The club's fundamental principle in respect to streaming is that streaming of players is determined by the trial policies as outlined later in these policies.

The club streams players into the top team (or, if appropriate, top teams) usually following guidelines from Capital Soccer (or equivalent) according to ability. Currently this is from grade 9.

This policy is in accordance with the Soccer long held principle of the club that players should be grouped according to age, height, skill and physical maturity whenever possible.

The club can field teams in the Junior Premier League (if qualified) and/or the Junior Premier Promotion League (or section A of a combined league for Grade 9) These leagues involve a higher standard of play.

Accordingly, players are streamed into the top team(s) Below the top team(s) an attempt is made to balance the teams out as much as possible having regard to prior year splits (which may have been based on schools and putting players in with their friends).

In addition, the club will look to support and encourage those players who have shown ability but who just failed to make the top team of their grade. This may include extra coaching where the opportunity arises, being considered for tournament teams and being considered for the top team during the season should this opportunity arise as a result of injuries or other absences.

In those grades where streaming occurs, the decision to field more than one streamed team shall be at the discretion of the grade coordinator in consultation with the Club Captain (subject to review by the committee) having regard to the types of competitions involved, the number of Onslow teams in that grade and other relevant factors.

In respect to grade 9 streaming, if it is appropriate, the coordinator, in consultation with the Club Captain may request that the streamed teams, if there is more than one (which would usually participate in the top 'section') be of similar ability rather than being A or B etc. The request shall be to the selectors and the committee advised.

Representative team trial nominations

During the season the club will be called upon to nominate players from some grades to attend trials for appropriate representative teams. The grade coordinator will decide which players and how many players will be nominated, from their grade, in consultation with the top team coach.

In accordance with the club policy of streaming players, only players from each grade's top team will be considered for nomination. The only exceptions to this will be as follows:

- Players who are considered good enough to play for their grade's top team(s) but are not in the top team because they did not have the opportunity to trial (eg. because they started with the club after the top team was selected). Coaches who are aware of such players should contact the grade coordinator. The grade coordinator will decide whether to nominate the player in consultation with the Club Captain top team coach and the player's coach.

- Opportunities exist to select separate female representative teams (usually from Grade 13.)

Because of the lack of numbers at this level, the best female players may not have been strong enough to make the club's own top mixed team or may be playing in a grade below. For these reasons, female nominations may be made from a lower team or grade.

All nominations must be submitted by each grade coordinator to the club captain or delegate who will be responsible for communicating the club's nominations. Coaches and parents cannot nominate players directly to Capital Soccer (or equivalent).

The Club Captain shall be responsible for ensuring as many eligible and suitable players are identified for Representative nomination as is possible.

Playing out of grade

It is club policy for all players to play in their appropriate grade in accordance with their age unless there are exceptional circumstances.

The appropriate grade is determined by the age that each player attains during the calendar year (as stipulated by Capital Soccer or equivalent). For example, if a child has turned or will turn 7 during the year, they play in Grade 7. Capital Soccer also allow girls to automatically play down a grade.

A parent may request that a child play in another grade. The request together with relevant details/reasons should be made to the relevant coordinator of the grade that the child would normally be in. The coordinator will consider the request in consultation with the coordinator of the grade requested. If there is no agreement, the club president or club captain shall have the casting vote.

The club may allow the child to play in another grade if, in their opinion, the circumstances of the child mean that:

Playing in their appropriate grade....

- is not possible (eg. due to prior commitments or transport considerations) and therefore the child would otherwise be prevented from playing at all, or
- would be a negative experience for the child in terms of the child's enjoyment of the game or their improvement as a player (eg. because of the technical, physical or emotional demands of playing in that grade).
- Playing in another grade will not be a negative experience for the child in terms of their enjoyment of the game or their ability to improve as a player.
- Playing the child in another grade will not significantly diminish the enjoyment of

other children playing in that grade.

- This policy has been set with regard to the philosophy that players should be grouped according to age, height, skill and physical maturity whenever possible.

Running trials

Context

As stated under streaming, the club enters streamed teams in some grades..

Objective

The objective of the trial process is to form a team of the top players in the grade, from those eligible to play in the grade and who make themselves available for selection.

Principles

Trials are based on the following principles:

- Players wishing to trial must be registered with the Club (unless exempted by the Committee)
- All registered players who are eligible to play in the grade and who wish to play in the top team(s) must be given an opportunity to participate in the trial process.
- Team selection will be based purely on a player's ability to contribute to the team in terms of their technical ability, athleticism, attitude, fitness, suitable availability for the season etc.
- To ensure objectivity in selection there must be at least three selectors, although there may be more.
- As far as possible selectors should be people with a sound technical knowledge of the game and should be independent, (eg. not parents of players in the trial process) or parents able to view the process objectively.
- The prior knowledge any selectors have of a player may be considered as a factor in selection, but must be balanced against the performance of the player during the trial process. There should be recognition that new players to the club need to be given a full and fair opportunity to display their skills and abilities.
- In the advent of selectors having differing views over the selection of a player, the view of the majority of selectors will prevail.

Steps (responsibility for appointment shown in brackets)

- Select trial convenor (by grade coordinator)
The grade coordinator (or the person standing in for the coordinator) shall appoint the trial convenor. The convenor should possess suitable soccer, coaching and selection skills. The coordinator should, if appropriate discuss the appointment with the Club captain and if necessary, the committee.
The convenor should be appointed prior to the invitation to players (to enable the convenor to have input into any trial information.

- Identify selectors (grade coordinator)

A minimum of three selectors and more if numbers of players trialing makes this appropriate. Appointment of selectors should be in accordance with the trial principles. One of the selectors shall be the convenor. The other selector's are usually, but not limited to:

- one or more committee members or coaches with technical knowledge of the game
- others, with suitable qualifications, as the grade coordinator is able to obtain

- Schedule trial(s) (grade coordinator)

The team must be selected as soon as possible but preferably at least 2 weeks before the first game of the season. Provision should be made before this time to conduct two trials, usually on consecutive Sundays..

While it is generally recommended that there be two trials, whether a second trial is required depends on the number of players who attend the first trial and the ability of the selectors to assess all players sufficiently well enough to enable them to select a team at the first trial. If a second trial is held it may involve a lesser number of players.

- Invite players (grade coordinator)

All players registered with Onslow Junior Soccer Club for the prevailing season and eligible for the grade in question must be advised of the trial, including date, time and location, and invited to participate. Where this creates the possibility of an unmanageable number of players attending the trial, the initial communication should set expectations about the required level of player ability and commitment

- Invite names of suitable persons for coach (if not already undertaken)

If this has not already been undertaken, this should be done at this stage. The purpose of this step is to ensure all interested persons are aware, if possible, prior to the trials commencing. (The actual appointment of coach. is dealt with in the last step)

The club captain shall be consulted for input and the club captain can advise the names of persons who have indicated an interest.

As provided for in these policies, the grade coordinator will have stood aside if they are also interested in being considered as coach for top team.

- Conduct trial(s) & select team

The trial convenor will organise the format of the trial based on the number of players attending. A set of guidelines is included at the end of this document.

- Communicate selections (trial convenor or grade coordinator)

Once the top team has been selected, the selected players are contacted and asked if they wish to join the top team. If any player declines, the selectors will reconfer to confirm which player(s) will be selected in their stead. Once the top team(s) has been confirmed, the non-selected players are advised of their non-selection.

- Select streamed team coach (grade coordinator)

Note special provisions apply if the grade coordinator wishes to be considered as

a Streamed team coach

Junior Premier League coaches should have passed the Junior coaching badge. JPL Promotion and Combined League (or equivalent) streamed team coaches should, preferably have passed the Junior coaching badge but consideration may be given to suitably experienced and skilled coaches who are intending to fulfil the Junior coaching criteria.

If there is more than one candidate, the grade coordinator shall make the appointment in consultation with Club Captain but may refer to the committee if necessary.

The trial convenor may be considered .The grade coordinator may be considered for the top team if there has been a standing down as provided for in these policies.

Eligible persons within the Club should be advised of the pending coach selection prior to that selection.

It is recommended that a person only be the head coach of one streamed team for that season. The reason for this is to:

- Enable a proper focus on the team
- Ensure that as wide a range of suitable coaches as is possible have streamed team coaching opportunities
- And, where it is applicable, to recognise Capital Soccer requirements of JPL and JPL Promo Leagues usually having 9am starts.

Guidelines for conducting a trial

- The trial convenor will organise the format of the trial based on the number of players attending.

- The trial may begin with drills to demonstrate technical ability, but as much of the trial as possible should focus on actual playing of the game where not only technical ability, but also athleticism and attitude are demonstrated.

- As much as possible games should be played between teams of limited numbers to ensure all players have an opportunity to participate fully in the game, ie. at least four per side but no more than 8 per side.

- More than one round of games should be played to enable players to be viewed in more than one context.

- Where possible games should be of sufficient duration to enable effective appraisal of all players in that context, but no longer. 15 minutes per half should suffice, depending on the number playing.

- More than one game can be played at once, but only if there are sufficient selectors to view each game at an adequate level.

- If all the players cannot be divided equally into the desired number of games, ie. there are some surplus players left over, these players can be used as subs, although care must be taken to ensure all players have

an opportunity to be effectively evaluated. Drills can be set up to occupy these substitutes while they wait their turn.

- Also, it may be beneficial to arrange for a specialist to assess those who identify themselves or whom the selectors identify as goalkeepers.

Initial Round of Games

- Players should be allocated positions based on player preference and selectors prior knowledge of players.
- Based on prior knowledge, players should be allocated to fairly even teams, so that all players can be viewed in a similar context.
- The grade coordinator will supply the forms for selectors to use in assessing each player's ability. The form allows each selector to make notes about each player while the games are being played.

Subsequent Rounds of Games

- After the initial set of games, allow 5 minutes for players to rest and selectors to confer. Each player should be discussed by the selectors in turn, focussing on whether or not they believe the player is a certainty or a possibility for selection, leading to a decision about what they want to do with that player in the next round of games.
- Based on these discussions the players are allocated to teams for the next round of games. This further allocation of players is important to enable selectors to view players in different contexts. For example, a second round could include a game between those players who will be obviously selected mixed evenly with those who will obviously not be. Meanwhile, selectors focus on a separate game between players on the fringe of selection or players who selectors wanted to view in different positions or in different combinations.
- This process should continue through sufficient rounds to enable a consensus to be achieved on selection of a team. If this cannot be achieved within the time allocated for the trial, a second trial may be necessary, with possibly, only a subset of players being invited back to trial again.
- If possible the selectors should agree the selection of the team at the end of the trial. The selectors should also agree which players in each position are the next best, so that should any selected players become unavailable for selection, replacements can easily be made.
- If any player is, because of injury, illness or similar reasons, not available for the trial, and in the view of the Grade coordinator would have been selected, then the Grade coordinator may refer the issue to the selectors for determination and if unable to determine, to the Club Captain (or delegate) for a final decision
- While the minimum number selected is usually 2 more than playing numbers (eg Grade 9 a squad of 10, Grade 12 a squad of 13 etc, a further player may be selected with the consent of the Grade coordinator (or acting Coordinator if Grade coordinator has stood down) after consultation with the Club Captain.

- If during the season, a player in a streamed team is not available or suitable for the team due to injury, illness, absence, attitude or similar reasons, then this should be referred to the Grade Coordinator who, in consultation with the Club Captain, shall address the issue. This may include filling the position from the next team, or swapping players or leaving a vacancy.