



Philosophy

Improve player enjoyment through fair and consistent coaching.

Objective

As a playing group moves from U9 through to U17's, they collectively improve their overall ability in direct comparison to other Clubs, by giving each player the opportunity to develop equal to and not to the detriment of their peers.

1 Training

1.1 Values

The values behind the policies on training are as follows:

1. Promote one squad.
2. Players have a feeling of belonging to one squad regardless of the level they are asked to play.
3. Players are able to judge their ability and improvement against their peers.
4. Coaches are also able to judge players potential & improvement.
5. Players get to know their peers style of play.
6. Assist with player rotations between teams.
7. Players and coaches can experience further learning and mentoring with a broader group whilst also developing a club culture.
8. Parents are able to plan their activities outside football knowing when training will start and end.
9. Other squad's access needs and rights are respected.

1.2 Policy

The policies of the EJFC in relation to training are as follows:

1. All players of the same age group are to train together as a squad on the same night(s) for at least 50% of the time.
2. Coaches can break up players into groups for specialized training, drills or team tactics.
3. Coaches of the same age group are to work together to plan and execute training programs.
4. At least twice a year each age group is to have joint training sessions with the age group directly above and below.
5. Training must start and finish on time as scheduled by Football Operations.
6. Changes to the training times must be approved by Football Operations.
7. Training venues are to be equally shared between squads where Football Operations has scheduled each squads practice for the same time slot.

2 Team Selection from Squad

2.1 Values

The values behind the policies on dividing up the same age group into teams are as follows:

1. For U9-10, ensure players feel comfortable and safe in their football environment.
2. For U11-17, ensure players individually develop in an environment where they are extended¹.

2.2 Policies

The policies of the EJFC in relation to team selection for a squad are as follows:

1. For U9-10 selection in a particular team is to be primarily based on known friendships.
2. For U11-17 selection in a particular team is to be based on player merit.
3. Consideration should also be given to:
 - Continued development of each player no matter their ability.
 - Player size, strengths, weaknesses and skills so that they can continue to enjoy their football and develop.
 - Reasonable balance can be achieved in the individual team selection and positioning.
4. Age level officials (including the team manager, assistant coaches, medics, etc., but excluding the selected coach²) will not be allocated to a team until the selection of the teams is finalised.
5. Each team is to have an equal (+/- 1) number of players each week (where practical).
6. Throughout the season both Coaches need to work together and continually review each player's stage of physical development, level of skill and understanding of the game and make adjustments where necessary.
7. The Football Operations will continually review the competitiveness of both teams, and performances will be discussed with Coaches if and when required.
8. Merit is defined as:
 - Player's ability
 - Player's physical development
 - Player's attitude
 - Player's adherence to relative Codes of Conduct
 - Player's adherence to team rules
 - Player's attendance at training

¹ During seasons 2013-2015 the u11-13 age groups were split up with the view of each team finishing in approximately the same position as the other team in their respective divisions. The result of this policy was that players who needed development opportunities were not exposed enough to the challenge of having to step forward and lead the team with their own play. These players generally fell back into subordinate roles relying on more proficient players to push the will of the team. This situation would be manifesting itself for 3 seasons over the u11-13 years and once the group reached the u14 age level, where they were picked on merit, the lessor ranked team suddenly had no players who were adept at winning their own ball or forcing the game's outcome. At the u14 age level it was felt that it was harder to teach the players these skills than it would be at u11. So, the change in policy is to expose players at an earlier age (on match day) to develop ball winning, key position and leadership skills with the idea of keeping them in the game longer. It is acknowledged that the detriment to this change in policy is that a player may get disillusioned earlier if the lessor ranked team that they are a member of struggles to be competitive.

² The coach (and where applicable their son or daughter) will be allocated to a team when appointed.

9. The dividing up the same age group into teams will be initially undertaken by a sub-committee selected by Football Operations involving the following plus other members of the EJFC community with a good knowledge of the playing group (but with regard to potential conflicts):
 - Present Coaches
 - Past Coaches
 - Club President
 - Members of Football Operations
10. The selection thereafter will be primarily the responsibility of the respective coaches having regard to the policies outlined in this section however, where necessary, Football Operations may intervene.

3 Team Selection – Single Team

3.1 Values

The values behind the policies of selecting a team to participate in a game are as follows:

1. Each player should be given equal opportunity to experience all the highs and lows of participating in a game in a meaningful manner.
2. Each player is to be treated with equal respect.

3.2 Policies

The policies of the EJFC in relation to team selection for each game are as follows:

1. The maximum number of players to play in each game is 24 (unless exemption received from the Football Operations Committee).
2. If a team has more than 24 players registered then a rostering system is to be introduced at the commencement of the season.
3. The roster will nominate which home and away round each player is to be rostered off.
4. If a player is called up to play when rostered off due to shortage of players that player is still deemed to have taken their turn of being rostered unless a swap sanctioned by the Coach/Team Manager is agreed between the players.
5. Any player who is unavailable for a game in which they are not rostered off will not be deemed to have taken their turn of being rostered off unless a swap sanctioned by the Coach/Team Manager is agreed between the players. A swap is preferred.
6. Players rostered off will be offered a game in a higher age group, where spots are available.
7. Top up of players preferably come from the lower ranked team to the higher ranked team within the same age group so long as players from a lower age group are available to top up the lower ranked team (e.g. players from U11 green would go to U11 red and if needed to cover the U11 green players from U10's would go up to U11 green).
8. If this can not be achieved then top up players for both teams may come from the lower age group. Coaches must consult with each other as soon as they become aware of the shortfall in player numbers.
9. Football Operations must be informed by the Coach/Team Manager of decisions to play younger aged players up age groups. This can be after the event.
10. At all times the club, coaches and its representatives must abide by NFL bi-laws in relation to top up and rotation of players.

11. Where players who have already played in another game for the round top up:

- The top up player must not have more playing time than any non top up player.
- The top up player must not start the game on the field in place of any non top up player.

4 Position Selection

4.1 Values

The values behind the policies of selecting a team into positions for a game are as follows:

1. Each player is to have an equal chance of meeting their own personal expectations from each game of football they participate in.
2. Each player is to be given the opportunity to experience and learn the different positions of the game.

4.2 Policies

The policies of the EJFC in relation to position selection for each game are as follows:

1. All players are to play as close to three quarters per game.
2. The same player(s) must not to start on the interchange bench each week. This must be equally shared.
3. For U9-11, during the course of the home and away season each player must be rotated equally through the Forwards, Backs, On Ball and interchange and the various positions within those lines.
4. For U12-14, during the course of the home and away season each player must be rotated through the various areas on the ground (Forwards, Backs & On Ball), where they are spending no more than $\frac{2}{3}$ of the season in the one area of the ground.
5. For U12-14, during the course of the home and away season each player must not spend more than $\frac{1}{2}$ of their playing time in the positions of either or both the forward or back pockets.
6. For U15-17, player rotations are up to the discretion of the Coach (notwithstanding the interchange policies).

5 Captain Selection

1. For U9-14 the captain(s) must be rotated each week. The Coach may choose specific team leaders for finals games.
2. For 15-17 the captain(s) and/or leadership groups may be selected at the Coaches discretion.

6 Finals

1. Every player participating in a finals game must play a minimum of half the game.
2. All eligible players from the age group must be selected, regardless of if they were a permanent member of a lower ranked team within the same age group for the season.
3. Where there are 24 or more players in an age group who are available to play and players from a lower age group are eligible to play, those players from the lower age groups cannot be selected³.

³ Except where the player has played more games in the high age group for the season

4. Where there are less than 24 players in an age group who are available to play and players from a lower age group are eligible to play, those players from the lower age groups may be selected where permitted by Football Operations and the number of players selected does not exceed 24.

7 Player Conduct

1. The Coach will not tolerate any of the following from his players:
 - Abuse or disrespect towards an umpire.
 - Bad sportsmanship towards the opposition before, during or after games.
 - Bumping or wrestling opposition players more than 40 meters from the ball.
 - Racial vilification, abusive language or bullying aimed at team mates, opposition players or spectators.
 - Violent behaviour towards team mates or opposition players (not within the spirit of the game).
2. Where the Coach views or is made aware of unacceptable player behaviour, the Coach must address the issue immediately with an appropriate response. In the case of serious breaches of player conduct the Coach must instigate the appropriate action in accordance with the policies of the Club.

8 Coaches

1. The Coach is the senior official of the age group to which they are appointed. Where there are two Coaches appointed for the same age group they have equal jurisdiction over the age group and need to work together.
2. Each Coaching appointment is for one season.
3. The same Coach can coach the same group of players for an unlimited number of years.
4. The Coach must attend all Coaching meetings when called by Football Operations.
5. The Coach must welcome and encourage the participation of representative football.

9 Football Operations

1. Football Operations make all Coaching appointments.
2. Football Operations is there to support the Coaches in their role, from development, to resolving issues with players and/or parents, team dynamics, etc.
3. Football Operations is to ensure Coaches adhere to the Coaching policies.

10 Parents

1. Parent inquires/complaints regarding any of the above policies should be, in the first instance directed to and addressed by the child's Coach, and secondly a Football Operations Committee representative.