

East Malvern Junior Football Club

Football Development Policy



Vision

To provide players with an opportunity to engage in football, by providing them with a safe, inclusive, fun and welcoming team environment.

- To develop players football and life skills, such as teamwork, communication and leadership in a holistic sense, to encourage a life-long love of physical activity and participation in community sport.
- To build a supportive community of players, coaches, officials, parents and volunteers, with the aim to bring our community closer together and support local initiatives outside of football.
- To be a leader in inclusion and diversity within the community, offering fair and equitable policies and procedures that encourage and highlight the strengths of each person involved within the club.

Background - Why do we need a framework?

East Malvern Junior Football Club (EMJFC) currently fields 39 teams across 2 competitions (SMJFL & AFL VIC Youth Girls) and has over 850 registered players.

This means that we also have:

- 80+ coaches (head & assistant)
- 40+ team managers
- Over 350 other volunteers on a weekly basis
- Nearly 2000 parents

Celebrating its 34th year anniversary in 2020, EMJFC has grown rapidly since fielding 4 teams in its inaugural year.

With enormous growth and responsibility to many stakeholders, it is imperative that we strive to uphold our mission and values with respect to the way our football is PLAYED, COACHED, SUPPORTED and most importantly, ENJOYED.

The EMJFC football development framework will serve as a tool to support coaches, players, parents and supporters as a reference point to the way we want our football to be played, coached, supported and enjoyed to uphold the mission and values of EMJFC

With the competitive nature of football (like other sports), it can be easy to lose focus on the main reasons why we want our children playing football and other sports, those being

- To maintain physical activity
- To build and maintain friendships
- To understand teamwork and the role of individuals in a team environment

These are skills for life and should not be underestimated. The only way we can make sure these lessons are instilled is to ensure we provide an environment where our players WANT to return every year.

Our primary motivations as a committee, coaches, volunteers and parents should be to:

- Maintain participation rates (I want to come back and play next year)
- Provide an environment and program that fosters learning (I learnt my footy at EMJFC)
- Build and maintain a strong sense of community (our club has a diverse membership mix which our family loves being a part of and benefits from)

We encourage the involvement of parents & continually recruit for current and future roles

We are a community club, not a school-based club so teams will be mixed and not a direct reflection of school cohorts.

Every year, around 20-30 Melbourne metropolitan young footballers are offered an AFL career either through the AFL draft or AFL rookie draft. This would represent around 0.1% of young boys that enter U8/U9 football each year. As at 2020, EMJFC has had 18 junior footballers drafted in the main draft and a handful of players drafted in the AFL rookie draft. This includes both female and male players.

Whilst primarily putting together a framework to govern the majority of young footballers who choose to play for participation, fun and mateship, we must also be able to provide supplementary programs that allow players that want to improve and play at a higher level, the opportunity to do so.

Whilst not having a senior football club to “feed”, we should not ignore our duty to develop our players into those that can:

- Represent their school at the highest level
- Make a transition to U18, AFL, AFLW or senior football ranks at country/suburban/VAFA level.

U8-U10 (7-10), U11-U12 (10-12 yro), U13+ (12-17 yro) covering boys and girls

	U8 – U10 / GIRLS	U11 – U12/GIRLS	U13+
Development Phase	Participation	Participation & Competition	Participation / Competition goes up a notch
Primary Focus	Participation Fun Skill development	Skill development Participation Teamwork Fun Positional flexibility	Understanding of physical development needs Game strategy Skill development Teamwork Positional flexibility Emotional development
Secondary Focus	Teamwork Positional understanding	Game strategy	Participation Fun
How do we support our primary and secondary focus for those that seek this level of involvement?	<p>Coach development and mentoring to ensure delivery of primary focus</p> <p>Club policies and tools to ensure coaches and players build an awareness and understanding of different positions and the importance of teamwork</p> <p>Players to be rotated through the various zones on a regular basis.</p> <p>Players may be left in a zone to enhance learning for no more than 1 whole game.</p> <p>Objectives Expectations Feedback Reflection</p>	<p>Additional programs for those that self- select for extra development</p> <p>Players will be rotated through positions on a regular basis to provide learning opportunities within games for all players.</p> <p>Some graded teams</p> <p>Objectives Expectations Feedback Reflection</p>	<p>Graded teams</p> <p>Additional programs for those that self-select for extra development</p> <p>Players will be rotated through positions on a regular basis to provide learning opportunities within games for all players.</p> <p>Option for those to self- select to play at a less competitive level.</p> <p>Ungraded teams. Teams that are ungraded from u13 and above are required to have large numbers from any school divided up across the respective teams. Maximum of 7 from one school in an ungraded team. Majority of kids are in secondary school and are used to being in teams with kids they don't know that well.</p> <p>Objectives Expectations Feedback Reflection</p>
Coaching Structure	1 x accredited Level 1 coach 1 x assistant coach (min) dev coach opportunity	1 x accredited Level 1 coach 1 x assistant coach (min) dev coach opportunity	1 x accredited Level 1 coach 1 x assistant coach (min) dev coach opportunity

Team Selection Policies

U8 – U10 Mixed and u10 Girls	U11 – U12 Mixed and u12 Girls	U12 Boys / U12 Girls and above
A minimum of 3 local schools to be represented in each team	A minimum of 3 local schools to be represented in each team	Grading u12 Boys A maximum of 24 players will play each week.
Opportunity to play with other children from their school	Opportunity to play with other children from their school	In the event of an age group having difficult numbers, the numbers per team in the age group will be close to as even as possible, players will need to be rostered off on an equitable rotational basis in all teams.
## Refer comments at bottom of this table	## Refer comments at bottom of this table	
**Teams to contain no more than 50% similarity to previous year	**Teams to contain no more than 50% similarity to previous year	U12 Boys (season 2020) is an optional grading year. The SMJFL has recommended that clubs begin grading U12s in 2020.
As children change teams from year to year, the key factor in deciding and help balance change will be the child's original primary school	As children change teams from year to year, the key factor in deciding and help balance change will be the child's original primary school	e.g. In 2020 the club, AGC and coaches agreed to grade two teams and soft grade 3 teams given large numbers.
^^The clubs objective is to allocate players from large feeder schools to be reasonably distributed across age groups as evenly as possible	^^The clubs objective is to allocate players from large feeder schools to be reasonably distributed across age groups as evenly as possible	Grading u12 Girls – the club will be guided by both the League along with coaches and club AGC. Current SMJFL rules (2020) Div1 Girls is not modified rules.
Match day roles to be allocated as part of team selection. e.g. Coach, AC, TM, Trainer.	Match day roles to be allocated as part of team selection. e.g. Coach, AC, TM, Trainer.	U13 and up will be hard graded teams unless coaches and AGC are confronted by matters outside of their control. e.g. Covid 19.
Fill in players to be allocated to current age group as a priority before allocation to older age groups.	Fill in players to be allocated to current age group as a priority before allocation to older age groups	Not all teams in these age groups have to be hard graded however the club would suggest this should occur.

Comments u8s u9s u10s u11s u12's (unless grading involved)

the club selection policy for its junior teams permits a maximum of 8 players in each team from the same primary school (and if practicable no more than a third of the entire team total)"

*** the club reserves the right to have some flexibility around these objectives.*

^^ It is not always possible to achieve an even distribution of a large feeder school across all teams in the age group e.g. A large number of registrations from one school may have to split 7/7/5/5 or 7/6/6/5 across teams

EMJFC may (in exceptional circumstances) allow team coaching/management structure which varies from that outlined in 1-10, but these decisions will only be made in the best interest of the players, and will be confirmed by the committee (with the President, Vice-President, Secretary, and Football department all confirming any alteration)

Variations to any of the above policies must be approved by the EMJFC Football Dept and sub-committee.

Development Focus

	U8 – U10	U11 – U12	U13+
Skill Focus	Kicking Cross Motor Skills Games	Kicking, Teamwork Tackling Decision Making Cross Skills	Kicking, Tackling Decision Making Teamwork Cross Skills
Strategy/ Structure Focus	Positions on ground re modified rules	Structure & Space Positional flexibility	Structure & Space, positional flexibility, defensive structures and offensive press

Team Management Structures

1. All coaches are appointed by the Football Department. Appointments are made transparent to the club committee.
2. All coaches must complete all compliance requirements as stipulated by the League
3. Coaches may only coach for two consecutive years, they must have a season off. They cannot be an assistant coach the following year. Should there not be enough applicants to coach for a certain age group, all applicants including previous coaches will be considered by the football department and club committee
4. A parent as assistant coach for two consecutive years is eligible to apply for a head coaching role
5. From u10 level through to u13 level it is strongly recommend by the club that the coach and assistant will represent different feeder schools along with the team manager. Why? We ask the kids to be changed across teams by 50% year to year within reason. Evidence has shown that when team management structures change families tend to be more at ease and there is a greater community spirit developed at the club.
6. Prior to any team management appointments from u10 though to u13s, the age group coordinator must show strong intentions to change team management structures year to year. In doing so the AGC must carefully consider trainer roles and any age group grading.
7. Age Group Coordinator (AGC) oversee and sign off on all teams. Where grading is involved for any age group, all coaching staff and the AGC need to meet and agree on graded teams. A proper process needs to be undertaken when selecting teams. Once the teams have been agreed by the AGC & Coaches, all teams are then submitted to the Football Department for sign off.
8. Once the Football Department has signed off, the AGC may proceed to communicate teams and team management structures to the families in the age group. Team Management structure includes coach, assistant coach, team manager and trainer.
9. Any dispute regarding teams prior to release should be escalated to the Football Department and can also be escalated to the Club Committee if necessary.
10. Parents that have complaints about teams should initially address concerns with the AGC. If unresolved these complaints can be taken to the Football Department, President, Secretary and Vice President