



Player Recruitment and Retention Policy, Auskick and Junior Football

1. Overview

It is the policy of the Killarney Vale AFC Inc. ("the Club") to encourage participation and enjoyment for all participants and it is the policy of the Club to accept all registrations, and any enquiry regarding registration will be met with an acceptance by the Club to the extent that there is always room for more players.

2. Teams

2.1 It is the policy of the Club to field teams in every age group of competition and non-competition offered by the League in which we participate.

2.2 In the event that the Clubs recruitment and retention policy of unlimited participation attracts numerous players in a single age group such that the registration number exceeds in the first instance, the match number for a team in that age group and further that number of registrations exceeds double the match number, then the Club will nominate and field additional teams in that age group. It is at the discretion of the Operations Manager Junior Football if two teams may be appropriate, each with less than the match number at the time of team nominations.

There is no discretion however if the numbers reach double the match number or triple the match number in which case two or three teams will be nominated. Eg Under 11's boys the match number is 15 and the Club achieves 30 registrations in that age group then the Club will automatically nominate two teams each with 15 players. The Club leading up to, and during the season may build on those registrations.

2.3 Where the Club fields more than one team in an age group, teams will be selected so that all teams are as even as possible. The following considerations will be taken into account when determining the make-up of each team:

- Age of Players
- Individual Player Strengths
- Existing Friendships
- Schools Attended
- Team Balance

Consideration shall also be given to other family members who may be players, coaches or officials.

- 2.4 There may also be exceptional circumstances that see a parent of a player seek to have their child play in an older age group permanently eg. if that player has sibling in older age group and for travel transportation convenience. Consideration and approval may be given for players to play out of their age group in special circumstances and upon application by the parent to the Operations Manager Junior Football.
- 2.5 The selection of the squads will be undertaken by a committee of three persons as appointed by the Club's Executive.
- 2.6 In the event that the Club is in a position to enter two teams in one age group in competition the onus will be on the Club and team officials to observe any rules of the league in which we participate, governing the participation of two teams by one Club in available competitions.
- 2.7 AFL HCC – Rule 6.5 – Number of Players – Under Age Competition

Age Group	Minimum Players of Field	Team Nomination No	Match Numbers	Maximum Players on Field	Maximum Players on Team Sheet	Maximum Registrations Per Team
U9	6	7	12	12	15	15
U11	9	10	14	14	18	21
U13	12	13	16	18	24	24
U15/17	12	13	16	18	24	24
Youth Girls U10	6	7	12	12	15	15
Youth Girls U11/U12	8	9	12	12	17	17
Youth Girls U13/U14/U15	9	10	15	16	22	22
Youth Girls U16/U17	12	13	15	16	22	22

3. Age Groups

- 3.1 It is the policy of the Club that all players that register will be registered in the players age group and no player will be registered with the intention of playing in an age group that is not relevant to the players age in the current season subject to Clause 2.4.
- 3.2 If a need arises for players to play up an age group, once their commitment to their relevant younger age group is complete, then that can be accommodated, however there will be no circumstance where that will occur if a player in the older age group of the appropriate age for that age group will be displaced.

4. Retention & Recruitment

- 4.1 November of the year preceding the upcoming season, mail out to all players registered with the Club for preceding 2 years.
- 4.2 Club to hold Junior registration day in February of upcoming season year, ideally two weeks after the commencement of first term School.
- 4.3 The Club will follow up by phone call players registered in the previous year that have not yet registered for the current year.
- 4.4 Club to place advertising in local school news letters and in social media advertising the registration day and other available registration options.
- 4.5 At no point will the Club refuse a registration for the reason it has too many players for one team or a "team is full". Under no circumstances will an enquiry for individual registration with the Club be directed to another competing Club.

5. Coaching Appointments

- 5.1 The Clubs coaching appointment process encourages the rotation of coaches through a 2/3 year cycle.
- The rationale being:
- kids benefit from a number of coaches through the course of their junior career, getting a diversity of learning experiences and multiple mentors.
 - tap more of the parental resources within the club, helping us to identify interested parties, making more positions available and participation more accessible.
 - in time develop a pool of experience, with former coaches and aspiring coaches adding to the team support.

Appointment process

- 5.2 At the end of each season we call for expressions of interest in all coaching & assistant coaching positions.
- 5.3 Where more than one person is interested in a head coaching position we will discuss alternatives with the applicants. If required, a three person selection panel (comprising club president, football manager and coaching mentor) will make an appointment, with following considerations:
- Incumbent coach nominating for a second season receives favourable bias to capitalise on their experience and reward their effort.
 - No bias for third season. If a coach is appointed for a third season there is an expectation they will aim to identify and groom a potential successor during that season.
 - Bias towards a new coach if incumbent nominating for a fourth season. Time given in assistant coaching role viewed favourably in selection process.
- 5.4 Aspiring and retiring coaches are encouraged to take on support roles whenever possible, building a core of experience and expertise around our teams.

6. Participation/Rotation

- 6.1 With all junior teams, all players must evenly be rotated for all games that season such that each player will be given equal game time on the field. Special treatment cannot be shown to individual players due to their skill set or relationship to the coach/manager.
- 6.2 The rotation schedule is to be planned before the season starts, approved by the junior operations manager and checked against team sheets each week.
- 6.3 If players from a younger age group, after completing their commitment to their age team, are required in an older age group game, for team balance i.e. to reach maximum numbers, A player from a younger age group will not commence the game on the field at the expense of older age player commencing on the bench.

6.4 *Summary*

- Kids enjoy playing multiple positions. It maintains their interest and level of stimulation.
- Regular positional changes improve our player's and our team's adaptability and versatility. Everyone benefits.
- Equitable rotations and playing time is critical for the long-term strength of each age group, with healthy retention rates strongly correlated to equality of opportunity.
- These guidelines are minimum standards that must be upheld to ensure optimal development of every player, team and age group.

6.5 Coaches who fail to implement this rotation policy will be sanctioned.

7. Finals Selection

7.1 If a team makes finals, that has over the maximum number permitted to play, the team selected for the finals will be based availability, commitment to, and attendance at games and at scheduled training sessions and be financial.

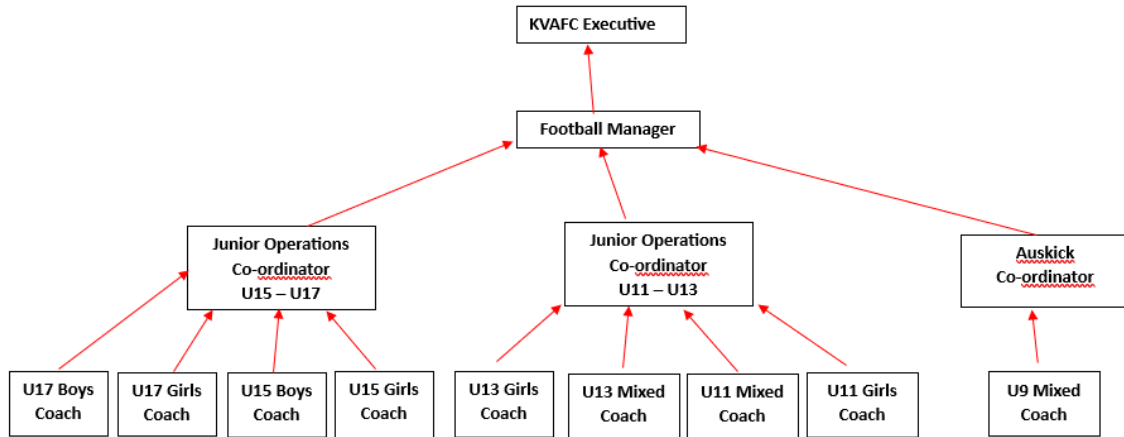
7.2 All team coaches will be required to keep a record of attendance and communicate the policy to the players. A player who attends every training session and game and who is financial will be selected over a player who does not regardless of skill level and relationship to the coach/manager or other Club official.

7.3 Where this leads to an extended interchange bench, the minimum playing time is relaxed. In elimination finals it is recognised that winning provides further playing opportunities for all players. Accordingly, in finals matches coaches have discretion to manage interchange as the competitive situation dictates, provided all players receive a minimum of half a game playing time.

7.4 Where the issue of minimal playing time is likely to arise coaches are required to inform players and parents in advance, so that player expectations are met on match day.

8. Junior Organisation Chart

KILLARNEY VALE JUNIOR ORG CHART



Killarney Vale AFC Inc

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