

Warrandyte Junior Football Club

“It’s all about the Kids”

Statement of Purpose and Values

“It’s all about the kids” – This simple catch cry summarizes why the Warrandyte Junior Football club exists.

We aim to provide an opportunity for the youth of our area to participate in Australian Rules Football and enhance their health and well-being through organized sport. The Club, will at all times, endeavour to provide for the health, welfare and well being of its players, supporters and spectators.

This aim will be achieved by promoting and developing the following values and objectives:

- A sense of social and community values.
- An environment to nurture the physical and mental development of our youth.
- Respect for officials, opposition players and supporters.
- The virtues of fair and disciplined play.
- Equal opportunities for everyone.

They will be realised by providing as far as reasonable:

- Competent coaches and assistants supported by the club with the provision of appropriate coaching resources and strategies.
- Adequate facilities, amenities and equipment.
- Clear, documented policies, procedures and codes of conduct.
- Social functions encouraging family participation.
- Regular communication and consultation with players and parents.
- Active leadership and management of the Club.

All players, Coaches and Officials, parents, supporters and Committee members have a responsibility at all times when representing the Warrandyte Junior Football Club to conduct themselves in an appropriate manner consistent with these values and respective Codes of Conduct.

Players, especially, have a responsibility to earn their opportunities by their conduct and commitment to embracing the club and its values.

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Coaching Philosophy

Every effort must be made to ensure that all players have equal opportunity to develop and enjoy their football. We recognize that the maintenance of equity has a profound effect on players self esteem, skill development, fitness and understanding of the game. We also acknowledge however, that as players move through the age groups, the implementation of equity may vary slightly.

Coaches must ensure that they avoid prioritizing winning over maximizing participation, enjoyment and improvement for all players regardless of ability. All coaches are to ensure that every player is recognized as being an equal member of the team with a valuable contribution to make. We also recognize that goals are best achieved by working as a team and by fostering team harmony at all times.

Skill development of all players is a major focus of our club. Each year we will appoint both a Skills Development Coordinator and a Coaching Coordinator. These two roles will provide additional resources and assist coaches to achieve a greater level of player development. Parental involvement at training is also to be actively encouraged.

We seek to create an environment where we encourage players to perform to the best of their ability and take pride in their performance - regardless of the scoreboard. The aim of each team should be to ‘be the best team they can be’ not just to ‘be the best team’

In addition to these general principles, the following specific policies will apply:

Age Group’s U/12 & below

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 well-being. Coaching strategies are to revolve around game plans which enhance the development of all players so that the team does not become overly reliant on too few as this is not sustainable in later years. Skills must be taught that are appropriate to the age of the kids so that a gradual progression is achieved. It is accepted that mistakes will be made while the kids are learning and that this is a natural and in fact, desirable part of the process which they should be taught to learn from.

- Every effort should be made to ensure that all players have the opportunity to play as much football as possible and hence foster a sense of belonging.
- All players are to be given the opportunity to be involved in the game while on the field hence providing real participation as opposed to token participation. Those with more ability should be encouraged to help bring others into the game. This not only teaches the more advanced players to be team orientated hence entrenching good habits which will hold them in good stead for the future, but it also increases the confidence and involvement of the others in the team.
- Players are to be given the opportunity to play in a variety of positions throughout the season.

Age Group's U/13 through to U/17

This is a very important and challenging time for young athletes. It is crucial that coaches lead by example and show leadership rather than authority. Whilst a greater emphasis is placed upon individual and team performances; player skill development, personal development, player retention and positional rotations are still the major focus. Coaching methods are to be appropriate to the players age, skill level and relevant to the level of competition being played.

As part of this development focus

- The Club aspires to provide players the opportunity to play in the highest level possible within the league.
- The Club aspires to provide as many players as possible the opportunity to make representative and TAC development squads and prepare them adequately for any added demands
- **As well as trying to make the players better footballers, it is equally important that we aim to make them better people. Coaches must strive to be positive role models and mentors.**

Game Time

Yes it's all about the kids – and WJFC remains committed to developing all our players which is why we have a policy of giving all players plenty of good quality game time. We also recognize that as players get older, games tend to be more competitive and physically demanding. These minimum game times are to be read in conjunction with the overall philosophy of the club where we strive for maximum game time for all players. For example, it is the club's expectation that the less advanced players are not just given the minimum game time each week. For 2008 these game time rules will apply:-

Under 10s – Under 13s		Under 14s - Colts
Main season	Minimum ¾ per game	Minimum 2/4 per game
Finals including Grand Final	Minimum 2/4	Minimum 2/4

Game time is not a right however – it is earned through commitment to training, respect for the coaching team and punctuality on game days.

Where a team has more than 24 players YJFL rules require that some players are rostered off on match day. WJFC is committed to the even rostering of players – all players will be subject to rostering when it has to happen. We will ensure that less experienced players are not rostered off more than the experienced players. If possible, coaches and/or team managers should give parents the opportunity to advise, in advance, any times of unavailability to enable these games missed to be counted as games rostered off

Finals - In finals, there is no limit to the number of players permitted to play. Our philosophy is to provide all players the opportunity to play finals where possible. Where a team makes the grand final, all available players on the list are to play.

We will also ensure that where we are running a bench all players will be rotated through the bench – this gives players an opportunity to observe the game, reflect, and make maximum use of the time they are on the ground – it will also help more able players to prepare for demands of football at the next level – Interleague and TAC.

If you as a parent have concerns about the application of these rules we ask you to speak to the coach in the first instance – but please do not do this on game day when tension and pressure are often high – wait until the next day at least and discuss the matter calmly. If you are not satisfied with the result talk to one of the football operations staff.

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Coaching Selection Policy

- All coaching positions will be appointed at the discretion of the management committee.
- An advertisement for Expressions of interest will be placed in the Junior Bloods Diary, on the website and in the Warrandyte Diary at the end of each season.
- The executive will have the discretion to seek additional candidates by whatever means they see fit including wider advertising in local papers etc...
- A selection committee will be appointed by the management committee to interview all candidates and make recommendations to the management committee for ratification. All applicants will be subject to an interview regardless of whether they are the only applicant. As part of this process, it is a requirement that all applicants sign an agreement which commits them to follow the clubs policies, procedures and philosophies.
- It is expected that all coaches appoint an assistant coach(s) who will be subject to the same interview process. The club encourages the appointment of more than one assistant coach. Wherever possible, the coach and assistant coach(s) will be interviewed at the same time. Where a coach doesn’t appoint an assistant, the club will make this appointment.
- Football Victoria’s ‘Coach Interview Sheets’ will be used as the basis for the format and evaluation of coaching interviews to assist in the selection of coaches.
- All appointments are to be made in writing
- Wherever possible, all appointments will be made prior to Registration day.
- As a general policy, wherever possible, no coach shall coach the same group of players for more than 3 seasons.

It is a requirement of the league that all coaches must attain level 1 Football coaching accreditation. The Club will sponsor all coaches to receive these qualifications. Part of the level 1 accreditation process is the requirement to pass a police check.

The club will also encourage any coach to obtain their level 2 accreditation where it is deemed appropriate.

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Coaching Selection Criteria

Each candidate should:-

Preferably have had some sort of experience either coaching or leading a group of children and should either have or be willing to obtain the minimum requirement of Level 1 football coaching.

Have a demonstrated ability to be able to develop player’s skills, knowledge and attitudes and be able to lead by example by modeling the types of behaviour and qualities we espouse.

Be able to uphold the principles of teamwork, respect and fair play and make playing and training an enjoyable experience and treat these more importantly than just winning.

Demonstrate the desire to treat each player equally and fairly and maintain a positive attitude with the team at all times whilst acknowledging that all players are unique and have their particular strengths and weaknesses which need to be addressed.

Be able to positively support and encourage players for their efforts thereby helping to build the self esteem of all players.

Be able to communicate effectively with both players and parents.

Be responsible and able to understand and enforce sound, sensible risk management.

Be of even temperament and able to uphold the high standards of the club by displaying control, respect and professionalism at all times and to all people including the opposition players, officials and spectators and all match officials.

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Coaches Code of Conduct

- I will respect the rights, dignity and worth of all individuals within the context of my involvement in Australian Football, including refraining from any discriminatory practices on the basis of race, religion, ethnic background, or special ability/disability.
- I will abide by and teach the AFL Laws of the Game and abide by the policies, procedures and philosophies of the WJFC as well as the rules and policies of the YJFL. I will at all times reinforce WJFC expectations regarding appropriate behaviour and language of players and spectators.
- I will be reasonable in the demands I make on the time commitments of the players in my care, having due consideration for their health and well-being.
- I will refrain from any form of personal abuse or unnecessary physical contact with the players in my care.
- I will have due consideration for varying maturity and ability levels of my players when designing practice schedules, practice activities and involvement in competition.
- I will avoid overplaying the talented players aiming to maximise participation and enjoyment for all players regardless of ability.
- I will stress and monitor safety always. In recognizing the significance of injury and sickness, I will seek and follow the physician’s advice concerning the return of injured or ill players to training.
- I will endeavour to keep informed regarding sound principles of coaching and skill development and of factors relating to the welfare of my players.
- I will at all times display and teach appropriate sporting behaviour, ensuring that players understand and practise fair play. I will endeavour at all times to ensure an acceptable atmosphere is maintained after each game by shaking hands with the opposition coach and encouraging players to do the same with their opponents. **I will make sure we are humble in victory and gracious in defeat.**
- I will display and foster respect for umpires, opponents, coaches, administrators, other officials, parents and spectators. This includes acknowledging that sometimes the opposition was just too good on the day and that no losses are blamed on poor umpiring.
- I will ensure that players are involved in a positive environment where skill learning and development are priorities that are not overshadowed by a desire to win.

I _____ hereby commit, to the best of my ability, to uphold the above ‘codes of conduct’ whilst coaching at the Warrandyte Junior Football Club

Signed _____ Date _____