



Youth Player Development Policy

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Approved by:

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Policy review date:

1.0 Introduction

- 1.1 This policy outlines the clubs ambition for supporting the development of youth players at all age groups.
- 1.2 Hutton FC are extremely active in promoting individual development with many of our coaches of the younger age groups being our young adult members from our older youth and adult teams who, supported by the club, are encouraged to take their FA coaching badges, some even having gone on to careers in coaching.
- 1.3 In partnership with the FA the club has run Young Leaders courses for children between 12 and 16 years as the first steps in creating our future volunteers and our older team managers and coaches are all encouraged to progress their coaching skills beyond the Level 1 badge all coaches must have at the club

2.0 Purpose of policy

- 2.1 This policy is to support the development of young players at the club and make sure they are playing their football according to ability.
- 2.2 This policy provides guidance to managers and parents in the event of a team disbanding at youth level age groups.
- 2.3 This policy gives clear guidance on how club expects the following matters to be dealt with:
 - Youth team(s) disbanding (folding)
 - Review of player development
 - Coaches/Managers responsibilities

3.0 Review of player development

- 3.1 The club understands that our coaches are all volunteers and without these individuals, we would not operate and provide the fantastic platform we do that supports so many young people and their footballing development.
- 3.2 It is important that young players are developed and challenged by playing their football in a team that best supports their ability levels. Whilst we know that players constantly develop, often some more quickly than others, it is important that coaches/managers support this process and enable young players to develop.
- 3.3 Coaches/managers should regularly review the development of their players during training sessions and games. We know its hard developing players and then realising that one or two of them are progressing more than the rest of the team.
- 3.4 Our role is to nurture the development of players; where coaches/managers notice that a player(s) has developed to a level beyond the rest of the team or where a player has fallen behind on their development we encourage the following :
 - Inform the club that you have noticed that an individual(s) either has progressed beyond or have fallen behind the rest of the team. These discussions should start initially with the appointed youth secretary for the appropriate age group.
 - The club will open discussions with coaches/managers of teams in the same age group to see if the player can be moved to the appropriate team according to their ability level.
 - Once the club have established the options, they will facilitate discussions between the managers/teams involved and parents to find a suitable solution.
 - Where a suitable solution cannot be agreed – the club will have the final decision on all matters.
 - When a decision has been reached the club and or the coach/manager will communicate with the parents/guardians of the player(s)

4.0 Team(s) disbanding (folding)

- 4.1 Unfortunately, where all other routes have been exhausted some of our teams disband (fold). This can be for varying reasons.

The club are committed to supporting coaches/managers where issues have been raised and will provide support to avoid a team disbanding (folding). This can include support with coaching, recruitment of players or exploring alternative options, such as finding another parent or volunteer to take on the team.

The disbanding of a team should be considered as a last resort and only once all other support mechanisms provided by the club have been explored.

Where the disbanding of a team becomes inevitable the below process should be adhered to:

- Coach/manager informs the club of their intentions and provides information on ability of players within the team.

- The club will liaise with the parents/guardians directly and confirm any interim arrangements (the club will lead on the communication). This for example can be for the players to train with an alternative team until the club has explored all options.
- The club will open dialogue with all managers at the appropriate age group to see whether teams need additional players or are able to take on players to continue to provide them with a platform that supports their continuing development.
- Players will be offered to other teams at the same age group – this will be done on ability first, followed by a team need basis e.g. players with a higher levels ability will be offered to the teams at the higher level ability first - consideration is given to recruitment based on having the right numbers within a squad.
- Parents will be informed where the club have provisionally found their child a space and they will be invited to attend a training session with the new team. The club will provide the parents with the contact details of the coach/manager of the team selected.
- The coach/manager will need to inform the club whether the player is at the right level and confirm if the player will be moving to their team. This needs to be done in conjunction and with agreement of the player's parents and club secretary.

5.0 Responsibilities of coaches

A coach is in a privileged position. The nature of the role means they can have significant influence over children and young people and develop relationships of trust with children and their parents/carers. It is therefore important that coaches understand their responsibilities:

- To review the progress of the players within your team on a bi-monthly basis.
- Establish open and transparent communication channels with managers/coaches of teams within the same age group.
- Regularly attend club meetings – including AGM's and age group meetings.
- Retain and hold the required qualifications – FA level 1 coaching qualification and valid FA DBS.
- Maintain and uphold the clubs code of conduct for coaches and parents. This includes the high standards of behaviour both on and off the field.
- Coaches must respect the rights, dignity and worth of each person and treat each equally within the context of the sport.
- Coaches must place the well-being and safety of each player above all other considerations, including the development of performance.
- Coaches must adhere to all guidelines laid down by governing bodies.
- Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.
- Coaches must not exert undue influence to obtain personal benefit or reward.
- Coaches must encourage and guide players to accept responsibility for their own behaviour and performance.
- Coaches must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players.

- Coaches should, at the outset, clarify with the players (and, where appropriate, parent) exactly what is expected of them and also what they are entitled to expect from their coach.
- Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player.
- Coaches must always promote the positive aspects of the sport (e.g. fair play) and never condone violations of the Laws of the Game, behaviour contrary to the spirit of the Laws of the Game or relevant rules and regulations or the use of prohibited substances or techniques.
- Coaches must consistently display high standards of behaviour and appearance.
- Coaches must not use or tolerate inappropriate language.

1 - player transfers involving any Hutton teams need to be sanctioned by the relevant section secretary.

The rationale behind this was to avoid any transfers which may be agreed without the knowledge of the player's current manager, Any potential movement of players should be with the full knowledge of the current manager, or if that is difficult with a neutral member of the committee, ideally the section secretary. This includes playground transfer arrangements!

We all know that as boys get older they are sometimes want to play with friends or compete at a different level within the club if they are the right standard. That's all fine if it is conducted properly. We all also know that it is common for players to move between clubs for the same reason. The moves between clubs often happen with no prior notice or dialogue. What we're saying here is that within the club there should be proper dialogue between all parties before a transfer is agreed which is not always the case.