



**HAMPTON ROVERS**  
**AMATEUR FOOTBALL CLUB**

*A Community Club for all the family*

**PLAYER DEVELOPMENT MODEL**  
**For 2016**

and

**COACHING DEVELOPMENT MODEL**  
**For 2016**



[www.hamptonrovers.com.au](http://www.hamptonrovers.com.au)

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## POLICY AND PHILOSOPHY

- Hampton Rovers Football Club will endeavour to provide all players with a safe and caring environment.
- Our primary aim is to ensure each child achieves their maximum football development and enjoyment at both training and on match day.
- Each age group has varied needs in terms of their football development.
- Hampton Rovers fields teams from Under 8 through to Under 17 and we compete in the SMJFL.
- Due to the spread of ages in the club, our selection policies and training will be different for each age group.
- We are currently reviewing the existing club policies and plan on incorporating a Player Development Model and Coaching Development Model for season 2016.

### PLAYER DEVELOPMENT MODEL 2016

Aim: To provide the opportunity for participants to develop their football skills appropriate to their age and stage of development.

The Model for 2016 will have the following elements:

- Team Grading
- Team Selection Process
- Capping 2016 Onwards
- Skill Development
- Selection Panel
- Team Training
- Restrictions on Player Movement
- Player Positional Rotation Policy
- Time on Ground
- Playing up an Age Group
- Expectations of Players
- Communication

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## TEAM GRADING

The objective is to ensure that all teams that represent the Hampton Rovers are competitive and are in the division or grade appropriate for the ability of the players in the team.

We propose that the attributes of the whole age group are considered when teams are placed in divisions or grades:

- The Hampton Rovers Junior Committee understands the spread of ability across age groups and while a small group may be capable of playing a higher grade our preference is for their team to play in a grade appropriate to their team – this is to avoid the team being beaten every week and the club losing players;
- The club will endeavour to nominate as many children as possible to the relevant Interleague and Sandringham Dragons squads to provide those children that could play at a higher level the opportunity to play at a higher level; and
- Where this approach is inconsistent with the views of a family and their preference is for their child to play in a higher division, the club will work with the family to find an alternative club that will meet the needs of their child.

We propose that the division or grade an age group will play in will be determined by a Selection Panel for the relevant age group including the coach(s) of the team(s) in the age group, the Junior President, the Head of Football and the Coaching Co-ordinator.

## TEAM SELECTION PROCESS

When we refer to Grading, we are not referring to giving a child a grade for their football ability, ie a, b or c, rather we are referring to the team grade or division in which they play. Grading of players to some number or letter scale is not part of the Proposed Player Development Model. We will assess each player's stage of football development to determine which grade or division they are best suited to play in, so they can maximize their enjoyment, participation and continue to develop their football and life skills.

### AGE GROUP

#### U8 – U10

Club encourages players to make new friends and to this end will endeavour to ensure an appropriate mixing of friendship groups. These teams will not be graded. Players will not be chosen on ability. Due to the typically high intake in these age groups players may need to be re-allocated in the second or subsequent year in these age groups. Accordingly, team composition may change from year to year in order to accommodate new players.

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## U11 – U17

Players in these age groups will be subject to Grading where two or more teams exist. We propose that the team selection process for these age groups will include the following elements:

- Skill development process involves assessing each player's stage of development (shown in the table below). Process is very subjective with no formal assessment process used when assessing individuals;
- Coach's input and assessment of the players previous seasons performance;
- Training sessions for the particular age group will be conducted where a selection panel will observe and assess players;
- Performance in practice/inter club matches;
- Other criteria may be used as required and at the discretion of the relevant Selection Panel;
- Players may choose to play in a lower division or grade subject to a discussion with the relevant Selection Panel for the age group;
- Preliminary Teams to be selected prior to the 1st Practice Match;
- Final Teams to be selected prior to Round 1; and
- Player movement will be encouraged throughout the season as noted below.

## CAPPING 2016 ONWARDS

Registration numbers for season 2016 and onwards, will be capped at 26 players for 1 team, and 50 players for 2 teams.

The reason behind the implementation of number caps is to maximise player enjoyment with a focus on developing the AFL skills of all Hampton Rovers players.

Capping numbers ensures that we don't have excess players in one age group like previous seasons. Teams of 26 players ensures we are covered for injury, school and personal holidays throughout the season. We acknowledge that this system doesn't eliminate rostering off players or borrowing players from other age groups, however it does prevent the problem of over registration in one age group.

Current registered players are given the option to register for the following year before taking any new player registrations or transfers.

Hampton Rovers' aim as a club is to create a positive and safe environment for participation and enjoyment with a focus on improving all registered players AFL skills. Capping numbers is to maximise this outcome.



## SKILL DEVELOPMENT

We intend to focus on developing the skills of players across the following areas:

AFL Skills (1) Ball in hand	AFL Skills (2) Ball out of hand	Training and game day factors
Knowledge of results and performance (KR & KP)	Game sense and knowledge	Position (individual)
Kicking - technique	Positional roles of players* - example role of a defender	Team structure (balance)
Handballing	Tackling*	Commitment to training
Marking - overhead and chest marking	Defensive pressure	
Ball winning ability	Ability within a contest	

\* not applicable for certain age groups

The club will provide an open training session focused only on skills development for all players each week from the two weeks prior to the season and until after Round 5 of the season, thereafter the additional session will be once a fortnight.

## SELECTION PANEL

### U8 – U17

We propose the Selection Panel for each age group consist of the following:

- Head of Football;
- Coaching Co-ordinator;
- Junior president; and
- Team Coach(s) for the relevant age group.

No player movement will take place unless the relevant Selection Panel for the age group has given its approval.

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## TEAM TRAINING

Junior team sport is centred on participation, enjoyment, interaction with existing friends and the hope of creating new friends along the way. For this reason, we propose that all teams in a relevant age group train together for the whole year. This is intended to:

- Strengthen friendships among players in the same age group;
- Limit social separation between two teams in the same age groups;
- Increase the effectiveness of coaching;
- Decrease player coach/helper ratios; and
- Reduce poor player behaviour at training.

We suggest that junior teams in the same age group mirror the training set up of the Hampton Rovers' seniors. The seniors train together as a whole group on Thursday night for an hour, and then separate into the seniors and reserves players for the last 20-30 minutes. In this time each team has the opportunity to work on team specific elements that might not necessarily apply to both teams, i.e. kick in set up, or a Back and Forward match up drill, etc.

## RESTRICTIONS ON PLAYER MOVEMENT

The following Player Movement By-Laws have been written by the SMJFL. These have just been updated and can be found on the website:

[http://smjfl.com.au/wp-content/uploads/2015/07/2016\\_SMJFL\\_By-Laws\\_Current.pdf](http://smjfl.com.au/wp-content/uploads/2015/07/2016_SMJFL_By-Laws_Current.pdf)

Head to Appendix 5 for all the information.

### **Player Movement & Finals Qualification Policy**

#### **Under 8 to Under 10**

- Free player movement across teams within the same age group shall be permitted throughout the season.
- A player may only play in one game per round in a particular age group;
- For the purpose of the Lightning Carnival, a player shall only be permitted to play in the team in which they played the majority of games throughout the season;

#### **Under 11 and up**

- Free player movement across teams within the same age group shall be permitted throughout the season;
  - i) Once a player has played a total of six matches in any higher ranked competitions they are unable to play in a lower ranked competition for the remainder of the season.
  - ii) When a higher ranked team has a bye, no player who has played in that team in the previous round will be permitted to play in a lower ranked competition unless that player has played more games in the lower ranked competition.
  - iii) Subject to these By-Laws, a player may only play in one game per round in a particular age group and may play in no more than two games per round.

#### **To qualify for finals in a particular team a player must:**

- i) Play in at least four home and away matches with that particular team; and
- ii) Satisfy clause 2.2. of this policy (above).  
A player may only play in one finals match per round.  
A player is ineligible for a particular team once they play a finals match in a higher ranked team.

For the purposes of this player movement policy, competitions/teams are ranked as per the list on page 12.

Once a player plays in a higher rank team, they are ineligible to play in any lower rank team.

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## 2016 SMJFL Team Rankings

Mixed/Boys Age	Division	Ranking
U17	Div 1	1
U17	Div 2	2
U17	Div 3	5
U17	Div 4	6
U16	Div 1	3
U16	Div 2	4
U16	Div 3	9
U16	Div 4	10
U15	Div 1	7
U15	Div 2	8
U15	Div 3	13
U15	Div 4	14
U15	Div 5	15
U14	Div 1	11
U14	Div 2	12
U14	Div 3	18
U14	Div 4	19
U14	Div 5	20
U13	Div 1	16
U13	Div 2	17
U13	Div 3	22
U13	Div 4	23
U13	Div 5	25
U12	Div 1	21
U12	Div 2	24
U12	Div 3	26
U12	Div 4	28
U12	Div 5	29
U12	Div 6	30
U11	Div 1	27
U11	Div 2	31
U11	Div 3	32
U11	Div 4	33
U11	Div 5	34

### PLAYER POSITIONAL ROTATION POLICY

We propose that the policy of the club be that children spend equal time over the season in the backline, the midfield, the forward line and the bench up to Under 13s.

- The coach may choose to move players each quarter of a game or achieve equal time over the course of a season.
- It is expected that the coach will maintain necessary records to show that each child has moved through the four areas over the season.

We consider it appropriate from Under 13s and up to limit the movement of children through positions, however it is important for player development that they do not get negatively or positively allocated in one position due to their ability or physical attributes.

- As part of the Skills Development process a player must play in multiple positions over the course of the year.
- It is expected that the coach will maintain necessary records to show that each child has moved through multiple positions over the season.

We consider it appropriate from Under 11s and up that no child spends an entire quarter on the bench, so this needs to be considered with the points above.

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## TIME ON GROUND

We propose the following:

### **U8 – U17**

In order that all players have the appropriate opportunity to actively participate and enjoy their participation in Australian Rules football at our club, we believe each player should have  $\frac{3}{4}$  of the game time on the ground every week. Where additional time is available it will be equally shared among all players on a weekly basis. As noted above we believe no child should spend an entire quarter on the bench.

It is expected that the coach will maintain necessary records to show that each child has had an appropriate amount of game time over the season.

## PLAYING UP AN AGE GROUP

We propose the following:

- Players may be required to play in an older age group because of a lack of players in the older age group;
- This opportunity must be offered to all players in the team being asked to supply players;
- Should players play in an older age group, the Team Manager from the older age group must inform the Head of Football as soon after the game as practical via email; and
- No player can play in an older age group, by choice, without the approval of the Selection Panel for both the child's age group and the older age group.



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## EXPECTATION OF PLAYERS

We propose the following:

- All players and parents are expected to adhere to all Hampton Rovers and SMJFL policies and rules;
- Players are expected to show respect to their coaches, their team mates, their opponents and the umpires; and
- The club will enforce appropriate sanctions on players that behave inappropriately during training or at games.

## COMMUNICATION

The club will focus on ensuring there is a high level of communication between the Hampton Rovers Junior Committee, coaches, players and parents.

Players and parents will be formally advised of which team the child has been selected in. If a player or parent has any questions regarding team selection they can discuss the issue with the Head of Football.

Ongoing communication will take place in the following way:

- Whole Coaches Meetings – prior to round 1, then spread throughout the year. Suggested rounds 1,3,6,9,12;
- Parent and player surveys prior to the year and throughout;
- Coach(s) of teams and Head of football to communicate regularly; and
- Members of the Selection Panel for the relevant age groups will endeavour to attend training sessions and matches throughout the year.

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# COACHING DEVELOPMENT MODEL FOR 2016

## COACHING AT ROVERS

We believe that:

- When a person puts up their hand to coach they are taking on a significant responsibility; and
- The coaching experience needs to be enjoyable for the coach and the children.

## THE NON-NEGOTIABLES

We propose the following:

- The Coach must have necessary accreditation and “Working with Children” checks.
- The Coach must adhere to all the policies of the Hampton Rovers and in turn the SMJFL.
- The club will not tolerate clubs within clubs; we are a community club and expect everyone to be held to the same standard.

## THE COACHING TEAM

We propose the following:

- We believe the best model for coaching is as a team, rather than one isolated head coach.
- We encourage each coach to form a team made up of the following roles: the Coach, the Assistant Coach, the Interchange Person, the Runner, a Backline Coach, a Midfield Coach and a Forwards Coach.
- The minimum number we would see is four and the maximum is seven.
- The rationale is the burden needs to be spread to improve skill development.

### THE COACHING TEAM continued...

- A coach needs to focus on the game and not player rotations, this can be done effectively by a person responsible for interchanges and the runner.
- A lone coach can only do so much with 24 children, however with more people involved and with a degree of delegation, more can be achieved.
- The other benefit is it enables more people to be involved and broadens the group of candidates for future coaching roles.
- We would encourage as many in the coaching team to attend training.

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## WHAT THE ROVERS WILL DO FOR YOU AS COACH

We propose the following:

- The club will ensure that every coach knows every other coach.
- The club will provide a coaching manual to assist you plan your coaching.
- The club will enforce a respect for the coach philosophy.  
The club will deal with any unruly or disruptive behavior at training or on match day by a player (or the player's family members).
- The club will encourage the "team of coaches" model.
- The club will discuss with each coach their own development plan – what do they want to get out of the season?
- The club will enforce a cap on coaching one team – no more than two consecutive years, unless there are mitigating circumstances, ie no one else will do it.
- The club will make available the necessary support, such as apps or software, to assist you fulfill your requirements.
- The club will provide an open training session focused only on skills development for all players each week from the two weeks prior to the season and until after Round 5 of the season, thereafter the additional session will be once a fortnight.
- The club will provide a clear plan for preseason training – for the period four weeks prior to the season commencing.

### WHAT THE ROVERS WILL DO FOR YOU AS COACH

- The club will encourage communication between the coach, the players, the parents and the Hampton Rovers Junior Committee.
- The club will endeavor to have one member of the Hampton Rovers Junior Committee attend every second home game for your team.
- The club will ensure that all teams in the same age group train together to share the load of coaching across the coaches in the age group.
- The club will organise five coaches nights throughout the season to bring coaches together to discuss issues and to develop their knowledge.
- The club will provide some financial assistance to attend events that are consistent with development of the coach.
- The club will actively encourage coaches to work together and to share ideas throughout the season.
- The club will ensure that teams appropriately thank the coaches for their efforts during the year.
- The club will host an evening at the club for all of the “Coaching Teams”.
- The club will have a separate function at the end of the year for you and your partner to thank you for your efforts during the year.
- The club will find your replacement as coach for next year.