



# East Sandringham - Hampton Rovers Alignment Policy

**Aim:** To provide junior footballers from both clubs the opportunity to play football in an appropriate grade thereby increasing their enjoyment in playing football and encouraging them to keep playing for longer.

**Why:** For many years our Clubs have been working together to achieve the above aim particularly where the numbers of players at each Club has not been sufficient to field two or more teams in a single age group. In these circumstances we run into two issues - (1) explaining the alignment to Player and parents, and (2) working through specifics of either loans or joint teams. By documenting this Policy and publishing it to our Players and parents we hope to smooth the process and make it more predictable for all parties.

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## Framework

U8 – U10	U11 - U14	U15	U16 - U18
Players play with the Club of their registration	Players "loaned" between the Clubs	Clubs to discuss Joint teams from one year to the next.	Joint Teams

The framework is the agreed pathway between the two Clubs.

At the end of each season, the Clubs will use their best efforts to ascertain the numbers of players proposing to return in the following year. At that point, the Clubs will determine the likely application of this policy and inform all affected Players/Parents. Thereafter, as Player registrations are received, the Clubs will together review their Player numbers and apply this framework to ensure the above Aim will be achieved each season.

If both Clubs agree, a variation may be applied for an age group for a season, but this would be the exception, not the norm.

This framework applies to mixed teams. With the growth of girls football still in its infancy, this Alignment Policy will not apply to girls football but will remain under active consideration by the

Clubs. The Clubs' aim with girls' football is consistent with this Alignment Policy - to provide junior footballers from both clubs the opportunity to play football in an appropriate grade thereby increasing their enjoyment in playing football and encouraging them to keep playing for longer. In the meantime, if there are cases where one Club is unable to form a girls team, then the Clubs will discuss the potential to "loan" players to the other Club consistent with the steps outlined below.

At the end of each season (and no later than October) the Clubs will review this Alignment Policy, including the framework. Any changes to the Policy and/or framework will be communicated to players / families via Club websites and newsletters.

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## **Governance – Alignment Subcommittee**

The operation of this Policy will be managed jointly through the Clubs through an Alignment Subcommittee with each Club appointing at least one member of its Committee together with each Head of Football. The Subcommittee will meet regularly as agreed throughout the season and its purpose is to discuss any issues that may arise in relation to this Policy. Any communications related to the application of this Policy will, wherever practicable, be agreed by the Subcommittee.

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### **U8 - U10**

These are "mixed" competitions where boys and girls can play together in the same teams. These teams play in an SMJFL competition that is NOT graded. The Clubs can manage team sizes from 18 - 30 players.

The Clubs do not envisage a need to "loan" players to field teams, but will consider "loans" if such a loan will provide a better football experience for the Players.

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### **U11 - U15**

In season 2018, the SMJFL offers the following competitions:

<b>Age</b>	<b>Boys</b>
U11	U11 Mixed Graded
U12	U12 Mixed Graded
U13	U13 Mixed Graded
U14	U14 Mixed Graded
U15	U15 Boys

Because of grading and the option for girls to play either mixed or girls-only our Clubs have more of a challenge to ensure we offer teams in the appropriate grade for every Player.

Accordingly, our Alignment Policy is that we offer Players an appropriate grade by using a "loan" system. The details of the "loan" system are below.

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## U16 - U18

In season 2018, the SMJFL offers the following competitions:

Age	Boys
U16	U16 Boys
U17	U17 Boys
U18	

In these age groups we find that school sporting commitments limit participation. Numbers of players in each age group "thin out". The range of skills across the playing group also becomes more apparent - some players are playing purely for the fitness and enjoyment, whilst others have ambitions to pursue an elite pathway.

Without Club alignment we find that teams can have some players dominating, whilst other players barely touch the ball. This is not good for anyone and results in players ending their football careers. We do not want this!

Accordingly, our Alignment Policy is that we offer Players appropriate graded footy by entering Joint teams - **East Sandringham Rovers**. Details of the Joint teams system are below.

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# Loan Teams

## *Loan System*

Players register with their Club. At approximately February each year the Heads of Football (or equivalent role) from both Clubs meet and discuss how many players are registered and what grades are most appropriate for those players.

They agree which teams will be entered in the SMJFL competitions. During March this is monitored as any late registrations are received.

Where it is thought that loaning players will ensure the Players are playing in the appropriate grade then the Heads of Football together with the relevant Players and parents will be approached to determine and advise them of the options that the Club has to offer. This may be the ability to play in a higher grade or to be loaned.

If the Players are happy to be loaned then the "host club" applies for Local Interchange Permits for the Players and they commence training in the new team.

A Player who is "loaned" for one season will not be presumed to be again "loaned" the following season. It is not the intention of either Club to have a "loaned" player permanently transferred to the other Club. It is recognised by each Club that this is not appropriate and would not support the required cooperation between the Clubs to make the Alignment Policy operate.

The Club receiving the loan player(s) will make extra effort to welcome the loan player(s).

## *How are Players Graded?*

The players will be graded by a grading panel that will consist of the group coaches and the Heads of Football (or equivalent role) from both Clubs (or their delegates). Each Club recognizes that it is important that the grading process is fair and transparent. If there is any disagreement within the grading panel with respect to a particular player then the matter will be resolved by the Alignment Committee.

## *Loan Teams Song*

Teams with loaned players would normally only sing one song - the song of the team whose jumper they are wearing. However, teams are welcome to choose to also sing the song of the loaned players. It's a great way to make the loaned players feel part of that team.

## *Loan Teams Coaches, Team Manager and other Volunteer Positions*

The Clubs encourage parents of players who are loaned to put up their hand for such positions. It's a great way to be involved and a great way to integrate with a potentially new group of parents.

## *Loan Teams Club Communications and Social Events*

Team Managers will ensure loaned players receive all communications from BOTH clubs and are invited to attend all social events for both clubs! It is the responsibility of each Club to inform the Team Manager.

## *Loan Teams Uniforms*

Both Clubs provide their players with jumpers each season, but loan players will be required to buy shorts and socks that match that jumper. As players grow from season to season these items tend to be replaced each season. Accordingly, the Clubs do not believe that loan players will face any

additional uniform costs. If this is not the case and players (their parents) are financially inconvenienced then they should speak to the Heads of Football (or equivalent role) from their registered Club.

### ***Loan Teams Registration and Finance***

The Clubs sort out all the administration. In particular, it is the role of the "host club" to apply for Local Interchange Permits for the Players.

There is no additional cost to players who are loaned.

The Clubs retain the registration fee for the Players who originally registered with their Club, although the Heads of Football (or equivalent role) from both Clubs, together with their Club Treasurers can agree to transfer some of the fees between the Clubs in order to cover costs.

### ***Complaints***

If a loaned player is not enjoying their footy experience then they (or their parents), should immediately contact the Head of Football of either their home Club or the host Club. Any complaints will be taken seriously and, if unable to quickly resolved to the satisfaction of the player or their parents, then it will be referred to the Alignment Subcommittee for prompt resolution.

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# Joint Teams

## *Joint Teams Song*

The Clubs prefer that the team uses the Joint Team Song (see below), but the team could choose to sing both the East Sandy and Hampton Rovers songs one after the other. In no circumstance will the team sing just one of the East Sandy or Hampton Rovers songs.

## *Joint Teams Coaches, Team Manager and other Volunteer Positions*

The Clubs expect roles to be shared between representatives from both Clubs. If one Club provides the Coach, then we would prefer that the other Club provide the Assistant Coach and / or Team Manager. We recognise that if there are more players who originated from one Club than the other then volunteer roles will be skewed to that Club, but we expect volunteers to embrace the volunteers from the other Club and share the roles so that the kids can have a good footy experience.

Joint Teams communications from the Coach or Team Manager will recognise the joint nature of the team and present both logos or refer to the East Sandringham Rovers rather than one Club.

## *Joint Teams Club Communications and Social Events*

Team Managers will ensure joint team players receive all communications from BOTH clubs and are invited to attend all social events for both clubs!

All communications applicable to just the Joint Team(s) will have both Club logos displayed.

## *Joint Teams Uniforms*

Joint jumper (as below), East Sandy Shorts, Hampton Rovers Socks.

By mandating this uniform, the Clubs can plan uniform purchases each year - we will not be buying individual Club jumpers for U16 and older teams. The result is that the impost on Players is small - just one pair of shorts or socks.

A Joint Team clash jumper will be designed and approved by each Club.

The Clubs will agree on sponsor branding when new jumpers are purchased.

## *Joint Teams Logo*

At this stage the Clubs do not have a logo for Joint Teams.

## *Joint Teams Registrations*

Players register with their original Club and the Clubs sort out the team administration.

The Clubs will endeavour to align membership fees to avoid players wanting to transfer between the Clubs.

All SMJFL costs, including team entry and umpire fees will be split on a pro-rata basis (based on the number of players registered to each Club).

The Clubs will detail any other costs and how they will be managed over the course of the season. This may include coaching, training equipment etc. In the absence of a specific agreement



regarding a cost these costs will be split on a pro-rata basis (based on the number of players registered to each Club).

### ***Best and Fairest Voting***

B&F voting will be for the Joint Team (not separate for each Club). The Clubs suggest that during the early part of the season voting is shared equally between parents originating from each Club.

### ***How are Players Graded?***

The players will be graded by a grading panel that will consist of the group coaches and the Heads of Football (or equivalent role) from both Clubs (or their delegates). Each Club recognizes that it is important that the grading process is fair and transparent. If there is any disagreement within the grading panel with respect to a particular player then the matter will be resolved by the Alignment Committee.

Details will be provided when the Joint team starts pre-season training.

### ***Can Players Change Between the Teams?***

Yes, especially in the first year of a Joint team. The Clubs expect that all players who want to play in the higher-graded team(s) will be given the opportunity during the first 4-6 rounds of the season. Moving players between the teams will occur within the scope provided by the SMJFL by-laws.

### ***Next Gen Academy and Interleague***

The number of nominations from Joint Teams is set by the SMJFL each year. Whilst the ultimate decision on nominations is shared jointly by the Clubs' Head of Football (or equivalent role), the coaches will be consulted and the finishing position in the Joint team(s)' best and fairest will be heavily weighted.

### ***Match and Training Venues***

All boys Joint teams U16 and older train and play at Boss James. Other teams will train at the venues of the host club.

The Clubs will consider playing at Chisholm Reserve on special occasions.

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## Joint Uniform



East Sandy Shorts, Hampton Rovers Socks



## Joint Teams Song

### Oh We're From East Sandy, Hampton Rovers

Oh we're from East Sandy, Hampton Rovers  
A fighting fury we're from East Sandy, Hampton Rovers  
In any weather you will see us at Boss James,  
Risking head and shin,  
If we're behind we never mind,  
We fight and fight and win

Oh we're from East Sandy, Hampton Rovers  
We never weaken until the final siren's gone  
Like the Zebs and Rovers of Old,  
We're strong and we're bold  
Oh we're from Hampton,  
Green, Yellow and Black

Oh we're from Sandringham.

## Signed

On behalf of the Clubs:



**Rick Bierens**  
President, East Sandringham

25 July 2018

Date



**Jason Nicholl**  
President, Hampton Rovers