



**CAMPBELLTOWN CITY
SOCCER & SOCIAL CLUB INC.**

**JUNIOR SPORTS & ADMINISTRATIVE
POLICY**

**SEASON
2024**

AIMS

To promote soccer (football) / sport amongst the youth of the community through use of skilled training sessions, and other means as decided by the Campbelltown City Soccer & Social Club Inc. ("Club").

To positively support the physical, technical, psychological, and social development of our junior players.

To produce players capable of taking positions in the senior teams (under 18 to senior team) or State League Womens teams thus engendering and enhancing team and Club spirit.

To play an entertaining, attacking and possession style of game that endorses the FFA national curriculum and allows for flexibility to foster a winning culture across all teams.

ADMINISTRATION

This policy is issued and administered by the Campbelltown City Soccer & Social Club Inc. Committee ("Committee").

The Committee reserves the right to expel any coach, team manager or player (with or without reason).

The Committee reserves the right to prevent any player from playing for the Club after selection (with or without reason).

JUNIOR STRUCTURE

JUNIOR DIRECTOR

The role of the Junior Director is to:

Develop, oversee, manage, and implement all aspects of the Junior Football Program, in line with Club policy and procedures.

Ensure that the Junior Committee with assistance from the Committee fully plans, organises, and caters for the Junior Gala Day.

Ensure that mandatory pre-season meetings are held with parents to discuss roles and responsibilities including acceptable behaviour.

Ensure that regular meetings are held before and during the season with coaches to ensure full communication and feedback.

Coordinate player trials to determine team selections as per the policy.

Chair regular meetings of the Junior Committee to ensure full implementation of the Junior Football Program and associated activities.

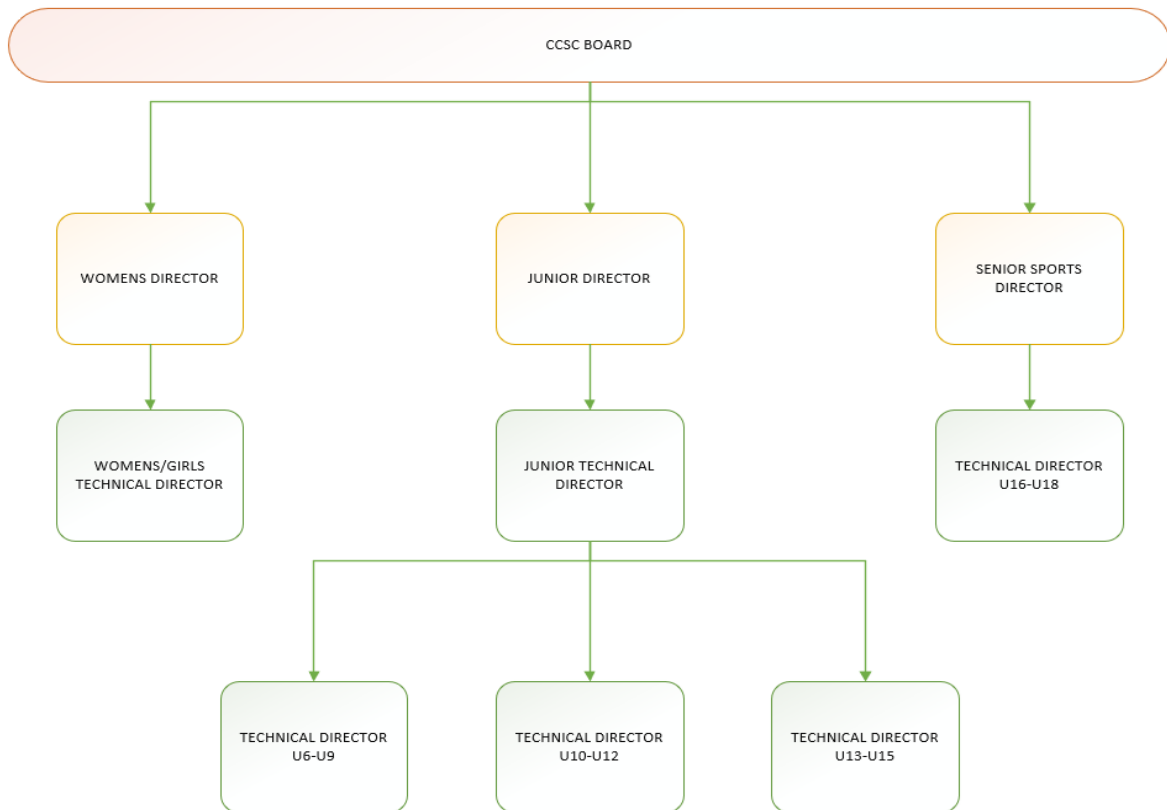
Respond to and report in real-time to the nominated Committee or Council contact person on any maintenance or safety issues associated with the junior grounds, facilities, or equipment.

Report regularly to the Committee on the planning, delivery and performance of the Junior Football Program and implement Committee resolutions relating to this Program.

Provide advice to the Committee on changes to this policy and other Club policies and processes that may impact on junior players.

JUNIOR TECHNICAL

The Club has implemented a three-tier structure for the Technical Requirements, which includes Juniors, Women's (incl. Girls) and Senior's, which are as follows:



The responsibilities of the Technical Directors are to -

- Promote the club's playing philosophy (attacking and possession based).
- Educate and provide technical assistance to all junior coaches.
- Monitor and assess the development of junior coaches and players.
- Provide regular feedback, information and practical sessions for junior coaches and players.
- Manage and coordinate players for promotion and teams (during the season and at trials).
- Identify and recommend elite junior players from within the club

JUNIOR COACHES

All junior coaches will be ratified by the Committee. The Club has a preference that all junior coaches in the under 12 to under 17 age groups be independent of any immediate family ties. It is recognised, however, that this is often not possible and in these instances the appointment of a player's family member as coach will be at the discretion of the Committee

Appointment of all junior coaches will be according to the following criteria and provisions:

- Under 12 JPL to under 17 JPL coaches must have a C Licence or will be expected to complete this

qualification within the current Season.

- It is desirable that Under 12 JSL to under 17 JSL have a C Licence. The Club will endeavour during coaching appointments to engage, as a first preference, coaches who have the C Licence qualifications. Minimum requirement of all JSL coaches is to have the Game Training Certificate.
- Previous playing or coaching experience and a willingness to adopt the club's playing philosophy.
- Proven ability to communicate with, motivate and impart discipline on players to help develop character and enhance the standing of Club with the FSA and the community. It is expected that junior coaches will motivate players by quietly nurturing and encouraging players and not by shouting at, abusing, and belittling them and officials.
- A selection process for all junior coaching positions will be initiated towards the end of the season (each year) and initial recommendations will be made by the relevant Technical Directors, with final recommendations being approved by the Junior Director.).

The responsibilities of the Junior Coaches are to:

- Adopt and implement the club's philosophy of playing style and formations.
- Instruct players as to the rules of the game.
- Ensure fair participation and enjoyment of training and game of each player.
- Support and use the playing policy adopted by the Club.
- Be responsible for players' conduct on and off the field.
- Be responsible for the well-being and safety of players during and after training and games.
- Address parents in a professional manner both collectively and individually when required.
- Not physically or verbally abuse any player, parent, spectator, official or Club member including from opposition teams.
- Not smoke whilst conducting their duties on behalf of the Club.
- Not knowingly interfere with the coaching of another team, particularly during play.
- Be responsible for ensuring that the "fair playing time" policy is being adhered to.
- Fully adhere to the junior player movement guidelines and liaise regularly with the Technical Directors, Junior Director, and other coaches at the same or similar age levels to ensure that these guidelines are met (Refer to "Junior Player Movement" paragraph).

JUNIOR TEAM MANAGERS

Junior Team Managers will be appointed by the Junior Director at the recommendation of the Coach.

Responsibilities of the Junior Team Managers are to:

- Implement and promote all relevant policies, directives, and functions of the Club
- Act as the first reference person for approaches by players, parents and coaches Liaise between the Team Manager Coordinator/Junior Director and assigned team and attend all meetings as required.
- Assist coach of assigned team as required at training and games.
- Be responsible for record sheet of training, injuries, playing time and matches, etc.
- Make sure players treat change-rooms home and away with respect and leave in a satisfactory condition.

- Inspect away change-rooms and report any damage to Host Club Official prior to team entering.
- Will accompany injured or sent off players to change rooms
- Manage and setup a roster for erecting goal nets & corner flags for match days

PLAYERS

All players have a responsibility to ensure they comply with the following rules:

- Be loyal to the Club and obey all rules and regulations.
- Conduct will be such as to bring honour to themselves, parents, coaches, team managers and Club.
- Respect and abide by directions of referees, coaches, team managers and Club officials.
- Behave in a sportsman-like and respectful manner and not criticise or abuse fellow players or opponents.
- Be punctual for all training sessions and games or otherwise notify team manager/coach of reason.
- Play for the benefit of the team not only for themselves.
- Report any injuries immediately to team manager.
- Players are to be appropriately dressed in Club uniform on match days.

Junior player matters which are unable to be resolved by the Team Manager or Team Coach should be referred to the Junior Technical Director and Junior Director

Wilful damage to any Club property will be paid for by the team/person responsible.

Players are responsible for all medical expenses incurred during training or games.

Players who do not comply with the above requirements will be penalised accordingly and the penalty will be determined by the Junior Director based on their assessment of information provided by the Team Coach and others. Any appeals against this decision will be heard by the Committee.

PARENTS

All parents have a responsibility to ensure that they comply with the following rules:

- Ensure that their children attend training and games on time and be present to collect children punctually at the completion.
- Parents of under 6 to under 11 children must be always present at the club during training nights and match days unless alternate arrangements have been made with the Team Manager and/or Coach.
- Parents are to refrain from standing in the training ground areas whilst their children are training. We encourage parents to watch from behind the perimeter of the grounds or attend the clubroom to wait for their child to complete training.
- Pay appropriate fees by due date (Refer to "Fees" paragraph)
- Actively support their child and the Club by promoting and participating in all social and fund-raising activities.
- Parents may be rostered for setup and pack up of nets, linesman, official or other duties to assist the team manager and must commit to their attendance requirement or change times with other parents. Failure to do so may impact on Team Selection or incur a financial penalty set by the Committee.

- Team selection on a weekly basis will be the responsibility of the coach and parents are asked to refrain from directly interfering.
- Parents will always approach the Team Manager in the first instance for all matters. If not satisfied, then an approach can be made to the Junior Director for formal discussion.
- Parents are encouraged to attend and support their child's team but are asked to conduct themselves in a sportsman-like and respectful manner and accept (and certainly not abuse) referee's decisions, applaud good play by both teams, not openly criticise players from either team and not become involved in arguments with team or opposition players/parents and officials.
- Parents must always stay behind fence or designated lines and refrain from yelling instructions or criticism to the players.
- Parents should encourage their children to care for their equipment/uniform and to be appropriately dressed for both training and matches.
- Parents should not allow players who are ill to attend training sessions and matches. They should ensure that players are up to date with their immunization and that any wounds are fully covered.
- Parents are requested to either transport their own children or make their own arrangements.

FEES

The Club operates on a not-for profit basis and fees are based to cover the financial costs to the Club and are provided in your letter of offer

The Fee structure for 2024 comprises:

CLUB FEES

- Club Fees are not Transferable.
- No refunds will be provided for Club Fee, simply because a player has changed their mind about playing.
- Players may be eligible for a refund of the Club Fee (less costs – as outlined below) if the player has not yet been registered with FSA and decides to leave the Club under the following conditions:
 - Injury preventing the player from playing
 - Family (including player) moving away to rural area, interstate or overseas
 - The team folds due to insufficient numbers
- Costs associated with any refund related to the Club Fee are:
 - Administration fee (payable to the Club) of \$275.00
- Once a player has been registered with FSA, then NO Club fees will be refunded.
- U6 to u11 players will be required to pay a minimum of 50% of required Club Fees as a deposit before the end of September 2023 to secure a place for 2024.
- U12 to U17 players will be required to pay a minimum of 50% of the required Club Fees as a deposit immediately after team trials to secure a place for 2024.
- Total Club Fees to be paid no later than 31 March 2024

SIBLING DISCOUNTS

- Families registering more than one child will receive a 10% Sibling Discount (deducted from the Club Fee) for each additional player registered with the Club.
- Sibling Discounts are only applicable to junior players and cannot be used in conjunction with a senior

player (incl. Senior Men, Senior Women or CSL).

- The Sibling Discount will be applied to the youngest players first.

VOLUNTEER LEVY

The Club needs volunteers - running a club of our size takes quite some effort and we rely upon the generosity of volunteers at all levels of the club in giving their time. More recently, it has become increasingly obvious that a change is required to support the club we all appreciate and want to be part of.

In recent times, we are seeing that the engagement and support of players and their families has been extremely limited, especially in bars, canteens, and events.

As a result, the Board has decided to introduce a Volunteer Levy (Levy) for the following seasons to impress upon players' families the urgent need to have volunteer assistance to successfully operate the functions of the club.

Notwithstanding the limited support, it is acknowledged that one area of success in volunteering roles at the Club is in the assistance of coaching and managing teams, and we fully appreciate the time and energy people put into these vital roles.

The intent of the Levy is that those that participate in a range of voluntary roles will have this Levy refunded. It is our view, that the Club, is not asking for a significant commitment, but rather a few hours per season.

Who will need to pay the Volunteer Levy?

Each family will only pay the Levy of \$100, once per year, so a family with two or three players pays the same as a family with one player. The levy is paid in addition to the Club fee.

How will the Volunteer Levy be managed?

- The Club will maintain a Levy database that has all volunteer hours recorded per family. Information within this database can be provided to the family on request.
- The Levy will be refunded (as a whole or in part) at the end of the Season, depending on the amount of 'assistance' and/or roles that has been provided to the Club.
- The amount of 'assistance' required to facilitate a refund is as follows:

Activity	Time Commitment	Rebate \$ Amt
Bar / Canteen (Juniors)	1 x shift (usually 2 to 2½ hours)	\$25 to \$30 per shift
Bar / Canteen (Snr Women)	1 x shift (usually 2 to 2½ hours)	\$25 to \$30 per shift
Bar / Canteen (Snr Men)	1 x shift (usually 3 to 3½ hours)	\$35 to \$40 per shift
Events	Dependent on Event	Depends on hours required

Are there circumstances whereby other Volunteers and/or individuals may be eligible to have the Levy refunded?

Some roles and/or circumstances may enable a family to have the Levy 'fully' refunded without having to provide any services to the bar, canteen, or events. These roles are listed below:

- Coaches, where there are co-coaches, then only ½ the Volunteer Levy will be refunded.
- Assistant coaches, excluding second or third assistant coaches.
- Team managers, excluding second or third team manager.
- Other significant tasks as approved by the Board.
- Apparel and/or Team sponsors.

Please note, the Levy is to be paid by all families – even those listed above. At the end of the season, those listed above will receive their refund.

THIRD PARTY FEES

APPAREL FEE

- 1 x Home kit (Shirt, shorts, socks)
- 1 x Away kit (Shirt, shorts, socks)
- 1 x Backpack
- 1 x Soccer ball

REGISTRATION FEES

FFSA registration fee is required to be paid before the season commences. Registration and payment is made via the PlayFootball website. CCSC will advise when registrations are open. Registration will not be accepted if club fees are unpaid.

HOT / COLD / WET WEATHER POLICY

Junior training and matches will proceed at the discretion of the Junior Director. The decision will be made at the ground prior to training nights and/or match days. The Hot and Severe Weather policy for training and games will be as recommended at the time by FSA. FSA's Hot Weather Policy will be implemented for both training and games.

Extra training sessions on Mondays for U12-U17 will be implemented from Jan - April to compensate for lost training sessions due to inclement weather/ pitch conditions during the season.

INSURANCE

The Club emphasises that it does not carry any medical health insurance for players and that limited insurance cover is provided by FSA (see below).

It is recommended that parents and players arrange private health insurance.

The Club will not be responsible for any medical costs.

It is the parent's or player's responsibility to have ambulance cover.

All players and volunteers are covered by the FSA Personal Accident Insurance. This insurance provides cover in several areas including non-Medicare items and loss of wages*. The insurance is provided as part of the FSA registration fee paid. The insurance should not be viewed as a replacement for private health cover as it does not provide an extensive cover as Private Health.

Details of Football SA Insurance program can be found here [Football SA \(gowgates.com.au\)](http://Football SA (gowgates.com.au))

*This applies to full-time employment only and does not include the first week of wages lost.

TEAM SELECTION & AIM

Selection

Under 6- 7 are deemed to be Discovery Phase and as such will not be graded.

Selection for teams in Under 8 – 9 will be based on the ranking of individual players, by the Junior Technical Director and coaches, and then each team will have a **combination** of 3-2-1 ranked players. It is intended that each team will be **evenly balanced** in skills and abilities. Player ranking will take place during the pre-season training sessions and teams will be in place by the start of the MiniRoos season.

Election for the U10 teams will be based on individual players skill and ability. It will be at the recommendation of the Junior Technical Director and will need to be approved by the Junior Director as to whether the age group is graded into A and B teams or if the teams are to be evenly balanced with a combination of 3-2-1 players. The technical strength of the age group will be the major consideration. It is intended that the grading process will take place during the pre-season training sessions and squads will be in place for pre-season matches and teams by the start of the MiniRoo season. Ongoing player movement and player promotion will be at the discretion of the Junior Technical Director on the advice of Team Coaches.

Selection of Under 11 teams will be based on individual players skill and ability. The Junior Technical Director will recommend a Junior Premier League (A) Squad and subsequent teams in the Junior State League (B, C etc) Squads during the pre-season training sessions; these squads will need to be approved by the Junior Director, which will then be split into two or more teams in each level. It is intended that the squads will be in place for pre-season matches and teams by the start of the MiniRoos season. Ongoing player movement and player promotion will be at the discretion of the Junior Technical Director on the advice of Team Coaches.

Selection of A & B team places for under 12-17 will be based on the Junior Premier and Junior State League competitions for season 2024.

The FSA structure allows the club to field a minimum of two teams in each age group from under 12-17 with only one being in the Junior Premier League and the second and subsequent teams being placed in the Junior State league competition.

It is the aim of FSA, with the introduction of the Junior State League, that the Junior Premier League will be further strengthened and will become the premier junior competition in South Australia.

The Junior Premier League will consist of the most talented players (as identified by the Junior Technical Director and approved by the Junior Director) who will play in a focused intense competition. Each National Premier League Club will be able to nominate only one team per age group in the Junior Premier League therefore our second and subsequent teams will be placed in the Junior State league with the emphasis being on development, participation, and the opportunity to play in the Junior Premier League.

It is a Club requirement that all Players within the under 6 to under 11's play in their right age group, unless approved by the Junior Director.

Player movement and player promotion will be at the recommendation of the Junior Technical Director but will need to be approved by the Junior Director.

CCSC 2024 – FAIR TIME POLICY

U6 to U13

All players within a team must be provided opportunities, over the course of the season, to enable them to achieve the same average match time as their teammates by season end. However, the extent of what is deemed to be “fair” match time will be left to the discretion of the Team Coach and whether the player merits a position in the team based on performance and attitude.

U14 to U15

All players within a team must be provided with every opportunity to play a minimum of half of each match. Players will typically be selected on performance and attitude.

U16 to U17

All players within a team must be provided with every opportunity to play a minimum of 25 minutes of each match. Players will typically be selected on performance and attitude.

GOALKEEPERS

Through junior teams under 12 to under 17 the club may choose to carry a third goalkeeper in an age group. Where this occurs Goal Keepers will either rotate weekly or play one half of a match in the goalkeeper position.

LEAGUE CUP COMPETITIONS

CCSC’s Fair Time Policy will NOT apply for Cup Competition matches. The extent of a Player’s playing time will be dependent upon their performance and attitude. However, Team Coaches will ensure best endeavors are made to allow each Player’s playing time to be maximized throughout the Cup Competition.

GENERAL COMMENTS

- All Team Coaches must ensure best endeavours are made to achieve compliance with the Fair Time Policy as applicable to their allocated age group.
- If it is foreseen that a Player will be unable to achieve compliance with the Fair Time Policy due to a series of extenuating circumstances (e.g., illness, injuries, holidays, disciplinary actions resulting in time out from playing, etc.), please ensure the Junior Committee is informed in a timely manner.
- U12 and U13 Team Coaches must also ensure that every player in the squad starts in at least 8 matches during the season.

CCSC 2024 – PLAYER POSITION ROTATION POLICY

U6 to U12

It is the Club’s Policy that players will be provided with opportunities to further their development by playing in a variety of positions on the field. The objective is to enable players to experience match play from different perspectives and in doing so develop a broader skillset and appreciation of several aspects of the game. During this period, coaches and players alike may also begin to assess potential preferred positions for the future.

U13 to U17

Whilst it remains entirely at the coach’s discretion whether they choose to rotate players, during this phase coaches will typically be seeking to develop players in what they and the Junior Technical Director deem to be the most suitable position for each player as they enter their more mature development phase. This should always be negotiated with the junior player to ensure that they are supportive of the development approach deemed by the coach.

ON GOING PLAYER ASSESSMENT

Following observations throughout the duration of the season, to ensure players are participating in an environment that is conducive to maximizing their development potential, the Junior Technical Director, in conjunction with coaches, may recommend to the Junior Director that they reallocate players into another team for the ensuing period.

Players are expected to enjoy increased levels of technical and personal development (and therefore overall satisfaction) through such movement as it is an individual's rate of development that is typically under review.

JUNIOR PLAYERS MOVEMENT

All players are registered with the Club and as such do not belong to a particular team. Players will be assessed and allowed to move between teams according to the following guidelines:

- Players may be considered for training and or playing in an older age team by assessment from the Junior Technical Director and in collaboration with the Junior Director.
- If a player is successful at the higher level, they may remain there if the opportunity exists. However, the player must always be prepared to return to his original team as required.
- Players will be promoted based on technique, tactical awareness, attitude, and character.
- Teams reduced to 13 or less players because of: unavailability, sickness or suspension will be reinforced by movement of players, primarily from the same age level in Junior State League or from a lower age level Junior Premier League team if Junior State league players are either not available or not suitable. If a player is selected from a lower age level, the Junior Technical Director will need to seek approval from the Junior Director.
- Any JPL player returning from a long-term injury or illness may be required to recommence training, and or playing in a JSL team. This will be at the discretion of the Junior Technical Director.

Selections for State and Representative Teams will be at the recommendation of the Junior Technical Director but will need to be approved by the Junior Director.

ACADEMIES

The Club also provides an Academy training session which is run by Daniel and Alex Mullen. (Senior CCSC players)

The academy provides an environment for players to gain extra development and training in addition to their club training.

This Academy will train one extra session per week throughout the season and may continue during the off-season.

There is an additional cost to participate within the Academy.

CHILDREN AND IMAGES

The Club is committed to providing and fostering a safe environment for all children to train and play at the Club.

It is legal to take a video or a photograph of children playing sport at a sporting event. People taking the photos or video of children, however, must do so for acceptable and lawful reasons, for example:

- A parent videoing their child at a sports presentation or photographing their child on the field during a game
- A parent or team photographer taking photos of a team or players for the Club
- A team or Club official videoing a game for coaches' post-game review and analysis
- A Club member taking photographs or videos for Club promotions

The Australian Sports Commission (ASC) has set guidelines on the Acquiring and Displaying of Images of Children. These guidelines are available on the Club's website, and we request parents make themselves familiar with them.

The Club endorses and will comply with the ASC Guidelines.

The Club also accepts that the parents, being advised of these Guidelines and being provided with the Club's Sports and Administrative Policy, acknowledge, and agree to lawful and permissible uses of video and photography (described above) at the Club. If any parents do object to their child being photographed or videoed for the above purposes, they should advise the Junior Office Manager at the Junior Clubrooms and the respective Team Manager.

The Club's appointed Child Safe Officer (CSO) is whoever holds the position of the Junior Office Manager. If there is no Junior Office Manager appointed at any time a proxy replacement will be announced.

TROPHIES/AWARDS

Under 6 to under 17 inclusive will receive a trophy or medal per player.

FUNDRAISING

All fund raising and social events are to be organised through the Junior Director in conjunction with the Club's Social Committee and ratified by the Committee.

SPONSORSHIP

Each team is strongly encouraged to seek individual sponsorship which must be approved by the Marketing Director and ratified by the Committee. Any merchandise for teams paid for by sponsors, which includes any printing of sponsor's logos and names on any Club merchandise, must be approved in advance of production or purchase by the Marketing Director and ratified by the Committee.

WORKING WITH CHILDREN CHECK

All personnel involved in any activity which results in regular interaction with children e.g., Junior Coach, Assistant Coach, Team Manager, etc., must complete a Working with Children Check <https://screening.sa.gov.au/applications/application-information-for-individuals>

This requirement does not extend automatically to those who do not interact regularly with children such as canteen workers and Club Committee members.

This is a free process which commenced on 1 July 2019. Current, valid DHS/DCSI child-related employment screening will be accepted until they expire, but otherwise all volunteers who regularly interact with children must complete a Working with Children Check prior to the commencement of any club activity involving interaction with children usually the first training session of the season. A copy of the Working with Children

Check must be provided to the Junior Office Manager for the club to retain on file.