



Kotara South Football Club – Grading Policy

2019 - Rev 1

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PART A INTRODUCTION

1 PURPOSE

1.1 Policy Statement

Kotara South Football Club (KSFC) is committed to providing an efficiently managed club where players are provided with the opportunity to develop their ability within a supported environment of fun, participation and social interaction.

1.2 Policy Objective

The grading policy is designed to balance player and club needs with the fundamentals of the policy being designed to ensure:

- The possibility of bias is minimised by using independent graders to manage the process.
- All players have the maximum opportunity to play in a competitive environment, appropriate to their skill and ability.
- Players learn from their peers and develop an appreciation and love of the game.
- There is a clear pathway for players to progress within the club from under 6's to over 35's onwards.
- Support from club culture that takes priority over individual team culture.
- Players, coaches and parents alike, have fun, enjoy the season, and return to the Club year after year.

2 GRADING & PLAYING PHILOSOPHY

The KSFC has 3 distinctly different football philosophies that apply to grading and team selection of players.

2.1 Mini Roos

- At the U6 to U9 Mini Roos level the emphasis is directed towards fun, participation, social interaction and learning football skills.
- Although the principles of Newcastle Football dominate our approach to football at this level, the club also recognises that this is the best time for football players of the future to learn the basic skills.

2.2 Junior Teams (MINI ROOS U10 & U11)

As players progress through Mini Roos and work towards commencing competition football, during the U10 and U11 level it becomes necessary to sort players into ability and/or social groups.

- The process outlined in allows groups of players of similar ability level and/or social groups to participate in competitions that are relatively equal, provide more consistent score lines, are safer and give a more enjoyable playing environment.

To accommodate the transition from Junior Teams (U10 & U11) to Competition Teams (U12 to U18) and the progression to graded football, the Grading Policy allows for greater flexibility in the areas of team selection and composition, although this does not mean that winning should be at the expense of the club's values.

2.3 Competition Teams

- All players from U12 to U18 participate in the combined competition Zone Association.
- Therefore, it is necessary to sort teams in to specific grades assisting the process to achieve fair and safe playing conditions.

2.4 Definitions for Grading

Graded teams are competitive teams comprised of players selected for the team following completion of a grading process in accordance with the KSFC Grading Policy and Procedure. The aim of these teams is to play at the highest level possible that suits players ability.

Social Teams are competitive teams comprised of players who have either chosen not to be part of the individual grading process or were not successful in being selected for a Graded Team. There is no guarantee of inclusion within a particular team or within competition grade the team will play, and all players accept placement into a team at the discretion of KSFC Executive/Committee. The aim of these teams is to play with friends social group.

3 GRADING ROLES

KSFC grading teams consists of the following roles.

Any members involved in the grading/team selection process involved with grading shall not undertake an active role in the grading of their own child or other immediate family member (immediate family member includes nephews, nieces, uncles, aunts etc). These instances should be disclosed prior to the grading/team selection process so that external assistance with grading/team selection can be sought.

3.1 Grading Manager

The KSFC Grading Manager is a Committee position that is responsible for coordinating the grading/team selection process involving Junior Mini Roo and Competition Teams.

KSFC Grading Manager is responsible for organising an efficient and effective grading /team selection process that adheres with the KSFC Grading Policy and KSFC Grading Procedure.

3.2 Graders

The Graders are volunteers that assist the Grading Manager in assessing players' skills and are independent to the teams/age group being selected.

The Grader should have a good knowledge of the game, the skills required to differentiate player ability levels, and have a clear understanding of the Club's Grading Policy and Procedure.

3.3 Grading Assistants

The Grading Assistant provides help with the grading session to co-ordinate players, equipment and paperwork. No experience is necessary for this position.

3.4 Executive/ Committee Involvement

A representative of the KSFC Executive or a delegated Committee representative shall be present at grading sessions/team selection to provide information concerning players, team numbers and direction about the Club's requirements for each age group.

It is the Executive/Committee's responsibility to use information presented by the Grading Committee to make final decisions about grading of players and team selection for Junior and Competition Teams, and then communicate decisions to players and parents.

4. GRADING & TEAM SELECTION PROCESS

The grading and team selection process begins at the completion of each season with all coaches (U9 to U17) being required to complete an End of Season Player Assessment (Part C), which evaluates the individual skills and abilities of all players within their team. This includes an assessment of a player's commitment and sportsmanship.

- All completed assessments are to be forwarded to the Secretary info@ksjfc.org prior to the last game of the season for use in the grading process the following year.
- The grading/team selection dates and times will be communicated at or before the registration process.
- The grading/team selection process shall commence as soon as the Committee has completed registrations and the likely number of teams in each age group has been determined.

4.1 Mini Roos (U6 to U9)

The team organisation in this age group is driven by players primarily nominating to play with friends/school mates, etc. within the guidelines provided by the club.

- The Executive/Committee shall define minimum and maximum team numbers dependant upon registration for each age group.
- The Executive/Committee or delegated representatives may assist with team formation where required.

4.2 Junior Teams (U10 to U11)

Individual grading is compulsory for all players in U10 & U11 age groups and is held according to age group over one to two sessions (as required).

Assessment sheet example see (Part C) completed by the Coach and or Manager of the previous season are to be used in this process for the relevant players. Once the teams have been formed Coaches & Managers are to be organised.

All teams, as required by Newcastle Football, all teams are assessed as a team and given an ability rating from 1 to 6, with team 6 being the highest ability.

A Social Team may only be permitted in circumstances where:

- There are sufficient players to form at least 3 teams in the age group; and
- There are sufficient players to form 2 graded teams.
- For the purposes of interpretation there is a minimum number of 10 players in each team.
- Nominations for social teams must be received no later than 2 weeks prior to the completion of the KSFC registration process.

4.3 Competition Teams (U12 to U18)

Individual grading is compulsory for all players in U12 & U18 age groups and is held according to age group over one to two sessions (as required).

Assessment sheet example see (Part C) completed by the Coach and or Manager of the previous season are to be used in this process for the relevant players..

If a new player to KSFC does not attend grading/ team selection process, they will automatically be graded into the lowest division.

After the grading/team selection process, the Grading Manager shall meet with Graders and the Executive/Committee representative to review and discuss the formation and allocation of individual players to each team. As required by Newcastle Football, the team is then assessed overall, and a grade is nominated.

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If the coach identifies during trial games and up to round 2 of the competition that a player demonstrates an ability to play in a higher graded team, then the coach should refer this issue to the Grading Manager to assess the player and make an appropriate recommendation to the Executive/Committee.

All players must be graded/selected and play in the age group in which they are registered.

The only exceptions are:

- If the age group has a surplus number of players beyond the coach's requirements and the age group above can accommodate those players; or
- If in the previous season, a player was granted permission to play up an age group, that player may elect to do the same the following season.
- In circumstances where players have the ability level to play up an age group to develop their game.

Any issues concerning grading exceptional circumstances are to be presented to the Executive/Committee at least 2 weeks prior to the commencement of the grading/team selection process, and decisions are made at the discretion of the Executive/Committee after consultation with the players and their parents.

Consideration will be given to those with special needs. Under these circumstances, application must be made in writing to the Grading Manager/Committee. All applications will be treated confidentially.

- Each player being graded is to be individually assessed in accordance with the Grading & Assessment Criteria (see Part C).
- This includes performance at grading/team selection sessions and analysis of the Coach/Manager assessment sheet from the previous season.

4.4 Appeal Process

In circumstances where players or parents are dissatisfied with a decision made during the grading/team selection process, they must refer to the KSFC Grading Appeal Process to resolve this issue (see Part B).

5. COACHING & MANAGER ROLES

Coaches and Managers interested in volunteering for these roles may nominate at the KSFC Annual General Meeting (AGM) prior to the season.

If a position hasn't already been nominated for, then a nomination to be a Coach or Manager of a KSFC team needs to be decided after the selection process.

- If a team cannot identify a Coach and Manager, team registration will not be put forward to Newcastle Football.
- All Coach and Manager appointments are at the discretion of the Executive/Committee.

PART A PLAYER & PARENT CODE OF BEHAVIOUR

All players or parents are required to adhere with the Player and Parent Code of Behaviour during the grading/team selection to maintain the integrity of the process.

6.1 Player Code of Behaviour

- Play by the rules of the game.
- Never argue with the referee or any other official there to help you. If you disagree, ask your captain, coach or manager to courteously approach the official during a break or after the competitive event.
- A good player is a self-disciplined person; stay in control of your temper always. Verbal abuse of officials, sledging other players, deliberately distracting or provoking an opponent are behaviours that are neither acceptable nor permissible.
- Work hard on your own game and work equally hard to play your part in the team effort as there will be benefit to both the team's performance and your own performance.
- Be a good sport – respect and applaud all good plays whether they are made by your team or by the opposition.
- Treat all participants in football events as you would like to be treated. Never bully, take 'cheap shots' or take unfair advantage of another competitor.
- Cooperate with your team coach, team-mates and opponents – without them there would be no competition event.
- Participate for your own enjoyment and benefit, not just to please other persons such as coaches, parents etc.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability level, cultural background or religion.

6.2 Parent Code of Behaviour

- Remember that young people participate in football for their pleasure and enjoyment, not yours.
- Encourage young persons to participate, do not force them.
- Focus of the young person's efforts and performance rather than winning or losing.
- Encourage young persons to always play according to the rules and to settle disagreements without resorting to hostility, verbal abuse or violence.
- Never ridicule or yell at a young person for making a mistake of losing a competitive event.
- Remember that young persons learn best by positive example. Appreciate good performances and skilful plays by all participants.
- Support all efforts to remove verbal and physical abuse from football sporting activities.
- Respect officials' decisions and teach young players to do likewise.

- Show control, respect and appreciation to all involved with football – this includes players, opponents, coaches, officials, administrators, the media, other parents and spectators.
- Encourage players to do the same. Remember that without many of these volunteer persons, your child would not be able to participate in football sporting activity.
- Respect the rights, dignity and worth of every young person participating in the sport of football, regardless of their gender, ability, cultural background or religion.
- Play your important role in the prevention of sport rage; although sport rage is often the result of many factors, parents can reduce its incidence by being good role models and helping to create a positive sporting environment. Consider and deal with each of the following six important actions by parents:

PART B KSFC GRADING APPEAL PROCESS

The grading process of KSFC is conducted as defined in the Club's Grading Policy that is available to all parents and players on our Clubs website (ksjfc.org).

KSFC Grading Panel is generally made up of accredited and/or experienced coaches and / or senior players to conduct the grading process to the best of their ability. Whilst Graders conducting this process have coaching technical experience, as a community club they all volunteer their time for grading sessions. The Graders must be left to freely assess the ability of each player fairly and independently through a number of drills and techniques.

It is against the Club's code of conduct to try and influence the Graders or approach them during the grading process. It is also inappropriate to suggest that 'if your child is not placed in a particular team you will consider removing that child from the club'.

Should the outcome of the grading process not be to your satisfaction, you can appeal the decision via the KSFC Grading Appeal Process. That process is as follows:

The Grading Appeal must be in writing and emailed to the Grading Manager within 48 hours of grading to the mentioned email address grading@ksjfc.org

The appeal must include the following:

- The Child/Players full name
- Current playing age group
- Date of grading
- The circumstances for the appeal and your preferred outcome.

Please do not phone the Grading Manager or other members of the Executive/Committee to discuss any grading grievances. The Club will reply in writing within 7 days detailing the decision of the appeal.

Once that decision has been made by the Executive/Committee, it is deemed final and no further correspondence on the matter will be entered into.

At this point in time you have 2 options:

- You can accept the final decision of the Club.
- You can deregister the player from the Club and you will be offered a full refund of any associated registration fees already paid.

PART C KSFC GRADING ASSESMENT CRITERIA



KSFC GRADING & ASSESMENT CRITERIA

Season:	Age Group:	Division:	Coach / Manager names:			
Player Name	Ball control	Passing accuracy	Ball Striking	Running with the Ball	Commitment	Sportsmanship
A - Competent	B - Intermediate	C - Developing				