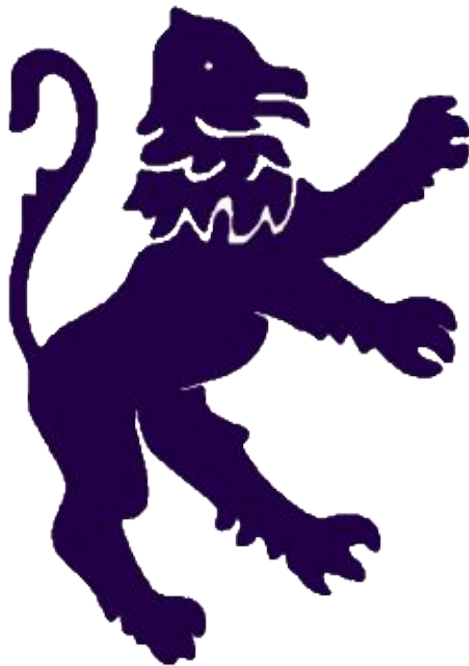




Club Policy

2019





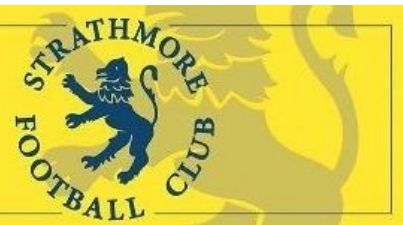
Our purpose

Our Mission Statement:

As a community sporting organisation, it is the objective of the Strathmore Football Club (SFC) to provide as many people as possible, the opportunity to participate in Australian Rules Football in an accepting club environment. This is achieved by developing the player's skills and coordination in a friendly atmosphere, promoting self-confidence whilst ensuring the safety, welfare and well being of the players attending at all times.

Our Aims: The Strathmore Football Club aims to:

- Offer the players a place to learn new football skills in a comfortable, safe, caring and stimulating environment.
- Create an environment that treats its players, officials and umpires with dignity and respect.
- Encourage parents to participate in the development of their children as well as others.
- Teach players to enjoy the positive and lifelong experiences associated with playing team sports.
- Encourage players to develop positive attitudes and play within the rules.
- Foster the development of individual's skills, fitness and sportsmanship.
- Enables families to participate together and provide a vital communication link between parents and their children.
- Offers an environment that binds teamwork with physical and mental toughness through competitive sport.
- SFC is a club with a competitive culture in which lasting friendships and sporting success abounds.





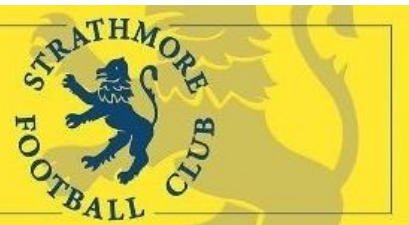
Background

Early in February 1954 Don Eddy Secretary of the Strathmore Progress Association convened a meeting calling for the promotion of an Under 17 Football team to meet the needs of the boys in the area. This proposal has been earlier discussed on the annual meeting of the Progress Association held on November 26 at the Strathmore State School.

Mr B Jackson Secretary of the Essendon Football League attended the February meeting and spoke on all requirements of sound promotion for the Mores Under 17 formation with a particularly strong plea for parental support. Four fathers and 24 boys attended another meeting and a working committee was formed.

A letter from Essendon Council Deputy Town Clerk dated March 17, 1954 to the Strathmore Progress Association revealed that Strathmore had been allotted Cross Keys Reserve for football games on Saturday mornings with North Essendon Methodists co-tenants.

And so the Strathmore Stars Junior Football Club was formed with the gold and navy blue colours, which are proudly worn and displayed today.





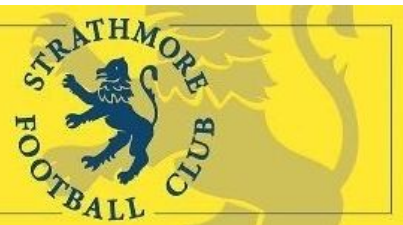
Registration & Membership:

EDFL Registration:

- Every player must be registered with the Essendon District Football League (EDFL) every season. No player can take the field without annual EDFL registration
- Registration of existing SFC players is to be completed online via SportsTG prior to registration day. A club email will be sent to each player, as well as notification via the club's communication channels. Online registration commits the player and family to all SFC and EDFL policies. In addition level coordinators will require families to sign the SFC Registration Acknowledge Form incorporating SFC Policies and Code of Conduct
- As a long standing affiliated member of the EDFL, it is important that we acknowledge the EDFL rules in our own policy. The League rules can be obtained from the committee or the EDFL website at www.essendondfl.com.au. These rules must be adhered to..

SFC Membership:

- All players are to be financial members of the Strathmore Football Club. Any player deemed not financial by the Treasurer at Round 1 shall not be eligible to represent SFC unless prior arrangements has been entered into by either the President or Head of Junior Football
- Membership can be purchased by a) after the EDFL Registration process on the SportsTG website or b) on the SFC Website (after EDFL registration) or c) paid in person at the club at a designated time and date (after EDFL registration).





Junior Playing Lists

Strathmore Football Club aims to have the maximum number of players participate with adequate playing time. We often find demand exceeds the number of spots available. SFC may place a limit on the number of player registrations that are accepted. Noting:

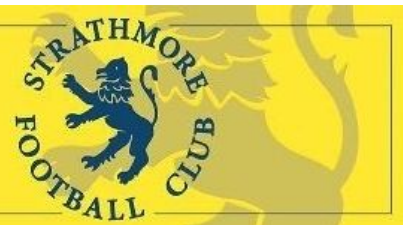
- Preference will be given to children who have played with the SFC in the previous season and/or Children who have a sibling who played in the previous season and/or Children who have a parent who is a past or current player of the club
- The maximum number of players in a Junior SFC side that can take the ground on match day is 24 players (18 on the field and 6 on the bench)
- Playing lists in each Junior Age Group from U11 to U17 will be capped at 96 players (4 teams of 24). In the event of only 3 teams (72 players) any additional players will be identified as 73rd or 74th player etc and take the field subject to one of the first 72 being unavailable. This will be made clear in writing prior to these extras players registering for SFC
- In Under 11s, 9 to 11 year olds have preference to 8 year olds. The basis of this policy is that 8 year olds have the opportunity of another three years of football in Under 11s. Further, there is a dedicated Under 9s age group for these players. Any 8 year olds that have registered to play Under 11s will be automatically placed on a waiting list. If list room permits, 8 year olds will be selected at the discretion of the Head of Junior Football. If room does not permit, a full refund will be given.
- With the different composition to each age groups divisions and the teams therein, the SFC no longer has a sibling policy as there are no guarantees that any teams will play after another, even in the same division. E.g. U11 Division 3 will often play at a different venue to U13 Division 3





Junior Playing Lists (cont)

- Finals qualification and selection: It is an EDFL ruling that players are unable to play finals in a lower division if they have played the same or more number of games in a higher division. In order to ensure that the maximum number of players is qualified for the finals, coaches and year level co-ordinator will meet after Round 6 and ensure that every player will be qualified to play for one team in any given age group. The preference is for an equal number of players to be qualified for each team. Further, as any player qualified in the age group can play up a division, Division 1 does not need to meet any qualification minimum. This policy excludes Under 17. (See that section)
- SFC understands that due to family, school, work, or representative commitments that players are sometimes unable to attend training, however the relevant coach must be advised every session. This policy is for the safety of players, for fairer team selection as well as training preparation. A text message well prior to training will suffice. If a coach feels that a player is not making an effort to train or is attending training and game day late then this could impact a players right to be guaranteed starting the game on the ground or guaranteed the minimum playing time.
- Discipline and conflict on the field, swearing, incorrect uniform, lack of punctuality, obvious lack of effort are all grounds for reduced game time, demotion from a higher team to a lower one or being left out of a team altogether.
- Any melee fines incurred by any team during the season are payable by the offending team's players. SFC deems it unfair for the remainder of the club's members to foot the bill for the actions of one team.

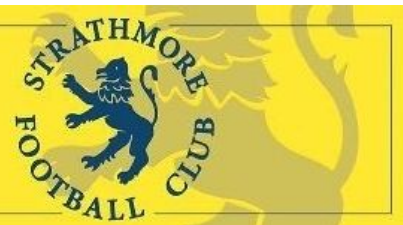




Age Group Guidelines

Under 17 Boys (In 2019, players born in 2002 or 2003)

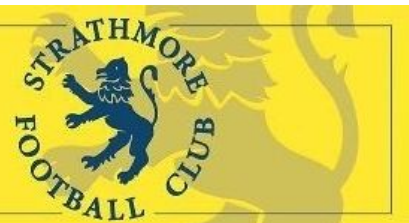
- Pre-Season Training will begin in November of the year prior. Regular season training will be twice a week. Dates and venues will be advised through the club's website and social media channels and subject to change.
- The development of players is of paramount importance at this level and as such SFC employs a promotion and relegation system irrespective of the number of teams. This will be enforced. Clearly, a consideration of the player's ability must be taken into account, as well as their potential for further development. Other factors such as physical stature and age may also be determining factors. The rotation of players between different divisions will occur at the discretion and agreement of the relevant coordinator and coaches. Player development and team balance will also be taken into account in team selection.
- It is the preference of the SFC that any promotions or demotions during the season are for a minimum of two games to allow the player to settle into that team.
- Coaches are also encouraged to develop players in more than one position throughout the season to further enhance their development
- Team personnel, assistant coaches, team managers and staff, may be only selected once teams and training groups are decided upon. Selection of coaching staff will not influence what team players are picked in.
- At Under 17s level, all players shall play a minimum of two quarters of each home and away game. Any alteration to this policy for finals must be referred to Head of Junior Football for approval





Age Group Guidelines

- Where possible, the Under 17 A team will play with 22 players. The exception is where there are players likely to miss games in which case all teams will 'push up' players and play with 23 or 24. Conversely, in the even of numbers being short, priority is again given to the A team and so on.
- While the finals qualification policy of lower junior age groups is not enforced in Under 17s, the club will make every effort to ensure every player is qualified for at least one team. As this is a transition age group to senior football, it is not a compulsory requirement of coaches to every player.
- At all Junior levels but especially at Under 17s, representative football (such as Calder Cannons or EDFL) is encouraged and supported and takes priority to SFC. The onus is on players to communicate their training and playing regime to SFC coaches to best facilitate this. Further, players showing outstanding development and talent may be given an opportunity to play at Under 19 or even Senior level.

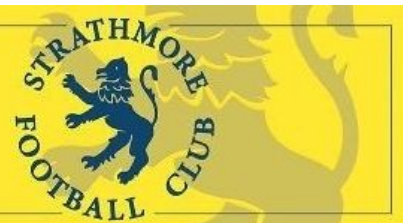




Age Group Guidelines

Under 15 Boys (In 2019, players born in 2004 or 2005)

- Pre-Season Training will begin in November 2018. Regular season training will be twice a week. Details will be advised through club communications and subject to change.
- The development of players is of paramount importance at this level and as such SFC employs a promotion and relegation system irrespective of the number of teams. This will be enforced. Clearly, a consideration of the player's ability must be taken into account, as well as their potential for further development. Other factors such as physical stature and age may also be determining factors. The rotation of players between different divisions will occur at the discretion and agreement of the relevant coordinator and coaches. Player development and team balance will also be taken into account in team selection.
- It is the preference of the SFC that any promotions or demotions during the season are for a minimum of two games to allow the player to settle into that team.
- At Under 15s - all levels - all players shall play a minimum of two quarters of each home and away game. Coaches are also encouraged to develop players in more than one position throughout the season to further enhance their development.
- Any alteration to minimum playing time for finals must be referred to Head of Junior Football for approval
- Team personnel, assistant coaches, team managers and staff, may be only selected once teams and training groups are decided upon. Selection of coaching staff will not influence what team players are picked in.



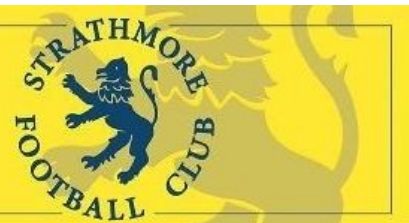


Age Group Guidelines

Under 15 Girls (In 2019, players born in 2004 or 2005)

Under 13 Girls (In 2019, players born in 2006 or 2007)

- Pre-Season Training will begin in December of the year prior with a few skills sessions. The preference of the club is to have three or four sessions prior to Christmas then resume training in the New Year when girls return to school. Regular season training will be twice a week. Dates and venues will be advised through the club's website and social media channels and subject to change.
- The development of players is of paramount importance at this level and while a promotion and relegation system is an option, we also understand that girl's football is in its infancy for our league, club and players. However, in the event of more than one team per age group, after a consideration of a player's ability, it may be beneficial that the player plays in a team in a higher or lower division.
- As there are far fewer Girls' Divisions, SFC will try and accommodate any sibling requests to the best of our ability noting, it will not always be possible and consideration of a player's talents will be considered.
- All players shall play a minimum of three quarters of each home and away game. Coaches are also encouraged to develop players in more than one position per game to further enhance their development.
- As the EDFL will allow a Girl's game to proceed when a team has 12 players, it may be logistically impossible for all of our girls to play three quarters, though the coach will be encouraged to maximise game time for all girls.
- Any alteration to minimum playing time for finals must be referred to Head of Junior Football for approval

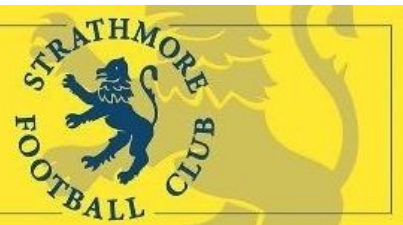




Age Group Guidelines

Under 13 Boys (In 2019, players born in 2006 or 2007)

- Pre-Season Training will begin in February. Regular season training will be once a week. Dates and venues will be advised through the club's website and social media channels and subject to change.
- Before the start of the season all coaches and year level co-ordinator will meet and select their playing lists which will form their squads for the duration of the season. There is no promotion and relegation at U13 level unless by prior consent from the Junior Coordinator and only in cases where a player is clearly well above or well below the team they should be in.
- Squads will have a maximum of 24 players, otherwise all teams will have an equal number of players. The coach of the 'A' Team will have preference in choosing his list, followed by the 'B' team and so on.
- At Under 13s level, all players shall play a minimum of three quarters of each home and away game. Coaches are also encouraged to develop players in more than one position each game to further enhance their development.
- Any alteration to minimum playing time for finals must be referred to Head of Junior Football for approval
- Team personnel, assistant coaches, team managers and staff, may be only selected once teams and training groups are decided upon. Selection of coaching staff will not influence what team players are picked in.



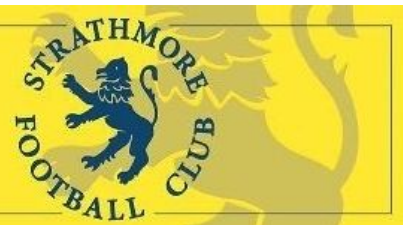


Age Group Guidelines

Under 11 Girls (In 2019, players born in 2008 or 2009)

Under 11 Boys (In 2019, players born in 2008 or 2009)

- Pre-Season Training will be around the first week of February each season. Regular season training will be once a week. Dates and venues will be advised through the club's website and social media channels and subject to change.
- Before the start of the season all coaches and year level co-ordinator will meet and select their playing lists which will form their squads for the duration of the season. There is no promotion and relegation at U11 level unless by prior consent from the Junior Coordinator and only in cases where a player is clearly well above or well below the team they should be in.
- Squads will have a maximum of 24 players, otherwise all teams will have an equal number of players. The coach of the 'A' Team will have preference in choosing his list, followed by the 'B' team and so on.
- At Under 11s level, all players shall play a minimum of three quarters of each home and away game. Coaches are also encouraged to develop players in more than one position each game to further enhance their development.
- Any alteration to minimum playing time for finals must be referred to Head of Junior Football for approval
- Team personnel, assistant coaches, team managers and staff, may be only selected once teams and training groups are decided upon. Selection of coaching staff will not influence what team players are picked in.

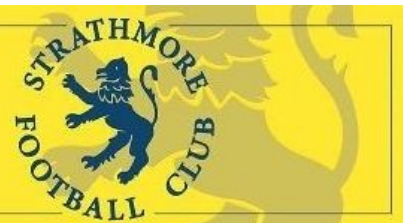




Age Group Guidelines

Under 9 (In 2019, players born in 2010 or 2011)

- Training will commence 2 weeks prior to the commencement of the season. Regular season training will be once a week. Dates and venues will be advised through the club's website and social media channels and subject to change.
- Before the start of the season all coaches and year level co-ordinator will meet and select their playing lists which will form their squads for the duration of the season. At SFC, we do not 'grade' the Under 9 Squads as the focus is on participation and players are assigned to squads where we feel they will be most comfortable.
- There is no movement between the teams unless by prior consent from the Junior Coordinator and only in cases where a player is unhappy in their current team.
- Squads will have a maximum of 20 players, otherwise all teams will have an equal number of players.
- At Under 9s level, all players shall play a minimum of three quarters of each home and away game. Coaches are also encouraged to develop players in more than one position each game to further enhance their development.
- Team personnel, assistant coaches, team managers and staff, may be only selected once teams and training groups are decided upon. Selection of coaching staff will not influence what team players are picked in.





Age Group Guidelines

Junior Griff (In 2019, players born in 2012, 2013 or 2014)

- Training will commence prior to round 1 of the EDFL junior season. Regular season training will be once a week. Dates and venues will be advised through the club's website and social media channels and subject to change.
- The Junior Griff program may be capped, dependant on registration numbers, this is at the discretion of the Head of Junior Football
- Registrations are to be completed via the SFC website

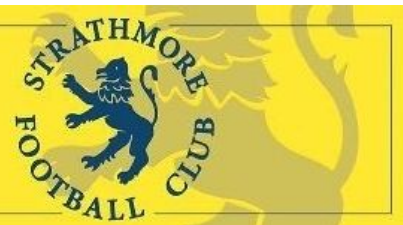




Junior Coach Selection

SFC undertakes a thorough and exhaustive process to ensure we appoint, the best and most suitable junior coaches for the various roles in order to contribute to the clubs development and ongoing success. The recruitment and selection process will be carried out in a fair, consistent and professional manner.

- All junior coaching positions become vacant at the conclusion of season and new applications sought via regular SFC Communications. All new and existing coaches must apply for these positions on an official SFC Coaching Application Form.
- All coaches are required to be Accredited (Level 1 minimum) and hold a Working with Children check. SFC will assist in helping new coaches gain these accreditations.
- All candidates being considered will be asked to attend at least one interview with a panel made up SFC Head of Junior Football, SFC Coaching & Development Director and another suitably qualified individual
- The panel will then deliberate and make recommendations to the Strathmore Football Club Executive Committee through the SFC Head of Junior Football
- As per Level 1 accreditation, successful candidates will adhere to all SFC Policies including, Code of Conduct and AFL coaching guidelines. Coaches are also required to attend all monthly coaching information evenings and keep detailed notes and ratings of all players and performances.
- It is a preference of SFC that no parent coaches their daughter or son for more than three consecutive years at junior level.





Volunteers

The SFC Executive, General Committee and all Junior Coaches, Team Managers – in fact all Junior roles, are filled by volunteers. All SFC membership includes a requirement to volunteer your time throughout the season. With all members contributing, the vast majority of roles are easily achieved with minimal effort

Match days require a number of positions to be filled by players' parent/guardians'. A roster will be drawn up and distributed to all parent/guardians' at the start of the season by the Team Manager. It is the parent/guardians' responsibility to find a substitute if unavailable on their given rostered day. The positions include but are not restricted to:

- Match Day Official
- First Aid
- Runner
- Boundary Umpire
- Water Carrier
- Time Keeper
- Assistant Coach
- Umpire's Escort
- Goal Umpire

The club also requires assistance for off-field activities to be filled by players and/or parents and/or guardians. A roster will be drawn up and distributed to all parent/guardians at the start of the season by the Team Manager.

The positions may include:

- Junior meal nights
- Club room maintenance
- Bar duty (RSA Certificate required)

Again It is the parent/guardians' responsibility to find a substitute if unavailable on their given rostered day. These duties are critical in order for the club to operate .





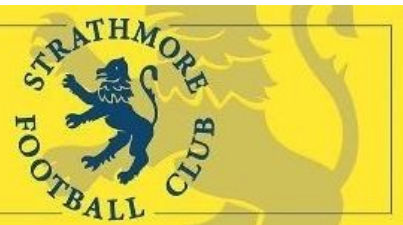
Code Of Conduct

The SFC Club operates in accordance with The Essence of Australian Sport code of behaviour developed by the Australian Sports Commission and intended to be the minimum standard for anyone involved in sport. We take this code very seriously and from 2017, this code requires compulsory acknowledgement by all families purchasing a SFC membership and all players taking the field and representing SFC. It forms part of the Sporting Pulse registration and a pre-season information night which acts as a pre-cursor to all players and parents signing the acknowledgement. Failure to adhere to the code or policy will result in a hearing before members of the SFC Club Executive and may result in sanctions including suspension and expulsion.

The SFC Code of Conduct covers The Club, all Players, Coaches, Officials, Administrators, Parents and Spectators and incorporates the SFC Social Media Policy. Specifically;

Strathmore Football Club

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost encourage and support opportunities for people to learn appropriate behaviours and skills
- Support opportunities for participation in all aspects of the sport
- Treat each person as an individual
- Display control and courtesy to all involved with the sport respect the rights and worth of every person regardless of their gender, ability, cultural background or religion
- Respect the decisions of officials, coaches and administrators in the conduct of the sport
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years





Code Of Conduct

- Adopt appropriate and responsible behaviour in all interactions
- Adopt responsible behaviour in relation to alcohol and other drugs
- Act with integrity and objectivity, and accept responsibility for your decisions/actions
- Ensure your decisions and actions contribute to a safe environment
- Ensure your decisions and actions contribute to a harassment free environment
- Do not tolerate harmful or abusive behaviours

Players

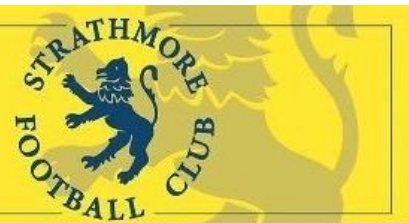
- Give your best at all times
- Participate for your own enjoyment and benefit

Coaches

- Place the safety and welfare of the players above all else
- Help each person (player, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback
- Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development
- Be honest and do not allow your qualifications to be misrepresented

Officials

- Place the safety and welfare of the players above all else
- Be consistent and impartial when making decisions
- Address unsporting behaviour and promote respect for all people





Code Of Conduct

Administrators

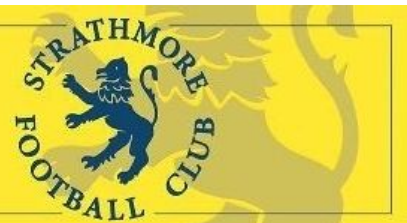
- Act honestly, in good faith and in the best interests of the sport as a whole
 - Ensure that any information acquired or advantage gained from the position is not used improperly
 - Conduct your responsibilities with due care, competence and diligence
- Do not allow prejudice, conflict of interest or bias to affect your objectivity

Parents

- Encourage children to participate and have fun
- Focus on the child's effort and performance rather than winning or losing
- Never ridicule or yell at a child for making a mistake or losing a competition
- Make yourself available for match day duties
- It is your responsibility to get your child to the game and to training – not the coach's

Spectators

- Respect the performances and efforts of all people
- Reject the use of violence in any form, whether it is by spectators, coaches, officials or players

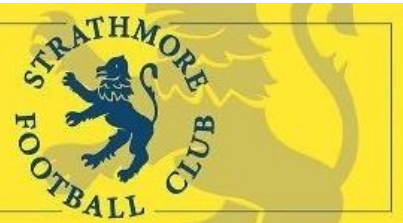




Code Of Conduct

Social Media

- SFC acknowledges that Social Media has an increasing presence in the sporting, social and private lives of its members. SFC recognises the value in the use of Social Media to build more meaningful relationships with our members, supporters, sponsors and local community. SFC Social Media incorporates electronic and hard copy newsletters and email, Facebook, Twitter, TeamApp, SnapChat, YouTube and Instagram but is not limited to these. SFC recognises that Members will from time to time engage with Social Media in a non-official, personal capacity. This Policy does not intend to discourage nor unduly limit personal expression or online activities. However, Members should recognise the risk and damage that may be caused (either directly or indirectly) to the SFC in certain circumstances.
- The inappropriate engagement in Social Media by club members is unacceptable and may result in suspension and/or expulsion from the club as well as legal liability. This includes discriminatory, defamatory, abusive or otherwise objectionable language in content or breaching the reasonable expectation of privacy of a person. SFC members including players, family members, coaches, officials, administrators and all people reasonably connected to the SFC must comply with the Social Media Policy





Concerns Or Complaints

From time to time members of the junior football club community may have concerns or complaints in relation to the football administration or football operations. Should this circumstance arise, the club has a policy to assist members in resolving these concerns.

In the first instance, any concern needs to be raised in writing to the respective Team Manager and/or the Age Level Coordinator. Under no circumstances should parents confront either teams coaches, players, officials or umpires on game day with any issue.

Should the matter not be resolved, and subject to the issue, the correspondence can be forwarded to either the Head of Junior Football (Junior matter) or Media & Communications Officer. Contact details of all officials can be found on the SFC website.

