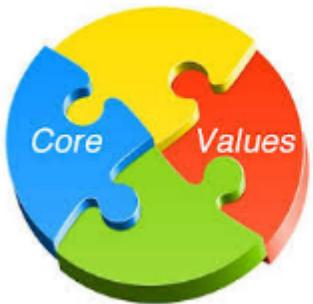


Our Junior Club Objectives

<p>Junior Club Objectives</p> <p>- Core Values</p> 	<p>To provide the opportunity for boys and girls from 5-18 years of age to participate in football in a safe and non-discriminatory environment</p> <p>To provide a secure structure, engaging suitable coaching staff, recognizing and awarding efforts and achievements of players; individuals and their teams are supported & developed so that they may achieve their best.</p> <p>To build a sense of community that values Team Work, Commitment, Integrity, Pride, Discipline comradeship, loyalty, and true effort above anything else.</p>
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Oakleigh Cannons - Club Fines

The club does not fine a member of the club; we get "no pleasure" letting a person know about a fine that's just been received via email to us; and above all we are not that person's enemy; I am finding resistance from players & parents who have been charged due to an incident by the FFV tribunal or and later charged by the FFV court hearing as guilty of the charge that refuse to pay their fine; and later these people ask me why the club is not paying for it. Fines may range from \$500 to \$14,000 depending on the severity. If you are found guilty; our OCJFC club policy clearly states:-

- The FFV has a strict "0" tolerance policy implemented. Abusive language and bad behaviour will not be tolerated at Oakleigh Cannons Juniors FC. People who breach this policy and are fined will have to pay this fine personally. The club will not be responsible for this fine. This also applies to red card fines.

If the person responsible refuses to pay the fine; then the club has no option but to suspend the person in question until they do pay the fine from our club; in turn we must then ask the team the person belongs to help pay the fine; This process cycles and escalates until someone or group of people pay the fine.

I know this is not fair; but the FFV fines the club not the person in question; so the person has the right to leave the club without paying the fine leaving us in the lurch. The FFV says "Well... if you want to keep abusive or bad behaviour people at your club then it becomes your problem"

We cannot expect our club to pay the fine; we have 31 teams that play competition on a given Sunday; could you image if 3 or 4 teams were fined a week? The impact it will have on our club is enormous; remember we also play 18 rounds a year! Fines can cripple our club;

If the FFV believe that the charge in question is severe and it merits a court hearing; then, a court date will be scheduled to hear "both" sides of the story; this is normally done on a Wednesday night; and people can present their evidence and support media/documents; Soon after the hearing on the same night; a decision is announced.

If you are found guilty and depending on the severity; a fine is issued; it could range from min \$500 to \$14,000. If the fine is unacceptable; then, the club can appeal against the charge; this costs another \$1500; if you lose the appeal then you lose \$1500 + you have to pay the initial fine.

Further issues:

Just as an example; let's say we were charged for a fine of \$1,000:- After the dust has settled and everyone has finally understood and have accepted the charge;

- If we do not pay the fine within the time frame the FFV have set; a further \$250 is charged on top for late fees;
- If the fine is not paid by the next date set; further additional costs are incurred and the Senior Team and all the junior teams will be deducted 3 championship points from their next competition game.

This now impacts the whole club not just the person or the team involved. Let's hope we never see this day.

OCJFC DISPUTES

Please take the time to read this Disputes policy; if an incident occurs and this is the 1st instance of the incident; it is important you speak to your coach and/or the team manager first; do not bypass and go directly to a committee person or board member; try and keep the incident in-house as 9 of ten times the issue is resolved amicably in the 1st instance.

If the issue cannot be resolved then in the 2nd instance the incident is escalated to the person acting as “Head of Junior Football Operations”. An additional committee member or task member is also present to assist the as “Head of Junior Football Operations” and to also act as a witness.

Our coaches invest a lot of time and effort to improve the Soccer skills of all players. Parents are asked to fully support their child’s coach and where possible assist the coach to ensure training and match days run smoothly.

Between the Parent/Player and the Coach

If a Parent/Player has concerns about the behaviour or attitude of a Coach they should –

- Inform the Team Manager that they would like to speak to the coach or personally ask the coach for a meeting at a time convenient to the coach. At NO time should a Parent confront a Coach during training or while a game is in progress. If the Parent/Player wishes, they may withdraw their child and arrange a meeting with the coach.

- The Parent/Player must not let the situation become heated.

- If the Parent/Player feels that they are not able to resolve their problem after speaking to the Coach or if they don’t think they can resolve their problem by speaking to the Coach, then they should contact the Head of Junior Football Operations and make a meeting to discuss, preferably in writing via email.

- The Head of Junior Football Operations will then talk to the Coach and try to resolve the dispute or may consult with a number of Junior Committee members to convene a mediation process.

- The Head of Junior Football Operations will mediate at a meeting between the Coach and the Parent and attempt to resolve the problem.

- If mediation doesn’t work then the Head of Junior Football Operations will adjudicate to the best of his/her ability and in the best interest of the Club. Please Note:

If a number of parents have concerns then they should put these in writing and email/send these to the Junior Committee.

At NO stage should parents abuse or threaten a coach. Any breach of this could result in parents and/or their child being either suspended or expelled from the club.

Coaches must be treated with respect and any disputes should be resolved amicably.

Player v Player

If a Player has concerns about the behaviour and/or attitude of another player (same team or otherwise):

- Players/Parents should not take matters into their own hands. They should refer the matter to the Coach, Team Manager or a Junior Committee Member who will decide the appropriate action to follow.
- The appropriate dispute policy will be determined and applied.
- If the matter warrants the intervention of the Head of Junior Football Operations, the matter will be investigated by this person and he/she will adjudicate to the best of their ability and in the best interest of the Club.

Between the Coach/Team Manager and the Player

If you have concerns about a player's behaviour or attitude –

- Talk to the player and express your concerns. If the player is 14 years of age or younger, you must always speak to the child in the presence of their parent.
- If there is a further incident with the player, and you are still not satisfied with the behaviour of the player, you should again speak to the player and parent and make them aware that future indiscretions will not be tolerated. At this point, you must inform the Head of Junior Football Operations, preferably in writing via email.
- If the behaviour of the player does not change, the player will be spoken to by the Head of Junior Football Operations and, if necessary, may be required to address the Junior Committee to explain his/her behaviour.
- If a situation arises at Training/ Matches that requires some immediate action, the Coach/Team Manager will adjudicate to the best of their ability and in the best interest of the Club. The matter must be referred to the Head of Junior Football Operations or the Junior Committee for further investigation.

Between the Coach and the Parent

If a coach has concerns with a Parent's behaviour or attitude they should –

- Talk to the Parent about their concerns, and do this where possible, in the presence of their Team Manager. If the Team Manager is not present, then they must report the concern to the Team Manager as soon as possible.
- The Coach must not let the situation become heated. Always talk to the Parent away from the field of play, unless this is not possible.
- If the Coach is unable to resolve the problem amicably, then they should refer the matter to the Head of Junior Football Operations, preferably in writing via email.
- The Head of Junior Football Operations person will then talk to the Parent and try to resolve the dispute or may consult with a number of Junior Committee members to convene a mediation process.
- The Head of Junior Football Operations will mediate at a meeting between the Coach and the Parent and attempt to resolve the problem.
- If mediation doesn't work then the Head of Junior Football Operations will adjudicate to the best of his/her ability and in the best interest of the Club.

Oakleigh Cannons FC

MiniRoos & NPLV Fair Play Policy:-

At Oakleigh Cannons FC we aim to give all players a minimum of 50% game time over the course of the season.

Coaches fully understand that all players want to play as much as possible.

When players are rotated off they must remain positive and not drop their heads when taken off as this directly affects the positive culture that we have created within the teams at Oakleigh cannons.

Our clubs Fair Play Policy:-

If all is “equal”

example:

- A commitment by players to try their best and at all times.
 - Play to the best of their ability.
 - Prepare themselves physically and mentally.
- Demonstrate commitment to the team by maximising attendance at training.
- Behaving at all times with respect to his/her team mates/coaches/team manager/parents/technical director/support staff and all other people in our community.

Then: - The commitment by the coach is to:-

- A player must play in the 1st half and again in the 2nd half;
- When you tally up the game time of the player; it must not be less than half a game;

Over the course of the year player who play half games will get full games and vice versa.

This is left up to the head coaches' discretion.

However if it is “not equal” then it is left up to the head coaches discretion regarding the amount of time a player gets on match day.

Trials - 2019

NPLV (U12's - U18's only) Our 3-day Trial process explained:-

Day 1	Day 2	Day 3
<p>All players check their personal details @ admin desk. Every player is given a training bib numbered. All players are mixed Part 1 of the night; They get to play a small sided “keeping off” game 5v5/ 6v6; SS games a rotated.</p> <p>Part 2 of the night; They get to play a full sided game 11v11 (mixed)</p> <p>Game selection: (Mixed)</p> <p>No selection on ability or position has been made at this stage – we just want to have a look @ the child’s small sided game and then their long-sided game ability.</p> <p>You will notice people with clip boards watching and marking @ each corner of the ground;</p> <p>Our aim on day 1 is to pick a team of 11 who will wear the green bib on day2. This green team is referred to as the “go” team. It means your child has 1 foot in the door but not fully there just yet.</p> <p>At the end of the night - Player cuts are done, and emails are sent to notify the “unsuccessful” candidates.</p> <p>If you do not get/receive an email from the club at the end of day1 then that means you come back on day 2.</p>	<p>A full sided game is played only. 11v11 The green bib team v the other colored bib teams. Most likely 14 Red and 14 Orange. A Round robin games begins.</p> <ul style="list-style-type: none"> Green v Red Green v Orange Red v Orange <p>Players from the green team have to try their best and play well enough not to lose their green bib The coach may ask a player from the green team to swap with a colored bib player The focus on day 2/3 is find the next 7 players to make up the 18/19 player squad. By design the green team will be stronger. It should be visible and noticeable. Players from the colored bibs must give everything they have and have to try their very best to play well enough to get a “Green” Bib At the end of the night - Player cuts are done, and emails are sent to notify the “unsuccessful” candidates.</p>	<p>A full sided game is played only. 11v11 The green bib team v the Orange bib team. This is the last chance for all players to shine and be seen. At the end of the night - Player cuts are done, and emails are sent to notify the “unsuccessful” candidates. The final squad is selected. At the end of the night – a “letter of offer” is sent to all “successful” candidates. You have 24 hours to accept our offer. If a player does not accept our offer, then the position is given to the next person in line of selection. On this day the focus is on the orange team. 7/or 8 people will be selected from the orange to make up the 18/19 player squad. After selection has been picked there is no mention of green or orange. This system is only used to find the 18/19 players. All players are equal. On day 3 - If a player in the orange team plays well against the green team then this player is worthy of a squad selection.</p>