



Olinda Ferny Creek Junior Football Club

Player Development Policy

Version: 1.4

Date: 2 December 2017

Revision History

Date	Version	Comments
2 September 2007	0.1 Draft	Initial draft for presentation to members at 2007 club AGM
26 October 2007	0.2 Draft	Refinements prior to distribution to applicants for coaching positions
24 January 2008	0.3	Changes name of award to best clubman
29 January 2008	1.0	Adopted by Committee
11 February 2008	1.1	Updates prior to 2009 season including new U11 policies and revised awards and player pathways sections
20 July 2012	1.2 Draft	2012 Policy Review. Refinements to cater for junior teams in all age groups from Under 9's to Under 15's and above. Update Awards Section – B& F voting, procedure, numbers and names of awards. Inclusion of Insurance Section. Removed reference to DRJFL. Minor wording updates and clarification various sections.
22 July 2012	1.2	Adopted by committee
6 August 2012	1.3 Draft	2012 Policy Review. Included provisions relating to players suspended, reported or receiving yellow OR red cards.
7 August 2012	1.3	Adopted by committee. Changes to come into effect from commencement of 2013 season.
2 December 2017	1.4 Draft	2017 Policy Review, changes include end of season team awards structure, head gear supply, removal of capped lists and removal of finals policy.
2 December 2017	1.4	Adopted by committee. Changes to come into effect from commencement of 2018 season.

All changes to this document are to be approved by the OFCJFC Committee.

Table of Contents

Revision History.....	2
Table of Contents	3
1 Audience.....	4
2 Related Documentation	4
3 Introduction.....	4
4 Background – Principles, Values, Philosophies	5
5 Player Selection – Home and Away Rounds & Finals	7
5.1 General Selection Guidelines.....	7
6 Game Time, Positioning and Rotation – Home and Away Rounds & Finals	7
6.1 General Guidelines – All Age Groups	7
6.2 U9/10	8
6.3 U11/12.....	8
6.4 U13/14	8
6.5 U15/16.....	8
7 Players Filling In Teams Above Their Registered Age Group	9
8 Training.....	9
9 Positions of Responsibility.....	10
9.1 Captaincy – Up to and including U12s.....	10
9.2 Captaincy - U13s and above	10
10 Player Recognition and Awards	10
10.1 Weekly Awards	10
10.2 Best and Fairest Voting and Awards.....	11
10.3 Voting Procedure	11
10.4 Participation Awards	12
10.5 Player of the Finals	12
10.6 Club Values Award	12
10.7 Special Milestones.....	13
10.8 Top Age Player Recognition Awards	13
11 Players with Special Needs.....	14
12 Player Pathways	14
13 Match Day Roles.....	15
13.1 Boundary Umpires	15
13.2 Water Carriers.....	15
14 Player Management.....	16
14.1 Injury Prevention and Management.....	16
14.1.1 Advice Of Existing Illnesses, Injuries etc.....	16
14.1.2 Mouthguards.....	16
14.1.3 Protective Headwear.....	16
14.1.4 During the Game	16
14.1.5 Returning to play	17
14.1.6 Insurance	17
15 Administration Matters	18
15.1 Discipline	18
15.2 Club Uniforms & Dress Code	18

1 Audience

This document should be read by all players, parents, coaches and other officials of the OFCJFC.

The primary responsibility for implementation of the policies contained in this document rests with Coaches and Team Managers hence these officials should be most familiar with its contents. Additionally, an understanding of these policies is also seen to be required for all players and their parents. The club encourages parents of younger players to discuss this policy with their children from their first season with the club.

2 Related Documentation

This policy should be read in conjunction with the following OFCJFC documents:-

- Mission Statement
- Player Registration Policy

3 Introduction

As outlined in the club's Mission Statement, Olinda Ferny Creek Junior Football Club strives to inspire and develop all players' football skills and to promote positive personal values and a healthy lifestyle. To support the achievement of these objectives the club has developed the Player Development policies contained in this document.

These policies and guidelines cover the major aspects of a player's participation at the club that contribute to the objective of player development. The policies are based on some foundation principles reflecting the key philosophies of the club as documented in the Mission Statement. These are identified in the following section.

The document contains sections relating to player selection, positioning and rotation, which are viewed as being most significant in terms of shaping the opportunity provided to players to develop their skills in the match-day environment. Separate guidance is provided for Home and Away games and for Finals reflecting the slightly different emphasis that is generally attached to these two game-day situations.

Player responsibilities in relation to training are also defined, this being seen as a major component of the player development program offered by the club.

Other statements covering positions of responsibility within the playing group, player recognition, player development pathways and players participating above their registered age groups have also been included to provide guidance to officials, parents and players on these important subjects.

It is important to note that the evolution of this policy is a work in progress. This policy shall continue to be adapted with the benefit of experience gained from the implementation of this policy.

4 Background – Principles, Values, Philosophies

The OFCJFC seeks to promote and encourage active participation of its members at all times. This is the very heart and soul of our community-based, youth-focussed organisation.

Like all groups participating in an organised sporting competition, the club will always strive for success in our particular field of endeavour. However, reflecting the values articulated in the club's mission statement, where there is any potential conflict or tension between the pursuit of success on the field and the development of our players, our policies seek to strike the balance in favour of the latter rather than the former.

The concept of equity of opportunity for all of our players is another of the fundamental values held by the club. This is seen to be of great importance in encouraging our children not only to play Australian Rules football but also to actively participate in all aspects of club life both on and off the field.

As the understanding of the concept of equity varies with the level of development and maturity attained by children, in many cases the implementation of the concept in our policies also varies by age group. Where relevant, appropriate policy statements are defined for each age group reflecting the differing levels of players' physical, emotional and social needs that are typically encountered at that level.

In practice, these principles see the focus of 'equity' shift from quarter by quarter and week-by-week at the very youngest levels through to a broader, more long-term view delivered and managed over the course of the season as player's progress through to the higher age groups. Additionally, as players progress through to higher age groups, the simple 'participation' objective focussed on at the lower levels is reduced and increasing emphasis is placed on individual development and the sense of team and club.

These principles are reflected in the following broad 'age-based' statements which form the basis of the club's Player Development policies:

- At the U9 and U10 level, the focus is squarely upon broad participation and equity for all players every week.
 - Numbers are not capped and game time for individuals is traded off in favour of maximising the number of players involved each week.
 - As far as possible, equal playing opportunity is provided to all participants each week.
 - Young children are introduced to the skills and concepts of the game and encouraged to develop their confidence through participation in matches with modified rules and a reduced emphasis on competitive aspects and outcomes.
- At the U11 level, the game day emphasis remains on participation for all players.
 - The entire squad is available to participate in every game.
 - Equity of playing opportunity for all players each week is maintained.
 - The transition to a more traditional form of the game commences and matches are played with only minor modifications to the rules.
 - Players are introduced to an age appropriate level of competition with games being played for premiership points and finals held at the end of the season.
 - Training focuses on continued development of players' self confidence, skills and knowledge of the game development.

- At the U12 level, wholesale regular participation continues to be favoured over maximising game time for individuals.
 - The entire squad is available to participate in every game.
 - Equity of playing opportunity for all players each week is maintained.
 - Players are introduced to the framework of areas of the ground (backs / midfields / forwards) used for the development of individual skills.
 - Training focuses on individual skill development and game sense
 - Matches are played under normal rules
 - Players develop a sense of team and club

- At the U13 and U14 level, the emphasis is starting to increase on individual development and quality of game involvement.
 - Coaches have greater flexibility to establish appropriate player development scenarios.
 - The entire squad is available to participate in every game.
 - Equity of playing opportunity is maintained however is delivered and measured over the duration of the season.
 - The focus of training starts to shift towards implementation of team strategies and tactics and the role of the individual within these constructs.

- At the U15 and U16 level, further emphasis placed upon development of the individual within the overall team framework
 - All players are to receive broadly equivalent game time however 'equity' is delivered and measured over the duration of the season.
 - The entire squad is available to participate in every game.
 - Player development and specialisation starts to become more significant.
 - Team strategy, tactics and mental skills are refined
 - Players begin to take responsibility both collectively and individually for team performance outcomes.
 - Players start to develop an understanding of the competitive nature of weekly team selection.

The club's player development policies as described in this document are based upon the principles and philosophies outlined above.

5 Player Selection – Home and Away Rounds & Finals

5.1 General Selection Guidelines

The following guidelines will apply to player selection in OFCJFC junior teams:-

Age Group	Selection Guideline
Under 9s & 10s	All available players shall be selected every week
Under 11s & 12s	All available players shall be selected every week
Under 13s & 14s	All available players shall be selected every week
Under 15s & 16s	All available players shall be selected every week

6 Game Time, Positioning and Rotation – Home and Away Rounds & Finals

Note: The sections of this policy relating to player selection, game time and rotation should be read in conjunction with the training provisions of this policy as described in Section 8. It should be noted that failure to adhere to the clubs expectations regarding training may impact upon a player's game-day selection and on-field rotation.

The following set of statements represents the goals for player rotation and positioning for each particular age group. It is recognised that due to the dynamic and unpredictable nature of the game-day environment, coaches may not be able to achieve 100% compliance with all of these (sometimes competing) priorities in every single match. Coaches are, however, expected to honour the underlying intention of these statements at all times and to make every reasonable attempt to achieve these goals to the greatest extent possible. Providing this approach is consistently maintained, any minor week-to-week deviations from these guidelines would be expected to balance out over the course of the entire season.

The guidelines on player positioning and rotation for the higher age groups refer to 'areas' of the ground. For the purposes of this policy, the three areas of the ground are considered to be the Backline, Forward line and Midfield (including Centre line and on ball positions).

6.1 General Guidelines – All Age Groups

- Coaches are to ensure as far as possible that all players are effectively involved in the game whilst on the field. This is especially important in one-sided games and may require the coach to move players to different positions or areas to ensure players are given every opportunity to be involved in that game.

Owing to the shorter duration of the quarters, this is more of a concern for the younger age groups in particular. In higher age groups where quarters are longer and the ball generally moves faster around the ground, there is more chance of the ball spending time at both ends of ground throughout the playing intervals.

6.2 U9/10

- All available players are to receive approximately equal game time each week
- All players are to be on the field before half time
- Players are to be placed into different positions during a game
- To ensure continuity of play, players should ideally only be rotated in the breaks between quarters
- Players to be placed in all different positions over the course of the season

6.3 U11/12

- All available players are to receive approximately equal game time each week
- All players are to be on the field by half time.
- Players are to be placed in different positions from week to week
- Players are to spend similar amounts of time in each of the three areas of the ground throughout the season
- Players are to gain experience in as many different positions as possible within each area of the ground over the season (within reason given players' physical stature etc)

6.4 U13/14

- All selected players are to receive a minimum of 3 quarters of football in each of their allocated games
- All selected players are to be on the field before half time
- Players are to spend at least 25% of their allocated game time playing in each of the three areas of the ground over the course of the season
- Players are to gain experience in different positions within each of the three areas of the ground over the course of the season (within reason given players' physical stature etc)

6.5 U15/16

- Each player is to average as close as possible to 3 quarters of football per game played as a minimum over the course of the home and away season.
- All selected players are to be on the field by the 2nd quarter
- Each player is to receive experience playing in a variety of positions and in all three areas of the ground over the season.
- Each player should play at least 8 quarters in each of the 3 areas of the ground throughout the season.

7 Players Filling In Teams above Their Registered Age Group

The club recognises that there are situations when players from a lower age group may be requested to fill in for a team in the age group above which they are registered. This will generally only be done to help increase the numbers of players available in the higher age group. The following guidelines will apply to players playing in a team above that which they are registered in:-

- A player may only play above their registered age group with the prior consent of their parent or guardian.
- Only top age players in their registered age groups may play above their registered level
- A player may only play up to the next highest age group above the group that they are registered in.
- A player may not play up over their registered age group if this results in a child registered in the higher age group missing out on selection in that game.
- A player playing up in a higher age group may not receive any more time on the ground than any player from that age group who receives the least amount of time on the ground in that game.
- As players playing above their registered age groups are only expected to be filling in for that team to increase the number of players available on the day, minimum game time guidelines will not apply for these players. Coaches should, however, make every effort to give the child some time on the ground during the course of the game to reward and recognise their willingness to participate at that level.

8 Training

Training is an important aspect of a player's involvement in the football club as it is here that a player develops important physical, social and game playing skills. As such, the club expects all registered players to attend organised training sessions.

If a player is unable to attend training, it is the responsibility of the player, parent or guardian to advise a member of their team's coaching panel of the player's non-attendance **prior to training commencing** or, in exceptional circumstances, as soon as practicable after training has finished.

The club recognises that exceptional circumstances may arise from time to time which make it difficult for a player to attend training, arrive at the specified times and / or on certain days. In these instances, players, parents or guardians are expected to discuss their individual situation with team officials (coaches and team managers) making alternate arrangements where possible.

A player's attitude at training is equally important, not only for that player's personal development, but also that of their teammates. All players are expected to respect their fellow teammates, desire to learn and participate at training, and conduct themselves accordingly

Repeated failure to attend organised training sessions without prior knowledge or arrangement with coaching staff, or repeated inappropriate or unacceptable behaviour at training may result in a reduction or loss of playing time for that player, including finals where appropriate.

9 Positions of Responsibility

9.1 Captaincy – Up to and including U12s

- The Captaincy position should be rotated weekly in all age groups up to and including U12s.
- As the season is not long enough to provide all players with an opportunity to act as captain every year, preference shall be given to the eldest players in the playing group ie: The eldest 14 children shall receive a chance to captain their side once throughout the season. (Assuming a 14 round season)

9.2 Captaincy - U13s and above

- The coach of a team in U13s and above may optionally nominate the captain on a seasonal, weekly or any other basis.
- Where the decision is made to rotate captaincy amongst members of the playing group, consideration should be given to the policy provision for ages up to and including U12s where preference is to be given to the elder players in the playing group.

10 Player Recognition and Awards

The club will implement the following award programs to recognise the efforts and achievements of players in each team:

10.1 Weekly Awards

- Weekly awards will be supplied by the club for public presentation following each completed game.
- Recipients of weekly awards are to be determined by the Coaching Staff
- Weekly awards are to be given to recognise and reward behaviour consistent with the club's mission, policies (including player development policy) and codes of conduct.
- Weekly awards may be presented as public recognition of any positive behaviour that the coach wishes to reinforce.
- As a general rule, weekly awards should generally reflect effort and attitude, rather than focussing predominantly on ability.
- Coaches should make every effort to ensure that awards are distributed approximately evenly throughout the playing group over the course of the entire season and must keep appropriate records of awards presented for verification purposes.

10.2 Best and Fairest Voting and Awards

At the completion of the playing season, the club present a number of performance based awards to players from each age team in the U11s and higher age groups. These awards are based on votes earned by players for their performances in home and away games during the season.

The following two performance based awards are presented annually for each of the teams:

- Best and Fairest
- Runner Up Best and Fairest

The awards listed above shall be presented to the top 2 vote winners in each team (U11s and above) for the season. The Best and Fairest and Runner Up Best and Fairest awards shall be presented to the players scoring the highest and second highest number of votes respectively.

In addition to this, the Coaching Staff may choose another 3 awards from the following 5 categories at the Coaching Staff's discretion – Most Consistent, Most Improved, Most Determined, Most Courageous, Coaches Award – each team will therefore have 5 major award winners in total.

Note that a player suspended by the league or the club is ineligible to receive any of these 5 major awards!

10.3 Voting Procedure

Votes for the annual Best and Fairest player awards for each team from the U11s and above age groups are to be awarded for all home and away games played during the season. No votes are awarded for finals.

Voting for the Best and Fairest awards is to reflect performance in that game. Votes are to be awarded on a 5-4-3-2-1 basis with the best player on the day receiving 5 votes.

In the event of a player receiving a yellow or red card or being reported by an umpire during a match, the player shall be ineligible to receive votes for that game.

Three sets of votes shall be awarded for each game by the following persons:

- Coaching Staff
- Committee Member
- Parent (any parent or parent of team/club member)

As far as possible the Committee Votes and Parent Votes should be rotated amongst different member of their respective groups from week to week.

It is the responsibility of the Team Manager to arrange for the distribution and collection of voting slips each week in accordance with these guidelines and to keep a record of the individuals completing voting slips each week throughout the course of the season.

Completed voting slips are to be returned to the Team Manager immediately after the completion of each game. The Team Manager is to keep safe the seasons voting slips, to be counted at the end of the season.

In order to promote a consistent understanding of the objective and process associated with the weekly votes, a simple voting guide should be distributed to the individuals completing the voting slips each week.

Votes for each team shall be counted by the club committee and coaching staff following the completion of the last home and away round. All voting results (including both week to week votes and also the end of season tallies and margins) are to be held in confidence by those involved in the collection and counting of votes and should not be discussed or disclosed with any other persons including players and / or parents.

10.4 Participation Awards

The club presents a participation award at the end of each season to all players in the age groups up to and including U12s.

A player shall be eligible for one participation award only for the core team that they represented in that season.

10.5 Player of the Finals

For teams participating in finals, an award will be presented to the player of that team judged to be the best player of the finals series. The winner of this award is to be selected by the teams coaching staff only. This award is to run via the same voting structure as the home and away season, votes are to be awarded on the 5-4-3-2-1 basis with the best player on the day receiving 5 votes. The votes are to be handed to the Team Manager at the completion of each game, who will keep them and tally. In the event of a tie in the votes between 2 or more players, all will be declared joint winners.

10.6 Club Values Award

The club will each year present a "Club Values Award" to the player deemed by the committee to best represent the values and interests of the club throughout the season. The aim of this award is to foster and recognise positive behaviour by the players at the club consistent with the clubs stated mission, values and philosophies.

The Club Values award is not performance based and is not intended to serve as recognition of a player's de-facto status as the clubs best player.

The Club Values Award will recognise a players overall contribution to the club and take into consideration any role or behaviour deemed valuable and worthy of commendation by the committee either on or off the field.

For illustration purposes, example of behaviours that may be taken into account in determination of this award may include:

- Assistance to coaches, team managers or officials at training or on game day.
- Determination, persistence and resilience on the face of hardship or adversity.
- Leadership amongst other player's peers.
- Acting as a mentor or role model for younger players at the club.
- Representation of the club in a public capacity in a manner which reflects positively on the club.

The above list is not exhaustive and is intended to provide a guide only as to the types of behaviours that may be considered worthy of nomination for the Club Values Award

The award shall be open to all players from every team fielded by the club in that season. Note however that any player suspended by the league or the club shall not be eligible to be nominated for the Club Values Award for the season in which the suspension was imposed.

At the end of each season, the coaching staff and team manager of each team may nominate up to two players from their team to be considered for the Club Values Award. Nominations are to be made on the official club nomination form and should outline the reasons for the nomination of the individual concerned.

The club will maintain the template for the nomination form which will include relevant prompts and guidelines for nomination. The Coaching Coordinator will distribute this to the coaches allowing sufficient time for coaches to consider nominations prior to the end of the season.

The Club Committee shall consider all nominations presented and shall select one player from this group to receive the Club Values Award. Should a Committee member have a child that has been nominated for the Club Values Award, the Committee member will be excused from the selection process.

The Club Values Award will be presented at the end of season presentation function.

10.7 Special Milestones

The club will make special presentations to players who achieve significant milestones in terms of the number of games played for the club. Appropriate awards will be presented at the annual club presentation night to players who achieve the following milestones during the season:

- 50 Games
- 100 Games
- 150 Games

These awards shall be presented by the club following the player's milestone game.

10.8 Top Age Player Recognition Awards

The club will make a suitable presentation at the end of each season to all top age players who will be too old to continue playing junior football with the club in the future. These awards shall be presented to recognise the player's participation and achievements in their time as a junior footballer with the club.

11 Players with Special Needs

Ongoing development and enhancement of personal confidence and self-esteem is a core objective of our club. As such, we recognise that players of all ages may from time to time, have special needs apart from obvious physical or football issues such as injuries or skill deficiencies that are typically dealt with by coaching staff on an ongoing basis.

We recognise that that people at our club, particularly coaches and officials, may play a very important role in personal development by being a 'significant' adult in a young person's life, and provide a framework to assist with special needs when they arise.

Parents / guardians of a child with special needs should advise the relevant club officials (who will generally be the child's Coach and / or Team Manager) of the issue so that they become aware of the need and are able to manage and respond to it appropriately. Any such information provided will be treated in strict confidence by club officials.

Where a player has special needs of a medical or similar such nature, this information should be provided to the club using the appropriate medical form. A suitable medical form is provided for this purpose at the time of registration and should be completed with details of any relevant medical conditions, mobility issues, allergies etc that may impact upon the child's participation in club activities. Any such information supplied will be forwarded to the coach and team manager as the officials directly responsible for the supervision of the players at training and during matches.

Parents and Guardians are responsible for monitoring and administering any medication or special care required by their child at all times when involved in club activities.

Parents and carers are encouraged to discuss any special needs of their children with the coach or team manager directly. Where appropriate, parents and carers may elect to discuss any special needs prior to registration with the club Executive.

12 Player Pathways

The club seeks to inspire players to maximise their potential in the sport and will actively support and encourage them to do so. The club and league have established talented player pathways to identify and support the continued development of talented junior players.

The first step in the player development pathway is generally nomination to try out for selection in League representative teams. Coaches are responsible for nomination of players suitable to participate in selection trials for relevant age groups. Coach's nominations are required to be in accordance in any nomination guidelines issued by the league and the club.

Where nominations for league representative player development programs are required to be submitted prior to the start of the following football season, nominations of players will be made by the coaches of the relevant age groups from the preceding season. In all other cases where nominations are required following the commencement of the pre-season period, the current team coaches will nominate players to participate in the relevant programs for that age group.

Whilst nominations for these programs will generally be based on abilities and performances, coaches may also take into account any other factors they consider to be relevant to the selection and nomination process such as behaviour, attitude, commitment, leadership and endeavour demonstrated by a player.

A nomination by the club in no way guarantees a player a position in any given representative program. Selection and participation in any representative squad will be subject to programs and places offered by the league and any other guidelines, instructions or invitations issued by the league. In particular, the number of places offered to players will be determined by the league or those administering the representative program. The club has no influence over the selection process.

The club is notified of the dates for trials each year and the league will notify players who are to be offered places in squads.

Additional player development pathways exist via the Eastern Ranges regional branch of AFL Victoria.

Any queries in relation to this subject should be directed to the player's coach in the first instance.

13 Match Day Roles

13.1 Boundary Umpires

The Club is required to provide Boundary Umpires for all matches in the U14 and above age groups.

The role of Boundary Umpire is a paid position and is available to those players in the U12 age group and above.

Players will be asked to submit their expressions of interest to become a boundary umpire at the beginning of each season. Expressions of Interests will be considered by the Committee and a roster will be developed for the forthcoming season. It is the responsibility of the Boundary Umpire to arrange a swap in the event he/she is unavailable for a rostered game.

Remuneration will be paid by the Treasurer at the conclusion of the match.

13.2 Water Carriers

The club is required to supply Water Carriers for each match. The league requires that a Water Carrier must be under the age of 18.

This is not a paid position however players that volunteer to perform this role will be entitled to one item redeemable at the Club Canteen on Home Games

14 Player Management

14.1 Injury Prevention and Management

Through a range of measures including the provision of appropriate facilities, conducting of warm-up activities before training and matches and requiring the use of mouthguards by players, the club will endeavour to reduce the probability and incidence of injuries amongst the playing group. Notwithstanding this fact, inevitably in a contact sport such as Australian Rules, injuries will arise from time to time. The following policies have been framed in relation to injury prevention and management.

14.1.1 Advice of Existing Illnesses, Injuries etc

- Parents / guardians are responsible for advising the coach or team manager of any illness, injury or other such condition of which a coach should be aware when selecting, playing or positioning a player at training or in matches.

14.1.2 Mouthguards

- The wearing of a mouthguard is compulsory for all players in matches and is highly recommended for all training sessions.
- Players failing to wear a mouthguard will be excluded from participating in a game.
- Any request by a parent or guardian for their child to be exempted from the requirement to wear a mouthguard must be submitted in writing for the consideration of the club committee.

14.1.3 Protective Headwear

- The club WILL NOT supply headwear for players. The onus will be on players and parents to provide headwear for themselves. The club WILL NOT have any spare headgear provided on training nights or match day as a backup.

14.1.4 During the Game

- In the event of an injury occurring during a match, the player should immediately advise the coach or team manager who will arrange for the injury to be assessed. In the event of a potentially serious injury, players shall be removed from the field (where appropriate) and the injury fully assessed by a suitably qualified person. If the player cannot be moved safely, the umpire must be informed and play stopped until the player can be removed from the field.
- The club shall ensure that suitably qualified medical assistance is available at all home games. This is delivered by the St John's Ambulance service.

14.1.5 Returning to play

Many minor injuries sustained in junior football can be treated on site and the player can retake the field on the same day. Where there is any doubt about a player's fitness or capacity to resume playing after an injury, parents / guardians should be consulted prior to the player retaking the field.

In the event of a serious injury, players cannot retake the field until cleared by the first aid officer or other appropriate medical personnel.

Any player incurring a serious head injury, including any occurrence of a player being concussed, may not return to the field of play on that day and may not participate in any club training or matches until clearance to do so from a suitably qualified medical practitioner is provided to the club by the players' parents or guardians. This policy is in line with the AFL concussion policy, and can be read in full under the OFCJFC concussion policy on our website.

To ensure the best and most timely recovery of players from any injury, management of the injury is the responsibility of the player's parents / guardians. This includes ensuring that appropriate follow up assessment, treatment and / or rehabilitation occurs.

14.1.6 Insurance

Limited insurance cover is provided to all registered players and officials for injuries sustained whilst taking part in organised club activities including training and matches. This cover is automatically under a scheme administered by the league via its affiliation with relevant parent bodies. Details of the scheme and the cover provided may vary from season to season however generally the scheme included limited cover for items such as non-Medicare medical expenses and permanent disabilities. Excesses typically apply

The club recommends that all parents and guardians review the level of cover provided through the current scheme and consider taking out additional private health insurance cover if required. Note that an option is typically provided for parents/guardians to upgrade to a higher level of cover under the scheme administered through the league if desired.

Further details of the current scheme including cover / provided, conditions, exclusions and excesses can be obtained via links on the club and league websites. Any further enquiries in the regards can be directed to the Club Secretary in the first instance.

15 Administration Matters

15.1 Discipline

In addition to the provisions of various codes of conduct that apply to all members and supporters of the club, players are required to conduct themselves in a manner that is in keeping with the Club principles and ethos: This includes:

- At all matches and at all club training sessions
- At a club social event
- When wearing club apparel

In the event of a player behaving in an inappropriate or unacceptable manner during any club activity, the matter may be referred to the Club Committee for review.

Inappropriate or unacceptable behaviour is any behaviour or action that contravenes any club Code of Conduct, policy or rules, that is illegal or immoral, or that a reasonable person would generally consider inappropriate or unacceptable within the community or society at large.

Any repeated or serious instances of inappropriate or unacceptable behaviour will be referred to the Club Committee for review and may result in various forms of sanctions being applied by the Committee including, but not limited to, warnings, suspensions and / or banning of players, parents / guardians and / or spectators. Such disciplinary action applied by the club is separate from any other penalty that may or may not be applied by the league, Police, or any other body for the same incident.

Any club imposed suspension (or ineligibility to receive a Club Award as a result of suspension) can be appealed by a formal submission (in writing) to the Club Committee outlining the grounds for the appeal. The committee must take steps to hear the appeal as quickly as reasonable practical. The committee shall determine the manner in which the appeal is dealt with and shall have the ability to confirm or overturn the suspension. The committee's decision in relation to the appeal shall be final.

15.2 Club Uniforms & Dress Code

- All players are to be attired in the club's official uniform when playing in games organised by the club. The uniform consists of a club supplied OFCJFC jumper, red football shorts and red and white striped socks. Where a player elects to wear any other visible garment under their jumper for additional warmth, this clothing must be predominately red or white.
- The club will supply a football jumper to each fully registered player at the beginning of the season. If player does not return a jumper at the completion of the season, replacement costs including badges and logos may be charged to the family.
- Families are responsible for the care of their jumper and are expected to launder the jumper and make any necessary repairs during the season.
- Families are responsible for the purchase and care of club football socks and shorts. These items are available for purchase from the apparel coordinator.
- Jumpers must be handed to the team manager at the end of the season and marked off as returned.
- Appropriate footwear must be worn at training and in matches. Football boots must be safe to wear.