



PENNANT HILLS FOOTBALL CLUB

A Club Like No Other

Penno Football Club - Code of Conduct (Code)

“Healthy, fun and enjoyment, while developing social and life skills, together with football skills and a love for the beautiful game for all”

SUMMARY

Players, officials and community members should be treated with respect.

Penno FC is honoured to represent the Pennant Hills area and to organise and facilitate the playing of football (soccer) within our wider area. We strive to encourage the development of respect and good sportsmanship, particularly as role models to children learning football and teamwork, while becoming confident, healthy and valued young members of our community.

BACKGROUND

Pennant Hills Football Club (also known as Penno FC) is a local not-for-profit football club in North West Sydney. This Code is in addition to the international FIFA rules of football and the rules of our Association, State and Australian parent bodies. It is designed to maximise the enjoyment of all players and officials. It is an effort to outline the spirit in which the Club is run, rather than seeking to be a precise or complete legal document.

PLAYERS

Do your best for your team, within the rules and the spirit of the amateur game.

While winning is the objective of training and playing; winning at all costs is not appropriate. Don't be a “sore loser” because you should expect to lose as often as you win. Sharing, team-work and positive support for your team-mates are attributes you should strive for, in football and in life.

It is every player's responsibility to substitute for a higher graded or the next higher age Penno team that is short of players, provided this does not leave your own team with less than a full team, and up to the maximum of 5 times per season. This will be particularly important during school holidays. The alternative to this expectation is that teams would have more registered players, and hence all players would have less time on the field.

Rewards for performance in junior teams should be limited to “player of the week” type awards, available to all players and distributed widely within the team. The Club does not support payments or awards for scoring goals, as this can be detrimental to the team's performance, team spirit and player development.

TEAM SELECTION

Players registered on or before Registration Day will be given preference in forming teams. Prior-year players registering by Registration Day will be given preference over new registrations. Later registrations will be accepted if positions are available, and on a first-come first-served basis. Exceptions may be made for a goalkeeper or other key player in a graded team.

The aim will usually be a team size of approximately 2 or 3 more players than take the field in that age group for non-competition (U6-U11); and up to 16 for competition teams (i.e. 11 on the field).

Players will normally be registered in the youngest age group for which they are eligible to play. In order to manage player numbers, the Committee may allow or request players to play a year above their normal age. Once a player has joined an age group (e.g. a year above), efforts will be made in the subsequent year to allow them to remain in that team if they so desire.

Players whose Club registration or payment is incomplete will not be permitted to play in matches, except pre-season trials. Players whose Association registration is incomplete must never play in a competition match, as this may invalidate all players' and Club officials' insurances.

Selection decisions will be a balance between competitive and social needs:

- Players in U-6 to U-8 will be allocated to teams so as to play with friends, as far as possible. A "Blue" (or graded) team may be selected on merit in some years.
- Between U-9 and U-11 and for O-35 and O-45, a gradual grading may be undertaken, striving to allocate players to divisions of appropriate ability while still retaining teams and friendship groups where reasonable.
- **U/12+ teams will be selected on merit** by the Grading Committee and each Age Manager. Current and previous coaches and managers will be consulted as part of the grading process.

Performance in the previous year, at grading day, training and trial matches will be considered. If a selection is marginal, preference will be given to retaining prior-year team players.

REFEREES

Respect referees and their assistants, whether they are licensed or volunteering to fill in. Like everyone else, referees will inevitably make mistakes, and that should never lead to abuse of them or their decision(s), either from players, officials or spectators.

COACHES and MANAGERS

Coaches and Managers are volunteers. Treat them with respect and support them.

Do not publicly criticise them – if there is a problem, deal with it privately or contact your Age Manager or a Committee member.

Coaches are appointed by the Committee, usually through an Age Manager. Appointments are made with reference to coaching skills and personalities available, and the perceived needs of each team.

Most often it will be hoped that the coach will be the parent of a player within the team.

There are no automatic "rights", "turns" or rosters for coaching positions, but particular consideration will be given to retaining the previous season's coach.

Coaches and potential coaches are encouraged to attend at least one coaching course appropriate for that team. (Penno FC recognises the contribution of coaches to the development of young players and accordingly will pay for appropriate coaching courses.)

Player and team development

The coach's role is to encourage the learning and development of all players under his/her control in aspects of technical skill, game structure, tactics and teamwork. In Junior teams, the coach should focus on player development as a priority, balanced against the desire to win games.

If your team is a few goals up and winning comfortably, try to swap player positions, particularly in younger teams. This will help in the development of player skills, give different players a chance of scoring a goal, and may also prevent the opposition from becoming demoralised if the score blows out.

Although there is no offside rule up to U-11, do not take unfair advantage of that absence.

Time on the field – Fair and Equitable

Each player in a team has paid the same fee to play and is an equal member of our Club. Penno FC Club policy is that all players should get fair and equitable game time (except for Premier League and Div 1 teams, or absences due to injury, unavailability or suspension).

There is no maximum time limit for goalkeepers.

The coach is responsible for ensuring equality occurs, either in each game or over a period of weeks. If it is not done for each game, the coach should explain this to the team, and keep a written record of every player's "bench" time.

In semi-finals and finals, this policy is relaxed, however, the coach should seek to ensure that every eligible and available team player plays at least half the match.

Note: With respect to junior Div 1 teams, the object remains to be fair toward both the individual and the team, recognising that the Club's overriding philosophy is "fun and enjoyment for all".

What is fair and equitable is not always a matter of black or white. Coaches are encouraged to consider a player's attitude to toward training as well as matches. For example:

- Does the player turn up for training, every week, on time and work hard on developing their skills etc. ?
- Is the player a team player, considerate of others, particularly those less abled ?

Does the player turn up for matches on time or cause the coach to change his game plan through late arrival ?

Coaches need to ensure they do not favour any player, particularly their own children, and should guard against even a suspicion that this is occurring.

Game time for junior players is important so that they can maintain & build confidence, which enhances their ability to learn and improve as well as their desire to play. It is a coach's role to explain to the players how they are managing their game time.

Remember a good player is someone who has been given the opportunity and encouraged whilst making a thousand poor kicks in the process of learning to strike the ball with skill and learn to how to use it in a team environment for the benefit of the team, not the individual.

Citings

Any yellow or red cards received by a player must be notified to the Committee or Age Manager, together with a short description of the cause. The Committee may provide assistance in defending the charge, if appropriate, but also reserves the right to take action independent of the Association's disciplinary process, including the imposition of a good behaviour bond(s) on individuals and / or teams.

OFFICIALS, FAMILY and SPECTATORS

Committee members are elected at the AGM. Players who have attained age 18, and parents or guardians of junior players, are eligible to vote at AGMs provided they have met all financial commitments to the Club.

Volunteers for membership of the Committee or other tasks are always welcome.

Instructions to Players

Team tactics are the coach's responsibility, and while positive suggestions or assistance are welcome, others (particularly enthusiastic parent and carers) should take care not to undermine the coach's instructions, either during games or at other times.

No Sheep Stations

Sideline barracking should always be positive. Any criticism should be in private.

The Manager and Coach are responsible for ensuring that Penno FC parents and friends comply. Applauding good play from the opposition helps to create a good atmosphere, reflects positively on our Club, and is a good example to our own players too.

Do not antagonise opposition players or supporters.

Any problem with opposition players, supporters or a referee should be notified to the Penno FC Committee. Only the Committee should contact the Association or other clubs regarding behaviour issues.

Social media policy

Care with social media postings is required of all Players, Parents, Carers & Officials, particularly with respect to postings that could:

- be likely to upset another person; or
- damage the reputation of the Penno FC community; or
- bring either real or perceived disrepute upon the Club.

The success of our Penno FC depends upon maintaining a positive reputation in the general community, including the wider football community and amongst our sponsors, players, officials and spectators. Increasingly, social media is used to engage with these groups. While social media is a powerful communications tool, it can lead to significant damage to the Club's reputation if improperly used.

Penno FC's social media policy can be found on the Club website at:
<http://pennofc.com.au/resources/resource-library/social-media-policy/>

All players and (with respect to junior players – through their) parents are requested to familiarise yourselves with this policy and ensure that as your children access social media that they too understand and abide by this policy.

Equipment

All Club equipment, including shirts, balls and training equipment must be returned at the end of the season.

No trophies, medallions or other awards will be presented to teams whose equipment has not been returned.

Repeated infringements may result in the requirement of a bond from the individual/team in order to protect Penno FC and Members' assets.

Be Part of the Penno FC Community

Not everyone has the availability or skill to be a coach. However, please help where you can with ground set-up, transport to training or matches, manning the BBQ, and positive encouragement of all players.

March 2021