

Moretonville

Junior Football Club

Squad Selection, Transfer and Recruitment Policy – Summary

- In line with our Ethos we will offer all players a pathway to progress
- Every player will have the same opportunities at the club
- We will look to place players into the appropriate team at an early age
- We will have a transparent transfer and recruitment process
- Movement of players between teams will be minimal, but flexible enough to adapt as the team and squad sizes change
- Player assessments will be carried out using the FA's Four Corner Model
- An independent Transfer Coordinator will look after the players interests and ensure the policy is followed fairly and consistently

Squad Selection Transfer and Recruitment Transfer Policy

As a Charter Standard Community Club it is important that a policy is in place that allows squads to be created and players to move teams or join in a way that provides a fair and transparent process.

In line with our ethos the general principles are;

- Every player will have the same opportunities at the club, regardless of ability
- Players will be assessed using the FA Four Corner Model attributes
- The transfer of existing players will usually take place during the close season, but may also happen during the winter break
- The introduction of new players to the club will be done so that it does not undermine this policy
- Other than when teams are formed player transfers will be done on a individual basis
- The club will have an independent Transfer Coordinator to oversee the implementation of this policy

Transfer Coordinator

By its nature, the process of squad selection and assessment of players can be emotive and subjective. To provide consistency and independence the club will have a Transfer Coordinator who will;

- Ensure the implementation of this policy
- Encourage effective communication and support between the players, parents and carers, managers, and coaches
- Lead the squad selection at the Team Formation stage
- If appropriate, appoint an age group specific Transfer Coordinator to act on their behalf
- Be a point of contact for queries regarding squad selection, new players or transfers



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- Provide an independent assessment of players
- Settle any disputes in relation to this policy

Team and Squad Sizes

The increase in team (and therefore squad) size moving through the age groups means that change is inevitable. The recommended squad sizes are (with league match-day maximum in brackets for reference);

- Under 8 – five aside teams, with a squad of eight (ten) players
- Under 9 and 10 – seven aside teams, with a squad of eleven (fourteen) players
- Under 11 and 12 – nine aside teams, with a squad of thirteen (sixteen) players
- Under 13 and above – eleven aside teams, with a squad of sixteen (eighteen) players

Consideration should be given to the change in numbers as each season progresses, so the age group is prepared for the transition.

Team Formation

Under 5 to under 7 age group players will not be allocated to a team, with the club policy being that we will not enter teams into leagues until under 8.

Team Formation occurs during the under 7 season when all players in the age group will be placed into teams based on their individual Player Assessment using the FA Four Corner Model attributes; Technical/Tactical, Physical, Social and Psychological.

Although the make-up of each age group tends to be different particular emphasis will be placed on the Social and Psychological corners, with the Transfer Coordinator taking a leading role in the process.

Team names, in order of use, will be Athletic, Wanderers, Rovers or Rangers. If a player does not want to play for the team initially allocated to them then the Transfer Coordinator will review the allocation, with support from the team managers.

In some circumstances it may be necessary to re-form the teams within an age group in later years. This may arise, as an example, due to there being insufficient players within teams to maintain the current format. In such cases this Team Formation process will be used.

Player Assessment and the FA Four Corner Model

By following the FA Four Corner Model the club have a standard, nationally recognised system that can be used for player assessment. More information about this can be found by following the link below;



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<https://thebootroom.thefa.com/resources/coaching/the-fas-4-corner-model>

To adequately assess players across the age group it is imperative that the players, teams and managers interact throughout the season. This can take the form of joint training sessions, friendly matches, mini tournaments etc. which should be led by the respective managers, with support from the Transfer Coordinator.

All players, including goalkeepers, should be assessed on the same basis however with goalkeeper's consideration should be given to their goalkeeping and outfield assessments, considering their views on playing in each or focussing on one.

Team managers are responsible for the assessment of players within their teams.

Player Transfers

If a Player Transfer is requested;

- **by a player or parents/carer;** it should initially be discussed with their team manager, before being taken forward for consideration.
- **by a manager or the Transfer Coordinator;** it should be reviewed by the respective managers before the players manager approaches the parents/carer. Direct approaches should not be made prior to this initial review.

As a guide, the expectation is a player would move comfortably from the top third of one team into the top or middle third of another (or from the bottom third to the middle third) for a transfer to be considered appropriate.

The Player Assessments should be used as the basis for consideration of the transfer. All four corners of the FA Model (Technical/Tactical, Psychological, Physical and Social) should be used and a clear rationale given for any decision.

If the Player Transfer cannot be agreed, then the Transfer Coordinator will review the request. This may involve further live assessments for a decision to be reached. Every transfer request will be looked at on its own merits however there be circumstances where it will not be possible, for example, if a team has no further space. The Transfer Coordinator will look to put in place a plan to achieve a suitable solution in such cases.

The transfer of existing players will generally take place during the close season but can also take place during the winter break. There may be exceptional circumstances where a transfer will be considered at other times during the season; these will be looked at on a case by case basis.



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Consideration will be given to squad sizes to ensure no team is compromised by a potential transfer.

Recruitment

The Transfer Coordinator should be notified of any new players who wish to join the club and they will then be responsible for ensuring that they are considered on the same basis as existing players and therefore the Player Transfer process is followed. New players will not be assigned to a team until this assessment has taken place.

It is accepted that in some circumstances a player may initially be placed into a team that does not necessarily match their Player Assessment allocation; if necessary, this should be corrected using the Player Transfer process.

Where a team requires additional players then any advertising through social media should be discussed with the Transfer Coordinator in advance. Adverts should resist the targeting of playing positions or types of player, particularly in the Foundation Phase.

All new players must be registered through the link on the website prior to attending a session;

<https://www.moretonville.org.uk/register-interest/>

Training Only Players

There may be occasions where it is appropriate for players to be members of the club on a 'Training Only' basis i.e. their membership is for attending training sessions only and not to be eligible to play in league matches.

Circumstances in which to consider such arrangements include;

- A team or age group is looking to add players so that squad numbers are sufficient for the following season
- The player, parents/carers and manager agree that it is in the best interests of the player
- A new player wishes to join the club and the appropriate team has yet to be established

The procedures in this policy apply to Training only players on the same basis as all other players.

Disputes and Appeals

The Transfer Coordinator is responsible for the settlement of any disputes or appeals in relation to this policy.

Queries regarding the policy can be raised with the Football Development Officer.



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Contact Details

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Name – Michael Turner
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The Football Development Officer is;

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