



Prees Football Club Selection, Recruitment and Retention Policy

The purpose of the **Prees Football Club's** Selection, Recruitment and Retention Policy is not to be prescriptive to Management Teams as to who they must and must not select. It is intended to give Management Teams a framework in which to operate and help support decisions involving players and squads.

The key message from the policy is that as long as Management Teams are transparent in their decision making and communicate this with players and parents/carers, then they should be supported in that decision making process. For instance, if a Management Team's philosophy is clearly communicated from the outset of a season this will help prevent confusion and misunderstandings

The following is the ethos of **Prees Football Club's** Selection, Recruitment and Retention Policy:

- To encourage and promote the development of grassroots football within the local community
- To provide the opportunity for children and young people to play and enjoy football in a safe and positive environment
- To support and provide wherever possible the best playing amenities and equipment

Selection

Prees Football Club operates a 'squad' system, where all players are registered to individual teams at the start of a season. Within that structure teams may have one Manager, two Managers or a Manager and an Assistant Manager. For the purposes of this policy these will be referred to as the 'Management Team' and it is important that any decisions made relating to selection, recruitment and retention are joint.

The Management Team must agree upon a squad size based on League criteria. This squad size should allow as many spaces within the squad as possible, however this is up to the Management Team to decide what they

feel can be satisfactorily managed and sustained over the course of a season.

The Management Team will manage the squad and will select and directly manage the players they have in their squad. The playing team will be selected from that squad. The Management Team will notify the players and/or parent/carers who have been selected from the squad to play in upcoming fixtures, giving as much notice as possible.

Players and/or parents/carers have the option to accept or refuse the invitation to play for that team without fear of recrimination either at the time or in the future. However, players are encouraged by the **Prees Football Club** Management Committee to accept selection wherever possible to ensure teams can participate in matches and avoid fixture cancellations.

Should Management Team incur player 'call offs' after they have selected their team, they may approach other players who are registered to their squad.

The Management Team can select who they want to play for their team without direction from anyone else, subject to the player being registered by the League, registered to their squad, available for selection and willing to play. This is so long as selection is not on any basis that the **Prees Football Club** Management Committee would deem prejudicial, such as involving one of the Protected Characteristics and should be in line with the **Prees Football Club's** Equality Policy.

As age groups progress then it is **Prees Football Club's** recommendation that Management Teams communicate a consistent selection philosophy to both players and parents/carers. From Under-13s onwards a team's preference may shift from fair playing time for everyone, to selection decisions based on the competitiveness of the squad. These approaches are for individual Management Teams to decide upon, ideally in conjunction with their squad's wishes, but any decision must still bare in mind that selection cannot be on any basis that the **Prees Football Club** Management Committee would deem prejudicial, such as involving one of the Protected Characteristics and should be in line with the **Prees Football Club's** Equality Policy.

Recruitment

It is club policy to, wherever possible, give priority to players living within the immediate locality of Prees and local surrounding areas e.g. SY and TF postcodes. Any team unable to fill a squad under the above criteria will be allowed to look further a field, such as neighboring counties, for players.

It is not club policy to approach players or parent/carers with the intention of unsettling players, or 'poach' players from other clubs.

It is not club policy to run 'trials' for potential players

However the Management Team can actively attract new players by such things as:

- Delivering taster sessions for players interested in joining a team. However, all parents/carers and players who take part must be made fully aware how many potential spaces are available within the team and the expectations of the Management Team in terms of such things as playing philosophy, training schedules, attendance and positions available.
- Liaising on a regular basis with local schools. This can be done by personal contact with staff, posters, information sheets about the club and appeals through school newsletters. The club will endeavor to foster good relationships with local schools and to encourage school use of club facilities when possible.
- Regular articles in the local media and local promotional outlets.
- Appropriate use of social media, such as Facebook and Twitter.
- Word of mouth and personal contact with existing players who may be aware of other players who wish to join the club.
- Taking part in local community events such as fetes and other promotional events.

Retention

Once part of a squad, players and their families are encouraged to play an active part in the life of **Prees Football Club**, which can include becoming Prees Recreation Club members and attend social events both in or outside of the club.

If a player has played for a squad in the preceding season, then unless the player or family wish to leave, do not communicate their desire to remain in the squad within a designated timeframe or there are Code of Conduct concerns recorded, then current players must be given preference over potential new players.

If a player or family indicates they wish to leave the club, it will be the duty of the relevant Management Team to establish reasons for dissatisfaction and to report these to the **Prees Football Club** Management Committee. The club will not, however, stand in the way of any player who wishes to leave and will co-operate with any player or family who wish to leave.

Where possible, the club will actively back players and/or parents/carers wishing to take coaching, first aid or any other football connected qualifications that are likely to benefit both the individual and **Prees Football Club**. It is hoped that by supporting personal and team development, players and families will foster a loyalty to the club.

Behaviour concerns affecting selection or retention

Prees Football Club believes respect plays a vital part within football at any level. The FA's Respect programme (<http://www.thefa.com/get-involved/respect>) provides tools for clubs to help ensure a safe, positive environment in which to be involved in the game. As a Charter Standard club, we have signed up to and endorse the FA Respect programme. Therefore, if at any point a Management Team feel that players, or family members/spectators connected with a player, do not follow the Respect programme, it must be brought to the attention of the **Prees Football Club** Management Committee immediately so that concerns can be documented.

It is a Management Team's prerogative not to sign or retain a player or parent/carer who present behaviour that is not befitting the Respect programme and **Prees Football Club** will support this decision. Therefore, it is vital that all players and family members who are likely to spectate at matches or training sign FA Codes of Conduct. The club ask all Management Teams to follow this protocol so that in the rare event an issue arises, concerns can be dealt with swiftly, transparently and records kept that support decisions. This is important to protect everyone – players, families and coaches - within **Prees Football Club**.

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We are committed to reviewing our policy and good practice annually. This policy was last reviewed on: 11th September 2019