

# HAWKWELL ATHLETIC CLUB PHILOSOPHY

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*This document must be read in conjunction with the Hawkwell Athletic Football Club – Club Rules (v2.2) and the FA Respect Codes of Conduct.*

## a. VERSIONING

Version No.	Amended By	Date of Amendment	Major Changes
1	Craig Leverington	2/12/12	First release

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## 1. PURPOSE

This is a public document for anyone to view, although the vast majority of its content is aimed at our committee, managers, coaches and volunteers. Its purpose is to layout some of the guiding principals that drive Hawkwell Athletic Football Club. We recognise that not everyone will agree with everything we say and do, but by documenting our aims and intentions, we hope to ensure at the very least, that everyone involved with HAFC in any capacity fully understands our drivers and motivation.

Should you have any questions about this document, please complete the contact form at [www.hawkwellfc.com/contact](http://www.hawkwellfc.com/contact) and we will be happy to talk with you.

## 2. MISSION STATEMENT

To provide our players with the opportunity to train and play football in a safe and suitable environment under the supervision of FA qualified coaches & managers.

## 3. PHILOSOPHY

Hawkwell Athletic Football Club (HAFC) is committed to offering an opportunity to play football to people from 4 years old to those over 35 regardless of gender, physical ability, race, social background or financial standing.

Our mini-soccer and junior teams should focus on creating a fun and 'inclusive' environment for all participants. This should include 'life skills' such as; working in a team, co-operation, coping with disappointment and learning to adapt to different situations as well as the fundamental skills of a football player.

You should strive to train with your team at least once per week during the playing season whilst being mindful of the FA recommended maximum playing times for the players in your charge.

HAFC are equally committed to developing the very best coaches by offering every manager, coach or assistant the opportunity to advance beyond the mandatory FA Level 1 qualification by attending fully funded and recognised FA approved coaching and development courses should they so desire.

## 4. AIMS & OBJECTIVES

- To be recognised as the grassroots football club with the highest standards in the Southend area.
- To maintain our FA Charter Standard Community Club status.
- To understand that winning should **never** be the primary objective.
- To value our weaker, 'less able' players for their contribution to the team.
- To stretch our strongest players to get the best from them.
- To give appropriate playing time to all team members.
- To constantly strive to be better in all we do.

## 5. BEST PRACTICE

The following section of this document is designed to clarify some basic operational requirements of our managers, coaches and volunteers. Our aim in documenting these items is to ensure all of our valued volunteers follow some basic methodology whilst representing HAFC.

### 5.1 COMMUNICATION

Good communication is imperative when acting in a position of influence such as a team manager, coach or assistant.

When talking to players, parents and peers do so in a timely manner and be mindful of their feelings and beliefs.

Inform parents & players of match and training details as early as possible to enable them to plan ahead.

Always communicate your intentions to your players, parents and peers without ambiguity. Be clear and concise to avoid future misunderstandings.

League protocol guidelines dictate that for matters of discipline and/or grievance, communication MUST be made via the club Chairman or a Secretary. If you have a grievance, you should not make direct contact with officials from The FA, The County FA, your league or opposition team committee without first speaking to Craig Leverington, Steve Dowding or your section Secretary (Gary Bond or Terry Scudder).

### 5.2 PLAYER RECRUITMENT

HAFC are fully committed to helping you maintain an appropriate number of players for your team. It is our recommendation that 5v5 teams have a minimum of seven players, 7v7 teams a minimum of 9, 9v9 a minimum of 11 and 11v11 teams a minimum of 14. Should you find yourself in need of players, please speak to your age group secretary or a member of the committee to discuss how we can help.

It is also important not to have too many players in your squad as this can result in reduced playing time for the players and in rare circumstances can cause dissatisfaction with parents. It is our recommendation that 5v5 teams have a maximum of 9 players, 7v7 teams a maximum of 11, 9v9 a maximum of 13 and 11v11 teams a maximum of 16.

### 5.3 INTERNAL RECRUITMENT

Should you wish to 'recruit' a player who is currently registered to play for another HAFC team during the playing season, you will be expected to follow the procedure outlined below.

1. Ensure that your reason for the approach is solely in the best interest of the player.
2. Contact the players' current team manager to discuss the situation.
3. If it is agreed between you that the player would benefit from the move and both managers are happy, the player (or parent if under 18) should first be contacted by the current manager and informed of the situation.
4. It will be the decision of the player or parent if they wish to contact the 'new' manager for further details.
5. If the two managers cannot agree the best path for the player, then you should arrange an arbitration meeting between the managers and two independent senior representatives of the committee.
6. Once a decision is made it is final and no further contact should be made regarding this player until the end of the current playing season.

### 5.4 PLAYER RETENTION

Player retention is probably more important and more integral to a player's development than our recruitment policy. HAFC are committed to the FA Long Term Player Development principals and as such would encourage managers to retain their players at the end of each season so that their football learning experience is a continuous process. Whilst we recognise that players do move on for very good reasons, the practice of 'dropping' or 'replacing' players is not something that fits with the LTPD principals and is therefore not encouraged by HAFC.

### 5.5 SMOKING

In our position as managers and coaches, we must set an appropriate example to the players in our charge and to their parents. Smoking in the presence of younger players whilst in the capacity of manager or coach the club deems as inappropriate, as we want managers to promote healthy living to the children in our care.

Smoking on the side-line during a match also poses unnecessary risks to the players should they collide with you during play.

For the above reasons, we ask that you do not smoke whilst in charge of your team.