



Dianella Soccer Club

COMMITTEE

P.O. Box 522 Dianella WA 6059

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Player Trials and Assessment Policy-Junior Football (12s -16s)

Section (A)-Purpose

- (1) Player trials are the evaluation of new applicants to fill estimated vacancies in junior teams in the following season. Players returning from the previous season are not required to complete player trials.
- (2) Player assessment is the grouping of players with a similar skill level into teams. Player assessment occurs after the trial process when vacant positions have been filled. These teams are then allocated appropriately to our junior league divisional placements as determined by Football West (FW).
- (3) The transition from small sided football to junior soccer commences at 12s. Junior soccer introduces competitive;
 - Ranked FW divisions
 - Top four finals
 - Relegation and promotion
- (4) The Dianella Soccer Club (Dianella SC) committee recognises the significant change from non-competitive small sided football (omission of ladders and finals) to competitive junior soccer as described in paragraph (3).
- (5) Whilst the committee embraces the competitive nature of soccer from 12s onwards, player trials and assessment should still provide the opportunity for players to;
 - Play competitively against teams of similar ability, attitude and objectives.
 - Have an equal opportunity to participate.
 - Have an equal opportunity to contribute to the team's performance.

This is consistent with small sided football. In addition junior player trials and assessment should facilitate the assembly of teams to;

- Actively aim, work and challenge as a team for a top four finals position and/or divisional promotion.
- (6) The Committee believes player trials and assessment will;
 - Allow teams to actively aim, work and challenge for a top four finals position and/or divisional promotion.
 - Promote more even match time for players, as players are of similar ability and therefore can actively contribute to team objectives.
 - Avoid players being placed within teams and leagues above their ability therefore reducing their participation in matches which creates dissatisfaction, under achievement and low self esteem.



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- Avoid players being placed within teams and leagues below their ability, therefore dominating matches and not developing team skills.
- Enhance skill development as the Coach can tailor training sessions and match strategy appropriate for the team.
- Prevents player loss;
 - From a lack of enjoyment or dissatisfaction.
 - As dominant players may seek to play with and against similarly skilled players/teams.
 - As non-returning players may leave teams unable to meet minimum player numbers for team registration the following season.

Section B-Player Assessment Panel (PAP)

- (1) The Player Trials and Assessment Policy-Junior Football is managed and administered by the PAP under the approval of the Dianella Soccer Club (Dianella SC) Committee.
- (2) The PAP will comprise;
 - Co-ordinator - Committee Member.
 - Minimum of 2 members - Coaches or Third Party Consultants.
- (3) The PAP will actively communicate with age group Coaches before and after player trials and assessment sessions to ensure Coaches have appropriate input into the overall process. Final player trial and assessment results will not be disclosed to Coaches or parents.
- (4) Player assessments will remain confidential to the PAP, only.
- (5) The Manager-Junior Football, President and Vice President will co-ordinate with the PAP post player trials and assessment to determine final teams for publication.

Section C-Age

- (1) Under 12-under 16 will be subject to player trials and assessment.
- (2) New players registering with the Dianella SC from Season 2011 will be placed in their appropriate age groups as recommended by FW as follows,
 - Under 12-players turning 12 years of age in the calendar year
 - under 13-players turning 13 years of age in the calendar year
 - under 14-players turning 14 years of age in the calendar year
 - under 15-players turning 15 years of age in the calendar year
 - under 16-players turning 16 years of age in the calendar year

Girls playing in mixed competitions are eligible to play one year lower than the recommend FW age group.



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Calendar year= January 1-December 31 of the current season.

- (3) Prior to Season 2011 a number of teams were formed on the basis of school years from July 1-June 30. This is a legacy of OLA Dianella Junior Soccer Club. This has led to some players playing one year above the recommended FW age group (refer paragraph (2)).
- (4) The Committee will phase out this 'school year based' system from Season 2011 (refer paragraph (3)) as it does not align with the club objectives of participation, skill development and enjoyment. Where opposition clubs appropriately age teams according to FW recommendations (refer paragraph 3) it has led to opposition players being at most 18 months older than some Dianella SC players.
- (5) Players re-registering in Season 2011 will be given the opportunity to apply for an age group one year in excess of the recommended FW age group for the final season.
- (6) From Season 2012 applications for playing one year in excess of the FW recommended age group will not be accepted other than from those players who were playing one year in excess of the FW recommended age group in Season 2011.
- (7) Requests to play in age groups above the recommended FW age group are to be done in writing and submitted to the PAP (excluding requests per paragraph (7)). The justification for the request must be clearly stated. The PAP will only consider applications to play outside of the recommended age group in exceptional circumstances.
- (8) Dianella SC reserves the right to;
 - Reallocate players (per paragraph 6) to the recommended FW age group if it serves the interest of the player and/or club e.g. insufficient players to form a team in lower age group.
 - Not perform assessment of age groups or groups within age groups if it serves the interest of the player and/or club e.g. transfer of a team from another club that no longer exists. This will allow that team time to integrate with Dianella SC. This will be limited to one season, after which they will a requirement to nominate in the following season.

Section D-New Player Junior Trials

- (1) Player trials for new players will be conducted in November of each year.
- (2) The purpose of player trials is to evaluate new players with an aim of filling junior team vacancies in the following season that have arisen through;
 - Player loss
 - Increasing team sizes



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- (3) New applicants that miss player trials will be requested to attend training sessions post player assessment. Refer section I-New Player Registration Post Player Assessment.
- (4) In October, upon completion of the season the Manager-Junior Football will contact existing junior players to determine the number of returning players for the following season. This provides an estimate of vacant positions within each junior age group.
- (5) New junior players that have initiated contact with Dianella SC will be requested to attend the New Player junior trials in November.
- (6) At the trials the PAP will evaluate new players with a view to filling the estimated vacancies. Player evaluation will give consideration to the players ability to;
 - Integrate (in relation to skill) into existing teams.
 - Play competitively against teams of similar ability, attitude and objectives.
 - Actively aim, work and challenge as part of a team for a top four finals position and/or divisional promotion.
- (7) Players that can actively fill the vacancy and support the criteria as outlined in paragraph (6) will be offered the vacancy. The Manager-Junior Football will confirm the offer in writing with a request for registration and payment to be made by December 31.
- (8) In the event registration and payment is not made by December 31 the Manager-Junior Football has the right to offer the vacancy to a previously unsuccessful player.
- (9) Unsuccessful players will be informed in writing with their details kept on record should a vacancy occur in the future or for trials in the following season.
- (10) Whilst it is difficult informing unsuccessful applicants, the club believes it is in the best interest of the player. Registering players that do not meet the criteria as per paragraph (6) means;
 - Players are placed within teams and leagues above their capability therefore not having an involvement in matches, creating dissatisfaction, under achievement and low self esteem.
 - Skill development is difficult as the Coach is unable to tailor training sessions appropriate for the entire team.
 - Player loss from a lack of enjoyment or dissatisfaction.
 - Team issues as the individual is not able to perform at the same level of the team.
- (11) Upon completion of registration the Manager-Junior Football will advise the successful player of the first training session and the date in February when player assessment will be conducted.

Section E-Nomination



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- (1) Player assessment is optional. Upon completion of trials players registering with the club will be requested to nominate for assessment or social teams. Players that nominate for social teams will be placed in appropriate social level teams and within leagues lower than assessed teams. They will be formed on the basis of friendships, school groups etc.
- (2) The initial assessment session at the commencement of the season is the only opportunity for player assessment in that season (exception; Section I-New Players Post Player Assessment). The decision to nominate or not to nominate for player assessment must be considered carefully. Players will not be subject to assessment during the season at the request of parents if they nominated for a social team at registration.
- (3) Social nominations can be amended to assessment nominations at any time **PRIOR** to the commencement of player assessment sessions (refer Section G-Timing Paragraph (2)). Once assessment sessions have commenced social nomination amendments will not be permitted.
- (4) Assessment nominations can be amended to social nominations at any time **PRIOR** to team list publication. Once team lists have been published amendments will not be permitted.

Section F- Nominations and Team Formation

- (1) On completion of the registration process the PAP will separate nominations into (i) assessment and (ii) social.
- (2) Social nominations will be allocated into teams with requests to play with friends, school mates etc. adhered to as much as logistically possible.
- (3) Social teams will not participate in 1-2 assessment sessions (refer Section G-Timing paragraph (2)) and will commence training on the first scheduled training date with an assigned Coach.
- (4) Players that nominate for assessment will participate in the 2 assessment sessions (refer Section G-Timing paragraph (2)).
- (5) Assessment will be based on 4 key criteria;
 - a. Prior season assessment-Prior year Coach
 - b. Individual skill assessment-PAP
 - c. Team play assessment-PAP
- (6) The Manager-Junior Football, President and Vice President will co-ordinate with the PAP post assessment of players to determine final teams for publication.
- (7) Player assessment will not rank players or form teams based on ranked ranges. For example players 1-11 form Team 1 and players 12 -22 form Team 2.



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- (8) The PAP will endeavour to form teams comprising players that demonstrate a predisposition to certain positions-i.e. goal keeper, defence, midfield, forward. The PAP will not form teams where all players demonstrate a high level of ability in only one position. For example all players show a high level of ability as defenders but lack ability as forwards or vice versa.
- (9) Players demonstrating a higher level of ability to certain positions than other players may find selves in a lower assessed teams.

For example;

- (1) *Player A may demonstrate greater ability as a forward than Player B*
 - (2) *Player B may demonstrate greater ability as a defender than Player C*
 - (3) *Player A may be allocated to Team 2 as Team 1 has already been allocated players demonstrating greater ability as a forward than Player A*
 - (4) *Player B may be allocated to Team 1 as Player B has demonstrated greater ability as a defender than any other players*
- (10) Due to the competitive nature of FW Junior Leagues the Dianella SC committee supports the development of players in specific positions. This supports the team objective of targeting a top four finals position and/or divisional promotion. Rotating of positions is recommended when the opportunity prevails and is left to the discretion of the Coach, without hindering the team objective. Please note specialising in a position should not negate even playing time.
 - (11) The 2 assessment sessions will **NOT** be conducted in with undue pressure placed on young players to perform. This does not align with Dianella SC objectives. These sessions need to be communicated to players as group training sessions.
 - (12) The PAP aims to create a non pressure environment where players can enjoy group training, make new friendships enabling them to perform better, enjoy the experience and ease their transition into new teams. This will also help promote club harmony/support across the age group.
 - (13) Parents placing undue pressure on players during these sessions will be asked to leave session by the Player Assessment Co-ordinator.
 - (14) Upon completion of the player assessment process and team publication the PAP will only amend teams in exceptional circumstances. Team changes post publication of team lists are unfair for players who have been notified and have commenced training with their new team.
 - (15) On completion of player assessment, players will not be permitted to apply for lower age groups (refer Section C-Age paragraph (5)-(7)). Player assessment would have been completed for all age groups and team lists would also be finalised and published therefore changes cannot made and further assessment will not be conducted.



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Section G-Timing

- (1) Player registration will be conducted in January and February of each season in accordance with the Dianella SC Constitution (Refer-Club Constitution, registration sub section).
- (2) Player assessment will be conducted at the commencement of each new season.
- (3) Player assessments sessions will be conducted over the first 1-2 training sessions of the season. These will be complete age group training sessions. Upon completion of player assessment and team publications, training will revert back to normal team training sessions with an assigned Coach.
- (4) The initial assessment sessions at the commencement of the season is the only opportunity for formal player assessment in that season (exception-Section I-New Players Post Player Assessment paragraph (1)). The decision to nominate or not to nominate for player assessment must be considered carefully. Players will not be subject to assessment during the season at the request of the parents if they nominated for a social team at registration.

Section H-Team Sizes

- (1) In the event there are only sufficient players for a single team within an age group that team will not be subject to player assessment.
- (2) Teams sizes from under 12-under 16 will be established between minimum team sizes (as designated by the Dianella SC Committee) and maximum team sizes (as recommended by Football West (FW));
 - under 12-16 -14 players max (minimum 12)

Minimum team sizes are designated by the Dianella SC Committee to ensure sufficient players to commence matches with at least one substitute.

Maximum team sizes are designated by FW to promote player participation, enjoyment and development. Team sizes in excess of the maximum do not provide players with sufficient match time.

- (3) The registrations sub section within the Dianella SC Constitution (Refer-Club Constitution, registration sub section) states that the number of registrations 'accepted' by the committee will be between a multiple of the minimum team size and a multiple of the maximum team size. For example;



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- 1 team = min. of 12 and max. of 14. (i.e. 12-14 players)
- 2 teams = min. of 24 and max. of 28. (i.e. 24-28 players)
- 3 teams = min. of 36 and max. of 42. (i.e. 36-42 players)
- 4 teams = min. of 48 and max. of 56. (i.e. 48-56 players)

Dianella SC cannot accept registrations between these ranges as teams will not meet minimum team size or will exceed maximum team size. For example;

- 20 registrations=cannot meet 2 teams of 12, can form 1 team of 14 (6 players omitted).
- 30 registrations=cannot meet 3 teams of 12, can form 2 teams of 14 (2 players omitted)

Therefore new registrations may not be approved to ensure total registrations fall within valid team size ranges. The non-approval of registration applications will be in accordance with the Dianella SC Constitution (Refer-Club Constitution, registration sub section).

- *Please note exception; existing players returning to the club will be guaranteed placement.*

- (4) In the event assessed and social nominations do not fit team sizes as (per paragraph 2) there may be some amalgamation of players who nominated for assessment and social teams.
- (5) The size of assessed teams will be set by the PAP and consider the need to establish multiple teams. A team will not be set to the maximum size (e.g. under 16 – 14 players) if it is detrimental to the other teams within the age group i.e. it leaves other teams short of minimum required players.

Section I-New Player Registration Post Player Assessment

- (1) Upon completion of player assessment team lists are posted and players notified of their team allocation. Therefore players registering post Player Assessment will only be allowed to apply for vacant team positions in the current season regardless of their skill level. This is to ensure;
 - There is no disruption to teams that have been notified and/or commenced training.
 - Players already allocated to teams are provided the opportunity to be part of one team during the season and not subject to continual team changes/disruption.
- (2) Players nominating for social teams will be allocated directly to a social team should a vacant position exist. If a vacant position does not exist the registration will be rejected. Alternatively players can nominate for assessment.



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- (3) Players nominating for assessment are required to complete 'in training assessment' with assessed teams.
- (4) Players will be requested to train with assessed teams with a vacant position, commencing with the highest assessed team. The Coach will make an assessment to determine if the player's ability is equal to, higher than, or lower than the team.
- (5) If the player's ability is equal to or higher than the team the vacant position will be offered to the player and the registration will be accepted. If the player's ability is higher than the team they will not be offered a position in a higher assessed team as a vacant position will not exist. Players will have the opportunity to undertake the formal assessment process at commencement of the following season which provides the opportunity to be assessed for a higher team.
- (6) If the player's ability is lower than the team he will be requested to train with the next lower assessed team with a vacant position, with the Coach to make an assessment to determine if the player's ability is equal to or lower than the team.
- (7) Upon completion of the in-training assessment, if the player is unable to be offered a vacant position in an assessed team then the player will be offered a social team vacancy. If no social vacancies exist the player registration will be rejected.

Section J-Policy Amendments/Changes

- (1) The PAP reserves the right to amend /adjust the Player Assessment Policy, permanently or temporarily, and at any point in time, if it deems these changes are in the best interests of the player(s) and/or club. These amendments/changes may only occur with the approval of the Dianella SC Committee.

Section K-Complaints

- (1) Issues, complaints, recommendations must be brought to the attention of the PAP. These must be done in writing clearly stating the issue, complaint or recommendation in regards to the policy or assessment sessions.
- (2) All complaints and issues will be reviewed by the PAP and remain confidential.