



HAMPTON ROVERS AMATEUR FOOTBALL CLUB



Casual Vacancy Policy and Process

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INTRODUCTION

The purpose of this document is to detail the Policy and Process for filling of Casual Vacancies in a team.

APPLICATION

This policy applies when a team in a particular age group is short of players for a particular week, and that team needs to obtain players from younger (or the same) age groups to ensure it can fill a team.

A Casual Vacancy will occur where a team for a given week has less than the following number of players:

- Under 9 and 10: 18
- Under 11 20
- Under 12 and 13 22
- Under 14 and Above 24

OBJECTIVE

The objective of the Casual Vacancy Policy is to ensure a fair approach that:

- allows children who are capable of, and interested in, playing multiple games on a particular weekend on a casual basis to be given that opportunity;
- provides coaches and team managers with a clear process to be used when players are required to fill a team;
- ensures that children of an appropriate age fix any Casual Vacancies in any particular team.

POLICY

REGISTRATION

All players when registering for Hampton Rovers will be able to nominate whether they wish to be part of a roster for being available for filling casual vacancies in teams in older or same age groups.

TEAM ALIGNMENT

At the beginning of each year, the Junior Match Committee shall determine team alignments for the purposes of filling casual vacancies. The purpose of these alignments – for each team – is to establish the lines of communication to be followed when attempting to fill any casual vacancies.

This alignment will effectively nominate the teams that any casual vacancy should be filled from, and the order that these teams should be approached when attempting to fill a casual vacancy. This is described in the Process section of this document.

CASUAL VACANCY FILLING

The following rules will apply when filling a casual vacancy:

1. The Coach of the Team with the vacancy shall initiate the process at his/her sole discretion, but asking the Team Manager to contact the aligned team manager/s.
2. The Team Manager of the aligned team shall review the pool of children in that team who have nominated for casual vacancies, and working with the Coach and Team Managers select the appropriate children from the pool to fill the vacancies.
3. In recognising coaches of all teams have a duty of care to all children within their team, the mental and physical wellbeing will be a prime consideration when asking a child to compete in a higher age group. A coach will discuss any concerns with the team manager and approach the parent of the child and express their concern. It needs to be noted that the final decision as to whether a child can fill the vacancy rests with the Coach;
4. Subject to (3) above, all children who have nominated to be part of the casual vacancy shall be where possible given the opportunity to fill such a vacancy during the course of the year;
5. No child shall be allowed to fill a casual vacancy in a team at the expense of their ability to fill a place in their normal team, except where that player may be scheduled to be rotated out of that team where more than 24 players are available;
6. Children will be not allowed to fill a casual vacancy for a team more than one age group above their normal playing age group;
7. The Junior Match Committee shall have the capability where required to overrule the selection of players where the Coach of the team with the Casual Vacancy requests it to do so.

ROTATION AND TIME ON GROUND RULES FOR CASUAL VACANCIES

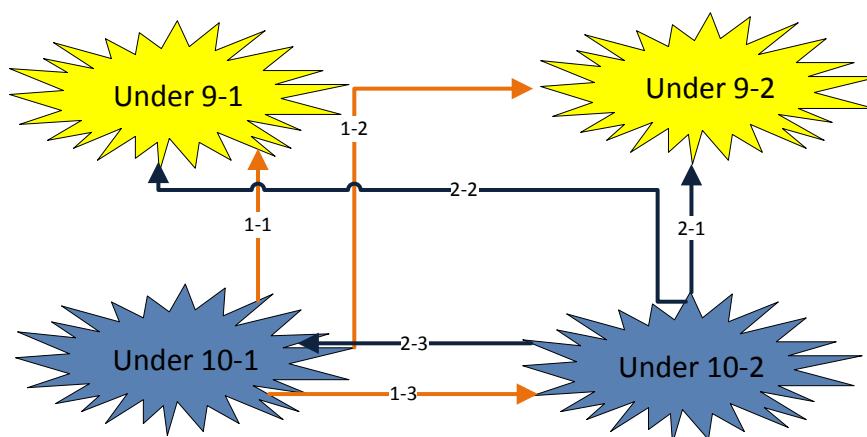
For the purposes of all relevant HRAFC player policies, a player filling a casual vacancy shall have the same rights as a player normally assigned to that team.

PROCESS

TEAM ALIGNMENT

At the beginning of each year, the Junior Match Committee shall establish the team alignments for the purposes of this policy, and shall communicate them to the relevant coaches and team managers.

The following diagram provides an example of such alignments:



When a casual vacancy exists in the Under 10-1 team, the order of alignment is:

1. Under 9 – 1
2. Under 9 – 2
3. Under 10 – 2 (assuming MSJFL rules allow cross age filling of teams)

When a casual vacancy exists in the Under 10-2 team, the order of alignment is:

1. Under 9 – 2
2. Under 9 – 1
3. Under 10 – 1

FILLING A VACANCY

1. The Team Manager or Coach of the team with the vacancy shall contact the Team Manager of the aligned team. If the times of play do not allow the first aligned team to fill the vacancy, the second aligned team shall be approached (and so on);
2. The Team Manager of the aligned team shall review players from the casual pool to fill the casual vacancy. In reviewing the pool, the Team Manager must ensure that all vacancies are spread evenly as possible across the casual playing pool of players;
3. Coaches of both teams must be informed of the nominated player/s by the Team Manager. The coaches shall determine whether for the player/s selected their ability is commensurate with the skills necessary to play in the grade of competition for the aligned team. If the coaches determine that it is not appropriate, other players shall be selected from the list, and parents of the relevant children shall be informed by the Coach of aligned team;
4. The Team Manager of the aligned team shall then approach the nominated players – via their parents - to fill the casual vacancy;
5. Where more vacancies exist than can be filled by the aligned team, the process will be repeated for the next aligned team;
6. Children will be not allowed to fill a casual vacancy for a team more than one age group above their normal playing age group;
7. The Team Manager of the team with the vacancy must communicate any filling of casual vacancies to the Junior Match Committee – either for review before game day, or immediately after the game where time is not available prior to the game.