



CHARTER STANDARD
COMMUNITY CLUB

Saffron Walden Community FC

Essex FA's Charter Standard Club of the Year 2018

MATCHING SELECTION PROCESS GUIDELINES FOR COACHES

- A. **CLUB ETHOS**
Ours is a sports club which seeks to provide football for children of all ages and all football ability levels who live in Saffron Walden and the surrounding communities.
We are principally about involvement...but we also aim for genuine competitiveness. Achieving the balance between those twin aspirations is the key to selection. That is our ongoing challenge.
- B. **IT IS ONLY AND ALWAYS ABOUT THE CHILDREN.**
Selection decisions shall not be made based on likely parental reaction (good or bad). Thoughts about parents and existing groups of parents should be banished. Think only of the individual child.
- C. **PICK THE CHILDREN FIRST...AND THE COACHES AFTERWARDS.**
Our duty is only to the children. If selection disrupts our management/coaching pattern then so be it. Coaches will not be discussed and agreed until after the children have been selected for their matched group.
- D. **ALWAYS REMEMBER THAT EVERY CHILD IS OF EQUAL IMPORTANCE.**
- E. **SEPARATE YOUR SQUADS APPROPRIATELY.**
Agree how many children will be in each playing squad. All children are entitled to equal playing opportunity but **it may deemed appropriate to vary squads sizes slightly based on the matching level of the players concerned.** Club recommended squad sizes and league requirements shall be carefully considered and followed.
- F. **MAKE IT A "WHOLE SQUAD" SELECTION.**
It is crucial that squads are picked in a united, joined-up way. Every name should start the selection meeting on the same sheet of paper. **Every child merits fresh consideration each time matching selection is made.** New players for the season shall have equal standing with previous season's players in terms of the selection process. Failure to acknowledge the likely need for free movement within a squad will lead to staleness and resentment. **All players must have (and genuinely feel) a realistic chance of progressing. This must not just be perception, but must be 'real' in practice.**
- G. **SELECT ONLY ON MERIT.**
We may select according to footballing development and commitment but we shall never presume to pass judgement on children as human beings! We shall never lose sight of the fact that we're talking about children who simply want to play football – nothing more nor less!
- H. **FRIENDSHIP GROUPS.**
It is sensible to be sensitive to groups of friends within a squad but these cannot be a significant determining factor.
Part of the point of a club like ours is to provide a social mix. We should therefore allow, in fact encourage, children to mix and broaden their social horizons. Sport enables them to make friends with people from different areas, schools and backgrounds. At its worst one child's "friendship group" can be another's "clique".
- I. **PARENT-COACHES.**
It is almost impossible to have a genuinely objective view of our own children and we should acknowledge this. Hence **parent-coaches shall always attempt to be as honest, frank and fair-minded about their own child as they will be expected to be about other children.** All coaches must support this aim by being equally open and honest about the children of other coaches as well.
- J. **SELECT FROM HIGHEST DEVELOPMENT LEVEL DOWN.**
- K. **MEDIATION: IF ALL ELSE FAILS THE CLUB EXECUTIVE COMMITTEE SHALL DECIDE.**
- L. **IN COMMUNICATING THE SELECTION WE SHALL BE A "UNITED" MANAGEMENT AND COACHING TEAM.**
Inevitably, a selection meeting will include differences of opinions. However, once selection has been made and published, all coaches shall be, and shall be seen to be united behind the process followed and the selections finally made.
LASTLY BUT MOST IMPORTANTLY OF ALL, REMEMBER AGAIN WHAT ITS' ALL ABOUT – FUN FOR THE CHILDREN!

A SIMPLE CHECKLIST OF EVENTS FOR MATCHING SELECTION:

1. **DETERMINE THE SELECTION GROUP AND SET A DATE FOR YOUR SELECTION MEETING.**
The selection group will ideally include all of the coaches from the previous season.
Make the meeting at a time that suits all those involved. Stick to this date and treat it as a deadline.
2. **DISCOVER WHICH CURRENT MEMBERS WILL RETURN.**
Send out an e-mail asking parents to reply (by a given deadline) confirming their intention, or otherwise, to be part of your age-group next season. Inevitably, some will need chasing so allow for this in your planning.
3. **CONTACT POTENTIAL NEW JOINERS THAT HAVE EXPRESSED AN INTEREST IN JOINING THE CLUB.**
4. **EMPHASISE THAT ALL CHILDREN ARE JOINING/REJOINING AS MEMBERS OF THE CLUB AND THAT THEY SHOULD BE READY TO BE PLACED IN WHICHEVER TEAM THE AGE-GROUP COACHES AND MANAGEMENT CONSIDER MOST APPROPRIATE FOR THEIR CHILD BASED ON OUR MATCHING PRINCIPLES.**
5. **MAKE THE SELECTIONS**
Be sharply aware of the selection process principles, the ethos of the club and your own conscience.
6. **'DO THE NUMBERS'**
Establish and agree the size of your squads as a result of the matching of players.
7. **DETERMINE THE COACHES FOR EACH SQUAD.** If there is a coaching vacancy not filled in any of the squads notify the Club Executive Committee who are responsible for resolving this.
8. **COMMUNICATE THE OUTCOMES OF THE SELECTION PROCESS CLEARLY AND SENSITIVELY**
Be aware that this communication may evoke a broad range of responses and challenges. Be prepared for any number of individual responses or calls to be required. Engage the Club Executive Committee where appropriate or when help is needed.
9. **FOR ANY FURTHER NEW MEMBERS JOINING AFTER THIS SELECTION PROCESS, FOLLOW OUR MATCHING PRINCIPLES AS CLOSELY AS POSSIBLE UNTIL THE NEXT SELECTION 'ROUND'.**