



Team & Player Development

Team development in line with the club ethos

In conjunction with the coaches, when we put together the various teams we can't always see how these will progress and what future changes may occur. We know at key points during the teams progression through the age groups that the team will need to expand and to ensure the team thrives we may have to either juggle players, and or the league they play in, to ensure that all players have an enjoyable playing experience.

Aligned to the ethos of the club that we have all agreed to, we do not build the teams around the only achievement being, "winning every game and every league". We are here to provide the kids the ability to develop their skills, experience and confidence as well as providing primarily the local community a facility to keep kids active and healthy.

In line with some recent issues and some misconceptions and lack of knowledge, the following statement is something we feel needs to be published to all so that there is no ambiguity around this. This also clarifies the situation with respect to the process for players wanting to transfer between teams as well as how this is achieved and how we go about managing the transition of a team that needs to grow to play at their new age groups.

EB Lions ethos and the way in which the club is run is clearly laid out in our [Club Ethos document](#). Our sole purpose is not to provide teams that win everything at any cost and to the detriment of the players. The club has a strong tradition in being a friendly and supportive organisation and the new committee very early on agreed that efforts were required to ensure that this ethos is understood and maintained by all.





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In conjunction with the coaches, when teams are brought together there are many considerations, availability of coaches, skill levels, number of players, team sizes relevant to the league, and trying to maintain existing player friendships, not an easy recipe to get right.

Over the years a number of factors also influence these, the commitment of the player vs their other activities, changing team sizes as the team gets older and the leagues expand the team size, the skill level of the team and the league they are in.

We do not want to get to a situation where the players are being beaten on a regular basis and demotivated or they are not getting the opportunity to play because their skill level does not now match that of the rest of the team, not everyone can be an excellent player, the club wants players to achieve their own potential.

During the season, where players are struggling to keep up with the rest of the team, the emphasis is on the coaching team to try and build those skills and provide opportunities for the player. However if there comes a time when little or no progress is being made, once aware then we as a club need to look at the situation and working with the all parties, looking at all options possible. We do not want an unhappy player playing football as it is of no benefit to anyone, especially the child.

Similarly when a team is placed into a league, we do so with a preconceived view of how they will perform and the strength of the opposition. Again, if a team is doing very well or struggling, with the coaches we will look at the situation and adjust accordingly.

We currently play in 6 different leagues and some with tiered tables. We may therefore look in conjunction with the leagues at moving a struggling team into another league or table, or likewise a strong team into a more challenging league/table. This way we ensure the teams are playing at an appropriate level and both players and parents do not get disheartened.





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As highlighted, at key points during the teams progress through the years, team sizes need to change. The club has a finite set of pitches, coaches and volunteers to manage the club. When it comes to situations where teams sizes need to grow this may involve reducing the number of teams and merging/moving players.

This discussion occurs with the coaches and committee prior to the end of the season. At these meetings various options will be discussed and coaches will be asked to consider the requirements based on the club's limited resources, taking into account all considerations. At no point should these discussions go beyond this group as they are "what if" scenarios and there will not be any preconceived views other than the limitations and constraints of the club.

The club and coaches will take into account requests from players and parents to join a specific team, if made, but the group must look at this with a wider viewpoint and provide a solution based on numerous constraints.

With respect to transfer of player between teams, the club has a strict policy on transfer of players during the season, it does not happen. However we do accept that there may be extenuating circumstances for this to occur, this will be discussed by the coaches and committee.

If a player at the end of a season has a valid reason to move to another team, then please contact the Football Development team, Chair or Vice Chair and they will assist with this. One example would be when a female player in a mixed team feels that she would prefer to move to an all-girls team, there will be other scenarios, please come and talk to the coaching team and then committee, we are here to help.

We also do not want to see poaching of players between teams by anyone. If the club becomes aware of such practices then appropriate measures will be taken by the committee.





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Finally, If there are issues within a team, then the first course of action for the player or parent is to try to work this through with the coaching team. If it is felt that all actions have been exhausted, then the parent should make contact with the Football Development team, Chair or Vice Chair to explain the issue. The committee in conjunction with appropriate parties will then review.

In all of the points above, we need players and parents to work with the club and understand that managing a club of this size with the facilities we have is a very difficult and complex situation. What is described above is exactly the same process that goes on in most clubs, trying to balance the needs of all.

We therefore need the support and cooperation of all to ensure that at the end of the day we try and do what is right for all and ask that where difficult decisions are made you give both the team, coaches and committee your support.

Emails:

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