



**KETTERING  
TOWN F.C.**  
Community Trust



**ACCREDITED  
CLUB** ★ ★ ★  
PART OF ENGLAND FOOTBALL



Bringing football and people together

Kettering Town F.C. Community Trust  
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# Community Player Recruitment Policy

Reviewed Annually

Registered Charity Number: 1192160



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## 1. Our Recruitment Policy

Every football club's recruitment policy is different, from the earliest age groups in youth football all the way to the top level of the Premiership. At Kettering Town FC Community Trust, we want to have an open and transparent policy so that players, parents, coaches, managers and our management know what our policy is and how to apply it, making it fair and respectful for everyone involved in the Club.

In our Community Teams, we believe that everyone should have the opportunity to play football regardless of ethnicity, age or gender. All players in our Community squads will receive high quality coaching and will have the opportunity to play games in an FA affiliated league.

Our overarching policy is that players are rewarded for their commitment, hard work and discipline during training sessions.

The following policy aims to;

- Encourage and promote the development of football within the community
- Provide the opportunity for players of both sexes and all ages to play competitive football

### 1.1. Player Retention

We must be pragmatic and balance the needs of existing players and teams with those of new players who want to join the club. For this reason, our existing players will always take priority over any new recruit.

It is the policy of the club to encourage local players to join the club and once a member of the club, players are encouraged to play a full part in the life of the club by attending training, matches and social events.

The club will actively back any approved player and/or official wishing to take coaching, first aid or any other football connected qualifications, which are likely to benefit both the individual and the club.

It is hoped that by supporting personal and team development, players will foster a loyalty to the club.



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## 1.2. Attracting Players

The club will actively attempt to attract players by:

- Liaising on a regular basis with local schools. This will be done by personal contact with staff, posters, information sheets about the club, direct contact with pupils (with the school's permission) and appeals through school newsletters.
- Regular articles in the Media and local promotional outlets and. This will include appeals for players whenever possible.
- Through use of club official social media accounts.
- Posters placed in the town at strategic points such as the village halls, shops, etc.

It is considered Gross Misconduct on behalf of Kettering Town FC Community Trust to approach players and/or parents who are currently registered for another team in the same league.

If a team manager is approached by a parent of a player who wishes to join one of our teams whilst currently registered to another. Kettering Town FC Community Trusts' Secretary and Welfare Officer will need to be copied into all correspondence, to ensure correct procedure is followed.

All new players who join the club will be afforded a 4 week trial before any payments are to be requested. Ideally from the start of the month to the end of the same month.

## 2. Pre-Season

The months of June to August it will be considered as pre-season. The time between the season finishing and the new season beginning in September. During this time, all players current registrations have finished. So, any player is free to move from one team to another.

However, as stated previously, at Kettering Town FC Community Trust, all existing players will automatically have their spaces saved for them next season. It is also noted that managers/coaches should not use this pre-season break to hand pick players to recruit from other teams, as this goes against Grassroots principles.



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## 2.1. New Season U7's

Our new U7 teams come to us during the pre-season, prior to them starting to play games, from our "Lion Cubs" program. We hope that each year we will have had enough interest to enter 2 teams; Red and Black, into an FA affiliated league.

## 3. Recruitment during the Season

New players who join during the season will still be afforded the same 4 week trial. Aiming to start near the first of each month before payments start to be requested.

Managers and players retain the rights to cancel the players trial before the end of the 4 week period and they can also offer places prior to the 4 week period ending.

If a player is moving from another team in the same league, the club secretary will need to send a formal 7 day approach to their current team. Providing the approach has been done correctly, the players current team will decide to waiver the 7 day waiting period or not. When the waiting period has ended, we at the club can complete the players registration. The team managers are not to get involved during this process.

## 4. Internal player movements

Any internal player movements will be treated the same as external player recruitment. Meaning that managers should not be approaching players/parents who are signed for a different team to that of what they manage.

If parents approach a manager about their child moving into another team, then this matter should be brought to the attention of both managers for the teams in question, the club secretary and Head of Football.

Our general outlook is we do not want players moving across our own teams as we are not in the process of creating A and B teams. However, a case can be made for squad movements under special circumstances.



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## 4.1. Playing up a Year

If a situation arises that we have a player who is very strong at their age group and the manager believes they can benefit from the challenge of playing in the next age group, then we can look to accommodate this developmental squad change.

This is an FA Rule that allows any player to play for the age group above. So, for example, a player who is in Year 2 at school can legitimately play for the Under 8s team in the League. The decision to invite a player to 'play up a year' is made by a formal approach from the player's current manager and the manager of the age group above.

However, if a formal approach happens, and an agreement is made that the player can 'play up a year', it is then a decision for the player's parents to decide if that is what they want for their player based on the information provided to them.

It should be noted that if a player does 'play up a year', the team cannot play games against an age group higher than their own due to FA ruling not allowing fixtures between players that are 2 age groups apart. (i.e.: an U9 player in an U10 team cannot play in a fixture against an U11 team).

## 5. Exit Policy

The aim of the club is to encourage players to move through the youth teams into adult football.

If, however, a player indicates a wish to leave the club, it will be the duty of the relevant team manager/ coach to establish any reasons for unrest and to report these to the club's committee.

Parents, players and coaches/managers are encouraged to play a full part in the playing and social side of the club. The club will not, however, stand in the way of any player who wishes to leave. The club will co-operate in any transfer requests from individual players or other clubs who have the agreement of a player to join them. The club will report to the county FA any incidents of illegal approaches to players and or managers / coaches.



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## 6. Small Print

It is very difficult to foresee every scenario that might occur in the future, so there may be times when we need to apply common sense to enable a situation to be resolved. We reserve the right to protect the interests of our Club, teams, players, parents, managers and coaches at all times.

Any deviation from our recruitment policy can only happen after a discussion and agreement by Senior Management. Their decision is final and there is no appeal process.