



Player Development Framework

Kennington Juniors Football Club's prime aim is to provide a safe and enjoyable environment for children of all ages to play and develop their footballing ability. To enable this, our ethic is to provide children with the ability to train and play football at a level that is appropriate to their ability – and furthermore that if their ability dictates that they are not yet ready to play in competitive matches, then to offer them an appropriate level of training to enable their development to such a standard.

Given that children develop at differing rates, this inevitably means that between playing seasons, there may be opportunities or needs for certain players to move between teams within an age group, in order to ensure that the level that they compete is appropriate. This is one of the reasons why (with the exception of the under 7 age group) we as a club try to ensure we have teams playing at identifiably different standards.

It should not be considered a negative step to move between teams, providing the reasons are appropriate for development of the child themselves - and the transition is managed well and in a positive manner by the managers/coaches of the particular age group. The migration of the more advanced players towards the first team squad will help to reinforce the Club's credibility and capability within the area and the County. The fact that Kennington Juniors can offer children football at a variety of standards does mean that it is better placed than many Clubs in its provision and development of junior football.

At times, players will feel hesitant about moving between teams and we will not adopt a policy of forcing children to move. However, if the benefit to the individual is communicated well by the managers of both their existing and new teams, it need not be daunting change. If a player being offered the opportunity to move up a level decides that they do not want to do so, then we will respect this decision: Equally if the view is that a player will benefit from moving down a level, but the player does not want to, we can and will continue to provide training, but would not be able to guarantee match football. In taking this position however, the Club has to take a balanced opinion as to whether this is impacting other players in their opportunity to play at an appropriate level to their ability.

Any recommended changes should be implemented at the end of the playing season (approx Apr-May) in order to give the children time to settle through the tournament / close season training period. This will be reviewed in conjunction with the clubs Football Development Officer and Managers Representatives, where appropriate. Children should not be moved mid-season (as this can de-stabilise teams) unless an exceptional situation arises. Changes should generally not be as the result of 'spot' trials, as in reality we should know our players well enough for this not to be necessary; the notable exception to this possibly being when transitioning from mini-minor to 11 a side – given the different nature of the football being played and the significance of the change.

It must be remembered by all, that the best opportunity for children to develop is by playing and training with (and against) children of a relatively equal capability. To support the player's own development and the Club's ethic, it is therefore important that all children within a squad receive enough playing time to support this. It should equally be remembered that Kennington is a Club, not a series of individual teams and to support the Player Development Framework; within each age group the managers should make a conscious effort in integrating all of the children and working collectively for the benefit of all the children in that particular age group.

We trust that all members of our club understand the benefit to all, in adhering to this framework and thank-you for your continued co-operation.

The Executive Committee.