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PART OF ENGLAND FOOTBALL



Kettering Town F.C. Academy
Latimer Park, Polwell Lane, Kettering, NN15 5PS
www.ktfcacademy.com

Youth Player Recruitment Policy

Reviewed Annually



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Contents

1. Our Recruitment Policy
2. Pre-Season Trials
 - 2.1. New Seasons U7's
3. Recruitment during the Season
4. Internal player movements
 - 4.1. Playing up a Year
5. Small Print

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



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Kettering Town FC, 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.

At the Youth Academy we believe that everyone should have the opportunity to play football regardless of ethnicity, age or gender. All players in our Academy will receive high quality coaching and will have the opportunity to play against higher level opposition in the Junior Premier League.

Our overarching policy is that players are rewarded for their commitment, hard work and discipline during training sessions. A player demonstrating these qualities will see improvements in their personal game and thus our teams will benefit and grow stronger.

However, we do have to be pragmatic and balance the needs of existing players and teams with those of new players who want to join the club. Whilst we want to develop the strong players we have; existing players can be replaced if ability and/or behavioural requirements aren't met.

2. Pre-Season Trials

During Pre-Season we will have a dedicated time period where the club will advertise and invite triallists to come in at all the different age groups to join in on training nights. All existing players from the previous season will also have to re-trial for their place in the team. The Head of Phases and Academy managers will look at players together and determine where players are best placed.

After consultation with Academy management, team managers reserve the right to cancel trials at any time during the month. A player can also receive an extension to the trial if required.

The team managers will contact players parents by email at the end of their trials to advise whether they are accepted or not for this year's academy teams.



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2.1. New Seasons U7's

When grassroots teams reach U7's they start to play matches in an FA affiliated league. Meaning our Academy scouts can start see players in games and judge whether we want to bring them into our Academy set-up.

Due to this our U7's Academy sides will not be created until the season has already begun.

3. Recruitment during the Season

New trialists who join during the season will still be afforded the same length of trial. All managers will liaise with their head of phases regarding incoming trialists.

Managers still retain the rights to cancel trials before the end of the trial and they can also offer academy places prior to the trial period ending. At the end of each trial team managers will inform the trialling players parents of the trial outcomes for their child.

4. Internal player movements

With the youth players development at the centre of our thinking. We would like all our Academy teams to work in harmony with one another, so therefore we need our managers and coaches at all age groups to work together and be comfortable pushing players to play at higher levels.

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.



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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.

5. 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.