



Harpenden Colts Non-Streamed Transition Policy

Approved October 2020

Each Harpenden Colts year group operates within the constitution of the Harpenden Colts Football Club (“Harpenden Colts” or the “Club”). This document has been adopted by the Football Management Committee (“FMC”). The FMC of the club will be the final arbiter of any disputes relating to this document and will be guided by the Club Philosophy.

This Policy has been adopted to establish the procedure for the management of transitions between seasons in year groups that are not streamed or between squads in year groups which are partly streamed. In year groups which are streamed or for allocation between streamed squads, please see the Harpenden Colts Player Allocation Policy.



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1 Basic Principles

- 1.1 Most year groups within the Club operate as a streamed, managed system. In some year groups, particularly at the older age groups when players show a tendency to want to play with their friends, rather than in streamed squads, the managed, streamed structure breaks down. In those circumstances, there needs to be a process to manage transitions between seasons to ensure that everyone involved in the year group is operating collaboratively and in the best interests of the year group as a whole.
- 1.2 It is not the decision of any particular Squad Lead that the year group is no longer streamed. That decision, and whether this policy is applicable, is made by the Chairman, of the Club, assisted by the Year Group Lead/Year Group Administrator.
- 1.3 This Policy will also apply to allocation of players between squads that are not streamed but exist within a year group that is party streamed. The decision as to whether to run a year group in this way is, again, one made by the Chairman of the Club, assisted by the Year Group Lead/Year Group Administrator.
- 1.4 The existing Squad Leads with the help of the Year Lead/Year Administrator (if in post) and the Club will manage the transition process.
- 1.5 Assuming 11 aside squads, minimum squad size is 16, maximum squad size is 18 (unless Squad Lead agrees to take more, in which case total squad size is capped at 20).
- 1.6 The Club will poll the existing members (either direct or via Squad Leads) and ask whether players wish to continue with Colts the following season.
- 1.7 The Club's first priority has to be to ensure suitable, qualified coaches for each squad and as a general rule a coach's son/ daughter will be allocated to their parent coach's squad. If new coaches/administrators are required, priority will be given to anyone on a waiting list whose parent is prepared to step help and obtain the required qualifications. Without enough qualified volunteers to run a squad, the squad is not viable.
- 1.8 Existing players:-
 - 1.8.1 may be required to transfer to another squad:- (a) to address the points in paragraph 1.6; or (b) if the respective Squad Leads have agreed the transfer as set out in paragraph 1.9 below; and
 - 1.8.2 will not be asked to leave the Club without their agreement (unless their squad is non-viable and paragraph 1.13.2 does not allocate them to a squad or they are required to transfer to another squad (as per paragraph 1.9 below) and they decline the transfer);



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- 1.9 Players may request a transfer to another squad, in which case the Squad Leads will apply the guidance in paragraph 1.9 to the request. But players and the receiving squad cannot unilaterally agree a move without following the guidance in this document.
- 1.10 Players will not be moved between squads without due cause. But if a move is requested by a Squad Lead (or by a player) for good cause, a transfer can happen between squads if:-
 - 1.10.1 (preferably) there is a reciprocal move – i.e. a swap of players between squads – unless the move helps to balance numbers (reducing size or larger squad and growing size of smaller squad);
 - 1.10.2 as a result of the move the squad from which the player departs is not left with less than the minimum squad size (subject to 1.13.1.1);
 - 1.10.3 as a result of the move the squad to which the player will move is not greater than the maximum squad size; and
 - 1.10.4 the Squad Leads of the departing squad and the receiving squad both consent to the move.
- 1.11 If more players request a move to a squad than there are places available, the Squad Lead of the receiving squad can choose between the requests subject to paragraph 1.9 above.
- 1.12 If the total number of players who wish to continue to play with Colts is less than the number of squads x 16, the Club will try to help the Squad Leads to generate new players. It will be made clear to potential new joiners that their place is not guaranteed and that if the Club cannot support X squads then the available places will be allocated first to existing members.
- 1.13 The Squad Leads will be given details of the potential new joiners and will have a chance to invite them to a training session of each of the squads
- 1.14 The final step will be a balancing act as follows:-
 - 1.14.1 if the number of new players is sufficient to sustain all the planned squads, existing and new players will be allocated as follows:-
 - 1.14.1.1 first, existing players who wish to be moved will be accommodated according to the process in paragraph 1.9;
 - 1.14.1.2 new players will then be allocated, first according to any preferences they have stated to join a particular squad (subject to paragraphs 1.9.2 and 1.9.3) and then allocation will be as per paragraph 1.13.2.2 and 1.13.2.3.
 - 1.14.2 if the number of new players is not sufficient to sustain all the planned squads,



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the squad with the least number of players wishing to continue at that time will be wound up, with any players that wish to continue being allocated to the existing squads before new members are admitted. To allocate players of an existing squad that is being wound up:-

- 1.14.2.1 player preferences will be considered first, subject to paragraphs 1.9.2 and 1.9.3;
- 1.14.2.2 then for any remaining existing players, the Squad Leads of the remaining squads will in rotation select players, with the squad in the lowest division, or that performed least well in the existing season, choosing first; and
- 1.14.2.3 the selection process will rotate until each squad is full – which shall be when each squad has no more than 18 players, unless a Squad Lead agrees to go above 18, in which case the squad size will be capped at no more than 20.

2 Mixed Year Groups

- 2.1 The principles in this Policy will apply if a year group has mainly non-streamed squads, but may still have one squad that plays at a higher level (generally the historic “A” squad). The streamed squad must give priority to existing members of the Club before it takes in new players from outside the Club.
- 2.2 This means that if all the unstreamed squads in the year group are full, the streamed squad cannot force those squads to take a player that the streamed squad wishes to move down and the streamed squad should not force that player to leave the Club in order to replace them with someone from outside it. But equally the unstreamed squads will not admit new players before consulting with the streamed squad to determine whether there are any players that potentially should be moved to the non-streamed system (a “Potential Moving Streamed Player”).
- 2.3 The reference to “potentially” in paragraph 2.2 reflects the fact that new members of the year group should be taken from the top of the waiting list (if there is one – and subject to the need for new volunteers as reflected in paragraph 1.6) and not recruited from outside the Club and the waiting list. So the Potential Moving Streamed Player should only be moved if there is another existing player in the Club or at the top of the waiting list that is appropriate to be moved to the streamed squad.



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2.4 Once streaming has broken down in a year group, all squads in the year group have to accept the consequences for the year group as a whole and act in the best interests of the existing players in the Club and at the top of the waiting list – if there is one – when managing transitions into new seasons.

3 Disagreements/Appeals

3.1 If there is a disagreement within a Year Group as to whether this Policy applies to a year group and/or how this Policy should be applied, it should be referred to the Chairman of the Club. The Chairman's decision in the matter shall be final.

3.2 The Chairman may decide to appoint a committee of no more than 5 people, who are volunteers of the Club and who do not have a player in the relevant year group, to consider the disagreement and make a recommendation to him or her.