

Table of Contents:

Conduct, Harassment, bullying and discrimination: [Incident Report]	1
Accessibility, inclusiveness, welcoming soccer environment:	4
Diversity and safeness:	4
Cultural Sensitivity:	5
Reduce barriers to participate and LTPD:	5
Enjoyable soccer experience for all participants:	6
Rule of two Policy:	6
Coaching Movement Policy:	9
Punjab Warriors Canada Soccer Code of Conduct Policy Statement:	10
Cultural Responsibility Policies	12
Targeting Under-represented groups	13
Long-Term Player Development (LTPD) Policies	13
Punjab Warriors Principles for Long-Term Participation	15
Canada Soccer Grassroots Standard	17

Conduct, Harassment, bullying and discrimination: [Incident Report]

Punjab Warriors Sports and Heritage Association is committed to setting standards and values through its organization and at all levels of youth and adult soccer. Punjab Warriors is committed to eliminating discrimination on all grounds, including gender, sexual orientation, marital status, race, nationality, ethnic origin, color, religious or other beliefs, and ability or disability. We strive to encourage equal opportunities for those in our communities. The Punjab Warriors Sports and Heritage Association, and all officials, officers and members are not to discriminate in any way, on grounds protected grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, color, religious or other beliefs, and disability. We have a zero-tolerance policy on harassment, bullying, abuse, and victimization pursuant to this policy. We will pursue any action and sanctions applicable to any actions regarding discrimination. This includes harassment based on sexuality, race, or other protected grounds, regardless of if it is physical or verbal. Any member, official or officer of Punjab Warriors who believes they have experienced any of the above-prohibited acts of discrimination are asked to follow our incident report procedure, as set out in our Incident Report Policy, including completing an incident report form, as soon as possible. Punjab Warriors Sports and Heritage Association is committed to equal treatment of all its members. We require all members, officials, and officers to abide and adhere to these policies.

Incident Procedure.

Punjab Warriors is committed to providing a positive experience for all of its members, participants, officials, and officers. However, incidents may occur which are contrary to our mission and policies, where Punjab Warriors may be required to address them formally, promptly and in accordance to this procedure.

Punjab Warriors takes circumstances that arise that may be contrary to our policies seriously. These include when members are made to feel uncomfortable, discriminated against, or otherwise felt unwelcomed. These situations go directly against our policy and mission to provide a welcoming, discrimination-free experience to our members, those who have relationships with Punjab Warriors, and all other stakeholders in the organization.

The purpose of this procedure is to outline the process of creating an incident report in accordance with our policies, and to address situations where unwelcomed or prohibit conduct, communication or actions occur in creating an unwelcoming, intimidating, hostile or offensive environment associated with Punjab Warriors.

1. **Definitions:** All defined terms are found within a section of this procedure; all other terms will take their common meaning.
 - a. "Incidents" Defined as a situation, in association with Punjab Warriors Sports and Heritage Association, in which Inappropriate or Unwelcomed behavior or conduct is displayed or has occurred
 - b. "Inappropriate" / "Unwelcomed" Behavior: Defined as comments, conduct, gestures, or other actions directed towards an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading, and/or offensive in nature.
2. **Criminal Conduct:** Allegations of criminal misconduct will be reported to law enforcement.
3. **Confidentiality:** All reports are to be understood as confidential, and Punjab Warriors Sports and Heritage Association is to protect the privacy of those involved in the incident report procedure and investigation as much as the process allows.
4. **Retaliation:** Retaliation against any individual involved in the report process and investigation will result in serious disciplinary actions.
5. **Incident Reporting Process:** Punjab Warriors Sports and Heritage Association is responsible for receiving, investigating, and resolving complaints. No one party to the incident will be a part of the investigation or decision committee.

- a. If any member, parent, volunteer, player, and/or employee believes they have been treated to inappropriate or unwelcome behavior or conduct, they must immediately report this incident using the Incident Report Form.
- b. The Incident Report Form must be submitted within 48 hours of the incident to ensure the reliability of the form.
- c. Only completed Incident Report Forms will be considered.
- d. A completed Incident Report Form shall be submitted:
 - i. In-person, by submission of a completed form within a sealed envelope, directed to the President. Should the incident involve the earlier-mentioned individual, please address the envelope to the Vice-President.
 - ii. Via Email, by submission of a completed form addressed to the Vice-President to their email address punjabwarriors@hotmail.com with the subject line "Incident Report Submission". If the complaint involved the earlier mentioned individual, it shall be sent to the President with the subject line "Incident Report Submission".

6. Investigation:

- a. All incident reports will be investigated within reasonable time periods and may consist of personal interviews with the complainant(s), the alleged perpetrator(s), and the witnesses of the alleged incident. Upon completion of the investigation, the investigation committee will:
 - i. Determine if an incident has occurred and;
 - ii. Recommend an appropriate action to resolve the complaint
 - b. If the recommendation is accepted by the complainant, the Committee will follow up with the complainant, within a reasonable period, to ensure that the issue has been reasonably resolved.
 - i. The resolution will then be filed and kept by Punjab Warriors Sports and Heritage Association, marked and treated as confidential.
 - c. If the recommendation finds the resolution unacceptable, the committee will follow up with a meeting between both parties to explore alternative reasonable resolutions.
7. If you have any questions regarding the Punjab Warriors Sports and Heritage Association's Incident Policy, Incident Report Form or Review and Resolution Process, please contact Davinder Rooprai (Vice-President).

**INCIDENT FORM CAN BE ACCESSED AT OUR WEBSITE AT:
<https://punjabwarriors.ca/rules-and-policies>**

Accessibility, inclusiveness, welcoming soccer environment:

Committed to providing an accessible, inclusive, and welcoming soccer environment and experience for all participants

Punjab Warriors is a non-profit soccer group dedicated to providing all participants with an accessible, inclusive, and friendly atmosphere and experience. Soccer is a sport for everyone that reinforces inclusive spaces regardless of background, gender, ethnicity, or ability. We take pride in providing an essential service that children have the opportunity to experience for all ages. Our coaches have the knowledge and experience to provide a safe and friendly environment that promotes inclusive areas where children of all abilities are encouraged to learn and play soccer. Establishing this type of environment allows for a sense of community that friends and family can feel a sense of belonging around the sport of soccer. We are dedicated to making everyone feel appreciated, supported, and welcomed through our soccer camps and tournaments. The community has cultivated a following through their support as over 200 families come to watch their children play soccer.

Diversity and safeness:

Appreciates diversity to ensure everyone feels safe and that they belong regardless of ability and background

At Punjab Warriors, we ensure that our organization makes every effort to make everyone feel welcome and secure, fostering positive relationships with the community and encouraging diversity. We work to ensure that everyone, regardless of skill or background, feels encouraged, appreciated, and able to engage in soccer through our programs. Through our soccer camps and tournaments, this notion becomes evident as vast cultural demographics are coming to participate in soccer. We take pride in setting up small-sided games differing in age groups that enable everyone to play together regardless of ability and background. Thus, build upon practice plans that ensure everyone child is involved and has the opportunity to learn and grow in soccer, but an emphasis on having fun for all is key for our organization. Our coaches also offer individual training for those children the need more attention and want growth and excel in soccer.

Cultural Sensitivity:

Our coaching staff has recognition for being culturally sensitive as coaches have taken on the responsibility of being trained in classes that adhere to the Canada Soccer guidelines for accessibility and inclusion. This helps provide practice that contributes to a well-rounded experience that foremost brings families and children input towards the practices offered by asking for their feedback and adapting practices accordingly. We recognize that organized soccer programs in the greater Edmonton area are less prevalent than other sports, such as hockey and basketball. Our programming is aimed at underrepresented populations, such as Canadian newcomers, women, Indigenous peoples, people with disabilities, and members of visible minorities. Focusing on these groups can build a soccer community more representative of our society's diversity. Hence, providing soccer fields to host soccer tournaments and camps has a huge turnout in community engagement. Punjab warriors are one of the largest organizations in Edmonton, hosting many multicultural communities and bringing extensive cultural attention through soccer events. Through our activities, we want to give people a chance to get involved, learn, and develop in a setting that values their abilities and strengths.

Reduce barriers to participate and LTPD:

Has programs, partnerships, and/or other mechanisms to reduce barriers to participation

Programming considers Long-Term Player Development (LTPD) stage appropriate principles

Making soccer available to everyone is a top priority of our organization. Financial strains can be a guiding factor in obstacles getting in the way of participation. Highlighting this strain and making soccer available for everyone is our top priority. We have identified initiatives to support families' continuation in the sport of soccer, which removes barriers and achieves accessibility for all. To reach out to more people and provide more possibilities for everyone to participate in soccer, we also partner with local businesses, community organizations and nearby schools to facilitate participation to its fullest potential. The programs are directed toward every age group, degree of talent, and interest. In addition, our knowledgeable coaching staff has a background in training that considers LTPD in their training sessions. We recognize that different age groups need different levels of training, and we strive to match those requirements. Regardless of participants' experience or ability level, we ensure that our programming is age-appropriate, secure, and fun for all of them.

Enjoyable soccer experience for all participants:

We at Punjab Warriors are enthusiastic about soccer and think that everyone should enjoy playing the sport. Whether you're just getting started or have been playing for a while, we're dedicated to ensuring that our programs are enjoyable, engaging, and fulfilling for everyone who participates. We know that playing soccer is more than just winning; it's also about growing, learning, and having fun. We work to provide a welcoming environment where people may improve their skills and cultivate a passion for the sport. Regardless of their experience or ability level, our coaches and staff are committed to ensuring everyone feels included and valued. Playing soccer as a team unites people, and we're dedicated to fostering an environment that values respect, sportsmanship, and teamwork. We want you to have fun playing soccer, whether participating in a competitive league or with friends. Punjab Warriors is dedicated to fostering a soccer environment that is friendly, inclusive, and fun for all players.

Rule of two Policy:

Punjab Warriors Sports and Heritage Association Rule of Two Policy Statement

At Punjab Warriors Sports and Heritage Association (“Punjab Warriors”) we are committed to providing a safe and supportive environment for all individuals who participate in soccer activities. As part of this commitment, we fully endorse and adhere to the Canada Soccer Rule of Two.

General Goals of the Rule of Two:

The goal of the Rule of Two is to create a safe environment and minimize the risk of abuse or misconduct towards minors.

1. The Rule of Two states that there will always be two screened and NCCP-trained or certified coaches with an athlete in situations where the athlete is potentially vulnerable.
2. This includes practices, games, tournaments, and any other soccer-related events.
3. One-on-one interaction between a coach and an athlete, without another individual present, must be avoided in all circumstances except medical emergencies

To adhere to the Canada Soccer Rule of Two, we have implemented the following policies and procedures:

Travel Guidelines:

1. A Person in Authority may not be alone in a car with an athlete unless the Person in Authority is the athlete's parent/guardian
2. A Person in Authority may not share a room or be alone in a hotel room with an athlete unless the Person in Authority is the athlete's parent or guardian
3. Room or bed checks during overnight stays must be done by two Persons in Authority

Locker Room / Changing Area / Meeting Room Guidelines:

1. Interactions between a Person in Authority and an individual athlete should not occur in any room where there is a reasonable expectation of privacy such as the locker room, meeting room, washroom, or changing area.
 - a. A second Person in Authority should be present for all necessary interactions in any such room
2. Locker room or changing area should be supervised by two Persons in Authority of the same gender identity as the players whenever possible
3. If a second Person in Authority is not available, the Person in Authority supervising the locker room or changing area should never be alone with an individual athlete
4. If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required; however, this would not be deemed to be a best practice

Training / Competitive Environment Guidelines:

1. A Person in Authority should never be alone with an athlete prior to or following a game or practice unless the Person in Authority is the athlete's parent or guardian.
 - a. If the athlete is the first athlete to arrive, the athlete's parent/guardian should remain until another athlete or Person in Authority arrives. If an athlete drives themselves, the athlete should wait for another athlete to arrive before going to the field
 - b. If an athlete would potentially be alone with a Person in Authority following a game or practice, the Person in Authority should ask another Person in Authority (or a parent/guardian of another athlete or another athlete in a senior environment) to stay until all the athletes have been picked up. If an adult is not available, then another athlete should be present in order to avoid the Person in Authority being alone with a single athlete
2. Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual athlete should always be doing so within earshot and eyesight of another Person in Authority

Gender Identity Guidelines:

A Person in Authority who is interacting with athletes should be of the same gender identity as the athletes. The following guidelines are strongly recommended:

1. For teams consisting of athletes of just one gender identity, a Person in Authority of the same gender identity should be available to participate or attend every interaction
2. For teams consisting of athletes of more than one gender identity (e.g., co-ed teams), a Person in Authority of each gender identity should be available to participate or attend every interaction

Virtual Settings Guidelines:

The Rule of Two should continue to apply to all minor athletes in virtual environments (additionally, for those athletes under age 16, a parent or guardian should be present during the session where possible). It is recommended that the Rule of Two be applied to non-minor athletes, as well, in the current circumstances

1. For every session, the Rule of Two requires two adult coaches be present, or one coach and one adult (parent, guardian, volunteer, club administrator) – one-on-one sessions should be prohibited.
2. A clear statement of professional standards expected of the coach during calls should be communicated – (i.e., sessions are not social engagements, and should be focused on training/coaching).
3. Encourage parents/guardians to debrief with U-16 athletes about virtual training on a weekly basis. d. Parents/guardians should be fully informed beforehand about the activities undertaken during the sessions, as well as the process of the virtual session.
4. It is recommended to record sessions where that capacity exists. f. Communication during each session should be in an open and observable environment (i.e., avoid bedrooms) in the athlete's home (athlete's parents'/guardians' home), and the coach must initiate the session from an appropriate location (i.e., avoid bedrooms or "overly personal"/unprofessional settings).
5. Parents/guardians should be required to consent to virtual sessions prior to each session, if irregularly scheduled, or prior to the first session if there is a series of regularly scheduled sessions.
6. Prohibit one-on-one texting, emailing or online contact between coach and athlete – any texting, emailing or online contact should be limited to group text/email that includes at

least 2 adults (2 coaches or 1 coach and 1 adult (parent, guardian, volunteer, club administrator), and limited to coaching (non-social) matters, and parents of minor athletes should be provided the opportunity to receive these texts/emails.

7. Social media contact by coaches to athletes should be prohibited (including the sharing of memes, non-training videos, etc.)

By adhering to the Canada Soccer Rule of Two and implementing these policies and procedures, we are committed to creating a safe and supportive environment for all individuals who participate in soccer activities.

We encourage all members of our organization to learn more about the Canada Soccer Rule of Two and to help us promote a culture of safety and respect in soccer.

Coaching Movement Policy:

Punjab Warriors Sports and Heritage Association Responsible Coaching Movement Policy Statement

Punjab Warriors Sports and Heritage Association (“Punjab Warriors”) is committed to providing a safe, healthy, and positive environment for all individuals who participate in soccer activities. As part of this commitment, we fully endorse and adhere to the Responsible Coaching Movement as set out by Canada Soccer.

Punjab Warriors confirms we have pledged to adhere to Responsible Coaching Movement.

The Responsible Coaching Movement is a program that aims to ensure that all coaches in Canada have the necessary training, certification, and support to provide a safe and positive experience for all athletes. The program includes adherence to the following:

1. Background Screening: Screening and background checks for all coaches and volunteers who work with athletes.
 - a) Screening includes comprehensive background and reference checks, interviews, plus police information checks, to be done at regular intervals.
2. Rule of Two: We are committed to the adherence to and endorsement of the Rule of Two. The Rule of Two Policy: Punjab Warriors is committed to following CSA’s rule of two guidelines.

- a) https://www.canadasoccer.com/wp-content/uploads/2020/12/CanadaSoccer_RuleOfTwo_EN.pdf
3. Ethics Training: We are committed to providing training and skills to all coaches and leaders in our organization to effectively manage challenging situations. We encourage lifelong learning to help coaches expand their knowledge and awareness of important topics throughout their careers. These include:
 - a) The implementation of a code of conduct for coaches that is consistent with the values of the sport. See Code of Conduct Policy:
<https://punjabwarriors.ca/code-of-conduct>
 - b) The implementation of policies and procedures for reporting incidents of abuse or harassment. See Incident Reporting Policy:
<https://punjabwarriors.ca/rules-and-policies>
 - c) The establishment of clear and transparent communication channels between coaches, athletes, parents, and administrators. See Rule of Two Policy:
<https://punjabwarriors.ca/rules-and-policies>

At Punjab Warriors, we are committed to implementing these six elements of the Responsible Coaching Movement. We have developed policies and procedures that reflect the values and principles of the movement and we provide ongoing training and support to all of our coaches. We believe that by adhering to the Responsible Coaching Movement, we can create a culture of safety, respect, and inclusivity in our soccer community.

Punjab Warriors Canada Soccer Code of Conduct Policy Statement:

Punjab Warriors Sports and Heritage Association (“Punjab Warriors”) is committed to providing a safe, healthy, and positive environment for all individuals who participate in soccer activities. As part of this commitment, we fully endorse and adhere to the Canada Soccer Code of Conduct. Herein referred to as “The Code” for the purposes of this policy.

The Canada Soccer Code of Conduct is located at: <https://punjabwarriors.ca/rules-and-policies>

The Canada Soccer Code of Conduct will herein be referred to as “The Code of Conduct” for the purposes of this policy.

The Code of Conduct outlines the principles and expectations that all participants, including players, coaches, officials, and spectators, are expected to uphold in order to promote fair play,

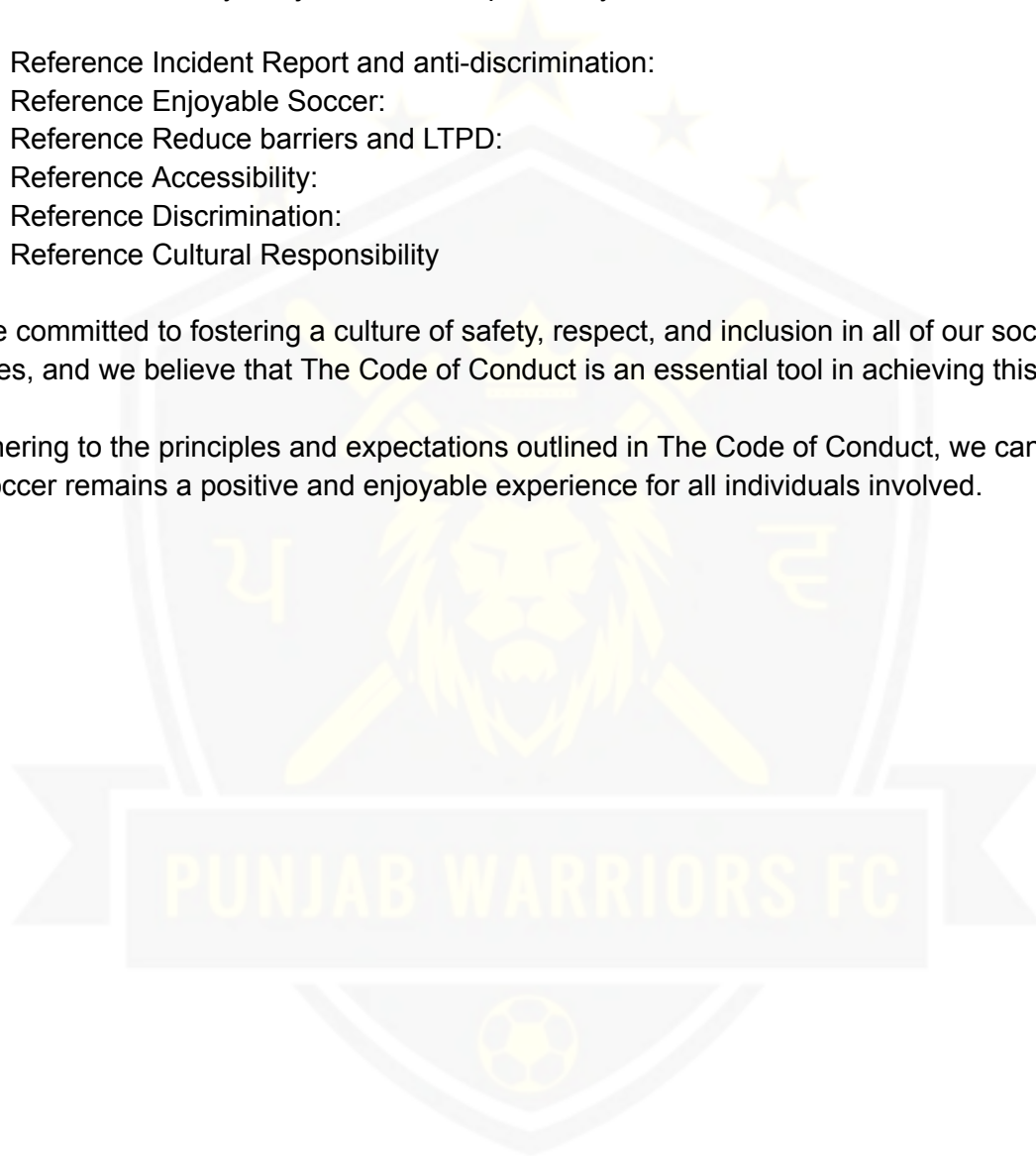
respect, and sportsmanship in the sport of soccer. The Code of Conduct applies to all levels of play, from recreational to elite, and from youth to adult. The Code of Conduct reflects our shared values as a soccer community.

At Punjab Warriors, we expect all individuals associated with our organization to adhere to the principles and expectations outlined in The Code of Conduct. This includes adhering to any other policies set forth by Punjab Warriors. Specifically:

- Reference Incident Report and anti-discrimination:
- Reference Enjoyable Soccer:
- Reference Reduce barriers and LTPD:
- Reference Accessibility:
- Reference Discrimination:
- Reference Cultural Responsibility

We are committed to fostering a culture of safety, respect, and inclusion in all of our soccer activities, and we believe that The Code of Conduct is an essential tool in achieving this goal.

By adhering to the principles and expectations outlined in The Code of Conduct, we can ensure that soccer remains a positive and enjoyable experience for all individuals involved.



Cultural Responsibility Policies

Punjab Warriors recognize that we live in a culturally diverse society. Punjab Warriors is committed to providing an open and welcoming environment to the players and everyone involved.

What is Culturally Responsive Coaching? Culturally responsive coaching is a way of coaching that acknowledges and embraces players' cultures, languages, and experiences and relates them to the learning environment.

To engage in Culturally Responsive Coaching you must:

1. Be culturally sensitive or higher on the Cultural Competency Continuum so that you can
2. Use culturally appropriate activities in your coaching.

How do you Develop Culturally Appropriate Activities?

To create a soccer environment that is engaging and accessible for all of your participants you should consider:

- **Assess your own behavior** - Where are you on the Cultural Competency Continuum? What are your own biases about others? If you have players with cultures different than your own, you must be sensitive to those differences. To do that you must first be aware of how you currently act.
- **Get to know your players** - As a coach, you cannot create a culturally responsive environment if you don't take the time to get to know your players. Do your research - talk to others who know or go online if you must. If there is a player who has recently immigrated from another country, for example, sit down with them to ask if there were any activities or traditions they enjoyed at school or in sports in their home country.
- **Make your soccer environment a judgment-free zone** - Players must be able to look at situations regarding culture with an unbiased opinion and be comfortable asking questions to further their understanding. If a conversation arises about a current event or behavior, welcome a discussion. But be sure the conversation is directed towards learning, not criticizing. Promote players value differences by encouraging them to speak up and ask questions when they are curious.
- **Adapt your coaching** - Culturally responsive coaching is a player-centered approach. Are there any activities/exercises/games you use that do not benefit all of your players? What activities/exercises/games seem to engage all players and get them participating enthusiastically? In education, research has shown that students are more engaged in

learning and learn more effectively when the knowledge and skills taught are presented within the context of their own experiences and cultural frames of reference.

- **Coach for all cultures** - Make sure your language and actions touch on the various cultures that make up the players you coach. Even if your players represent more of a monoculture, bring in videos and stories that reflect the multicultural nature of the game of soccer. Use those videos and stories to teach your players how to become culturally sensitive.

Adapted from 5 steps to becoming a culturally responsive teacher. Written by Kathy Deady. Teachaway.com. August 12, 2020.

<https://www.teachaway.com/blog/5-steps-becoming-culturally-responsive-teacher>

Targeting Under-represented groups

Punjab Warriors offers an affordable soccer program, which is open for anyone to join, to youth throughout the year. We offer a soccer camp program at a very low cost for kids to play organized soccer and financial help is also assessed on a case by case if someone is unable to afford the registration fee. We offer incentives to parents toward their registration fee through volunteer work with the organization.

We identified that women/girls are underrepresented in organized soccer in our community and in general. Therefore we have launched first every Punjab Warriors Women's soccer team this year with the Edmonton and District Soccer Association and plans are underway to launch girl's teams at the youth level as well.

Punjab Warriors also offers incentives to international students, students, and newcomers to Canada to play organized soccer.

Punjab Warriors also have once a week drop-in soccer program, free of cost, for anyone who wishes to play soccer. The field booking, equipment, and other costs are covered by the Punjab Warriors.

Long-Term Player Development (LTPD) Policies

All of our programs are strategically designed to follow the LTPD process and ensure every player develops not only soccer-specific skills but a well-rounded athletic foundation that will serve them throughout their lives in a variety of sports and physical fitness activities.

Active Start stage (U4 - U6): At this stage, the top priorities are movement education, acquiring comfort with the ball and basic foot skills, and developing a love for the game. Young players need to develop basic physical literacy, with special emphasis on agility, balance, and coordination. Ball skills and technical development remain top of the agenda at this stage.

At these ages, young players are eager, active, and like to be on the go. These young players are starting to act more independently, but they still need parental approval, understanding, praise, and encouragement. Pushing too hard or expecting too much can result in the child becoming tense, nervous, or frustrated, ultimately leading to players dropping out of the game long before they can fulfill their potential.

FUNDamental Stage (U7 - U9): The fundamental areas of focus at this stage include: ball mastery, learning how to train properly, and creating a foundation for teamwork. This foundational or “learning to train” stage is a crucial time for developing advanced competency in basic techniques and this platform allows for the introduction of more advanced skills.

Some basic tactical applications of attacking and defending concepts can also be introduced.

Aerobic power should be introduced progressively after the growth rate decelerates.

It is important that children are encouraged to take part in unstructured play.

The main activities are developing ball control while learning how to solve problems individually and with their teammates. Players learn several new activities that create a foundation for their training environment as they progress over the years.

Learning to train (U10 - U12): As players reach this stage, we shift our focus to teaching small-sided and team-level tactical concepts while continuing to improve and expand each player's technical abilities. Players will be challenged to take more individual responsibility for their own development, as they must be working on their own outside of formal team training to reach their full potential as players. The areas of focus at this stage include the continuation of mastering the ball and learning the principles of play. The tactical principles of attacking & defending are introduced, including

Training to Compete (U13 - U15): The fundamental area of focus here is developing tactical concepts of the game while continuing to develop technical abilities.

Training sessions will be similar to the previous stage with the areas of focus becoming more complex. We will continue to work on the development of fundamental and advanced individual skills. But players should receive more in-depth tactical instructions, particularly in understanding playing positions. Players should continue to experience different positions on the field but may begin to settle into a primary position.

Players will receive more in-depth tactical guidance as they learn different systems of play and begin to specialize in specific positions. Players should continue to experience different positions on the field but may begin to settle into a primary position.

Principles of Attacking: Penetration, providing support, movement off the ball, width & depth, and improvisation/creativity.

Principles of Defending: pressure & cover, delaying, balance/team shape, compactness, control & restraint (not diving in)

Some of these principles can be complicated for younger players, therefore at this stage of development, the focus is creating a foundation based on these principles to continue to build upon throughout older age groups.

Training to Win Stage (U16 - U19): The final phase of preparation for our competitive youth players aims to maximize player performance in all aspects of the game. A player's capacities are becoming fully established while training to peak for major competitions.

Training is characterized by high intensity and relatively high volume with frequent periods of rest. Team tactics should form a significant part of practice sessions. Position training is important, and players should be prepared for a primary position. Physical conditioning is also important for all players and training should be tailored to the physical demands of their position on the field.

Punjab Warriors Principles for Long-Term Participation

Technical-Tactical - The attacking and defending skills of soccer as well as the attacking and defending tactics and strategies of the game.

Physical - In younger players this manifests as the development of athleticism and coordination - what is called physical literacy. As players get older it becomes speed, stamina, strength and suppleness (i.e., flexibility).

Cognitive - With the increased understanding of the brain as well as how learning happens, there is much that can be done here. For example, developing curiosity, learning to make good decisions, thinking critically, accepting and acting on feedback.

Social-Emotional - Here, the emotional represents the ability of the player to get the best from themselves, like proper emotional regulation for example. The emotional also incorporates what often gets referred to as the mental or psychological aspects of development. Social involves all the skills we need in order to get the best out of others. Of great importance is our abilities to speak and to listen well.

The traditional approach to soccer player development is mostly technical-tactical in nature. Higher-level players may experience some physical development. However, little is done to help

any player develop in the cognitive or social-emotional areas. We need to do a better job of developing the person and not just the player.

Create a safe (physical, emotional and social) environment - Children and young people have the opportunity to learn and develop positive values and attitudes associated with sport and recreation through their participation experiences. For example, participation in sports and recreation creates opportunities for participants to learn about the importance of fair play and positive sideline behavior, how to cope with winning and losing, and the rewards that can come with effort. This can only happen if these values and attitudes are encouraged or modeled by coaches, teachers, instructors and parents.

Use more play-based and game-based formats for learning - Numerous studies identify that children's free time and opportunities for free play are declining. Increasingly children's play is organized and structured and is becoming increasingly institutionalized and adult-driven. Free play is child-driven and provides an opportunity for children to practice decision-making, and develop their creativity, leadership, and group skills. Ensuring that a child has access to both free and structured play will create balanced learning and development opportunities.

Prepare players to compete successfully - Organized sport is a competitive activity, but it is important that winning is kept in perspective as children and young people are learning how to play. Children and young people tell us that too much emphasis on winning turns them off sports. They want proper preparation to enable them to compete successfully in sports. Programs that emphasize skill development and success through effort provide more fun and enjoyment and increase the likelihood of retaining children and young people in sports over time.

Adapted from Good Practice Principles: Children and Young People in Sport and Recreation. Sport New Zealand. Wellington: New Zealand. 2014.
<https://sportnz.org.nz/media/2012/good-practice-principles-for-the-provision-of-sport-and-recreation-for-young-people.pdf>

Canada Soccer Grassroots Standard:

Punjab Warriors FC is committed to aligning with Canada Soccer's Grassroots Standards that are based on the principles and framework from long-term player development (LTPD).

The Canada Soccer Grassroots Standards have been designed to create the best possible learning and development environment for all young players in Canada. The Grassroots Standards are based on global best practices while taking into account the realities of Canadian soccer.

Active Start: Female and Male players aged U5 and U6.

FUNDamentals: Female players aged U6-U8 and Male players aged U6-U9.

Learn to Train: Female players aged U8-U11 and Male players aged U9-U12.

Soccer for Life - community: Female and Male players aged 13+.

These standards will help to evolve the game of soccer in Canada to put player enjoyment, retention, and development at the forefront.

LINK: <https://canadasoccer.com/play-landing/canada-soccer-grassroots-standards/>

