



# **Code of Conduct**



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## **CODE OF CONDUCT FOR PLAYERS**

Players are the most important people in the sport. Playing for the team, and for the team to win, is the most fundamental part of the game. But players should not adopt a 'win-at-all-costs' attitude. Fair play and respect for all others in the game is fundamentally important.

### **Obligations towards the Game**

A player should:

1. Make every effort to develop their own sporting abilities, in terms of skill, technique, tactics, stamina and understanding the rules of the game.
2. Give maximum effort and strive for the best possible performance during a game, even if his team is in a position where the desired result has already been achieved.
3. Set a positive example for others, particularly young players and supporters.
4. Avoid all forms of poor gamesmanship and time-wasting.
5. Always have regard for the best interests of the game, including where publicly expressing an opinion on the game and any particular aspect of it, including others involved in the game.
6. Do not use inappropriate language.
7. Show good sportsmanship by shaking hands with the opponents at the end of the game.

### **Obligations towards One's Own Team**

A player should:

1. Make every effort consistent with Fair Play and the Laws of the Game to help his own team win.
2. Resist any influence which might, or might be seen to, bring into question his commitment to the team winning.

## **Respect for The Laws Of The Game And Competition Rules**

A player should:

1. Know and abide by the Laws, rules and spirit of the game, and the competition rules.
2. Accept success and failure, victory and defeat, equally.

## **Respect towards Opponents**

A player should:

1. Treat opponents with due respect at all times, irrespective of the result of the game.
2. Safeguard the physical fitness of opponents, avoid violence and rough play.

## CODE OF CONDUCT FOR PARENTS/SPECTATORS

Parents/Spectators have a great influence on children's enjoyment and success in football. All children play football because they first and foremost love the game - its fun. It is important to remember that however good a child becomes at football within your club it is important to reinforce the message to parents/spectators that positive encouragement will contribute to:

- Children enjoying football.
- A sense of personal achievement.
- An improved self-esteem.
- Improving the child's skills and techniques.

A parents/spectator's expectations and attitudes have a significant bearing on a child's attitude towards:

16. Other players.
17. Officials.
18. Managers.
19. Spectators.

Ensure that parents/spectators within your club are always positive and encouraging towards all of the children not just their own. Encourage parents/spectators to:

- Applaud the opposition as well as your own team.
- Avoid coaching the child during the game.
- Not to shout and scream.
- Respect the referee's decision.
- Give attention to each of the children involved in football not just the most talented.
- Give encouragement to everyone to participate in football.
- At no time is alcohol allowed to be consumed on the touchline

## CODE OF CONDUCT FOR MANAGER/COACH

Managers/coaches are key to the establishment of ethics in football. Their concept of ethics and their attitude directly affects the behaviour of players under their supervision. Managers/coaches are, therefore, expected to pay particular care and attention to the moral aspect of their conduct.

Managers/coaches have to be aware that almost all of their everyday decisions and choices of actions, as well as strategic targets, have ethical implications.

It is natural that winning constitutes a basic concern for managers/coaches. This code is not intended to conflict with that. However, the code calls for managers/coaches to disassociate themselves from a 'win-at-all-costs' attitude.

Increased responsibility is requested from managers/coaches involved in coaching young people. The health, safety, welfare and moral education of young people is a first priority, before the achievement or the reputation of the Club, school, manager, coach or parent. Set out below is The F.A. Coaches Association Code of Conduct (which reflects the standards expressed by the National Coaching Foundation and the National Association of Sports Coaches) which forms the benchmark for all involved in coaching:

1. Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.
2. Coaches must place the well-being and safety of each player above all other considerations, including the development of performance.
3. Coaches must adhere to all guidelines laid down by governing bodies.
4. Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.
5. Coaches must not exert undue influence to obtain personal benefit or reward.
6. Coaches must encourage and guide players to accept responsibility for their own behaviour and performance.
7. Coaches must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players.
8. Coaches should, at the outset, clarify with the players (and, where appropriate, parent) exactly what is expected of them and also what they are entitled to expect from their coach.
9. Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player.
10. Coaches must always promote the positive aspects of the sport (e.g. fair play) and never condone violations of the Laws of the Game, behaviour contrary to the spirit of the Laws of the Game or relevant rules and regulations or the use of prohibited substances or techniques.
11. Coaches must consistently display high standards of behaviour and appearance.
12. Coaches must not use or tolerate inappropriate language.

## **CODE OF CONDUCT FOR TEAM OFFICIALS**

This Code applies to all team/Club officials (although some items may not apply to all officials).

### **Obligations towards the Game**

The team official should;

1. Set a positive example for others, particularly young players and supporters.
2. Promote and develop his own team having regard to the interest of the Players, supporters and reputation of the national game.
3. Share knowledge and experience when invited to do so, taking into account the interest of the body that has requested this rather than personal interests.
4. Avoid all forms of poor gamesmanship.
5. Show due respect to Match Officials and others involved in the game.
6. Always have regard for the best interests of the game, including where publicly expressing an opinion of the game and any particular aspect of it, including others involved in the game.
7. Not use or tolerate inappropriate language.

### **Obligations towards the Team**

The team official should:

1. Make every effort to develop the sporting, technical and tactical levels of the Club/team, and to obtain the best results for the team, using all permitted means.
2. Give priority to the interests of the team over individual interests.
3. Resist all illegal or un sporting influences, including banned substances and techniques.
4. Promote ethical principles.
5. Show due respect for the interests of the players, coaches and officials, their own Club/team and others.

### **Obligations towards the Supporters**

The team official should:

1. Show due respect for the interests of supporters from both your own team and the opposition.

### **Respect towards the Match Officials**

The team official should:

1. Accept the decisions of the Match Official without protest.
2. Avoid words or actions which may mislead a Match Official.
3. Show due respect towards Match Officials.

## CHILD PROTECTION POLICY

Fastfield United Junior Football Club shall through the Child Protection Officer, adhere to the Child Protection Procedures and Practices defined within the Football Association handbook.

The role of the Child Protection Officer will:

- Support the Club to disseminate The FA Child Protection Policy, Procedures and Practices.
- Undertake any necessary meetings and make presentations to the Club, its officials, players and parents.
- Play an active role in the delivery of the FA's strategic plan for Child Protection in football.
- Be the prime contact for any parent or player that has any Child Protection related issues.
- Treat all issues sensitively and in confidence.

Fastfield United's Child Welfare Officer is; **Karen Wells**

## ANTI-DISCRIMINATION POLICY

As the governing body of the game, The Football Association is responsible for setting standards and values to apply throughout the game at every level.

Football belongs to, and should be enjoyed by, everyone equally. Our commitment is to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities.

The following policy should be at the heart of the Club's activities:

- Fastfield United Junior Football Club is responsible for setting standards and values to apply throughout the Club at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.
- Equality of opportunity at Fastfield United Junior Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or ability.

This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- External coaching and education activities and awards.
- Football development activities.
- Selection for teams.
- Appointments to honorary positions.
- Fastfield United Junior Football Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
- Fastfield United Junior Football Club is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation, and within football as a whole.

## EQUAL OPPORTUNITIES

### General:

- Fastfield United Junior Football Club is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.
- All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically discrimination is prohibited by:
  - Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others. Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements for others.
  - Imposing on individual requirements which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
  - Victimisation of an individual.
  - Harassment of an individual, by virtue of discrimination.
  - Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds.
- Thus, in the entire Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- Fastfield United Junior Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.
- Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Football Club's policy, any members offending will be dealt with under the disciplinary procedure.
- Fastfield United Junior Football Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made available to such members who request it.

## CLUB COMPLAINTS PROCEDURE

In the event that any member feels that he or she has suffered discrimination in any way, or that the Club Policies, Rules or Code of Conduct have been broken, should follow the procedures below.

1. They should report the matter in writing to the Club Secretary or another member of the Committee, if your complaint is pertinent to Child Protection then address the complaint to the Club's Child Protection Officer. This will then be dealt with by the Clubs Committee

Your complaint should include:

- Details of what, when, and where the occurrence took place.
  - Any witnesses along with there statements.
  - Names of any others who have been treated in a similar way.
  - Details of any former complaints made about the incident, date, when and to who made.
  - A preference for a solution to the incident.
2. The Clubs Committee will then arrange a meeting to be held at the earliest convenience so that all parties can discuss the complaint.
  3. The Clubs Committee will comprise of at least five Committee members of which two must comprise of either The Club Chairman, the Secretary or the Treasurer and in all cases of Child Protection issues, the Club's Child Protection Officer, will have the power to:
    - Warn as to future conduct.
    - Suspend from membership.
    - Remove from membership any person found to have broken the Club's Policies or Codes of Conduct.
    - Determine whether any Child Protection issues should be referred to an official body, ie. The Police.

The Clubs Committee will not make judgement on squad and team selection issues.

## **DISCIPLINE PROCEDURE**

1. All Managers, Coaches, Players and Parents should read the Club rules. Ignorance is no excuse!
2. All matters relating to discipline will be dealt with by the Committee.
3. The Committee has the power to suspend and expel a Manager, Coach, Player or Parent whose behaviour is unacceptable, both on or off the pitch or socially.

All members of Fastfield United Junior Football Club should acquaint themselves with the rules of the Club, which are on display on the club website or available in booklet form from the Club Secretary.

The Committee shall have the power to suspend from all Club activities any member, which includes Management, Player, Parent or Coach, who shall offend against the Rules of the Club or whose conduct shall in the opinion of the Committee render them unfit for membership of the Club. Before any such member be suspended the Club Secretary shall give them seven days written notice to attend the meeting of the committee, which notice shall contain particulars of the complaint(s) made against them. No member shall be suspended without first having had an opportunity of appearing before the committee and answering the complaint(s) made against them, nor unless at least two thirds of the committee then present shall vote in favour of their suspension. No member shall be expelled unless at the recommendation of the committee under the aforesaid procedure and ratified by at least two-thirds majority of the members present at the Committee meeting.

This rule applies to members' conduct on and off the pitch in all matters whether they are football or socially related. Any incident or problem should be fully investigated and action, where appropriate, taken in accordance with the rules.

All members are hereby informed that the Committee will delegate the responsibility for investigating and where applicable, deciding on any action to be taken for all incidents which arise in connection with the playing of a football match, whether immediately before, immediately after or during the match, to a committee decision.

## **FINES**

Players, Parents/Spectaters and Team Officials who incur the club a fine through a League shall be deemed responsible for that fine and required to pay Fastfield United JFC The cost of the fine. Payment of the fine should be made within 7 Days of the fine being issued to the Club.

## GOALPOST SAFETY GUIDELINES

The Football Association, along with the Department for Culture, Media and Sport, the Health and Safety Executive and the British Standards Institution, would like to draw your attention to the following guidelines for the safe use of goalposts. Too many serious injuries and fatalities have occurred in recent years as a result of unsafe or incorrect use of goalposts. Safety is always of paramount importance and everyone in football must play their part to prevent similar incidents occurring in the future.

1. For safety reasons goalposts of any size (including those which are portable and not installed permanently at a pitch or practice field) must always be anchored securely to the ground.
  - Portable goalposts must be secured by the use of chain anchors or appropriate anchor weights to prevent them from toppling forward.
  - It is essential that under no circumstances should children or adults be allowed to climb, swing on or play with the structures of the goalposts.
  - Particular attention is drawn to the fact that if not properly assembled and secured, portable goalposts may topple over.
  - Regular inspections of goalposts should be carried out to check that they are kept properly maintained.
2. Portable goalposts should not be left in place after use. They should be dismantled and removed to a place of secure storage.
3. It is strongly recommended that nets should only be secured by plastic hooks or tape and not by metal cup hooks. Any metal cup hooks should be removed and replaced. New goalposts should not be purchased if they include metal cup hooks which cannot be replaced.
4. Goalposts which are "home made" or which have been altered from their original size or construction should not be used. These have been the cause of a number of deaths and injuries.
5. Guidelines to prevent toppling:
  - Follow Manufacturer's guide-lines in assembling goalposts.
  - Before use, adults should:
    - Ensure each goal is anchored securely in its place.
    - Exert a significant downward force on the cross bar.
    - Exert a significant backward force on both upright posts.
    - Exert a significant forward force on both upright posts.

These must be repeated until it is established that the structure is secure. If not, alternative goals/pitches must be used

For reference, you should note that The FA and BSI have developed a standard for future purchases (PAS 36:2000), available from BSI. It is hoped this will be developed into a full British Standard in due course.

**Remember to use all equipment, not just goalposts, safely at all times.**

## **Player Registration**

Players are registered at the beginning of every season; this incurs a signing on fee. Please see Team manager, Club Secretary, or Club Treasurer regarding the fee.

It will be the responsibility of the parent /guardian to have the player's necessary registration documents in by the given date. Any late registration incurs a fine from the league which the club will pass on to the player.

## **Subs**

Subs for training are payable a Month in advance and are due the first week in every Month. If a player is unable to attend training for any reason subs will not be carried over to the following Month.

## **Team kit and Club equipment**

Every member joining the club will receive: (after their trial period)

Playing kit comprising of

1. Shirt/top in club colours
2. Shorts
3. Socks

Every team will receive:

1. Training balls/bag
2. Match ball
3. First aid kit

All kit and equipment whilst in your possession may only be used for Fastfield United Junior Football club purposes. It is your responsibility to care for your kit and keep it laundered

All kit will remain the property of Fastfield United Junior Football club. Members/teams that leave the club must return all kit to the club.

Under no circumstances can a team use alternatives to the club colours of Red Shirts, White Shorts and red socks.



## KICK IT OUT



Fastfield United Junior Football Club is not only about football we support the 'Let's Kick Racism out of Football' campaign.

'Kick It Out' is football's anti-racism campaign. The 'Let's Kick Racism out of Football' campaign was started by the Commission for Racial Equality and the Professional Footballers' Association in 1993. It is supported by all the game's governing bodies, supporters' organisations and local authorities, and works to challenge racism at all levels of the game.

It's not just the pro game that suffers from racism. Unfortunately, racial harassment rears its ugly head in amateur games too, on local parks and in school fixtures week after week, often unseen by the rest of the world.

If you receive racist abuse, or see or hear someone making racist comments or gestures, you should report it to a steward or the police, to a manager or coach, to the club if you are a fan, or to the local authority if it occurs on your local council pitch.

Racist abuse at football matches is against the law, so the police and stewards should take action. Referees should act if the abuse comes from players, and your league or county FA should look into the matter. Make note of the incident and let 'Kick It Out' know what's happened too. The 'Kick It Out' hotline number is 0800 169 9414.

## The Club Website

Fastfield United Junior Football Club website is a means of information and communication to members and prospective members who have an interest in the club, or finding out about our activities. The website will include photographs with match and tournament reports. The player's photographs may appear either individually or as a team, we have compiled the following guidelines that will be observed when photographs are being added to our website

1. No photo will be included where a player is named within a report;
2. No name will be used against a photo;

We expect that most photographs published will be of the teams playing and will therefore meet the above criteria and be at a reduced risk of potential misuse.

If you have any ideas to enhance our website or wish to have an advertisement included please speak to a member of the committee.

If you wish for your child to be excluded from photographs published on the website please complete the below and return it with the signed agreement form.

Our website can be found at: [www.fastfieldunited.com](http://www.fastfieldunited.com)

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**I do not want my child's photograph published on the FUJFC website.**

**Childs Name** \_\_\_\_\_ **Age** \_\_\_\_\_

**Team name.** \_\_\_\_\_

**Parents Name** \_\_\_\_\_

**Signed** \_\_\_\_\_ **Date** \_\_\_\_\_