

CODES OF CONDUCT AND POLICIES

Parents/Spectators

It is a condition of a player's club membership that all parents whose daughter is Under 18 on 31st August of the following season must sign the parental consent form which also includes acceptance of club policies. When a player's membership is accepted they and their parents will be issued with a welcome pack which includes all Club Policies and details of what each party is entitled to expect from the other.

The club is ultimately responsible to the Football Association for the behaviour of its spectators. Anyone who is present at a match as a spectator will therefore be deemed to have accepted the following Code of Conduct and the Club and the League retain the right to ban any spectator from its fixtures and may ultimately have to suspend the registration of your daughter which is the last action that anyone wants. Parents and all spectators will therefore be expected to:-

- Realise that they have a substantial influence over the behaviour and attitude of the players and to always give positive encouragement.
- Be positive and encouraging to all players not just their own and including the opposition.
- Respect the decisions of match officials and discourage dissent from players.
- Positively support the Team Manager/Coach and avoid coaching themselves during the game.
- Avoid any action that damages the reputation of the club.

Players Behaviour and Discipline Code

This club has a Code of Conduct that every player must comply with. These rules are not unreasonable and only amount to maintaining a good standard of behaviour, reliability and courtesy to other club members, match officials, players/officials from other clubs and any other persons that you may come into contact with whilst representing this club.

The compulsory signature of players and parents on the club registration/consent form is deemed to be acceptance of the Clubs Codes of Conduct. Players should note the following:-

TRAINING/MATCHES

All Players must, where practical:

1. Attend each scheduled training session and matches where selected.
2. Complete the entire training session inclusive of warm-ups, fitness work and subsequent technical exercises.
3. Perform to the best of their ability at **ALL** times.
4. Listen attentively to instructions.
5. Respect the equipment and facilities provided.
6. Not smoke, take illegal drugs or be suffering from the effects of alcohol at any stage whilst involved on club business. Any breach may be treated as serious misconduct.

A player who is unable to attend a training session/match must inform their Team Manager at the earliest possible opportunity (i.e. holiday/known commitments) and by the beginning of the training session/match concerned. In the event of illness/injury the Team Manager must be informed immediately it is known that you are unavailable. Failure to receive prior notification may result in the player not being considered for selection for the next match.

The club does not operate a policy of non selection should a player miss a training session/match providing the Team Manager has been notified in advance. This is intended to reflect occasions when players have other commitments away from football. However, it should be noted that repeated absences may affect a players selection in overall fairness to other squad members who do regularly attend.

A player who fails to perform to the best of their ability or is disruptive in any way may be asked by the Coach/Team Manager to leave the session/match. Subsequent repeat behaviour may result in the imposition of a suspension or ultimately dismissal from the club.

DISCIPLINE

A player who commits any of the following offences during training or receives a caution or sending off during a match may receive a club suspension in addition to any FA punishment for which they will be responsible including any fines:-

1. An act of violence or bullying.
2. Foul, abusive, homophobic or racist language.
3. Dissent
4. Persistent misconduct or poor standards of behaviour.
5. Gross misconduct or bringing the club in. to dispute.
6. Serious misconduct which endangers themselves or others or damages the reputation of the club.

A player may also be dismissed from the club where circumstances are deemed to be serious enough to merit such action. If a player is serving a suspension they must attend the matches from which they are suspended. Failure to do so will result in the suspension being carried over to the following match.

In addition, any Team within the Club may have its own more stringent set of Rules should it so desire providing they do not breach any of the Club's policies. Any fines collected as a result of breaches remain the property of that Team and ultimately the Club.

SUBSCRIPTIONS/FEES

Club subscriptions must be paid and up to date. A player who fails to pay their subscriptions on time without good reason will not be considered for selection until they have been settled. This rule may be temporarily suspended in individual cases with the agreement of the Club Treasurer providing that a club official has previously been notified.

Child Protection Policy

The club will endeavour at all times to act in the best interests and safety of the players and in accordance with its FA Charter Standard status. The club aims to achieve the following:

- Parents can feel confident that their children are protected from harm whilst the club is responsible for the welfare of their children.
- Parents can feel confident that adult club members are suitable to have contact with children and that all reasonable steps have been taken to ensure that is the case.
- Parents must complete a personal details and medical consent form when a player becomes a club member.

NOTE: The Consent Form is designed to protect players and adult club members and relates to all times when the club are responsible for the welfare of players including training sessions, matches and travelling to and from the same.

- It is a condition that all players must sign a registration form when they join the club agreeing to abide by the Behaviour and Discipline Code.
- Parents are expected to support the club Behaviour and Discipline Code and to encourage their child to conduct themselves in accordance with it.
- To identify and deal with instances of bullying to minimise harm to other club members.
- Parents will be informed if it is necessary to use physical force to protect a player from injury or to prevent a player harming others.
- Parents will be informed at the earliest opportunity if a player receives an accidental injury whilst the club is responsible for the welfare of a player. Due to the physical nature of football this will not be applicable in the case of minor knocks but refers to injuries of a more potentially serious nature such as blows to the head, cuts, potentially heavy bruising/fractures and obvious strain type injuries.
- Each team will have a female Team Welfare Officer, who shall not be a member of the Team Management, who players can confide in confidentially. Any issue of concern must be reported to the Club Welfare/Protection Officer. Should anyone have any concerns in relation to this policy or Child Welfare/Protection issues please contact the club's designated Child Welfare Officer, Nikki Baker on 07775 332812.

Equal Opportunities Policy

All club members will be treated as equals and be afforded the same opportunities regardless of background, colour, culture, country of origin, sexual orientation, gender or disability.

All reported breaches of the Equal Opportunities Policy will be reported to the Club Committee and may be dealt with in accordance with the club's Behaviour and Discipline Code.

Complaints Policy

Complaints should be directed to the Team Manager in the first instance. If a complaint is unsatisfactorily resolved in the opinion of the complainant then the matter will be referred to the Club Committee for further investigation.

Any complaint that directly involves a Club Officer or member of the Club Committee shall be investigated in the absence of that person.

Complaints relating to team selection and related matters will not be entertained as these issues are solely the responsibility of the Team Manager. The only exceptions to this rule are when issues raised relate to breaches of the Child Protection and Equal Opportunities policies.