



CODE OF CONDUCT

The Club is responsible for the behaviour of its officials, players and parents/spectators at all times. Any breach of the Club's Code of Conduct and discipline will be severely dealt with by the Committee.

Code of Conduct - Club Officials and Coaches

- Respect the rights, dignity and worth of every person and treat each equally within the context of the sport.
- Place the well-being and safety of each member (playing or non-playing) above all other considerations, including the performance.
- Encourage players to accept responsibility for their own behaviour and performance.
- Ensure that the activities are appropriate for the age and ability of the persons involved.
- Always promote the positive aspects of the sport and never condone or ask any player to break the rules of the game.
- Display high standards of behaviour and promote the players and coaches to have the outward appearance of a professional club.
- Do not exert pressure on any player to win as taking part is more important.
- Do not tolerate, use or condone foul and/or abusive language.
- Do not abuse, argue or tolerate players complaining about any decision made by a referee.
- Do not allow games to continue if the pitch or surrounding events at a match are not conducive to allowing the players to enjoy football in a safe environment.
- Do not permit players or allow yourself to smoke or consume substances not befitting a sporting club, especially at training or match events.

Code of Conduct - Players

- Play fairly and respect opponents, team mates and club officials at all times.
- Show due respect towards match officials and accept their decisions.
- Learn and abide by the laws of the game and the competition rules.
- Make every effort to develop your sporting abilities and strive for the best possible performance during a game.
- Be punctual for training and on match days.
- Do not use inappropriate language.

Code of Conduct - Parents/Carers/Spectators

- Always encourage your child and the team. Never be negative.
- Encourage fair play and display good sportsmanship towards oppositions.
- Take time to understand the laws of the game and the FA's Respect programme.
- Always respect the match officials decisions.
- Do not use inappropriate language at training or match days.
- Do not engage in, or tolerate, offensive, insulting, or abusive language or behaviour.
- Remain outside the field of play and behind the designated spectator area at all times.
- Ensure your child arrives to training and match days on time. Ensure suitable clothing and footwear is worn.
- Do not put pressure on your child, and allow them to enjoy themselves.
- Do not drop off your child at training or match days and return to collect him/her. Team managers will not bear the responsibility of looking after your child.

Behaviour Guidelines and Disciplinary Procedures

The following categories are disciplinary offences and action will be taken by the Club.

- **Discrimination**
Any discrimination based on gender, race, ethnic origin, colour, religion or sexual orientation will not be tolerated.



- **Language**

Foul or abusive language will not be tolerated from any player or member of the Club (including spectators) at any event organised by the Club or attended as a member of the Club.

- **Intimidation**

Any intimidation, whether physical or mental, to another player or official of the Club or the opposition will not be tolerated.

- **Social Media Policy**

As information technology advances, it provides various forums, such as Facebook, in which anyone can record comments. The Club recognises that it cannot prohibit people from using social media forums, however, such forums when referencing the Club, Leagues, FA or individuals within the Club, should be used as per the guidelines established by The FA. Where comments made are considered to be prejudice to the values of the above mentioned, action may be taken in accordance with the policy. Club officials, team managers and coaches should ensure that all members of the Club are aware of the policy.

Disciplinary Procedures

- At first level, this will be dealt with by team manager/coach.
- At second level, this will be dealt with by the Club Management Committee.
- Based on evidence, a member may be suspended from attending future matches or may be excluded and have Club membership removed.
- Any decision taken by the Club Management Committee will be final.

Match Offences

- Any fines imposed on a youth player by either the League or County Football Association is the responsibility of the Club. Managers/coaches may be requested to attend a League or County FA disciplinary hearing for serious match offences, and any costs associated with this shall be borne by the respective team.
- The Club may take disciplinary action against a player for persistent reported match offences. This could lead to suspension or ultimately permanent exclusion from the Club.

Child Welfare Policy

- The Club acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. a child or young person is anyone under the age of 18 engaged in any club football activity. We subscribe to the FA's Safeguarding Children Policy and Procedures and endorse and adopt the policies contained in that document.
- The Club has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted, and accepted, that the policy applies to any volunteer, helper, team manager, coach and Club official associated with the Club.
- All current Club members who are regularly supervising, training or being in sole charge of children and young people will be required to complete a DBS (Disclosure and Barring Check).
- The Club has appointed a Club Welfare Officer (CWO) in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. The CWO is the first point of contact for all Club members regarding concerns about the welfare of any child or young person. The CWO will liaise directly with the Essex FA Welfare Officer and will be familiar with the procedures for referring any concerns.
- The Club acknowledges and endorses The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our Club. If bullying does occur, all players or parents/guardians should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO.
- Safeguarding is everyone's responsibility. If you are worried about a child it is important that you report your concerns - no action is not an option.



- If the issue is one of poor practice the CWO will either deal with the matter or seek advice from the Essex FA Welfare Officer. If the concern is more serious - possible child abuse - contact the Essex FA Welfare Officer first, then immediately contact the police or children's services. If the child needs immediate medical treatment, take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your CWO know what action you have taken, they in turn will inform the Essex FA Welfare Officer.
- If at any time you are not able to contact your CWO or the matter is clearly serious, then you can either contact another member of the Club Committee or the Essex FA Welfare Officer directly or the police.

Photographic Policy

- There is much talk about who is allowed to take pictures of children (under 18s) playing sport and in particular what parents/guardians are permitted to do. The FA has developed guidance to help avoid the inappropriate use, adaptation or copying of images for use on child abuse websites on the internet, and, the identification of children when a photograph is accompanied by significant personal information that will assist a third party in identifying the child.
- It is important to remember that the majority of images taken are appropriate and taken in good faith.
- Club members intending on taking pictures should familiarise themselves with The FA's guidance.
- Any member of the Club intending to use a player's image in the public domain i.e club website or newspaper article, must obtain parental consent. Ideally this should be in documented form.
- Focus of the pictures should be on the activity rather than the individual and ensure that all those featured are appropriately dressed.
- Photographs must not be published with the full name(s) of the individual(s) featured unless written consent to do so has been obtained and the responsible parent/guardian is informed as to how the image will be used.
- Images includes photographs and any material of recorded images, such as with mobile phones.
- It is not an offence to take appropriate photographs in a public place even if asked not to do so. No one has the right to decide who can and cannot take images on public land.
- If you are concerned about the inappropriate taking or use of images, report it to the Club's CWO. If you feel that someone may be acting unlawfully or putting a child at risk, contact the police.