

**Our Code of Conduct**

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**INTRODUCTION**

Football is the national game. All those involved with the game at every level whether as a player, match official, coach, owner or administrator have a responsibility, above and beyond compliance with the law, to act according to the highest standards of integrity and to ensure that the reputation of the game is and remains high. This code applies to all those involved in football under the auspices of **THE FOOTBALL ASSOCIATION**.

**COMMUNITY**

Football, at all levels, is a vital part of the community. Football will take in to account community feeling when making decisions.

**EQUALITY**
Football is opposed to discrimination of any form and will promote measures to prevent it, in whatever form, from being expressed.

**PARTICIPANTS**
Football recognises the sense of ownership felt by those who participate at all levels of the game. This includes those who play, those who coach or help in any way and those who officiate as well as administrators and supporters. Football is committed to appropriate consultation.

**YOUNG PEOPLE**
Football acknowledges the extent of its influence over young people and pledges to set a positive example.

**PROPRIETY**
Football acknowledges that public confidence demands the highest standards of financial and administrative behaviour within the game and will not tolerate corruption or improper practises.

**TRUST AND RESPECT**
**Leys Park FC** 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.

**This includes:**

* The advertisement of volunteers
* The selection of candidates for volunteers
* Courses
* External coaching and education activities and rewards
* Football development activities
* Selection for teams
* Appointments to honorary positions

**Leys Park FC** 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.

**Leys Park FC** is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote eradication of discrimination within its own organisation and within football as a whole.

**EQUAL OPPORTUNITIES POLICY**
**1** - **Leys Park FC** 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.

**2** - 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 then 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 then others not of that race or sex.
* Victimising 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 all 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.
* **Leys Park FC** 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 practise cease forthwith, restitute 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.
* The 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 to such members who request it.

**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 practise 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 important that under no circumstances should children or adults be allowed to climb, swing 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 be 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 “homemade” 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 Manufacturers guidelines in assembling goalposts.
            - Before use adults should:
                        - Ensure each goal is anchored securely in place
                        - Exert a significant downward force on the crossbar
                        - Exert a significant backward force on both goalposts
                        - Exert a significant forward force on both goalposts

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

**REMEMBER TO USE ALL EQUIPMENT, NOT JUST GOALPOSTS, SAFELY AT ALL TIMES.**

**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 to the club secretary or another member of the committee.
Your report should include:

* Details of what, when and where the occurrence took place
* Any witness statements and names
* 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 whom made
* A preference for a solution to the incidence

**2** - The Club’s Management Committee will have power to:

* Warn as to future conduct
* Suspend from membership
* Remove from membership

**ANTI-BULLYING POLICY**
Emotional and Verbal Bullying is more commonplace in football than physical violence. At **Leys Park FC** a player has the rights to enjoy football in an environment free from bullying. As a club we believe that bullying does not sort itself out. Bullying arises from a wish to hurt, threaten or frighten somebody else.

**Aim**

* States clearly the club’s position on acceptable behaviour and in particular bullying and to provide a framework for parents, players and officials in dealing with bullying behaviour.
* To raise awareness of issues of bullying by promoting and implementation through open dialogue with players and parents.
* To encourage players to develop positive attitudes towards self and others.
* To enable coaches and club officials to maintain consistent approach by clarifying the roles of individuals in the club and to introduce procedures for investigation and prevention.

**Objectives**

* To engender greater awareness amongst members of the club of the issues around bullying
* To promote greater concern for the welfare of victims and bullies
* To seek a reduction of the incidences of bullying throughout the club

**Purpose**

* The club will look after their welfare by providing a safe and secure environment for all individuals
* The club will clearly communicate the position of behaviour, unacceptable behaviour and bullying
* The club will actively promote the implementation of the policy through communication with players and parents
* The club will ensure all sources of personal support are available
* Issues of concern raised by players, parents and the club will be investigated, monitored and an agreed course of action undertaken and recorded
* Victims and perpetrators will be offered appropriate advice and support

**Action to be taken by Club**

* Obtain an apology from bully to victim
* Inform parents of bully
* Insist bullies compensate victim
* Encourage and support bully to change his/her behaviour
* Impose sanctions against bully, e.g. bully will be excluded if deemed necessary
* Hold a follow up meeting with all parties concerned
* Keep a written record of actions taken
* Football will uphold a relationship of trust and respect between all involved in the game, whether they are individuals, clubs or other organisations.

**VIOLENCE**
Football rejects the use of violence of any nature by anyone involved in the game

**FAIRNESS**
Football is committed to fairness in its dealings with all involved in the game.

**INTEGRITY AND FAIR PLAY**
Football is committed to the principle of playing to win consistent with fair play.

**CODE OF CONDUCT FOR COACHES**
Coaches are key to the establishment of ethics on football. Their concepts of ethics are their attitude directly affects the behaviour of players under their supervision. Coaches are, therefore, expected to pay particular care to the moral aspect of their conduct. 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 coaches. This code is not intended to conflict with that. However, the code calls for coaches to disassociate themselves from a “win at all costs” attitude. Increased responsibility is requested from coaches involved with coaching young people. The health, safety, welfare and moral education of young people are first priority, before the achievement or the reputation of the club, school or parent.

Set out below is the FA 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.

* Coaches **MUST** respect the rights, dignity and worth of each and every person and treat each equally within the context of sport.
* Coaches **MUST** place the well-being and safety of each player above all other considerations, including the development of performance.
* Coaches **MUST** adhere to all guidelines laid down by Governing Bodies.
* Coaches **MUST** develop an appropriate working relationship with each player based on mutual trust and respect.
* Coaches **MUST NOT** exert undue influence to obtain personal benefit or reward.
* Coaches **MUST** encourage and guide players to accept responsibility for their own behaviour and performance.
* Coaches **MUST** ensure that activities they direct or advocate are appropriate for the age, maturity, experience and ability of players.
* Coaches should, at the outset, clarify with the players (and where appropriate, parents) exactly what is expected of them and also what they are entitled to expect from their coach.
* Coaches **MUST** co-operate fully with other specialists (e.g. other coaches, officials, doctors, physiotherapists) in the best interests of the player.
* 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.
* Coaches **MUST** consistently display high standards of behaviour and appearance.
* Coaches **MUST NOT** use or tolerate inappropriate language.

**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 not winning at any cost – fair play and respect for all others in the game is fundamentally important. This code focuses on players involved in the top class football. Nevertheless, the key concepts in the code are valid for players at all levels.

**Obligations towards the Game**
A player should:

* Make every effort to develop their own sporting abilities, in terms of skill, technique, tactics and stamina.
* 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.
* Set a positive example for others, particularly young players and supporters.
* Avoid all forms of gamesmanship and time-wasting.
* 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.
* Not use inappropriate language.

**Obligations towards one’s own team**
A player should:

* Know and abide by the laws, rules and spirit of the game and the competition rules.
* Accept success and failure, victory and defeat, equally.
* Resist any temptation to take banned substances or use banned techniques.

**Respect towards Opponents**
A player should:

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

**Respect towards the Match Officials**
A player should:

* Accept the decision of the match official without protest.
* Avoid words or actions which may mislead a Match Official.
* Show due respect towards Match Officials.

**Respect towards Team Officials**
A player should:

* Abide by the instructions of their coach and Team Officials, provided they do not contradict the spirit of this code.
* Show due respect towards the Team Officials of the opposition.

**Obligations towards the Supporters**
A player should:

* Show due respect to the interests of the supporters

**CODE OF CONDUCT FOR TEAM OFFICIALS**
This code of conduct applies to all team/club officials (although some items may not apply to all officials).

**Obligations towards the Game**
The Team Official should:

* Set a positive example for others, particularly young players and supporters.
* Promote and develop his own team having regard to the interest of the players, supporters and reputation of the national game.
* 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.
* Avoid all forms of gamesmanship.
* Show due respect to Match Officials and others involved in the game.
* 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.
* Not use or tolerate inappropriate language.

**Obligations towards the Team**
The Team Official should:

* 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.
* Give priority to the interests of the team over individual interests.
* Resist all illegal or unsporting influences, including banned substances and techniques.
* Promote ethical principles.
* Show due respect for the interests of the players, coaches and officials, their own club/team and others.

**Respect towards Match Officials**
A Team Official should:

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

**CODE OF CONDUCT FOR PARENTS/SPECTATORS**
Parents/Spectators have a great influence on the children’s enjoyment and success in football. All children play football because first and foremost, they love the game. 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 encourage will contribute to:

* Children enjoying football
* A sense of personal achievement
* Self-esteem
* Improving the child’s skills and techniques

**A parent’s/spectators expectations and attitudes have a significant bearing on a child’s attitude towards:**

* Other players
* Officials
* Managers
* Spectators

**Ensure that parents/spectators within your club are always positive and encouraging towards all 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 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
* Ensure that parents/spectators within your club agree and adhere to your club’s Code of Conduct and Child Protection Policy.