

www.premiersoccer-sussex.com

Premier

Club Code of Conduct

January 2018

**1. Safeguarding Children: Policy and Procedures**

**2. Codes of conduct - football**

**3. Codes of conduct – match officials**

**4. Codes of conduct -coaches, team managers and match officials**

**5. Codes of conduct – spectators, carers/parents**

**6. Codes of conduct - players**

**7. Equality policy**

**8. Advice on Photographs and video**

**9. Lists of officials and Managers**

# 1. Premier - Safeguarding Children Policy and Procedures

1. Premier 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 Football Association's Safeguarding Children -

Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

2. The key principles of The FA Safeguarding Children Policy are that:

● The child's welfare is, and must always be, the paramount consideration

● All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation

● All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately

●Working in partnership with other organisations, children and young people and their parents/carers is essential. We acknowledge that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.

Premier recognises that this is the responsibility of every adult

involved in our club.

3. Premier 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 Football Association's Child Protection Regulation (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

4.We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we will:

● Develop a role profile

● Request identification documents

● As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing

● Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines.

All current Premier Football Club members who are regularly caring for, supervising, training or being in sole charge of children and young people will be :

required to complete a CRB Disclosure. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Premier Football Club guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via The FA CRB Unit Enhanced CRB Disclosure and that all decisions will be made in the best interests of children and young people.

It is accepted that The FA aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within football.

5. Premier supports The FA's Whistle blowing Policy. Any adult or

young person with concerns about a colleague can 'whistle blow' by contacting The FA Child Protection Team on 0207 745 4787, by writing to The FA Case Manager at The Football Association, 25 Soho Square, W1D 4FA, or alternatively by going direct to the Police, Children's Services or the NSPCC.

Premier encourages everyone to know about it and utilise it if necessary.

6. Premier 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 post holder will be involved with Welfare Officer training provided by The FA and/or CFA. The CWO is the first point of contact for all Club committee members regarding concerns about the welfare

of any child or young person. The CWO will liaise directly with the CFA Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of Respect, poor practice

and abuse amongst their Club members.

7. We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable in our league.

If bullying does occur, all players or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO or alternatively, in cases of serious bullying, we may contact the CFA Welfare Officer.

8. Respect codes of conduct for Players, Parents/Spectators, Officials and Coaches have been implemented by Premier Football Club. In order to validate these Respect codes of conduct the Club has clear actions it will take regarding repeated or serious misconduct at Club level and acknowledges the possibility of potential sanctions which may be implemented by the CFA in more serious circumstances.

9. Reporting your concerns about the welfare of a child or young person -

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 you are worried about a child then you need to report your concerns to the CWO

● If the issue is one of poor practice they will either:

-deal with the matter themselves or

-seek advice from the CFA Welfare Officer

● If the concern is more serious - possible child abuse - they will, where possible, contact the CFA 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 CFA Welfare

Officer know what action you have taken

● If at any time you are not able to contact your CWO or the matter is serious then you can either:-

- call The FA/NSPCC 24-hour Helpline for advice on 0808 8005000 or

- contact the Police or Children's Services.

NB - The FA's Safeguarding Children Policy and Procedures is available via

www.TheFA.com/Footballsafe. Click on the 'downloads' under Policy and Procedures, it outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams to describe this process. This is also covered within the Safeguarding Children workshop, where participants are given the opportunity to discuss how this feels and how best they can prepare themselves to deal with such a situation.

# 2. Premier - Respect Code of Conduct for Football

**Community**

Football, at all levels, is a vital part of a community. Football will take into 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 orhelp 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 practices.

**Trust and Respect**

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.

# 3. Premier - Code of Conduct for match officials

We all have a responsibility to promote high standards of behaviour in the game.

The behaviour of the match officials has an impact, directly and indirectly, on the conduct of everyone involved in the game – both on the pitch and on the sidelines.

Play your part and observe The FA’s Respect Code of Conduct for match officials at all time.

I will:

• Be honest and completely impartial at all times.

• Apply the Laws of the Game and competition rules fairly and consistently.

• Manage the game in a positive, calm and confident manner.

• Deal with all instances of violence, aggression, unsporting behaviour, foul play and other misconduct.

• Never tolerate offensive, insulting or abusive language or behaviour from

players and officials.

• Support my match official colleagues at all times.

• Set a positive personal example by promoting good behaviour and showing respect to everyone involved in the game.

• Communicate with the players and encourage fair play.

• Respond in a clear, calm and confident manner to any appropriate request for clarification by the team captains.

• Prepare physically and mentally for every match.

• Complete and submit, accurate and concise reports within the time limit required for games in which I officiate.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA.

I may be:

• Required to meet with The FA/County FA Refereeing Official

• Required to meet with The FA/County FA RefereeingCommittee

• Obliged to attend or re-attend The FA Respect training or other FA education course

• Issued with a written warning

• Fined by the County FA

• Offered less senior appointments

• Suspended from all appointments for a defined period

• Excluded from affiliating as a FA Referee.

# 4. Premier Code of Conduct – Coaches, team manager and club officials

We all have a responsibility to promote high standards of behaviour in the game.

In The FA’s survey of 37,000 grassroots participants, behaviour was the biggest

concern in the game. This included the abuse of match officials and the unacceptable behaviour of over competitive parents, spectators and coaches on the sideline.

Play your part and observe The Football Association’s Respect Code of Conduct in everything you do.

On and off the field, I will:

• Show respect to others involved in the game including match officials, opposition players, coaches, managers, officials and spectators

• Adhere to the laws and spirit of the game

• Promote Fair Play and high standards of behaviour

• Always respect the match official’s decision

• Never enter the field of play without the referee’s permission

• Never engage in public criticism of the match officials

• Never engage in, or tolerate, offensive, insulting or abusive language or behaviour.

When working with players, I will:

• Place the well-being, safety and enjoyment of each player above everything, including winning

• Explain exactly what I expect of players and what they can expect from me

• Ensure all parents/carers of all players under the age of 18 understand these expectations

• Never engage in or tolerate any form of bullying

• Develop mutual trust and respect with every player to build their self-esteem

• Encourage each player to accept responsibility for their own behaviour and

performance

• Ensure all activities I organise are appropriate for the players’ ability level, age and maturity

• Co-operate fully with others in football (e.g. officials, doctors, physiotherapists, welfare officers) for each player’s best interests.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA, league or The FA:

• Required to meet with the club, league or County Welfare Officer

• Required to meet with the club committee

• Monitored by another club coach

• Required to attend an FA education course

• Suspended by the club from attending matches

• Suspended or fined by the County FA

• Required to leave or be sacked by the club.

In addition:

• My FACA (FA Coaches Association) membership may be withdrawn.

# 5. Premier - Code of Conduct for spectators and parents/carers

We all have a responsibility to promote high standards of behaviour in the game.

This club is supporting The FA’s Respect programme to ensure football can be enjoyed in a safe, positive environment.

Remember children’s football is a time for them to develop their technical, physical, tactical and social skills.

Winning isn’t everything.

Play your part and observe The FA’s Respect Code of Conduct for spectators and parents/carers at all times.

I will:

• Remember that children play for FUN

• Applaud effort and good play as well as success

• Always respect the match officials’ decisions

• Remain outside the field of play and within the Designated Spectators’ Area (where provided)

• Let the coach do their job and not confuse the players by telling them

what to do

• Encourage the players to respect the opposition, referee and match officials

• Avoid criticising a player for making a mistake – mistakes are part of learning

• Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour.

I understand that if I do not follow the Code, any/all of the following actions

may be taken by my club, County FA, league or The FA.

I may be:

• Issued with a verbal warning from a club or league official

• Required to meet with the club, league or CFA Welfare Officer

• Required to meet with the club committee

• Obliged to undertake an FA education course

• Obliged to leave the match venue by the club

• Requested by the club not to attend future games

• Suspended or have my club membership removed

• Required to leave the club along with any dependents.

In addition:

• The FA/County FA could impose a fine and/or suspension on the club.

# 6. Premier - Code of Conduct for players

We all have a responsibility to promote high standards of behaviour in the

game.

As a player, you have a big part to play.

That’s why The FA is asking every player to follow a Respect Code of Conduct.

When playing football, I will:

• Always play to the best of my ability

• Play fairly – I won’t cheat, complain or waste time.

• Respect my team-mates, the other team, the referee or my coach/manager.

• Play by the rules, as directed by the referee

• Shake hands with the other team and referee at the end of the game

• Listen and respond to what my coach/team manager tells me

• Talk to someone I trust or the club welfare officer if I’m unhappy about anything at my club.

I understand that if I do not follow the Code, any/all of the following actions

may be taken by my club, County FA or The FA.

I may:

• Be required to apologise to my team-mates, the other team, referee or team manager

• Receive a formal warning from the coach or the club committee

• Be dropped or substituted

• Be suspended from training

• Be required to leave the club.

In addition:

• My club, County FA or The FA may make my parent or carer aware of any infringements of the Code of Conduct

• The FA/County FA could impose a fine and suspension against my club.

# 7. Premier Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Premier is equally accessible to them all.

Premier is responsible for setting standards and values to apply

throughout the club at every level.

Football belongs to and should be enjoyed by, anyone who wants to participate in it.

Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

Premier, in all its activities will not discriminate, or in any way treat anyone less favourably on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religionor belief, ability (\*) or disability. It means that Premier Football Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

Premier will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Premier will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Premier is committed to taking positive action where inequalities exist and to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Premier is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation – Race Relations Act 1976,

Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation.

Premier commits itself to the immediate investigation of any claims

when brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions are imposed as appropriate.

(\*) – please note that Premier have a competitive approach to League Football. As such, there may be instances where Premier reserve the right to sign/not sign players based on an individuals playing ability.

# 8. Advice on photographs and video

There has been much talk about whether it’s safe to take pictures of Under 18s playing sport.

The FA would like to assure parents, carers, coaches, spectators, players and

local media that we encourage the taking of appropriate images of children in football.

Potential risks

The FA has developed this guidance to help avoid the following:

● The inappropriate use, adaptation or copying of images for use on child abuse websites on the internet (often referred to as pornography sites);

● The identification of children when a photograph is accompanied by significant personal information that will assist a third party in identifying the child. This can lead, and has led, to children being ‘groomed’; and

● The identification and locating of children in inappropriate circumstances which include:

(i) where a child has been removed from his/her family for their own safety;

(ii) where restrictions on contact with one parent following a parental separation exist e.g. in domestic violence cases;

(iii) in situations where a child may be a witness in criminal proceedings; or

(iv) other child protection concerns.

The majority of images taken are appropriate and taken in good faith. If we take the following simple measures we can help to ensure the safety of children in football.

Common sense considerations to ensure everyone’s safety:

Do

1. Share The FA’s guidance (provided herein) on taking images with all parents, carers and members when they join the club;

2. Ensure the club has parental consent to use a player’s image if it is to be used in the public domain e.g. club website or newspaper article. This is essential in relation to point 3 below;

3. Ensure that any child in your club who is under care proceedings, is protected by ensuring that their image is not placed in the public domain. This can be done by using an annual consent form, so that parents/carers can identify if this applies to children in their care

4. Focus on the activity rather than the individual;

5. Ensure all those featured are appropriately dressed (a minimum of vest or shirt and shorts);

6. Aim to take pictures which represent the broad range of youngsters participating safely in football e.g. boys and girls, disabled people, ethnic minority

communities; and

7. Report any instances of inappropriate images in football to The FA Case Manager or the Internet Watch Foundation (IWF) contact details can be found on the FA web site.

Don’t

1. Publish photographs with the full name(s) of the individual(s) featured unless you have written consent to do so and you have informed the parents as to how the image will be used;

2. Use player profiles with pictures and detailed personal information on websites;

3. Use an image for something other than that for which it was initially agreed, e.g. published in local press when initially produced for a clubhouse commemorative picture; and

4. Allow images to be recorded in changing rooms, showers or toilets - this includes the use of mobile phones that record images.

Remember

● It’s 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 have serious concerns about a possible child protection issue relating to the recording of images then call the police. This action should only be taken where you believe that someone may be acting unlawfully or putting a child at risk;

● The land or facility owner can decide whether or not photography and/or videoing of football activities will be permitted when carried out on private land. However you need to make this known before allowing individuals access to the private property. If they do not comply then you may request that they leave;

and

● Try not to use images that include individuals wearing jewellery (as wearing jewellery whilst playing is contrary to the Laws of the Game as well as being a health and safety issue).

Commissioning professional photographers and the local media

If you are commissioning professional photographers or inviting the press to

cover a football activity ensure you and they are clear about each other’s expectations. Remember the key is to plan ahead and communicate early on.

● Provide a clear brief about what is considered appropriate in terms of content and behaviour;

● Inform them of your club’s commitment to safeguarding children and young people and establish who will hold the recorded images and what they intend to do with them, e.g. place on a website for sale, distribute thumbnails to the

club to co-ordinate sales;

● Issue the professional photographer with identification, which must beworn at all times;

● Inform participants and parents or carers prior to the event that a professional photographer will be in attendance and ensure you have established that no under 18s will be compromised due to child protection concerns if their image is

taken – remember this can be done by using the annual consent form at the start of the season.

**Premier United FC**

**Committee**

Chair and head of football Gary Mckenzie 07862261094

Club Secretary Kelly Embleton 07731494409

Club Treasurer Lee Turner 07813752849

Club Welfare Office Amanda Vitelli 07799675884

Director of Football James Mckenzie 07889742573

Manager Rep John Peerless Mountfield 07885652488

**Club Fixtures**

Under 11s to under 16s Pippa Mcgee 07913295615

Under 7s to under 11s Natalie Funnell 07925548846

**Managers**

Under 16s Simon Scott 07543625941

Under 15s James Mckenzie 07889742573

Under 14s Ben Andrews 078518300947

under 13s Lee Chapman 07762120013

Under 12s Red Darren Bryant 077230394410

Under 11s Phil Mcgowan 07714770038

Under 10s Scott Walker 07506490434

Under 9s Red Andy Gander 07925548846

Under 9s Blue Jamie Furber 07900828183

Under 9s Steve Hadfield 07980903884

Under 8s Blue Lee Embleton 07940061437

Under 8S Red Richard Benvenisti 07968069908

Under 7s Blue James West 07951978973

Under 7s Red Alan Cook 07714008414

 FA affiliated. Public liability scheme