



# Code of Conduct



CHARTER STANDARD  
COMMUNITY CLUB

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## 1. Code of conduct for Football

Football is the national game. All those involved with the game at every level and whether as a player, coach, team official, match official, parent / spectator, 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.

### Community

Football, at all levels, is a vital part of a community. EB Lions will take into account community feeling when making decisions.

### Equality

EB Lions are opposed to discrimination of any form and will promote measures to prevent it, in whatever form, from being expressed.

### Participants

EB Lions 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. EB Lions are committed to appropriate consultation.

### Young People

EB Lions acknowledges the extent of its influence over young people and pledges to set a positive example.

### Propriety

EB Lions acknowledge 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

EB Lions will uphold a relationship of trust and respect between all involved in the game, whether they are individuals, clubs or other organisations.

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### **Violence**

EB Lions rejects the use of violence of any nature by anyone involved in the game.

### **Fairness**

EB Lions are 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.

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## 2. Code of conduct for Coaches, Team Managers and Club Officials

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

In EB Lions it is the responsibility of everyone involved to promote high standards of behaviour in the game and observe the Football Association's Respect Code of Conduct in everything that they do.

### **On and off the field, all coaches and officials 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 officials' decisions,
- 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, all coaches and officials 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.





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**All individuals must understand that if they do not follow the Code, any/all of the following actions may be taken by EB Lions and The Football Association:**

1. Required to meet with the clubs Child Welfare Officer
2. Required to meet with the club committee
3. Required to meet with the Bedfordshire FA Child Welfare Officer
4. Be monitored by the clubs committee members or a fellow club coach
5. Required to attend a FA education course
6. Suspended by the club from attending matches
7. Suspended or fined by the County FA
8. Have FACA membership withdrawn
9. Required to leave the club.

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### 3. Code of conduct for Match Officials

Team Officials should assist the Coaches by setting a positive example for others, particularly young players and supporters.

Everyone has 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.

EB Lions urge that all match officials play their part and observe The FA's Respect Code of Conduct for Match Officials at all time.

#### **They 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 their 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 they officiate.





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**All Match Officials must understand that if they do not follow the Code, any/all of the following actions may be taken by EB Lions and The Football Association:**

1. Required to meet with The FA/County FA Refereeing Official
2. Required to meet with The FA/County FA Refereeing Committee
3. Obligated to attend or re-attend The FA Respect training or other FA education course
4. Issued with a written warning
5. Fined by the County FA
6. Offered less senior appointments
7. Suspended from all appointments for a defined period
8. Excluded from affiliating as a FA Referee

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## 4. Code of conduct for Players

Fair Play and respect for all others in the game is fundamentally important. 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.

EB Lions urge everyone to play their part and observe the Football Association's Respect Code of Conduct in everything that they do.

### **On and off the field, They will:**

- Always play to the best of their ability,
- Play fairly – will not cheat, complain or waste time.
- Respect all team-mates, the other team, the referee and all coach/managers.
- Play by the laws, as directed by the referee,
- Shake hands with the other team's players and referee at the end of the game
- Listen and respond to what their coach/team manager is saying
- Talk to someone trusted or the club welfare officer if unhappy with anything at my club.

### **All Players must understand that if they do not follow the Code, any/all of the following actions may be taken by EB Lions and The Football Association:**

1. Be required to apologise to team-mates, the other team, referee or team manager
2. Receive a formal warning from the coach or the club committee
3. Be dropped or substituted from matches
4. Be suspended from training
5. Be required to leave the EB Lions

### **In addition**

6. EB Lions may make parents aware of any infringements of the Code of Conduct
7. The FA/County FA could impose a fine and suspension against EB Lions





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## 5. Code of conduct for Parents, Carers and Spectators

Ensure that parents/spectators are always positive and encouraging towards all of the children and not just their own child or own team players. 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 – it's fun. 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.

**EB Lions urge ALL Spectators to play their part and observe the Football Association's Respect Code of Conduct in everything that they do. On and off the field, They 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 coaches 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.

**All Spectators must understand that if they do not follow the Code, any/all of the following actions may be taken by EB Lions and The Football Association:**

1. Issued with a verbal warning from a club or league official,
2. Required to meet with the club, league or CFA Welfare Officer,
3. Required to meet with the club committee,

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4. Obligated to undertake an FA education course,
5. Obligated to leave the match venue by the club,
6. Requested by the club not to attend future games,
7. Suspended or have club membership removed,
8. Required to leave the club along with any dependents,

**In addition:**

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

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## 6. Club Equality policy

EB Lions is committed to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability and to encourage equal opportunities.

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

EB Lions, 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, religion or belief, ability or disability.

It means that 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.

EB Lions 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.

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





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EB Lions 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.

EB Lions 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.

EB Lions 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.

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## 7. Safeguarding Children – Protection policy

EB Lions FA Charter Standard 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 Football Association's Safeguarding Children - Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

### **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. EB Lions FA Charter Standard Club recognises that this is the responsibility of every adult involved in our club.

EB Lions 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 includes volunteer, match official, helper on club tours, football coach, club official or medical staff.

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## **EB Lions endorse and adopt The FA's Responsible Recruitment guidelines for volunteers & will:**

- Develop a role profile
- Request identification documents
- Meet and get to know applicants and where possible conduct interviews before appointing
- Request and follow up with two references before appointing
- Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines.

All current EB Lions members who are regularly caring for, supervising, training or being in sole charge of children and young people are required to complete a CRB Enhanced Disclosure via The FA CRB Unit.

If there are concerns regarding the appropriateness of an individual who is already involved or who has applied us to become part of EB Lions guidance will be sought from The FA. 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.

EB Lions 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.

EB Lions encourages everyone to know about it and utilise it if necessary.

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**EB Lions 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.**

**Email : [childwelfare@eblions.co.uk](mailto:childwelfare@eblions.co.uk)**

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.

The policy on CRB Enhanced Disclosures will be subject to change, in light of the implementation of the Safeguarding Vulnerable Groups Act, 2006, which does not affect children's football until July 2010.

EB Lions acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable in our club. 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, should contact the CFA Welfare Officer.

Respect codes of conduct for Players, Parents/Spectators, Officials and Coaches have been implemented. 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 FA in more serious circumstances.

Reporting 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.

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**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 has been taken.

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

- contact your CFA Welfare Officer directly or
- call The FA/NSPCC 24-hour Helpline for advice on 0808 800 5000 or
- contact the Police or Children's Services.

**Further advice on Safeguarding Children matters can be obtained from:**

- [www.TheFA.com/Footballsafes](http://www.TheFA.com/Footballsafes)
- County Football Association's Welfare Officer Janet Smith telephone: 01582 56511 email: [janet.smith@bedfordshirefa.com](mailto:janet.smith@bedfordshirefa.com)
- The FA CRB Unit on 0845 210 8080
- Emailing - [Footballsafes@TheFA.com](mailto:Footballsafes@TheFA.com)

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## 8. Safeguarding Children – Photography & Video recording

From time to time EB Lions will publicise your child's team's achievements through local media, football newsletters and on the club's website. This is achieved usually with the use of digital pictures of the teams or match reports.

Signing the club registration form acknowledges this and grants permission for images of the player to be used for this purpose.

EB Lions requests to be advised in writing should any parent/guardian NOT want images of their child published in any Club literature.

EB Lions recognises the need to ensure the welfare and safety of all young people in football. As part of its commitment to ensure the safety of young people will not permit photographs, video or other images of young people to be taken without the consent of the parents/carers and the young person, which is given as stated above.

This policy complies with the Data Protection Act 1998 and the FA's policies on Child Protection.

EB Lions will follow the guidance of The FA for the use of images of children and young people and will take all steps to ensure these images are used solely for the purpose they are intended which the promotion and celebration of the activities of EB Lions. No addresses or contact details will be published, although names of individuals, where necessary to the context of the item, may be given.

Should anyone become aware that these images are being used inappropriately they should inform the Child Welfare Officer or any Executive Committee Member of the club immediately. Any contact will be treated with discretion.





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## Use of images of children/young people under the age of 18

EB Lions and the FA promotes "Ten Golden Rules" to remember when planning to use images of young people under the age of 18, which EB Lions follow;-

1. All children must be appropriately dressed
2. Photography or recording should focus on the activity not on a particular player
3. Images should focus on small groups rather than individuals
4. Images of a child who is under a court order should never be used
5. If a player is named avoid using their photograph
6. Use their first name only. Personal details should never be revealed
7. Makes sure parents/guardians/players have signed and returned the Players and Parents Agreement Form
8. Use photographs that represent the broad range of youngsters participating in football
9. All people taking photographs or recording footage at a football event should register with the event organiser
10. All concerns regarding inappropriate or intrusive photography should be reported to the Child Welfare Officer

EB Lions recognises the need to ensure the welfare and safety of all players in football.

EB Lions will ensure that once a player is no longer a member of the Club then any individual images of him/her on the website will be removed immediately, or with the parent/guardian and players consent at the end of that year's football season.

If at any other time either the parent/guardian or player wishes images to be removed from the EB Lions website for any child welfare issue, the image will be removed as soon as possible after receiving a written request from the parent/guardian. This would normally be expected to be within one week.

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## 9. Club Complaints Procedure

In the event that any member feels that he or she has suffered discrimination in any way or that the EB Lions Policies, Rules or Code of Conduct have been broken should follow the procedures set out in the Club's policy documents.

Should the member feel that their concerns are not fully and properly addressed, they should notify the club secretary via email [secretary@eblions.co.uk](mailto:secretary@eblions.co.uk), who will bring the matter to the attention of the committee.

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## 10. Club Committee 2016-17

### Club Chairman and Girls Football Development

*Richard Potton*

[chair@eblions.co.uk](mailto:chair@eblions.co.uk)

### Football Development

*Damian Fielding and Paul Young*

[footballdevelopment@eblions.co.uk](mailto:footballdevelopment@eblions.co.uk)

### Facilities and Pitches

*Adrian Bush*

[facilities@eblions.co.uk](mailto:facilities@eblions.co.uk)

### Child Welfare Officer

*Stacey Coath*

[childwelfare@eblions.co.uk](mailto:childwelfare@eblions.co.uk)

### League Secretary

*Stacey Coath*

[leaguesecretary@eblions.co.uk](mailto:leaguesecretary@eblions.co.uk)

### Club Secretary

*Hellen Potton*

[secretary@eblions.co.uk](mailto:secretary@eblions.co.uk)

### Treasurer

*Lisa Davis*

[treasurer@eblions.co.uk](mailto:treasurer@eblions.co.uk)

### Registration

*Teresa Stack-Murray*

[registration@eblions.co.uk](mailto:registration@eblions.co.uk)

### Communications

*Laura Messetter*

[communications@eblions.co.uk](mailto:communications@eblions.co.uk)

**Rob Benton**

**Marc Flack**

**Kevin Stansfield**

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