



SKILLS SCHOOL



EST 2015

Skills School 2018/2019

Code of Conduct

Skills School Football club

Code of Conduct for Parents/Spectators

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. 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 encouragement will contribute to

- Children enjoying football
- A sense of personal achievement
- Self-esteem
- Improvement in the child's skills and techniques

A parents/spectator's 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 of the children, not just their own

Encourage parents/spectators to

- Applaud the opposition as well as your own team
- NO coaching the child during the game
- Not to 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 parents/spectators sign their agreement and adhere to SKILLS SCHOOL FOOTBALL CLUB'S Code(s) of

- Conduct
- Child Protection
- Anti-Bullying
- Equality

We acknowledge and endorse 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/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO or member of the committee or alternatively in cases of serious bullying contact the CFA CPO.

Codes of Conduct for coaches, players, officials and parents/carers have been implemented by SKILLS SCHOOL FOOTBALL CLUB.

In order to validate these codes of conduct the club has clear sanctions to deal with any misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by leagues of the CFA in more serious circumstances.

All prospective members will be informed of these codes.

Further advice on Child Protection matters can be obtained from:

The Surrey County Football Association's Child Protection Officer - 01372 387 090.

By Email: Safeguarding@surreyfa.com

The FA/NSPCC Child Protection 24-hour Helpline 0808 800 5000

The FA Child Protection Team

Anti-Bullying Policy - Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in football in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING club.

This means that anyone who knows that bullying is happening is expected to tell a coach, Club Welfare Officer or any committee member.

Child Protection Policy

1. SKILLS SCHOOL FOOTBALL 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 of its members. A child or young person is anyone under the age of 18 engaged

in a club football activity. We subscribe to The Football Association's Child Protection and Best Practice Policy and Procedures, Safeguarding Children and Young People in football (revised editions 2006) and endorse and adopt the Policy Statement contained in that document.

The key principles of the FA Child Protection 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

2. 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. SKILLS SCHOOL FOOTBALL CLUB recognises that this is the responsibility of every adult involved in our club.

3. SKILLS SCHOOL FOOTBALL 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 Football Association Regulations 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, coach, club official or medical staff.

4. We endorse and adopt The FA's Child Protection and Best Practice Guidelines for recruiting volunteers and 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
- Request and follow up with two references before appointing
- Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines

5. All current SKILLS SCHOOL FOOTBALL CLUB members with direct access to children and young people will be 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 approached us to become part of SKILLS SCHOOL 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 and that all decisions will be made in the best interests of children and young people.

6. SKILLS SCHOOL FOOTBALL CLUB 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 4771 or by writing to The FA Case Manager, The Football Association, 25 Soho Square, London W1D 4FA or by going direct to the police, social services or the NSPCC. SKILLS SCHOOL FOOTBALL CLUB encourages everyone to know about and utilise it if necessary.

7. SKILLS SCHOOL FOOTBALL CLUB has appointed a Club Welfare Officer (CWO) in line with The FA's role profile and completion of the Child Protection and Best Practice Workshop. The post holder will be involved with designated persons training provided by The FA. The CWO is the first point of contact for all club members and parents/carers regarding concerns for the welfare of any child or young person. They liaise directly with the CFA CPO and will be familiar with procedures for referring any concerns. They will also play a proactive role in increasing an awareness of poor practice and abuse amongst club members.

Equality Policy

1. The aim of this policy is to ensure that everyone is treated fairly and with respect and that SKILLS SCHOOL FOOTBALL CLUB is equally accessible to them all.

2. SKILLS SCHOOL FOOTBALL CLUB 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.

3. SKILLS SCHOOL FOOTBALL CLUB's 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.

4. SKILLS SCHOOL FOOTBALL CLUB, in all its activities, will not discriminate, or in any way treat less favourable, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that SKILLS SCHOOL FOOTBALL CLUB will ensure that it treats people fairly and with respect and that will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

5. SKILLS SCHOOL FOOTBALL CLUB will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purpose of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

6. SKILLS SCHOOL FOOTBALL CLUB will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

7. We are committed to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within the club and within football.

8. SKILLS SCHOOL FOOTBALL CLUB 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.

9. SKILLS SCHOOL FOOTBALL CLUB commits itself to the immediate investigation of any claims, when brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.

Code of Conduct for Team Officials

(This code applies to all team/club officials (although some may not apply to all))

Obligations towards the game: The team official should

- Set a positive example for others, particularly young players and supporters

- Promote and develop 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 to the best interest 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 by 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 to the interests of players, coaches and other officials, at their own club/team and others

Obligations towards the supporters: The team official should

- Show due respect to the interest of supporters

Respect towards the match officials: The 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 toward match officials

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 also fundamentally important.

This code focuses on players involved in 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 skills, technique, tactics and stamina
- Give maximum effort and strive for the best possible performance during a game, even if his/her 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 to the best interest 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

- Make every effort consistent with Fair Play and the Laws of the Game to help his/her own team win
- Resist any influence which might, or might be seen to, bring into question his/her commitment to the team winning

Respect for the Laws of the Game and Competition Rules: 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 toward the match 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 respect towards the team officials and the opposition

Obligations toward the supporters: A player should

- Show respect to the interests of supporters

Club Complaints Procedure

In the event that any member feels that he or she has suffered discrimination in any way of that the Club Policies, Rules or Code of Conduct has been broken they should follow the procedures below

They should report the matter to the Club Secretary or another member of the committee
The report should include:

- Details of what, when and where the occurrence took place
- Any witness statement(s) 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 incident

The Club's Management Committee will have the power to

- Warn as to future conduct
- Suspend from membership
- Remove from membership any person found to have broken the Club's Policies or Codes of Conduct.

If the complaint is with regard to the Club's Management the member has the right to report the discrimination direct to the relevant County Football Association. As the governing body of the game, The FA is responsible for setting standards and values to apply throughout the game at every level.

It is essential that the club is fair and consistent.
The following options can be considered

- Verbal warning
- Written warning
- Exclusion from specified number of matches
- Exclusion from specified number of training sessions
- Removal from team for remainder of current season
- Refusal to register with team for future season

The following options can be considered

- Complaints can be submitted in the first instance to the CWO. Alternatively where the issue relates to a technical aspect, the concern can also be submitted to the appropriate age group coach
- Complaints can be directed to the club chairman
- Complaints can be directed to the club committee
- All complaints must be submitted in writing to the club committee
- If an individual is unhappy with the outcome of their original complaint they can appeal to the club committee
- The outcome of an appeal to the club committee is final
- Individuals have the right to seek guidance from the County FA where they feel they have been unfairly treated by the club's committee

Code of Conduct for Coaches

1. Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport

2. Coaches must place the well-being and safety of each player above all other considerations, including the development of performance
3. Coaches must adhere to all guidelines laid down by the Rules of The Football Association
4. Coaches must develop an appropriate working relationship with each players based on mutual trust and respect
5. Coaches must not exert undue influence to obtain personal benefit or reward
6. Coaches must encourage and guide players to accept responsibility for their own behaviour and performance
7. Coaches must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players
8. Coaches should, at the outset, clarify with the players (and, where appropriate, the parents/carers) exactly what is expected of them and also what they are entitled to expect from their coach
9. Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player
10. 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
11. Coaches must consistently display high standards of behaviour and appearance. Coaches must not use or tolerate inappropriate language of behaviour

Health & Safety Policy

- Have public and civil liability insurance
- For all age-groups there should always be 2 adults and a minimum of 1 adult to 10 children. More adults required when working with younger children
- Establish where and how access is gained by emergency services to the pitch
- Check the surface beforehand for obvious dangers e.g. broken glass, drinks cans etc
- Ensure goalposts are erected appropriately and always supervised by adults
- Establish emergency procedures and ensure all coaches are aware of these procedures
- Have an Incident/Accident Report Form

If you agree to everything above, please sign and date. This is something Skills School takes very seriously and if these rules are broken you will be given a warning. This is kids football not the world cup.

Parents Signature

Players Signature

Date.....

