

# **SOUTH MOLTON AFC**



## **COACH CODE OF CONDUCT**

1<sup>ST</sup> August 2016

## SOUTH MOLTON FC COACH CODE OF CONDUCT

### **South Molton FC Vision**

South Molton Football Club will endeavour to provide a safe, enjoyable family atmosphere in which a player can gain confidence and progress.

The Club strive to provide a setting that enables players and coaches of all abilities to improve and receive maximum enjoyment from our National game.

As a Club we aim to provide structured training in a fun environment with a pathway into Adult football, whilst following FA guidelines.

### **The Expectation of a South Molton Coach**

Being a football coach is a rewarding yet responsible role. South Molton FC has expectations of their coach's conduct and behaviour. As well as the Clubs policies, the FA Respect codes of conduct are the values that each coach should adhere to.

### **Role of the Coach**

#### **The Coach must be a good communicator**

One of the key attributes of every coach is to have the ability to convey their ideas and their instruction to their players. The coach should be able to communicate with the players at training and on match days as well as their parents and other Coaches. You should also be able to listen to others, as communication is a two way street. It's also important to recognise the individual you are talking to. Each player has different needs and responds in different ways. Be clear and be patient!

#### **Be Approachable**

Although it's appropriate for a coach to maintain a degree of separation from the players, it's also imperative that the players feel that the coach is approachable so that when a player wishes to express concerns or fears they know that their coach is willing to listen and offer a warm and helping reception. It is common within society that people will seek advice and guidance from those they feel close to and respect. If you feel you need support, please contact the South Molton FC Welfare officer in the first instance.

#### **Be Positive**

Regardless of how life is treating the Coach away from the pitch or how the team is playing, the Coach should always remain as positive as possible. This is crucial when working with young and impressionable players. Feedback should be constructive.



### **Emphasising Teamwork**

Whilst football is a sport that allows individuals plenty of opportunities to be creative and to run with the ball on their own, try to emphasise the importance of working together as a team.

### **Give touchline support**

Encourage players not in the game to stay involved by cheering and supporting their team mates.

### **Encourage Players praising one another**

Encourage the players who score goals to acknowledge the pass from their teammate that led to it. Try and encourage the habit of 'high fives' or 'great pass', this forges a bond and strengthens the idea of everyone working together as a team. In the same instance discourage negative comments and blaming each other. Encourage confidence on the ball and being brave with their decisions in a game, even if it's the wrong one.

### **Training sessions**

Coaches should arrive at least 10 minutes before that start of the session. If you are unable to make a training session, please make arrangements with one of the other coaches to take your place. If you cannot find a replacement, please ensure that every member of the team has been contacted and a response has been acknowledged to ensure players aren't standing around waiting.

It is the Coaches responsibility to decide if the conditions on the day of training/matches are safe and suitable for the players to be playing. If the training or game is to be cancelled, please make sure that every member of the team has been contacted and a response has been acknowledge to ensure players aren't standing around waiting. If you are organising the event for other teams, please make sure that you contact the opposing Coaches and notify them.

It is the parent's responsibility to drop off players and to organise collection at training and at matches. Coaches have a duty of care for each individual. If a parent is continuously late, and as a Coach, you feel that you have addressed it as best as you can, but it still continues to happen, please contact the South Molton FC Welfare officer.

At the start of the season, each team Coach will be handed the Club membership pack. Parents and players are encouraged to hand the forms and payments back to the membership secretary or the team coach. No kits will be ordered until payment is made, or in exceptional circumstances, the hardship committee has been consulted and given approval.



## **South Molton FC Club Philosophy**

South Molton Football Club has developed its own football philosophy with influence taken from the FA's England DNA model.

### **Stage 1: U6-U10 Format: friendly 7 a-side Round Robin tournaments.**

SMJFC philosophy:

These are the formative years and all about fun and enjoyment. We encourage our coaches to use mixed ability teams to ensure that all players get equal game time on the pitch with rotation of positions to enhance player development.

### **Stage 2: U11-U14 Format: 9 a-side matches played on bigger pitches and eventually leading to a league format.**

SMJFC philosophy:

Whilst the priority is still on enjoyment rather than a win at all costs, the coaches have the flexibility to select their teams and decide on positions of players and game time on the pitch, although it is recognised that all players should have an opportunity to play football. This can happen in a number of ways with additional friendly games being arranged with opposing teams or a manager trying to utilise the squad members to provide playing opportunities. It is at the manager's discretion as to who they select and the positions players play in. Players are still developing physically and mentally and consideration is given to this but it is the coaches who pick the team and respect must be given to their choices.

### **Stage 3: U14-senior Format: 11 a-side, 90 minute games on a full size pitch.**

SMJFC philosophy:

The priority is still on enjoyment rather than a win at all costs. Again, the coaches have the flexibility to select their teams and decide on playing time and positions and it is recognised that all players should have the opportunity to play football. As above, this can happen in a number of ways with additional friendly games being arranged with opposing teams or a manager trying to utilise the squad members to provide playing opportunities. It is at the manager's discretion as to who they select and the positions players play in. Players are still developing physically and mentally and consideration is given to this but it is the coaches who pick the team and respect must be given to their choices.

### **Style of play:**

South Molton Football Club encourages our teams to play passing football along the ground and out from the back. We believe this is a more enjoyable way to both play and develop players as individuals. All of players should be told to play within the laws of the game and to respect the referee's decision at all times.



### **Selection for matches**

Selection for matches can be a contentious issue and not all players will be able to play every match. It is the coach's decision who is picked.

The membership money is paid towards the day to day running of the club and towards the Astro pitch fees. It is not paid to play in matches.

As players get older, teams will start to play in a more competitive environment. From under 7's to Under 10's they will play in friendly games and they should all have equal opportunity to play.

If a team Coach decides to enter into a competitive tournament then they may choose to play more able players, but this is at the coaches' discretion.

### **Equality and diversity**

The FA is responsible for setting the standards and values to apply throughout football at every level. Football is for everyone; it belongs to, and should be enjoyed by anyone who wants to participate in it.

The aim of FA Equality and diversity Policy is to ensure that everyone is treated fairly and with respect and that The FA is equally accessible to all.

South Molton Football Club abides and adheres to this Policy and to the requirements of the Equality Act 2010.

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

This policy is fully supported by the Club Officers who are responsible for the implementation of this policy. Full details of the South Molton FC Equality policy are available to all to view.

### **Safeguarding and welfare**

South Molton 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 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 (The FA) Safeguarding Children – Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

Full details of the South Molton FC Equality policy are available to all to view.



### **Communicating with players and parents**

The FA's intention and responsibility is to safeguard children and young people involved in football. As well as other leading world brands, The FA uses Facebook, YouTube and Twitter as a way of getting messages across to the widest audience possible.

Alongside the very beneficial aspects of modern communication technologies, it is recognised that there are also increased risks to children and young people. These risks must be appropriately managed.

Everyone in football must recognise that the responsibility to safeguard exists both on and off the field of play.

The FA guidance has been developed in response to requests for advice. This advice is available on the FA website or through South Molton FC. It's essential that clubs, parents, members and players make informed decisions about how they use the internet, mobile phone and email communications.

South Molton FC Coaches are in a position of responsibility and must ensure they communicate responsibly.

The FA recommends that texting is not used as the primary method of communication between adults and child/young people in football.

Children and young people should be advised by their coaches, parents/carers and CWO to always tell an adult they trust about communications that make them feel uncomfortable or where they have been asked not to tell their parent/carer about the communication.

The FA has developed a series of guidance to encourage best practice when communicating with and about children and young people; the best practice guidance is available to view on the FA website at the address below:

[www.The FA.com/footballsafes](http://www.The FA.com/footballsafes)

**South Molton FC strongly advises all coaches read these guidance notes.**

### **Player Registration**

The Club committee have produced a membership pack with lots of useful information about the club. Contained in this pack are the FA Respect guidance notes for both players and parents. This, along with the South Molton FC Registration forms need to be completed along with payment and then passed back to the membership secretary (details are contained within the pack).

The Devon County FA also requires that their league registration form needs to be completed and passed back to the junior secretary.

### **Subs**

The management of subs is down to each individual team Coach. Subs of £1 are expected to be collected for payment for referees. In addition, fees can be used for additional tournaments organised outside of the Devon FA league and cup games..



## **Kits**

Training clothing may be purchased by the club, and if so, the clothing will be distributed to players once registration forms and payment have been made.

## **Equipment purchase procedure**

Each team and manager will at some stage need equipment, from footballs, cones to First Aid kits. South Molton FC has a preferred supplier and recommended items for purchase. Before purchases are made, please contact the Chairman. Please note, if any Manager or Coach buys equipment without proper consent then he or she may not have their money reimbursed.

## **Minimum Equipment Required**

Each Coach must have....

First Aid Kit (each team must have their own)

Players contact details and medical conditions highlighted

1 football per player available

Bibs (these may be shared between teams)

Cones (these may be shared between teams)

## **Anti-Bullying**

South Molton FC is committed to providing a caring, friendly and safe environment for members so that 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 the Club Welfare Officer or any committee member. This Club is committed to playing its part to teach players to treat each other with respect.

## **Club organised events**

It is the responsibility of the Event organiser to ensure the proper details of the event are circulated to the parents/carers of the players wishing to attend. The Event organiser must ensure that a proper risk assessment is carried out and that all player details (if under 18) are collected and any medical needs are identified. Before an event is organised, proper permission should be sought from the committee. Football matches within the Devon area are exempt, although the Coach should still be aware of player's medical conditions and contact telephone numbers etc. Please read the FA notes on recommended Guidelines for Travel, Trips and Tournaments - [www.thefa.com/~media/files/.../travel-trips-tournaments](http://www.thefa.com/~media/files/.../travel-trips-tournaments)

## **Player details**

After registration forms have been completed by parents, it is the Coach's responsibility to keep a copy and ensure they have them on their person when they at Club activities where they are responsible for the players. This should include the players and parents/carers contact details, including telephone numbers and medical conditions and care required to deal with those conditions. If you have any concerns regarding information provided by parents, please contact the South Molton FC Welfare Officer or a member of the South Molton FC committee for advice.

It's the Coaches responsibility to carry with them at Club activities where they are responsible an Emergency First Aid Kit.





When organising any event, including training and matches, make sure players carers are properly informed of locations of event, pick up and drop off points and times and any equipment needed for the event.

### **Attending committee meetings**

It is expected that a member of each football team attends the committee meetings.

### **Complaints and grievance**

#### **SOUTH MOLTON FC 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 they should follow the procedures below.

1. 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 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
2. The Club's Management Committee will sit for any hearings that are requested.
  3. 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 Committee the member has the right to report the discrimination direct to the Devon County Football Association.





## Respect

In addition to the Club policies, South Molton FC will uphold the values in the FA Respect program. The Coach's policy is detailed below:



### Coaches, Team Managers and Club Officials

#### 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.

**The Club will do its best to keep everyone informed of changes, but as a coach it's your responsibility to check the FA website for changes to policies and guidance notes. These can be found at [www.thefa.com/football-rules-governance/safeguarding](http://www.thefa.com/football-rules-governance/safeguarding)**

I understand the details included in the South Molton FC Coaches conduct and will abide by the code of conduct. If I do not abide by the code of conduct, I accept the sanctions that may be opposed on me by the South Molton FC committee and or the FA or the Devon FA.

Signed.....

Printed.....

Team Age group.....

