

GUERNSEY ROVERS ATHLETIC CLUB LBG

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An FA Charter Standard Community Club

GUERNSEY ROVERS FOOTBALL

(the “Club”)

CODES OF CONDUCT

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Registered in Guernsey number 4288

Section 1 - Introduction/Principles

Football is the national game. All those involved with the game at every level and 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 and the Guernsey Football Association.

The Club is fully committed to these overall principles:

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 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 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

Section 2 – Summary of Codes

1. Codes of Conduct have been established for all parties involved in the game, including players, coaches, parents/spectators, Club officials and match officials.
2. It is expected that all parties will sign up to these Codes as a matter of best practice, and provide full support to the Club and its coaches/officers at all times.
3. The Club is fully committed to the principles of the FA's Charter Standard award and the Respect campaign, and will do everything required to maintain the required standards as part of its contribution to the development of football in Guernsey and generally.
4. To this end, the Club will ensure that all coaches at minis and youth football level are appropriately qualified (and maintain their qualifications as part of their individual CPD requirements), with full adherence to all continuing training and awareness in the areas of Safeguarding Children and Emergency First Aid.
5. All coaches, regardless of specific team roles, will be subject to the FA's Enhanced Criminal Records checks via the Disclosure and Barring System on first appointment and then refreshed on a three yearly basis (as dictated by the FA requirements).

This document outlines the Codes relevant to each party involved with the Club. Not all parts are relevant to everyone, but you should be aware of the Codes specific to other parties.

All players, coaches, parents of minis/youth players and Club officials will be expected to sign an acknowledgment of these Codes each season.

"To win at all costs is not the true test of achievement. There is nothing wrong with trying to win as long as you don't put the prize above the performance. There is no disgrace in defeat as long as you play to your best ability and give total commitment"

"The Player plays, the Coach coaches, the Referee referees, the Parent parents and everyone enjoys themselves".

Section 3.1 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.

Obligations towards the game

A player should:

1. Make every effort to develop their own sporting abilities, in terms of skill, technique, tactics and stamina.
2. Give maximum effort and strive for the best possible performance during a game, even if the team is in a position where the desired result has already been achieved.
3. Set a positive example for others, particularly young players and supporters.
4. Avoid all forms of gamesmanship and time wasting.
5. 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.
6. Not use inappropriate language.
7. Ensure that they have the appropriate equipment for each occasion including shin pads at all times and football boots on grass and trainers on hard surfaces.
8. Show respect for the facilities and equipment that they use.
9. Players should arrive at least ten minutes before training and at least thirty minutes before the match, unless advised otherwise by the coach.
10. Players or Parents (for minis/youth players) must inform the Coach well in advance if they are going to be late or absent from a training session or match. It is not acceptable and is disrespectful to the coach and team just not to turn up without warning.
11. Players must shake hands with the opposition and thank the referee and officials, regardless of the result of the match.

Obligations towards one's own team

A player should:

Make every effort consistent with Fair Play and the Laws of the Game to help their own team win. Resist any influence that might, or might be seen to, bring into question their commitment to the team winning.

Respect for the Laws of the Game and competition rules

A player should:

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

Respect towards Opponents

A player should:

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

Respect towards the Match Officials

A player should:

1. Accept the decision of the Match Official without protest.
2. Avoid words or actions that may mislead a Match Official.
3. Show due respect towards Match Officials.

Respect towards Team Officials/Coach

A player should:

1. Abide by the instructions of their Coach and Team Officials provided they do not contradict the spirit of this Code.
2. Observe common courtesy by arriving for training and matches on time or notifying their Coach, in advance of any reason for not doing so.
3. Show due respect towards the Team Officials of the opposition.
4. Prepare for matches in a suitable state of readiness, fitness and sobriety. It is unacceptable to turn up for matches in a drunken state or under the influence of drugs, and any player found to be under such influence will be sent home and may be subject to warnings as to future conduct.

Obligations towards the Supporters

A player should:

1. Show due respect to the interests of supporters.

Section 3.2 Code of Conduct for Coaches

Coaches are key to the establishment of ethics in football. 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 in coaching young people.

The health, safety, welfare and moral education of young people are a first priority, before the achievement or the reputation of the club, school, coach or parent.

Coaches must:

- a) Respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.
- b) Place the well-being and safety of each player above all other considerations, including the development of performance.
- c) Adhere to all guidelines laid down by governing bodies.
- d) Develop an appropriate working relationship with each player based on mutual trust and respect.
- e) Not exert undue influence to obtain personal benefit or reward.
- f) Encourage and guide players to accept responsibility for their own behaviour and performance.
- g) Ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players.
- h) At the outset, clarify with the players (and, where appropriate, parent) exactly what is expected of them and also what they are entitled to expect from their coach.
- i) Co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player.
- j) 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.
- k) Consistently display high standards of behaviour and appearance.
- l) Not use or tolerate inappropriate language.
- m) Ensure that the overall priority is to make learning fun and that players are progressed to their maximum potential in both individual and team skills.

Section 3.3 Code of Conduct for Parents (re Minis/Youth Football)

Parents 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 is 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 that positive encouragement will contribute to:

1. Children enjoying football.
2. A sense of personal achievement.
3. Self-esteem.
4. Improving the child's skills and technique

A parent's expectations and attitudes have a significant bearing on a child's attitude towards:

1. Other players.
2. Officials.
3. Managers.
4. Spectators.

Parents within the club should always be positive and encouraging towards all of the children not just their own.

Parents are encouraged to:

1. Ensure that the player has the required equipment and refreshments for each occasion.
2. Ensure that the player arrives no more than 10 minutes before training, unless otherwise requested by the coach, and is collected promptly at the end. The coach will advise for match days when the players are expected to arrive.
3. Inform the coach, as far in advance as possible, if the player will not be available for a training session or match.
4. Inform the coach of any illness or ailment that may affect the performance or health of the player.
5. Respect the rights of the coach to make decisions regarding training methods, team selections, substitutions and match tactics unless they contradict the spirit of this code.
6. Applaud the opposition as well as your own team.
7. Avoid coaching the child during the game, not to shout and scream.
8. Respect the referee's decision.
9. Give attention to each of the children involved in football not just the most talented.
10. Give encouragement to everyone to participate in football.
11. Discuss with the coach any aspect of the player's football development.

Parents / spectators within the club agree and adhere to the club's Code of Conduct and Child Protection Policy.

Section 3.4 Code of Conduct for Club Officials

Obligations towards the Game

The team official should:

1. Set a positive example for others, particularly young players and supporters.
2. Promote and develop their own team having regard to the interest of the players, supporters and reputation of the national game.
3. Share knowledge and experience when invited to do so, taking into account the interests of the body that has requested this rather than personal interests.
4. Avoid all forms of gamesmanship.
5. Show due respect to Match Officials and others involved in the game.
6. 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.
7. Not use or tolerate inappropriate language.
8. Ensure that all funds and kit and equipment held on behalf of the club/team are given back to the club/team on leaving the club or relinquishing his/her position.

Obligations towards the Team

The team official should:

1. 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.
2. Give priority to the interests of the team over individual interests.
3. Resist all illegal or unsporting influences, including banned substances and techniques.
4. Promote ethical principles.
5. Show due respect for the interests of the players, coaches and officials, their own club/team and others.

Obligations towards the Supporters

The team official should:

1. Show due respect for the interests of supporters.

Respect towards the Match Officials

A team official should:

1. Accept the decisions of the Match Official without protest.
2. Avoid words or actions that may mislead a Match Official.
3. Show due respect towards Match Officials.

Section 4 Safeguarding Children/Welfare

Introduction

1. All sporting organisations which make provision for children and young people must ensure that:
 - 1.1. The welfare of the child is paramount;
 - 1.2. All children, whatever their age, culture, disability, gender, language, racial origin religious beliefs and/or sexual identity have the right to protection from abuse;
 - 1.3. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately;
 - 1.4. All staff working in the Club have a responsibility to report concerns to the appropriate officer.

2. The Club has a duty of care to safeguard all children involved in the Club from harm.

To this end the Club has introduced a Safeguarding Policy which aims to:

- a) Provide children and young people with appropriate safety and protection whilst in the care of the Club;
- b) Allow all staff / volunteers to make informed and confident responses to specific child protection issues.

The Safeguarding Policy is available as a separate document and is included on the Club's website www.roversac.com for reference purposes. Please contact the Club Welfare Officer if you would like a hard copy or have any questions or observations at any time

Section 5 Health & Safety Policy

General

In compliance with the requirements of relevant rules and regulations, the Club will, as far as is reasonably practicable, safeguard the health, safety and welfare of all personnel using or visiting the club grounds and facilities.

The Club is committed to:

- Provide adequate control of the health and safety risks arising from it's activities;
- Consult with it's members and users on matters affecting their health and safety;
- Provide and maintain safe equipment for use in pursuance of it's activities;
- Provide information, instruction and supervision for employees and users where applicable;
- Ensure all officials, employees and users are competent to do their tasks, and to give them adequate training;
- Minimise the risk of accidents occurring;
- Maintain a safe and healthy operating environment; and
- Review and revise this policy as necessary at regular intervals.

Responsibilities

The Club Chairman, Secretary, Committee members and all team managers/coaches are responsible for ensuring that:

- The Club's Health & Safety policy is implemented and that, as far as is reasonably practicable a safe operating environment exists in their areas of operation;
- The activities carried out in their areas of operation are conducted in such a manner as to minimise the risk to health and safety.

All officials, employees, users and visitors have an obligation to take reasonable care for the health and safety of themselves and other persons who may be affected by their actions and co-operate with the Club to enable any such duty to be complied with.

All personnel must:

- Observe all safety rules;
- Abide by instructions issued in the interests of minimising risks to health and safety;
- Report any hazardous situation to the club secretary who in turn shall advise the Committee;
- Co-operate in suggesting to the Club Secretary any improvements that could be made to minimise risks to health and safety.

Section 6 Social Media

The issue of Social Media and the inappropriate use of this medium by members of affiliated Clubs is a regular cause for concern.

In Guernsey, the GFA Board has taken the decision to view the inappropriate use of Social Media relating to matters within affiliated football as Misconduct. Consequently, any incidents which are either reported to the GFA or the GFA becomes aware of, will be brought before the Disciplinary Committee with potential penalties including fines and/or suspensions.

The Club fully endorses this approach, and will not tolerate any misuse of social media (which includes Facebook, Twitter, email, text etc) generally and in particular when remarks are aimed at fellow players, coaches, officials, referees or anyone else involved in the game. All players, coaches, officials and parents are reminded of their responsibilities with regards the use/misuse of Social Media and the potential consequences of any misuse on their part.

Update January 2017

To reinforce this message, and in the light of the significant concerns which have arisen in the UK regarding allegations of abuse of children by coaches or others in a position of trust, the GFA has issued to all local clubs a copy of its own extended Communications and Social Media Policy which is copied below in its entirety. As a Club we welcome this policy, and are extending it to the Club and will strictly enforce the guidance included therein.

There is no harm in general terms in using modern-day social media such as facebook, whatsapp, Teamer or indeed simple email as a means of communication between coaches and players. It is when this media is abused that concerns arise. As such, all teams which use any form of social media are required to appoint a designated group administrator/responsible person (likely to be the lead coach of the team) to complete the acknowledgement form included at Appendix 1 to this Code of Conduct, and return this to the Club Welfare Officer.

It is incumbent on the designated group administrators to take a sensible but responsible approach to this matter, and take action if any members of the social media group are observed using the media for inappropriate purposes where under 18s are included. If in doubt speak to the Club Welfare Office for guidance.

At Rovers, we do not believe we have any issues in this regard, but we cannot be complacent as is evidenced by the recent many examples of alleged abuse which have come to the fore in the UK. Just because we are in Guernsey does not mean such instances cannot happen.

Let's all work together to ensure that Rovers is not inadvertently caught up in any such allegations.

*Guernsey Football Association
Communications & Social Media Policy –
Children & Young People
January 2017*

Note: whilst the below Policy is the policy for the GFA as the local County Association and its own GFA staff, coaches, volunteers etc, Rovers has adopted the same policy for its own coaches, volunteers and helpers. Any instances of inappropriate communication, misuse of social media etc should in the first instance be reported to the Club's own Welfare Officer Brian Horsepool, or in his absence the Deputy Welfare Officer Chris Lihou.

Introduction:

The following guidance is provided not as an obstacle but to ensure GFA staff and volunteers manage their safeguarding responsibilities effectively. It aims to ensure children, young people and adults in a position of trust are not subjected to improper communications or improper allegations.

The Association, its staff and volunteers are responsible for ensuring that all forms of communication with children and young people and all content hosted on websites, social network platform and any associated message boards or blogs abide by the Rules and Regulations of The Football Association.

Recommended Practices:

- *Written informed consent needs to be obtained from parents/carers before group email or texts are used to communicate with U18s.*
- *Explain to parents/carers and colleagues, the purpose and method for coaches, team managers, Association officials etc to communicate by either text, email or both with their son/daughter*
- *Only use group texts or emails and always copy in the parent/carer or the additional designated member of the Association to all communications with young people*
- *Ensure texts or emails are only in relation to specific Association related activities e.g. informing young people about changes in travel arrangements, training times or venue changes etc*
- *Report to the CEO or County Welfare Officer any instance(s) where inappropriate communications are received from a young person. The CEO and/or County Welfare Officer will then agree what action the Association will take, notifying parents/carers and any other appropriate individuals or agencies*

The Association, its staff and volunteers should not:

- *Use text or emails for personal conversation, sending pictures, jokes or other items of a personal nature*
- *Respond to emails from young people other than those directly related to Association matters. The CEO and/or County Welfare Officer should be advised of any non-Association related emails that are received*

- *Use language that is directly (or could be misinterpreted as being) racist, sexist, derogatory, threatening, abusive or sexualised in tone*

Social networking

The FA would suggest that as a general principle, coaches, managers etc should avoid using social networking sites as the primary way of communicating with players. However, if its decided that the most effective way of communicating to young people is via a social networking site then the Association, its staff and volunteers are to set up an appropriately named account that is explicitly for use by named members, parents and carers solely about football matters e.g. fixtures, cancellations and team selection.

At no time should there be any personal communications, 'banter' or comments.

The Association will appoint appropriate colleagues to monitor the content of the social networking site and provide the person with primary responsibility with adequate support and safeguards.

Children and young people should be advised by their coaches, parents/carers and County Welfare Officer to always advise an adult they trust about any communication that makes them feel uncomfortable or where they've been asked not to tell their parent/carer about the communication.

Responsible use of social networking sites

- *Ensure all the privacy settings are locked so that that the page(s) are used explicitly for Association matters and are not used as a place to meet, share personal details or have private conversations*
- *Nominate an Association official to monitor the social networking page regularly and remove access for anyone behaving inappropriately*
- *Ensure everyone within the Association knows who is responsible for monitoring the content of the social networking areas and how to contact them*
- *Provide all users with The FAs best practice guidance on using social networking sites*
- *Gain written parent/carer permission before access is given to U18s*
- *Inform the CWO if you have received inappropriate communications online, keeping a record of any inappropriate, threatening or offensive material as this may be needed as evidence.*

Unless a child/young person is a direct relation, the Association staff, volunteers, and officials should not:

- *Accept as a friend, players aged U18 on social networking sites they are members of, or share their own personal social networking sites with children or young people involved in youth football*
- *Make contact with children or young people known through football outside of the football context on social networking sites*
- *Use internet or web based communications to send personal messages of a non-football nature to a child or young person*
- *Engage in any personal communications, 'banter' or comments*

Section 7 Club Complaints and Disciplinary Procedure

In the event that any party 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.

They should report the matter to the Club Secretary, the Club Welfare Officer (if of a safeguarding children/child welfare nature) or another member of the committee.

The report should include:

1. Details of what when and where the occurrence took place.
2. Any witness statement and names.
3. Names of any others who have been treated in a similar way.
4. Details of any former complaints made about the incident, date, when and to whom made.
5. A preference for a solution to the incident.

The clubs management committee will sit for any hearings that are requested.

The Club's Management Committee will have the power to:

1. Warn as to future conduct.
2. Suspend from membership
3. Remove from membership.

any person found to have broken the club's policies or Codes of Conduct.

See separate Supplemental to this Code of Conduct for full details of the Club's disciplinary procedures.

- end -

Appendix 1 – Social Media Acknowledgement

CLUB NAME: Guernsey Rovers

Nature of Social Media	Administrator	Membership	Parental Consent
e.g email/			
Facebook			
WhatsApp			
Teamer			
Text			
Other (name)			

nb: All social media group administrators to confirm the following

I _____ acknowledge and accept responsibility for _____ (describe social media group).

I confirm that consent has been obtained from parents/carers of any member of the group who is under 18 for them to be part of the group. The purpose and method of the group has been explained and recorded. I confirm that either parents/carers OR a designated member namely (insert name) _____ of the Club is copied to all messages.

I confirm that all messages will contain only appropriate and relevant content directly relating to football activity. I confirm that I will report any departure from this to my Club Welfare Officer Brian Horsepool.

In particular, I note personal information should not be shared and there shall be no 1:1 communication between any adult and child.

I have read and understood the Club’s updated Social Media Policy dated January 2017 (see Section 6 of Codes of Conduct) and confirm I will follow it completely and include anything in the Policy not outlined above in my practice. I will return a copy of this signed agreement to the CWO.

Signed:

Dated: