



Haydock Juniors Football Club

Code of Conduct

Haydock Juniors Football Club hold the FA's standard charter club status, in order to keep this prestige status the club are committed towards coach & player development. Part of the process to fulfil this desire the club have a code of conduct in place to ensure a safe, enjoyable environment is created for players, coaches, parents, team officials and opponents, when joining HJFC all personnel are expected to read and adhere to the clubs Code of Conduct

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1. Our Team Rules

- Play according to the rules and spirit of the game.
- Be on time and be prepared for matches and training sessions.
- Display self-control in all situations. Never use foul or abusive language – before, during or after a game or training session.
- Never be afraid to approach your Coach. If you have concerns regarding the game, other team members, the coaching or coaching staff, you must voice your concerns in order for us to deal with it.
- Train and play to the best of your ability, have a positive attitude and encourage others to do the same.
- Respect the opposition. Treat them as you would like them to treat you.
- Respect the referee. Never dispute his or her decisions. They are only human and they make mistakes, just like you.
- Turn up for training and matches in appropriate and clean clothing.

2. Code of Conduct – Football

Community:

HJFC will take into account the feelings of the community when making decisions.

Equality:

HJFC is opposed to discrimination of any form and will promote measures to prevent it, in whatever form, from being expressed.

Participation:

HJFC is committed to a constitution that will allow appropriate consultation at all levels of the game.

Young People:

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

Propriety:

HJFC acknowledges that public confidence demands the highest standards of financial and administrative behaviour. Corruption or improper practices will NOT be tolerated.

Trust and Respect:

HJFC is committed to uphold a relationship of mutual trust and respect with all those involved in football.

Violence:

HJFC deplores the use of violence in the game at all levels.

Fairness:

HJFC is committed to fairness with all involved in the game.

Integrity:

HJFC is committed to the principle of playing to win during competitive matches & development during non competitive matches whilst always consistent with fair play.



3. Code of Conduct – Coaches

1. Coaches must respect the right, 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 governing bodies
4. Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.
5. Coaches must not use their position to obtain person 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 parent(s)) 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, doctors etc) 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.
12. Coaches must not use or tolerate inappropriate language.

4. Code of Conduct – Players

Obligation towards the game:

A player playing for HJFC 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 his team is in a position where the desired result/outcome 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 to the best interests of the game, including when publicly expressing an opinion on the game and any particular aspect of it, including others in the game.
6. Not use inappropriate language.



Obligations towards one's own team:

A player playing for HJFC should:

1. Play for whichever team and in whichever position selected by the management.
2. Make every effort consistent with fair play and the Laws of the Game to help his own team

Respect for the Laws of the Game and competition rules:

A player playing for HJFC 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 playing for HJFC should:

1. Treat opponent with due respect at all time, 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 Match Officials:

A player playing for HJFC should:

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

Respect towards Team Officials:

A player playing for HJFC should:

1. Abide by the instructions of their Coach and Team Officials provided they do not contradict the spirit of the Code.
2. Show due respect to the Team officials of the Opposition.

Obligation towards the Supporters:

A player playing for HJFC should:

Show respect to any supporters.



5. Code of Conduct – Team Officials

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

Obligation towards the game:

A team official of HJFC should:

1. Set a positive example for others, particularly young players and supporters.
2. Promote and develop his/her own team having regard to the interest of the players, supporters and the 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 to 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.

Obligation to the Team:

A team official of HJFC should:

1. Give priority to the interests of the team over individual interests.
2. Resist all illegal or unsporting influences including banned substances and techniques.

Promote ethical principles:

3. Show due respect to the interests of players, coaches and other officials at their own club / team and others.

Obligations towards the Supporters:

A team official of HJFC should:

1. Show their due respect to the interests of supporters.

Respect towards the Match Officials:

A team official of HJFC should:

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



6. Code of Conduct – Parents/Spectators re: Children

Respect towards match officials:

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

- Other players.
- Officials.
- Managers.
- Spectators.

Parents and spectators involved with HJFC should:

Applaud the opposition as well as your own team.

Avoid coaching the child during the game.

Respect the referee's decision.

Give attention to each of the children in football, not just the most talented.

Give encouragement to everyone to participate in football.

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

7. Code of Conduct – Anti-Discrimination and Equal Opportunities Policies

Anti-Discrimination Policy:

HJFC is committed to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equal Opportunities Policy:

HJFC will not discriminate or in any way treat anyone less favourably on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- External coaching and education activities and awards.
- Football development activities.
- Selection for Teams.
- Appointment to honorary positions.

HJFC will not tolerate sexual or racially based harassment or other discriminatory behaviour whether physical or verbal and will work to ensure that such behaviour is met with appropriate action.

HJFC is committed to promote the eradication of discrimination within its own organization and in the wider context, within football as a whole.

All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995.



8. Child Welfare

HJFC 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 child protection and best practice policy and procedures and endorse and adopt the policy statement contained in that document.

If such a case was to arise the club coaches are advised to report and document any allegation or concern and immediately contact the Club Welfare Officer will either, deal with the matter themselves, seek advice from the LCFA Welfare Officer, or If the concern is more serious – possible child abuse, where possible contact the LCFA Welfare Officer first, then immediately contact the Police or Children's Services.

If the child needs immediate medical treatment the coaches are advised to take them to a hospital or call an ambulance and tell them this is a child protection concern and inform the Club Welfare Officer

FA Photography & Film Guidelines

Do

1. Share The FA's guidance 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 a Consent Form, so that parents/carers can identify whether 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.

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 which it was initially agreed, e.g. published in local press when initially produced for a clubhouse commemorative picture
4. Allow images to be recorded in changing rooms, showers or toilets

FA/NSPCC 24 hour Helpline for advice on 0808 800 5000

The FA's Safeguarding Children Policy and Procedures are available via www.TheFA.com/Footballsafes

Further advice on Safeguarding Children matters can be obtained from Janet Barker (Section 15)



9. Goal Post Safety

We would ask all concerned with HJFC to do everything possible to see accidents are avoided.

Under no circumstances should goalposts be used as gymnastic equipment. Goal Posts should be in good condition, securely anchored to the ground and stable, if goal posts are deemed to be un safe they must not be used and subsequently reported to the club secretary

10. Social Media

Due to the popularity of social media HJFC wish to protect both its members and the public from inappropriate online behaviour/content. Whilst social media is a vital tool in engaging with the public, if used improperly it can cause a number of problems and even lead to legal proceedings. HJFC insist all social media relating to the club be used in the appropriate manner as not to harm/damage the clubs reputation nor cause conflict with other internal members or external parties. Following the FA's policy on non competitive football no results should be posted on social media relating to non competitive football matches

11. Emergencies / Medication

At the beginning of any season or if a new player is signed the HJFC coaches will gather the information required to sign players on into the club & league systems, during this process the questionnaire asks of any medical conditions. If any player of HJFC has the need to carry medication the coach of that team will ask for additional medication to keep with the safety equipment taken to each training session and match as a backup for any forgotten items on the day.

All HJFC coaches as a minimum carry a first aid kit to all training sessions and matches

All HJFC coaches are first aid trained

See Club Venues for postcodes in case of emergencies

Training sessions and home matches are played in the Haydock area, the closest A&E department is

WHISTON HOSPITAL, WARRINGTON ROAD, L35 5DR

12. Monies

HJFC runs a subs/player fee system to cover the cost of pitch fees, referee fees, winter training pitch hire, kits, equipment, continuous coach training, league fees & fines, presentations, accountancy & insurance.

HJFC have guidelines to ensure this important procedure is up to date,

- Sign on fee, due September each season
- Monthly player fee – due 1st of each month (Aug – Apr inclusive)

Any player who falls 2 months behind with subs will receive a letter from the club requesting the monies owed, if this is not received the club Management Committee will have the power to:

- (a) Suspend from membership
- (b) Remove from membership



13. Club Venues

HJFC has various pitches throughout the area these are located (for emergency purposes)

Vista Road, Haydock WA11 0SA

Park Street Park, Park Street, Haydock WA11 0BL

Cooper Lane, Haydock, WA11 0JH

King George Playing Fields, Chapel Street, Haydock, WA11 0TS

Haydock Cricket Club, Piele Road, Haydock, WA11 0JZ

Haydock Leisure Centre, Clipsley Lane, Haydock WA11 0JG

14. Complaints Procedure

If any member of HJFC feels he /she has suffered discrimination in any way or that the club Policies, Rules or Code of Conduct has been broken, he / she should:

1. Report the matter to the Club Secretary or another member of the committee. The report should include:

- (a) Details of what took place, where and when.
- (b) Any witness statements and names.
- (c) Names of others who have been treated in a similar way.
- (d) Details of any former complaints made about the incident, when and to who made.
- (e) 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:

- (a) Warn as to future conduct
- (b) Suspend from membership
- (c) Remove from membership

Of any person found to have broken the club's Policies, Rules or Code of Conduct.

15. Club Contacts

Club Chairman Geoff Bates 07514 309505 Signed _____

Club Secretary Graham Barker 07754 525892 Signed _____

Club Welfare Officer Janet Barker 07784 575865 Signed _____

Club Cyber Officer Graham Barker 07754 525892 Signed _____

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