Code of Conduct and Acceptable Behaviour Policy

Review date: 1 October 2027

1. Purpose

This policy sets out the standards of behaviour expected from everyone involved with the club. It seeks to create a safe, inclusive, respectful, and enjoyable environment where all participants can develop and enjoy football.

The policy applies to:

- Players
- Coaches and team managers
- Club officials and committee members
- Volunteers
- Parents and guardians
- Spectators and supporters
- Matchday staff

2. Club Values

All members of the club are expected to demonstrate:

- Respect
- Fair play
- Integrity
- Inclusion
- Teamwork
- Sportsmanship
- Accountability

Everyone associated with the club has a responsibility to uphold these values both on and off the pitch.

3. Expected Standards of Behaviour

All members will:

- Treat others with dignity and respect.
- Promote a positive and welcoming environment.
- Follow the rules of football and competition regulations.
- Respect match officials' decisions.
- Show good sportsmanship in victory and defeat.
- Support teammates and fellow club members.
- Act honestly and responsibly.
- Follow club policies and procedures.
- Respect club facilities and property.
- Help create a safe environment free from bullying and discrimination.

4. Unacceptable Behaviour

The following behaviour will not be tolerated:

Abuse and Harassment

- Verbal abuse of players, coaches, officials, volunteers, or spectators.
- Threatening, intimidating, or aggressive behaviour.
- Bullying, cyberbullying, or harassment.
- Offensive language or personal insults.

Discrimination

Any behaviour that discriminates against an individual on the basis of:

- Age
- Disability
- Race or ethnicity
- Religion or belief
- Gender
- Sexual orientation
- Marital status
- Socio-economic background

Poor Sportsmanship

- Deliberately provoking opponents.
- Questioning or abusing referees.
- Encouraging foul play.
- Cheating or attempting to gain unfair advantage.

Violence

- Physical assault.
- Fighting.
- Deliberate damage to equipment or facilities.

Conduct Bringing the Club into Disrepute

- Inappropriate social media activity.
- Criminal behaviour.
- Conduct that damages the reputation of the club.
- Misuse of club funds, resources, or assets.

5. Players' Code of Conduct

Players must:

- Play fairly and within the laws of the game.
- Respect teammates, opponents, coaches, and officials.
- Attend training and matches punctually where possible.
- Wear appropriate kit and equipment.
- Accept officials' decisions.
- Refrain from abusive language.
- Report concerns about welfare, safety, or bullying.
- Represent the club positively at all times.

Players must not:

- Bully or intimidate others.
- Engage in violence or aggressive conduct.
- Use discriminatory language.
- Damage club property.
- Misuse social media.

6. Parents and Spectators Code of Conduct

Parents and spectators are expected to:

- Support all players positively.
- Encourage effort, enjoyment, and development.
- Respect coaches and match officials.
- Lead by example.
- Allow coaches to coach and referees to officiate.

Parents and spectators must not:

- Shout abuse from the touchline.
- Challenge referees aggressively.
- Criticise children publicly.
- Enter the field of play without permission.
- Use offensive or discriminatory language.

7. Coaches and Officials Code of Conduct

Coaches and club officials must:

- Place player welfare above winning.
- Act as positive role models.
- Treat all participants fairly and equally.
- Promote inclusion.
- Follow safeguarding procedures.
- Maintain professional boundaries.
- Manage behaviour consistently and fairly.

Coaches and officials must not:

- Abuse their position of trust.
- Humiliate players.
- Engage in bullying or discriminatory conduct.
- Use inappropriate language.
- Encourage reckless or dangerous play.

8. Managing Unacceptable Behaviour

Where unacceptable behaviour occurs, the club will take action proportionate to the seriousness of the incident.

Possible responses include:

Informal Action

- Verbal reminder
- Discussion and education
- Mediation between parties

Formal Action

- Written warning
- Behaviour agreement
- Suspension from training
- Suspension from matches
- Removal from club activities

Serious Misconduct

Serious incidents may result in:

- Long-term suspension
- Removal from membership
- Referral to league or governing body disciplinary procedures
- Referral to safeguarding, police, or other authorities where appropriate

9. Reporting Concerns

Concerns regarding behaviour should be reported as soon as possible to:

Club Welfare Officer: Sue Little
Club Secretary: Wayne Pascoe
Chairperson: Dale McIntosh

Reports should include:

- Date and time of incident
- Individuals involved
- Description of incident
- Witnesses (if any)
- Actions already taken

Reports will be handled confidentially and fairly.

10. Investigation Process

The club will:

1. Receive and record the complaint.
2. Gather relevant information.
3. Speak with involved parties where appropriate.
4. Consider all evidence fairly.
5. Determine whether a breach has occurred.
6. Apply appropriate action.
7. Communicate the outcome to those involved where appropriate.

11. Appeals

Any individual subject to disciplinary action may submit a written appeal within 14 days of receiving the decision.

The appeal should explain:

- Why the decision is believed to be incorrect.
- Any new evidence.
- The outcome sought.

The club committee's appeal decision will be final.

Effective Date: 01 October 2026
Approved By: Dale McIntosh