



Respect

CLUB CODE OF CONDUCT

(for Adult Players; Spectators; Coaches; Team Managers and Club Officials)

Edition 3

**Adopted by Staines Lammas Football Club
on the 10th Day of December 2020**



CLUB STATEMENT

Football is the national game. The Club recognises that all those involved and at every level and whether as a player, match official, coach, owner or administrator have a responsibility above and beyond compliance with the law and are to act according to the highest standards of integrity in order to ensure that the reputation of the game is and remains at all times high.

The Codes of Conduct that have been adopted by the Club are consistent with those set out by the Football Association and are designed to encourage the correct attitude and spirit within everyone involved in the Club. In accepting these standards the Club also recognises that this will not compromise the level of competitiveness and winning (but not at all costs) ethic required to progress within the Football Pyramid.

The Club is committed to treating people with integrity, courteousness, decency and respect and all of those who are involved with the Club have the right to participate in an environment which is free from discrimination and harassment. The same principles apply to match officials; our opponents' players and officials, supporters and visitors in general. It is the Club's stated aim that all those who come into contact with the Club will be treated with fairness; respect and courtesy.

The intent of the Club is to progress through the Football Pyramid as far as it can and it is therefore recognised that the employment of staff will be an issue. Insofar as it is practicable we will offer a range of flexible working patterns to enable those working for the Club to balance the Club's needs to that of their home circumstances. We will treat staff fairly and irrespective of their working arrangements and help in their development in order that they are afforded an equal opportunity to reach their full potential. This approach is consistent with the need to run a financially sound club and we believe that treating people fairly and properly makes for good commercial sense.

The Club will not tolerate any form of unfair discrimination and harassment on the grounds of gender, race, marital status, colour, ethnic or national origin, disability, religion, sexual orientation or age. The Club also recognises that such matters are also subject to law and will support any appropriate action that has to be taken by the relevant authorities in this respect.

We consider the Club to be a diverse organisation and one that actively promotes the appreciation and importance of diversity in all of its forms and the eradication of unacceptable behaviour.

Sir William Macpherson in the Stephen Lawrence Inquiry Report dated February 1999 defined diversity as "... the mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the groups and organisations with which they interact". In keeping with this principle, everyone who is associated with or comes into contact with the Club or visits the Club will be treated with respect, decency and kindness.

The Club will not accept and will strive to change attitudes and behaviour that conflicts with these stated high standards.

All those who wish to represent the Club whether in the capacity as a player or official and/or be involved in running any aspect of the affairs of the Club are required to be members. In recognition of the foregoing each and every member is required to acknowledge, adopt and adhere to the following Codes of Conduct:

The Community

The participation in football at all levels has an important role to play in a community. The Club must at all times have in mind the strength and depth of feelings and the wishes of our community when making decisions.

Equality

The Club is committed to opposing discrimination (no matter what form it may take) and will actively promote measures to prevent it from happening.

Participants

The Club acknowledges that football recognises the sense of ownership felt by those who participate and 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 the administrators and supporters. The Club further acknowledges that football is fully committed to appropriate consultation. The Club is dedicated to the provision of the best possible training and coaching to improve standards; levels of fitness and the team ethic.

Young People

The Club recognises the extent of the influence football has over young lives and has pledged itself to setting a positive example in this respect.

Propriety

Public confidence rightly demands from football the highest standards of financial and administrative behaviour within the game. The Club will not tolerate corruption or improper practice.

Trust and Respect

The Club is committed to upholding a relationship of trust and respect between all of those who are involved in the game and whether they are individuals; clubs or other organisations.

Violence

The Club rejects the use of violence of any nature by anyone involved in the game.

Fairness

The Club is fully committed to fairness in its dealings with all those who are involved in the game.

Integrity and Fair Play

The Club acknowledges and accepts the principle of playing to win in an environment of Fair Play and believes that these two approaches to the game are entirely compatible with each other.

ANTI-DISCRIMINATION AND EQUAL OPPORTUNITY POLICY

The Club's commitment to play its part in the Football Association's determination to eliminate discrimination whether by reason of sexual orientation; race; nationality; ethnic origin; colour; religion or ability and to encourage equal opportunities is total.

The Club strongly believes that its goals and needs are best served by embracing and promoting the diverse backgrounds of its members and workforce. The principles of not tolerating discrimination in any form and the provision of equal opportunities are at the heart of the Club's activities. Football belongs to everyone and should be enjoyed equally. The following policies set out and define the Club's objectives in this respect:

(a) Anti-Discrimination Policy

Staines Lammas Football Club is responsible for setting the standards and values to apply throughout the Club at every level. Our commitment is to confront and eliminate discrimination of any type.

(b) Equality of Opportunity

Staines Lammas Football Club will do everything in its power to ensure that in all of our activities we will not discriminate or in any way treat anyone less favourably on grounds of gender; sexual orientation; race; nationality; ethnic origin; colour; religion or disability. This policy includes:

- advertisements for volunteers; and
- the selection of candidates for volunteers; and
- courses; and
- external coaching and education, activities and awards; and
- football development activities; and
- selection for teams; and
- appointments to honorary positions within the Club

The Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work constantly to ensure that such behaviour is challenged and met with the appropriate action in whatever context in which it occurs.

The definition and interpretation of an incident of a sexual or racist nature shall be one that is perceived to be so by the victim or would be by any other reasonably minded person. Any such complaint will be thoroughly investigated by the Club.

Staines Lammas Football Club is committed to the development of the programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within our own organisation and in the wider context and within football as a whole.

EQUAL OPPORTUNITY POLICY

Staines Lammas Football Club is committed to a policy of equal treatment of all its members and requires all members of whatever level or authority to abide by and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

All members of the Club are expected to abide by the requirements of the Race Relations Act 1976, the Sex Discrimination Act 1986 and the Disability Discrimination Act 1995 (as subsequently amended and re-enacted by the Equality Act 2010).

Discrimination is specifically prohibited in:

- treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership which are different to the requirement(s) for others.
- imposition on an individual of any requirements which are in effect more onerous on that individual than they are for others. For example this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- victimisation of an individual.
- harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination).
- any other act or omission of an act, which has as its effect the disadvantaging of a member against another or others, purely on the above grounds. Thus, in all the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters etc. – in other words all instances where those in control of members are required to make judgements between them – it is essential that merit, skills and temperament are considered as objectively as possible.

Staines Lammas Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, it will be ordered that the practice ceases forthwith, restitution of damage or loss (if necessary) is to be made and the investigation of any member or members accused of discrimination will take place.

Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Club's policy, any members offending will be dealt with under the disciplinary procedures.

The Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as for other members. The difficulties of their disablement permitting assistance will be given wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be offered to such members upon request.

Abusive language or behaviour towards disabled people will not be tolerated.

The Club acknowledges the definition of disability as being:

“A person who has a physical, sensory or mental impairment which has a long term and substantial effect on their ability to carry out normal day to day activities.” Disability Discrimination Act 1995 (as subsequently

amended and re-enacted by the Equality Act 2010)

The Club is committed to ensuring that adequate policy practices and procedures are in place to prevent discrimination against everyone including Officials, members, staff and visitors on the grounds disability. The Club recognises that it is unlawful to discriminate against disabled people by:

- refusing to provide a good facility or service to disabled people; and
- provide the service at a lower standard or in a worse manner; and
- failing to make a reasonable adjustment to the service

Steps will be taken to ensure that members and visitors to the Club who have physical, sensory or mental disabilities are able, as far as practicable, to participate equally.

COMPLAINTS AND DISCIPLINARY PROCEDURE

In the event that any member feels that he or she has suffered discrimination in any way or that the Club Policies, Rules and Regulations or Codes of Conduct have been breached the member shall be entitled to submit their complaint in writing to the Club in accordance with the following procedure:

1. Report the matter to the Club Secretary or another member of the Committee.

The report should comprise:

- a) details of the alleged occurrence or incident and where and when it allegedly took place; and
- b) any witness statement(s) which should identify the name(s) of those concerned; and
- c) names of any others who have allegedly been treated in a similar manner; and
- d) details of any former complaints made about the alleged incident including the date and when and to whom it was made; and
- e) a preference for a solution or remedy for the alleged incident for the consideration in the event that the complaint is upheld.

2. Call for the Committee to hold a hearing in the event that the person feels that in all the circumstances such a hearing would be appropriate.

In the event that the complaint is upheld and it is found that the Club's Policies, Rules and Regulations or Codes of Conduct have been breached, the Committee shall have the power to:

- a) Issue a warning as to the offending member or members' future conduct; or
- b) Suspend the offending member or members' membership for an appropriate period of time having regard to the nature of the offence; or
- c) Remove the offending member or members' membership from the club.

In addition and without prejudice to the powers identified in 2(a) – (c) above, the Committee shall also be entitled to issue the offending member or members with nominal fines.

All complaints will be investigated promptly and thoroughly and the appropriate level of confidentiality will be afforded throughout the process. Every member involved will have the right to be represented or accompanied by a friend or fellow member at any hearing.

Any complaint that involves allegations of a potential criminal nature may be referred to the police by the Committee. If the complaint is upheld, the offending member shall have the right of appeal which must be lodged in writing to the Committee within 14 days of the decision being made known to him or her.

HELP AND SUPPORT

In respect of any perceived incident of discrimination or breach of the Club Policies, Rules and Regulations or Codes of Conduct a member may seek confidential help and support by an approach in the first instance to:

- A Team Manager who is not involved; or
- Any Officer of the Club; or
- Any member of the Committee; or
- The Chairman

Members may find the following information useful in respect of any perceived incident of a discriminatory nature or breach of the Club Policies, Rules and Regulations or Codes of Conduct:

- The Sex Discrimination Act 1975 (as amended and re-enacted by the Equality Act 2010) makes sexual discrimination or harassment by an employer or employee unlawful.
- The Race Relations Act 1976 (as amended and re-enacted by the Equality Act 2010) makes racial discrimination or harassment by an employer or employee unlawful.
- Race Relations Amendment Act 2000 (as amended and re-enacted by the Equality Act 2010) strengthens the legislative framework within the Race Relations Act 1976. Public bodies are required to avoid racial discrimination before it occurs and to promote race equality actively.
- The Disability Discrimination Act 1995 (as amended and re-enacted by the Equality Act 2010) makes discrimination or harassment against a disabled person by an employer or employee unlawful.
- The Human Rights Act of 1998 incorporates the various rights and freedoms contained in the European Convention of Human Rights into the law of the United Kingdom.

(a) Sexual Harassment

Behaviour of a sexual nature. It includes unwelcome physical, verbal or non-verbal contact which affects the dignity of both men and women. Sexual attraction becomes sexual harassment if it continues once it has been made clear that it is unwelcome and offensive to the recipient.

(b) Direct Discrimination

Direct discrimination arises where a person treats another person less favourably for an irrelevant reason that he or she treats or would treat another person. It is not necessary to show that a person openly expressed an intention to treat someone else less favourably. It will be possible in many instances to infer a discriminatory motive from all the circumstances in which the treatment was given.

In proceedings relating to direct discrimination the court or tribunal will consider all the evidence in the case to see what inferences, if any, it can draw about the respondent's motives.

(c) Indirect Discrimination

Indirect discrimination consists of treatment which may be described as equal in a formal sense as between different groups but is discriminatory in its effect on one particular group. Indirect discrimination arises where a person (the discriminator) applies to another who is seeking some benefit from him/her (e.g. a job) a condition or requirement which must be complied with in order to qualify or obtain the benefit and where the condition or requirement satisfies all of the following criteria:

- it is applied or would be applied by the discriminator equally to persons of any group.
- it is such that the proportion of persons of the victims group who can comply with it is considerably smaller than the proportion of persons not of that group who can comply with it.
- it is to the detriment of the victim because he or she cannot comply with it.
- it cannot be shown by the discriminator to be justifiable irrespective to whom it is applied.

(d) Stereotyping

An easy way of characterising people or groups in order to fit them neatly into the perceptions that have already been formulated. It is driven by a fixed assumption based on limited or false information which leads to faulty judgements.

(e) Prejudice

A judgement made before making any effort to gather information. We can make judgements about people which fit our previously formed stereotype and form opinions without having the full facts or sufficient information to form that opinion. This pre-judgement is invariably inaccurate and illogical. Negative prejudice is often based upon fear or mistrust and results in behaviour which causes damage or harm to something or someone by the action or judgement of a prejudiced person.

(f) Definition of a Racist Incident

The Club in keeping with its governing bodies and relevant authorities deem a racist incident to be “one that is perceived to be racist by the victim or any other person”

All racist incidents must be reported to the Chairman of the Club and will be thoroughly investigated with the outcome of the investigation being logged for the record.

(g) Definition of Institutional Racism

Institutional racism consists of the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen and detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.

ADULT PLAYERS

The Club recognises that its players must behave in an appropriate and respectful manner when playing football. As a player representing Staines Lammas Football Club each player must play their part in observing the Football Association's Respect Code of Conduct:

On and off the field, I will:

- Adhere to the Laws of the Game; and
- Display and promote high standards of behaviour; and
- Promote Fair Play; and
- Always respect the match officials' decisions; and
- Never engage in public criticism of the match officials; and
- Never engage in offensive, insulting or abusive language or behaviour; and
- Never engage in bullying, intimidation or harassment; and
- Speak to my team-mates, the opposition and my coach/manager with respect; and
- Remember we all make mistakes; and
- Win or lose with dignity. Shake hands with the opposing team and the match officials at the end of every game.
- I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or the FA:
 - Be required to apologise to team-mates, the other team, referee or team manager;
 - Receive a warning from the coach;
 - Receive a written warning from the Club Committee;
 - Be required to attend an FA coaching course;
 - Be dropped or substituted;
 - Be suspended from training;
 - Not be selected for the team;
 - Be required to serve a suspension;
 - Be fined;
 - Be required to leave the Club.

In addition:

The FA or County FA could impose a fine and/or suspend the Club

COACHES, TEAM MANAGERS AND CLUB OFFICIALS

In the FA's survey of 37,000 grassroots participants, behaviour was the biggest concern in the game. This included the abuse of match officials and the unacceptable behaviour of over competitive parents, spectators and coaches on the sideline. Remember all our coaches, managers and committee members are volunteers and expect everyone's assistance and support to promote the ethics of the Club:

On and off the field, I will:

- Show respect and appropriate behaviour to others involved in the game including match officials, opposition players, coaches, managers, officials and spectators; and
- Adhere to the Laws and spirit of the game and also all guidelines laid down within the Constitution and the Rules of the FA; and
- Promote Fair Play and high standards of behaviour; and
- Always respect the match officials and their decision; and
- Never enter the field of play without the referee's permission; and
- Never engage in public criticism of the match officials; and
- 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; and
 - Set the right example and show respect for every participant's dignity and self-worth and treat them equally and without discrimination; and
 - Explain exactly what I expect of players and what they can expect from me; and
 - Ensure parents, carers of all players under the age of 18 understand these expectations; and
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 - Never engage in or tolerate any form of bullying; and
 - Develop mutual trust and respect with every player to build their self-esteem; and
 - Encourage each player to accept responsibility for their own behaviour and performance; and
 - Ensure all activities I organise are appropriate for the player's ability, level, age and maturity and that players use the appropriate equipment when training and/or playing; and
 - Co-operate fully with others in football (e.g. officials, doctors, physiotherapists, welfare officers) for each player's best interests; and
 - Set the right example over and do not tolerate the use of prohibited substances or techniques by players; and

- Set the right example and actively promote the Club's Codes of Conduct and the positive aspects of the game including the need for Fair Play.
- I understand 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:

I understand that my FACA (FA Coaches Association) membership may be withdrawn

SPECTATORS AND PARENTS/CARERS

The Club recognises that it is not just its players, coaches, team managers and club officials that need to behave in an appropriate and respectful manner but that the same ethos must apply to its spectators, including any parents, when watching games in which the Club participates.

I will:

- Applaud effort and good play from both teams as well as success; and
- Always respect the match officials and their decisions; and
- Remain outside the field of play and within the Designated Spectators Area (where provided); and
- Let the coach do their job and do not confuse the players by telling them what to do; and
- Encourage the Club's players to respect the opposition and match officials; and
- Avoid criticising a player for making a mistake – mistakes are part of learning; and
- Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour.
- 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 and I may be:
- Issued with a verbal warning from a club or League official;
- Required to meet with the Club, League or County Welfare Officer;
- Required to meet with the Club Committee;

- Obligated to undertake an FA education course;
- Obligated to leave the match venue by the Club;
- Requested by the Club not to attend future games;
- Suspended or have my club membership removed;
- Required to leave the club along with any dependents.

In addition:

The FA/County FA could impose a fine and/or suspension on the Club.