



SEPTEMBER 2022



PLAYER INFORMATION PACK

thegreenarmy.co.uk

Version History

Revision Number	Revision Date	Revision Author	Nature of Revision	Approved by
1	12/03/2017	Paul Barnes	Document creation	Executive Committee
2	16/09/2022	Kelly Burt	Whole document revision	Executive Committee

Introduction

On behalf of the Executive Committee, Coaches & Officials of Coton Green FC, I would like to extend you a warm welcome to our club.

The club's only aim is to make sure that children and young adults are introduced to and develop through grassroots football in a well organised, safe, and fun, but progressive way. We will work hard to ensure that every player that joins us enjoys playing football and develops their skills to be the best player they can possibly be.

The coaching your child will receive will be planned, delivered, and evaluated by our Level 1 trained coaches with the objective of developing players capable of playing through to our Senior teams.

It is our aim to make Coton the best club for young people in the Midlands. As a player or parent / guardian of a player, we need your support to help us achieve our aim. Whether by bringing your child to training and supporting them at games, helping at training sessions and with team administration or even by becoming a team coach - your involvement is important. It only takes a little bit of extra commitment to make a big difference to your children and without this we would not function.

This Welcome Pack sets out everything that we think you need to know about the club and how it is organised. Please take time to read it and if you have any questions, comments or suggestions let us know.

Wishing you a long and happy stay at Coton Green Football Club.

Yours in sport,

Scott Cartwright
Chairman

Presidents Message

Dear Player / Parent or Guardian,

Coton Green Football Club was formed 40 years ago with a vision to encourage young boys and girls to play football within a safe & friendly environment. Our aim has always been to help develop not only individual football skills but also help youngsters understand the importance of teamwork, discipline, and respect.

Grassroots football development is key to youngsters taking part, having fun, and enjoying our national game with Coton Green FC. As 2* England Football Accredited club, we ensure the necessary criteria is met to develop young players right through junior and senior levels of football.

All age groups have fully Qualified Football Coaches with a minimum FA Level 1 which also includes basic First Aid and Child Protection qualifications.

This pack has been put together to help answer any questions you may have, provides some essential dos and don'ts, and helps you understand more about our club - what it has to offer, options that are available to you and things you could do to help.

Coton Green FC will also encourage anyone who is interested in becoming a volunteer, coach/manager, or assistant for any of our teams and we would welcome anyone who would like to get involved in the day to day running of the club. We'd particularly like to know if anyone has any special skills, e.g., Builders, Plumbers, Electricians, Decorators etc. to help with the general maintenance of the facility as and when required.

On behalf of Coton Green FC, I would like to thank you all for your interest, continued support, but more importantly, hope you enjoy your time with us.

Yours in Sport,

Dave Henderson
President

Our Vision

- To channel the energies of our youngsters into the discovery of their football skills.
- Develop skilled, confident, and creative players.
- Make the game fun to practise and play.
- Teach good sportsmanship and respect for all.
- Value winning; but not more than character and performance.
- Create a sporting environment within which young players can develop.
- Provide a structure and environment to continually develop the skills of our coaches and to utilise the best and most up-to-date coaching methods and technologies.
- Provide a safe & educational experience that meets FA best practice criteria for all participants at every event.
- To create the awareness of the benefits of leading a healthy lifestyle and keeping fit in mind and body through playing football.
- To help our community become a better place on which to live and work, by encouraging youngsters to stay off the street and take part in constructive, enjoyable and educational activities.

We call it

"The Coton Green Way"

The story so far...

Coton Green FC was formed as a junior under 13's team back in June 1982 by founder members Brian Pearce, Sheila Scott, Dave Henderson, John Price, Mike Morton, Alan Davies and Eileen Henderson – all parents of a bunch of kids wanting to play football. The team, managed by Brian Pearce, joined the Tamworth Junior League finishing runner's-up in their first ever season.



Original Green Army 1982



Changing Facilities at New Mill Lane in 1993



Temporary changing facilities

Our first pitch and home ground was Whittington Barracks up until 1988 when, due to an increase in team numbers, Dosthill Park became home to the Green Army for the next 5 years. In 1993, Coton moved to New Mill Lane, hiring the ground from Fazeley Swifts but sadly, in 1995, the changing rooms were burnt down, and Fazeley Swifts folded. Soon after this, the club agreed a 21-year lease with Fazeley Charity. Temporary changing facilities were built, and work began in and around New Mill Lane to improve the pitches and facilities with a vision to create the best privately owned junior football facilities in Tamworth.

The next few years saw a steady increase in junior teams from U8's through to U16's with our first Youth Team being formed in 1997, joining the Tamworth & District Sunday league in 1998. The Youth Team gained promotion every year before winning the 1st Division Championship in 2003/4.

Coton Green FC is awarded Charter Standard Status

Coton Green FC proudly achieved FA Charter Standard status in March 2002 (now known as 2* England Accreditation) and were only the 2nd club in Tamworth to receive this status following years of hard work by founder members, club officials and committee members. This quickly developed further with the club achieving Development Charter Standard status in December 2002 and Community Charter Status in June 2003 when the club formed close links with Tamworth Ladies Football Club.





Initial design concepts



Newly built facilities that include changing rooms, meeting rooms, referees' room, storerooms, physio room, toilets, and bar/kitchen

With the continued successful growth of the club, plans were put in place to design and build our own modern brand-new changing facilities. Successful applications and support from the Football Foundation and Lichfield District Council along with 3rd party investment, Coton Green FC secured funding of nearly £400,000 to proceed with the development. The facility was officially opened in August 2005 by Tamworth Football Club manager Mark Cooper and in the same year, the club agreed another 35-year lease with Fazeley Charity for use of the pitches.

As proud owners of new modern changing facilities, two 11 'A' side pitches and 1 small-sided pitch, team numbers continued to increase with successes throughout the junior and senior sections. 2006/07 saw our Midland Combination 1st team promoted to the 1st Division with back-to-back promotions achieved the following year to take our First Team to Step 6 football for the first time. 2008 also saw the introduction of a Reserve Team to bolster our senior set up.

Coton Green Present Day

Years of hard work, commitment of players, parents, club officials, support of sponsors and volunteers has seen Coton Green FC develop from its humble beginnings back in 1982 to one of the largest and most respected clubs in Tamworth. The club now plays host to our "Mini Kickers Development Centre" and a total of 16 teams, 14 Junior sides (U7's through to U18's), and our 1st team. In 2015 we secured the highest accolade in grassroots football when we became a Charter Standard Community Club, one of only 3 in Tamworth. In late 2015 the club extended its car park and in January 2016 the club installed floodlights on the 11-a-side pitch which spearheaded a drive to take Coton Green to the next level.



Neil Cartwright stand erected in 2021

During the latter years the club has gone through somewhat of a revamp to keep ahead of the game, with investment continually being made to improve the both the building and the playing surfaces at New Mill Lane.

The club has received significant recognition in recent years with professional clubs such as Sheffield United & Middlesbrough choosing to use New Mill Lane as their venue for pre-match training on their visits to the Midlands.

The pinnacle of achievement came in April 2022 when Coton was selected by Mitre Sports as one of their grassroots partner clubs, which saw their Global Brand Ambassador Tyrone Mings (Aston Villa & England) film their #DifferentLeague campaign at the club.

There are over 150 players with 28 managers, assistants, and coaches to help develop the next generation of footballers. A truly great club with the best grassroots facilities in Tamworth, of which we are all extremely proud!



Tyrone Mings at New Mill Lane

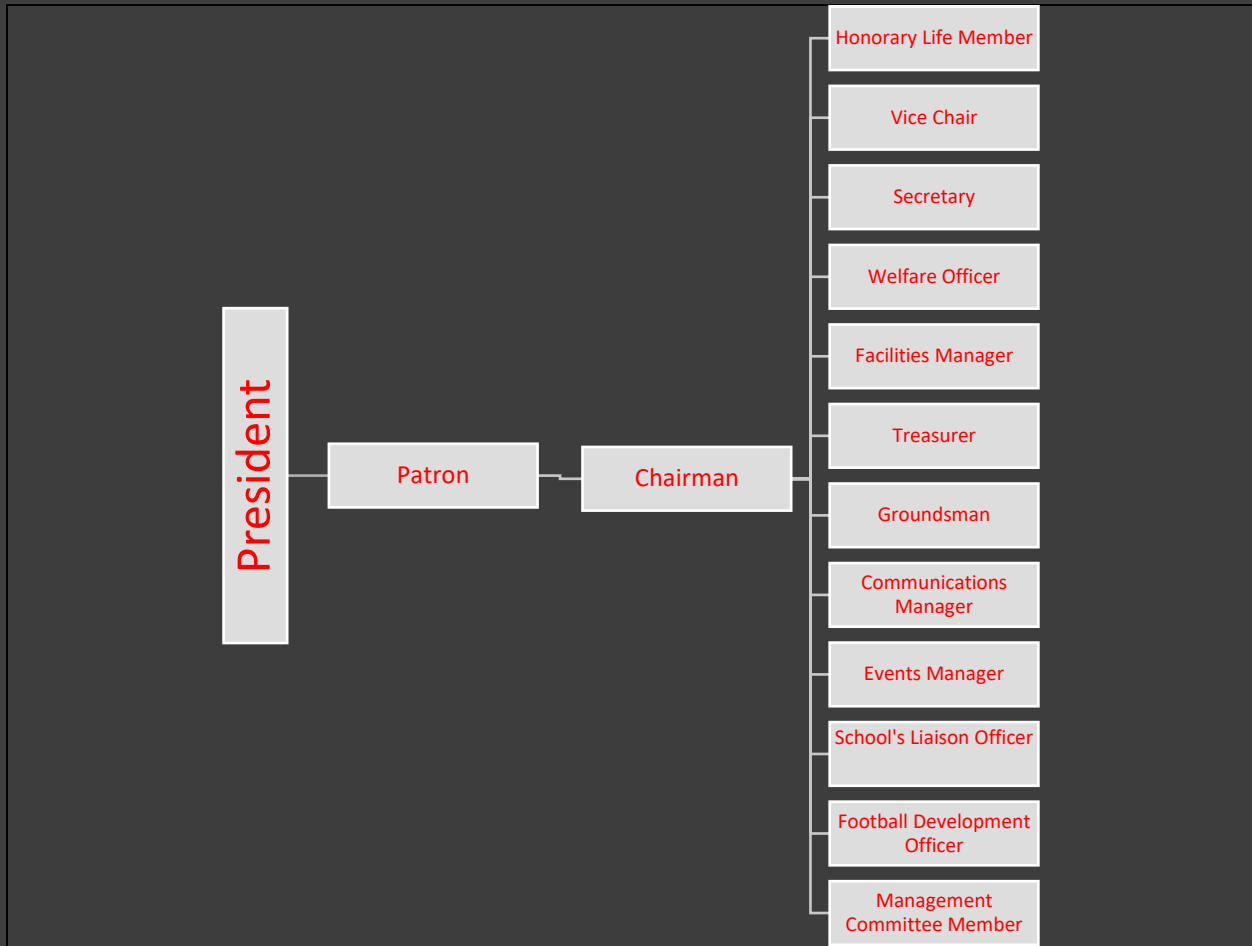


New Mill Lane Facilities in 2022

Club Structure

At Coton Green, our club leadership is separated in to two distinct areas of management all working together for the benefit of ensuring the development of the club.

We have an Executive Committee that controls the overall running of the club and is responsible for child welfare and safety, financial, compliance, communication, and procedural requirements of the club.



Our Executive Committee are responsible for all the football related matters such as player recruitment and development, coach development, team organisation, game management and equipment requirements.

As you can appreciate, the running a club of our size and stature requires a lot of behind the scenes work and we have learnt over time, that many hands make light work, so if you are interested in supporting the club on either of the committees please see one of the existing members for more information.

Football Development

We have recently appointed a Football Development Officer onto the Executive Committee. The role of this person is to create and deliver a coaching syllabus that our teams and managers can work to.

Whilst still in development we expect the syllabus to be released shortly and will be available to view on the 'Football Development' board in the main corridor opposite the club room. You can also see which week the phase is at and what the coaching topic is for that week.

In addition, all football managers and coaches are required to complete Continuing Professional Development (CPD) to further enhance their knowledge. We also recognise that in order to develop players we must develop our coaches, so we are encouraging and supporting them through the FA coaching pathway to further enhance their skills and knowledge base. Our 'out of season' training has now been moved from various local facilities to Rawlett Community Sports Centre, where we have access to the playing field but also our allocated slots on the 3G / Sand Astros. We are unable to use New Mill Lane for summer training due to the sheer number of teams we have and the damage this would do to the playing surfaces. In addition, during the key summer months of May, June and July August the pitches undergo varying degrees of renovation that render them unusable.

As a club, we are keen to raise the standards and expectations of everyone around the football club, Managers, Coaches, Parents and Players, we want everyone to embrace OUR way of delivering football.

We are the flagship model every other club in Tamworth is trying to emulate!



Child Welfare & Safety

1. Coton Green 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.

2. The key principles of The FA Safeguarding Children Policy are that:

- ✓ The child's welfare is and must always be the paramount consideration.
- ✓ All children and young people have a right to be protected from abuse regardless of their age, gender, disability, race, sexual orientation, faith, or belief.
- ✓ All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- ✓ Working in partnership with other organisations, children, and young people and their parents/carers is essential.

We acknowledge that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.

Coton Green Football Club recognises that this is the responsibility of every adult involved in our club.

3. Coton Green Football Club has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual, or emotional harm and from neglect or bullying. It is noted and accepted that The Football Association's Safeguarding Children Regulations (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

4. We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we will:

- ✓ Specify what the role is and what tasks it involves
- ✓ Request identification documents
- ✓ As a minimum meet and chat with the applicant(s) and where possible interview people before appointing them
- ✓ Ask for and follow up with 2 references before appointing someone
- ✓ Require an FA DBS (Formerly CRB) Enhanced Disclosure where appropriate in line with FA policy.

All current Coton Green Football Club members who are regularly caring for, supervising, training or being in sole charge of children and young people will be required to complete a CRC Disclosure via The FA CRC Unit. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Coton Green Football Club guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via The FA CRC Unit Enhanced Disclosure and that all decisions will be made in the best interests of children and young people. It is accepted that The FA aims to prevent people with a history of relevant and significant offending from Safeguarding Children Policy and Procedures.

Let's make football safe – not sorry.

The FA.com/Football safe Let's make football safe – not sorry Safeguarding Children Policy and Procedures having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimize the risk of 'grooming' within football.

5. Coton Green Football Club supports The FA's Whistle blowing Policy. Any adult or young person with concerns about a colleague can 'whistle blow' by contacting The FA Safeguarding Team on 0800 169 1863, by email safeguarding@TheFA.com or alternatively by going direct to the Police or the NSPCC 24-hour helpline on 0808 800 5000.

Coton Green Football Club encourages everyone to know about it and utilize it if necessary.

6. Coton Green Football Club has appointed a Club Welfare Officer in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. The post holder will be involved with Welfare Officer training provided by The FA and/or County FA. The Club Welfare Officer is the first point of contact for all club members regarding concerns about the welfare of any child or young person. The Club Welfare Officer will liaise directly with the County FA (CFA) Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of Respect, poor practice and abuse amongst club members.

7. We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club. If bullying does occur, all players or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officer in cases of serious bullying the CFA Welfare Officer may be contacted.

8. Respect codes of conduct for Players, Parents/ Spectators, Officials and Coaches have been implemented by Coton Green Football Club. In order to validate these Respect codes of conduct the club has clear actions it will take regarding repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the County FA in more serious circumstances.

9. Reporting your concerns about the welfare of a child or young person. Safeguarding is everyone's responsibility if you are worried about a child it is important that you report your concerns – no action is not an option.

If you are worried about a child, then you need to report your concerns to the Club Welfare Officer. If the issue is one of poor practice the Club Welfare Officer will either:

- ❖ Deal with the matter themselves or
- ❖ Seek advice from the CFA Welfare Officer

- ✓ If the concern is more serious – possible child abuse, where possible, contact the CFA Welfare Officer first, then immediately contact the Police or Children's Social Care.
- ✓ If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your Club Welfare Officer know what action you have taken, they in turn will inform the CFA Welfare Officer.

✓ If at any time you are not able to contact your Club Welfare Officer, or the matter is clearly serious then you can either:

- ❖ Contact your CFA Welfare Officer directly.
- ❖ Contact the Police
- ❖ Call the NSPCC 24-hour Helpline for advice on 0808 800 5000 or Email help@nspcc.org.uk.

NB – The FA’s Safeguarding Children Policy and Procedures are available via www.TheFA.com/Footballsafes – click on the ‘downloads’ under Policy and Procedures. The policy outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams which describe this process.

How to make a referral is also covered in the Safeguarding Children workshop. Participants are given the opportunity to discuss how this feels and how best they can prepare themselves to deal with such a situation. For more information on this workshop contact your County Welfare Officer.



Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Coton Green Football Club is equally accessible to them all.

Coton Green Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by anyone who wants to participate in it.

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

This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

Coton Green Football Club, in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability, or disability. It means that Coton Green Football Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

Coton Green Football Club will not tolerate harassment, bullying, abuse, or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. Coton Green Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Coton Green Football Club is committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness - raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Coton Green Football Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975, and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation.

Coton Green Football Club commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop, and sanctions imposed as appropriate.

Code of Conduct - GENERAL

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.

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.

Code of Conduct - YOUNG PLAYERS

Detailed below is the Coton Green FC Code of Conduct for Young Players (Under 18) within the club:

WHEN PLAYING FOOTBALL, I WILL:

- ❖ Always play to the best of my ability and for the benefit of my team.
- ❖ Play fairly – I won't cheat, dive, complain or waste time.
- ❖ Respect my team-mates, the other team, the referee or my coach/manager.
- ❖ Play by the rules, as directed by the referee.
- ❖ Be gracious in victory and defeat – I will shake hands with the other team and referee at the end of the game.
- ❖ Listen and respond to what my coach/team manager tells me.
- ❖ Understand that a coach has to do what is best for the team and not one individual player.
- ❖ Talk to someone I trust or the club welfare officer if I'm unhappy about anything at my club.

I understand that if I do not follow the code, any/all the following actions may be taken by Coton Green, The Birmingham County FA or The FA:

I MAY:

- ❖ Be required to apologise to my team-mates, the other team, referee or team manager.
- ❖ Receive a formal warning from the coach or the club committee.
- ❖ Be dropped or substituted.
- ❖ Be suspended from training.
- ❖ Be required to leave the club.

IN ADDITION:

- ❖ Coton Green, Birmingham County FA or The FA may make my parent or carer aware of any infringements of the Code of Conduct.
- ❖ The FA/County FA could impose a fine and suspension against my club.

Code of Conduct - PARENTS, CARERS, SPECTATORS

Shown below is our Code of Conduct for all Parents, Carers & Spectators which should be adhered to when attending all Coton Green FC games:

I WILL:

- ❖ Remember that children play for FUN
- ❖ Act professionally and raise any issues through the appropriate escalation channels
- ❖ Respect the Referee's decisions even when you don't agree with them
- ❖ Appreciate good play from whatever team it comes from
- ❖ Remain behind the touchline and within the designated spectators' area
- ❖ Let the coach do their job and not confuse the players by telling them what to do
- ❖ Encourage the players to respect the opposition, referee and match officials
- ❖ Support positively and offer players encouragement not criticism
- ❖ 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:

I MAY BE:

- ❖ Issued with a verbal warning from a club or league official
- ❖ Required to meet with the club, league or County FA 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

Code of Conduct - MANAGERS, COACHES, OFFICIALS

Shown below is our Code of Conduct for all Managers, Coaches and Officials which should be adhered to when attending all Coton Green FC games. We all bear a collective responsibility to set a good example and help provide a positive environment in which children can learn and enjoy the game. Play your part and observe The FA's Respect Code of Conduct at all times.

ON AND OFF THE FIELD, I WILL:

- ❖ Use my position to set a positive example for the young people I am responsible for.
- ❖ 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.
- ❖ Respect the match official's decision.
- ❖ Never enter the field of play without the referee's permission.
- ❖ Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour.
- ❖ Be gracious in victory and defeat.

WHEN WORKING WITH PLAYERS, I WILL:

- ❖ Place the well-being, safety, and enjoyment of each player above everything, including winning.
- ❖ Never engage in or tolerate any form of bullying.
- ❖ 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 the following actions may be taken by Coton Green, County FA or The FA:

I MAY BE:

- ❖ Required to meet with the club, league, or County Welfare Officer.
- ❖ 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 FA Coaching Licence may be withdrawn

Club Finance

The Club is a registered C.A.S.C (Community Amateur Sports Club) with the HMRC and is a non-profit making organisation. As such, any donations can be made by way of a single Gift Aid donation. (For more information, please contact Scott Cartwright, Chairman)

The club manages all its finance through one bank account but produce accounts per age group together with any other income / expenditure.

We are one of the very few clubs in Tamworth that has such a facility as New Mill Lane and as a consequence, requires a constant stream of income to ensure its long-term financial stability, unlike other clubs where they are simply hiring a pitch.

The club is financed by Match donations, Membership donations, Kitchen income, Fundraising and Club / Team Sponsorship for kit replacement and equipment. All income generated goes back into the club to assist with the annual running costs of providing football for your son or daughter at Coton Green FC.

Below are some of the costs associated directly with the football at New Mill Lane.

- Manager/Coach coaching qualifications (Inc. First Aid & Child Welfare)
- Enhanced CRC Checks
- Player and Coach Insurance
- League & Cup Fees
- Fines (individual player fines are repaid to the club within 28 days)
- Sponsorship
- Fundraising
- Advertising
- Pitch Maintenance
- Staffing (Kitchen & Facility Cleaning)
- Hospitality

In addition, the costs to upkeep and maintenance of the facilities:

Gas, Electricity, Water, Rates, TV Licence, Building & Ground maintenance, Pitch lease fees, Refuse collection, Kit & Equipment replacement / upgrades.

The annual running costs of the facilities at Coton Green FC run into the tens of thousands of pounds per season, which is why any sponsorship, donations, fund raising, income generated through the kitchen and gift aid are so important to us.

If you are able to offer any sponsorship /donation support to the club, please contact the chairman for more information.

Membership & Subscriptions

Membership

Club Membership applications and Parental consent forms are mandatory for each player who wishes to be part of Coton Green FC.

You will have completed this form, along with many others as part of your registration night.

Full Membership

£20 contribution / donation

Applicable to any player joining CGFC for that playing season and is payable by Direct Debit or Cash

Match Subscriptions

Match subs are an essential income to the club and are statutory for every registered player.

Subs are calculated as an annual figure, i.e., the cost to run the club for a year including all summer & winter training, referees fees, pitch fees and club running and divided by 12. You do not pay more in the winter and less in the summer. All payments must be made to avoid suspension of playing time. If you cannot make payment, please speak to your team manager or the Chairman.

We would strongly recommend paying by Direct Debit (DD). DD's can be set up to come out of the bank on either the 1st or 15th of the month.

Subs levels are set annually and the amounts for the forthcoming season are (excluding the membership fee).

£30 per month by DD

Anti-bullying Policy

Statement of Intent

At Coton Green FC, we are committed to providing a caring, friendly, and safe environment for all our members so 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.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: Being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g., hiding football boots/shin guards, threatening gestures)
- Physical: Pushing, kicking, hitting, punching or any use of violence
- Sexual: Unwanted physical contact or sexually abusive comments
- Discrimination: Racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people, sexist comments.
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyberbullying: This is when a person uses technology i.e., mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'bystanders can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts – bullies no longer rely on being physically near to the young person.

Coton Green FC commits to ensure our website websites and/or social networking pages are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. This club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All club members, coaches, officials, and parents should have an understanding of what bullying is.
- All club members, officials and coaching staff should know what the club policy is on bullying and follow it when bullying is reported.
- All players and parents should know what the club policy is on bullying, and what they should do if bullying arises.

- As a club we take bullying seriously. Players and parents should be assured that they would be supported when bullying is reported.

Bullying will not be tolerated.

Signs and Indicators

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training equipment damaged
- has possessions go “missing”
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what’s wrong
- gives improbable excuses for any of the above.

In more extreme cases:

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Bullying as a result of any form of discrimination

Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability, or ability. Generally, these forms of bullying look like other sorts of bullying, but in particular it can include:

- Verbal abuse – derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men, or that black, Asian, and ethnic minority people are not as capable as white people; spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are “gay” – for example, “you’re such a gay boy!” or “those trainers are so gay!” Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental, or emotional developmental delay. Referring to someone by the colour of their skin, rather than their name; using nicknames that have racial connotations: isolating someone because they come from another country or social background etc.

- Physical abuse – including hitting, punching, kicking, sexual assault, and threatening behaviour.
- Cyberbullying – using online spaces to spread rumours about someone or exclude them. It can also include text messaging, including video and picture messaging.
- Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual, or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated, or undervalued. Ensure that club members know that discriminatory language and behaviour will not be tolerated in this club.

If an incident occurs, members should be informed that discriminatory language is offensive, and will not be tolerated. If a member continues to make discriminatory remarks, explain in detail the effects that discrimination and bullying has on people. If it is a young person making the remarks their parents should be informed just as in any breach of the clubs Code of Conduct and this Anti-Bullying policy.

If a member makes persistent remarks, they should be removed from the training setting in line with managing challenging behaviour and the Club Welfare Officer or club officials should talk to them in more detail about why their comments are unacceptable. Consider inviting the parents/carers to the club to discuss the attitudes of the youth member in line with the procedures detailed in this policy.

Procedures

- Report bullying incidents to the Club Welfare Officer or a member of the Executive Committee
- In cases of serious bullying, the incidents will be referred to the County FA Welfare Officer for advice and possibly to The FA Case Management Team
- Parents should be informed and will be asked to come into a meeting to discuss the problem
- If necessary and appropriate, the police will be consulted
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

Recommended club action:

If the club decides it is appropriate for them to deal with the situation, they should follow the procedure outlined below:

- Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
- If this fails/not appropriate a small panel (made up from Chairman, Club Welfare Officer, Secretary, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
- The same 3 persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.

If bullying has in their view taken place the individual should be warned and put on notice of further action i.e., temporary, or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.

- In some cases, the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The Executive Committee should monitor the situation for a given period to ensure the bullying is not being repeated.
- All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e., the warning.

In the case of adults reported to be bullying anyone within the club under 18:

- The County Welfare Officer should always be informed and will advise on action to be taken where appropriate; this may include action by The FA Safeguarding Team.
- It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, The FA's Safeguarding Children Education Programme may be recommended.

More serious cases may be referred to the Police and/or Children's Social Care.

Prevention:

- The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.
- All club members and parents will sign to accept the constitution upon joining the club.
- The Club Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

This policy is based on guidance provided to schools by KIDSCAPE. KIDSCAPE is a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on 0207 730 3300, via their email address info@kidscape.org.uk or you can access their website via www.kidscape.org.uk

You may also wish to access any of the following websites designed to give advice and guidance to parents and children who are faced with dealing with bullying:

Guidance for parents/carers/young people

www.anti-bullyingalliance.org.uk

www.stonewall.org.uk

www.cybermentors.org.uk

www.familylives.org.uk

www.endbullying.org.uk

www.nspcc.org.uk

www.childline.org.uk

www.youngminds.org.uk

Complaints Procedure

We hope you never have to use this, but in the unlikely 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 Executive Committee.
 - a. The report should include:
 - i. Details of what, when and where the occurrence took place.
 - ii. Any witness statement and names.
 - iii. Names of any others who have been treated in a similar way.
 - iv. Details of any former complaints made about the incident, date, when and to whom made.
 - v. A preference for a solution to the incident.
2. The Club's Executive Committee will sit for any hearings that are requested.
3. The Club's Executive Committee will have the power to:
 - a. Warn as to future conduct.
 - b. Suspend from membership.
 - c. Remove from membership any person found to have broken the Club's Policies or Codes of Conduct

Just one more thing....

Players play...

Let them play with freedom, without fear

Coaches coach...

Let them coach. They're qualified to do so

Match Officials...

Let them manage the game

Parents support!

Please stay positive. Children perform better in a pressure free environment

NO PLAYER STEPS OVER THE WHITE LINE TO MAKE A MISTAKE.

NOBODY IS PERFECT!



Simul Volumus Consequi
"Together we will achieve"

Coton Green Football Club
New Mill Lane
Fazeley
Tamworth
Staffs
B78 3RX

Website www.thegreenarmy.co.uk

Facebook <https://www.facebook.com/cotongreen>

Twitter <https://twitter.com/cotongreenfc>