



Epworth Town Colts AFC

Chairman: Nick Hanson Chairman@epworthcolts.co.uk
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Epworth Town Colts AFC Disciplinary Procedure

At Epworth Town Colts AFC we are committed to ensuring that all our members are committed to ensuring they play their part in creating a safe and positive environment for everyone. To help us do this we ask everyone to abide by the club's Respect Code of Conduct in partnership with The FA.

By joining the club as a player, parent or volunteer the individual is agreeing to the expectations set out by the club and The FA as one of our members and any breaches of the document will result in a full investigation and club disciplinary action and potentially FA disciplinary action.

Set out below is what can be expected from the disciplinary procedure should a breach occur.

Players

1st incident – A blanket approach from the manager to all the team reminding them of the expectations of their behaviour.

2nd Incident - The manager to speak directly to the player's parents/guardian and discuss the concern and the consequences should things not change. At this point the manager can restrict the player to training only until they see a change in attitude and behaviour. The manager must inform the committee of the issues and the steps they have taken to date.

3rd Incident – Player and parent to meet with the committee and the manager and draw up a player/spectator agreement together which outlines the expectations of everyone involved. This agreement must be signed by the player, the parent/guardian. The manager and at least one committee member.

4th Incident – If there are further breaches to the code of conduct or the agreement that has been drawn up then the club will have no alternative but to de-register the player.

Parent/Guardian Spectator

1st incident – A blanket approach from the manager to all the team's parents/guardians reminding them of the expectations of their behaviour.

2nd Incident - The manager to speak directly to the individual and discuss the concern and the consequences it could have on their child should the breach continue.

3rd Incident – Individual to meet with the committee and the manager and draw up a spectator agreement together which outlines the expectations of everyone involved. This could include the individual not being permitted to attend fixtures and training and the child having to be accompanied by an alternative responsible adult for a fixed period. This agreement must be signed by the individual, the manager and at least one committee member.

4th Incident – If there are further breaches to the code of conduct or the agreement that has been drawn up then the club will have no alternative but to de-register the individual's child from the team.

Whilst we do not want to punish a child for an adult's behaviour we have to think about the safety and welfare of all the other children or young people within that team which would leave us with no alternative to take this drastic measure.

Managers, Coaches & Club Officials

1st incident – A blanket approach from either the Chairperson, Secretary or Club Welfare Officer to all the club's officials reminding them of the expectations of their behaviour.

2nd Incident - The Chairperson or Secretary along with the Club Welfare Officer to speak directly to the individual and discuss the concern and the consequences it could have should the breach continue.

3rd Incident – Individual to meet with the committee and draw up an Official's Agreement together which outlines the expectations of everyone involved. This could include a club mentor being appointed to assist the individual for a fixed period to help reduce the risk of reoccurrences. This agreement must be signed by the individual and at least one committee member.

4th Incident – If there are further breaches to the code of conduct or the agreement that has been drawn up then the club will have no alternative but to ask the official to step down from their role.

The severity of the concern/s reported will determine what level of action the club may take and could result in steps being escalated where appropriate.

Whilst these measures may seem a little extreme to some, we want to ensure we give as many opportunities as possible to keep people involved and children playing football within our club. We promise that all disciplinary procedures are fair and carried with a uniformed approach. No one will be treated differently on grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. The club will ensure it treats people fairly and with respect.

Should you wish to discuss anything within this disciplinary procedure then please contact the Chairperson, Secretary or Club Welfare Officer.