



Behaviour & Discipline Policy & Protocols

Alford Town FC is a grassroots football club dedicated to providing affordable football for young people and adults in the Alford area. It is run by a dedicated group of volunteers who enjoy football and contributing to and enriching their local community. All players and officials have, by signing their registration form agreed to abide by The FA Respect Code of Conduct which the club has adopted as its own and which can be found on the Club's website, www.alfordtownfc.co.uk

The Club is fully committed to the principles of the equality of opportunity. No member of the Club will receive less favourable treatment on the grounds of gender, age, colour, disability, ethnic origin, parental or marital status, religious belief, social class or sexual preference than any other.

The Club will ensure that there is open access for all those who wish to participate in the activities of the Club, in whatever capacity and that they are treated fairly.

The Club recognises its legal obligations not to discriminate and will regard discrimination by any member as grounds for disciplinary action under the relevant Club rules. All coaches must undertake a FA criminal record check before joining.

Behaviour Protocols

It is recognised that some coaches may not initially be used to dealing with large groups of young children. The protocols and guidance below should assist in managing challenging behaviour if it occurs. Coaches should show respect to children at all times, model positive behaviours and allow the children to share their views in a positive, respectful and appropriate manner.

Key Principles

1. You should always plan an engaging, varied and fun coaching session with progression and the opportunity to play a game at some point.
2. Speak to the children calmly and specifically, coming down to their eye level by kneeling if appropriate
3. Do not expect them to pick it up straight away – you may have to let a drill run for a few minutes before they “get it.”
4. Be patient & retain your sense of humour
5. Expect high standards of performance (relative to their ability) and behaviour

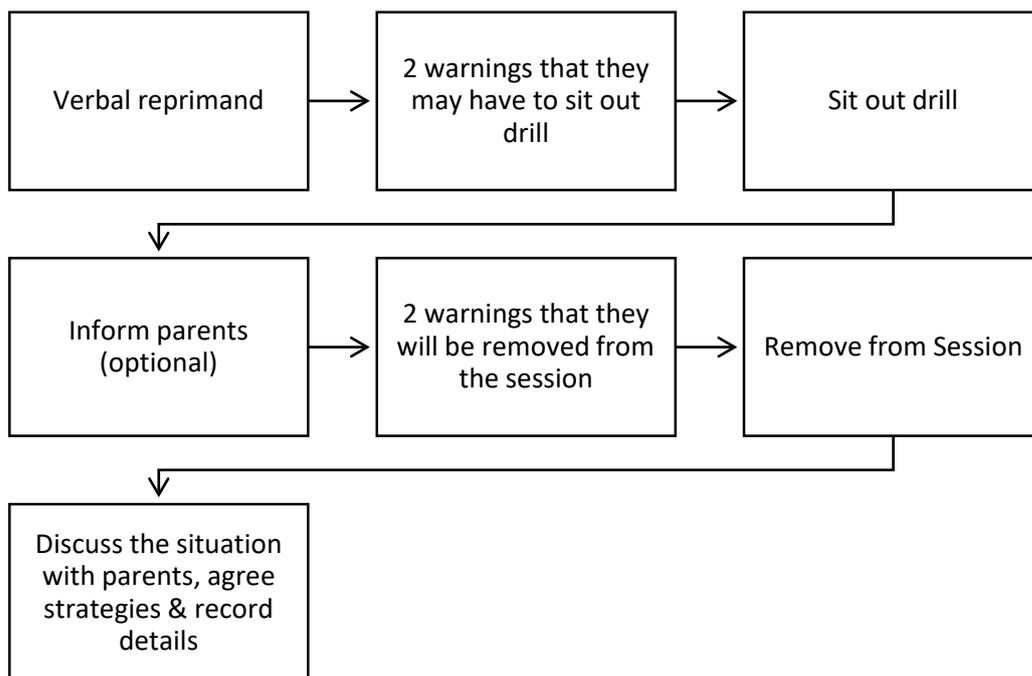




6. Do not talk over their chatter, expect silence when you are talking – use the countdown method 5-4-3-2-1 or raise your hand – the children are used to these strategies at school and will respond. You can also wait for them to be quiet, whilst reminding them that they are missing out on playing time
7. In the face of challenging behaviour remain calm and remember that you are the adult in the situation.
8. Engage with parents to discuss successful strategies.
9. If you promise a sanction, then deliver a sanction
10. Sanctions should be appropriate

For the most part a quick verbal reprimand should be enough. However, there will be incidents of challenging behaviour which require addressing in a more structured way. Below are guidelines for how to deal with poor behaviour and are based on each step not being successful.

Coaching Sessions





If the poor behaviour continues within a relatively short timescale, repeat the above strategies and if there is no improvement, warn both parents and child that the child **may not be selected for the next fixture.**

Stage 1 Disciplinary Meeting

If the poor behaviour continues, there should be a **Stage 1 Disciplinary Meeting** between the parents, child, coach & a senior member of the committee in which strategies for improving behaviour (see Appendix 1) should be agreed together with timescales for improvement and a review date. This should provide an opportunity for a fresh start.

Stage 2 Disciplinary Meeting

If, after the fresh start, there is no improvement in behaviour, then a **Stage 2 Formal Disciplinary Meeting** will be called with the Chair and Vice Chairs where two options will be presented:

- further final strategies with tight timescales will be imposed or,
- the player will be asked to leave the club.

If it is decided to retain the player, a behaviour agreement (Appendix 1) must be signed and there must be an immediate improvement in behaviour.

Stage 3 Disciplinary Meeting

If a **Stage 3 Disciplinary Meeting** is required, the player will be asked to leave the club.

After each meeting, the parents will be written to confirming the actions to be taken.

Serious Breaches

For serious breaches of the Club's Code of Conduct then the process will begin at the **Stage 2 Disciplinary Meeting.**

Coaches should not be tempted to ignore serious breaches as this, in itself, will be a clear breach of the Club's Code of Conduct and will damage the reputation of the club in the local community and could result in the Coach's dismissal.

The immediate sanction will be a two-week suspension from all club activities. This will serve as a time for reflection and also further investigation by the club if deemed necessary.

It should be noted that we are dealing with young children and they should be allowed the chance to improve their behaviour. However, the ultimate sanction of being asked to leave the club remains in place. Two serious breaches of the Code of Conduct in the same season will result in the player being asked to leave the Club as will three over two seasons.





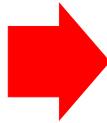
Serious breaches of the Code of Conduct may include (this list is not exhaustive):

- Fighting with/violence towards another player/coach/official
- Racism & other forms of abuse
- Deliberate damage to club property
- Theft
- Bullying

Matches

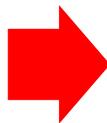
It is recognised that sometimes things happen in the heat of the moment and younger children may lack the emotional tools to remain calm in certain situation. Nevertheless, poor behaviour should not be tolerated and the following strategies should be used.

1. Mild but noticeable dissent with the referee's decision



Allow the referee to deal with the situation but if it continues, substitute the player & make a judgement call on returning to play

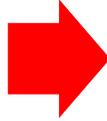
2. Serious dissent and/or arguing with the referee



Immediate substitution, sitting out the rest of the game & spoken to by coach

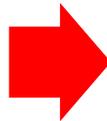


3. Malicious tackle, with the intent to hurt an opponent



Immediate removal from the field of play (check if the referee will allow a substitution), sitting out the rest of the game & spoken to by coach

4. Fighting with an opponent or teammate in which punches & kicks are thrown



Immediate substitution, followed by a Stage 1 Disciplinary Meeting in the week immediately after the game, with the player automatically missing the next game

If actions 2 and 3 continue for another match, the coach should meet informally with parents to discuss the player's conduct and attitude to the game. If there is no immediate improvement, then a Stage 1 Disciplinary Meeting should be held.

PROUD



to be

**Charter
Standard.**





Appendix 1: Behaviour Agreement Form

Behaviour Agreement Form			
As a player, I promise to:		As a Coach, I will:	
<i>I understand that failure to adhere to the plan may lead to further disciplinary action, up to & including being asked to leave the club.</i>			
Signed	Date	Signed	Date
Signed (For & on behalf of the Club)		Role	Date

