



Kingswood United FC Coaches Team Managers and Officials Code of Conduct

Policy Number: KU-CTMOCC-01

Effective Date: September 2024

Approved by: Club Committee

Version: 1.0

1. Purpose

This Code of Conduct sets out the standards of behaviour expected from Kingswood United FC Coaches, Team Managers and Officials. It ensures that all act with integrity, transparency, and accountability in the Football Club's best interests.

2. Scope

This Code of Conduct applies to all Kingswood United FC Coaches, Team Managers and Officials.

3. Coaches Team Managers and Officials Code of Conduct

We all are responsible for setting a good example and helping provide a positive environment in which players can learn and enjoy the game. The health, safety, welfare and moral education of our players is the priority before the achievement or the reputation of the club, team, coach, or parent.

Play your part and always observe The Code of Conduct.

ON AND OFF THE FIELD, I WILL:

- Use my position to set a positive example for the people I am responsible for
- Show respect to others involved in the game, including match officials, all 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
- At the outset, clarify the coaches' expectations with the players (and, where appropriate, parent, carer or guardian).
- Encourage each player to accept responsibility for their behaviour and performance
- Ensure all activities I organise are appropriate for the player's 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.

COACHING AS PART OF KINGSWOOD UNITED FC, I WILL:

- Follow the Kingswood United FC Standards as outlined in the Football Club Handbook.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, local or national governing body:

I MAY BE:

- Required to meet with the club, league or Local Welfare Officer
- Suspended by the club from attending matches
- Suspended or fined by the County Governing Body.
- Required to leave or be sacked by the club.

IN ADDITION:

- My Coaching Licence may be withdrawn.



Should a breach of the codes be reported to the Club, a football club committee member will investigate the incident.

Investigation Process: This may involve reviewing relevant documents, interviewing staff or volunteers, and speaking with the complainant. The investigation will be carried out impartially and without bias.

Stages of Conduct (Officials & Volunteers): Should a staged warning be issued after the investigation process, the stages are as follows.

- Stage 1 - The Support Stage
 - 1.1 - First warning issued regarding conduct.
 - 1.2 - Second warning issued regarding conduct
 - 1.3 - Third warning regarding conduct issued and referral to the coach mentor programme.
- Stage 2 - Final Warning (one-week suspension)
- Stage 3 - Dismissal from the Club

Incident Severity: Depending on the severity of the incident, the committee has the power to vote to bypass stages. A full committee vote will decide the bypass.

Appeals Process: If the complainant or accused is unsatisfied with the resolution, they can appeal the decision. Appeals, with reasoning, should be written within ten working days of receiving the initial decision. A committee member will send a final response within 20 days of receipt of the appeal, during which period the initial decision shall remain in place.

Length of Warning: Each staged warning will remain on an individual record for six months from the last date of issue. Upon expiration, the warning will drop by one stage every six months.