



Essex Rangers Y.F.C – Code of Conduct

Aims and Objectives of the Club

The club's primary aim is: -

"To promote and develop football within Essex Rangers Y.F.C through the provision of playing and coaching opportunities for as many age groups as possible."

A Code of Conduct for Football

Football is the national game. All those involved with the game at every level and whether as a player, match official, coach, parent, 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 is based on the Football Association standard supplied code of conduct.

Community

Football, at all levels, is a vital part of a community. Essex Rangers Youth Football Club will take into account community feeling when making decisions.

Equality

ESSEX RANGERS Y.F.C is opposed to discrimination of any form and will promote measures to prevent it, in whatever form.

Participants

ESSEX RANGERS Y.F.C 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.

Young People

ESSEX RANGERS Y.F.C acknowledges the extent of its influence over young people and pledges to set a positive example.

Propriety

ESSEX RANGERS Y.F.C 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

ESSEX RANGERS Y.F.C will uphold a relationship of trust and respect between all involved in the game, whether they are individuals, clubs, or other organisations.

Violence

ESSEX RANGERS Y.F.C rejects the use of violence of any nature by anyone involved in the game.

Fairness

ESSEX RANGERS Y.F.C is committed to fairness in its dealings with all involved in the game.

Integrity and Fair Play

ESSEX RANGERS Y.F.C is committed to the principle of playing to win consistent with Fair Play.



Code of Conduct for Coaches/Managers

Coaches/Managers are key to the establishment of ethics in football. Their concept of ethics and their attitude directly affects the behaviour of players under their supervision. Coaches/Managers are, therefore, expected to pay particular care to the moral aspect of their conduct.

Coaches/Managers must be aware that almost all their everyday decisions and choices of actions, as well as strategic targets, have ethical implications.

It is natural that winning constitutes a basic concern for Coaches/Managers. This code is not intended to conflict with that. However, the code calls for Coaches/Managers to disassociate themselves from a “win- at-all-costs” attitude.

Increased responsibility is requested from Coaches/Managers involved in coaching young people. The health, safety, welfare, and moral education of young people are a priority, before the achievement or the reputation of the club, school, coach, or parent.

Set out below is The Clubs guidelines/rules for Coaches/Managers, which includes the F.A. Coaches Association Code of Conduct (which reflects the standards expressed by the National Coaching Foundation and the National Association of Sports Coaches), which forms the benchmark for all involved in coaching:

- Coaches/Managers must respect the rights, dignity and worth of each person and treat each equally within the context of the sport.
- Coaches/Managers must place the wellbeing and safety of each player above all other considerations, including the development of performance.
- Coaches/Managers must adhere to all guidelines laid down by governing bodies.
- Coaches/Managers must develop an appropriate working relationship with each player based on mutual trust and respect.
- Coaches/Managers must not exert undue influence to obtain personal benefit or reward.
- Coaches/Managers should not profit in any financial way, from any proceeds or donations given to the team.
- Coaches/Managers must encourage and guide players to accept responsibility for their own behaviour and performance.
- Coaches/Managers must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience, and ability of players.
- Coaches/Managers should, at the outset, clarify with the players (and, where appropriate, parent) exactly what is expected of them and what they are entitled to expect from their coach.
- Coaches/Managers must co-operate fully with other specialists (e.g., other Coaches/Managers, officials) in the best interests of the player.
- Coaches/Managers must always promote the positive aspects of the sport (e.g., fair play) and never condone violations of the Laws of the Game, behaviour contrary to the spirit of the Laws of the Game or relevant rules and regulations or the use of prohibited substances or techniques.
- Coaches/Managers must consistently display high standards of behaviour and appearance.
- Coaches/Managers must not use or tolerate inappropriate language.
- Managers/coaches must ensure that the child's school commitments have priority.
- The child's personal welfare is paramount.
- The manager has the right to ask a player and/or parents to leave the club/not attend training/matches, if in the opinion of the manager, the child/parent persistently behaves in a manner that is disruptive, offensive, or inconsiderate to others, or causes any vandalism to equipment or facilities whatsoever.
- Managers/coaches must provide notification of training sessions, matches and other events in good time, when information is available.
- Notification of matches, training and events will be given at training sessions.
- Managers/coaches will ensure first aid equipment is available, and that managers have training in basic first aid, at all training sessions and matches.
- ESSEX RANGERS Y.F.C will ensure that the local Social Services and Police have vetted team management, in accordance with FA guidelines.
- Managers/coaches will provide suitable and safe equipment.
- Managers/coaches will monitor and record attendance and payment of fees.
- Managers/coaches will manage and maintain an official financial account, and bank any monies received on a regular basis.
- Managers/coaches will show these accounts to club officials on demand. Parents are welcome to view these accounts also.



Code of Conduct for Players

Players are the most important people in the sport. Playing for the team, and for the team to win, is the most fundamental part of the game. But not winning at any cost – Fair Play and respect for all others in the game is fundamentally important.

It is the Parents responsibility that all Youth and Mini-Soccer players follow these club rules.

Obligations towards the game

A player should

- Make every effort to develop their own sporting abilities, in terms of skill, technique, tactics and stamina.
- Give maximum effort and strive for the best possible performance during a game, even if his team is in a position where the desired result has already been achieved.
- Set a positive example for others, particularly young players, and supporters.
- Avoid all forms of gamesmanship and time-wasting.
- Always have regard for the best interests of the game, including where publicly expressing an opinion on the game and any aspect of it, including others involved in the game.
- Not use inappropriate language.
- Not spit or use abusive behaviour.
- Not name call or belittle other players.
- Not get involved in any fighting or bullying whatsoever.

Obligations towards one's own team.

A player should

- Make every effort consistent with Fair Play and the Laws of the Game to help his own team win.
- Resist any influence which might, or might be seen to, bring into question his commitment to the team winning.

Respect for the Laws of the Game and competition rules

A player should

- Know and abide by the Laws, rules and spirit of the game, and the competition rules.
- Accept success and failure, victory, and defeat, equally.
- Resist any temptation to take banned substances or use banned techniques.

Respect towards Opponents

A player should

- Always treat opponents with due respect, irrespective of the result of the game.
- Safeguard the physical fitness of opponents, avoid violence and rough play, and help injured opponents.
- When attending away fixtures, and acting as club ambassadors, pay full respect to the other teams players, officials, spectators, parents, and facilities.

Respect towards the Match Officials

A player should

- Accept the decision of the Match Official without protest.
- Avoid words or actions which may mislead a Match Official.
- Show due respect towards Match Officials.



Respect towards Team Officials

A player should

- Abide by the instructions of their Coach, Manager and Club Officials, provided they do not contradict the spirit of this Code.
- Show due respect towards the Team Officials of the opposition.

Obligations towards the Supporters

A player should:

- Show due respect to the interests of supporters.

Code of Conduct for Team Officials

This Code applies to all team / Club Officials (although some items may not apply to all Officials).

Obligations towards the Game

The team official should

- Set a positive example for others, particularly young players, and supporters.
- Promote and develop his/her own team having regard to the interest of the Players, Supporters, and reputation of the national game.
- Share knowledge and experience when invited to do so, taking into account the interest of the body that has requested this rather than personal interests.
- Avoid all forms of gamesmanship.
- Show due respect to Match Officials and others involved in the game.
- Always have regard for the best interests of the game, including where publicly expressing an opinion of the game and any aspect of it, including others involved in the game.
- Not use or tolerate inappropriate language.

Obligations towards the Team

The team official should

- Make every effort to develop the sporting, technical and tactical levels of the club/team, and to obtain the best results for the team, using all permitted means.
- Give priority to the interests of the team over individual interests.
- Resist all illegal or unsporting influences, including banned substances and techniques.
- Promote ethical principles.
- Show due respect for the interests of the players, Coaches/Managers and officials, their own club/team, and others.

Obligations towards the Supporters

The team official should

- Show due respect for the interests of supporters.

Respect towards the Match Officials

A team official should

- Accept the decisions of the Match Official without protest.
- Avoid words or actions which may mislead a Match Official.
- Show due respect towards Match Officials.



Code of Conduct for Parents / Spectators

Parents / Spectators have a great influence on children's enjoyment and success in football. All children play football because they first and foremost love the game – it's fun. It is important to remember that however good a child becomes at football within your club it is important to reinforce the message to parents / spectators that positive encouragement will contribute to:

- Children enjoying football.
- A sense of personal achievement.
- Self-esteem.
- Improving the child's skills and techniques.

A parent's / spectator's expectations and attitudes have a significant bearing on a child's attitude towards:

- Other players.
- Officials.
- Managers.
- Spectators.

Ensure that parents / spectators within your club are always positive and encouraging towards all the children not just their own.

Encourage parents / spectators to:

- Applaud the opposition as well as your own team.
- Avoid coaching the child during the game leave this to the Essex Rangers Coaching team.
- Not to shout and scream.
- Respect the referee's decision.
- Give attention to each of the children involved in football not just the most talented.
- Give encouragement to everyone to participate in football.

Parents / spectators must agree and adhere to the club's Code of Conduct and Child Protection Policy, by signing and completing the Player Registration Form.

Parents/spectators should follow these club rules:

- Arrive for training sessions and matches in good time.
- Inform the manager if a child has any illnesses, or takes any medication, or is undergoing medical treatment.
- Ensure their child has correct kit, shin guards, football boots, football socks, waterproof coat, and waterproof trousers.
- Prompt payment of fees and other costs.
- If weather is bad, it's the parent's responsibility to check if a training session or match is postponed or cancelled.
- If any problem arises, parents should at first contact the team manager or assistant and follow the Clubs Complaints Procedure as set out in this Code of Conduct.
- During matches, parents/spectators should under no circumstances be abusive or disruptive to the referee or disagree with any decisions made by the referee/officials.
- Parents/spectators should **NOT** show any frustration related to poor performance during or after the training session/game. Children respond to positive behaviour, not negative.
- Promptly notify to the manager, regarding inability to attend a match, for which your child has been selected.
- Any damage caused to club equipment or facilities by any child due to lack of respect, will be the responsibility of the parents to replace or contribute towards the cost of replacement.
- Prompt return of any forms.
- Parents should, when an opportunity arises, try to raise funds for the team, on behalf of the Coaches/Manager.
- If possible, parents should try to help assembling or clearing away of equipment before and after matches.
- Sign and complete the Player Registration Form.



Anti-Discrimination and Equal Opportunities Policy

As the governing body of the game, The Football Association is responsible for setting standards and values to apply throughout the game at every level. Essex Rangers Y.F.C Football Club fully support this policy and therefore all members of the club should always, follow this policy.

Football belongs to, and should be enjoyed by, everyone equally. Our commitment is to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, or religion and to encourage equal opportunities.

Anti-Discrimination Policy

Essex Rangers Y.F.C 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 everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at Essex Rangers Y.F.C Football Club means that in all our activities we will not discriminate or in any way treat anyone less favorably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- External coaching and education activities and awards.
- Football development activities.
- Selection for teams.
- Appointments to honorary positions.

Essex Rangers Y.F.C Football Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Essex Rangers Y.F.C Football Club is committed to the development of the programme of ongoing training and awareness raising events and activities, to promote the eradication of discrimination within its own organisation, and within football.

Disciplinary Procedure

In the event of persistent poor behaviour, or in the event of a serious misdemeanor, the following disciplinary procedure shall be adopted by the Club.

- The individual shall be given a verbal warning.
 - The reason(s) for the verbal warning shall be made clear.
 - In the event of the verbal warning being issued to a Youth Section player (under 16 years of age), the player's parent(s)/guardian(s) shall be advised of its issue and reason(s).
 - The team manager shall log the date of issue of the verbal warning and the reason(s).
 - The relevant Section Secretary shall be informed of the issue of the verbal warning and reason(s).
- In the event of further incidents involving the same individual, the individual shall be given a written warning.
 - The reason(s) for the written warning shall be made clear.
 - In the event of the written warning being issued to a Youth Section player (under 16 years of age), the player's parent(s)/guardian(s) shall be advised of its issue and reason(s).
 - The team manager shall log the date of issue of the written warning and the reason(s).
 - The relevant Section Secretary shall be informed of the issue of the written warning.
- In the event of further incidents involving the same individual, the individual shall be suspended/expelled from the Club.
 - The reason(s) for the suspension/expulsion shall be made clear.



- In the event of a Youth Section player (under 16 years of age) being suspended/expelled, the player's parent(s)/guardian(s) shall be informed and advised of the reason(s).
- The team manager shall log the date from which the suspension shall run from and to/the date of expulsion and the reason(s).
- The relevant Section Secretary shall be informed of the suspension/expulsion and advised of the reason(s).

Club Complaints Procedure

If 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, should follow the procedures below.

- All complaints must initially be reported to the individuals Team Manager.
 - Complaints will not be addressed unless first reported to the Team Manager. Parents/Players should discuss personal issues with the manager directly. Only issues raised by the parent/player, direct with the manager will be dealt with.
 - If a parent/player does not agree with any of the manager's decisions, and only after evaluation and fair appraisal of the issue, parents can contact the club Secretary.
 - Again, issues will not, and cannot be dealt with, unless the manager or assistant has been informed beforehand. Escalation of any issue is seen as 'a last resort' and is not the first port of call.
- Escalated issues should then be reported to the Club Senior Committee (Secretary, Chairman & Finance Officer).
 - Your report should include:
 - Details of what, when, and where the occurrence took place.
 - Any witness statement and names.
 - Names of any others who have been treated in a similar way.
 - Details of any former complaints made about the incident, date, when and to who made.
 - A preference for a solution to the incident.
- The Club's Management Committee will sit for any hearings that are requested.
- The Club's Management Committee will have the power to:
 - Warn as to future conduct.
 - Suspend from membership.
 - Remove from membership any person found to have broken the Club's Policies or Codes of Conduct.
- The decision of the Committee is final, unless otherwise directed by the Essex County Football Association.



2021/2022 Registration & Membership Process

For the 21/22 season the process will be:

- Fill out electronic registration form
- Accept email invitation to join your child's team group on Spond.
- Download the app
- Pay the payment request for the yearly registration fee within the allotted timeframe.
- Notify the club via Spond kit sizes for your child.

If you have any problems regarding the registration fee then please contact our Club Finance Officer, contact details are below.

Registration fees for the 21/22 season will be as follows and are due by the 31st August 2021:

Age Group	Game Format	Yearly Fee
Under 7, Under 8	5v5	£160
Under 9, Under 10	7v7	£175
Under 11, Under 12	9v9	£195
Under 13+	11v11	£220

As part of your membership to Essex Rangers YFC for the 21/22 season you will receive or be in receipt of the following:

- Full playing kit (Shirt, Shorts & Socks)
- Training garment
- Registration to the Echo Junior Football League
- Kit photoshoot day
- Access to games and training filmed with our state-of-the-art Veo camera (Where Applicable)
- End of season celebration including player trophy
- Referee costs included (where applicable)
- Pitch fees
- Insurances & affiliations

Training Procedures & Prices

Essex Rangers YFC have partnered with Soccerkids Coaching School and have team training sessions every Saturday morning.

The cost of practice has stayed the same for 4 seasons at a discounted rate of £25 per calendar month, which covers a minimum of 4 weeks each month apart from 3 weeks in December and April to allow for the Christmas and Easter breaks. Sessions will be added back to the yearly programme if any are lost due to poor weather.

Practice payments can be transferred directly into the bank or at the payment desk on a Saturday morning between 9:45-10:15 (1st session) and 11:30-12:00 noon (2nd session).

For late payments the price will be increased as follows:

Between the 1st-7th = £25.00

Between the 8th- 14th = £27.50

Between the 15th-21st = £30.00

Between the 21st - later = £32.50

Everyone will receive a reminder for payment of training fees and anyone paying at the desk will need to complete a training payment form to accompany the payment.



Bank details for training payments are as follows:

S/C: 60-01-37 AC: 59870613 Reference: Players Name & Team, for example: JohnSmithU9Blue

Committee Contact List

If you have any questions or queries, please direct them to the appropriate committee member:

<i>Name</i>	<i>Role</i>	<i>Email</i>	<i>Phone</i>
Nicholas Potts	Chairman & Head of Football	soccerkidsmail@gmail.com	07737965939
Steven Ince	Secretary	secretary@essexrangers2020.org	07939909962
Liz Camilleri	Club Finance Officer	Elizabeth.camilleri@locksonsproperty.co.uk	07958362151
Simon Reilly	Fixtures Officer	Simon.reilly@btinternet.com	
Dan Evans	Media Officer	admin@essexrangers2020.org	

Endorsed by:

Signed: (Club Secretary)

Steven Ince

Date: 11th June 2021

Signed: (Club Chairman)

Nicholas Potts

Date: 11th June 2021

Signed: (Club Finance Officer)

Liz Camilleri

Date: 11th June 2021