



Weedon Football Club

Handbook

2018/19



Weedon Football Club Committee Members

Main Committee

Honouree Life Presidents – Cyril Marriot & Bill Matthews

Chairman – Gavin Oliff

Vice Chairman – Lee Escott

Secretary – Danny Chapman

Treasurer – Hayley Dounce Pender

Communications Officer – Stuart Oakensen

Welfare Officer – Sam Chambers

Assistant Welfare Officer's: Andrea Bacon, Jen Whyatt-Sames, Hannah Barnett & Sara Harris

First Team Manager – Jamie Oswell & Adam Smith

Veterans Manager: Danny Chapman

Fundraising Officer(s) – Blaine Osborne, Sara Harris & Danny Chapman

Membership Secretary: Danny Chapman

Charter Standard Co-ordinator: Danny Chapman

Volunteer Co-ordinator: Jamie Oswell

Football in the Community/School Liaison Officer: Aron Chambers

Sponsorship/Grants Manager: Andy Waterhouse, Blaine Osborne & Danny Chapman

New Facilities: Tom Bacon, Lee Escott, Stuart Oakensen, Andy Waterhouse, Gavin Oliff & Danny Chapman

Weedon Sports Association Liaison Officer(s) – Vacant

Football Development Officer – Stuart Oakensen

Committee Members – Kate Oliff

U12 Managers – Dan Smith & Alex Kibblewhite

U11 Managers Navy – Aron Chambers

U11 Managers Yellow – Kyle Taylor & Tom Bacon

U10 Managers Navy – Aidan Carter & Martin Hunter

U10 Managers Yellow – Eddie Phelan & Adam Sargisson

U9 Manager Navy – Stuart Oakensen & Andy Waterhouse

U9 Manager Navy – Malcolm O'Dell & Craig Spires

U8 Manager – Dan Smith

U7 Manager – John Turton & Lee Escott

Contact Number: 07840842841

Email: Weednfootballclub@yahoo.co.uk

Website: Weedon-fc.co.uk

Twitter:

We are always looking for dedicated players and non players to join the committee. If you are interested please contact any of the above Weedon Football Club representatives.

Weedon FC Health & Safety Officer – Tony Wincott

Grounds man – Darren Meedx



Weedon Football Club Rules

Name

- The club shall be called **WEEDON FOOTBALL CLUB**

Objects

- The objects of the club shall be to arrange association football matches and social activities for its members.

Status of Rules

- These rules (Club Rules) form a binding agreement between each member of the club.

Rules and Regulations

- **SUBS WILL BE COLLECTED AT THE BEGINNING OF EACH MATCH BY THE TEAMS CAPTAIN**
- The club shall have the status of an Affiliated Member Club of the Football Association by virtue of its affiliation to/membership of the Football Association. The rules and regulations of the Football Association Limited and parent County Football Association and any league or competition to which the club is affiliated for the time being shall be deemed to be incorporated into the Club Rules.
- The members of the Club shall so exercise their rights, powers and duties and shall, where appropriate use their best endeavours to ensure that others conduct themselves so that the business and affairs of the Club are carried out in accordance with the Rules and Regulations of The Football Association Limited ("The FA"), County Football Association to which the Club is affiliated ("Parent County Association") and Competitions in which the Club participates, for the time being in force.
- No alteration to the Club Rules shall be effective without prior written approval by the parent association.
- The club will also abide by the Football Association's Child Protection Policies and Procedures. Code of Conduct and the Equal Opportunities and Anti-Discrimination Policy.
- Each Player will response to initial text within 48 hours of receiving it, if you don't you will be assumed as not available for the forthcoming match and fine £1 for late response.
- If a player responses later than 48 hours and gives a valid reason why they could not response earlier they the fine maybe dropped.
- If a player drops out 48 hours before a match without a valid reason they will be fine £2.
- If a player drops out 24 hours before a match without a valid reason they will be fine £5.
- If a player doesn't turn up for a match without contacting the manager, they will be fine £10 and not allowed to play for the club again, until an apology has been given to the manager and team.

Travelling

- The person, who drives to away game 30+ miles, will not need to pay subs



Club Membership

- The members of the club from time to time shall be those persons listed in the register of members (the Membership Register), which shall be maintained by the club secretary.
- Any person who wishes to be a member must apply on the Membership Application Form and deliver it to the club. Election to membership shall be at the sole discretion of the club committee. Membership shall become effective upon an applicant's name being entered in the Membership register.
- In the event of a member's resignation or expulsion, his or her name shall be removed from the Membership Register.
- The Football Association and County Association shall be given access to the Membership Register on demand.
- Any member of Weedon FC engaged on official business i.e. playing or representing the club in any other capacity will conduct themselves in such a manner as to give credit to the club.
- All inter club awards will be conducted by the committee.

Annual Membership Fees

- An annual fee payable by each member shall be determined by the Club Committee and set at a level that will not pose a significant obstacle to community participation. Any fee shall be payable on a successful application for membership and annually by each member. Fees shall not be repayable.
- The Club Committee shall have the authority to levy further subscriptions from the members as are reasonably necessary to fulfil the objects of the Club.
- Weedon Football Club Committee has set the 2013/14 subscription fee at £25 each member.

Match Fees

- All match fees (as set at the AGM) should be paid before every match.
- Weedon Football Club Committee has set the 2011/12 per match fee for each player as follows;
 - £5.00 subs per match fee
 - £3.00 student discount per match fee
 - £2.00 for used substitutes

Match Days: Home Team

Before every HOME game, the members of the Weedon FC Management committee & players must try and ensure that:

- The plastic goal is set up on the side on the pitch near the container for the team shooting towards the houses to warm-up in. After kick off the goal is to be either taken down or moved in front of the container, to stop anyone kicking the ball against the fences.
- The home team is to be told before every game, that Weedon FC & the Community do not tolerate any use of foul and abusive language.
- The referee is to be told before every game, that Weedon FC & the Community do not tolerate any use of foul and abusive language.
- The opposition is to be told before every game, that Weedon FC & the Community do not tolerate any use of foul and abusive language.
- At each Home Game Three players will be asked to turn up early, to set up the pitch and changing, this will be done on a rota and the players will be given two weeks or more notice and if they cannot do that day they will be expected to let the manager know no later than a week before hand.



The Players' responsibilities are:

- They conducted themselves in the appropriate manner when representing Weedon FC.
- To ensure that the changing rooms are clean and tidy before the match.
- To ensure that the half time drinks are in both the referees and away changing rooms.
- To ensure that the pitch are marked out, the nets are put up and pegged down, river is block up, the net is out, and that the water bottles are filled up.
- Finally, to ensure that all the kit is back in the kit bag and that all the changing rooms are swept out.

ALL PLAYERS ARE RESPONSIBLE FOR CLEARING THE PITCH AFTER THE GAME AND ENSURING THAT EVERYTHING IS PUT AWAY NEATLY IN THE CONTAINER AND THAT ALL RUBBISH IS CLEARED FROM THE PITCH.

Resignation & Expulsion

- A member shall cease to be a member of the club if, and from the date on which, he/she gives notice to the club committee of their resignation. A member whose annual membership fee or further subscription is more than two months in arrears shall be deemed to have resigned.
- The club committee shall have the power to expel a member when, in their opinion, it would not be in the interest of the club for them to remain a member. There shall be no appeal procedures.
- A member who resigns or is expelled shall not be entitled to claim any, or a share of any, of the income & assets of the club (club property).

Balls Going Over the Railway Fence

- No player is to retrieve any balls that go over the railway fence, instead they need to make either Dave Rogers or a Person from the Management Team, who will resolve this issue.

Club Committee

- The club shall be governed by the Chairperson, Vice-Chairman, Secretary and Treasurer and a general Committee of a number which will be decided at the AGM. Team managers will be appointed by the Committee; further members may be co-opted at the Committee's discretion.
- Each club officer and club committee member shall hold office from the date of appointment until the next Annual General Meeting unless otherwise resolved at a Extraordinary General meeting (EGM). One person may hold no more than two positions of club officer at any time. The club committee shall be responsible for the management of all the affairs of the club. Decisions of the club committee shall be made by a simple majority of those attending the club committee meeting. The chairperson of the club committee meeting shall have a casting vote in the event of a tie. Meetings of the club committee shall be chaired by 50% of the Committee will constitute a quorum.
- Decisions of the club committee at meetings shall be entered into the minute book of the club to be maintained by the club secretary.
- Any Committee member being absent from three consecutive meetings without written or adequate explanation shall cease to be a member of the Committee pending the vote of the Committee.



- Any member of the club committee may call a meeting of the club committee by giving not less than seven day's notice to all members of the club commit.
- The club committee shall hold not less than four meetings a year.
- An outgoing member of the club committee may be re-elected. Any vacancy on the club committee which arises between Annual General Meetings shall be filled by a member proposed by one and seconded by another of the remaining club committee members and approved by a simple majority of the remaining club committee members.
- Save as provided for in the rules and regulations of the Football Association to which the club is affiliated, the club committee shall have the power to decide all questions and disputes arising in respect of any issue concerning the club rules.
- The position of a Club Officer shall be vacated if such person is subject to a decision of The FA that such person be suspended from holding office or from taking part in any football activity relating to the administration or management of a football club.

Annual and Extraordinary General Meeting

An Annual General Meeting (AGM) shall be held each year to:

- Receive a report of the activities of the club over the previous year.
- Receive a report of the club's finances over the previous year.
- Elect the members of the club committee
- Consider any other business
- Nominations for the election of members as club officers or as members of the club committee shall be made in writing by the proposal and seconded, both of whom must be existing members of the club , to the club secretary not less than 14 days before the AGM. Notice any resolution to be proposed at the AGM shall be given in writing to the club secretary not less than 14 days before the meeting.
- An EGM may be called at any time by the Club Committee and shall be called within 21 days of the receipt by the Club Secretary of a requisition in writing, signed by not less than five members stating the purposes for which the Meeting is required and the resolutions proposed. Business at an EGM may be any business that may be transacted at an AGM.
- The Secretary shall send to each member at their last known address written notice of the date of a General Meeting (whether an AGM or an EGM) together with the resolutions to be proposed at least 14 days before the meeting.
- The quorum for a General Meeting shall be..... .
- The Chairperson, or in their absence a member selected by the club committee, shall take the chair. Each member present shall have one vote and resolutions shall be passed by a simple majority. In the event of an equality of votes the chairperson of the Meeting shall have a casting vote.
- The club secretary, or in their absence a member of the club committee, shall enter Minutes of General Meeting into the minute book of the club.

Club Teams

- At its first meeting following each AGM, the club committee shall appoint a club member to be responsible for each of the club's football teams. The appointed members shall be responsible for managing the affairs of the team. The



appointed members shall present a written report of activities of the team to the club committee at its last meeting prior to an AGM.

- Any player who signed for Weedon FC makes themselves available for selection to any team. Any player selected for a match who is subsequently unable to play must notify the team manager at least two days before the match wherever possible.
- For all home matches players are expected to help putting up the nets, marking out the pitch, clean out the changing rooms and putting out the corner flags.
- In the event of a team winning a league trophy for which the league supplies a number of mementoes; those mementoes will go the players playing the most games.
- A team manager or committee members to be present at all organised training sessions and have the say as to the content of the session. Only players signed for Weedon FC can participate in training sessions unless agreed by attending manager/committee member.
- Any player grievances to be address via a Committee member who shall report where necessary, to the next Committee meeting.

Club Finances

- A bank account shall be opened and maintained in the name of the club (the Club Account). Designated account signatories shall be the club chairperson, the club secretary and the treasurer. No sum shall be drawn from the Club Account except by cheque signed by two of the three designated signatories. All monies payable to the club shall be received by the treasurer and deposition in the Club account.
- The Club Property shall be applied only in furtherance of the objects of the Club. The distribution of profits or proceeds arising from the sale of Club Property to members is prohibited
- The club committee shall have power to authorize the payment of remuneration and expenses to any member to the club and to any other person or persons for services rendered the club.
- The Club may provide sporting and related social facilities, sporting equipment, coaching, courses, insurance cover, medical treatment, away-match expenses, post match refreshments and other ordinary benefits of Community Amateur Sports Clubs as provided for in the Finance Act 2002.
- The Club may also in connection with the sports purposes of the Club:
 - sell and supply food, drink and related sports clothing and equipment;
 - employ members (although not for playing) and remunerate them for providing goods and services, on fair terms set by the Club Committee without the person concerned being present;
 - pay for reasonable hospitality for visiting teams and guests; and
 - indemnify the Club Committee and members acting properly in the course of the running of the Club against any liability incurred in the proper running of the Club (but only to the extent of its assets).
- The Club shall keep accounting records for recording the fact and nature of all payments and receipts so as to disclose, with reasonable accuracy, at any time, the financial position, including the assets and liabilities of the Club. The Club must retain its accounting records for a minimum of six years.
- The Club shall prepare an annual "Financial Statement", in such format as shall be available from The FA from time to time. The Financial Statement shall be verified by an independent, appropriately qualified accountant and



shall be approved by members at general meeting. A copy of any Financial Statement shall, on demand, be forwarded to The FA.

- The Club Property, other than the Club Account, shall be vested in not less than two and no more than four custodians, one of whom shall be the Treasurer ("the Custodians"), who shall deal with the Club Property as directed by decisions of the Club Committee and entry in the Minute Book shall be conclusive evidence of such a decision.
 - The Custodians shall be appointed by the Club in a General Meeting and shall hold office until death or resignation unless removed by a resolution passed at a General Meeting.
 - On their removal or resignation a Custodian shall execute a Conveyance in such form as is published by The FA from time to time to a newly elected Custodian or the existing Custodians as directed by the Club Committee. The Club shall, on request, make a copy of any Conveyance available to The FA. On the death of a Custodian, any Club Property vested in them shall vest automatically in the surviving Custodians. If there is only one surviving Custodian, an EGM shall be convened as soon as possible to appoint another Custodian.
 - The Custodians shall be entitled to an indemnity out of the Club Property for all expenses and other liabilities reasonably incurred by them in carrying out their duties.
- The club shall prepare an annual financial statement in such form as shall be published by the Football Association from time to time.
 - All fines must be paid to the Club Treasurer within 7 days of notification. Any match fees, race night money or any other monies due to the Club must be paid within 7 days, failure to do so will result in suspension from All Club Activities.

Dissolution

- A resolution to dissolve the club shall only be proposed at the General Meeting and shall be carried by a majority of at least three quarters of the members present.
- The dissolution shall take effect from the date of the resolution and the members of the club committee shall be responsible for the winding up of the assets and liabilities of the club.
- Any surplus assets remaining after the discharge of the debts and liabilities of the Club shall be transferred to another Club, a Competition, the Parent County Association or The FA for use by them for related community sports.



Club Sponsors

First Team Sponsors



Veterans Team Sponsor



Under 12s Team Sponsor



Under 11s Navy Team Sponsor



Under 11s Yellow Team Sponsor





Under 10s Yellow Team Sponsor



Under 10s Navy Team Sponsor



Under 9s Yellow Team Sponsor



Under 9s Navy Team Sponsor



Under 7s



After Match Facilities

Wheatsheaf, Weedon



FOOTBALL CLUB SAFEGUARDING CHILDREN POLICY

1. Weedon 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, as well as the Children Act 1989 and 2004 and Care Standards Act 2000.

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

3. Weedon 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 CRB Enhanced Disclosure where appropriate in line with FA policy.

All current Weedon 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 CRB Enhanced Disclosure via The FA CRB Unit¹. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Weedon 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 CRB 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 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 minimise the risk of 'grooming' within football.

5. Weedon 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 0844 980 8200 4787, by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW10 9EQ or alternatively



by going direct to the Police, Children's Social Care or the NSPCC. Weedon Football Club encourages everyone to know about it and utilise it if necessary.

6. Weedon 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 Weedon 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.

i. If you are worried about a child then you need to report your concerns to the Club Welfare Officer.

ii. 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

iii. 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.

iv. 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.

v. 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 or Children's Social Care
- call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 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.

10. Further advice on Safeguarding Children matters can be obtained from:

- Weedon Football Club T: 07840842841 E: weedonfootballclub@yahoo.co.uk
- www.TheFA.com/Footballsafes
- Emailing – Footballsafes@TheFA.com
- The FA Safeguarding Children general enquiry line 0845 210 8080



Weedon Football Club Code of Conduct

We all have a responsibility to promote high standards of behaviour in the game.

YOUNG PLAYERS

When playing football I will:

- Always play to the best of my ability
- Play fairly- I won't cheat, complain or waste time
- Respect my team-mates, the other team, the referee and my coach/manager
- Play by the rules, as directed by the referee
- Shake hands with the other team and referee at the end of the game
- Listen and respond to what my coach/manager tells me
- Talk to someone I trust or the club welfare officer if I am unhappy about anything at my club.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, League, 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 club committee
- Be dropped or substituted
- Be suspended from training
- Be required to leave the club

In addition:

- My club, County FA or FA may make my parent or carer aware of any infringements of the Code of Conduct
- The FA/County FA, League, could impose a fine and suspension against my club

SPECTATORS & PARENTS/CARERS

I will:

- Remember that children play for FUN
- Applaud effort and good play as well as success
- Always respect the match officials decisions
- Remain outside the field of play and within the Designated Spectator 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
- Avoid criticising a player for making a mistake – mistakes are part of learning
- 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 by the League, County FA or the FA

I may be:

- Issued with a verbal warning from a league official
- Required to meet with club, league or County FA welfare officer
- Required to meet with league committee
- Obligated to take FA education course
- Obligated to leave the match venue
- Requested by the league not to attend future games
- The league may respect suspension or expulsion from the club membership

In addition:

The FA/County FA could impose a fine and/or suspension on the Club



ADULT PLAYERS

Players tell us they want a referee for every match, yet 7,000 match officials drop out each season because of the abuse and intimidation they receive on and off the pitch.

Respect your referee today and you may just get one for every match this season. Play your part and observe The FA's Respect Code of Conduct for players at all times.

On and off the field, I will:

- Adhere to the Laws of the Game
- Display and promote high standards of behaviour
- Promote fair play and behave within the spirit of the Laws of the Game
- Always respect the match officials' decisions
- Never engage in public criticism of the match officials
- Never engage in offensive, insulting or abusive language or behaviour
- Avoid bullying, intimidation and poor behaviour
- Speak to my team-mates, the opposition and my coach/manager with respect
- Ask my team captain to talk to the referee if I have a problem relating to the game
- Remember we all make mistakes
- Shake hands with the opposing team and the match officials at the end of every game

I understand that breaches of the code may result in action being taken by my County FA and /or The FA.

COACHES

In The FA's survey of over 37,000 grassroots participants, behaviour was the biggest concern in the game. This included both the abuse of match officials and the unacceptable behaviour by over competitive parents, spectators and coaches on the sidelines.

The FA's Respect programme is aimed at tackling unacceptable behaviour across the whole game.

Play your part and observe The FA's Respect Code of Conduct for coaches, team managers and club officials at all times.

I will:

- Show respect to others involved in the game including match officials, opposition players, coaches, managers, officials and spectators
- Adhere to the Laws of the Game
- Display and promote high standards of behaviour
- Always respect the match officials' decisions
- Never enter the field of play without the referee's permission
- Never engage in public criticism of the match officials
- Never engage in, or tolerate, offensive, insulting or abusive language or behaviour.

When working with players, I will:

- Place the well-being, safety and enjoyment of each player above everything, including winning
- Explain exactly what I expect of players and what they can expect from me
- Ensure the parents/carers of all players under the age of 18 understand these expectations
- Refrain from, and refuse to tolerate any form of bullying
- Develop mutual trust and respect with every player to build their self-esteem
- Encourage each player to accept responsibility for their own behaviour and performance
- Ensure all activities I organise are appropriate for the players' ability level, experience, 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 breaches of the code may result in action being taken by my County FA and /or The FA.

SPECTATORS

This club is supporting The FA's Respect programme to ensure football can be enjoyed by everyone in a safe and positive environment.

Play your part and observe The FA's Respect Code of Conduct for spectators and parents/carers at all times.

I will:

- Remain outside the field of play and behind the Designated Spectator Area (where provided)
- Never engage in, or tolerate, offensive, insulting or abusive language or behaviour
- Always respect the match officials' decisions
- Applaud effort and good play as well as success

In addition, when attending youth games I will:

- Remember that children play for FUN
- Let the coaches do their job and not confuse the players by telling them what to do
- Encourage the players to respect the opposition and match officials
- Never criticise a player for making a mistake -mistakes are part of learning

I understand that breaches of the code may result in action being taken by my County FA and /or The FA.

MATCH OFFICIALS

The behaviour of the match officials has an impact, directly and indirectly, on the conduct of everyone involved in the game - both on the pitch and on the sidelines. Play your part and observe The FA's Respect Code of Conduct for Match Officials at all time.

When officiating I will:

- Be honest and completely impartial at all times, irrespective of the teams, players or team officials involved in the match
- Apply the Laws of the Game and competition rules fairly and consistently
- Manage the game in a positive, calm and confident manner
- Deal with all instances of violence, aggression, unsporting behaviour, foul play and other misconduct
- Not tolerate offensive, insulting or abusive language or behaviour from players and officials
- Support my match official colleagues at all times
- Set a positive personal example by promoting good behaviour and showing respect to everyone involved in the game
- Communicate with the players and encourage fair play
- Respond in a clear, calm and confident manner to any appropriate request for clarification by the team captains
- Prepare physically and mentally for every match
- Complete and submit, accurate and concise reports within the time limit required for games which I officiate

I understand that breaches of the code may result in action being taken by my County FA and /or The FA.

**Theses action could be:**

- Be required to apologise to team-mates, the other team, referee or manager
- Receive a warning from the coach
- Receive a written warning from the club committee
- Be required to attend an FA education course
- Be dropped or substituted
- Be suspended from training
- Not be selected for the team
- Be required to serve a suspension
- Be fined
- Be required to leave the club

In addition

- The FA/County FA could impose a fine and/or suspension on the club

TheFA.com/Respect

Propriety

- Weedon Football Club 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

- Weedon Football Club will uphold a relationship of trust and respect between all involved in the game, whether they are individuals, clubs or other organizations.

Violence

- Weedon Football Club rejects the use of violence of any nature by anyone involved in the game

Fairness

- Weedon Football Club is committed to fairness in its dealings with all involved in the game

Integrity and Fair Play

- Weedon Football Club is committed to the principle of playing to win, consistent with fair play

Respect the Ref Campaign

- Weedon Football Club supports and uphold the rules and regulations of the Respect the Ref Campaign
- 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. The code applies to all those involved in football under the auspices of the Football Association

Community

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

Equality

- Weedon Football Club is opposed to discrimination of any form and will promote measures to prevent it, in whatever form, from being expressed.



Participants

- Weedon Football Club recognizes 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. Weedon Football Club is committed to appropriate consultation.

Young People

- Weedon Football Club acknowledges the extent of its influence over young people and pledges to set a positive example.

Weedon Football Club Equal Opportunity Policy

- Weedon FC is committed to a policy of equal treatment of all members and requires all members of whatever level of authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.
- All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995 and Disability Discrimination Acts 2005, Race Relation Act 1976, together with Public Order Act of 1986 and Racial & Religious Hatred Act 2006 and the Equality Act 2012. Specifically, discrimination is prohibited in:
- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement's for any reason whatsoever related to their membership, which are different to the requirements for others
- Imposing on individual requirements which are in effect more onerous on that individual than they are on any other. For example, this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex
- Victimization of an individual
- Harassment of an individual (which for the purpose of this policy and the actions and sanction applicable thereto is regarded as discrimination)

Northampton Combination Equal Opportunities Policy

- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all club's recruitment, selection, promotion and training processes, as well as disciplinary and other matters (in other words all instances where those in control of members are required to make judgements between them) it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- Weedon FC commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused discrimination.

Anti-Discrimination Policy

- Weedon 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 eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.
- Equality of opportunity at Weedon Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably 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

Northampton Combination Club Code of Conduct

1. Match Officials must be informed of match details as per rule.
2. A welcome must be extended to match officials upon their arrival at the ground and subsequently shown to their dressing room.
3. Match officials must be offered refreshments prior to the commencement, at half time and end of the day.
4. Match Balls must be made available for the referee's inspection, clean and suitably inflated. In increment weather they must be cleaned at half time by the home team.
5. The home club must provide suitable flags for clubs assistant referees.
6. Match officials dressing room must be clean and tidy condition.
7. Clubs must ensure toilet and shower facilities are in good working order.
8. Visiting teams must leave their dressing room in a clean and tidy condition.
9. The welfare and well being of match officials is the responsibility of the home club from their arrival at the ground until departure.
10. Players must remove their rings or cover them with tape, bracelets, necklaces and ear rings must be removed.
11. Clubs ensure that the high degree of dissent by players, management and coaching staff is eliminated.
12. It's each clubs responsibility to ensure that management and playing staff are fully conversant with the laws of the game.
13. Club must be aware of the League Rules relating to fee for match officials.

Social Media & Newspaper Match Reports

All comments on social networking sites and newspapers maybe considered public comment.

Any comments which are improper, bring the game into disrepute or are threatening, abusive, indecent or insulting may lead to disciplinary action.

Comments about match officials which imply bias, attach official's integrity or are overtly personal in nature are considered improper.

Comments which include a reference to a person's ethnic origin, colour, race, nationality, faith, gender, sexual orientation or disability may be considered aggravated and attract a higher disciplinary action.

Re-tweeting of another person's post may lead to disciplinary action if the original post was improper.



An individual is responsible for posting on his/her account. Participants should take care to ensure others do not access their account as the fact that a posting or comment may have been made by a 3rd party will not prevent disciplinary action. Participants should exercise caution with the content of any posting on social networking sites and in the content of any newspaper article/match reports.

Disciplinary Procedure

Purpose and scope

This procedure is designed to help and encourage all members of Weedon Football Club (hereinafter the Club) to achieve and maintain standards of behaviour as detailed within the club's Code of Conduct. The emphasis of Disciplinary Procedure is, in the first instance, on the improvement of the member's behaviour by working in partnership with them and their parent/guardian rather than just on imposing sanctions. The Club will impose sanctions in the most serious cases or where improvement in the member's behaviour has not been forthcoming. Our aim is to ensure consistent and fair treatment for all members.

Principles

- The Disciplinary Committee will consist of the Club Welfare Officer and a minimum of two more members of the Club Committee.
- A meeting will be convened within 14 days of the alleged breach of the Code of Conduct and the member will be notified in writing of the nature of their failure to maintain the standards detailed in Code.
- On the day of the incident giving rise to the breach of the Code of Conduct, the matter should be reported to the Club Secretary or Vice Chairman in their absence, by the team coach/manager. The incident report form must be submitted within 48 hours. If the Club Secretary considers that a potential breach of the Code of Conduct has occurred, the matter will be passed to the Welfare Officer who will coordinate the investigation and institute the disciplinary procedure.
- Members will be notified of the time, date and venue of the meeting by letter and will be required to confirm attendance no later than 24 hours prior to the date of the meeting. The member will be required to attend with their parent/guardian, if they are under 18, who may make a representation on their behalf. The member and or their representative will be given an opportunity to state their case prior to any decision being made by the Disciplinary Committee.
- No disciplinary action will be taken against a member until a full investigation as to the circumstances of the incident have been conducted by the club.
- At all stages of the investigation the member will be required to be accompanied by their parent/guardian, if they are under 18, who may make representations on their behalf and confirm that the member fully understands the potential breach of the code, the procedure taking place and the sanction, if any, imposed by the Disciplinary Committee. All aspects of the investigation will remain confidential.
- No member will be dismissed from the Club for a first breach of the Code of Conduct except in cases where there has been a Gross Misconduct as detailed under section 4. In those circumstances a specific procedure will be followed.
- A member will have the right to appeal against any disciplinary action imposed. An appeal should be addressed to the Club Secretary and submitted within seven days from the date that the Disciplinary Committee's decision is communicated to the member.



Procedure

Stage 1 - Verbal Warning

If the conduct is deemed to be in breach of the standards laid down in the Code of Conduct, a member will in the first instance be given a verbal warning. The member and their parent/guardian will be advised of the reason for the warning and notified that this is the first stage of the Disciplinary Procedure. He/she will be notified that they have a right to appeal, the timescale upon which the appeal should be submitted to the Club Secretary for the Club's further consideration. A note of the verbal warning will be kept by the Club Secretary, but will be discarded after 12 months or in line with the present requirements of the Data Protection Act. Where a follow up review is necessary, the member will be advised of this and the timescales for review. In those circumstances, an action plan will be mutually agreed with the member, or parent/guardian if under 18, and a mentor appointed by the Club.

Stage 2 - Written Warning

If the matter is more serious or there is a further breach of the Code of Conduct, then a written warning will be given to the member. This will explain the reason for the warning, the improvement in conduct required and the timescale. Further, if there is no improvement that action detailed in Stage 3 may be considered. The right of appeal against this decision will be advised and explained to the member. An action plan will be mutually agreed with the member, or parent/guardian if under 18, and a mentor appointed by the Club. A copy of the written warning will be kept by the Club Secretary, but will be discarded for disciplinary purposes after 12 months subject to satisfactory conduct

Stage 3 – Final Written Warning

If there is still a failure to improve and conduct is still unsatisfactory, or if the matter is sufficiently serious to warrant only one written warning but insufficiently serious to justify dismissal from the club, a final written warning will be given by the Committee. This will explain the reason for the warning, the improvement required and the timescale. An action plan will be mutually agreed with the member, or parent/guardian if under 18, and a mentor appointed by the Club. It will also warn that dismissal from the Club will result if there is no improvement and will advise the right of appeal. The Club Secretary will hold a copy of the final written warning, but it will be disregarded for disciplinary purposes after 12 months subject to satisfactory conduct.

Stage 4 – Dismissal from The Club

If the conduct is still unsatisfactory and the member still fails to reach the required standards, dismissal from the club will usually result. Only the Club Committee with a quorum of at least five can take the decision to dismiss the member. The member will be provided, as soon as practicable, a written explanation for dismissal, the date upon which membership will terminate and the right of appeal.

Gross Misconduct

The following list gives examples of behaviour that are normally regarded as gross misconduct:

1. Fighting
2. Assault on another person
3. Deliberate damage to Club property
4. Bringing the Club into disrepute by actions or words
5. Serious negligence or disregard of the Club Rules that causes, or could have caused, unacceptable loss, damage or injury.
6. Serious act of insubordination, including the failure to follow or observe reasonable instructions of the team coach/manager.



Procedure

In the event that a member of the Club is alleged of gross misconduct by a match referee or other authority, the member shall be automatically suspended; pending investigation/disciplinary hearing according to the Club's policy or when superceded by Northamptonshire County FA Policies and procedures.

1. In the case of players, the individual will not play in a match nor be allowed to train until an emergency meeting of the Club Committee has been convened.
2. An emergency meeting of the Club Disciplinary Committee will be convened within 2 weeks of the incident. Comprising the Welfare Officer, Club Chairman and or Vice Chairman and other Committee members to constitute a quorum of five. The committee members will be mutually agreed by the Welfare Officer and Club Chairman.
3. The individual involved will be asked to attend the meeting and in the case of a player, will be accompanied by a parent/guardian or other representative.
4. The individual will be asked to recall the incident, to confirm that they understand the charges, explain their actions and to answer questions regarding the incident with the agreement of their parent/guardian or representative. Witnesses may be called by members/players charged with serious/gross misconduct. The Club also reserves the right to call witnesses if deemed appropriate.
5. At the end of the hearing once all the evidence has been heard the individual and or their representative will be entitled to make a closing submission to the Disciplinary Committee.
6. After the closing submissions, all other persons shall withdraw whilst the Committee considers the evidence and submissions. It will determine whether the breach has been proved or not, and what actions are to be taken as a result.
7. The individuals will be re-called to the meeting and notified of the Committee's decision which will be confirmed in writing.
8. Should a person charged with serious/gross misconduct not attend the Disciplinary Meeting then a decision will be made in their absence and the decision of the Committee will be confirmed in writing to the address noted on their registration document.

The Committee have the authority to take whatever action is appropriate within the club rules and constitution. In the most serious of cases this could lead to dismissal from the club. Individuals/parents will be expected to pay any fines imposed by the League or County FA in relation to such an incident.

Appeals

A member who wishes to appeal against any disciplinary decision should inform the Club Secretary within seven days. At the appeal any disciplinary action proposed will be reviewed by the Club Secretary and another member of the Committee not involved in the original hearing or investigation. The member's parent/guardian or representative, if they are a player, will accompany them to the appeal hearing. The member will be notified of the outcome of the appeal in writing within seven days of the hearing.



Titles and Awards

1976	Sunday League Top Scorer- Alfie Deakin
1976	Sunday Division One Runners-Up
1976	Sunday Trophy Finalists
1977	Sunday Division One Runners-Up
1977	Sunday Alliance Division One Cup Runners-Up
1977	Sunday Ken Parker Cup Winners
1977	Sunday League Top Scorer – Alfie Deakin
1979	Sunday Premier Division Winners
1979	Sunday Ken Parker Cup Winners
1979	Sunday Secretary Award – Geoff Leatherland
1979	Sunday Premier Division KO Cup Winners
1979	NFA Sunday Trophy Winners
1980	Sunday Alliance Premier Division Winners
1980	Sunday Alliance Premier Cup Winners
1980	Sunday Division Two Winners - Reserves
1980	Sunday Alliance Division Two Cup – Runners Up Reserves
1981	Sunday Alliance Premier Division Winners
1981	Sunday Alliance Linesman of The Year – Les Hillyard
1984	Weedon Globetrotters Division Three League Winners
1984	Weedon Globetrotters Division Three KO Cup Winners
1991	Saturday Combination Division Two KO Cup Runners Up
1991	Saturday Combination Good Conduct Trophy
1993	Saturday Combination Division Two League Winners
1993	Saturday NFA Area Cup – Runners Up
1993	Sunday Alliance Division Two Cup Winners
1994	Sunday Alliance Division Two Runners Up
1994	Saturday Combination Division One Runner Up
1997	Saturday Combination Division One Runners Up
1997	Saturday Combination Secretary of the Year – Steve Smith
2001	Saturday Combination Premier Division Top Scorer – John Turton
2001	Bijlmer Brotherhood Tournament –Amsterdam Runners-Up
2002	Sunday Alliance Secretary of the Year – Tracy Smith
2003	Final Sunday Alliance Game (May)
2005	Saturday Combination Reserve Division Two League Runners up



2010	Saturday Combination Reserve Division Two Cup Winners
2010	Saturday Combination Reserve Division Two Runners up
2011	Saturday Combination Manager of The Month – Weedon First December
2011	Saturday Combination Division 3 Runners Up
2012	Saturday Combination Reserve Division One Cup Runners Up
2013	YOUTH - NDYAL Under 15's B League Winners
2014	Saturday Combination Manager of The Month – Weedon Reserves November
2014	Saturday Combination Division 2 Cup Runners Up
2014	Saturday Combination Reserves Division 2 Winners
2014	Saturday Combination Division 2 Winners
2015	Sunday Combination Veterans League Cup Winners
2015	YOUTH - NDYAL Under 12s League D Runners-up
2016	DDC Young Sports Personality of the Year – Harry Price
2017	NDYAL Under 8s Shield Winners – Weedon Navy
2017	NDYAL Under 8s Shield Runners-Up – Weedon Yellow
2017	Saturday Combination Division 3 League Winners
2017	Northampton Football Association Charter Standard Development Club of the Year
2018	NDYAL Under 9s Shield Winners – Weedon Yellow
2018	NDYAL Under 10s Plate Runners-Up – Weedon Navy

Chairman

Name: GAVIN OLIFF

Signed:
Date: 13/10/2018

Secretary

Name: DANNY CHAPMAN

Signed:
Date: 13/10/18