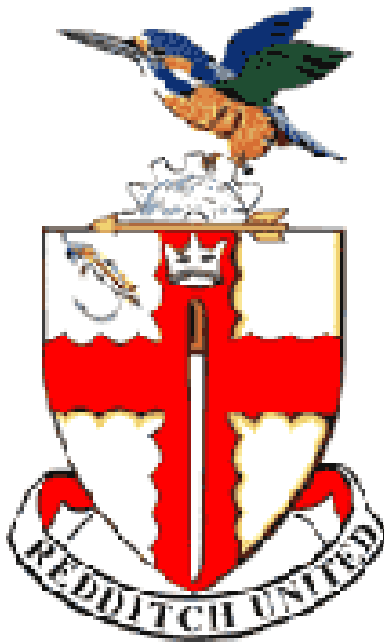


Redditch Utd Youth & Junior Football Club

Redditch Utd Football Club
The Valley Stadium, Bromsgrove Road, Redditch, Worcestershire, B97 4RN
Telephone: 01527-67450



Club Code Of Conduct

Young Players

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

As a player, you have a big part to play. That's why The FA is asking every player to follow a Respect Code of Conduct.

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 or 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/team manager tells me
- Talk to someone I trust or the club welfare officer if I'm 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, 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 the club committee
- Be dropped or substituted
- Be suspended from training
- Be required to leave the club.

In addition:

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



Adult players

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

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
- 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
- Never engage in bullying, intimidation or harassment
- Speak to my team-mates, the opposition and my coach/manager with respect.
- Remember we all make mistakes.
- Win or lose with dignity. Shake hands with the opposing team and the referee at the end of every game.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA:

- Be required to apologise to team-mates, the other team, referee or team manager
- Receive a warning from the coach
- Receive a written warning from the club committee
- Be required to attend a 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



Match Officials

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

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 of match officials at all time.

I will:

- Be honest and completely impartial at all times
- 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
- Never 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 in which I officiate

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA:

I may be:

- Required to meet with The FA/County FA Refereeing Official
- Required to meet with The FA/County FA Refereeing Committee
- Obligated to attend or re-attend The FA Respect training or other FA education course
- Issued with a written warning
- Fined by the County FA
- Offered less senior appointments
- Suspended from all appointments for a defined period
- Excluded from affiliating as a FA Referee



Respect

Respect Code of Conduct

Coaches, Team Managers and Club Officials

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

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

Play your part and observe the Football Association's Respect Code of Conduct in everything you do.

On and off the field, I will:

- Show respect to others involved in the game including match officials, opposition players, coaches, managers, officials and spectators
- Adhere to the laws and spirit of the game
- Promote Fair Play and high standards of behaviour
- Always respect the match official's decision
- 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 all parents/carers of all players under the age of 18 understand these expectations
- Never engage in or 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, 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 if I do not follow the Code, any/all of the following actions may be taken by my club, County FA, league or The FA:

- Required to meet with the club, league or County Welfare Officer
- Required to meet with the club committee
- Monitored by another club coach
- Required to attend a FA education course
- Suspended by the club from attending matches
- Suspended or fined by the County FA
- Required to leave or be sacked by the club

In addition:

- My FACA (FA Coaches Association) membership may be withdrawn

[TheFA.com/Respect](https://www.thefa.com/Respect)



Respect

Respect Code of Conduct

Spectators and parents/carers

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

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

Remember children's football is a time for them to develop their technical, physical, tactical and social skills. Winning isn't everything.

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

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 Spectators' Area (where provided)
- 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 my club, County FA, league or The FA:

I may be:

- Issued with a verbal warning from a club or league official
- Required to meet with the club, league or CFA Welfare Officer
- Required to meet with the club committee
- Obligated to undertake an FA education course
- Obligated to leave the match venue by the club
- Requested by the club not to attend future games
- Suspended or have my club membership removed
- Required to leave the club along with any dependents

In addition:

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

The Football Association Club Child Protection Policy



Redditch Utd Youth & Junior Football Club Child Protection Policy

1 Redditch Utd Youth & Junior

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 child protection and best practice policy and procedures and endorse and adopt the policy statement contained in that document.

2 The key principles of The FA child protection 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, culture, language, racial origin, religious beliefs or sexual orientation
- 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 or 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.

Redditch Utd Youth & Junior

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

Redditch Utd Youth & Junior

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 child protection regulation (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This includes those who are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

4 We endorse and adopt The FA's child protection and best practice guidelines for recruiting volunteers and will:

- Develop a role profile
- Request identification documents
- As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing
- Request and follow up with two references before appointing
- Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines.

All current Redditch Utd Youth & Junior

Football Club members with direct access to children and young people will be required to complete a CRB Enhanced Disclosure via The FA CRB Unit. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of

Redditch Utd Youth & Junior

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 CRB 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 Redditch Utd Youth & Junior

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 Child Protection Manager on 0207 745 4771, by writing to The FA Case Manager at The Football Association, 25 Soho Square, London W1D 4FA or by going direct to the police, social services or the NSPCC.

Redditch Utd Youth & Junior

Football Club encourages everyone to know about it and utilise it if necessary.

6 Redditch Utd Youth & Junior

Football Club has appointed a Club Welfare Officer (CWO) in line with The FA's role profile and required completion of the child protection and best practice workshop. The post holder will be involved with designated person's training provided by The FA. The CWO is the first point of contact for all club members and parents or guardians regarding concerns for the welfare of any child or young person. They will liaise directly with the CFA CPO and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing an awareness of 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, parents or guardians should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO, a member of the committee or, in cases of serious bullying contact the CFA CPO.

8 Codes of conduct for players, parents or spectators, officials and coaches have been implemented by Redditch Utd Youth & Junior Football Club.

In order to validate these codes of conduct the club has clear sanctions to deal with any misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by leagues or the CFA in more serious circumstances. All prospective members will be informed of these codes.

9 Further advice on child protection matters can be obtained from:

- The County Football Association's Child Protection Officer, whose details can be found in the County Handbook
- The Football Association/NSPCC Child Protection
- 24-Hour Helpline 0808 800 5000
- www.TheFA.com/Goal
- The FA child protection team 0207 745 4649.

Anti-Bullying Policy for Football Clubs

Recommended Guidelines

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the club welfare officer or any committee member.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** being unfriendly, excluding (emotionally and physically), sending hurtful text messages and tormenting, (e.g. hiding football boots/shin guards, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving.

This club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All club members, coaches, officials and parents should have an understanding of what bullying is
- All club members, officials and coaching staff should know what the club policy is on bullying, and follow it when bullying is reported
- All players and parents should know what the club policy is on bullying, and what they should do if bullying arises
- As a club we take bullying seriously. Players and parents should be assured that they would be supported when bullying is reported
- Bullying will not be tolerated

Signs and Indicators

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training equipment damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above

In more extreme cases

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.



Procedures

1. Report bullying incidents to the Club Welfare Officer or a member of the clubs committee or contact the County FA Welfare Officer.
2. In cases of serious bullying, the incidents will be referred to the County FA Welfare Officer for advice and possibly to The FA Case Management Team.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

Recommended club action

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below:

1. Reconciliation by getting the parties together.
It may be that a genuine apology solves the problem.
2. If this fails/not appropriate a small panel (made up from Chairman, Club Welfare Officer, Secretary, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. The same 3 persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.

5. In some cases the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

In the Case of Adults Reported to be Bullying Anyone Within the Club Under 18:

1. The County FA Welfare Officer should always be informed and will advise on action to be taken where appropriate.
2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, The FA's Safeguarding Children Education Programme may be recommended.
3. More serious cases may be referred to the Police and/or Children's Services.

Prevention

1. The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.
2. All club members and parents will sign to accept the constitution upon joining the club.
3. The Club Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

This policy is based on guidance provided to schools by KIDSCAPE. KIDSCAPE is a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on 0207 730 3300 or you can access their website via www.kidscape.org.uk.

You may also wish to access any of the following websites designed to give advice and guidance to parents and children who are faced with dealing with bullying:

www.anti-bullyingalliance.org.uk
www.stoptextbully.com
www.bullying.co.uk

We would like to thank the Amateur Swimming Association who have shared their Anti-Bullying Policy for Clubs on which this recommended FA Club Anti-Bullying Policy has been developed.

Redditch Utd Youth & Junior Football Club

Youth Managers, Officials and Coaches

All youth managers, officials and coaches are expected to follow the above FA Respect Code of Conduct at all times.

All youth managers, officials and coaches are expected to follow the above FA Child Protection Policy at all times.

All youth managers, officials and coaches are expected to follow the above FA Anti Bullying Policy at all times.

All youth managers, officials and coaches are expected to follow the FA Rules and Regulations at all times.

All youth managers, officials and coaches are expected to adhere to the internal rules/policies of the RUFC management committee at all times.

Any new manager, official or coach must undertake a CRB check and clear results received by the Welfare Officer before they can come into contact with any youth player(s).

Any new manager, official or coach, when they join, if they do not hold a coaching badge, must undertake a minimum of an FA level 1 coaching badge along with the first aid and the safeguarding of child certificates within their first year of coaching with Redditch Utd.

It is the responsibility of each manager, official or coach to ensure all their certificates are kept up to date and renewed as and when necessary.

Each manager, official or coach has a responsibility to attend the monthly youth meetings and keep up to date with their monthly financial contributions to the youth section.

If any of the above points are disregarded or ignored this could result in a formal investigation and disciplinary actions being taken.

Any complaints or disciplinary matters will be investigated and heard by a committee made up of a Youth Chairman, Welfare Officer and Secretary.

Goal Post Safety Guidelines

For safety reasons, all goalposts, whatever the size, type or portability must always be securely and safely anchored.

The following important safety guidelines must be followed;

- Portable goalposts must always be secured by the use of chain anchors or appropriate anchor weights to prevent them from toppling over.
- Under no circumstances should any individual be allowed to climb or swing from any part of the goalposts.
- Regular inspection of all goalposts and their fixings should be carried out to ensure that they are correctly and safely maintained.
- Portable goalposts must not be left erected and in place after use and should be dismantled by a competent adult and stored away safely and correctly.
- Goalposts with metal hooks are illegal and should never be used. Only goals without hooks or with plastic hooks are to be used and the goal nets should be secured by means of plastic net clips or other suitable non metallic restraints.
- No home made goalposts are allowed.
- All manufacturers guidelines with respect to assembling goalposts must be read in full prior to assembly or installation.
- Before use goalposts should be checked by a competent adult to ensure they are securely anchored and are in a safe condition, this includes exerting a downward force on the crossbar (do not stand underneath crossbar whilst carrying out) along with a gentle backwards/forwards force applied to each post (carry this out at arms length to prevent possible injury)
- If for any reason the goalposts are considered unsafe then they must not be used!

REMEMBER THAT THE ABOVE GUIDELINES ARE PROVIDED TO ENSURE SAFETY AT ALL TIMES.

Training Code of Conduct

The following guidelines should be adhered to during all training sessions;

- Foul or abusive language by players is not allowed at any time whilst attending any training sessions. Any person, irrelevant of their position within the club, found to be using such language will be asked to leave the training session and will be brought before the management committee for possible disciplinary action.
- All parents must ensure that players arrive at least 15 minutes prior to the start of the training session. Players arriving late for training may be refused participation in that session at the discretion of the coach/manager.
- All players must bring with them a suitable drink for consumption during/after each training session.
- All players must wear the clubs approved training kit, if provided, if not then appropriate training kit along with football boots or training shoes must be worn. Football boots must only be worn when training on grass and training shoes or astro turf training shoes should be worn when training on all other surfaces. Failure to comply with this may mean the player is refused participation in the session.
- All players must wear shin pads during training sessions, practice matches as well as competitive games. Any player who arrives without shin pads will be excluded from participating in any practice matches or competitive games.
- Any parents who wish to stay and watch the training session or match may do so but must stay off the playing area and not interfere with the coach taking the session. Parents should only encourage players and not criticize them in any way. Parents may at the end of a session or match speak to the coach or manager with regards to any footballing matters or the future development of their child.
- Parents who have left children during the session, must return at least 10 minutes prior to the end of the session to be ready to collect their child as soon as the session ends. Please remember that the coach/manager is not providing a child minding service although they will provide adequate care for the child during the session.
- All coaches and managers must be at training sessions at least 15 minutes prior to the start of the session in order to meet the players/parents as they arrive, to ensure the training area is marked out ready and that all the equipment to be used is safe.
- At least 24 hours notice must be given, wherever possible, by a manager or coach to cancel a training session unless exceptional circumstances arise.
- If a player is unable to attend any training sessions or league matches, then they should notify their coach or manager as soon as possible.
- If any player fails to pay their monthly subs for 2 consecutive months then that player may be suspended from future sessions until all outstanding payments have been made.

Equal Opportunities Policy

Redditch Utd Youth and Junior Football Club is committed to a policy of equal opportunities and treatment for all its members whatever the level of authority they have and it will endeavour to abide by this general principle and the requirements of the Codes of Practice as issued by the Equal Opportunities Commission and the Commission for Racial Equality at all times.

All of Redditch Utd Youth and Junior Football Club members are expected to abide by the requirements of the Race Relations Act 1976, the Sex Discrimination Act 1986 and the Disability Discrimination Act 1995.

Treating any individual differently to others on any of the following grounds will not be tolerated by the Club;

- | | | | |
|---------|-----------------------|----------------|---------------|
| - Sex. | - Sexual Orientation. | - Skin Colour. | - Disability. |
| - Race. | - Nationality. | - Religion. | - |

Redditch Utd Youth and Junior Football Club will not tolerate any of the following;

- Imposing upon any individual, demands that are more onerous on that individual than any other.
- Victimisation of another individual.
- Harassment of another individual.
- Discrimination of another individual.
- Any other act that has an effect of disadvantaging an individual, purely on the grounds of any of the above.

Redditch Utd Youth and Junior Football Club will investigate thoroughly and with immediate effect, any claims of discrimination on any of the above grounds and it will ensure an immediate cessation of such activities and investigate any member of the club accused of being involved. Any member found guilty of any form of discrimination will be dealt with in accordance with the club's disciplinary procedure and if found guilty will may be expelled from the club.

Redditch Utd Youth and Junior Football Club will, wherever possible, commit itself to encouraging the involvement of people with disabilities at the club and will ensure they are treated in the same manner as other members.

Training will be made available to any member of the club who requests it in order for them to further their knowledge and ability to assist disabled members.

Anti Discrimination Policy

Redditch Utd Youth and Junior Football Club are responsible for setting standards and values which apply throughout the club and at all levels. Football belongs to and should be enjoyed by everyone, equally.

Redditch Utd Youth and Junior Football Club's commitment is to eliminate discrimination by any of the following;

- Sex.
- Race.
- Sexual Orientation.
- Nationality.
- Skin Colour.
- Religion.
- Disability.
-

The Equal Opportunities Policy operated at Redditch Utd Youth and Junior Football Club ensures that in all of our activities, we will not discriminate or in any way treat any individual less favourably than another based on any of the above grounds.

This shall include;

- The advertisement for members and volunteers.
- The acceptance of members and volunteers.
- The placing of members on training courses.
- External coaching and educational activities and awards.
- Football development activities.
- Selection of teams.
- Appointment of committee members.

Redditch Utd Youth and Junior Football Club will not tolerate sexual or racial harassment or any other discriminatory behaviour, is it physical or verbal and will endeavour to ensure that such behaviour is met with the appropriate action.

Redditch Utd Youth and Junior Football Club are committed to the development of the programme of ongoing training and awareness events and activities in order to promote the eradication of discrimination within its organisation and within football as a whole.

Club Complaints Procedure

In the event that any member of the club wishes to make a complaint, feels he or she has suffered any kind of discrimination by another member(s) of the club, no matter what position they hold within the club, or he or she feels that any of the club's policies or codes of conduct have been broken by other members of the club, then they should follow the procedure below;

Immediately report the matter to the club secretary or any other member of the committee in writing. The report must include the following;

- Full details of the complaint including what happened, when it happened, who the complaint is against and where the incident took place.
- The names of any witnesses to the incident.
- Details of any former complaints about the same person or incident.
- A preference as to the solution or desired outcome of the investigation into the incident.

The club's management committee will then sit, within 7 days of receiving the complaint, for a formal hearing and investigation with all parties concerned.

Depending upon the outcome of the club's management committee hearing, they shall have the power to;

- Warn any individual with regard to his or her future conduct.
- Suspend the membership of any individual.
- Terminate the membership of any individual.

Full details of the outcome of the hearing and action to be taken shall be put in writing and recorded in the clubs minutes at the earliest opportunity, all parties involved in the incident will also be notified in writing of the outcome and action to be taken.

Important Contacts

Small sided chairman	Stuart Reed – 07793 244305
11 aside chairman	Jeff Sharp - 07882 980275
Youth development officer	Darren Lane – 07527 334634
Club Welfare Officer	Alan Price – 07505 316015
Youth Secretary	Claire Lane – 07971 719574
Birmingham County F.A. Welfare Officer	Paul Milne – 07791 120928