



Northallerton Town Juniors FC (NTJFC) Code of Conduct

Purpose

Northallerton Town Juniors FC is committed to providing a safe, inclusive, positive and enjoyable football environment for every child. The welfare of children will always be the Club's primary consideration and we sign up to the five standards of [England Football's Grassroots Code](#). We endeavour to ensure that all contact with everyone connected with the club is representative of our [six core values](#): Enjoyment, Development, Resilience, Camaraderie, Inclusivity and Success

Code of conduct for players

- All players must at all times adhere to all rules and regulations laid down by The Football Association and the committee of Northallerton Town Juniors FC.
- Players will refrain from arguing with the referee or with the assistants on or off the field of play.
- We are a grassroots club with the purpose to provide for all children in the local community. Ensuring we provide opportunity for children to train and to play football matches so they can learn to love and play the game appropriately whilst having fun and developing.
- Players should show a high standard of behaviour that is expected by any players that represents Northallerton Town Juniors F.C.
- Players will respect the property of the club. They will not attempt anything that could cause harm to property, themselves or others.
- Remember that football is a team sport so respect your teammates, the coaches, the opposition players, officials and spectators. We are all here to enjoy playing football with our friends and others.
- Players at all times must show respect to opposing team players by participating in the respect handshake after the game. Players must conduct themselves during the game in an appropriate way. Even if the respect is not shown from opposing players, NTJFC players should walk away and concentrate on playing football.
- Match day subs to cover the referee costs will be charged to all players who are selected to play any league or cup game. This will be paid to the Coaches (or authorised person to collect) before kick-off. Any player not offering these subs may be deemed ineligible to play.
- If a player's conduct comes into question by the committee, the player will be notified in writing of the charges and of the decision made by the committee. The player will then have 14 days to put his or her case in writing to the club secretary.
- Foul and abusive language will not be tolerated on or off the field of play. Any violent conduct will mean an instant suspension from the club. In serious circumstances this could also lead to Police action, possible dismissal from the club and other penalties imposed by the FA, such as individual fines, club fines and penalty points and the withdrawal of the whole team from the league or cup competitions.
- If a player receives a card from the referee it is the responsibility of the parent or guardian to pay the fine. If the fine is not paid within 7 days, the player will not be eligible to play league and cup matches.

Code of conduct for parents, guardians, and spectators

- Parents, guardians and spectators must realise that the reason a player is playing football is for the enjoyment of the player and not for the benefit of the parent or guardian.
- It is the responsibility of every parent, guardian and spectator to assist the coaches and officials in helping the player to enjoy the game of football. This could involve the setting up and packing away of a match day pitch and/or taking on the roles to support the grassroots volunteer coaches. This support will benefit your team and make it a better experience for all.
- Parents, guardians and spectators should support all players at all times. You are supporting your child to be able to play football to the best of their ability, this will be best achieved through encouragement and the praise of all players at appropriate times whilst trying to refrain from any negativity towards any players which could harm the team or individual player development. Try to refrain from pointing out what the child is doing wrong and always try to pick out a positive. The players are learning how to play and will have a better chance of developing if they learn from making their own mistakes as well as getting it right. We as a club and as coaches appreciate the frustrations of watching grassroots football at times but please try to contain this for the benefit of the team and individuals.
- It is the responsibility of all parents and guardians to ensure the safe transport of their child to and from training and matches. We can at times support each other as parents and share lifts, but do not assume there will be transport available.
- Each parent, guardian and spectator must respect the referee, even when their opinion differs from yours. They are in full control of the game and the decision of the referee will not be changed by anyone else other than an assistant. The referee has the authority to ask a parent or supporter to leave the playing area and/or park. If this should happen it will become a matter for the committee as to whether that person will be suspended from the club. If asked to leave and a parent/spectator refuses to leave, the game will be delayed and/or cancelled if necessary, in order to protect the players. In extreme circumstances the police will be called to remove the offender.
- Foul and abusive language will not be tolerated from the side-lines or within the hearing of any players regardless of the situation. Any violent conduct will mean an instant suspension from the club. In serious circumstances this could also lead to Police action, possible dismissal from the club and other penalties imposed by the FA, such as individual fines, club fines and penalty points and the withdrawal of the whole team from the league or cup competitions.
- Parents, guardians and spectators will not exert any undue pressure or try to influence in any way the coaches or officials in order to gain any benefit for themselves, their child or the team.
- Parents, guardians and spectators must take responsibility for helping to guide all players in good sportsmanship and in the right way to conduct themselves on and off the field of play.
- All parents, guardians and spectators will maintain a very high standard of behaviour at all times.
- If a parent, guardian or spectator receives a card from the referee for abusive behaviour, that individual is responsible for paying the fine for the misconduct. If the parent, guardian or spectator refuses to pay the fine, the player may not be eligible to play league and cup matches.
- Should a parent, guardian or spectator wish to address an issue they have taken against a coach's action / decision, they should observe our [24 Hour Rule](#) Policy and not contact a coach until after 24 hours to make remarks, complaints, or observations about something. This is to ensure that criticism is not delivered based on initial gut reaction, but taking time to process one's initial thoughts.
- Should a parent, guardian or spectator wish to make a formal complaint against the Club or one of our volunteers, we ask that it is done in a courteous and respectful manner by following our [Complaints Policy](#).

Code of conduct for Coaches

All coaches are expected to maintain professionalism and actively demonstrate these key principles in all their interactions as representatives of the club.

Respect

Coaches will show respect to everyone involved in the game, including, not exclusively, referees, all players, parents/guardians and coaches (both NTJFC and opposition).

Act as a positive role model at all times, refraining from offensive, insulting, intimidating or abusive behaviour and appropriately challenging others who fail to do so, in order to manage those associated with the club.

It's OK to enjoy the wins, but do so with good sportsmanship and manage your players' behaviour to do the same. Equally, respond to setbacks with positivity and resilience.

Inclusion

Coaches will actively try to ensure that every player feels welcome, valued and included, providing equal opportunities for all to participate and develop at their own pace.

Support players regardless of their ability, background or experience and never marginalise, isolate or unfairly exclude a player.

With this in mind, coaches will adhere to NTJFC's Approach to Equal and Minimum Game Time to guide them in selection and participation on match days, ensuring that their decision making is consistent with the club's values and player development philosophy.

Work together

Coaches will communicate in an open, honest and constructive way with players and their parents / guardians.

Working collaboratively with club officials and fellow coaches, coaches will be active within group chat functions and attend club meetings, positively participating to benefit from information shared, support offered and assisting with our ethos being conveyed consistently.

Coaches are expected to contribute positively and involve their team with the wider club environment to support our growth, success and culture eg. through fundraising events, Presentation Day etc.

We ask that volunteers engage with support available and constructive feedback from Committee members in a professional and positive manner.

It is imperative that all volunteers observe the rules set out by the club in relation to the management of our sites and equipment, in order to preserve our assets and critical relationships with our community.

To keep our volunteers and players protected, coaches will be responsive to maintain compliance with mandatory requirements around DBS, courses and understand that suspension from coaching duties may be necessary in the event of non-compliance.

Accountability

As a club solely reliant on volunteers, the time and commitment dedicated by our coaches is incredibly appreciated and valued. We also recognise that it is important for the club to receive feedback to ensure that we are creating the right environment for our members. Where concerns are raised in relation to the conduct of a volunteer, the committee will act, without prejudice, to establish the facts, providing all individuals opportunity to respond and consider all information available.

All further actions will be fair, consistent and proportionate.

Initially, where concerns are deemed to be minor and there are no safeguarding issues, the matter will be discussed with the coach and expectations of the club will be reiterated. Any support, mentoring or guidance identified will be offered.

Agreed actions will be recorded from this discussion and the matter will be considered concluded.

Where behaviour of concern continues or is more significant in the first instance, the above will still apply. Though where it is identified improvements are required around the conduct of the coach, documented and timebound actions may be implemented, aswell as additional or repeat training, support or mentoring and a more formal written warning issued.

Where concerns persist and a volunteer's behaviour continues to fall below expected standards or serious misconduct has occurred, a Committee Review Panel will be convened, allowing the volunteer opportunity to respond, alongside a comprehensive investigation. Temporary suspension or restrictions on coaching duties may be applied in the interim.

This could result in a final warning or potentially removal from their position within the club.

Serious misconduct may be, but not exclusively:

- Safeguarding breaches.
- Bullying or emotional abuse.
- Discrimination.
- Aggressive, threatening or abusive behaviour.
- Behaviour that places a child at risk.
- Serious breaches of FA, League or Club regulations.
- Repeated failure to comply with the Club's Equal Game Time Policy.
- Deliberately excluding, marginalising or isolating players.
- Behaviour inconsistent with the Club's commitment to inclusion, welfare and player development.
- The Club recognises that persistent behaviour which undermines player welfare, inclusion, enjoyment or development may constitute serious misconduct, even where a single incident would not ordinarily meet that threshold.

A volunteer may appeal any formal sanction within 14 days. Appeals must be submitted in writing, stating the grounds for appeal and any supporting information included. Appeals will be heard by individuals not directly involved in the original decision wherever possible and the appeal decision shall be final.