

Collinstown F.C Code of Conduct



Creating an environment for players to develop academically and through sport.

Overview

To build and develop a culture of respect, discipline, integrity, understanding and hard work around and in the club. To provide a pathway for our members to follow whatever career path they aspire for and support these aspirations at every step. To be the shining light in our community and continue to always put the area in a good light through us on and off the field work.

In addition, Collinstown F.C has a legal responsibility under the Children's First Act 2015, to make sure that we provide a safe space for all who attend our footballing services.

Aims

This Code of Conduct defines a standard of behaviour and good sporting behaviour that every club member and parent or guardian must adhere to. It applies when interacting with each other, and when representing Collinstown Football Club with others. It also outlines how any breach of this policy may be dealt with, and that there is a standardised and transparent approach.

The purpose of this document is to clearly outline what we expect from players, coaches, parents, and members of the board of a management. Furthermore, we want to use this document to endorse our "More than a club" philosophy.

All club members including parents and guardians are expected to be aware of, understand, and abide by, our Code of Conduct.

Code of Conduct:

Collinstown Football Club players are expected to:

1. Act within the rules and spirit of the game.
2. Be respectful of coaches, other club members, match officials, and club property.
3. Respect the decision of match officials without question.
4. Be always supportive to their teammates.
5. Never be verbally abusive to teammates, opposition teams, coaches, match officials, or spectators. Examples of verbal abuse include, but are not limited to, using foul language, threats, and derogatory, and or offensive terms.
6. Never be physically abusive to teammates, opposition teams, coaches, match officials, or spectators. Examples of physical abuse are, but not limited to, aggressive posturing, unwanted physical contact, or foul gestures. Violent conduct is, but not limited to, deliberately seeking to injure another player during play, spitting, seeking to physically strike another player, or striking another player.
7. Pay any league disciplinary fines for violent conduct charges.
8. Never involve the club's name or their team in negative or unsportsmanlike communications on social media.
9. Always conduct themselves, and represent the club, in a positive and sportsmanlike manner.
10. Always wear club colours on the pitch of royal blue shorts and socks.

Collinstown Football Club members, managers, and coaches are expected to:

1. Create a safe, inclusive, and positive training/match-day environment.
2. Treat all players, parents, club members, and match officials with respect.
3. Ensure their players, and players' parents, are respectful of opposing players, match officials, supporters.
4. Always conduct themselves in a professional manner on the sideline – aware they represent the club.
5. Be aware of how they address players – always using an age-appropriate tone.
6. Never make negative comments or address grievances directly with an opposition player. Instead bring any concerns to the attention of the referee or opposition coach at an appropriate time.
7. Be open to questions or concerns of parents, agreeing on an appropriate time to discuss such matters if needed. Always respond in a positive professional manner, directing parents to the Director of Coaching if appropriate.
8. Respect the facilities and property of our club and other teams – including ensuring post-match litter is correctly disposed of.
9. Never use verbally abusive language towards players, managers, coaches, match officials or spectators. Examples of verbal abuse include using foul language, threats, derogatory and or offensive terms.
10. Never be physically abusive towards players, managers, coaches, match officials, or spectators. Examples of physical abuse are, but not limited to, aggressive posturing, unwanted physical contact, or foul gestures. Violent conduct is, but not limited to, seeking to physically strike another individual or striking another individual.
11. Always bring any concerning behavioural issues or incidents to the attention of the Child protection officer immediately or as soon as reasonably possible.
12. Adhere to any direction given to them from the Coaching coordinators and B.O.M.
13. Be fair, transparent, and consistent with matters of discipline within their team – taking responsibility to ensure that individual players abide by the players Code of Conduct.
14. Be aware of team dynamics and ensure all players feel included and supported.
15. Recognise the emotional impact of their words on young players and seek to always instruct and coach in a positive, supportive manner.
16. Never involve the club's name or their team in negative, unsportsmanlike, or offensive communications on social media.
17. Be respectful to other members in club messaging groups and refrain from posting content likely to upset or cause offence.

18. Never share confidential club, coaching, and or meeting discussions or information with non-members.
19. Fully understand their Child Protection and Child Welfare responsibilities to protect children, themselves, and the club.
20. Report any concerns regarding child welfare to our Child Welfare Officer immediately.
21. As coaches recognise the importance of their role and always treat each individual situation as if it's their child who is involved.
22. As a coach, you must always act as a coach at training and match days and must not treat your own child any differently than the rest of the group.
23. It is strictly not permitted to purchase merchandise of any kind from, i.e., hats scarves jackets water bottles bags tracksuits etc from any outside source. Only official club equipment is to carry the club's crest and identity and must only be purchased via the club.
24. When carrying out club duties training and matchday, coaches must be dressed in club tracksuits.
25. All managers must come through the Garda Vetting process and must work with the club to obtain this. It's a legal requirement to coach kids to be fully Garda Vetted.
26. All coaches are to work up the F.A.I coaching ladder and ensure they attend the relevant training courses both within the club and from the F.A.I. Training, is a compulsory requirement and is free of cost.
27. No manager is to interfere or cause disruption to any team within the club, regardless of if their child is on this team. This is a straight to final warning situation.
28. No manager is to stop a fellow manager on the street or contact via social media in relation to their son or daughter who play for that managers team. We must always respect each other's personal time.
29. No trips, outings, or other activities away from training and games are permitted, unless permission is granted from the club and an insurance waiver is signed by all attending. Our insurance policy or anyone else's do not cover any other activities except what's mentioned above.
30. The club since formation of schoolboy section has always done a presentation. No teams are to go outside of these rules and do their own presentations and give player of the year or merit awards outside of the club's annual presentation. In addition to this, player of the year awards is only open to under 12s up wards and never in any younger age groups. Anything below under 12s is non-competitive and must it's against F.A.I Ddsl and club rules, to give player of the year in non-competitive.
31. There is a new procurement system in place. All orders are to be handed in to club office on first Monday of each month except bank holidays. Order form with cheque, cash, or copy of bank transfer clearly identifying Collinstown fc must me presented with order or the order cannot be processed. Orders will take 4 weeks from when order is sent to supplier. Absolutely nobody is to order outside of this system and Balon will not accept any order in any way other than what's outlined above.

Always remember: Managers and coaches are seen as role models and authority figures by children. If they observe you acting in a disrespectful and inappropriate way, they may think that this is normal and acceptable behaviour.

Collinstown Football Club parents and guardians are expected to:

1. Ensure their child arrives at training and matches on time, and ready to participate.
2. At all times be respectful to officials, players, opposition managers and supporters.
 - (a) **Any breach of the above whether it be verbal, confrontational, or physical can and will lead to immediate expulsion for you and your child from the club.**
 - (b) **Any fines received from poor behaviour or items mentioned above from the league, will be paid by those who received the fine and not the club, this fine will mean your child is unable to train or play until such fine is paid in full and any ban received from club or league is served.**
3. Conduct themselves in a supportive and civil manner on the sideline – always aware they too represent the club.
4. Follow all instructions from club and match officials, whether home or away.
5. Recognise that it is solely the manager/coach's role to give advice and make decisions about their teams.
6. Never give players direction during training and or matches, instead support only with words of encouragement and praise.
7. Never enter the field of play. If a child is injured, allow the manager/coach to tend to the child and they will ask for your assistance if needed.
8. Respect the facilities of the club and other clubs, ensuring sideline litter is correctly disposed of.
9. Never be verbally or physically abusive to coaches, players, match officials, opposition teams, or other supporters.
10. Always speak directly with a coach or manager if they have a question or issue – first agreeing on an appropriate time to do so. Only bringing it to the attention of the Director of Coaching if it was not satisfactorily resolved. Never address a manager, coach, or board member away from football and always at an agreed time and place.
11. Never speak negatively about the club, its members, or match officials on the side-line. Wait until an appropriate, private setting can be found to discuss concerns or issues directly with a coach or member of the club.
12. Pay any club membership or other agreed fees in a timely manner.
13. Report any concerns regarding child welfare to our Child Protection Officer immediately.
14. Recognise that managers/coaches voluntarily give up their free time to coach their children. Without these volunteers, there would be no Collinstown F.C. Disrespectful behaviour can cause unnecessary tension for parents and players alike.
15. Always ensure players have official club socks and shorts of plain royal blue for all match days, no other colour is permitted.

16. Parents are not allowed to shout, coach, or interfere in the running of the team from the sidelines.
17. Never contact a manager via social media or whilst on private time, all discussions with parents must be at an agreed time from the manager, this a strict breach of code of conduct and in respect of manager's private time.
18. No parent is to record or photograph or publish any footage of players or teams, this a breach of child safety protocol and only the club social media pages are permitted. **This can and will lead to immediate expulsion.**

Breaches of our Code of Conduct

While we believe in every member's ability to represent the club in a fitting manner, everyone must appreciate the need for disciplinary action where appropriate to protect players, coaches, parents, and the good name of the club.

We understand that most issues are unintentional and the result of an over-abundance of passion for the game. These can often be resolved by simply highlighting the behaviour to the individual.

But in some cases, more formal action is required. In these matters the club operates a Graduated Response Plan from Instruction to Warnings to Disciplinary Action, and a 'Zero Tolerance' policy for certain types of behaviour – potentially resulting in managers, coaches, players, or parents, being asked to leave the club.

Graduated Response Plan

Graduated Response is designed to help an individual recognise the seriousness of their conduct, give them the opportunity to correct their behaviour, and for the club to escalate our response to continued concerning conduct.

It is divided into four stages: **Instruction, Verbal Warning, Written Warning, and Misconduct Charge**. But any individual incident may warrant any level of warning and disciplinary action. Our Zero Tolerance Policy means verbal, written, and misconduct charges come with automatic disciplinary action.

	Instruction	Verbal Warning	Written Warning	Misconduct Charge
Examples	Concerning behaviour, attitude, or inappropriate tone/use of language etc.	Aggressive temperament, indiscipline, continued use of inappropriate language, or continued concerning conduct etc.	Aggressive behaviour or language directed at another individual, or continued concerning conduct and/or indiscipline etc.	Verbal or physical abuse, violent conduct, serious misconduct, or continued indiscipline or concerning conduct etc.

Parent/ Player Disciplinary Action		1- or 2-week ban depending on the seriousness of the incident.	2- or 3-week ban depending on the seriousness of the incident.	Month or multiple months ban, or expulsion from the club.
Manager/ Coach Disciplinary Action		Inappropriate behaviour and/or concerning incidents will be reviewed by the Board of management, warnings issued, and appropriate action taken if deemed necessary.		

Instruction

Typically used to address issues such as concerning behaviour, attitude, or inappropriate tone/use of language etc.

Instruction is given by the Coaching coordinators or Senior Club Member and involves both parties acknowledging the concerning conduct, resolving to correct it, and the issue being followed up upon. Any Instruction may be recorded but is not reported to the Executive Committee unless it later forms part of a Verbal or Written Warning. No disciplinary action is taken on Instruction.

Verbal Warnings

Typically issued for aggressive temperament, indiscipline, continued use of inappropriate language, or continued concerning conduct etc.

Verbal Warnings are issued by the Director of Coaching, or a member of the Executive Committee and will be reported to and recorded by the Committee. More than one Verbal Warning may result in a Written Warning. For parents or players, a verbal warning also results in an automatic 1- or 2-week ban – depending on the nature of the incident. Verbal warnings issued to managers or coaches may be accompanied by appropriate disciplinary action if deemed necessary.

Written Warnings

Typically issued for aggressive behaviour or language directed at another individual, or continued concerning conduct and/or indiscipline etc.

Written Warnings are recorded and issued by the Committee. More than one Written Warning may result in a Misconduct Charge. For parents or players, a written warning also results in an automatic 2- or 3-week ban – depending on the nature of the incident. Written warnings issued to managers or coaches may be accompanied by appropriate disciplinary action if deemed necessary.

Misconduct Charge

Typically issued for verbal or physical abuse, violent conduct, serious misconduct, or continued indiscipline or concerning conduct etc.

Misconduct Charge is issued by the Executive Committee, and/or month(s) long suspensions, and or immediate revocation of membership meaning expulsion from the club.

In the case of disciplinary action involving a parent, it is the responsibility of the parent to ensure their child can continue their involvement with the club. A player is not directly affected by any disciplinary action involving their parent or guardian.

The Board of management will inform affected managers, coaches, players, or parents of the nature, duration, and commencement date of any disciplinary action.

Zero Tolerance

The club has a **Zero Tolerance** policy for substance misuse, verbal abuse, physical abuse, violent conduct, and racial or homophobic abuse of players, coaches, match officials, or supporters. **Zero Tolerance means immediate bans and or expulsion from the club** depending on the severity of the incident/behaviour and/or previous warnings.

The Graduated Response Plan is in addition to, and does not replace, the Executive Committee's disciplinary powers as defined in the Club Constitution.

Signed 23/24 Season

Chairman Stuart Goodall

Secretary Paula Moore