



Cambridge City
Football Club

PLAYER WELFARE MANUAL

2023/24 Season

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Introduction

Cambridge City Football Club provides opportunities for:

- Adult players
- Young (Under 18) Players

Our aim is to contribute positively to our players' personal development by way of:

- Health and wellbeing
- Staying safe
- Enjoyment and achievements

Cambridge City Football Club is an **FA Charter Standard Club** and as such ensures that operating standards are maintained to at least conform to the minimum requirements specified.

Welfare is the responsibility of all within the club but those with specific responsibility are:

CAMBRIDGE CITY F.C

Phil Brasher	07761 624246	safetyofficer@cambridge-city-fc.com
WELFARE OFFICER		
Adults & U18		
Thurlow Nunn		
Catherine Perring	07779 752406	catherineperring1972@gmail.com
Welfare Officer		

CAMBRIDGESHIRE F.A

Diane Bradshaw	01223 209 021	Diane.bradshaw@cambridgeshirefa.com
SAFEGUARDING OFFICER		

If you have a concern, please consult one of those above. If you cannot obtain a response then contact the NSPCC 24-hour helpline

- 0808 800 5000

and follow their advice. Please then inform one of those above of the concern and action, where taken.

In an emergency situation where you believe a child's safety is at risk, contact the Police immediately and follow their advice. Please then inform one of those above of the concern and action, where taken.

Welfare Organisation

The Cambridge City FC Board of Directors has overall responsibility for welfare throughout the club.

The Club Welfare Officer is the lead officer on behalf of the Board. The Welfare Officer will monitor welfare policy and procedures and their implementation on behalf of the Board, recommending any change that may arise from legislation, FA directive, best practice examples or outcomes from concerns.

The Welfare Officer will provide to the Board each quarter an update concerning:

- The outcome of policy and procedure review
- Recommended changes to policy and procedures
- Reported concerns with progress status and any outcomes

The Welfare Officer will focus upon day-to-day welfare support (in the broadest terms), implementing policy and procedures and as the first point of contact for resolving and reporting any concerns arising.

Welfare Policy

Cambridge City FC 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 football club 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.

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 beliefs
- 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/guardians is seen as 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.

Cambridge City FC recognises that this is the responsibility of every adult involved in our club.

Cambridge City FC 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 FA's Safeguarding Children Regulations (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This applies whether you are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

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 CRC Enhanced Disclosure where appropriate in line with FA policy

All appropriate Cambridge City FC members who are regularly caring for, supervising, training or being in sole charge of children and young people will be required to complete a CRC Enhanced Disclosure via The FA CRC Unit 1.

If there are any concerns regarding the appropriateness of an individual who is already involved with, or who has approached us to become part of Cambridge City FC, guidance will be sought from The FA. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via The FA CRC 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.

Cambridge City FC 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 x4787, 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. Cambridge City FC encourages everyone to know about it and utilise it if necessary.

Cambridge City FC has appointed a Club Welfare Officer in line with The FA’s role profile and required completion of the Safeguarding Children and Welfare Officers Workshops. 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.

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 and in cases of serious bullying, the CFA Welfare Officer may be contacted.

Respect codes of conduct for players, parents/spectators, officials and coaches have been implemented by Cambridge City FC. 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.

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.

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

If the concern is more serious (possible child abuse), where possible contact the CFA Welfare Officer first and then immediately contact the Police or Children's Social Care.

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 the Club Welfare Officer know what action you have taken, they in turn will inform the CFA Welfare Officer.

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 at 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 the County FA Welfare Officer.

Further advice on Safeguarding Children matters can be obtained from

- Phil Brasher or Catherine Perring, at the contact details previously mentioned
- Diane Bradshaw, Cambridgeshire FA Welfare Officer 01223237021 E: countywo@cambridgeshirea.com

- www.thefa.com/footballsafe
- emailing footballsafe@tehfa.com
- The FA Safeguarding Children general enquiry line 0845 210 8080

Equality Policy

Football belongs to, and should be enjoyed by, anyone who wants to participate in it. The aim of this policy is to ensure that everyone is treated fairly and with respect and that this club is equally accessible to them all.

This Club's commitment is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability, or disability and to encourage equal opportunities.

This policy is fully supported by The Board of Cambridge City FC which is responsible for the implementation of this policy.

Cambridge City FC in all activities, will not discriminate, or in any way treat anyone less favourably, on the grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

This Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

This Club will not tolerate harassment, bullying, abuse or victimisation, which for the purpose of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racial-based harassment or other discriminatory behaviour, whether physical or verbal. This Club will ensure that such behaviour is met with appropriate action in whatever context it occurs.

This Club is committed to the policy of equal treatment of all members, and for all members to abide and adhere to this policy and to the requirements of the Equality Act 2010 (as amended from time to time).

This Club commits itself to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where such is found to be the case, Cambridge City FC will require that the practice stop and impose sanctions as appropriate.

Forms of discrimination

The following are examples of the type of discrimination which are prohibited by this policy:

Direct discrimination is where a person is treated less favourably than another in relation to membership on the grounds of the following characteristics: age, colour, disability, ethnic or national origin, gender reassignment, marriage and

Civil partnership, nationality, parental responsibilities including pregnancy and maternity, race, religion or belief, sex, sexual orientation, trade union membership or part-time or fixed-term status.

Indirect discrimination is when eligibility for a course / or course activity / qualification pathway, is applied equally to all but it has a disproportionate and detrimental effect on one section of the workforce, because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

Failure to make adjustments is where the organisation's premises or equipment, materials or working arrangements put a disabled person at a substantial disadvantage, and the organisation fails to make any reasonable adjustments that will remove or minimise that effect.

Victimisation is where someone is treated less favourably than others when they have made allegations, brought proceedings, given evidence or complained about the behaviour of someone who has been harassing or discriminating against them.

Harassment is a form of direct discrimination. It can be defined as unwanted conduct that can reasonably be considered to either violate your dignity or create an intimidating, hostile, degrading, humiliating or offensive working environment for that person, even if this effect was not intended by the person responsible for the conduct.

Bullying can take many forms. It is generally accepted as unwanted behaviour that can reasonably be considered to offend, persecute or exclude someone. It includes treating individuals in a demeaning and unacceptable way and can be intimidating or insulting, or a misuse of power to undermine, humiliate, threaten or cause injury.

Examples of harassment or bullying would include sexual or racial banter; the display of material with sexual or racial overtones (even if not directed at the complainant); lewd comments; inappropriate or suggestive behaviour; unnecessary physical contact; abusive, threatening or insulting words and behaviour.

Anti-Bullying Policy

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. This club is committed to playing its part to teach players to treat each other with respect.

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, tormenting, (e.g. hiding football boots/ shin guards, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Sexual - unwanted physical contact or sexually abusive comments
- Discrimination - racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people, sexist comments
- Verbal name-calling, sarcasm, spreading rumours, teasing

Cyberbullying

This is when a person uses technology i.e. mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'bystanders' can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts – bullies no longer rely on being physically near to the young person.

This club commits to ensure our websites and/or social networking pages are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

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.

Bullying as a result of any form of discrimination

Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability or ability.

Generally, these forms of bullying look like other sorts of bullying, but in particular it can include:

- Verbal abuse – derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men, or that black, Asian and ethnic minority people are not as capable as white people; spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are “gay” – for example, “you’re such a gay boy!” or “those trainers are so gay!” Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental or emotional developmental delay. Referring to someone by the colour of their skin, rather than their name; using nicknames that have racial connotations; isolating someone because they come from another country or social background etc.
- Physical abuse – including hitting, punching, kicking, sexual assault, and threatening behaviour.
- Cyberbullying – using online spaces to spread rumours about someone or exclude them. It can also include text messaging, including video and picture messaging.

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated or undervalued. Ensure that club members know that discriminatory language and behaviour will not be tolerated in this club.

If an incident occurs, members should be informed that discriminatory language is offensive, and will not be tolerated. If a member continues to make discriminatory remarks, explain in detail the effects that discrimination and bullying has on people. If it is a young

person making the remarks their parents should be informed just as in any breach of the clubs Code of Conduct and this Anti-Bullying policy.

If a member makes persistent remarks, they should be removed from the training setting in line with managing challenging behaviour and the Club Welfare Officer or club officials should talk to them in more detail about why their comments are unacceptable.

If the problem persists, the member should be made to understand the sanctions that will apply if they continue to use discriminatory language or behaviour.

Consider inviting the parents/carers to the club to discuss the attitudes of the youth member in line with the procedures detailed in this policy.

Procedures

Report bullying incidents to the Club Welfare Officer or a member of the clubs' Committee

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

Parents should be informed and will be asked to come into a meeting to discuss the problem

If necessary and appropriate, the police will be consulted

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

An attempt will be made to help the bully (bullies) change their behaviour

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: Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.

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.

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.

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.

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.

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, the County Welfare Officer should always be informed and will advise on action to be taken when appropriate, this may include action by The FA Safeguarding Team.

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.

More serious cases may be referred to the Police and/or Children's Services

Prevention

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 helping 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:

Guidance	for	parents/carers	www.anti-bullyingalliance.org.uk/
www.stoptextbully.com		www.beatbullying.org.uk	www.stonewall.org.uk

www.bullying.co.uk **Guidance for young people** www.youngstonewall.org.uk/
www.cybermentors.org.uk www.childline.org.uk

APPENDICES:

Codes of Conduct:

Managers, Coaches and members of staff Code of Conduct

As a manager, coach or member of staff for Cambridge City Football Club I have a responsibility to promote high standards of behaviour in the game.

As a manager, coach or member of staff, I have a big part to play. I am a representative of Cambridge City F.C. who has a senior status within the pyramid of football and are seen as a role model club.

I, therefore, commit to uphold and promote their status in football and the community.

On and off the field, I will:

- Show respect to all other members of staff, club members and supporters
- Show respect to kit equipment and facilities
- Always be appropriately dressed
- Always manage time effectively
- Always managing finances appropriately and honestly
- 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:

- Prioritise; winning is important, but the safety, enjoyment and development of each player produces this success
- 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 organised 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 Cambridge City F.C., County FA, league or The FA:

- Required to meet with the Cambridge City FC Board, league or County Welfare Officer
- Monitored by another club member of staff
- Required to attend an 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, for coaches:

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

If I have a concern then I will raise the issue under the club complaints procedure, usually, this is initially with my direct manager.

Parents / Carers of Players

Code of Conduct

As a parent/carer of a youth player at Cambridge City Football Club, I have a responsibility to promote high standards of behaviour in the game.

As a parent/carer I have a big part to play. I am a representative of Cambridge City F.C., who has a senior status within the pyramid of football and are seen as a role model club.

We all have a responsibility to promote high standards of behaviour in the game and Cambridge City FC is supporting The FA's Respect programme to ensure football can be enjoyed in a safe, positive environment. Children's football is a time for them to develop their technical, physical, tactical and social skills. Winning is important but their development drives success.

I therefore commit to uphold and promote their status in football and the community.

I will:

- Show respect to all members of staff, club members, players and supporters and promote this to my child
- Show respect to kit equipment and facilities
- Support my child to be appropriately dressed
- Support my child to manage time effectively.
- Always manage finances appropriately and honestly
- Show respect to others involved in the game including match officials, opposition players, coaches, managers, officials and spectators and promote this to my child
- Play my part and observe The FA's Respect Code of Conduct for spectators and parents/carers at all times.
- Remember that children play for development
- 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 Cambridge City FC, County FA, league or The FA.

I may be:

- Issued with a verbal warning from a club member of staff, or league official
- Required to meet with the club, league or County FA Welfare Officer
- Required to meet with the club Board
- 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.
- If I have a concern then I will raise the issue under the club complaints procedure, usually this is initially with my direct manager.

MATCH OFFICIALS

Code of Conduct

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 side lines. Play your part and observe The FA's Respect Code of Conduct of match officials at all times.

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 team officials
- Support my match official colleagues at all times
- Set a positive personal example by promoting good behaviour from players and team officials
- 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 each 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:

I may be:

- Required to meet with The FA /County FA Refereeing Official

- Required to meet with The FA/County FA Refereeing Committee.

PLAYERS

Code of Conduct

When playing football I will:

- Always play to the best of my ability and for the benefit of my team
- Play fairly – I won't cheat, dive, 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
- Be gracious in victory and defeat – I will 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
- Understand that a coach has to do what is best for the team and not one individual player
- 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.

SPECTATORS

Code of Conduct

I will:

- Remember that children play for FUN and their development
- Applaud effort and good play as well as success
- Respect the Referee's decisions even when you don't agree with them
- Appreciate good play from whatever team it comes from
- Remain behind the touchline and within the Designated Spectators' 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
- Support positively and offer players encouragement not criticism
- 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:

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.

We all bear a collective responsibility to set a good example and help provide a positive environment in which children can learn and enjoy the game. Play your part and observe The FA's Respect Code of Conduct for spectators at all times.

Contact Details & Useful Numbers

CAMBRIDGE CITY F.C

Phil Brasher WELFARE OFFICER ADULTS & U18 THURLOW NUNN	07761 624246	safetyofficer@cambridge-city-fc.com
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Catherine Perring U13s to U18s WELFARE OFFICER	07779 752406	catherineperring1972@gmail.com
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Neil Midgley HEAD OF YOUTH	07767 638001	neilmidgley@hotmail.com
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Kevin Satchell CHAIRMAN OF CAMBRIDGE CITY FC	07853 017525	Kevin.satchell@ntlworld.com
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CAMBRIDGESHIRE F.A

Diane Bradshaw SAFEGUARDING OFFICER	01223 209 021	Diane.bradshaw@cambridgeshirefa.com
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OTHER ORGANISATIONS

The FA Safeguarding Enquiry Line	0845 210 8080
NSPCC Helpline (24hr)	0808 800 5000