



AFC Oakley - Codes of Conduct

This document applies to: All AFC Oakley players, parents, carers, spectators, coaches, managers, team officials, committee members, volunteers and adult members.

1. About this document

AFC Oakley Football Club is a volunteer-run grassroots football club providing football opportunities from U6 through to adult and vets football.

After first mention, AFC Oakley Football Club is referred to in this document as “AFC Oakley”, “the club”, “we” or “us”.

AFC Oakley is an FA 2 Star Accredited club. The club expects everyone involved in AFC Oakley activity to behave in a way that protects the safety, welfare, enjoyment and reputation of players, volunteers, match officials, opposition teams, venues and the wider football community.

1. These Codes of Conduct apply to all AFC Oakley activity, including:

2. training
3. matches
4. cup fixtures
5. tournaments
6. festivals
7. club events
8. team meetings
9. presentations
10. WhatsApp groups
11. team management apps
12. email
13. social media
14. photography and video
15. any other club-related communication or activity

These Codes of Conduct should be read alongside AFC Oakley's [Registration Terms and Conditions](#), [Social Media and Digital Communications Policy](#), [Data Protection Policy](#), [Safeguarding Children Policy](#) and any other club policies communicated by AFC Oakley.

2. Our behaviour standards

AFC Oakley supports the FA Grassroots Code and expects everyone involved with the club to follow these standards:

Enjoy the Game

Football should be positive, enjoyable and suitable for the age, ability and development stage of the players involved.

Everyone must help create an environment where players can learn, improve, compete and enjoy football without unnecessary pressure, fear or abuse.

Give Respect

Everyone must show respect to players, coaches, managers, volunteers, match officials, opposition teams, parents, carers, spectators, venue staff and club officials.

Disagreement is not an excuse for poor behaviour.

Be Inclusive

AFC Oakley expects everyone to treat others fairly and with dignity.

Abuse, discrimination, bullying, harassment, intimidation, offensive language, threatening behaviour or conduct that makes others feel unsafe or unwelcome will not be tolerated.

This includes behaviour relating to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, ability, appearance, nationality or background.

Work Together

AFC Oakley is run by volunteers. Parents, carers, players, coaches, managers, committee members and officials are expected to work together constructively and communicate respectfully.

Concerns should be raised through the correct club route rather than through confrontation, public criticism, social media or team group messages.

Play Safe

The safety and welfare of players must come before winning, selection, playing time, league position or personal opinion.

Safeguarding or welfare concerns must be reported to the Club Welfare Officer as soon as possible.

Club Welfare Officer: Abi Fowkes

Email: welfare@afcoakley.co.uk

Where there is an immediate risk of harm or a serious concern, the matter may be referred to the County FA, The FA, police, children's services or another appropriate authority.

Youth Players Code of Conduct

Youth players are expected to:

1. Play fairly and to the best of their ability.
2. Respect team-mates, coaches, managers, match officials, opponents, spectators and club volunteers.
3. Listen to coaches and managers.
4. Follow the rules of the game and the instructions of the referee or match official.
5. Accept decisions, even when they disagree.
6. Never cheat, deliberately waste time or try to gain an unfair advantage.
7. Never use abusive, offensive, discriminatory, threatening or bullying language or behaviour.
8. Never bully, intimidate or exclude another player, in person, online or through messages.
9. Encourage team-mates and support others when mistakes happen.
10. Show respect to opponents and match officials before, during and after football activity.
11. Attend training, fixtures, cup matches and agreed team activities regularly where selected or expected.
12. Tell their parent, carer or manager as early as possible if they cannot attend training or a match.
13. Arrive on time and ready to take part.
14. Wear suitable clothing, shin pads, suitable footwear and bring a drink.

15. Not wear jewellery during training or matches. Jewellery cannot be covered with tape in order to allow a player to participate.
16. Treat club kit, equipment, pitches, changing rooms, venues and facilities with care.
17. Tell a trusted adult, coach, manager or the Club Welfare Officer if they feel unsafe, unhappy or worried about anything at the club.

Youth players must understand that poor behaviour may affect their participation, selection, training or membership.

Adult Players and Vets Code of Conduct

Adult and Vets players are expected to:

1. Play fairly, competitively and within the laws of the game.
2. Respect team-mates, opponents, match officials, coaches, managers, spectators, venue staff and club volunteers.
3. Accept the decisions of the referee and match officials.
4. Never engage in dissent, intimidation, abuse or public criticism of match officials.
5. Never use offensive, insulting, discriminatory, threatening or abusive language or behaviour.
6. Never bully, harass, intimidate or deliberately exclude another person.
7. Set a positive example to younger players and the wider club.
8. Attend training, fixtures, cup matches and agreed team activities regularly where selected or expected.
9. Communicate availability or absence as early as possible.
10. Follow team selection, substitution, playing time and tactical decisions made by the manager or coach.
11. Wear suitable kit and equipment, including shin pads and appropriate footwear.
12. Not wear jewellery during training or matches. Jewellery cannot be covered with tape in order to allow a player to participate
13. Keep match kit and club property in reasonable condition.
14. Return club-owned kit when requested, including when leaving the club or not completing the season.
15. Pay any fines, discipline charges or other costs passed on by AFC Oakley where these arise from their conduct, unless the Committee decides otherwise.
16. Keep their medical, emergency contact and registration information accurate and up to date.

17. Not train or play where injured, unwell, medically advised not to participate or where doing so may put themselves or others at risk.

18. Follow FA, County FA, league and competition rules, including registration, eligibility, discipline and dual registration requirements.

Adult and Vets players are personally responsible for their own conduct, payment obligations, kit, fines, discipline and compliance with club, FA, County FA, league and competition requirements.

Parents, Carers and Spectators Code of Conduct

Parents, carers and spectators are expected to:

1. Remember that children play football to enjoy themselves, learn and develop.
2. Encourage effort, teamwork, respect and good play.
3. Applaud effort and good play from both teams.
4. Respect coaches, managers, match officials, opposition teams, venue staff, volunteers and other spectators.
5. Accept the decisions of the referee and match officials.
6. Never shout abuse, insults, threats or discriminatory comments.
7. Never use offensive, intimidating or aggressive language or behaviour.
8. Never enter the field of play unless asked to do so by the referee, coach, manager or another authorised official.
9. Remain behind the Designated Spectator Area or in the appropriate spectator area where one is provided.
10. Let coaches and managers coach the players.
11. Not confuse players by shouting tactical instructions from the touchline.
12. Never criticise a player for making a mistake.
13. Raise concerns calmly and through the correct club route.
14. Not challenge coaches, managers, referees, opposition officials or club volunteers in an aggressive or public manner.
15. Respect the time and effort of AFC Oakley volunteers.

16. Follow AFC Oakley's Social Media Policy and avoid public criticism of players, coaches, managers, match officials, teams, volunteers or the club.
17. Make sure youth players arrive on time with suitable clothing, shin pads, appropriate footwear, a drink and any required medication.
18. Make sure youth players do not wear jewellery during training or matches. Jewellery cannot be covered with tape in order to allow a player to participate
19. Tell the club promptly about any injury, illness, medical condition, medication, concussion concern or other issue that may affect safe participation.
20. Keep contact details, emergency contact details and medical information up to date.

Parents and carers remain responsible for ensuring their child is safely handed over to and collected from the relevant coach or manager.

Parents and carers must not leave a child unattended unless the coach or manager has confirmed the arrangements for that session.

AFC Oakley may require parents or carers to remain on site for certain age groups, venues, sessions or circumstances where the club considers this necessary for welfare, safety or supervision.

Parents, carers and spectators must understand that their behaviour may affect the player's participation, registration, membership or continued involvement with the club.

Coaches, Managers and Team Officials Code of Conduct

Coaches, managers and team officials are expected to:

1. Place the safety, welfare and enjoyment of players above everything else, including winning.
2. Follow FA, County FA, league, competition, safeguarding and club requirements.
3. Maintain appropriate qualifications, checks and training required for their role.
4. Treat every player fairly and with respect.
5. Create a positive, inclusive and safe football environment.
6. Never tolerate bullying, discrimination, harassment, intimidation or abuse.
7. Use appropriate language and behaviour at all times.

8. Set a positive example to players, parents, carers and spectators.
9. Respect match officials and never engage in public criticism of them.
10. Never enter the field of play without the referee's permission.
11. Respect opposition players, coaches, managers, officials and spectators.
12. Explain expectations clearly to players and, for youth teams, parents and carers.
13. Make reasonable football decisions in the best interests of the team, player development, welfare, safety and applicable rules.
14. Ensure activities are suitable for the age, ability, maturity and needs of the players involved.
15. Encourage players to take responsibility for their own conduct and development.
16. Communicate with parents, carers and players in line with safeguarding expectations and club policy.
17. Use official or club-approved communication channels where appropriate.
18. Avoid inappropriate direct communication with youth players.
19. Report safeguarding or welfare concerns to the Club Welfare Officer as soon as possible.
20. Co-operate with the Club Welfare Officer, Committee, County FA, The FA, leagues and other appropriate bodies where required.
21. Keep player information confidential and only use it for proper club purposes.
22. Treat club equipment, kit, facilities, venues and records responsibly.

Coaches, managers and team officials must not use their role to intimidate, pressure or unfairly influence players, parents, carers, match officials or other volunteers.

Committee Members, Volunteers and Club Officials Code of Conduct

Committee members, volunteers and club officials are expected to:

1. Act in the best interests of AFC Oakley and its members.
2. Support a safe, respectful, inclusive and well-run club environment.
3. Follow club rules, policies, FA rules, County FA rules, league rules and safeguarding requirements.
4. Treat players, parents, carers, coaches, managers, match officials, opposition teams, venues and other volunteers with respect.
5. Communicate clearly, fairly and appropriately.

6. Keep club information confidential where required.
7. Use personal data only for legitimate club purposes and in line with club data protection requirements.
8. Declare conflicts of interest where appropriate.
9. Avoid using their role for personal advantage or unfair influence.
10. Support the Club Welfare Officer and Committee in dealing with concerns properly.
11. Avoid public criticism of the club, players, volunteers, match officials, opposition teams or football authorities.
12. Protect the reputation of AFC Oakley.

AFC Oakley recognises that volunteers give their time to support the club. In return, volunteers must act responsibly and uphold the standards expected of a grassroots football club.

3. Kit, Equipment and Club Property

Match kit issued to a player remains the property of AFC Oakley.

Players, parents, carers and adult players must take reasonable care of club-owned kit and equipment.

Club-owned match kit must be returned when requested, including if a player leaves the club or does not complete the season.

Where a refund has been approved, it will only be processed once all club-owned match kit has been returned to the club in reasonable condition, allowing for fair wear and tear.

Players must attend football activity with suitable clothing and equipment, including shin pads, appropriate footwear and a drink.

For 3G sessions, boots must be clean and suitable for the surface. Players may be refused entry to a 3G pitch if boots are dirty or unsuitable.

Jewellery must not be worn during training or matches. Jewellery cannot be covered with tape in order to allow a player to participate

4. Attendance, Availability and Commitment

By registering with AFC Oakley, players aged 18 or over and the parent or guardian of a youth player accept that regular attendance is expected at training, fixtures, cup matches and agreed team activities.

Repeated non-attendance, repeated unavailability, failure to communicate absences or inability to commit to the team's fixtures may affect team selection, league registration or continued membership. Parents, carers and adult players should tell the manager or coach as early as possible if a player is unavailable.

This includes known absences during half-term, Christmas, Easter, bank holidays, summer tournaments or other periods where matches or club activity may still take place.

AFC Oakley will consider individual circumstances before any decision is made.

5. Communication, WhatsApp Groups and Social Media

All AFC Oakley communication must be respectful, appropriate and relevant.

This applies to WhatsApp groups, team management apps, email, text messages, social media, match reports, photographs, video, comments and any other club-related communication.

Players, parents, carers, spectators, coaches, managers, volunteers and adult members must not:

1. Post or send abusive, offensive, discriminatory, threatening or intimidating messages.
2. Publicly criticise players, coaches, managers, match officials, volunteers, opposition teams, leagues, County FA, The FA or AFC Oakley.
3. Share private club information without permission.
4. Share images or video in a way that breaches safeguarding expectations or club policy.
5. Use social media to escalate disputes or complaints.
6. Use team communication groups for personal arguments, abusive comments or inappropriate content.

For youth players, official communication should normally be through parents or carers.

Coaches, managers and volunteers must follow safeguarding expectations when communicating with or about children.

AFC Oakley's [Social Media and Digital Communications Policy](#) forms part of the club's behaviour expectations. The policy may be updated from time to time, but the link will remain the same.

Breaches of the [Social Media and Digital Communications Policy](#) may also be treated as breaches of these Codes of Conduct.

6. Safeguarding, Welfare and Reporting Concerns

The safety and welfare of children, young people and adults at risk is the responsibility of everyone involved in the club.

Any safeguarding or welfare concern must be raised with the Club Welfare Officer as soon as possible.

Club Welfare Officer: Abi Fowkes

Email: welfare@afcoakley.co.uk

Examples of safeguarding or welfare concerns may include:

1. a child feeling unsafe or unhappy
2. bullying
3. discriminatory behaviour
4. inappropriate adult behaviour
5. concerns about communication with a child
6. concerns about photography, video or social media
7. unexplained injuries or distress
8. a child being left unattended
9. a player being pressured to play while injured or unwell
10. any concern about the safety or welfare of a child or vulnerable person

Where a concern relates to immediate risk, AFC Oakley may refer the matter to the County FA, The FA, police, children's services or another statutory authority.

If someone believes there is an immediate danger, they should contact the emergency services.

7. Raising Concerns and Complaints

Where possible, football or team-related concerns should be raised first with the team manager.

If the matter cannot be resolved at team level, it may be escalated to the relevant age group lead, Committee contact or club official.

Safeguarding or welfare concerns must be raised directly with the Club Welfare Officer as soon as possible.

Concerns should be raised calmly, privately and constructively.

AFC Oakley may decline to engage with abusive, threatening, aggressive or unreasonable communication.

8. Breaches of the Codes of Conduct

AFC Oakley may take action where a player, parent, carer, spectator, coach, manager, team official, committee member, volunteer or adult member breaches these Codes of Conduct.

General conduct concerns may be handled by the AFC Oakley Committee.

Safeguarding or welfare concerns will be handled by the Club Welfare Officer, with support from the Committee and external authorities where appropriate.

Depending on the seriousness of the matter, action may include:

1. A reminder of expected standards.
2. A verbal warning.
3. A written warning.
4. A request for an apology.
5. A meeting with the manager, coach, Committee, Welfare Officer or another club official.
6. Temporary removal from training, matches, events or club communication groups.
7. Restriction from attending matches, training or club events.
8. Removal from a volunteer, coaching, management or official role.
9. Suspension of registration or membership.
10. Termination of registration or membership.
11. Passing on fines, discipline charges or administration charges where these arise from the conduct of the responsible person.
12. Referral to the league, County FA, The FA, police, children's services or another appropriate body.

AFC Oakley may act immediately where it considers this necessary to protect safety, welfare, volunteers, players, the club or the wider football environment.

Where practical and appropriate, AFC Oakley will act reasonably and consider individual circumstances before making a final decision.

9. Related Documents

These Codes of Conduct should be read alongside the latest communicated versions of the following AFC Oakley documents:

1. AFC Oakley [Registration Terms and Conditions](https://www.afcoakley.co.uk/terms-and-conditions/): <https://www.afcoakley.co.uk/terms-and-conditions/>
2. AFC Oakley [Social Media and Digital Communications Policy](https://www.afcoakley.co.uk/social-media-policy/): <https://www.afcoakley.co.uk/social-media-policy/>
3. AFC Oakley [Data Protection Policy](https://www.afcoakley.co.uk/data-protection-policy-and-privacy-notice/): <https://www.afcoakley.co.uk/data-protection-policy-and-privacy-notice/>
4. AFC Oakley [Safeguarding Children Policy](https://www.afcoakley.co.uk/safeguarding-children-policy/): <https://www.afcoakley.co.uk/safeguarding-children-policy/>

Where any related policy is updated, the latest communicated version will apply once made available to members.

10. Acceptance

By registering with AFC Oakley or taking part in AFC Oakley activity, players, parents, carers, spectators, coaches, managers, team officials, committee members, volunteers and adult members agree to follow these Codes of Conduct.

This includes acceptance of the AFC Oakley [Social Media Policy](#) where conduct relates to social media, messaging platforms, photographs, video or digital communication.

For youth players, the parent or guardian accepting Oakley [Registration Terms and Conditions](#) also accepts these Codes of Conduct on behalf of the player and must help the player understand the standards expected.

For Adult and Vets players, the player accepts these Codes of Conduct personally.

Failure to follow these Codes of Conduct may affect participation, selection, registration, membership, volunteering, coaching or attendance at AFC Oakley activity.