

The Clubs Policies and Codes of Conduct, include the Club Constitution, Job Roles and Descriptions for Club Officials, Committee Members, Volunteers, Team Managers and Assistant Managers. As well as the Requirements set out by the FA for Charter Standard and the FA Respect Programme.

Child Protection Statement

Stowupland Falcons Football Club believes in and is committed to following the Football Associations Child Protection policy Statement.

The F.A. Child Protection Policy Statement

Every child or young person, defined as any person under the age 18, who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from abuse. This is the responsibility of every adult involved in football.

The Football Association recognises its responsibility to safeguard the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is determined to meet its obligation to ensure that those clubs and organisations providing football opportunities for children and young people do so, to the highest possible standard of care. (Appendix 1 – The Football Association Regulation)

These procedures apply to anyone in football whether in a paid or voluntary capacity. For example, volunteers in clubs, referees, club officials, helpers on club tours, football coaches and medical staff.

The Football Association will consider, having taken advice, whether anyone who has a previous criminal conviction or caution for offences related to the abuse of children or young people, violence or any sexual offences should be excluded from working with children and young people. This position is re-enforced by U.K. legislation and guidance.

For further information on our Child Protection policy please contact our Club Welfare Officer – see website.

The FA's Policy - Criminal Record Checks (CRB) in Football

As part of our safeguarding children strategy, The FA requires those working in eligible* roles with children and young people to pass a criminal records check. This is in line with legislation and government guidance and is standard practice.

We provide the framework and guidance for Disclosure and Barring Service (DBS) checks in football and the leagues and clubs then have to implement this to ensure that those who are required to have checks done, do so.

The majority of checks are processed electronically, ensuring that people can be confirmed to work with children and young people swiftly. Where the check highlights relevant information, this is investigated further and a risk assessment is carried out to establish whether or not they will be accepted to work with children and young people in football.

Activities that require a check (Eligibility)

* Eligibility is governed by legislation and government guidance. In brief this means, anyone aged 16 years or over who undertakes any unsupervised roles with children and young people under the age of 18.

These activities include managing, training, coaching and supervising as well as giving advice or guidance on well-being, caring for children or driving a vehicle solely for children on behalf of a club or organisation. In youth football all coaches and managers must hold a current, FA accepted check. This is part of the affiliation criteria for youth football.

Anyone undertaking these activities in football MUST obtain a DBS Enhanced Criminal Record with Children's Barred List Check. Role specific guidance for clubs, coaches referees and FA licensed tutors is hosted below along with the CRC eligibility criteria guidance document.

You may have more than one role in football but you only need one check to cover all your roles in affiliated grassroots football. Please note that this may be different if seeking work with professional clubs.

| Your role in football | Action to take |
|--|--|
| Grassroots U18s coach, manager, first aider or any other club based eligible role | Speak to your club welfare officer |
| Club welfare officer, youth league welfare officer | Speak to your CFA welfare officer |
| Referee, referee mentor, referee coach, referee assessor and referee tutor in U18 football | Contact your CFA referee development officer Call 0845 210 8080 or email FAChecks@TheFA.com for advice |
| Unsure what you should be doing | |

Current costs for checks

| You are | Administration fee paper application method | Administration fee online application method | Government charge | Total |
|-----------------|---|--|-------------------|--|
| A Volunteer | £20 | £10 | Nil | £20 or £10 depending on application method |
| Not a Volunteer | £20 | £10 | £44 | £64 or £54 depending on application method |

Paper-based CRC application forms option are available, where online applications cannot be made.

Club Disciplinary Procedure and Process

1. All members of the club shall exercise their rights, powers, duties and best endeavours to ensure that they conduct themselves so that the affairs and reputation of the club are carried out in accordance with:
 - The Rules and Regulations of the Football Association and the County Football Association
 - The Rules and Regulations of the Competitions in which the club competes
 - The Club's Constitution /Articles of Association, Codes of Conduct and Policies
- a) The Club will adopt and adhere to the Codes of Conduct for Managers, Coaches, Players, Team Officials, Parents/Guardians, Carers and Spectators. These codes are issued to the respective people as required. As well as Job Roles and Job Descriptions, the Club Policies, the FA Charter Standard requirements and the FA Respect Programme.
- b) The Disciplinary Procedure is in place to ensure that members of The Club who fail to meet the agreed expectations are dealt with in a fair and open manor. In the case of breaches of the Code of

Conduct, Club Policies, Job Roles and Descriptions, the FA Charter Standard Requirements and the FA Respect Programme the following will apply.

Players Failing to Meet the Agreed expectations as mentioned above in 1a

- The Team Manager will raise individual issue with the appropriate Section Officer
- The Team Manager will speak to the player and his/her Parents/Guardian (if player is under 18) regarding their behaviour
- If the players behaviour continues to be in breach of the Clubs Standards/Expectations, an interview with the player and the players Parents/Guardian or Carer (if player is Under 18) will take place with the appropriate Section Officer and Manager, where a sanction may be implemented, which may include exclusion from The Club.
- If a player is sent off for violent conduct, spitting or offensive, insulting or abusive language, in addition to any penalty set by the Suffolk FA, the Committee will review the case and may impose any additional sanctions.
- In the case of all the issues above the Parent/Guardians, Spectator or Carer will also be asked to attend any meeting with any player or manager under the age of 18. Addition to this the Club Child Welfare Officer will be asked to attend any of the meetings which include any player or manager under the age of 18.

Officials Failing to Meet Agreed expectations as mentioned above in 1a

- An Interview will take place with the Chairperson and Vice Chairperson who will have the authority to revoke membership of the club. If the Club Official is the Chairperson or Vice Chairperson a sub committee (made up of 3 members of the club committee which must include the Club Secretary) will conduct the interview that will then have the authority to revoke membership of the Club, after Committee approval

Team Manager/Assistant Managers/Coaches Failing to Meet agreed expectations as mentioned above in 1a

- An interview will take place with the appropriate Section Officer and Chairperson (or Vice chairperson in the chairperson absence). Who will have the authority to take appropriate action. If the matter is reported to the Suffolk FA, The Club in addition to any penalty set by the Suffolk FA, may impose additional sanctions that could include exclusion from the Club and revoke membership of the Club.

Parents/Guardians, Spectators and Carers failing to meet the agreed expectations as mentioned above in 1a

- An interview will take place with the appropriate Section officer and Team Manager (or Team Assistant Manager in the Team Managers absence). Who will have the authority to take appropriate action. If the matter is reported to the Suffolk FA, The Club in addition to any penalty set by the Suffolk FA, may impose additional sanctions that could include exclusion from the Club and revoke membership of the Club.

Authority to suspend if required

- If the failure to meet the agreed expectations as mentioned above in 1a is from a Player, Team Manager/Assistant Manager/Coach. The Club Section Officers with authorisation from the Club Chairperson (Or Vice Chairperson in the Chairperson's Absence) has the authority to suspend the Player, Team Manager/Assistant Manager/Coach until such time that a committee meeting can be held to impose any necessary sanction.

- If the failure to meet the agreed expectations as mention above in 1a is from a Committee member the Chairperson or Vice Chairperson has the Authority to suspend the committee member until such time a committee meeting can be held to impose any necessary Sanction.
 - If the failure to meet the agreed expectations as mention above in 1a is by the Chairperson, the Vice Chairperson and the Club secretary together with at least 2 other committee members has the authority to suspend the Chairperson until such time that a committee meeting can be held to impose any necessary sanction.
- D) Any member found guilty of failure to meet the agreed expectations as mentioned above in 1a and is found to be in breach of the Clubs Disciplinary Procedure the Club Committee, Chairperson, Vice Chairperson, Section Officers or Club Secretary as mentioned above have the authority to impose any of the following sanctions:
1. An informal warning as to future conduct
 2. A formal warning as to future conduct
 3. Suspension from Playing/Managing competitive fixtures
 4. Suspension from Membership/Position
 5. Removal of Membership/Position (can only be carried out by Chairperson in consultation with Vice Chairperson or vote from Committee if necessary)
- E) Sanction D5, Removal of Membership, can only be imposed once any County FA or FA charges have been concluded or no charge exists.
- F) The member or members have the right to appeal the outcome to the Club Committee decision. An appeals Board will be established by the Full Committee consisting of three people who may include an independent club member from outside the Committee.
- G) In addition to the sanctions set out above, any fine imposed on the Club because of a Member by the County Football Association will be repaid to the Club by that Member.
- H) All actions carried out under the Clubs Disciplinary Procedure must be reported in writing to the Club Secretary and Chairperson. The Club Secretary will then record the incident and outcome and could be used if futures occurrences of failure to adhere to the Clubs Code of Conduct, Club Policies, Job Roles and Descriptions, the FA Charter Standard Requirements and the FA Respect Programme, happen while a member of the club.

Complaints Procedure

In the event that any member feels he or she has suffered discrimination in any way or that the Club policies, rules or Code of Conduct have been broken, they should report the matter to the Club Secretary, or Committee member.

The report should include:

- Details of what, when and where the occurrence took place
- Any witness statement and names
- Names of any others who have been treated in a similar way

- Details of any former complaints made about the incident, date, when and to whom made
- A preference for a solution to the incident.

The Chairperson or Vice Chairperson will appoint a party to investigate the complaint, which will consist off a minimum of 2 committee members of which one must be the relevant Section Officer and if the incident involves any member under the age of 18, the club Welfare Officer. If the incident involves a member of the Management Committee the Chairperson or Vice Chairperson will head up the investigation. If the incident involves the Chairperson or Vice Chairperson the Club Secretary will head up the investigation

Once the investigation has been completed the Committee will convene to discuss complaints and will issue a formal outcome of their deliberations. This may include conflict resolution and or action against individual(s) including removal of membership.

The Clubs Committee will have the power to;

- Change the outcome of a disciplinary outcome
- Warn as to future conduct
- Suspend from Membership
- Remove from membership any person found to have broken the Club Policies, Club Codes of Conduct, the FA Charter Standard requirements and the FA Respect Programme, or failed to fulfil the required standards of the Job Roles and Job Descriptions

Equality and Anti-discrimination policy

Stowupland Falcons Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by everyone, equally.

Our commitment is to confront and eliminate discrimination whether by reason of age, gender, gender re-assignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

We will treat everyone equally and without discrimination, including:

1. The advertisement for volunteers.
2. The selection of candidates for volunteers.
3. Courses.
4. External coaching and education activities and awards.
5. Football development activities.
6. Selection for teams.
7. Appointments to honorary positions.

Stowupland Falcons Football Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Stowupland Falcons Football Club is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation, and within football as a whole

All members are expected to abide by the requirements of the Equality Act 2010. Specifically discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements for others.
- Imposing on an individual requirements which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual.
- Harassment of an individual, by virtue of discrimination.
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.

Stowupland Falcons Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Football Club's policy, any members offending will be dealt with under the disciplinary procedure.

The Football Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

Anti-bullying policy

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.

In the event of witnessing or suspecting bullying behaviour, individuals should report bullying incidents to the Club Welfare Officer or a member of the clubs committee or contact the County FA Welfare Officer.

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.

In all cases regarding youth players, parents will be informed and may be asked to come in to a meeting to discuss the problem. If necessary, and appropriate, the police will be consulted.

Individuals found to be bullying will be dealt with under the Clubs disciplinary procedures.

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 access via their website, www.kidscape.org.uk.

Persons affected by bullying 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

Privacy Policy

Stowupland Falcons FC Club Privacy Notice

Stowupland Falcons Football Club (Club) ("we", "our", "us") take your privacy very seriously.

This Privacy Notice sets out how we use and look after the personal information we collect from you. We are the data controller, responsible for the processing of any personal data you give us. We take reasonable care to keep your information secure and to prevent any unauthorised access to or use of it.

What personal data we hold on you Personal data means any information about an individual from which that individual can be identified. We collect, use, store and transfer some personal data of our participants [and their parents or guardians], and other Club members.

You provide information about yourself when you register with the Club, and by filling in forms at an event or online, or by corresponding with us by phone, e-mail or otherwise.

The information you give us may include your name, date of birth, address, e-mail address, phone number, gender, and the contact details of a third party in the case of emergency. We may also ask for relevant health information, which is classed as special category personal data, for the purposes of your health, wellbeing, welfare and safeguarding. Where we hold this data it will be with the explicit consent of the participant or, if applicable, the participant's parent or guardian.

Where we need to collect personal data to fulfil Club responsibilities and you do not provide that data, we may not be able honour or administer your membership.

Why we need your personal data

We will only use personal data for any purpose for which it has been specifically provided.

The reason we need participants' and members' personal data is to be able to run the football club and arrange matches; to administer memberships, and provide the membership services you are signing up to when you register with the club. Our lawful basis for processing your personal data is that we have a contractual obligation to you as a participant or member to provide the services you are registering for.

We have set out below, in a table format, a description of all the ways we plan to use your personal data, and which of the legal bases we rely on to do so. We have also identified what our legitimate interests are where appropriate.

| Purpose/ Processing Activity | Lawful Basis for processing under Article 6 of the GDPR |
|---|--|
| Processing membership forms and payments/ subs | Performance of a contract |
| Organising matches | Performance of a contract |
| Sending out match or Club information and updates | Performance of a contract |
| Sharing data with coaches, managers or officials to run training sessions or enter events | Performance of a contract |
| Sharing data with leagues we are in membership of, county associations and other competition providers For entry in events | Performance of a contract |

| | |
|--|--|
| Sharing data with committee members to provide information about club activities, membership renewals or invitation to social events | The Club has a legitimate interest to maintain member and participant correspondence for club community purposes |
| Sharing data with third party service or facility providers | The Club has a legitimate interest to run the organisation efficiently and as it sees fit. Provision of some third party services is for the benefit of the Club, participants and its members |
| Sharing anonymised data with a funding partner as condition of grant funding e.g. Local Authority | The Club has a legitimate interest to run the organisation efficiently and as it sees fit. Application for funding is a purpose that benefits the Club, participants and its members |
| Publishing match and league results | Consent. We will only publish your personal data in a public domain, including images and names, if you have given your consent for us to do so. In the case of children under the age of 13 then only with written consent of parent/guardian |
| Sending out marketing information such as newsletters and information about promotions and offers from sponsors | Consent. We will only send you direct marketing if you are an existing member, participant or other associated individual and you have not previously objected to this marketing, or, you have actively provided your consent |
| To ensure we understand possible health risks | Consent. We will only process details on your medical history with your consent |

Who we share your personal data with

When you become a member of the Club, your information, if you are a coach or volunteer will be or if you are another participant may be (depending upon which league(s) your team plays in) entered onto the Whole Game System database, which is administered by the FA. We also pass your information to the County FA and to leagues to register participants and the team for matches, tournaments or other events, and for affiliation purposes.

We may share your personal data with selected third parties, suppliers and sub-contractors such as referees, coaches or match organisers. Third-party service providers will only process your personal data for specified purposes and in accordance with our instructions.

We may disclose your personal information to third parties to comply with a legal obligation; or to protect the rights, property, or safety of our participants, members or affiliates, or others.

The Club's data processing may require your personal data to be transferred outside of the UK. Where the Club does transfer your personal data overseas it is with the sufficient appropriate safeguards in place to ensure the security of that personal data.

Protection of your personal data

We have put in place appropriate security measures to prevent your personal data from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed.

How long we hold your personal data

We keep personal data on our participants and members while they continue to be a participant or member or are otherwise actively involved with the Club. We will delete this data 3 years after a participant or member has left or otherwise ended their membership or affiliation, or sooner if specifically requested and we are able to do so. We may need to retain some personal data for longer for legal or regulatory purposes. The personal data that is stored on Whole Game System is subject to their privacy policy so we advise you review that policy together with this notice. If you would like your personal data to be deleted from Whole Game System then please contact them.

Your rights regarding your personal data

As a data subject you may have the right at any time to request access to, rectification or erasure of your personal data; to restrict or object to certain kinds of processing of your personal data, including direct marketing; to the portability of your personal data and to complain to the UK's data protection supervisory authority, the Information Commissioner's Office about the processing of your personal data.

As a data subject you are not obliged to share your personal data with the Club. If you choose not to share your personal data with us we may not be able to register or administer your membership.

We may update this Privacy Notice from time to time, and will inform you to any changes in how we handle your personal data.

If you have any questions about this Privacy Notice then please contact the Club Secretary, contact details can be found on the Club website

Protection of information

We are committed to protecting your privacy and we implement various security measures in relation to our processing and transfer of personal data. However, the nature of the Internet is such that the data may in some circumstances flow over networks without full security measures and could be accessible to unauthorised persons.

Cookies

When you visit the Site, we may collect, process and use information about you which may not personally identify you but which may be helpful for improving the operation of the Site. Such information may be collected through "traffic data" and may entail the use of "cookies", "IP Addresses" or other numeric codes used to identify your computer. You can delete cookies or configure your computer to reject them, although this may disable the Site's ability to manage individual sessions.

Links

This Site may contain links to other sites. Please be aware that we are not responsible for the privacy practices of these sites. We encourage our users to be aware when they leave this Site and to read the privacy statements applicable on those sites. This privacy policy does not apply to information collected on third parties' sites.

Your right to access the information

You have the right to access the information that the Club holds about you in accordance with the Data Protection Act 1998. In order to do this please make a written application to the Secretary, contact details can be found on the website. The Club may require you to provide verification of your identity and to pay an administrative fee (which is currently £10) to provide a copy of the information that it holds.

Updating your information

In the event that there is a change to your personal information for example your contact details, please let us know of this by updating your details online (where this facility is available) or writing to the Secretary so that we can keep your information up to date and accurate.

Contact us

If you have any queries about this Privacy Policy please speak to the Club Secretary.

Photography and Video

Football matches at Stowupland Falcons FC are played in a public arena and therefore under English Law, allows for photographs/recording to be taken/made. No one has right to decide who can or cannot take images on public land, therefore we provide the following points as a guide, and they are in line with the FA's guidelines document for taking images and recordings, which is available from our website.

Out of courtesy we do ask that photographers seek agreement of both Team Managers/Coaches prior to a youth match to take photographs, but we cannot enforce this.

You should inform your Team Manager/Coach if you do not want images of your child recorded. You must also inform the Club Secretary in writing prior to the match and although we cannot stop photographs or images being taken we will try and make sure we don't publish any of those images.

We always use an official club photographer for a special event who has been CRB checked, and we may use these photographs for promotional purposes.

The Club will never knowingly identify a child without explicit written permission from their parent/carer.

If you have any serious concerns about a possible child protection issues relating to the recording of images then please speak to the Club Welfare officer in the first instance.

Social Media

Guidance for Under 18's

Mobile technology is a key part of everyday life including how and where you can find information about football. Whether it's about professional teams you follow or your own team or club it's a great way to get and share information.

Within football we want you to use social networks, the internet, texts and email safely to get the information you need. We have produced the guidance below to keep us all safe and to ensure that we respect each other:

- Tell an adult you trust about any communications that make you feel uncomfortable or that asks you not to tell your parent/carer
- Know who from your club should be contacting you and how they should be contacting you
- You can talk to your club's welfare officer if you are unhappy about anything sent to you or said about you over the internet, social networking sites, text messages or via email
- Don't post, host, text or email things that are hurtful, insulting, offensive, abusive, threatening, or racist as this would go against football rules and could also be against the law
- Don't give out personal details including mobile numbers, email addresses or social networking account access to people you don't know well offline
- Facebook has different 'set up' guidelines for U18s to help to keep you safe – use them
- Even if you get on with your coach, manager, club officials, adult referees or mentors, don't invite them to become your friends online, they have been asked not to accept such invitations
- Tell an adult you trust if an adult involved at your club or within refereeing asks you to become their friend online and inform your club welfare officer

- If you receive an image or message which you find offensive, threatening or upsetting tell an adult you trust. Make sure you copy and save the image/message elsewhere or print it off before you remove and destroy it because this may be needed as evidence

You can also report concerns directly to the Police by visiting www.clickCEOP.net

Guidance for Adults, including Coaches, Managers, Players, Officials, Parents and Carers

As a Club we use social media to communicate to our members and supporters. We only publish information and comment which is informative and supports our club's aim.

We will take action against any individual who posts, hosts, texts or emails things that are disrespectful, hurtful, insulting, offensive, abusive, threatening, or racist as this would go against football rules and could also be against the law.

The Suffolk FA will investigate and fine Clubs for social media messages which are deemed to be unacceptable in any of the categories mentioned above, including comments about opposing teams, officials, or connected persons. As a Club we will seek to recover such fines from the individuals and may also take action to exclude the individual from our Club.

Please think before you click.

Fair Playing Time

Mini Football Policy Under 8's, 9's and 10's Mixed Under 10's, 11's and 12's Girls

This policy is to run alongside the existing Stowupland Falcons Youth club Philosophies and is specifically for Mini Football and its purpose is to direct our coaches to aid the development of our younger players in a manner that isn't driven by a win at all cost mentality – at the end of the day it is Non-competitive football.

POSITIVE LEARNING ENVIRONMENT

- Encourage players to be creative in both practice and games
- Remember mistakes will happen - however this is part of the learning process
- Let players make some of their own decisions – but discuss their decision making with them and advise / coach on alternative decisions - such as when to pass the ball, dribble etc.
- Let them know that their opinions count. Always explain your coaching and decisions to them – but encourage feedback and always question them on their understanding of your choices
- Create opportunities for players to explore, question and foster curiosity and imagination in your coaching methods. Perhaps ask them to adapt your coaching drills with any progression suggestions or even give them opportunity to devise coaching drills
- Allow ALL players to experience success and leadership. Over the season in the early years each player should experience being team Captain as this gives them a sense of pride and responsibility

LET THEM PLAY

- We promote **EQUAL** playing time for **ALL** with a provision that every player in a team receives a minimum of 50% game this to encourage them all to develop. Obviously this is subject to injury, behaviour, attendance – but **NOT** ability!
- Help players develop their game by rotating positions during training and game time. An attacker can learn by spending time as a defender for example – what movements does the attacker make to lose me, can I do that when I play in attack?
- Ensure players are given the chance to just play a game of football during every training session
- Make sure ALL players are rotated so then spend time playing with other members of the squad. Every player must take a turn as substitute and being substituted – this is development football and you can't develop as a player if you start as substitute every week.
- Squad sizes are to be determined by the manager however at 5v5 (your initial squad) we consider this to be 10 players maximum, however do not turn away players without providing the relevant contact details to the Club Chairman if your squad is full – we will look to run additional teams where possible.
- Minimise the number of substitute's you have on a match day to maximise game time – considered squad rotation if your numbers are too great by given ALL players rest weeks however this must be done on a fair and even basis. Suggested match day squads – 5v5 – 8 players, 7v7 – 10 players, 9v9 – 12 players
- We do not encourage the playing of underage players at 5v5 or 7v7. In all cases the signing on of an underage player will be at the agreement of the relevant Youth Football Officer and will not be at the expense of a player at the correct age for the squad.
- Don't let the children's football become **dominated** by adults – whether this is team manager, coach or parents

Fair Playing Time

9 v9 Football – Under 11's and 12's Mixed and Under 13's, 14's Girls

This policy is to run alongside the existing Stowupland Falcons Youth club Philosophies and is specifically for 9v9 Football and its purpose is to direct our coaches to aid the development of our younger players in a manner that isn't driven by a win at all cost mentality.

POSITIVE LEARNING ENVIRONMENT

- Encourage players to be creative in both practice and games
- Remember mistakes will happen - however this is part of the learning process
- Let players make some of their own decisions – but discuss their decision making with them and advise / coach on alternative decisions - such as when to pass the ball, dribble etc.
- Let them know that their opinions count. Always explain your coaching and decisions to them – but encourage feedback and always question them on their understanding of your choices
- Create opportunities for players to explore, question and foster curiosity and imagination in your coaching methods. Perhaps ask them to adapt your coaching drills with any progression suggestions or even give them opportunity to devise coaching drills
- Allow ALL players to experience success and leadership. Try not to restrict the captains arm band to one individual player, try to explore captains are made through positive attitude in all aspects of the game.

LET THEM PLAY

- We promote **EQUAL** playing time for **ALL** with a provision that every player in a team receives a minimum of 50% game time to encourage them all to develop. Obviously this is subject to injury, behaviour, attendance – but **NOT** ability!
- Help players develop their game by rotating positions during training and game time. An attacker can learn by spending time as a defender for example – what movements does the attacker make to lose me, can I do that when I play in attack?
- Ensure players are given the chance to just play a game of football during every training session
- Make sure ALL players are rotated so then spend time playing with other members of the squad. Every player must take a turn as substitute and being substituted – this is development football and you can't develop as a player if you start as substitute every week.
- Squad sizes are to be determined by the manager however at 9v9 we consider this to be 14 players maximum, however do not turn away players without providing the relevant contact details to the Club Secretary if your squad is full – we will look to run additional teams where possible.
- Minimise the number of substitute's you have on a match day to maximise game time – considered squad rotation if your numbers are too great by given ALL players rest weeks however this must be done on a fair and even basis, Suggested match day squads would be 12 players.
- We do not encourage the playing of underage players. In all cases the signing on of an underage player will be at the agreement of the relevant Youth Football Officer and will not be at the expense of a player at the correct age for the squad.
- Don't let the children's football become **dominated** by adults – whether this is team manager, coach or parents

Fair Playing Time

11 v 11 (9v9 for some Girls games) Football – Under 13's, 14's, 15's, 16's and 18's Mixed, Under 15 and 16 Girls

This policy is to run alongside the existing Stowupland Falcons Youth club Philosophies and is specifically for 11v11 Football and its purpose is to direct our coaches to aid the development of our players in a manner that isn't driven by a win at all cost mentality and to ready the players for Adult Football.

POSITIVE LEARNING ENVIRONMENT

- Encourage players to be creative in both practice and games
- Remember mistakes will happen - however this is part of the learning process
- Let players make some of their own decisions – but discuss their decision making with them and advise / coach on alternative decisions, ask team mates to suggest other options.
- Let them know that their opinions count. Always explain your coaching and decisions to them – but encourage feedback and always question them on their understanding of your choices

- Create opportunities for players to explore, question and foster curiosity and imagination in your coaching methods. Perhaps ask them to adapt your coaching drills with any progression suggestions or even give them opportunity to devise coaching drills
- Allow ALL players to experience success and leadership. Try not to restrict the captains arm band to one individual player, try to explore captains are made through positive attitude in all aspects of the game.

LET THEM PLAY

- We promote **EQUAL** playing time for **ALL** with a provision that every player in a team receives a minimum of 25% game time this to encourage them all to develop, but also except that ability and attitude on the pitch is now a major part of the game. Obviously this is subject to injury, behaviour, attendance).
- Help players develop their game by rotating positions during training and game time. An attacker can learn by spending time as a defender for example – what movements does the attacker make to lose me, can I do that when I play in attack?
- Ensure players are given the chance to just play a game of football during every training session
- Make sure ALL players are rotated so then spend time playing with other members of the squad. Every player must take a turn as substitute and being substituted – this is development football and you can't develop as a player if you start as substitute every week.
- Squad sizes are to be determined by the manager however at 11v11 we consider this to be 18 players maximum, however do not turn away players without providing the relevant contact details to the Club Secretary if your squad is full – we will look to run additional teams where possible.
- Minimise the number of substitute's you have on a match day to maximise game time – considered squad rotation if your numbers are too great by given ALL players rest weeks however this must be done on a fair and even basis, Suggested match day squads would be 15 players.
- We do not encourage the playing of underage players. In all cases the signing on of an underage player will be at the agreement of the relevant Youth Football Officer and will not be at the expense of a player at the correct age for the squad.
- Don't let the children's football become **dominated** by adults – whether this is team manager, coach or parents

We actively encourage open dialogue within our Club. If you do have any concerns please speak to any member of the Committee if you are unable to speak to the individual concerned. If you believe a situation may be affecting a child, please speak to our Child Welfare Officer immediately