



**Warriors FC**  
[www.warriorsfc.co.uk](http://www.warriorsfc.co.uk)



**Coach – Care – Challenge**

**Warriors Football Club**  
**Club Guide**  
**2018 - 2019**  
[www.warriorsfc.co.uk](http://www.warriorsfc.co.uk)



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## **Coach – Care – Challenge**

### **Players, Parents, Coaches and Committee.**

This guide is intended to provide you with all the information you need to become a member of Warriors Football Club. If there are any queries or items requiring further clarification, then please speak to your team manager or contact a committee member. Further details are on our website [www.warriorsfc.co.uk](http://www.warriorsfc.co.uk) or via email at [warriorsfc2018@gmail.com](mailto:warriorsfc2018@gmail.com). We also have a popular Facebook page which is a great way to keep up to date on current news.

### **Welcome**

Warriors FC is a dedicated grassroots football club, having a number of teams competing in various age groups from Under 7 upwards as well as coaching 4-6 year olds in the mini Warriors soccer school.

Warriors FC originally called Claypole Warriors FC, was established in 2002. The club's number one aim is to ensure that all of our players enjoy playing football and have fun, whilst improving and learning new football skills.

Warriors is dedicated to;

- Providing football to children of all ages and abilities, in a safe and friendly environment.
- Delivering age-appropriate coaching to support long-term player development and promote new players into the Club.
- Encouraging all players to try their best and make the most of their abilities.
- Offering a challenging but supportive environment where children can learn without undue pressure and anxiety.
- Promoting good behaviour and respect for others.



## Coach – Care – Challenge

### *The Chairman's and Committee Statement*

Dear Members,

As a committee and group of volunteers we have been and will continue to work extremely hard to ensure that Warriors FC maintains our good name within the local community.

We pride ourselves on welcoming new and old, to the new season with Warriors Football Club. We are a relatively new committee and group of volunteers that has achieved so much over a short period of time, these are:

- Developed a 12 team strong club in less than 3 seasons
- Delivered and developed a new ground/equipment with over £8,000 of assisted funding
- Developed a long-term relationship with our facility provider the Newark Academy
- Secured grass lit winter training
- Gained sponsorship for signage and banners
- Secured opportunities for indoor training and futsal opportunities
- Built and negotiated the installation of a catering unit making the club financially sustainable
- Developed a Football Tournament attracting over 40 teams per year
- Helped players in their aspiration to join professional clubs such as Notts County, Lincoln City, Leicester City and more
- Developed funding opportunities to help us with our aspiration of a new Pavilion
- Maintained our 'chartered club status'
- Run a successful sponsorship event every year for the last 3 years

Committee, Coaches and all volunteers have helped achieved everything above and we are proud to be involved in such a successful childrens football club.

On the pitch the club continues to see a number of achievements in league and cup and even more importantly we as volunteers supporting the core values of our club.

Off the pitch we have continued to undertake works and funding raising to develop a new Pavilion and associated changing facilities.



## Coach – Care – Challenge

### Club Ethos

CARE – COACH – CHALLENGE

As a club we:

- Care about players, teams and their wellbeing and development
- Coach children with a view to supporting their long-term development
- Challenge players to be the best they can be

### The Future

It is our strong belief that the committee, players and all other members have a responsibility to leave a legacy for the many generations of boys and girls who will follow in our footsteps. With this in mind the club has moved towards a more sustainable fee structure which will not only allow us to maintain our facilities but allow us to continue to grow and invest in all aspects of the football club.

As a club we will support other community projects all in the best interests of our members and community as a whole.

We have aspirations to grow girls football and born a new team every season ensuring we provide opportunities for boys and girls to play locally.

We should all be extremely proud of what we have at Warriors FC. This is in no small part down to the unselfish work and commitment of the many volunteers that allow the club to continue to grow and prosper both on and off the pitch.

### **Warriors FC Committee**



## Coach – Care – Challenge

This booklet contains information about the club, the people who run it, how and why we play, how we coach, in fact – everything you need to know. If however, there is anything that is not covered by this information pack, then please do not hesitate to contact us.

### Important Club Information

- We run teams playing in leagues from Under 7's Upwards.
- We are a Charter Standard Club defined by the FA
- Our younger teams play non-competitive 'Mini Soccer' defined by the FA
- All adults actively involved with the club (coaches) are subject to an enhanced DBS check
- We have our own Child Welfare Officer's to oversee child protection
- **ALL** pitch scheduling and decisions on surface playability are taken by our Club Facility Managers

All car park spaces available for our use and other users. During busy periods we may well be signposted to various locations including the netball courts. Updates to this may be communicated at any point

### Female Football

Girl's football is the largest female participation sport in the country with over 250,000 women and 1.1 million students playing some form of the game. There are plenty of opportunities for girls to play, coach or be a volunteer in football within Warriors FC.

### What is Mini Soccer?

In 1999 Mini-soccer was implemented as the form of football for Children under 10 years of age. Girls and boys are introduced to the game on smaller pitches, smaller goals and fewer players. The aim is to provide a quality experience for all players at all levels. The Football Association deem mini-soccer as the most appropriate and fun introduction to football. It allows greater involvement in the game, with more touches on the ball, dribbles and passes. This is something we strongly advocate.



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### How much football should my child be playing?

Although many of us can remember playing in the park from dawn until dusk, in any one day, as a Charter Standard Club no player should be allowed to play more organised football than the stipulated period below:

Age Group	Maximum/minimum duration of participation per day per player
Over 6's, U7's & Under 8's	4 x 10 ¼'s or 2 x halves of 20 minute's duration – 40 minutes maximum
Under 9's & Under 10's	2 halves of 25 minute's duration – maximum 50 minutes
Over 11's & Under 12's	Maximum 2 x 30 minute halves
Over 12's & Under 16's	From 35 minute halves

### What size pitch and ball should I be using?

Age Group	Type	Goalpost Size	Pitch Dimensions	Recommended Max Ball Size
Mini Soccer U7 & U8	5 v 5	6yds x 12yds	40yds x 30yds	Size 3
Mini Soccer U9 & U10	7 v 7	6yds x 12yds	60yds x 40yds	Sizes 3 & 4
Youth U11 & U12	9 v 9	7yds x 16yds	80yds x 50yds	Size 4
Youth U13 & U14	11 v 11	8yds x 24yds	90yds x 55yds	Size 4
Youth U15 & U16	11 v 11	8yds x 24yds	100yds x 60y	Size 5
Youth U17 & U18	11 v 11	8yds x 24yds	110yds x 70yds	Size 5
Over 18 Senior Ages	11 v 11	8yds x 24yds	110yds x 70yds	Size 5



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### What age group should/can my child play in?

The FA operates a strict 2 year age band in Youth football. The oldest player on the pitch must not be more than 2 years older than the youngest player on the pitch. We fully support this strategy and only in exceptional case will a child be allowed to play 'up' an age group. We have an official agreement with Nottingham Forest Academy whereby they get access to our elite students from 5 years of age. This allows students to receive additional elite coaching whilst still being part of our set-up. We have an increasing list of boys who have gone on to sign Academy contracts either with NFFC or other clubs e.g. Notts County FC, Lincoln City FC and Boston United. We should be proud of this and support everyone to play to the highest level they can.

### The Teams

We feel that it is important not to put too much pressure on the younger students (up to 12 years) and that at this age it is more important to learn the basics and understanding of team play, fun football, and developing technical ability rather than promoting the attitude of a “must win” culture. We endeavour to win but not at the expense of fun and learning which is key factor in successful grassroots development. Not promoting this ideal may result in the students feeling de-motivated and unhappy. In all instances we will do our best to ensure that the students are playing at a comfortable level. This will involve making suitable changes so children play at similar standards. Students up to the age of 10 will play mini-soccer, at Under 11 and U12 they play 9 a side as defined by the Nottinghamshire FA. 11 a-side football is usually introduced at Under 13 level but this is always under review.

### Coaching and Management

Details of coaching staff change from year to year, teams' progress and as a result the contact details change. An up to date contact list can be downloaded from the web site.



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## **Coach – Care – Challenge**

### **Coaching Times**

All coaching takes place at our home ground. Each team is allocated a time slot and a sufficient training area – we need to be mindful that we cannot always provide pitch space because of pitch resting and maintenance. It is the individual team coach/manager responsibility to arrange their own preferred training times that work best for them, and equally importantly, their squads' players and parents.

### **Match Day Football Kits**

Your child will be allocated a full strip for all matches, which should not be used for other purposes.

Managers are encouraged to seek sponsorship for kit.

It is the responsibility of the child's parents/guardians to ensure that adequate footwear and shin-guards are worn for all football matches and coaching. It is the player's responsibility to care for this strip whilst in their possession and we would kindly ask that it is clean on match days and not worn for training or pursuits outside of the club (washing instructions are issued with the kit).





## Coach – Care – Challenge

### Do's and Don'ts

We want our players to enjoy their time at the club but as with all organisations, there have to be rules in place for the benefit of all. We have detailed below some simple do's and don'ts but general standards of good behaviour are expected at all times from everyone.

### Players

- DO work hard and do not distract others who want to be coached.
- DO respect all other members of the team and club.
- DO listen to the coaching staff and follow instructions.
- DO encourage the students during match games.

### Parents/Guardians

- DO let us know when your child cannot make coaching or a match game.
- DON'T misbehave (swear or use any offensive language to anybody in the team or club).
- DON'T instruct the students during match games (unless asked to do so) – this only causes confusion.
- DON'T let your child play or be coached if she's feeling unwell or has an injury.



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### Charter Standard

The FA Charter Standard is the Football Association's Kite mark of quality. Accreditation is available for all clubs, schools and colleges. The Programme was launched in 2001 with the aim of raising the standard of grassroots football in teams, coaching, administration and Child Protection. Warriors Football Club has adopted the FA guidelines on child protection and has its own appointed child protection officer/welfare officers. There are four different levels of FA Charter Standard available for Clubs to achieve and Warriors FC are charter standard, we are aiming within the next 18 months to qualify for the next level.

We believe football can have a powerful positive influence on children. But that means everyone involved in football must take on the responsibility of looking after those children that want to play the game. Should you ever have any queries or concerns regarding safeguarding children please in the first instance contact your child's team manager or our child welfare officers.

### Child Protection

If you suspect bullying in your team

- Please contact your child's team manager or one of our child welfare officers, for advice on how best to handle the situation.

If you have a grievance about the club or some aspect of it

- Please contact Lindsey Picker or Lyndsey Warrener (Child Welfare Officers).

All regular assistants, parent helpers and referees need to be registered with the club and have a valid CRC accepted by the FA. This is essentially anyone involved with coaching or assisting with training or match days on a regular basis coming into contact with our players at least once a month.

The Club Welfare Officer should be contacted who will then advise on the process for completing a CRC and this will need to be renewed every 3 years in line with the FA 3-year renewal policy. It is the Managers duty to provide updates of personnel involved with the team. Quarterly requests for updates will be sent out and must be returned by the manager in a timely manner.



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### League Registration Fees

Registration fees are due on an annual basis and can be paid by various means. All details can be found on the clubs registration forms.

### Subscriptions

Subscriptions for each season will be announced prior to registration.

- If you require any further information regarding subs, please contact any member of the club committee
- If you require additional time to pay because due to personal circumstance, please do not hesitate to contact your manager or a member of the club; we are always here to help

### The fees cover the following:

- League registration
- Personal and Public Liability Insurance
- General Administration and Banking
- Pitch Maintenance costs.
- Kit – Sponsorship sought by team
- Facilities Management/asset depreciation
- Equipment and supplies
- Volunteer training

### Meetings and Club Committee

The club is constituted and currently CASC registered. It is run by an elected committee which consists of the following personnel: Other roles may be introduced by committee approval.



## Coach – Care – Challenge

Role	Responsibilities
Chairperson	Chairs AGM and Committee meetings Leads committee in decision making
Club Secretary	Oversees general running of the club and governance Principle Administrator to enable club to function effectively. Represents club to League, FA and other external bodies Main point of contact for people external to the club Affiliates club and registers teams and players Monitors match report submission
Treasurer	Club Financial Officer Maintain financial records Ensure funds spent appropriately Collect subscriptions, Pay invoices, banking etc
Child Welfare Officers	Safeguarding children's policies CRB checks FA respect code of conduct Organises coaches kit
Facilities Manager	Facility planning Partner communications FA/ Club links with other providers League and Club fixtures Tournaments facilities
Assistant Facilities Manager	Organisation of pitches and Line marking Resources and Managers equipment & supplies Storage of equipment H&S of ground
Funding Development Manager	Apply for grants / sponsorship / funding Coordinate fund raising events Ensure funds accounted for and passed to treasurer
Events and Communications Co-ordinator	Co-ordinate annual plan of club events including; awards celebrations, Christmas party, tournaments and where required fund-raising events Raise profile of club in local community – Ensure website and Facebook site are up to date
Coaches Support Officer	Bringing through new Coaches Coaches network and support Sharing best practice Ensure all coaches have the appropriate qualifications Training / inductions for coaches Coaches meetings
Soccer School Co-ordinator	Promote soccer school in the local community Lead new teams planning each season for soccer school 'graduates'



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Meetings are usually held bi-monthly at a venue of our choice and usually start at 19.30.

A separate team managers/coaches meeting is also held and operational issues from this are fed back to the main committee and vice-versa.

Approx. 4 club meetings and the AGM are also held per season

### Decision making

Committee meetings are for:

- Monitoring and reviewing progress towards meeting the aims of the club
- Monitoring financial performance
- Ensuring all activities are consistent with the organisation's purpose and mission
- Considering applications for membership of the organisation
- Discussing and making decisions on new proposals and plans
- Planning for the future and identifying new opportunities.

If you have an idea, opportunity, issue or proposal, please contact the committee. For Minor enquiries contact the appropriate committee member and the appropriate advice will be provided.

The committee will respond within 14 days copying in all other committee members. The committee member may seek further advice from fellow committee members if the enquiry is more complex than first thought.

For any fundamental enquiries (strategic change, growth proposals, new facilities, new teams etc) committee decisions will be required, please refer in writing to the whole of the committee. A committee member will respond within 7 days acknowledging the item copying in all other committee members.

The whole response process should take no longer than 28 days, however, this may change depending on the complexity of the item, the ability for the committee to meet, holidays or any other extenuating circumstances, however, if this is the case it will be communicated.



## Coach – Care – Challenge

### Decision making Responsibilities

The committee is responsible for taking strategic decisions and take decisions jointly. In making any big decision, a number of steps are involved, including some or all of the following:

- The goal - what is our aim and is it consistent with the aim and direction of the organisation. Agreement on the goal is a crucial stage in decision making
- Proposal Information - ensuring the committee has read or heard all relevant information
- Options - what choices are available to us and what are the constraints
- The plan - how do we achieve our goal - what are the steps and what resources do we need

As committee members lead specific discrete areas of responsibilities, there are many situations where it is sensible to delegate the power to make day to day decisions to the particular committee member or to a working group for example to work out the details of carrying out a policy for the whole committee to agreed to.

There are two common methods of making decisions:

1. By consensus
2. By taking a vote (this should be a last resort, it's important to try and gain full buy in, giving freedom of choice where appropriate – formal voting will still take place at AGM/EGM)

Warriors FC have a strong commitment to consensual decision making and only take a vote in exceptional circumstances.

Regardless of how decisions are taken, all committee members should be clear about exactly what has been decided and decisions will be clearly recorded in meeting minutes.



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### **Fund Raising**

Amateur football clubs have very much relied upon the goodwill of their members, benevolent sponsors like local businesses and of course a seemingly endless source of volunteer labour to survive.

Therefore, the club like to coordinate a separate sub-committee reporting to the Funding Development Manager for finance raising events as and when necessary with the help of the Events Co-ordinator. This Committee will report all suggestions to the management committee for approval. If you feel like this is for you then please make yourself known to us. We also welcome ideas and initiatives outside of the realms of the two committees so if you have any good propositions on how to raise money for the club or indeed any improvement suggestions on how it is run then please do not hesitate to contact us. We cannot manage this organisation effectively without a true sense of partnership and your buy-in.

**Committee Contact Details** - see website [www.warriorsfc.co.uk](http://www.warriorsfc.co.uk)

**Team Manager Details** – see website [www.warriorsfc.co.uk](http://www.warriorsfc.co.uk)



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### Respect

Respect affects the entire game, and needs your help, regardless of how you are involved in football.

- Player
- Coach
- Referee
- Parents and Spectators
- Club and League Officials
- Club Welfare Officers
- Youth League Welfare Officers
- County FA Welfare Officers

### **PLAYERS**

Whether you're in the starting team or on the bench, your role as a player is crucial to the success of Respect. On a match day, you'll be expected to work with your coaches and your captain to allow the referee to manage the game without being subjected to abuse. With the game losing thousands of referees from the game every year, it's hugely important, because without the referees, the game isn't the same. If the league you play in adopts the Respect programme, you will be asked to read, agree to, and sign, a Code of Conduct at your club. This will be your 'promise' to abide by a set of rules governing your behaviour as a player. Working together with your coach, your captain, and each referee that takes charge of your games during the season, you can play a major role in improving the game for everyone, through Respect.

### **COACHES**

Coaches have a hugely important role to play in Respect, as they are not only responsible for their own behaviour, but they can also influence that of their players and spectators, too. On a match day, you'll be expected to work with your players, parents and other spectators to allow the referee to manage the game without being subjected to abuse. REFEREES The Respect programme aims to allow Referees to officiate matches without being subjected to abuse by players, coaches or spectators - and the referees themselves have a key part to





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play in the process. Working in partnership with the clubs they officiate, referees can provide post-match feedback regarding the behaviour of players, parents, coaches and other spectators, to help the clubs enforce their Codes of Conduct.

### **PARENTS AND SPECTATORS**

Parents have a big responsibility as part of the Respect programme. Respect is working to eradicate touchline abuse in football, and parents can play their part by agreeing to, and signing, their club's Code of Conduct and abiding by them throughout the season. Parents also have a responsibility for their children's behaviour. The parents will also be asked to sign a Code of Conduct, and parents can encourage their children to adhere to the players' code.

### **CLUB AND LEAGUE OFFICIALS**

The Respect programme relies on clubs and leagues to take active steps to ensure high standards of conduct throughout their club or league.

Warriors FC use the FA Respect Code of Conduct of which you must read and sign.



## **Coach – Care – Challenge**

### **ANTI-BULLYING POLICY**

#### **Unacceptable Behaviour**

The following are examples of unacceptable behaviour:

- Bullying in any form
- Physical Violence
- Bad language and swearing
- Name calling including racism and sexism
- Intimidation
- Defiance and lying
- Destruction of property
- Deliberate unkindness

#### **BULLYING**

Bullying usually arises:

- When it is carried out deliberately
- When it is repeated over a period of time
- When children become vulnerable and unable to defend themselves

Bullying can take many forms:

- Physical
- Verbal
- Indirect

#### **Dealing with Bullying**

1. Bullying in any form is not acceptable at our club. Every effort is made to deal with both victim and bully in a sensitive way acknowledging the need for confidentiality, sensitivity and a sympathetic, fair and firm approach. No child should be in fear of another.
2. Club Coaches and helpers have a critical role to play in watching out for, and dealing with bullies and incidents of bullying.
3. Parents should be kept informed of any action and strategy used to combat any form of bullying.



## Coach – Care – Challenge

### Sanctions

1. Sanctions may be applied if there are instances of unacceptable behaviour. Usually it is sufficient for a Coach or helper to show disapproval of an individual child's inappropriate behaviour. Withdrawal from the training session or match is the most commonly used sanction.
2. If the problem persists then some of the following steps may be taken:
  - The Coach/helper talks with the child if necessary withdraws them from match or training session
  - The Coach discusses concerns with Committee/Child Welfare before taking further action
  - Coaches may have an informal discussion with parents about behaviour causing concern
  - If unacceptable behaviour persists, the Coach/Committee will inform parents and request a meeting to discuss the problem
  - As a result of the meeting, further strategies to combat problem behaviour will be devised and monitored
  - Fixed term or permanent exclusions are a final sanction for the severest behavioural problems in accordance with the Club Rules



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### Parental Social Networking Guidance

Whilst the internet brings many benefits and opportunities it also opens up some new risks and challenges. That's why The FA has teamed up with the Child Exploitation and Online Protection (CEOP) Centre to promote online safety and vigilance.

We would ask that you as a parent/carer to be aware of the following best practice promoted within football:

- Ensure you are aware of how coaches, managers and other members of the club or league should communicate with your son/daughter
- Show an interest in the communications between the club, you and your son or daughter. Open communication about club and league activities/issues often mean concerns are picked up early and issues can be resolved easily
- Familiarise yourself with The FAs guidance for clubs in relation to websites, text messaging and social networking sites
- Familiarise yourself with the social networking sites your child is using. Did you know children U13 are not supposed to use facebook? 13-17 year olds are given different 'set up' security features within facebook so please ensure that they are set up correctly using their real DOB and haven't bypassed this
- If you are not getting copied into club/team text messages or emails raise this with the club and ask that you are added into these communications immediately
- Know who your club welfare officers are and how to contact them if you have any concerns about the content of club/league web pages or in relation to the welfare of your son/daughter
- Ensure you tell your child to tell someone they trust about communications that make them feel uncomfortable or where they've been asked not to tell their parent/carer about the communication the league, club, players, managers and/or match officials
- Look at the guidance offered by the Child Exploitation Online Protection (CEOP) centre; they provide guidance for parents/ carers, children and young people. They also provide the most up to date guidance for online environments
- The FA Respect Codes of Conduct give guidance on appropriate behaviour which can be related equally to match day, training and online environments
- Follow the guidance given by the Government's 'Click Clever Click Safe' campaign; ZIP IT - BLOCK IT – FLAG IT. This simple 3-point guidance provides an everyday reminder of good behaviour that will help keep young people safe online



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- If your son or daughter receives images or messages which are offensive, threatening, or unsuitable please copy and save them elsewhere or print them off before removing or destroying them. They may be needed as evidence by the Club Welfare Officer or other agencies involved in the protection of children online
- If you have serious online concerns for the welfare of your son or daughter report it directly to CEOP and speak to the club welfare officer as soon as possible  
Look at the guidance offered by EOP. They provide guidance for parents/carers, children and young people on how to stay safe online.  
Remember as a member of a club you are responsible for and need to abide by club protocol/policy and FA Rules and Regulations regarding comments that you place online/ social media.

### Club Conduct

- Warriors Club members must not engage in any activities that harm, distress or lead any individual member of the club to be open to question because of unprofessional conduct. This can include abuse of position, misuse of social media and unacceptable personal attacks in ANY form. Club disciplinary measures will be used in these circumstances should a complaint be made.
- Matters requiring committee involvement/approval are dealt with professionally, and where appropriate, any actions or outcomes shall be shared with ALL club members for the continued smooth running of the football club.
- Coaches/Club personnel are ambassadors of the club and it is important that we work together towards club cohesion.
- Coaches/Club personnel should not canvass other club members/parents on club matters without the permission of the club committee. Discussion should take place during committee/club meetings.
- Coaches/Club personnel should not consult external groups on club finances, governance or strategic opportunities without the permission of the club committee.
- Social media should not be used by Coaches/Club personnel to engage negatively or inappropriately about club matters
- Coaches should not engage in talks with other manager's parents or players with regards to player transfers, personal matters or private team matters.



## **Coach – Care – Challenge**

### ***Young Players Respect 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.

DATE:

NAME:

SIGNED:



## **Coach – Care – Challenge**

### ***Coaches, Team Members & Club Officials*** ***Respect Code of Conduct***

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 at all times.

**On and off the field, I will:**

- Use my position to set a positive example for the people I am responsible for
- 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
- Respect the match official's decision

- Never enter the field of play without the referee's permission
- Never engage in, or tolerate, offensive, insulting or abusive language or behaviour
- Be aware of the potential impact of bad language on other participants, facility users or neighbours
- Be gracious in victory and defeat

**When working with players, I will:**

- Place the well-being, safety and enjoyment of each player above everything, including winning
- Never engage in or tolerate any form of bullying
- Ensure all activities I organise 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 my club, County FA or The FA:

**I may be:**

- Required to meet with the club, league or County Welfare Officer
- 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:**

- My FA Coaching Licence may be withdrawn



**Coach – Care – Challenge**

***Spectators / Parents  
Code of Conduct***

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.

**I WILL:**

- Remember that children play for FUN
- 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.

Date:

Name:

Signed:

Please visit [www.warriorsfc.co.uk](http://www.warriorsfc.co.uk) for our full Club Code of Conduct and Sanctions we have in place.





## **Coach – Care – Challenge**

### ***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 sidelines. 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.



## **Secretary Guidance – for further information go to Yelonline**

### **Complaints**

If you receive any complaints or have any issues during or after matches whether this be personally, your players or your parents, please notify the club secretary immediately and note these on your match report.

If you wish to make a complaint about issues that arise during matches or as a result of the actions of other managers, players, parents, officials or clubs then please notify the club secretary immediately and support and guidance will be given. Please do not make complaints to the league or FA yourself, these need to be channelled through secretary and any complaints will be made formally by the club. This is to ensure that you are fully supported and the complaint is lodged by the club ensuring that you are not a lone voice.

### **Match reports and social media**

There is no issue with managers putting out positive comments about performances of their team by saying "great performance by the team today" Do not single out players for positive or negative performances as it is about the team and do not be derogatory about the opposition or other teams. Just remember no results or mention of win/loss/draw.

If you find other teams posting results or match reports online, please do not rise to it or pass comment but please do make Warriors FC club secretary aware and we will take the necessary action as a club.

### **Match Cancellations – follow Yel/league guidance**

Leagues have strict ruling about cancellations.

Any fines for unauthorised cancellation imposed by the league will be payable by the manager if they haven't advised the club secretary of the need to cancel. Where possible we will look for an alternative to cancelling games.



All tournaments and mini tournament/"round robin" competitions need sanctioning by the FA in order to provide insurance and indemnify the club from liability. This is generally a formality although it does attract an admin charge from the FA and needs to be sanctioned in advance. Please advise the club secretary as early as possible to seek FA approval. Please do not go ahead until confirmation is received.

### **Coaches, helpers and parent referees**

All regular assistants, parent helpers and referees need to be registered with the club and vetted. This is essentially anyone involved with coaching or assisting with training or match days on a regular basis coming into contact with our players at least once a month. It is the managers' duty to provide updates of personnel involved with their team.

Quarterly requests for updates will be sent out and must be returned by the manager in a timely manner.

### **Charter Standard Accreditation**

In order for our club to enter teams into Charter Standard leagues we have to achieve certain criterion set down by the FA. We are currently a Charter Standard club and aspire to progress on to the next stage in time.

The FA Charter Standard programme supported by McDonald's is a kitemark, which recognises and rewards high quality levels of provision in club and league football. The kitemark is awarded to clubs and leagues that are well run, sustainable, which place child protection, quality coaching and safety paramount.

We have to meet the criteria set out by the FA to achieve the required standard and this is reviewed annually during the CS health check.



**The Warriors FC ethos is founded upon the answers to three fundamental questions:**

1. Who is the club for?
2. Why do children play football?
3. How do we measure success?

**This football club is ours and belongs to us, the members. We all have a vital role to play.**

**We measure success by:**

- Our adherence to RESPECT
- Enjoyment for all and children playing football in a safe and progressive environment
- Home grown talent from our soccer school
- Achievement of quality marks
- Parent & player feedback
- Meeting future aspirations set out in our Facilities Plans & Operations
- Retention of club volunteers & players
- Player Development

## **Club Philosophy**

Our clearly defined coaching philosophy provides direction, purpose and guidance to the process of coaching young players.

## **Coaching Aims**

- Make the game safe, fair and enjoyable.
- Provide age-appropriate coaching (5-11, 12-16, 17+).
- Develop the whole player across all four corners of the Football Association's LTPD model.
- Improve the player's movement skills: agility, balance, co-ordination and speed (ABCs).
- Develop the player's technical skills.



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## **Coach – Care – Challenge**

- Increase the player's decision-making capabilities.
- Teach the player life skills (co-operation, teamwork, communication and friendship).

### **Role of a Coach**

Make the game safe, fair and enjoyable.

- Provide age-appropriate coaching (5-11, 12-16, 17+).
- Develop the whole player across all four corners of the Football Association's LTPD model.
- Improve the player's movement skills: agility, balance, co-ordination and speed (ABCs).
- Develop the player's technical skills.
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**Our clearly defined coaching philosophy provides direction, purpose and guidance to the process of coaching young players.**



## Coach – Care – Challenge

### COACHING PHILOSOPHY

#### A Good Coach...

- Encourages players to try new skills.
- Enthuses and motivates players.
- Supports and inspires regular practice.
- Encourages children to be the best that they can be.
- Prioritises the unique individuality of the child.
- Puts the child and their needs at the centre of all activity.

#### And Also

- Understands issues that impact upon young player development.
- Considers how children learn as well as issues of self-esteem and motivation.
- Communicates using age-appropriate language and instructions.
- Understands children are not mini-adults and that developing football players is a long term process.
- Fosters a life-long love of the game.

#### Coaches Qualification

As a minimum, all coaches at our club will undergo the following training courses;

- The FA Level 1 Award in Coaching Football
- FA Emergency Aid
- FA Safeguarding Children Workshop
- All our coaches have Enhanced FA CRB checks.
- The FA requires everyone who works or volunteers in children's football and regularly cares for, trains, supervises or is in sole charge of children to apply for a FA CRB Enhanced Disclosure.



## Coach – Care – Challenge

### Coaches Behaviour

- Coaches are required to strictly follow the Respect Code of Conduct.
- Players must be free to play during matches, with positive encouragement from parents and coaches.
- Information from the touchline should be in the form of occasional questions from the coaching staff.
- Patrolling the touchline giving continuous shouted instructions must not happen.
- Players always try their best and will learn from their mistakes without being told they have done wrong.

### Match Days.

- Let the players play
- Playing Time – All Players to play 50% of playing time during matches including opportunities for all players to start and finish a match. There may be occasions due to attendance, attitude and physical and emotional demands that a player will be given a different playing time. Managers will also have the choice to field what they deem to be the strongest team for Cup and Competitive games. Our Club Ethos and 3 fundamental questions will always be adhered to.
- Playing Saturday & Sunday football – It is recommended that when a player plays for both a Saturday and Sunday team at Warriors FC, it is recommended that managers should communicate on a regular basis in respect of 'players fitness, playing time and overall physical condition'. This includes when arranging additional fixtures and entering Tournaments. Saturday teams have preference over Saturday Tournaments, Sunday teams have preference over Sunday Tournaments.
- Rotation of Playing Positions – Players may be asked to play in a variety of positions. Players need to develop an appreciation of other playing positions, receiving the ball in different areas of pitch and having the chance to enjoy different positions and experiences. There may be exceptions for goalkeepers. Players should know at the start of the match when and where they will be playing.
- All FA and Club respect guidance will be adhered to at all times by all.
- All players will be warmed up appropriately before a match.



## Coach – Care – Challenge

### Managing Match days

#### Some Considerations:

1. What you do in training that prepares you and your players for match day?
2. How does the match day run from the moment the players arrive until they leave (think about the changing room, setting up the pitch, briefing the players, warming up, substitutions, intervals and post-match)?
3. What are your players trying to get better at and how do you/they know how they're getting on?
4. Where do your parents/supporters fit in the process? What do they understand about how you work with the players?

### Timing the Event

"The problem is, in England, you teach children to win the game, in Spain, we teach children to play the game" - Jose Mourinho 2010

### A Match day philosophy

1. Try to play 'football'
2. Try to improve and work at my challenge(s)
3. Play within the laws & demonstrate discipline
4. Try to win the game.... but not at the expense of 1-3

#### e.g. Kick off at 10:30am

**9:45am** Players arrive, player responsibilities (equipment/water, etc.), playing positions (cards), set pieces (11-a-side) up in dressing room

**9:55am** Player briefing, Team & individual challenges

**10:05am** Pitch-side, warm up (age appropriate & match preparatory)

**10:25am** Final reminders

### Training sessions

For training sessions, it is recommended that all age group managers arrange their own training times to suit their personal availability and that of their own squad of players and parents.





## Coach – Care – Challenge

- It is important that the coaches get the chance to develop a bond between themselves and the players in their own squad. Training within this small squad will assist the coaches understanding of what the individual players' developmental needs are. Managers may also choose to train with other same age teams within the club. This will encourage cohesion among players and coaches discouraging fragmentation between same club teams. Players individual development need will still be the coaching priority.
- At the end of each training session there is a 'team talk' for all players and of course parents should they wish to contribute in praising players. Any relevant information is given to players and coaches.

### Organisation, squads and monitoring.

- For each team, The FA recommend a specific squad size of no more than double the playing number for the age group. Warriors FC recommend a surplus of 5 players for age groups up to 9v9. E.g. 7v7 = 7+5 =12 Volunteers are encouraged to help with this by perhaps becoming coaches/managers.
- All parents will follow and sign for the respect campaign.
- All parents, players and staff are made aware of the Club ethos and philosophy to help enforce via the appropriate channels.
- Members of the committee should attend regular training sessions and matches to help enforce the Club rules as well of course encourage players to have fun.

### Player/Person Development

- We follow a player-centred approach based on the four corner model of learning and the theory of 'Long Term Player Development'.

#### **Technical**

- Players should be encouraged to try new skills in practice and work out when they can be used in a game.
- Where appropriate (age & experience dependant), practice should replicate the demands of the game, encouraging players to think and make decisions just as they would in a match.



## Coach – Care – Challenge

- Vary the difficulty to match the needs of each individual, by altering Space, Task, Equipment or Players (STEP).
- The interruption by the coaches should be kept to a minimum to allow players experience the flow of the game and practice. Where interruption is necessary, it should be relevant and positive.

### Physical

- Appropriate movement skills which develop agility, balance, Co-ordination and speed should be encouraged through enjoyable games such as tag.
- Through well designed practice, all coaching activities should include physical outcomes.
- Remember players grow at different rates and may need support and patience as they develop, both at the start of their playing career and when they reach puberty.
- Children are not mini-adults and shouldn't be subjected to laps of the pitch or press ups.

### Psychological

- Recognise that different children learn best with different learning methods and ensure that all methods are used when communicating instructions.
- VISUAL: Tactic boards, poster, diagrams, cue and prompt cards, as well as cones on the pitch.
- AUDITORY: Speak with the players, ask questions, encourage discussions in groups amongst players to solve game related problems.
- KINAESTHETIC (moving): Demonstration to the team by the coach or by a player to their team mates.

### Social

- Create a positive and welcoming environment.
- Be a good role model for the players.
- Praise players for their efforts as well as their ability.
- Manage mistakes to the player's advantage- understand what they were trying to do. Sometimes they will have the right idea but just fail in the execution of the technique or the skill. This could be used to identify training needs.
- Make sure football is FUN, but with a purpose. Ensure development of skills and game understanding.



## Coach – Care – Challenge

### Judging Player Ability

- A player's performance in practice and matches can be influenced by a large number of factors, all of which need to be considered when forming an opinion of a player's true ability. These include but are not limited to- DATE OF BIRTH, GENDER, BODY SIZE AND SHAPE, GROWTH SPURT, MATURITY (PHYSICAL, PSYCHOLOGICAL & SOCIAL), PREVIOUS EXPERIENCE, CONFIDENCE, OPPOSITION, POSITION SUITABILITY, OWN TEAMS PLAYING STANDARDS, THE INSTRUCTIONS GIVEN TO THE PLAYER, RECENT PLAYING ACTIVITY.

### Growth & Maturity

- Recognise that all player's will be maturing and growing at different rates, at different ages and according to gender.
- Recognise that physical maturity will not always develop at the same rate as maturity in other areas.
- Don't over burden the players that are either an extremely early or late developer.
- All player's in the squad will need patience, support and encouragement.
- Recognise that the current success or failure of a player is not necessarily an indicator of ongoing proficiency.
- Understand that all some player's need is time.

### Managing Distractions

- By planning ahead, the coach can create an environment that minimises distractions and helps player's stay 'on task' for longer.
- Organise sessions that are interesting, challenging, varied and FUN.
- Avoid player's being stood in line or asking them to wait around for too long without a focus.
- Plan arrival activities so players can begin practicing as soon as they arrive.

### Managing Behaviour

- Ensure that all players are aware of, have read and understand the clubs' codes of conduct for players and their responsibilities outlined within it.
- Give time to players that are behaving well, rather than those misbehaving and make sure you praise and award them.



## Coach – Care – Challenge

- If you have to intervene, do so in a calm and controlled manner.
- If boundaries are consistently broken, then there should be a consequence.
- A coach should remember the only persons' behaviour you can control is your own, so set a good example

### **Coaching Recommendations (age groups 4-11 years)**

- Create a positive and enjoyable learning environment which prioritises skill development, decision making, fundamental movement skills and experimentation which is all essential for young players in this age range who are learning how to play.

### **Positive Learning Environment**

- Encourage players to be creative and take considered risks in both practice and games.
- Remember – mistakes will happen.
- Let players make some of the decisions
- Let them know that their opinions count too.
- Create opportunities for players to explore, question and use their natural curiosity and imagination.
- Allow players to experience success, regardless of the match result

### **Let them PLAY**

- All children should be given ample playing time on match day wherever and whenever possible.
- By playing children in different positions in both practice and games, it will develop their game understanding.
- Ensure players are given the chance to play a 'game' during every practice session
- Remember that it is 'Their Game' and it must not become dominated by adults.

### **Technique, Ability & Skill**

- It is important to recognise the difference between technique & skill and the different requirements for developing each one.



## Coach – Care – Challenge

- **Technique** = The basic movements of performing a physical activity combined into a pattern of movement.
- **Ability** = The possession of the capability of performing a specific technique.
- **Skill** = The ability to choose and perform the right techniques at the right time, successfully, regularly and with minimum effort.

### Types of Practice

- There are 3 types of practice, and the type of practice used is dependent on whether you are looking to develop or refine techniques or skills:
- **Constant Practice**- involves a player repeating specific movements with the aim of acquiring, refining or maintaining technique. In a constant practice a player focuses on learning the same technique under constant conditions.
- **Variable practice**- involves a player practicing a variety of techniques and skills under different conditions.
- **Random Practice**- involves a player practicing a variety of skills under different and changing conditions.

### Technique Development

- Technique can only be developed when players have contact with the ball, so try to give the players a ball each when learning a new technique.
- Repetition is essential when developing and refining technique.
- Players will learn technique at different rates so allow them to learn them unchallenged if necessary.
- All players' techniques improve, introduce additional challenges to ensure that they retain their motivation.

### 'PRACTICE MAKES PERMANENT'

### Skill Development & Decision Making

- Practice should replicate the demands of the 'game' as much as possible. Give lots of opportunities to practice different aspects of the game (shooting, dribbling, tackling, passing, goalkeeping), in context.
- Goals should be used in practice as often as possible to help players' enjoyment and motivation



## Coach – Care – Challenge

- Small sided games on appropriate sized pitches provide young players with opposition, decision making and challenging, all of which help their skill development.

### Themed Practice

- Try and link the different parts of a coaching practice together for example-
- **Warm Up:** Players work in twos passing through a variety of different sized gates, using different techniques and surfaces of the foot.
- **Skill Development:** play a small sided possession game on an appropriately sized pitch.
- **Game:** Any 4v4 game with a focus on passing or a through-the thirds game.

### Setting Appropriate Challenges

- Set challenges in practice sessions, e.g. Use weaker foot when you next can in practice.
- Reinforce the learning focus from practice sessions on match day and ask the players to use that in the game where possible.
- Set the players specific challenges that link to the theme of a recent practice session, which can be discussed at half time and after the game. This can allow players to achieve the feeling of success even if the team loses.
- During practice sessions try to 'match' players up in lots of different ways (e.g. tallest v tallest, tallest v shortest) in order to meet their individual needs.

### Developing FUNDamental Movement Skills

- Between the ages of 5-11 years old the players have a 'window of opportunity' to develop their agility, balance, co-ordination and speed (ABC's).
- Coaches should be creative in their practice design and build in a physical benefit for the players to ensure that they have fun and maintains the players' enthusiasm and motivation, e.g. TAG GAMES, RUNNING AND DODGING, THROWING AND CATCHING, JUMPING AND BALANCING.

### Coaching Methods

- Young players don't enjoy being shouted at, having their mistakes highlighted or having to stop playing the game to listen to the coach talk at length.
- A variety of coaching methods should be used to help players learn the game and coaches need to learn where and when each are appropriate, for example:



## Coach – Care – Challenge

COMMAND (DIRECTIVE), QUESTION AND ANSWER, OBSERVATION AND FEEDBACK, GUIDED DISCOVERY, TRIAL AND ERROR.

### Using Small Sided Games

- Players should experience a variety of formats of the game, played on appropriately sized pitches.
- The game is essentially a series of different scenarios (1v1, 2v1, 1v2, 3v2 etc.) and players should experience a variety of these game like challenges during practice sessions.
- Coaches should use uneven sides in practice as a tool to challenge the players.

### Don't Forget How Old They Are.

- What the game of football 'looks' like for a group of 7 and 8 year olds will be significantly different to the game played by older players and adults.
- If a coach tries to 'fast-forward' young players to this level too quickly, important stages of development may be missed.
- Young players shouldn't be benchmarked against adult professional players.

### Consider Young Players Self Esteem.

- Coaches should consider how their decisions will impact upon a young players' self-esteem, motivation and enjoyment of the game.
- For example, what would it feel like to be repeatedly used as a substitute?
- Coaches should praise effort and positive behaviour as well as good play.

### Things to Avoid.

- Don't impose unrealistic expectations on young players.
- Don't be so intent on winning games that young players miss out on the opportunities to learn and fall in love with the game.
- Don't apply 'out dated' coaching methods with young players.
- Avoid children standing in lines or queuing.



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**Coach – Care – Challenge**

*We hope you found this club guide useful, if you have any additional information you would like included or other amendments, please send to [emma.sterling@ntlworld.com](mailto:emma.sterling@ntlworld.com)*