

REAL FC LTD CODE OF CONDUCT – STAFF AND VOLUNTEERS

Real FC staff, coaches and volunteers involved in sport for children and young people have a great opportunity to be a positive role model and help build an individual's confidence.

Staff, coaches and volunteers are expected to:

- Ensure the safety of all children by providing effective supervision, proper pre-planning of coaching sessions using safe methods at all times.
- Realise you are solely responsible for building that Club 'feeling' and ethos where all players pull in the same direction for the benefit and progression of the Club and all its players.
- Place the well-being, safety and enjoyment of each player above everything, including winning.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Not allow any rough or dangerous play, bullying, or use of bad language or inappropriate behaviour.
- Be positive, approachable and offer praise to promote the objectives of the Club at all times.
- Not allow any allegations of abuse or poor practise to go unchallenged or unrecorded. Incidents and accidents to be recorded in line with the Clubs procedures and parents informed.
- Have access to telephone for immediate contact to emergency services if required.
- Build teamwork and a Club bond between all participants.
- Do not accept or follow any youth players on social media or games consoles – or communicate directly with them through social media or mobile phones.
- Not abuse members physically, emotionally or sexually.
- Show respect to all others involved in the game and promote fair play and high standards of behaviour.
- Respect and listen to the opinions of the young players and utilise their thoughts and ideas to progress the Club.
- Take time to ensure that players not only know what to do but why they are doing things so they have a much better game understanding.
- Be a role model! Displaying consistently high standard of behaviour and appearance (disciplined, committed, time-keeping) remember children learn by example.
- Hold appropriate and valid qualifications and insurance cover.

Staff, coaches and volunteers have the right to:

- Access on-going training and information on all aspects of leading/managing activities for youth players, particularly on Safeguarding.
- Support in the reporting suspected abuse or poor practise.
- Access to professional support services.
- Fair and equitable treatment by the Club.
- Be protected from abuse by children, other members of staff and parents.
- Not to be left vulnerable when working with children.

Any minor misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the designated person. Serious or persistent breach of the code will result in disciplinary action and could lead to dismissal from the Club/Company. There is no appeal procedure to a dismissal.