



# Code of Conduct

Last reviewed: 20/05/23

## Introduction

At Barnwood United AFC we are proud adopters of the [FA Respect Code of Conduct](#).

Our code of conduct and club constitution outline what we expect from our players, spectators, and all officials.

## Club Ethos & Values

1. Success – to strive for success on and off the football pitch.
2. Respect – to be respectful of our club, our teammates, officials, opposition, and the wider football community.
3. Youth – to provide a platform which allows young players to graduate from youth football into adult football.

## Code of Conduct – The Club

The club will endeavour to conduct itself in a manner conducive to the smooth and effective running of a successful local football club. As part of this the club will commit to the following key responsibilities:

- To provide a structure and environment within which players can enjoy their football.
- To provide access to training facilities and coaching to help players develop.
- To instil a club culture within which all members feel respected and treated fairly.
- To treat disputes and disciplinary issues fairly. To take the disciplinary record of the club seriously and to ensure appropriate action is taken where necessary.
- To appropriately document all disciplinary action taken by the club, and liaise with relevant authorities where applicable.
- To take any actions necessary to ensure the club is run on a sound financial footing. In particular to take action against any party incurring significant club, league or FA debts.
- To foster good lines of communication between all aspects of the club.

## Code of Conduct – The Players

The club expects all players to adhere to the following code of conduct. Players not adhering to this code of conduct will be subject to disciplinary proceedings:

- To be respectful of teammates, club officials, opposition players, match day officials, and league representatives at all times.
- To remember that match day and league officials undertake difficult roles which they do to the best of their ability. In particular to accept that a referees decision is final.
- To ensure that their actions both on and off the pitch do not have a detrimental effect to the reputation of Barnwood United AFC.
- To pay club fees in a timely manner. Where debts are accrued to make their best efforts to clear these debts. Where a player is genuinely struggling to pay their debts to discuss this with the committee so appropriate actions can be taken.
- To help create a culture which is welcoming of both old and new players.
- To arrive punctually for all team events e.g. training and match days.
- To make their best efforts to attend training. To ensure that the relevant management team is informed when they cannot make training.

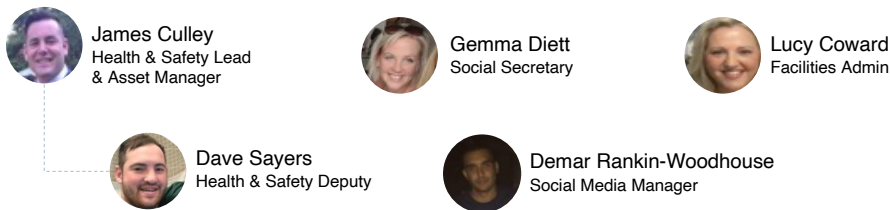
## Club Structure

Roles & Responsibility in operating the club are shown and described below.

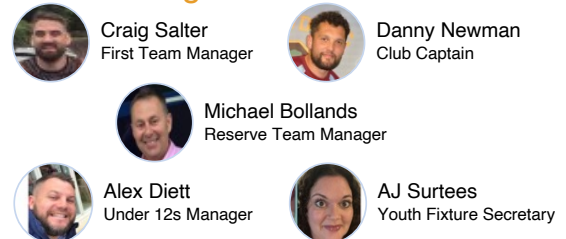
### Elected Committee Members



### Operations Management



### Team Management



## Elected Committee Roles

Role	Incumbent(s)	Key Responsibilities
Chairperson	Phil Powell	<ul style="list-style-type: none"> <li>• Club Figurehead</li> <li>• Oversight of disciplinary decisions made by the Club</li> <li>• Provide an oversight of the Committee, and to hold Committee members to account</li> </ul>
Vice Chair & Club Secretary	Michael Bollands	<ul style="list-style-type: none"> <li>• Help ensure the smooth day to day running of the Committee and Football Club</li> <li>• To ensure all administrative duties with the leagues and FA are completed</li> </ul>
Youth Section Secretary & Treasurer	Chris Coward	<ul style="list-style-type: none"> <li>• Ensure the financial records of the Youth Section provided to the Club Treasurer</li> <li>• Take actions where necessary to put the Club on a sound financial footing, working with the Club Treasurer to ensure consistent subscription models, with consideration given to assist the disadvantaged in the community</li> <li>• Ensure Youth Section creditors are paid promptly</li> <li>• Ensure Youth Section debtors are resolved promptly</li> </ul>
Club Development Officer & Club Operations Manager	Chris Coward	<ul style="list-style-type: none"> <li>• Overall responsibility for raising the profile of the Club including marketing, social media, website, community liaison</li> <li>• Overall responsibility for sponsorship raising and grant applications</li> <li>• Liaise with current and future service providers to ensure that all facilities meet the needs of both the Football Club, and the requirements of the relevant leagues and competitions.</li> <li>• Identify and implement player development pathways throughout the Club</li> <li>• Achieve and maintain FA Accreditation for the club</li> </ul>
Club Welfare Officer	Lucy Newton	<ul style="list-style-type: none"> <li>• Inform and educate club officers, members, of their responsibilities when delivering football activities involving children and young people</li> <li>• Help Club personnel understand their duty of care towards children and young people</li> <li>• Manage and monitor DBS statuses of Club personnel</li> <li>• Assist in any welfare issues at the Club</li> </ul>
Club Treasurer	Robert Sherwood	<ul style="list-style-type: none"> <li>• Ensure the financial records of the Club are up to date</li> <li>• Take actions where necessary to put the Club on a sound financial footing, working with the Youth Treasurer to ensure consistent subscription models, tailored to embrace those at a disadvantage in the community</li> <li>• Ensure any Club creditors are paid promptly</li> <li>• Collect and chase debts owed to the Club</li> </ul>
Committee Officers	Darren Brown / Daniel Rosenberg	<ul style="list-style-type: none"> <li>• Represent the Clubs interests at Committee meetings</li> <li>• Respectfully represent the Committee and its decisions to the community including players, coaches and the public</li> <li>• Participate in any actions arising from Committee meetings</li> </ul>

## Operations Management Roles

Role	Incumbent(s)	Key Responsibilities
Health & Safety Lead & Asset Manager	James Culley	<ul style="list-style-type: none"> <li>• Inform and educate club officers, members, of their and the Club's, Health &amp; Safety responsibilities, ensuring risk, probability, impact and mitigations are understood</li> <li>• Identify and assess risks associated with health, taking proactive measures to mitigate so far as is reasonably practical</li> <li>• Ensure relevant personnel receive adequate and up to date training on Health &amp; Safety</li> <li>• Maintain appropriate logs e.g. record who the club's first aiders are</li> <li>• Maintain the Asset Register, including monitoring of who has access to which facilities and ensure appropriate safety briefings are provided in advance e.g. key holders for storage or other facilities</li> </ul>
Health & Safety Deputy	Dave Sayers	<ul style="list-style-type: none"> <li>• Support the H&amp;S Lead as required</li> </ul>
Social Secretary	Gemma Diett	<ul style="list-style-type: none"> <li>• Lead community liaison</li> <li>• Lead on coordinating social events</li> <li>• Participate in fundraising events</li> </ul>
Social Media Manager	Demar Rankin-Woodhouse	<ul style="list-style-type: none"> <li>• Inform and provide knowledge of the club's Social Media Policy</li> <li>• Oversee social media channels, ensuring timely and accurate communications</li> <li>• Review posts by the social media team and flag any concerns to the Club Operations Manager</li> </ul>
Facilities Admin	Lucy Coward	<ul style="list-style-type: none"> <li>• Review pitch hire and other invoices, ensure accuracy by liaison with relevant secretary as required, and arrange payment</li> <li>• Coordinate pitch and other facility bookings</li> </ul>

## Teams Management Roles

Role	Incumbent(s)	Key Responsibilities
First Team Manager	Craig Salter	<ul style="list-style-type: none"> <li>On field success of the first team</li> <li>Overall responsibility for the recruitment of new Senior players to the Football Club</li> <li>Overall responsibility for the provision of high quality training</li> <li>Facilitate smooth and effective squad selection.</li> <li>Identify potential selection issues within good time, to help ensure the Club can fulfil fixtures to the best of its ability</li> <li>Responsible for on-field discipline of the first team               <ul style="list-style-type: none"> <li>Help develop youth players</li> </ul> </li> </ul>
Reserve Team Manager	Michael Bollands	<ul style="list-style-type: none"> <li>On field success of the second team</li> <li>Provide a platform to develop future first team players</li> <li>Assist with the provision of training</li> <li>Responsible for on-field discipline of the reserve team               <ul style="list-style-type: none"> <li>Help develop youth players</li> </ul> </li> </ul>
Club Captain	Danny Newman	<ul style="list-style-type: none"> <li>Help facilitate good communication between the management teams and the players</li> <li>Be the voice of the players, and raise player concerns within committee meetings and generally</li> <li>Set a good example to youth players, and to conduct themselves in a manner consistent with the role               <ul style="list-style-type: none"> <li>Help hold the playing staff to account, and to ensure playing squad uphold the values and ethos of the club.</li> </ul> </li> </ul>
Under 12s Manager	Alex Diett	<ul style="list-style-type: none"> <li>Provide a platform to develop under 12s players               <ul style="list-style-type: none"> <li>Assist with the provision of under 12s training</li> </ul> </li> </ul>
Youth Fixture Secretary	AJ Surtees	<ul style="list-style-type: none"> <li>Coordination of youth fixtures, liaison with opposition teams and youth managers               <ul style="list-style-type: none"> <li>Liaison with facility providers to ensure bookings are in place</li> </ul> </li> </ul>