



Abbeymead Rovers Football Club



**ACCREDITED
CLUB** ★ ★ ★
PART OF ENGLAND FOOTBALL

www.abbeymeadroversfc.co.uk

Acceptable Behaviour When Working With Young People

A Guidance for Grassroots Football

Working with young people in Grassroots Football requires individuals to exhibit certain additional behaviours to those required when working with adults. Therefore, this Guide has been developed to assist Clubs and those involved in Grassroots Football in understanding these required behaviours.

Our Club is expected to ensure that all participants are aware of this Guidance.

Listed below are some examples of positive behaviours that are expected within Grassroots Football.

Acceptable Behaviours – Environment & Culture

- Our Club is expected to be welcoming to all Children and Parents/Carers.
- Children are treated equally, with respect and dignity.
- Football is safe, fun and inclusive.
- The FA's Respect principles are being implemented and adhered to within our Club.
- Club Officials and Coaching Teams are expected to be friendly, professional and positive role models. For example, they should not be smoking/vaping or drinking alcohol when Coaching and/or working with Children or engaging in any other behaviour that could be considered inappropriate.
- There is a positive environment where healthy competition, skill development, fun and achievement are promoted in equal measure.

- The needs and abilities of Children are expected to be recognised and overtraining and/or competition should be avoided.
- Good sporting behaviour should be promoted, by encouraging Children to be considerate of their teammates, the opposition (including their Officials), the Match Officials and by being modest when winning and gracious in defeat.

Acceptable Behaviours – Children's Needs

- Give positive and constructive feedback to Children and avoiding negative criticism.
- Always put the wellbeing of Children first.
- Ensure a Child centred approach to Coaching and planning sessions around the group as a whole, whilst meeting any additional needs and abilities of individuals.
- Find out if any of the Children being Coached have medical conditions or impairments and have an appropriate plan in place to support this.
- Encourage Children to review their own progress based on their skill development, knowledge of the game and enjoyment, as opposed to winning or losing.
- Be prepared to raise concerns about a Child to the Club Welfare Officer if they are displaying unusual behaviour or which causes concern.

Acceptable Behaviours - Appropriate Boundaries

- Always work in an open environment and avoiding being alone with a Child.
- Adult-Child relationships should be supportive and positive and aimed at improving the young person's skills, development and progress, with clear boundaries maintained. The Adult-Child relationship must always focus on the activity/event.
- No intimate or sexual relationship must ever take place with any 16-17 year olds. Please refer to <http://www.thefa.com/football-rules-governance/safeguarding/section-1-footballssafeguarding-framework> (See Guidance Notes 1.7: Abuse of Trust).
- Establish appropriate relationships based on trust which enable children to take part in the club's decision-making process. This needs to include regularly asking children if they have enjoyed training session activities and adapting these to meet their suggestions.
- All electronic or online communications must be via a Child's Parents/Carers.
- Any gifts given to a Child by a Club Official or member of the Coaching Team must be formalised by the Club, recognising the purpose of the gift. It must also have the agreement of their Parent/Carer.

Acceptable Behaviours - Physical Contact

- Following The FA's physical contact guidelines, available on our Website.

Acceptable Behaviours - Activity Away From The Club

- Ensure that any Adult accompanying Children have the required Safeguarding training

and hold an in-date FA DBS Certificate.

- Ensure at least one accompanying Adult is the same gender as the group, and if mixed gender Teams are taken away from the Club environment, ensure they are always accompanied by both a male and female Adult.
- An Adult must not enter a Child's room or invite them into an Adult's room – except in an emergency, i.e. if they are very unwell and only then when accompanied by another adult.
- Keep a written record of any injury that occurs to a Child when in the care of an Adult. This must include details of any treatment provided. Parents/Carers must be informed as soon as possible.

The following is a list of examples of behaviours that must not be tolerated in Grassroots Football. Again, as noted above, this is not an exhaustive list.

Unacceptable Behaviours - Environment & Culture

- Sharing a room with a Child, unless they are the Adult's own child.
- Allowing Children or Adults to use inappropriate language or 'bully' others.
- Working alone with a Child or groups of Children.
- Encouraging or permitting 'hazing' practices amongst Children or Adults, including any form of initiation however trivial it may seem.
- Using film footage of a Child's behaviour or mistake (e.g. at a match) to humiliate them, embarrass them or otherwise make them feel uncomfortable.

Unacceptable Behaviours – Children's Needs

- Allowing behaviour that frightens, embarrasses or demoralises a Child or otherwise affects their self-esteem.
- Making a child Cry as a form of control.

Unacceptable Behaviours - Inappropriate Boundaries

- Spending excessive amounts of time alone with Children away from others.
- Taking Children, that are not direct family members, to an Adult's home.
- Making sexually suggestive comments or gestures to a Child.
- Swearing at or making aggressive comments or gestures towards a Child.
- Having direct digital communication with a Child – for example, by text or social media.
- Transporting a Child by car, where they will be alone with only one Adult (unless in exceptional circumstances e.g. illness, injury or accident).
- Using digital communications for personal conversation with a Child, or sending pictures, jokes or other items of a personal nature to a Child.

- Making inappropriate comments about a Child's body.

Unacceptable Behaviours – Physical Contact

- Allowing physical acts of aggression.
- Engaging in rough, physical or sexually provocative games.
- Allowing or engaging in any form of inappropriate touching or physical abuse.
- Allowing allegations or comments made by a Child regarding physical contact or other inappropriate behaviour to be disregarded or go unrecorded.
- Providing unnecessary personal care or assistance for a Child, e.g. when they can do it for themselves.
- Adults showering with Children. For Best Practice when working with Adults in Disability Football, please refer to The FA.com Safeguarding Section 10.

Written By Sallie Lavis

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