



Date May 29, 2026

# Oxford Athletic FC

## Behaviour and Disciplinary Policy

Youth Section (Ages 8–15)

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### 1. Purpose

Oxford Athletic FC is committed to creating a safe, development-focused and enjoyable environment where all young players can develop their football skills with confidence.

This policy outlines the standards of behaviour expected from:

- Players
- Parents and carers
- Coaches and volunteers
- Spectators

It also explains the disciplinary procedures that may be used when behaviour falls below the standards expected by the club.

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### 2. Club Values

- **Enjoy the Journey:**

We believe all football should be fun, inclusive and enjoyable for every player. Creating positive experiences to help build confidence, friendships and a lifelong love of the game.

- **Develop Every Player:**

We encourage all players to improve at their own pace through hard work, teamwork and a positive attitude. Growth matters more than perfection.

- **One Club, one community:**

We support one another on and off the pitch. Players, parents, coaches and volunteers all play an important role in creating a welcoming and supportive environment.

- **Challenge Excellence:**

We create opportunities for ambitious and high-performing players to continue developing, compete at higher levels and reach their full potential.

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## 3. Player Code of Conduct

(Also Found in the club welcome pack), All players are expected to:

- **Maintain a positive attitude and encourage teammates**
  - **Demonstrate good sportsmanship in victory and defeat**
  - **Treat teammates, coaches, referees, opponents, and volunteers with respect**
  - **Listen to coaches and always give their best effort**
  - **Have their learning hats on at training**
  - **Accept feedback positively**
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## 4. Parent and Spectator Code of Conduct

(Also Found in the club welcome pack), All Parents and Spectators are expected to:

- **Support and encourage all players positively**
- **Respect coaches, referees, volunteers and opposition teams**

- **Allow coaches and Parent/Managers to manage matches, training and player development**
  - **Promote teamwork, discipline and good sportsmanship**
  - **Ensure players arrive on time and prepared for training and matches**
  - **Inform coaches promptly about availability, absences or concerns**
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## **6. Anti-Bullying and Inclusion**

Oxford Athletic FC has a zero-tolerance approach to:

- Bullying
- Racism
- Sexism
- Homophobia
- Discrimination of any kind
- Harassment or intimidation

Any concerns should be reported immediately to a coach, welfare officer, or club committee member.

All reports will be treated seriously and investigated appropriately.

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## **7. Social Media and Online Behaviour**

Players, parents, and club members must behave respectfully online.

The following are not acceptable:

- Abusive comments
- Bullying or harassment
- Sharing inappropriate images or videos
- Public criticism of players, coaches, referees or club officials

The club reserves the right to take disciplinary action regarding inappropriate online behaviour connected to the club.

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## 8. Disciplinary Procedures

The club aims to deal with issues fairly, consistently, and appropriately according to the age and severity of the behaviour.

The process to solve issues of poor behaviour is as follows:

### Stage 1 – Informal Verbal Reminder

For minor behavioural issues, the coach or staff member will:

- Speak privately with the player
- Explain what behaviour was unacceptable
- Reinforce club expectations
- Encourage improvement

Parents may be informed informally where appropriate.

Examples may include:

- Disruptive behaviour at training
- Poor attitude
- Minor inappropriate language
- Repeated lateness

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### Stage 2 – Formal Verbal Warning

If behaviour continues or further incidents occur:

- The player will receive a formal verbal warning from the coach or team manager
- The behaviour concern will be recorded internally
- Parents/carers will be informed
- Clear expectations for improvement will be set

The player may also:

- Sit out part of a training session
  - Be temporarily substituted during a match
  - Be asked to apologise where appropriate
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## **Stage 3 – Written Warning and Parent Meeting**

If behaviour does not improve or a more serious incident occurs:

- A formal meeting will be arranged with:
  - The player
  - Parent/carer
  - Coach/team manager
  - Club representative where appropriate
- A written warning may be issued
- A behaviour improvement plan may be agreed

This may include:

- Behaviour targets
- Probation period
- Expectations regarding attendance, conduct, and respect

Failure to improve may lead to suspension.

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## **Stage 4 – Temporary Suspension**

Where behaviour remains unacceptable or there is a serious breach of club standards:

- The player may be suspended from:
  - Training sessions
  - Matches
  - Club events
- Suspension length will be determined by the club committee or disciplinary panel

Parents will receive written confirmation including:

- Reason for suspension

- Duration
- Expectations for return

A return meeting may be required before participation resumes.

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## **Stage 5 – Removal from the Club**

Permanent removal from Oxford Athletic FC may occur where:

- Serious misconduct has taken place
- Behaviour repeatedly breaches club standards
- Previous disciplinary stages have failed
- The safety or wellbeing of others is affected
- The player or parent brings the club into disrepute

Examples may include:

- Violence or fighting
- Bullying or harassment
- Racist, discriminatory, or abusive behaviour
- Threatening conduct
- Serious disrespect towards officials or staff
- Repeated serious misconduct

The decision to remove a player from the club will be made by the club committee and communicated in writing to parents/carers.

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## **9. Matchday Behaviour**

On matchdays:

- Players must represent the club positively.
- Respect handshakes and fair play traditions.
- Coaches and substitutes must remain respectful in technical areas.
- Parents and spectators should remain in designated viewing areas.

The club follows FA Respect campaign guidelines at all times.

The FA Grassroots Code - <https://eng.football/6a7wat>



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## 10. Safeguarding

All players, parents, coaches, volunteers, and club officials share responsibility for safeguarding.

If a safeguarding concern arises:

Recognise – Be aware of signs of abuse, neglect, bullying, or inappropriate behaviour

Respond – Listen calmly and take concerns seriously

Report – Inform the Club Welfare Officer or Designated Safeguarding Officer immediately

Record – Keep accurate, factual, and confidential records of concerns raised

<b>Club Welfare Officer</b>	<b>Oxfordshire FA Safeguarding Lead</b>
Name: Lyon Theoharous	Name: Nigel Saverton
Email: club@athleticfootball.co.uk	Email: nigel.saverton@oxfordshirefa.com
Telephone: 07423711776	Telephone: 07856 902754

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## 11. Equality and Diversity

Oxford Athletic FC welcomes players from all backgrounds and is committed to providing equal opportunities regardless of:

- Gender
- Race
- Religion
- Disability
- Sexual orientation
- Background or ability

Discrimination of any kind will not be tolerated.

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## 12. Agreement

By registering with Oxford Athletic FC, players, parents, coaches, and volunteers agree to follow this Behaviour and Disciplinary Policy.

Failure to follow this policy may result in disciplinary action.

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## Policy Review

This policy will be reviewed annually by the club committee to ensure it remains effective and up to date.

**Approved by:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Review Date:** \_\_\_\_\_