**SOUTHBROOK YOUTH FC**

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2024-2025 HANDBOOK

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**About Us**

Southbrook started as a family and have maintained the family feel to date which, is particularly important to all our members and makes us unique from other clubs. We have continued to grow becoming, one of the largest football clubs in Southampton catering for all age groups male and female within the Eastleigh District Mini Soccer League, Southampton Tyro League, Hampshire Girls Youth Football League, Testway League, New Forest and District Futsal League, Southampton Futsal League and Southampton Youth League.

**Southbrook Philosophy:** To provide fun, friendly, and safe football development within the local community.

**Southbrook Aims:**

* To provide a safe and enjoyable environment for children to play football.
* To develop players to the best of their ability both on and off the pitch.
* Promote teamwork, respect, and fair play.
* To keep costs as low as possible.
* To remain open and transparent within our structure and finances.

**A group of kids in sports uniforms

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**A group of boys in blue uniforms posing for a photo

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**A group of people posing for a picture

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**A group of kids in football uniforms standing in front of a net

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**Team Set Up**

To watch our teams play good quality, friendly football; either by one team/age group per Sunday or to fit as many games in to suit your morning as regularly as possible. This role is to help the club support our Managers and Coaches pitch side. To help Managers & Coaches promote FA respect, fair play and follow the Leagues and Club Code of Conducts within their teams, family spectators and supporters to maintain high Club standards. You will become familiar with Club and EDMSL rules and guidelines pitch side should our managers or Coaches need support. You will be first point of contact for managers and coaches with their complaint & concerns forms to help close down to the mutual benefit to all, liaising with the club committee if required. What will you need? You will need to complete a full CRB, have access to emails and possess your own transport. What is provided? Club Jacket/ t-shirt, contribution towards fuel costs and fully expensed FA training courses if required. Team ***Managers*** are responsible for all aspects of activities and equipment within their team, they are the official contact between the parents, players, and the club; they will hold regular team briefings to ensure Club standards and policies are met and maintained to include informational newsletters if required.

Managers will always abide by the Club procedures and if in doubt ask a member of the committee.

They will regularly report to the CWO, Club Chairman or Secretary on the wellbeing of their players/team. She/he will **also attend at least two Southbrook YFC meetings per season.**

It is the Managers responsibility to report match results to the league and attend a yearly League meeting or provide cover for this meeting. They must ensure they have their players contact details and medical information on them, along with a fully stocked and in date first aid kit.

***Team Coaches*** are to support the Manager and the team in all aspects of activities relating to that youth team. They will help provide cover for the Manager when needed, fulfilling this role to the best of their ability and in accordance with the Club policies and procedures. Coaches are required to **attend at least one Southbrook meeting per season**.

***Team Hands (DBS checked)*** are to support the Manager and coach in all aspects of activities in training, warm up sessions and offer support when required at games and any other team events. They too can stand in for the Manager or coach when needed, however they will not be required to attend any League or Club meetings.

***Team Treasurers*** are to communicate with the club treasurer to ensure players’ monthly subs are paid. They will notify and record any non-payments and report on a regular basis to the team Manager. Subs are paid via BACS straight into the Southbrook FC bank account. No cash should be handled, if cash *is* used for subs, a receipt must be signed from the parent and manager and a copy kept with both. This information as well as the cash must be handed to the Club Treasurer as soon as possible. The Club treasurer will keep records up to date. The team treasurer and manager should liaise with the Club Treasurer if a parent falls behind with subs.

**Please Remember**

Most of our coaches have full-time jobs – yes, coaching is a joyful hobby, but they are a willing, unpaid volunteer at an ever increasingly hard-pressed grassroots football to give children of all abilities the chance to play. Training sessions are planned carefully; the environment, arrival activities, challenges, targets, and games are not merely a series of random events; they are planned. Sessions are linked to build on the players knowledge, understanding and skills in a thoughtful fashion, always with the goal of developing the players so they do need to be at games and training sessions on time. Coaches are NOT MAGICIANS! Players will need to practice in their own time in addition to the sessions.

**Team Clothing**

All players will be provided with a club football kit comprising of shorts, top and a pair of socks as standard practice.

If any of these items are lost, stolen, or destroyed, they are to be replaced at a cost to you; however, this is at the discretion of your team Manager.

Some teams are fortunate to get sponsorship from employers, parents, companies, or other donations such as fundraising which, can be used to buy the team players and coaches additional clothing items such as training kits, jumpers, coats, bags etc.…

All clothing items provided, unless given written notice for, belongs to the team in which you play/manage. These items are NOT yours to keep and are your responsibility to look after: keeping it clean and presentable for all games.

All team kit provided to you must be returned to the team Manager at the end of each season being the 31st of May. Any kit, equipment or subs outstanding to Southbrook YFC will be notified to the leagues in which we play within; this will mean the player/member will be unable to sign on with another team/Club until all has been returned.

If at any time throughout the season you decide you no longer wish to play/manage your team, or you are expelled for any reason, your full team kit must be returned to your team Manager.

If you are a manager your kit should be returned to a member of the committee.

**Team/Club Finances**

Southbrook Youth FC is a non-profit club, we run all team accounts as cost effective as possible, so it is important subs are paid on time.

Team Managers manage team accounts in accordance to their team finances, the manager and the team treasurer will receive a copy of the team’s monthly breakdown within the first week of the month which, will display all the in/outs; it is their responsibility to notify the club treasurer of any errors or concerns within 14 days after issue to ensure any amendments can be rectified in the next calendar months accounts.

\*Ref fees can be paid by cash that will be provided by team Manager but must be signed for by the ref and records kept. The manager can then ask to be reimbursed, or the referee can be paid by bank transfer.

\*We run open and transparent accounts so at any time we are happy to provide a copy of team accounts.

**Sign on & Monthly Subscriptions Fees**

The committee set each team sign on and monthly subs in accordance with the yearly expenses expected. They are subject to change from season to season and can vary from league to league.

**PLEASE NOTE: ANY PREVIOUS YEAR’S ARREARS MAY BE DISCUSSED WITH THE COMMITTEE BEFORE REGISTRATION IS COMPLETE. THIS MAY RESULT IN PLAYER REGISTRATION TO BE WITHDRAWN.**

The sign on fee is an annual fee that runs from season to season; each season officially starts on the 1st of September and will run until 31st May.

Monthly subs are a fee that runs for 10 months of the year (August through to May) we do this to help keep cost realistic and manageable.

This year’s **sign on fee** has been set at £65.00 and must be completed via online banks payment, please make payment reference: Teams first 3 letters, followed by child’s initials. For example, Spartans Joe Bloggs, would be SPAJB. The Club Treasurer will liaise with the team’s manager to confirm reference.

This payment is payable within 14 days from signing on for your team/club.

Team kits/equipment is issued will only be issues once full payment has been received.

This year’s **monthly subs** are set at £25.00 – payable.

Payment is due in the first week of each month by online bank payment/standing order, please reference payment as follows: Teams first 3 letters, followed by child’s initials. For example, Spartans Joe Bloggs, would be SPAJB. The Club Treasurer will liaise with the team’s manager to confirm reference.

Bank details are as below:

NatWest

Account Name: Southbrook FC

Account Number: 28395883

Sort Code: 60-24-77

**Please Note: Any player with 3 months or more arrears will be subject to a playing ban. This will only be lifted once full payment, to date is received. If there are any payment issues, please consult with your team Manager or team treasurer as we are happy to help come to a payment arrangement were possible.**

\*We do NOT give sickness or holiday breaks as your team will continue to train or play games while you are away.

\*Refunds:

Subs are non- refundable. Sign on fees will be refunded in full if you decide not to play for Southbrook before the season officially starts being, 1st September.

If you decide to leave the team/club after the 1st of September, then there will be no refund of the sign-on fee.

\*Refunds will not apply if you are asked to leave the club under a disciplinary.

\*Subs are applicable to **ALL** players training within a team, signed or not.

**Player Trials**

At the end of each season on May 31st, players are no longer registered with the club; therefore, players are not under any obligation to sign for the club for the following season nor are the club under any obligation to sign the same players as last season.

Southbrook FC has introduced the option of trials at the end of each season; this will be down to your manager’s discretion. Therefore, every player will have to “try” out for their current position within the team for the new coming season if they so wish however, this is down to your team manager to enforce, either way the club committee will be fully supportive of the manager.

Trials are not as drastic as they may seem, and this is a policy adopted by quite a few clubs where they hold trials every year. The idea of a trial is that it keeps the player’s mind focused knowing that they must strive to achieve progression both in football ability and as being part of a team.

A trial does not always mean that fresh players will be found it gives managers / coaches confirmation on where specific training is required.

During this Period

It is anticipated that trials will be held in the first weeks of June, possibly over several weeks whereby the players will be expected to demonstrate their set of skills such as (but not limited to) the following:

* Ball Control
* Passing techniques
* Dribbling Skills
* Shooting Skills
* Teamwork

These trials will be open to any player wishing to play for one of our teams, so please feel free to pass on the dates and times (TBC) to friends or family.

No subs are due during this period; however, full payment of sign on will be due at the end of the month once a player is confirmed for the new season. Please refer to the sign on page for more information.

**Code of Conduct Policy**

Code of Conduct: **Youth Players**

**It is important everyone behaves themselves when playing football.**

Southbrook FC and The FA ask every player to follow a Respect Code of Conduct when playing football**.**

**I will**.

* Always do my best, even if we are losing or the other team is stronger.
* Play fairly - I will not cheat, complain, or waste time.
* Never be rude to my team-mates, other teams, the referee, spectators, or my coach/team manager.
* Do what the referee tells me.
* Shake hands with the other team and referee at the end of the game.
* Listen to my coach/team manager and respect what he/she says.
* Talk to someone I trust, for example my parents or the club welfare officer if I am unhappy about anything within my team/club.

Code of Conduct: **Adults Players**

**We all have a responsibility to promote high standards of behaviour in the game.**

**I will**:

* Adhere to the laws of the game.
* Display and promote a high standard of behaviour.
* Promote fair play.
* Always respect match officials
* Never engage in offensive, insulting or abusive language or behaviour
* Never engage in bullying, intimidation or harassment
* Speak to my teammates, the opposition, and my coach officials with respect.
* Remember we all make mistakes.
* Win or lose with dignity, shake hands with the opposing team and the match officials at the end of every game.

Code of Conduct: **Spectators**

**We all have a responsibility to promote exacting standards of behaviour in the game.**  
Southbrook FC supports The FA's Respect program to ensure football can be enjoyed by everyone in a safe and positive environment.  
Play your part and always observe The FA’s Respect Code of Conduct for spectators and parents/guardians.  
**I will:**

* Remain outside the field of play and behind the Designated Spectator Area (where provided)
* Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour
* Always respect the match officials' decisions
* Applaud effort and good play as well as success.

**In addition, when attending youth games, I will:**

* Remember that children play for FUN.
* Let the coaches do their job and not confuse the players by telling them what to do!
* Encourage the players to respect the opposition and match officials.
* Never criticise a player for making a mistake -mistakes are part of learning.
* **Never engage in, or tolerate offensive, insulting or abusive language or behaviour!!**

**I understand that if I do not follow the Code any/ all the disciplinary actions stated within this handbook may be taken against me.**

**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.
* Obliged to undertake an FA education course.
* Obliged 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.

**RECENTLY, WE HAVE SEEN AN INCREASE IN POOR BEHAVIOUR AND A LACK OF RESPECT TOWARDS MATCH OFFICIALS. THIS WILL NOT BE TOLERATED!**

**Code of Conduct Policy**

Code of Conduct: **Match and Club Officials**

**We all have a responsibility to promote exacting standards of behaviour in the game.**   
In The FA's survey of over 37,000 grassroots participants, behaviour was the biggest concern in the game. This included both the abuse of match officials and the unacceptable behaviour by over competitive parents, spectators, and coaches on the side lines.  
The FA's Respect program is aimed at tackling unacceptable behaviour across the whole game. Play your part and observe The FA's Respect Code of Conduct for coaches, team managers and club officials always.

**I will:**

* Show respect to others involved in the game including match officials, opposition players, coaches, managers, officials, and spectators.
* Adhere to the Laws of the Game
* Display and promote high standards of behaviour.
* Always respect the match officials' decisions
* Never enter the field of play without the referee's permission
* Never engage in public criticism of the match officials
* Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour.

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

* Place the well-being, safety, and enjoyment of each player above everything, including winning.
* Explain exactly what I expect of players and what they can expect from me.
* Ensure the parents/guardians of all players under the age of 18 understand these expectations.
* Refrain from and refuse to tolerate any form of bullying.
* Develop mutual trust and respect with every player to build their self-esteem.
* Encourage each player to accept responsibility for their own behaviour and performance.
* Ensure all activities organised are appropriate for the players' ability level, experience, age and maturity. Co-operate fully with others in football for each player's best interests.

**I understand that if I do not follow the Code any/all the disciplinary actions stated within this handbook may be taken against me.**

**Equality Policy**

The aim of this policy is to ensure that all members of the community are treated fairly and with respect and that Southbrook Football Club is equally accessible to them all.  
  
Southbrook Football Club is responsible for setting standards and values to apply throughout the Club at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability, or disability and to encourage equal opportunities.  
This policy is fully supported by the Club committee and Members.

Southbrook Youth Football Club is responsible for the implementation of this policy.  
  
Equality at Southbrook Football Club means that in all our activities we will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability, or disability.  
  
It means that we will ensure that we treat people fairly and with respect and that we will provide access and opportunities for all members of the community to take part in, and enjoy, our activities. And it means that we will not sanction any action, or lack of action, which might disadvantage a member compared to other people for any reason related to the list above.   
  
Southbrook Youth Football Club will not tolerate harassment, bullying, abuse, or victimisation of an individual (which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination). This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. Southbrook Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. THIS ALSO INCLUDES ANY ABUSE TOWARDS A MATCH OFFICIAL WHICH WE TAKE VERY SERIOUSLY.   
  
We are committed to the development of a program of ongoing training and awareness raising events and activities to promote the eradication of discrimination within Southbrook Football Club and in the wider context, within football. We are also committed to circulating this policy to all our members.  
  
Southbrook Football Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the following (but not limited to) equalities legislation - Equality Act 2006, Race Relations Act 1976, Sex Discrimination Act 1975, and Disability Discrimination Act 1995 as well as any amendments to these acts.  
  
Southbrook Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions be imposed, as appropriate.

**Goalpost Policy**

Southbrook FC along with The Football Association, the Department for Culture, Media and Sport, the Health and Safety Executive and the British Standards Institution, would like to draw your attention to the following guidelines for the safe use of goalposts. Too many serious injuries and fatalities have occurred in recent years because of unsafe or incorrect use of goal posts. Safety is always of paramount importance and everyone in football must play their part to prevent similar incidents occurring in the future.

For Safety reasons goalposts of any size (including those which are portable and not installed permanently on a pitch or practice field) must always be anchored securely into the ground.

\* Portable goalposts must be secured using chain anchors or appropriate anchor weights to prevent them from toppling forward.  
\* It is essential that under no circumstances should children or adults be allowed to climb, swing, or play with the structures of the goalposts.  
\* Particular attention is drawn to the fact that if not properly assembled and secured, portable goal posts may topple over.  
\* Regular inspections of goal posts should be carried out to check that they are properly maintained.

Portable goal posts should not be left in place after use. They should be dismantled and removed to a place of secure storage.

It is strongly recommended that nets should only be secured by plastic hooks or tape and not by metal cup hooks. Any metal cup hooks should be removed and replaced. New goalposts should not be purchased if they include metal cup hooks which cannot be replaced.

Goalposts which are “homemade”, or which have been altered from their original size or construction should not be used. These have been the cause of a few deaths and injuries.

Guidelines to prevent toppling:  
a) Follow Manufacturer’s guidelines in assembling goalposts  
b) Before use, adults should:

Ensure each goal is anchored securely in its place.

. Exert a significant downward force on the cross bar  
. Exert a significant backward force on both upright posts  
. Exert a significant force on both upright posts.

These must be repeated until it is established that the structure is secure. If not, alternative goals/pitches must be used.

Managers are responsible at the end of the training session or game, to replace and secure goals and any other equipment.

**Child Protection Statement**

**We, the Club, believe that Good Practice is as follows:**

1. The welfare of children is everyone’s responsibility, particularly when it comes to protecting children.

Everyone in Southbrook FC – administrator, Club official, coach, parent, friend, children themselves, everyone – can help. Children and young people have a lot to gain from playing football. Their natural sense of fun and spontaneity can blossom in positive sporting environments. Football provides an excellent opportunity for children to learn new skills, become more confident and maximise their own unique potential.

The Club will place the needs of the child first and winning and competition second.

2. The underlying principles with respect to Child Protection are that:

* The child’s welfare is the first consideration.
* All children, regardless of age, any disability they have, gender, racial origin, religious belief and sexual identity have a right to be protected from abuse.
* Children and young people must be treated with integrity and respect.
* Children and young peoples’ programmes and competitions will be relevant to their ages and stages of development.

We are committed to the current FA and Government rules and guidelines and current practices within the Child Protection agenda.

3. The Club:

* Aims to create an enjoyable environment, where young people have the right to be safe, secure and free from threat.
* Acknowledges that young people have the right to be treated with respect and for their concerns to be listened to and acted upon.
* Will aim to ensure that junior members have specific programmes designated for them, with adequate supervision.
* Is committed to ensuring that all helpers, whatever their role, complete a Club Registration Form, sign a Code of Conduct and complete Disclosure Application (if in a childcare / adult at risk role) and a Self-Declaration Form in relation to Child Protection. All new members will be vetted and voted in by the current committee.

Will provide clear, comprehensive, easily understood procedures for dealing with:

* Sexual abuse
* Physical abuse
* Emotional abuse
* Neglect
* Domestic violence

**Child Protection Statement**

These categories are not mutually exclusive, for example, a child experiencing physical abuse is undoubtedly experiencing emotional abuse as well. Although the physical and behavioural signs listed may be symptomatic of abuse, they may not always be an indicator and, conversely, children experiencing abuse may not demonstrate any of these signs.

Child abuse is often difficult to recognise; hence it is not the responsibility of anyone involved to decide whether a child has been abused, this is the role of trained professionals as noted previously, but we as a club have a duty of care to investigate at appropriate levels and report suspected abuse where necessary.

Other forms of abuse that in the first instance may seem not even related to the child, but can in the end, constitute emotional abuse or even neglect to that child through poor communication at club level/parent, or vice versa in which a child’s welfare may not have been appropriately considered as to the outcome of that action to that child.

To help avoid the above, the club encourages Parent/Players/Coaches/Treasurers and Managers to apply respectful, consistent communication and apply good practices in line with club polices.

In the event of any break down, the child welfare officer’s involvement at this point is requested, and the club respectfully request’s appropriate time to be given to fully understand when how, and why any problem/misunderstanding came about to seek an appropriate resolve. Thus, in effect, all concerned will be creating a conducive framework that is placing the child’s welfare first allowing correctional procedures to take place, record details to be made for improvement and training purposes as encouraged by FA’s good practice guidelines.

The club promote and highlight the importance that safeguarding children is everyone’s responsibility. We encourage all parents to complete the ‘Safeguarding Awareness for Parents and Carers.’ This is a FREE course that shouldn’t take longer than 30 minutes to complete. The link for this course is: <https://learn.englandfootball.com/courses/safeguarding/safeguarding-awareness-for-parents-and-carers>

**5. Our Child Welfare Officer is:** Mrs Kate Fielden

Contact Details:

Mob: 07532088371

Email: [southbrookcwo@gmail.com](mailto:southbrookcwo@gmail.com)

<https://www.hampshirefa.com/about/safeguarding-and-welfare>

A group of people sitting on grass

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**Anti-Bullying Policy**

**Statement of Intent**

Southbrook Youth Football club are committed to providing a caring, friendly and safe environment for all of our members so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell someone and know that incidents will be dealt with promptly and effectively. It is the expectation of the club that anyone who is aware of bullying taking place informs the Club Child Welfare Officer or any other committee member. Our club is committed to playing its part in teaching players to treat others with respect.

**What is Bullying?**

Bullying is usually defined as the repeated behaviour of individuals with the intention of hurting another person either physically or emotionally. It is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

**Bullying can be:**

* **Emotional -** being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g., hiding football boots/shin guards, threatening gestures)
* **Physical -** pushing, kicking, hitting, punching or any use of violence.
* **Sexual -** unwanted physical contact or sexually abusive comments
* **Discrimination** – racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people, sexist comments
* **Verbal** name-calling, sarcasm, spreading rumours, teasing.

**Cyberbullying**

This is when a person uses technology i.e., mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and ‘distanced’ from the incident when it takes place online and ‘bystanders can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts – bullies no longer rely on being physically near to the young person.

**Trolling**

This is the name given to posting deliberately offensive comments on people's social media pages aimed at causing upset and distress. This type of behaviour could result in legal action.

*“In 2020/21 there were a total of 2,508 counselling sessions with young people worried about bullying online.*

*Internet Watch Foundation (IWF) (2021) The annual report 2020. Cambridge: IWF In 2020, the Internet Watch Foundation (IWF) confirmed 153,383 reports as containing child sexual abuse imagery or UK hosted non-photographic child sexual abuse imagery. This was a 16% increase from 2019.*

*Martellozzo, E., Monaghan, A., Adler, J.R., Davidson, J., Leyva, R. and Horvath, M.A.H. (2016) I wasn’t sure it was normal to watch it. London: NSPCC An online survey with 1,001 girls and boys aged 11-16 across the United Kingdom found that 476 young people (48%) had seen online pornography, whilst 525 (52%)* reported not seeing *online pornography. Children and young people were most likely to have first been exposed to pornography inadvertently (e.g. via pop-ups or shown by someone else unexpectedly)*

*Ofcom (2021) Children and parents: media use and attitudes report 2020. London: Ofcom. In 2020, 31% of surveyed 12- to 15-year-olds said they had seen something online that they found worrying or nasty in some way that they didn’t like.”*

**Our Commitment**

Southbrook Youth Football Club is committed to ensuring our websites and/ or social networking pages are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy. We will deal with all reported incidents of bullying promptly and effectively following the procedures outlined in this policy. No one deserves to be a victim of bullying, and everybody has the right to be treated with respect.

**Club Procedure**

Upon receipt of a reported incidence of bullying the club will follow the following procedure:

1. The parents of those involved will be informed and asked to attend a meeting to discuss the issue.
2. If necessary and appropriate, the police will be consulted.
3. The bullying issue will be investigated fully, and action will be taken to try and mediate the situation. This is likely to be a reconciliation involving all parties.
4. If mediation/reconciliation fails and the bullying is seen to continue, then the club will initiate disciplinary action.
5. Disciplinary action will involve the individual(s) being issued with a warning and being issued with a notice of further action if the bullying continues. Further action is likely to be temporary or permanent suspension form the club.
6. The situation will be monitored by the club committee for a given period to ensure bullying is not continuing or being repeated.
7. All coaches involved with the individuals concerned will be made aware of the concerns and the outcome of the process.

In the event the report of bullying involves an adult bullying anyone under the age of 18:

1. The County Welfare Officer will be informed and advise sought on whether to involve the FA Safeguarding Team
2. If the allegation is made against a team manager or official The FA’s Safeguarding Children Education Programme maybe recommended
3. Serious cases may be referred to the police and/or Children’s Social care.
4. Subsequent disciplinary action may result in temporary or permanent suspension from the club.

**Southbrook Youth FC Child Welfare Officer**

Kate Fielden

Phone - 07532088371 Email - Southbrookcwo@gmail.com

This policy is based on guidance provided to schools by KIDSCAPE. KIDSCAPE is a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on 0207 730 3300 or you can access their website via [www.kidscape.org.uk](http://www.kidscape.org.uk)

The following websites are designed to give advice and guidance to parents and children who are dealing with bullying:

Guidance for parents/carers

<https://www.nspcc.org.uk>

[www.anti-bullyingalliance.org.uk/](http://www.anti-bullyingalliance.org.uk/)

[www.stonewall.org.uk](http://www.stonewall.org.uk)

[www.bullying.co.uk](http://www.bullying.co.uk)

Guidance for young people

[www.youngstonewall.org.uk/](http://www.youngstonewall.org.uk/)

[www.childline.org.uk](http://www.childline.org.uk)

<https://www.hampshirefa.com/about/safeguarding-and-welfare>

DATED 18TH JUNE 2024

**Consents to Photographs (including Digital Photography) and Videoing**

There is much talk about who is allowed to take pictures of children (U18s) playing sports and in particular what parents/guardians are permitted to do.

The FA and Southbrook FC would like to assure parents/guardians, coaches and spectators including players that, we encourage the taking of appropriate images of children in football however, common courtesy should be shown to an opposition team/club by obtaining permission. This may be due to a safeguarding concern with a player in their team.

Southbrook FC members will only allow player images to be used in the following areas of the public domain e.g., club web site, club Facebook page, newsletters and newspaper articles. We will make every effort to ensure all images are taken with consideration to every one’s safety.

Southbrook FC will ensure that any child who is under care proceedings will be protected by ensuring that their images are NOT taken or placed in the public domain, as stated above. This can be done by contacting our child welfare officer (CWO) in writing, contact details can be found on our contact page or on the child protection policy page.

**Southbrook Youth FC will:**

* Aim to take images which represent the broad range of youngsters participating safely in football.
* Focus on the activity rather than the individual.
* Ensure that those featured are appropriately dressed.
* Publish player profiles for players within our competitive league teams only, unless all parental consents are gained and approved by the club Secretary first.
* Publish player profiles on official league and Southbrook YFC club web site only.
* Publish images to be used solely for used within Southbrook Youth FC for the above stated public domain areas only.

**We Will Not:**

* Publish images with full names, date of birth or detailed personal information.
* Use player profiles for anything other than what they are intended for.
* Publish player profiles within our Non-competitive teams within the league.
* Allow images to be taken or recorded in any changing rooms, showers or toilets.

As part of player registration to Southbrook FC, a photograph and video consent declaration will be completed during the digital online player registration process. If you have any concerns then please let either your team manager, club secretary or club welfare officer know.

**Management Committee Roles**

**&**

**Responsibilities**

Southbrook is managed by a committee made up of the below roles, they are then supported by Southbrook Members; this group is made up from Managers and Coaches within each team in accordance with the guidelines set out from the leagues & Hampshire FA.

Club AGM meetings are held once a year. Youth Club Managers & Coaches meetings are held every 6-8 weeks with Committee meetings held monthly.

***Chairman*** will assist the Club Secretary and provide agendas for the committee meetings which are held regularly throughout the season. She/he will preside over committee meetings and head the committee to making decisions for the benefit of the whole club including disciplinary matters. She/he will also oversee the work carried out by club members.

***Vice Chairman*** will assist or stand in where the Chairman is unavailable to oversee work carried out by club members and preside over committee meetings.

***Secretary*** is the official contact between the club and any competition/League or County Football Association. She/he are also the official contact between club members and players, helping with information or guidance where possible or directing help to others responsible.

All administration duties are carried out to maintain and manage; disciplines and statements, affiliation, registration, membership, sponsorship, advertising, grants, league registrations, club records and Insurance etc. as well as liaising with the CWO.

***Treasurer*** oversees finances, reconciling bank activities monthly and liaising with their team treasurers. She/he is also responsible for all club expenses, sponsorship monies and ensuring all invoices and bills are paid accurately and in a timely manner.

***Club Welfare Officer*** (CWO) is the official contact between the club and the Youth League Welfare Officer (YLWO), she/he is to promote the FA's respect program and help the club to develop best-practice and 'duty of care' towards children and young people. She/he will ensure our safeguarding children policy and equality policy is enforced and that responsible recruitment processes are actioned through the FA DBS unit.The Club Welfare Officer has the responsibility on ensuring all members and coaches have in date Safeguarding, First-aid and DBS checks.

***Assistant Club Welfare Officer*** supports and covers the CWO in all aspects as per the CWO role. They are seconded official contact between the club and the youth League Welfare Officer.

***Managers/parents rep*** supports managers and coaches, offers advice and can sort many issues without needing the full committee (unless a child welfare or safeguarding concern). The managers and coaches’ rep may need to assist the discipline officer if a charge has been issued, against the club, team or a spectator.

***Discipline Officer*** will ensure all teams have a respect bib, ensure they use the respect barrier andwill liaise with the secretary and managers rep if a charge has occurred. The Discipline Officer will also ensure teams and their spectators uphold to the club’s Code of Conduct policy and show positive, respectful behaviour both on, and off the pitch.

***Development Officer*** / ***Media Officer*** will promote and ensure the club is developing through positive activities and through advertisements, including managing social media outlets. They are responsible for the club’s mental health awareness program, promoting teams and working with the rest of the committee to achieve a high standard of development within football.

***Events Co-ordinator*** will manage and book Southbrook’s annual tournament, presentation, children’s Christmas party and any fundraising events. Working with the Development Officer to achieve a positive and widespread engagement from the community.

**Media Contacts**

Southbrook FC website: <https://www.southbrookyouthfc.com> is our official site where information is kept up to date as best as possible.

We also have a Facebook group page you are more than welcome to join; we use it to up-date information, make announcements and put out ideas, it’s also somewhere Southbrook members can socialise and make positive comments about our teams and club.

You can also follow us on Twitter @southbrookyouth.

Any important information that will affect your player/team will be issued directly by your Manager/Coach, you do not need to have Facebook or internet connections to keep up to date with information it is only in addition.

**Please Note:** Facebook and our website is not a place to air out concerns, complaints or any other negative comments about teams, clubs, members or players. Please use the club's concerns, complaints and disciplinary procedure for this, any comments believed to be negative will be removed from either site! Please also respect the non-competitive rules on recording scores.

Below is a list of league web sites your players will be registered to. You can keep up to date with league fixture and news.

*EDMSL* <http://full-time.thefa.com/Index.do?league=2797776> / <https://edmsl.org.uk>

*Southampton Tyro League* <https://fulltime.thefa.com/index.html?league=223592985> / <https://www.facebook.com/southamptontyro/?locale=en_GB>

*City of Southampton Youth Football League* <https://fulltime.thefa.com/index.html?league=948425408>

*Hampshire Girls Youth Football League* <https://www.hgyfl.co.uk/> <https://fulltime.thefa.com/index.html?league=928727854>

*Testway youth Football League* <http://testwayyfl.co.uk> / <https://fulltime.thefa.com/index.html?league=915343751>

*New forest and District Futsal League* <https://fulltime.thefa.com/index.html?league=1073464>

*Southampton Youth futsal League* <https://www.facebook.com/p/Southampton-Youth-Futsal-League-100093546851629/?paipv=0&eav=AfaaOh4TLMOfPd99w7M3AGiLJIFj8oaEqli9CzD7YO51TQBox6M7sD0zC5fIWkI2PnY&_rdr>

**Fundraising**

Fundraising with Southbrook does not have to be the dreaded word that can make us feel uncomfortable.

Yes, youth football clubs do cost a lot of money to run, far more than anyone that isn’t involved in the day-to-day operations would know. For instance, there are equipment, insurance, affiliation costs, entry fees, pitch costs and maintenances fees, winter training hire cost, advertising, printing, stationery, awards/trophies, presentation venue hire and food costs just for starters.

What we are saying is that fundraising is unavoidable for our club and an absolute necessity for teams, however, we try to limit fundraising events down to two fundraising events per season depending on team finances and what they are raising money for which, should be clear to all. These fundraisers help promotes Club awareness and community involvement.

No fundraising events will be held between the months of October to end January unless authorized by the club committee. All fundraising events must be approved by our secretary who will assist in any way required throughout the fundraising planning to ensure that Club fundraising requirements are met:

* All fundraising events will be clearly identified as to what the finances are being raised for.
* Money raised per team, will be used for the identified purpose only with any surplus money going into the team’s account.
* All money raised for a team within Southbrook FC or for the Club will remain within the team or Club.
* All items purchased through monies raised will remain the property of the team or Southbrook FC.

**Complaints, Concerns & Disciplinary Procedure**

**Complaints or Concerns**

If you may have a complaint or concern, it must be discussed with your team Manager or Coach direct.

Please Note: all members are happy for you to contact them using the details supplied within this handbook, however, please respect their personal time.

Your team Manager/Coach may like to use one of our complaints & concerns forms to log the conversation and agree on a way forward to rectify the issue raised. All complaints & concern forms may be logged with the CWO/Club Secretary for club record use only.

A team Manager/Coach may arrange to meet up with a player/parent to discuss a complaint or concern, both Manager/Coach should where possible attend these meetings together. In the event either the Manager or Coach cannot make this meeting a committee member may stand in.

This meeting will be arranged and confirmed in advance to the mutual benefit of all, if within the Youth section a parent/guardian must be always present.

Written/typed notes, bullet pointing the reason for meeting, what was discussed and progression with this may be taken and confirmed by the parent/guardian before leaving.

If you are still unhappy with the way your team Manager/Coach has dealt with your complaint or concern please contact the Club Chairman or Secretary, again they may use the complaint & concerns form to help rectify the issue raised.

If your complaint or concern is a child welfare issue, please contact our child welfare officer direct and as soon as possible.

**Disciplinary**

In the event of a disciplinary being actioned, you may receive in writing full details from your team manager/club.

Several disciplinary actions can be taken, and several authorities may be involved depending on the severity. Below is a non-exhaustive list of actions which may be enforced (In no particular order, due to the severity of the incident and what the committee see fit):

* Issued with a verbal warning/fine from FA/team/club or league official.
* Required to meet with the club/league/FA child welfare officer.
* Obliged to undertake an education course.
* Monitored by the club/League/FA
* Obliged to leave the match/training venue.
* Receive a training/Game ban.
* Requested by the Team Manager/Club not to attend any further matches/ training sessions.
* Required to leave the team or club along with any dependants.
* Suspended, expelled or sacked from the team or club.
* Fined from the County FA

**Why football needs Respect**

The FA is responding to concern from across the game to tackle unacceptable behaviour in football. The FA is acting in a variety of ways, and one of the main actions is the **Respect** programme. It is not a short-lived campaign but on ongoing commitment to improve behaviour in football. It won’t be solved in the short term as we all have a lot of work to do over the seasons ahead.

One of the main aims of **Respect** is to help recruit and retain enough Referees for the requirements of our game at all levels. We all know that a game without a trained and impartial referee cannot be played properly. In 2008 the number of registered Referees had fallen to an all-time low with many referees dropping out, mainly due to the abuse they receive on the pitch and from the side-lines. **Respect** aims to improve the environment of the game and so improve the experience of everyone involved – particularly Referees.

Respect needs **spectators, players** and **coaches** to play their part. Together, we can make a huge difference.

<https://www.hampshirefa.com/about/respect>

<https://www.hampshirefa.com/news/2024/feb/09/new-respect-campaign-launched>