



Barnet Panthers' Behaviour And Attendance Policy

Players' Behaviour Policy

We understand that part of growing up and developing as young people means that our players won't always 'get it right'. We want to support and encourage them to develop positive, respectful behaviour that will benefit them and others in the game and their wider lives.

Barnet Panthers' player expectations are laid out in our Player Expectation policy. On signing for Barnet Panthers all players will also have a duty to be fully aware of what is expected of them both on and off the pitch

As a result, we are committed to asking players and parents to work together with us to ensure that we are able to run the club in a positive manner. We will also challenge unacceptable or high-risk behaviours in the ways set out in the procedure below:

STAGE 1: Early Intervention

Where low-level behaviour is a concern, we will intervene early to address it. Low level behaviour might include:

- Not following instructions
- Showing a lack of respect for coaches
- Turning up late or without proper equipment
- Missing two training sessions without a valid excuse
- Missing a match without a valid excuse after being included in the squad

Strategies to address low level behaviour might include:

- Verbal reminders
- Time-outs
- Conversations with parents/carers
- Team talks from the coach/es
- Players may be asked to sit out of training or a match/es

STAGE 2: More serious or repeated concerns

Concerns might include:

- Behavioural issues that cause disruption to training or play
- Breaking the FA Code of Conduct and 'Respect' rules
- Behaviour causing distress to another player/s
- Bullying (specific wording on bullying issues can be found in the FA's anti-bullying policy)
- Low-level behaviours that are repeatedly occurring and supportive strategies and intervention haven't improved things

Strategies to address these concerns might include:

- Players receiving a formal warning from the coach (which will also be communicated to the parent/carer)
- Players may be asked to sit out of training or a match/es
- A formal meeting may be arranged with the coach, CWO, Player and coach Welfare Officer player and parent/carer to discuss next steps.

STAGE 3: High risk behaviour and final warning

Where the behaviours outlined above persist, or where behaviour is putting the player or other young people at risk of harm, the Club may issue a final warning and ultimately, may ask the player to leave the club.

The three-stage procedure outlined above is a set of supportive measures that we aim to move through in order to support behaviour improvement in young players showing difficulties in this area.

However, **Barnet Panthers Football Club** reserves the right to expel with immediate effect any member where we have reason to believe their behaviour is a risk to other young people, adults, may bring the club into disrepute or is causing such an impact on players, coaching staff, parents or other people we believe that this is the best way forward for all parties to ensure that harmony remains at the club.

In the rare event that we are required to do this, we will ensure that we offer the player and parents/carers signposting to relevant information and support

Parents'/Carers/Colleague's Behaviour Policy

Any parent breaking the FA Code of Conduct and 'Respect' rules and/or the Barnet Panthers Positive Support Policy, depending on the severity of the situation, could find themselves with one or a number of the following sanctions. The final judgement will be decided by the club committee. Any committee decision is final - subject to appeal:

- Issued with a verbal warning or asked to leave the event and not return until a date given by the committee in writing
- Issued with a written warning as a yellow card. One more yellow card and the parent and sibling will be asked to leave the club
- Required to meet with the County FA Welfare officer
- Obligated to take an FA education course as part of rehabilitation is required
- Requested not to attend any future games, be suspended or have any memberships removed
- Required to leave the club along with any dependents and/or issued a fine

Players who have been expelled from the club for as a result of high-risk circumstances will NOT have any fees reimbursed

Players leaving the club as a result of repeated concerns will receive a pro-rata refund of fees to the nearest month in advance minus £100 admin and kit fee.

It is understood that any fine levied to the club by external authorities for actions by a player/parent/carer/colleague will be paid for by the perpetrator within 7 days of the fine being issued

Attendance Policy

We understand that parents are busy but it is vitally important that you work together with the club to ensure that we are aware of your daughter's attendance for training and matches weekly in advance by the deadline as this not only affects the coaching but also matchday preparation and has a domino effect on all the girls that could be potentially involved in the match

- The club currently has a Sunday 7pm cut-off for players lodging their training and matchday attendance
- Players must reply with their attendance/non-attendance of matches and training weekly via the SPOND app
- Players failing to respond to training availability by the weekly deadline or do not attend Monday training without a valid reason **may** NOT necessarily be included

in the squad for the following weekend.

Squad inclusion will be at the discretion of the manager. Manager may decide to not include the player on a future weekend instead depending on circumstances.

- Players failing to respond to match availability on time *may* find that they are NOT necessarily be included in the squad for the following weekend. Squad inclusion will be at the discretion of the manager. Again, the manager may decide another consequence if he or she feels fit depending on circumstances
- Players who register for a match then fail to attend the match on the day without giving a valid reason or suitable notice will be subject to a consequence.
- Players not attending training or matches for a period of one month with no valid reason may be automatically put onto a 'training only' registration until the situation is resolved
- Players continually breaking the attendance policy will be subject to the remedies of Stage 2 of the Barnet Panthers Behaviour policy