



LEWES FC CODE OF CONDUCT

SEASON 2023/24

This document sets out a Code of Conduct and sets the expected standards of behaviour for the Lewes FC club community, including directors, staff, players, managers, coaches, parents, and volunteers involved at Lewes Football Club.

OUR MISSION

To be exemplary on the largest achievable stage.

OUR VALUES

As a club we aspire to be

- **Ambitious**
- **Brave**
- **Community-oriented & purpose driven**
- **Dedicated to Equality & Empowerment**

OUR BEHAVIOUR

All of the Lewes FC Community commits to:

1. **Set a positive example for others.** Remember that you are representing not just Lewes FC but also the town.
2. **Take responsibility.** Being part of the club community means pitching in, big and small. Pick up the litter, sign the autograph, cover your colleagues, chat to the fans.
3. **Work hard.** Whether on the training ground or in the office, we will always do our best and seek to learn and develop.
4. **Act with integrity and be good citizens.** We build trusting relationships and strive to do the right thing whether ensuring the highest standards of financial and administrative behaviour or treating your opponents or referees with respect.

5. **Teamwork.** Put the team and club before yourself and try to solve problems with others, not alone.
6. **Be positive.** Be proud to represent the club, share our story and convert new fans.
7. **Express gratitude.** To owners, sponsors, coaches, parents and especially to volunteers.
8. **Be brave.** Move out of your comfort zone, test yourself, support others, be a leader. Speak up if you see something you don't like or think could be hurtful or harmful.
9. **Communicate respectfully.** Posts via social media such as Facebook, Instagram and Twitter are deemed as public statements and any improper comments may result in Lewes FC or the FA taking further action. This includes the endorsement ("Like" or "Retweet") of any material that could be considered inappropriate, offensive, or bringing the club or its officials into disrepute.
10. **Reject all forms of discrimination.** Any type of discrimination will not be tolerated and will be dealt with seriously. We will comply with any investigation or charge from the FA on any discriminatory incidents.
11. **Keep each other safe.** The safety and wellbeing of everyone is our number one priority. Raise any concerns with the relevant person, and always know the contact details of the Safeguarding Officer.
12. **Abide by all club policies.** Breaking club policies and other behaviours (even outside of the club environment) that could negatively impact the club are seen as forms of misconduct and will involve a disciplinary. Serious misconduct, such as behaviour that causes serious harm to the club will result in a first and final written warning. Gross misconduct, including theft, violence, and gross negligence could result in immediate dismissal and a ban from club premises

1ST TEAM PLAYERS

First Team players must

1. **Refrain entirely from betting,** either directly or indirectly, on any aspect of any football match, competition or football related activity anywhere in the world. The FA takes cases involving inappropriate betting very seriously and further action could be taken against the player. For the avoidance of any doubt, all players should be familiar with the FA rules on gambling in football which can be viewed here - <http://www.thefa.com/football-rules-governance/policies/betting-rules>
2. **Know and abide by the Laws and Spirit of the game and know the competition rules.**

3. **Not take banned or illegal substances** in line with the club and FA's Anti-Doping rules.
4. **Avoid alcohol 48 hours in advance of games**
5. **Report any illegal approach** from another club to a club official immediately.
6. **Treat playing and training kit with respect**, as if it were your own and return all items upon request.
7. **Maintain an appropriate level of fitness at all times.** Players should not indulge in any activity, sport or practise, which might endanger such fitness or inhibit their ability to play, practise or train without the prior permission of the Club. A breach of this requirement will be treated as Gross Misconduct and could result in a suspension, fine or dismissal, per the Club's Disciplinary Policy. Substance or alcohol misuse which results in a player being unable to participate in training or matches will also be regarded as a breach of this requirement.

On training and matchdays, first team players must

1. **Try not to use inappropriate language** when representing the club, either in a playing or spectating capacity.
2. **Make every effort within fair play and the Laws of the game to help Lewes FC win.**
3. **Adhere to meeting and match times**
4. **Dress appropriately**, as outlined by the team manager.
5. **Respect our facilities** including changing rooms, training and medical facilities.
6. **Treat opponents with respect** at all times, irrespective of the result.
7. **Safeguard the safety of opponents**, avoid violent conduct and help injured opponents.
8. **Respect opponents' facilities, hospitality and property**
9. **Show due respect towards Match Officials**, accept decisions without undue protest and avoid words or actions that may mislead a Match Official.
10. **Deal with the loss, draw or victory in a sporting and magnanimous manner.**
11. **Give maximum effort** and strive for the best possible performance during a game, even if the result seems inevitable, whether favourably or unfavourably for Lewes FC.

On Pitch Discipline

Players receiving cautions (red and yellow card warnings) will be expected to pay any associated fines awarded to the Club by the FA. The Club has the right to appeal against any cautions it believes to be incorrect or unfair and will not ask for players to pay fines in those circumstances.

Where red cards are issued for the following offences (as awarded by the match referee)

- C1 – Unsporting Behaviour
- C2 – Dissent
- S1 – Serious Foul Play
- S2 – Violent Conduct
- S3 – Spitting
- S6 – Use of offensive, insulting or abusive language

the Club reserves the right to impose further sanctions in addition to those issued by the FA. This could include a further financial penalty, up to a maximum of one week's salary or a further playing suspension. The extent of the sanction will be determined following an investigation of the issue and a disciplinary hearing. Key stakeholders (eg. Team Manager, Team Captain, CEO, Head of Performance, Board) will be consulted as appropriate.

LEWES FC COACHING, PERFORMANCE AND BACKROOM STAFF

On and off the field, staff will

1. **Show respect** to everyone involved in the game
2. **Stick to the rules** and celebrate the spirit of the game
3. **Encourage fair play** and high standards of behaviour
4. **Always respect the referee** and encourage players to do the same
5. **Never enter the field of play** without the referee's permission
6. **Never engage in, or tolerate offensive, insulting or abusive behaviour**
7. **Be aware of the potential impact of bad language on others**
8. **Be gracious in victory and defeat.**
9. **Respect the facilities home and away.**

When working with players, coaching and performance staff will:

1. **Place the well-being, safety and enjoyment of each player above everything**
2. **Never tolerate any form of bullying.**
3. **Ensure all activities are suited for the players' ability and age**
4. **Not engage in any personal relationship with a Lewes FC player** where there is a position of power that may be conferred by access to confidential information.
5. **Work with others** (e.g. officials, doctors, welfare officers, physiotherapists) **for each player's best interests**
6. **Maintain player and coach confidentiality** on issues such as team selection, contracts, negotiations and player health.

PATHWAY PLAYERS

Lewes FC Pathway Players should

- **Play for your own enjoyment** and not simply to please your parents or coaches.
- **Have fun, try your hardest to develop and learn and respect the rules of the game**
- **Be a good team-mate.** Be friendly, listen to each other, be helpful. Be on time for training and matches.
- **Treat coaches, staff, volunteers, referees, spectators and the opponents with respect.**
- **Accept the decisions of the referees and your coaches**
- **Always play fairly.**
- **Thank your opposition, coaches, referees and officials**
- **Accept success and failure,** victory and defeat, with dignity and learn from setbacks
- **Take responsibility for your own actions.**
- **Report anything that worries or concerns them** to the Wellbeing Officer or the Safeguarding Officer (Amanda Walderman, Amanda@lewesfc.com)

Lewes FC Pathway Players should not

- **Bully each other.** Do not pick on or make fun of each other. Trying to be funny can hurt people.
- **Use inappropriate language or gestures or shout at others (including opponents) or be abusive.** That includes, outside of the club environment and on social media, other online channels or via any other use of mobile devices.
- **Send nasty messages** or emails, or take or share photos without permission, or by leaving unkind comments on a webpage or social network profile.

On Pitch Discipline Issues

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LEWES FC PARENTS

Parents will

1. **Remember that children play football for their own enjoyment.**
2. **Encourage** rather than force or oblige.

3. **Encourage children to always respect the rules of the game** and ensure fair play in all circumstances.
4. **Never reprimand a child for a technical error or for losing a match.**
5. **Remember that children learn from example.**
6. **Encourage both teams.**
7. **Congratulate both teams** irrespective of the result of the match.
8. **Help to eradicate all physical and verbal abuse from football.**
9. **Respect the decisions of the coaches and referees** and teach the children to do the same thing.
10. **Support, encourage and help volunteers, coaches, organisers and officials in their work.** Without them, the children would not have the opportunity to play football.

LEWES FC CODE OF CONDUCT | COVID ADDENDUM

Where appropriate, club COVID-19 protocols are in place, designed to:

1. Prioritise the health and wellbeing of all athletes and staff
2. Follow Government Guidelines and maintain social responsibility
3. Minimise and prevent the spread of COVID-19
4. Minimise the risk of contracting COVID-19
5. Prepare to excel in the 2022/2023 Season

All players and staff are required to follow and adhere to all COVID protocols.

The Lewes FC Community understands that if they do not follow the code, they may be:

1. Required to meet with the club or league Welfare officer, the CEO, a club Director or Safeguarding Officer.
2. Disciplined or suspended by the club
3. Suspended or fined by the County FA.
4. Required to leave, lose their position and/or have their license withdrawn.