



GENERAL CONDUCT

The prime intent of Newport Pagnell Town Football Club (The Club) is to promote the sport of association football in a safe and friendly environment, with the help of volunteer managers, coaches, Club officials and parental support, in the community. This encompasses directives from The FA such as the four elements of learning for coaching, Charter's standard processes and policies for governance, and the spirit of *RESPECT* for fairness and equality.

It is requested that at all times the members of The Club conduct themselves in a manner, which reflects their status within a successful club, which values its membership as its greatest asset. Behaviour likely to cause offence to either creed or colour is against everything that The Club stands for and will be treated as a serious disciplinary matter. Every member has the right to be treated in a fair and just manner and must be prepared to behave towards others in a similar way. Standards of dress, behaviour, language and personal hygiene are expected to be of a level that will not cause offence to anyone else within The Club and particularly those in your immediate 'team'. Such potentially offensive matters are subject to supervisory control and disciplinary action.

No drugs are to be brought into, nor consumed on, The Club's premises and any member found to be under the influence might be sent home immediately. An exception will be made in the case of legally prescribed drugs or those taken in connection with a medical condition, providing these are made known to The Club and included on the appropriate Club registration form (S).

Any kit or equipment provided by The Club shall remain the property of The Club, and should be returned to the team coach/manager if a player leaves The Club, or upon issue of new kit or equipment.

If a player decides to voluntarily leave The Club, or is asked to leave The Club as a result of disciplinary procedures, then none of registration fee paid to The Club shall be refundable.

Members may not disclose any information of a confidential nature relating to The Club.

Grievance Procedure

If player or parent/guardian has any grievance relating to any matter, the matter should be raised initially with the appropriate age group Team Manager. It may be required to put any such grievance in writing.

The Team Managers should consider any grievance and then notify the person(s) of their decision.

If the decision of the Team Manager is not acceptable it may then be referred verbally or in writing to the appropriate section Head of Football, where upon the matter would be taken up with The Club's Head of Football.

In the event that any member feels that he or she has suffered discrimination in any way, or that The Club Policies, Rules or Codes of Conduct have been broken, the following procedure would apply:

1. The matters should be reported to The Club's secretary. The report should include:
 - I. Details of what, when and where the occurrence took place;
 - II. Any witness statement and names;
 - III. Names of any others who have been treated in a similar way;
 - IV. Details of any former complaints about the incident, date, when and to whom made;
 - V. A preference for a solution to the incident.

2. The Club's Disciplinary Committee will sit for any hearings that are requested (chosen as and when needed, depending on what issue needs resolving)

3. The Club's Disciplinary Committee will have the power to:
 - I. Warn as to future conduct;
 - II. Suspend from membership;
 - III. Remove from membership;

... any person found to have broken The Club's policies or codes of conduct.