

# Taunton Town Football Club

## Youth Section

### Season 2018/2019

Welcome Pack for Players and Parents/Guardians



1. A message from the club Chairman and CEO, Kevin Sturmev.
2. A message from our Head Coach, Paul West.
3. Mission Statement.
4. Introducing the coaching team.
5. Parental Code of Conduct.
6. Code of Conduct for Players.
7. Code of Conduct for Coaches and Managers.
8. Safeguarding policy.
9. Anti-bullying policy.
10. Photography policy.
11. Payment information/Registration. Privacy policy.
12. Kit.
13. Teamer - training and match notifications. Social Media.
14. Season tickets for first team matches at The Viridor Stadium.
15. Training.
16. Roles & Responsibilities – playing the Taunton Town way.

## 1. A message from the club Chairman and CEO, Kevin Sturmeay.

As we go into the second year of our youth programme, I am sure everyone associated with Taunton Town Football Club is excited about the future. With the first team champions of the Evo-Stik Southern League West Division and playing in the 3rd tier of the Non-League pyramid next season, it shows what can be achieved with hard work, good management and players who are not only talented but also make huge sacrifices to develop and improve.

It's vital for our growth that we can nurture our own players and then feed them into our Education Partners - Bridgwater & Taunton College and University Centre Somerset. The Junior Premier League offers a great structure for players who are keen to learn and mature into intelligent footballers. This level of competition will also give them a much better chance of playing Non-League football at a good level.

The high level of guidance and football coaching in place for our young players is something the club has never had before on its current scale. To go from three teams to six (possibly seven as this goes to print) after just a single season is testament to the role Paul West has played, along with all of the coaches involved. Paul knows what it takes to produce quality players, but also how different the sporting world is now to twenty or thirty years ago. His modern thinking and enthusiasm epitomises all that is good about our club and what will continue to happen at The Viridor Stadium.

This is very much 'one club'. It is becoming increasingly connected at all points from the players in the youth programme, through the staff/volunteers and up to the 1st team. We have designs on getting bigger and better over the next five to ten years via sustainable growth and stadium development; all aimed at creating a football hub for the whole community to be proud of.

Our immediate target is to reach the National League but, ultimately, we see no reason why becoming a Football League club isn't attainable. Part of this plan is based around producing our own talent with our big challenging goal to be able to boast that 25% of the first team squad can be called 'one of our own'.

That journey has started.

Best wishes for the coming season.

#JnrPeacocks

Kevin



## 2. A message from our Head Coach, Paul West.

2017 saw the start of the reformed Youth section for Taunton Town Football Club. It was a long time in the design phase, but to finally put a programme in place and get some teams playing football in Claret and Blue was gratifying to say the least.

It has already exceeded my expectations and I hope it will continue to do so as we enter our second season, with more teams and more opportunities for aspiring young footballers in the Taunton area.

I genuinely believe we have assembled a talented group of players, who will only get better via guidance from our excellent licensed coaches and the competition on offer in The Junior Premier League.

In the coming months, all our coaches will embark upon Continuing Professional Development whilst some will be taking a course in strength and conditioning to further enhance our offering. I will also bring in outside experts from time to time to assist us with providing the best experience available for our young learners.

Furthermore, and building on the feedback from our first classroom session on 'Game Psychology', I intend to set up a series of lectures from successful people to give the players as much exposure to positive and motivational influences as possible.

The icing on the cake will be setting up a foreign tour, which is very much part of my plan over the next 1-2 seasons. Watch this space!

I hope you will agree with me that it's a great time to be part of Taunton Town's JPL family.

#JnrPeacocks

Westy



### 3. Mission Statement.

This can be found on the club's website, but is copied here for ease of reference:

## Taunton Town Football Club – Youth Development

*Better than last week, but not as good as next week*



Taunton Town Football Club provides a youth programme for players in the Under 12 to Under 16 age groups. We offer two levels of participation:

#### **Training Group:**

This is for players who predominantly play their games for a grass roots team, but who aspire to play at a higher level. They will train with the whole of their age group and be given the opportunity for promotion to the match squad if we see the right quality, attitude and endeavour on display.

#### **Match Programme:**

This is for players who have demonstrated an ability to perform at a standard above their local grass roots league. They will form part of the squad picked to play matches in the Junior Premier League.



<https://juniorpremierleague.com/>

### **Our Aims and Objectives:**

Our intention is that all players (training groups and match squads) will be developed to a level where they maximise their potential. However, the main aim is to develop players for the highest level of football possible; this links in with our education partner, Bridgwater & Taunton College & University Centre Somerset, so that post school year 11 players move into a college style football academy scheme.

Adopting The FA's four corner player development model, we will:

Develop technical and tactical understanding in relation to the game (Technical/Tactical).

Create opportunities for players to improve their decision making and problem solving (Psychological).

Enable players to develop their physical attributes in relation to the game (Physical).

Guide the players to be responsible and respectful in relation to their colleagues, coaches, their opponents, the game and their community (Social).

Our Big Challenging Goal is to be able to provide 25% of the first team squad for Taunton Town Football Club.

### **Safe Respect Learning:**

Taunton Town Football Club acknowledges its responsibility to look after the welfare of every child and young person entrusted to its care. It is committed to working to provide a safe environment for all players, with emphasis upon promoting high standards of behaviour in sport and daily life.

### **How we will reach our target:**

We will provide an environment where the players can express themselves without fear of making mistakes. Allied to this, we will foster a growth mindset in terms of what is achievable for each player.

We will actively encourage the boys/girls to practise new skills and be daring in their approach to play. To underline that structure is an important facet of team play, each player will have a clear set of responsibilities for each position they might be asked to occupy.

Regular constructive feedback will be used to underline our philosophy – mainly on a verbal basis with the players, but involving parents as and when appropriate. We will always try to appreciate how our words are perceived/understood.

Our coaching will focus on four key components:

- Co-ordination
- Concentration
- Commitment
- Communication

As part of the above, we'll help the players understand the benefits of following a healthy lifestyle.

**Our Selection Process:**

Before each season, there will be an open invitation for players to attend our talent identification dates. From this, we will give each player the opportunity to join either the training group or match squad. Players from a previous season's match squad will be expected to attend. They will not be given preferential treatment when it comes to selection.

The process will consist of a series of training sessions and practice games, where the players will be provided with opportunities to express themselves and their abilities based around:

- General fitness (Physical)
- Determination/resilience (Psychological)
- Talent (Technical)
- Motor skills (Physical)
- Capacity to improve (Technical)
- Ability to follow direction (Tactical)
- Team ethic (Social)
- Aptitude for problem solving (Psychological)

#### 4. Introducing the coaching team.

All of the age groups are looked after by personnel who are CRC approved and hold the necessary safeguarding and first aid credentials. The individuals' details are below:

##### Paul West - Head Coach (07795 117106)

Paul is a UEFA B licensed coach. As he has overall responsibility for delivery of the coaching programme, Paul isn't allocated to any specific team or age group.



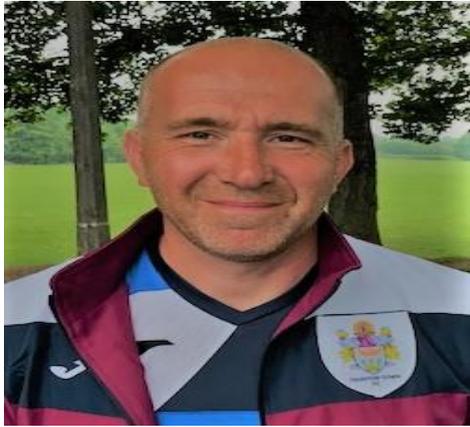
##### Damien Brunt (07917 692600)

Damien is a Level 2 coach, who will be looking after the Under 11 Group this season.



Simon Durden (07841 695363)

Simon is a Level 1 coach, who will be looking after the Under 11 Group this season.



Krzysztof Byrszel (07871 493482)

Krzysztof is a Level 2 coach, who will be looking after the Under 12 Group this season.



Chrystian Byrszel (07398 902550)

Chrystian is a Level 1 coach, who will be looking after the Under 12 Group this season.



Chris Grave (07715 668796)

Chris is a Level 2 coach, who will be looking after the Under 13 Group this season.



Chris Horne (07825 829254)

Chris is a Level 1 coach, who will be looking after the Under 13 Group this season.



Matt Fevin (07879 887797)

Matt is currently refreshing his coaching qualifications. He will be looking after the Under 14 Group this season.



Neil White (07977 915965)

Neil is a Level 2 coach, who will be looking after the Under 14 Group this season. Neil is also the club's welfare officer and the Youth Programme administrator.



NB. A coach for the Under 15 team is in the process of being confirmed.

Nick Whyborn (07701 324101)

Nick is a UEFA B licensed coach, who will be looking after the Under 16 Group this season.



Ben Palmer (07804 974144)

Ben is a Level 1 coach and a current Southern League footballer. He works for the programme in a consultancy role and is not, therefore, allocated to any specific age group.



Danny Symons (07710 693671)

Danny is our goalkeeping coach and spreads his work across all of the age groups. He will attain a Level 1 qualification during the coming season.



## 5. Parental Code of Conduct.

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

This club supports The FA's Respect programme to ensure football can be enjoyed in a safe, positive environment.

Remember, children's football is a time for them to develop their technical, physical, tactical and social skills. Winning isn't everything. To us, performance and the holistic development of a child is the main focus.

We ask that you play your part and observe The FA's Respect Code of Conduct for spectators and parents/carers at all times. We will ask that you agree to the following:

I will:

- Remember that children play for FUN.
- Applaud effort and good play as well as success.
- Always respect the match officials' decisions.
- Remain outside the field of play and within the Designated Spectators' Area (where provided).
- **Let the coach do their job and not confuse the players by telling them what to do.**
- Encourage the players to respect the opposition, referee and match officials.
- Avoid criticising 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 of the following actions may be taken by my club, County FA, league or The FA.

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 executive committee.
- Obligated to undertake an FA education course.
- Obligated to leave the match venue by the club.
- Requested by the club not to attend future games.
- Suspended or have my club association/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.

## 6. Code of Conduct for Players.

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

As a player, you have a big part to play. That's why The FA is asking every player to follow a Respect Code of Conduct.

When playing football for Taunton Town, we expect you to commit to:

- Always play to the best of my ability.
- Play fairly - I won't cheat, complain or waste time.
- Respect my team-mates, the other team, the referee and my coach/manager.
- Play by the rules, as directed by the referee.
- Shake hands with the other team and referee at the end of the game.
- Listen and respond to what my coach/team manager tells me.
- Talk to someone I trust or the club welfare officer if I'm unhappy about anything at my club.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA.

I may:

- Be required to apologise to my team-mates, the other team, referee or team manager.
- Receive a formal warning from the coach or the club committee.
- Be dropped or substituted.
- Be suspended from training.
- Be required to leave the club. In addition:

1. My club, County FA or The FA may make my parent or carer aware of any infringements of the Code of Conduct.
2. The FA/County FA could impose a fine and suspension against my club.

### **Other very important rules/expectations specific to Taunton Town Football Club's Youth Programme:**

- 1. When arriving for and leaving training, a match or other club function, it is expected that each player will shake the hand of their coach and any other coaches in the vicinity. Apart from the mutual respect that this engenders, it is an important signifier as to arrival and departure from the temporary custody of the coach/club.**
- 2. The youth section of the club has a zero tolerance attitude towards consumption of alcoholic drinks, smoking (including vaping) and the use of non-prescribed drugs. If any player is seen to consume these illegal substances (or attends a club function when under the influence of the foregoing), they will be dismissed from the programme immediately. The Head Coach's decision on this matter will be final, with no right of appeal.**

## 7. Code of Conduct for Coaches and Managers.

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

In an FA survey of 37,000 grassroots participants, behaviour was the biggest concern in the game.

This included the abuse of match officials and the unacceptable behaviour of over-competitive parents, spectators and coaches on the sideline.

Our coaches/managers are expected to play their part and observe the Football Association's Respect Code of Conduct in everything they do.

On and off the field, they will:

- Show respect to others involved in the game including match officials, opposition players, coaches, managers, officials and spectators.
- Adhere to the laws and spirit of the game.
- Promote Fair Play and 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, they will:

- Place the well-being, safety and enjoyment of each player above everything, including winning.
- Explain exactly what they expect of players and what they can expect from us.
- Ensure all parents/carers of all players under the age of 18 understand these expectations.
- Never engage in, or 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 they organise are appropriate for the players' ability level, age and maturity.
- Co-operate fully with others in football (e.g. officials, doctors, physiotherapists, welfare officers) for each player's best interests.

Our coaches/managers understand that if they do not follow the Code, any/all of the following actions may be taken by the club, County FA, league or The FA.

They may be:

- Required to meet with the club, league or County Welfare Officer.
- Required to meet with the club committee.
- Monitored by another club coach.
- Required to attend an FA education course.
- Suspended by the club from attending training/matches.
- Suspended or fined by the County FA.
- Required to leave or be sacked by the club.
- Also, FACA membership may be withdrawn.

## 8. Safeguarding policy.

All of our current staff/volunteers who are regularly caring for, supervising, training or being in sole charge of children and young people are required to complete a CRB Enhanced Disclosure via The FA CRB Unit. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of our club, guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via The FA CRB Unit Enhanced CRB Disclosure and that all decisions will be made in the best interests of children and young people.

It is accepted that The FA aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within football.

Taunton Town Football Club acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18 engaged in any Club football activity. We subscribe to The Football Association's Safeguarding Children Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

The key principles of The FA Safeguarding Children Policy are that:

- The child's welfare is, and must always be, the paramount consideration.
- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Working in partnership with other organisations, children and young people and their parents/carers is essential.

We acknowledge that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.

Taunton Town Football Club recognises that this is the responsibility of every adult involved in our club.

Taunton Town Football Club has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that The Football Association's Child Protection Regulation (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we will:

- Develop a role profile.
- Request identification documents.
- As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing.
- Request and follow up with two references before appointing.
- Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines.

Taunton Town Football Club supports The FA's Whistle blowing Policy. Any adult or young person with concerns about a colleague can 'whistle blow' by contacting The FA Safeguarding Team on **0844 980 8200 4787**, by writing to **The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW10 9EQ** or alternatively by going direct to the Police, Children's Social Care or the NSPCC. Our club encourages everyone to know about this information and utilise it if necessary.

Taunton Town Football Club has appointed a Club Welfare Officer (CWO) in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. The post holder will be involved with Welfare Officer Training provided by The FA and/or CFA. The CWO is the first point of contact for all Club committee members regarding concerns about the welfare of any child or young person. The CWO will liaise directly with the CFA Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of **Respect**, poor practice and abuse amongst their Club members.

We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable in our league. If bullying does occur, all players or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO or alternatively, in cases of serious bullying, we may contact the CFA Welfare Officer.

As outlined above, respect codes of conduct for Players, Parents/Spectators, Officials and Coaches have been implemented by our Club. In order to validate these Respect codes of conduct, the Club has clear actions it will take regarding repeated or serious misconduct at Club level and acknowledges the possibility of potential sanctions which may be implemented by the CFA in more serious circumstances. All registering members will be required to adopt the Respect codes.

Reporting your concerns about the welfare of a child or young person - **Safeguarding is everyone's responsibility. If you are worried about a child it is important that you report your concerns - no action is not an option.**

**Please note:** The FA's Safeguarding Children Policy and Procedures is available via [www.TheFA.com/Footballsafes](http://www.TheFA.com/Footballsafes). Click on the 'downloads' under Policy and Procedures. It outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams to describe this process. This is also covered within the Safeguarding Children workshop, where participants are given the opportunity to discuss how this feels and how best they can prepare themselves to deal with such a situation.

- If you are worried about a child then you need to report your concerns to the CWO
- If the issue is one of poor practice they will either:
  - a. Deal with the matter themselves or;
  - b. Seek advice from the CFA Welfare Officer.

- If the concern is more serious - possible child abuse - they will, where possible, contact the CFA Welfare Officer first, then immediately contact the Police or Children's Services.
- If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your CFA Welfare Officer know what action you have taken.
- If at any time you are not able to contact your Club Welfare Officer or the matter is clearly serious then you can either:
  - a. contact your CFA Welfare Officer directly.
  - b. contact the Police or Children's Social Care.
  - c. call the NSPCC 24 hour Helpline for advice on **0808 800 5000** or text **88858** or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

***Further advice on Safeguarding Children matters can be obtained from:***

**Neil White - Club Welfare Officer**

T: **07977 915965**

E: [neil.white@tauntontown.com](mailto:neil.white@tauntontown.com)

**Shirley Needham - Somerset County Football Association's Welfare Officer**

T: 07535 664988

E: [Shirley.Needham@SomersetFA.com](mailto:Shirley.Needham@SomersetFA.com)

**The FA**

[TheFA.com/Footballsafes](http://TheFA.com/Footballsafes)

[Footballsafes@TheFA.com](mailto:Footballsafes@TheFA.com)

The FA Safeguarding Children general enquiry line **0845 210 8080**

**Supplementary advice concerning Child Exploitation and Online Protection can be found here:**

<https://www.ceop.police.uk/safety-centre/>

**A link to Childline can also be found here:**

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



# Respect



## Anti-Bullying Policy for Football Clubs

### The Football Associations Recommended Guidelines

#### Statement of Intent

We 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 and know that incidents will be dealt with promptly and effectively. We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the Club Welfare Officer or any committee member. This club is committed to playing its part to teach players to treat each other with respect.

#### What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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.

This club commits to ensure our website 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.

#### Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving.

This club has a responsibility to respond promptly and effectively to issues of bullying.

#### Objectives of this Policy

- All club members, coaches, officials and parents should have an understanding of what bullying is.
- All club members, officials and coaching staff should know what the club policy is on bullying, and follow it when bullying is reported.
- All players and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously. Players and parents should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.

#### Signs and Indicators

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training equipment damaged
- has possessions go "missing"



# Respect



## Anti-Bullying Policy for Football Clubs

- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above.

In more extreme cases:

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

### Bullying as a result of any form of discrimination

Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability or ability.

Generally, these forms of bullying look like other sorts of bullying, but in particular it can include:

- Verbal abuse – derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men, or that black, Asian and ethnic minority people are not as capable as white people; spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are "gay" – for example, "you're such a gay boy!" or "those trainers are so gay!" Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental or emotional developmental delay. Referring to someone by the colour of their skin, rather than their name; using nicknames that have racial connotations; isolating someone because they come from another country or social background etc.
- Physical abuse – including hitting, punching, kicking, sexual assault, and threatening behaviour.
- Cyberbullying – using online spaces to spread rumours about someone or exclude them. It can also include text messaging, including video and picture messaging.

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated or undervalued. Ensure that club members know that discriminatory language and behaviour will not be tolerated in this club.

- If an incident occurs, members should be informed that discriminatory language is offensive, and will not be tolerated. If a member continues to make discriminatory remarks, explain in detail the effects that discrimination and bullying has on people. If it is a young person making the remarks their parents should be informed just as in any breach of the clubs Code of Conduct and this Anti-Bullying policy.
- If a member makes persistent remarks, they should be removed from the training setting in line with managing challenging behaviour and the Club Welfare Officer or club officials should talk to them in more detail about why their comments are unacceptable.
- If the problem persists, the member should be made to understand the sanctions that will apply if they continue to use discriminatory language or behaviour.
- Consider inviting the parents/carers to the club to discuss the attitudes of the youth member in line with the procedures detailed in this policy.

### Procedures

1. Report bullying incidents to the Club Welfare Officer or a member of the clubs committee
2. In cases of serious bullying, the incidents will be referred to the County FA Welfare Officer for advice and possibly to The FA Case Management Team
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, the police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.



# Respect



## Anti-Bullying Policy for Football Clubs

### Recommended club action

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate a small panel (made up from Chairman, Club Welfare Officer, Secretary, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. The same 3 persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

### In the case of adults reported to be bullying anyone within the club under 18

1. The County Welfare Officer should always be informed and will advise on action to be taken where appropriate, this may include action by The FA Safeguarding Team.
2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, The FA's Safeguarding Children Education Programme may be recommended.
3. More serious cases may be referred to the Police and/or Children's Social Care.

### Prevention:

- The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti bullying policy is one part.
- All club members and parents will sign to accept the constitution upon joining the club.
- The Club Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

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)

You may also wish to access any of the following websites designed to give advice and guidance to parents and children who are faced with dealing with bullying:

#### Guidance for parents/carers

[www.anti-bullyingalliance.org.uk/](http://www.anti-bullyingalliance.org.uk/)  
[www.stoptextbully.com](http://www.stoptextbully.com)  
[www.beatbullying.org.uk](http://www.beatbullying.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.cybermentors.org.uk](http://www.cybermentors.org.uk)  
[www.childline.org.uk](http://www.childline.org.uk)

We would like to thank the ASA who have shared their Anti Bullying Policy for Clubs and to Stonewall's guidance from which this recommended FA Club Anti Bullying Policy has been developed.

10. Photography policy – we subscribe to the FA’s guidance, copied below. NB - Please refer to the footnote:



# Respect



## Celebrating Football Through Photographs and Video

### Recommended Guidelines

There has been much talk about who is allowed to take pictures of children (under 18s) playing sport and in particular what parents/carers are permitted to do. The FA would like to assure parents, carers, coaches, spectators, players and local media that we encourage the taking of appropriate images of children in football.

#### Potential risks

The FA has developed this guidance to help avoid the following:

- The inappropriate use, adaptation or copying of images for use on child abuse websites on the internet (often incorrectly referred to as pornography sites)
- The identification of children when a photograph is accompanied by significant personal information that will assist a third party in identifying the child. This can lead, and has led, to children being 'groomed'
- The identification and locating of children in inappropriate circumstances which include: (i) where a child has been removed from his/her family for their own safety; (ii) where restrictions on contact with one parent following a parental separation exist e.g. in domestic violence cases; (iii) in situations where a child may be a witness in criminal proceedings; or (iv) other safeguarding children concerns.

It's important to remember the majority of images taken are appropriate and taken in good faith. If we take the following simple measures we can help to ensure the safety of children in football.

#### Common sense considerations to ensure everyone's safety

##### Do:

1. share The FA's guidance on taking images with all parents, carers and members when they join the club
2. ensure the club has parental consent to use a player's image if it is to be used in the public domain e.g. club website or newspaper article. This is essential in relation to point 3 below
3. ensure that any child in your club who is under care proceedings, is protected by ensuring that their image is not placed in the public domain. This can be done by using a Consent Form, so that parents/carers can identify whether this applies to children in their care
4. focus on the activity rather than the individual
5. ensure all those featured are appropriately dressed (a minimum of vest or shirt and shorts)
6. aim to take pictures which represent the broad range of youngsters participating safely in football e.g. boys and girls, disabled people, ethnic minority communities.

##### Don't:

1. publish photographs with the full name(s) of the individual(s) featured unless you have written consent to do so and you have informed the parents as to how the image will be used
2. use player profiles with pictures and detailed personal information on websites
3. use an image for something other than that which it was initially agreed, e.g. published in local press when initially produced for a clubhouse commemorative picture
4. allow images to be recorded in changing rooms, showers or toilets – this includes the use of mobile phones that record images.

#### Filming as a coaching aid

The FA advises that coaches using videoing as a legitimate coaching aid should make parents/carers and players aware that this will be part of the coaching programme. Care should be taken when storing the videos.

[TheFA.com/Footballsafes](http://TheFA.com/Footballsafes)

Let's make football safe – not sorry



If you are concerned about the inappropriate use of images please report this to your CFA Welfare Officer or to The FA Case Manager (contact details provided below).

#### Remember

- It's not an offence to take appropriate photographs in a public place even if asked not to do so
- No one has the right to decide who can and cannot take images on public land
- If you have serious concerns about a possible child protection issue relating to the recording of images then call the Police. This action should only be taken where you believe that someone may be acting unlawfully or putting a child at risk
- The land or facility owner can decide whether or not photography and or videoing at football activities will be permitted when carried out on private land. However you need to make this known before allowing individuals access to the private property. If they do not comply then you may request that they leave
- Try not to use images that include individuals wearing jewellery (as wearing jewellery whilst playing is contrary to the Laws of the Game as well as being a health and safety issue).

#### Commissioning professional photographers and the local media

If you are commissioning professional photographers or inviting the press to cover a football activity, ensure you and they are clear about each other's expectations. The key is to plan ahead and communicate early on.

- Provide a clear brief about what is considered appropriate in terms of content and behaviour
- Inform them of your club's commitment to safeguarding children and young people. Establish who will hold the recorded images and what they intend to do with them, e.g. place on a website for sale, distribute thumb nails to the club to co-ordinate sales
- Issue the professional photographer with identification, which must be worn at all times

Inform participants and parents or carers prior to the event that a professional photographer will be in attendance and ensure you have established that no under 18s will be compromised due to safeguarding children concerns if their image is taken – remember this can be done by using a Consent Form at the start of the season.

#### To report potentially unlawful materials on the internet please contact:

##### The Internet Watch Foundation

Email: [report@iwf.org.uk](mailto:report@iwf.org.uk)

Telephone: 01223 237700

Fax the hotline: 01223 235921

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

##### The FA's Case Management Team

Email: [case.management@TheFA.com](mailto:case.management@TheFA.com)

Telephone: 0207 745 4787



Please note – we will assume we have permission to use and publish videos/photographs of all players (training and match programmes) unless we are advised to the contrary in writing.

## 11. Payment information/Registration. Privacy Policy.

All players will need to complete an on-line registration form for our internal administration processes.

Monthly fees for the Match programme are £35, with a £10 one-off registration fee for the league. A signing-on form will need to be completed.

Monthly fees for the Training programme are £18.

Any players who move between the two programmes will have their fees adjusted.

For the 2018/19 Season, fees are payable in advance on the 25th of the preceding month. The first payment will be due on 25th August 2018, with the last payment due on 25th May 2019; a total of ten payments.

You will be informed which amount you will be invoiced for your child. We will send you a standing order form to complete and return to us. Please reference the payment as follows:

JPL-Uxx-PlayerInitialPlayerSurname eg. JPL-U13-JSmith.

If you have any questions, please email [youth@tauntontown.com](mailto:youth@tauntontown.com)

### **Privacy Policy**

Taunton Town Football Club is committed to safeguarding the personal data of its youth players and any associated parents/guardians. When it comes to your personal data, transparency is important to us. With that in mind, our policy clarifies:

- **what information we collect from you.**
  - **why we collect it.**
  - **how we store and use it.**
- **when and with whom we share it.**

Our policy outlines your data privacy rights, and explains how to exercise them - giving you more control over your personal data. We encourage you to refer to the club's website, where details of our response to the GDPR legislation (which became effective on 25 May 2018) can be found. The relevant link is below, where you will also find other policy documents:

<https://policy.tauntontown.com/>

## 12. Kit.

Match strips are provided by the club. However, the following will need to be purchased (depending on programme allocation):

Training group -

- Burgundy Nobel Shorts - £5.50 or £6.00
- Burgundy Champion Shirt - £13.50 or £15.80
- Burgundy Classic 2 Socks - £4.75
- Burgundy Champion Sweatshirt - £20.50 or £23.50
- Navy Champion Rain jacket - £36.50 or £42.50

All top half items will come badged and with initials on. All items £80.

Playing squad -

- Burgundy Nobel Shorts - £5.50 or £6.00
- Burgundy Champion Shirt - £13.50 or £15.80
- Burgundy Classic 2 Socks - £4.75
- Burgundy Champion Sweatshirt - £20.50 or £23.50
- Navy Champion Rain jacket - £36.50 or £42.50
- Navy Combi Polo - £16.00 or £18.00
- Burgundy Champion Jacket - £20.90 or £23.90
- Navy Pant - £20.00 or £23.00

Again all top half items will come badged and initialled. All items £130.

The kit supplier is Tony Pryce Sports in Taunton.

7/8 East Street  
Taunton  
Somerset  
TA1 3LQ

01823 254460

<http://www.tonyprcesports.co.uk>

### 13. Teamer - training and match notifications. Social Media.

<https://www.teamer.net/>

For team selection, all notifications regarding training and other meetings/functions, we use a service provided by Teamer. It can be accessed via email and a mobile telephone application, with multiple connections available for each player. It is free for use by parents.

Before pre-season training starts, you will be given a link to connect with the club's account, but the following provides a useful tutorial:

<https://www.youtube.com/watch?v=NqLLpJdCcrY&feature=youtu.be>

#### **Social Media**

The Youth section has its own Twitter and Facebook pages, which can be found here:

<https://twitter.com/JPLTauntonTown>

<https://www.facebook.com/JPLTauntonTown/>

Please follow both pages and share the content when you are able.

If you post anything, please use the hashtag [#JnrPeacocks](#)

The main club's Twitter and Facebook pages can be found here:

<https://twitter.com/TauntonTownFC>

<https://www.facebook.com/TauntonTownFC/>

#### 14. Season tickets for first team matches.

All players in our programme (Match & Training) qualify for a free entry pass to Home first team matches. These will be issued automatically.

Up to two Parents/Guardians and close family members can purchase a heavily reduced season ticket for £78 (which includes all 21 home league games, 4 pre-season friendlies and priority booking for ticket only cup games). This is the same deal the first team players get for their friends and family.

Please advise Alan Slade - [finance@tauntontown.com](mailto:finance@tauntontown.com) - if you would like to purchase one or two additional season tickets.

We encourage all the players to attend the matches in their club kit.

## 15. Training.

Training will either be on a Tuesday night or Wednesday night, depending on age group allocation.

The venues will be Bishop Fox's School or Taunton Vale Sports Club.

When there is no match arranged for a Saturday, the intention will be to run training sessions instead.

Ad-hoc training sessions may be organised on Sunday mornings.

All notifications for the training venue and time/date will be made via Teamer. **Out of courtesy to our coaches, who spend a good deal of their private time planning sessions for the players, a response is expected for every invite.**

## 16. Roles & Responsibilities - playing the Taunton Town way.

On the following pages are 'Roles and Responsibilities' for each position the players may be asked to occupy. This sets out the general formation each of our teams will follow, from U11 up to U16.

Of course, there will be some fluidity during each match but this is the 'map' for the pattern of play which will be synonymous with all of Taunton Town's youth teams. It will also enable a smooth transition if players are asked to take part in a game for the age group above them.

Whilst we won't publicise our tactics to the world, by the same token we will not be precious about keeping our model a secret. Many experts have analysed Pep Guardiola's style of play over the years, but knowing about it doesn't mean it can be stopped or spoiled - and we feel much the same way about our philosophy. We firmly believe that giving our young players a set of structured guidelines to follow is the best way to accelerate their development. However, there will always be a place for fearless and innovative performance.

For the younger age groups in particular, there will be a good deal of positional transit over the course of the season, but by asking the players to study each of the roles (and those of their teammates), we are confident that understanding and unity will come to the forefront during the challenges ahead.

## 1 GOALKEEPER GK

### In Possession

A goalkeeper's main responsibility is to protect the goal, but the modern day goalkeeper is expected to do a lot more.

We want you to be 2-footed, be able to control a ball and pass under pressure.

You must be comfortable receiving the ball and be able to pick the correct pass when distributing.

Our style will focus on a good build up from the back, but if there is space or a 1v1 up front, then you can look to play it long.

We want you to recognise when to release the ball quickly and which player is the correct option for the game situation.

### Out of Possession

You need to be an excellent communicator and should always be giving instructions and information to the defensive unit.

We want you to be able to read how the opposition are moving and to communicate this effectively and correctly to your defenders.

Games are won and lost by small margins. You must be very specific in where you want your defenders positioned and how you want them to defend.

A GK knows how to effectively communicate for the entire match and is always in command of the 18-yard box.

It is also necessary for you to be able to come out and act as a sweeper to read dangerous situations and deal with them calmly.

## 2 & 3 RIGHT AND LEFT FULL BACKS FB

### In Possession

Fullbacks look great when going forward, overlapping and putting in great crosses (i.e. Kyle Walker).

We want our FBs to be comfortable and confident receiving and distributing the ball. We want you to be calm when pressure is applied by the opponents.

You must create width.

We want you to get high and wide when the GK is in possession, to create space for the CHs to receive the ball – but be ready for the GK to play directly to you if the passing lines are clear. Always try to be in a position to receive the ball off the CH.

The first option in this style of play is to always look and play forward as quickly as possible, either to feet or the space behind the opposition's defensive line. If there is time and space, look to travel with the ball.

The second option is play it sideways into a midfielder if they are free and showing for the ball.

The third option is to play the ball backwards so we can start the build up again through the other flank.

The fullback must possess a desire to get up and support the wide player, and also be able to overlap and provide quality crosses.

We want both FBs to attack at the same time. The space they leave is to be protected by the CDM.

### Out of Possession

Defend 1v1 situations aggressively.

FBs must be able to recover quickly.

Deny crosses.

If your opponents play a 4-3-3 system, then you will man mark their direct opponent on the wing.

You must provide cover and support to your CHs when play is on the opposite side of the pitch.

As the ball is passed to your opposing player, cover the ground quickly and prevent him from turning and running at you.

Try to force your opposing player inside where we are strong and compact, except when you are on the edge of your box when you should force them down the line and then try to prevent the cross.

Stay on your feet and only go to ground in the tackle if you're 100% certain you can win the ball. The seven S's are crucial in your role. What are they? If you are unsure, ask your coach.

## 4 & 8 RIGHT & LEFT MIDFIELDERS RM LM (CDM)

### In Possession

CMs are there to link the possession between the FBs, CHs and the attacking unit. You are the middle point of the triangle, the focal point of the system, and always provide support for the central attacking players (9+10).

Your relationship with each other is pivotal to cohesive team play. Build an understanding; which foot does your partner prefer to pass from and receive with? Does he play quickly? Can he play 1 touch or does he need more touches?

You should be available at all throw-ins and provide constant support to teammates on the ball.

You must aim to capitalise on the spaces created by the attackers' runs; to set up an attempt at goal or possibly get a scoring chance for yourself.

Can you break forward and arrive in the box to score from a cross?

When one midfielder makes an advancing run, the other one must hold and tuck into a central position to keep the team's shape and balance. If possession is lost, he will become the CDM

You should always look to make yourself available for the ball, especially when the GK is in possession. What should your body shape look like at the point of contact?

Your first option will always be to look forward to the central attacking players. Retaining possession for the team is your responsibility.

When the FBs step into your 'zone', they will give you a sideways option; or maybe you can play a pass to the winger's feet or the space in behind the opposing fullbacks?

### Out of Possession

CMs are responsible for maintaining the shape of the triangle at all times. You do this to support the CAM and to try and block the opposition switching the field of play; something that would break down our system quickly. If you are unsure on this key responsibility, speak with your coach.

You should be approximately 15 yards apart from your fellow CM and always aware of the opponent's central options. Shift and mark them closely, but try not to damage the shape of your triangle!

**DENY DELAY DEFLECT.** If you are unsure of these 3 words, and what they mean in relation to defending out of possession, please ask your coach.

One of you must be between ball and goal and be able to screen the pass into the other team's CF.

Can we put pressure on the ball without losing our shape?

Do we have to try and win every ball? If the opponents should penetrate deep into the defensive third, then you become a marking player inside the 18 yard box.

## 5 & 6 CENTRAL DEFENDERS CH

### In Possession

We want our CHs to be comfortable and confident receiving and distributing the ball. We also want them to be calm when pressure is applied by the opponents.

You will build play from the back and can also push into midfield with or without the ball. This will give our defensive third perfect balance in the build-up.

When the goalkeeper has the ball, your positioning to start the build-up is important. You should begin at the corners of the penalty box, so you can spread the opponents' strikers who will want to close down and apply pressure.

Drop off to create depth when our team have possession, but push forward to condense and support when we move through the areas of the pitch.

Can you switch the point of our attack, and play long passes to players higher in the pitch?

You should look to make quick and effective passing choices and to minimize the risks. Do you have space to travel with the ball?

Communicate with your team at all times. This also helps you stay focused when the ball is at the opposing end of the field.

### Out of Possession

Do you need to win every ball?

Try to read the game and minimize the times you tackle on the floor. Are you making a slide tackle because you're out of position, covering a teammate, or chasing down a striker after they've caught us on the counter?

Prevent the CF from turning and running at you with the ball, get touch tight but not so tight that he uses you to help him turn.

As a CH, you must make sure that you are supporting your FBs when they are defending an opponent in possession. Your angle and distance of cover is crucial. Ask the coach if you are unsure!

The CHs are responsible for making sure the defence is shifting as one unit. You are the link between each of the FBs but, more importantly, you must read the opposition and communicate to the other defenders which adjustments are needed. It should look like the defensive unit is on a rope that is being guided and pulled by the two CHs.

Study emergency defending? Ask your coach to work with you in gaining understanding.

## 7 & 11 RIGHT AND LEFT ATTACKING MIDFIELD RAM LAM

### In Possession

We want our wingers to stay high and wide when we are in possession. Can you keep the opposing FB in a defensive position? Can you attack quickly if they decide to leave you?

You need to be creative and confident 1v1.

Recognise where you have created space in relation to where you want to receive the ball. Receive side-on wherever possible, to keep momentum as the ball arrives.

You must understand that when the fullback marks you tightly, the ball needs to be played to space behind them (this is where the pass will be made by your teammates). Likewise when you have space between you and the fullback, the ball must be played into your feet. How do you need to receive it? What will your body shape look like?

Look for opportunities to isolate the fullback and take them on 1 v 1 every time. If you have ten chances to take the defender on, then we want you to take all ten chances.

Can you combine with supporting central players in an attempt to exploit and beat their defenders?

Can you provide an option at the far post for a long cross?

If our opposite winger is in possession of the ball move centrally to join the CF which will allow space for your FB to join the attack.

Swap sides with each other on a regular basis, to keep the opposition's defensive unit thinking constantly.

### Out of Possession

We want our wingers to stay high and wide when we are out of possession. But if the FB on your side has overlapped and is out of position, be aware that you might be needed to get back and cover for them.

You are responsible for defending the attacking play by the opposition full back.

Allow a space where you invite the goalkeeper to pass to one of the fullbacks. Once the goalkeeper has decided to pass, then you look to close and immediately apply pressure; the CF will work with you and drop back centrally anticipating a pass back to the goalkeeper.

The opposite side winger also comes across to eliminate space and shut down their passing options.

## 9 CENTRE FORWARD CF

### In Possession

You are expected to score the goals and win your team the game.

A good striker can have the ball played into feet so that he can bring other players into play. How can you create space to receive to feet? Can you stay high to stretch the game creating space for the 10?

We want you to be able to hold the ball under pressure from an opponent and still be able to see supporting players. Feel with your arm to see if the defender is there, or check your shoulder for him. Can you receive side on and attack him?

You should be scanning at all times to see how the opposition are set up. Where can you hurt them most? Is there space in behind for you to run onto a penetrating pass?

Resist the temptation to check towards the ball too early, as this will close the spaces created by the midfield unit.

Build an understanding with the No 10 (read his document); which foot does he prefer to pass from? Does he play quickly? The timing of your runs in relation to which players are passing to you is vital. Know your own players and their capabilities. What sort of run do you need to make to stay onside?

Work out your shooting distance. Put an imaginary marker there and pull the trigger when you get within range. Be greedy!

Always attack the near post from crosses in open play. Your run will be unselfish, as it will draw defenders and create spaces for teammates to gain goal scoring chances.

You are working at the pressure end of the pitch. Enjoy the responsibility and glory that comes with being the No 9, but always appreciate the work the team puts in behind you.

### Out of Possession

Try to occupy both CHs. Your defensive role is to deny the pass inside to the CH or back to the GK.

Can you make play predictable by luring the FB to make a pass to the GK, knowing that you can get there first?

Can you work out which CH is more likely to make a mistake? He might be the one to press when he's on the ball.

Don't waste your energy chasing FBs down the line. Close the passing lines and work centrally the width of the penalty box.

## 10 CENTRAL ATTACKING MID CAM

### In Possession

The main responsibility for this player is to support and play off of the central striker (9).

You must read the game well and be able to anticipate our attacking play based upon the runs made by the attackers.

You must always look to keep the central balance of the attack by being available to receive the ball from any of the three attackers.

Can you read opposing central defenders in order to determine which type of run needs to be made? For example, if the CF makes a checking run to receive the ball and draws both of the central defenders, can you recognise this and immediately attack the space vacated by his movement.

Can you find space continually? How can you achieve this? Can you receive the ball seeing both goals and play forward quickly?

You are the playmaker within the system and looked upon as the one who makes things happen in and around the box with your skill and vision. The No 10 will always be looked upon to create scoring chances for others and for themselves.

Study and understand the No 9's document as your partnership with him is crucial to the team's success.

### Out of Possession

You will need to support the press when the opposition players make a bad touch or are facing their goal with the ball. This needs to be done quickly and aggressively.

Try to close the passing lines from the opposition CHs and apply instant pressure if the ball is played to their CDM. If you steal the ball, use it purposefully to hurt the other team.

Play between the width of the penalty box and assist in shutting the opponents into uncomfortable areas. Speak with your coach if you are unsure as to what this means.