



## MONTPELLIER FOOTBALL CLUB BEHAVIOUR POLICIES – COACHES

**1. Purpose:** This policy outlines the procedures for addressing disciplinary issues involving coaches within Montpellier Football Club. Our aim is to ensure all coaches maintain high standards of conduct, prioritise player welfare, and contribute to a positive and safe environment for youth football.

### 2. Guiding Principles:

- **Positive Role Models:** Coaches are expected to act as positive role models for young players.
- **Player Welfare:** The welfare and development of players are paramount.
- **Professionalism:** Coaches must maintain professional conduct at all times.
- **Fairness and Consistency:** All coaches will be treated fairly and consistently.
- **Education and Development:** Disciplinary actions should be viewed as opportunities for learning and improvement.
- **Respect:** Coaches are expected to demonstrate respect towards players, parents, officials, and other coaches.
- **Safeguarding:** All coaches must adhere to the club's safeguarding policy

### 3. Code of Conduct for Coaches:

Coaches are expected to:

- Act as positive role models.
- Prioritise the welfare and development of players.
- Create a safe and inclusive training environment.
- Treat all players, parents, officials, and other coaches with respect.
- Adhere to the club's coaching philosophy and guidelines.
- Communicate effectively with players and parents.
- Provide constructive feedback to players.
- Respect the decisions of referees.
- Refrain from using inappropriate language or behaviour.
- Refrain from any form of bullying or discrimination.
- Adhere to the club's safeguarding policy.
- Be punctual and prepared for all training and games.
- Maintain appropriate certifications and qualifications



#### 4. Disciplinary Procedures:

##### 4.1 Types of Incidents

Inappropriate language, persistent dissent, unsporting behaviour, inappropriate coaching methods, abuse, serious misconduct, breach of safeguarding policy, breach in policies.

##### 4.2 Potential Outcomes

- **Verbal Warning:** The club's designated representative (e.g., club chairman, coaching coordinator) will provide a verbal warning.
- **Discussion:** A private discussion will be held to address the issue and reinforce expected conduct.
- **Written Warning:** If the behaviour continues, a written warning will be issued.
- **Temporary Suspension from Coaching Duties:** The coach may be suspended from coaching duties.
- **Meeting with Club Officials:** A meeting will be held with club officials to discuss the issue and agree on a plan of action.
- **Further Training/Mentoring:** The coach may be required to undergo further training or mentoring.
- **Report to Club Welfare Officer:** Any safeguarding concerns will be reported to the club welfare officer.
- **Immediate Suspension:** The coach will be immediately suspended from all club activities.
- **Investigation:** The club will conduct a thorough investigation.
- **Disciplinary Hearing:** A disciplinary hearing will be held involving the coach and club representatives.
- **Possible Sanctions:** Possible sanctions include:
  - o Termination of coaching position.
  - o Referral to the relevant football association.
  - o Referral to the relevant authorities.
- **Report to relevant authorities:** Where necessary the club will report incidents to the relevant authorities.

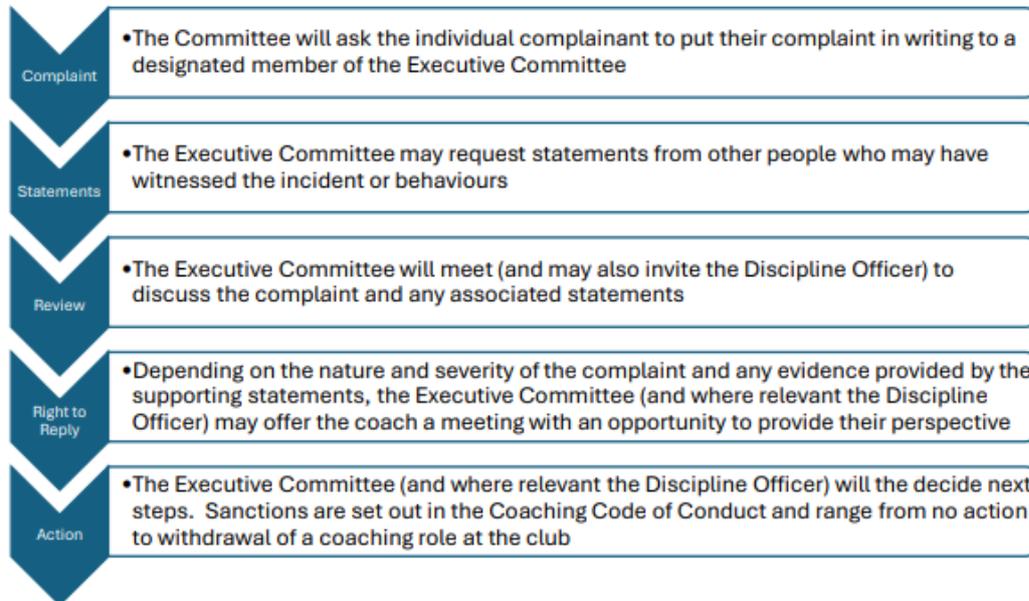
##### 4.3 Disciplinary Process:

All coaches at the club are volunteers, and the Committee is incredibly grateful for those willing to step up, get involved and give up their time to allow children to play. We expect that all our coaches will place the well-being and safety of each player above other considerations, and they should not have a “win at all costs” attitude. All coaches must adhere to the Coaches Code of Conduct which be found here:

**[www.montpellierfc.co.uk/policies](http://www.montpellierfc.co.uk/policies)**



The disciplinary process for coaches where parents / other coaches assert that there is a breach of this Code is as follows:



#### 5. Appeals Process:

- Coaches have the right to appeal disciplinary decisions.
- Appeals must be submitted in writing to the club's disciplinary committee within **TEN** days of the decision.
- The disciplinary committee will review the appeal and make a final decision.

#### 6. Roles and Responsibilities:

- **Club Officials:** Responsible for overseeing coach conduct and implementing disciplinary procedures for coaches.
- **Club Welfare Officer:** Responsible for safeguarding the welfare of all players and handling serious disciplinary issues.
- **Disciplinary Committee:** Responsible for conducting disciplinary hearings and appeals.

#### 7. Review:

- This policy will be reviewed annually to ensure its effectiveness and compliance with relevant regulations

#### 8. Communication:

- This policy will be communicated to all coaches at the start of each season and whenever updates are made.