

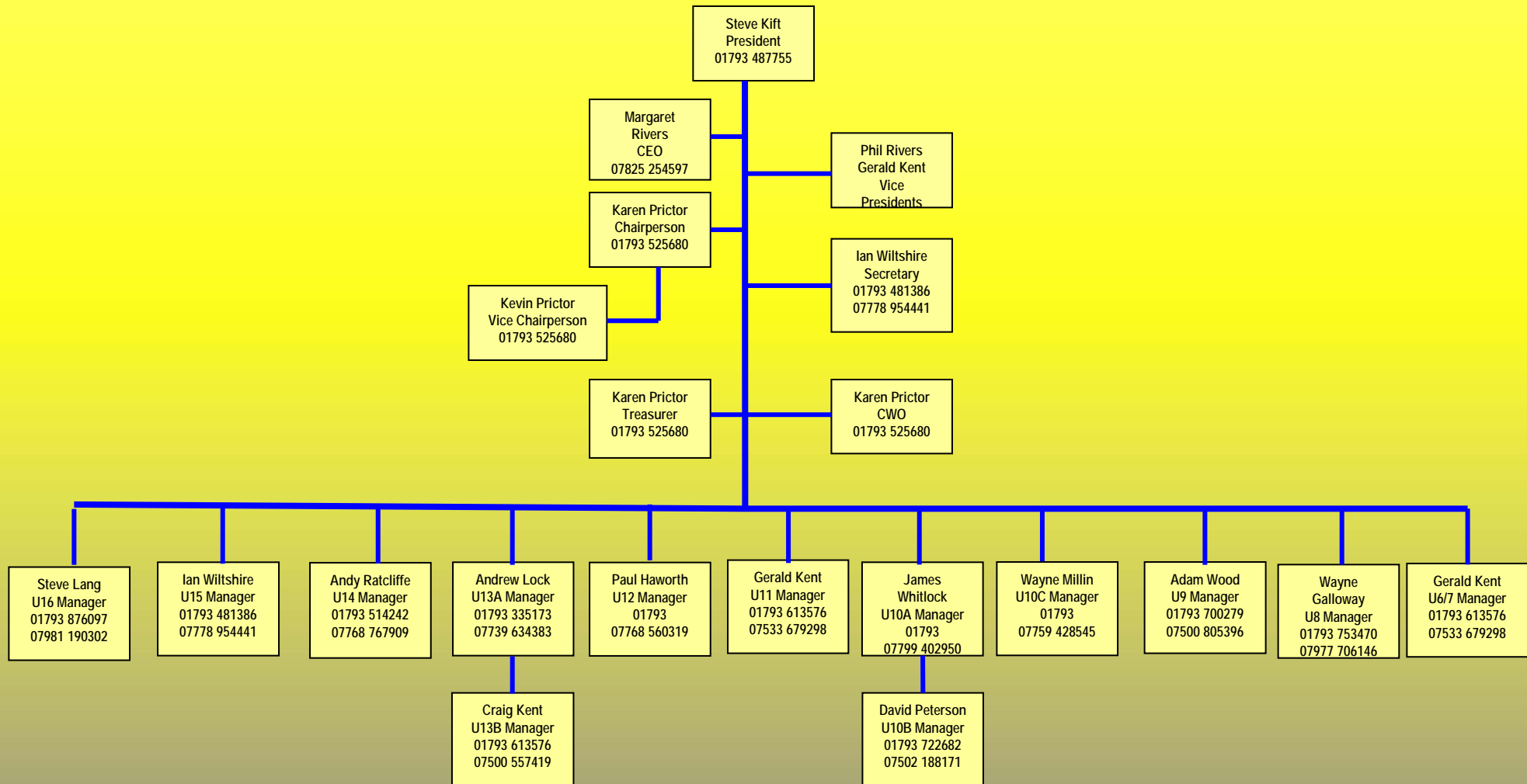


Shaw Football Club

Club Profile 2011/2012 season

Affiliated to the Wiltshire County FA

Get to know us.....Club Officials



Training times / League / Home ground info.....

<p>Under 16 Train: Tuesday 18:20 – 19:50 Venue: Greendown All Weather Pitch League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: Steve Lang</p>	<p>Under 15 Train: Wednesday 18:00 – 19:30 Venue: Greendown All Weather Pitch League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: Ian Wiltshire/Mark Moulden</p>	<p>Under 14 Train: Tuesday 18:20 – 19:50 Venue: Greendown All Weather Pitch League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: Andy Ratcliffe/Don Rogers</p>	<p>Under 13A Train: Friday 18:00 – 19:30 Venue: Greendown All Weather Pitch League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: Andy Lock/Pete Corries</p>
<p>Under 13B Train: Wednesday 18:00 – 19:30 Venue: Greendown All Weather Pitch League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: Craig Kent</p>	<p>Under 12 Train: Friday 18:00 – 19:30 Venue: Greendown All Weather Pitch League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: Paul Haworth/Vince Meredith</p>	<p>Under 11 Train: Wednesday 18:00 – 19:30 Venue: Greendown All Weather Pitch League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: Gerald Kent</p>	<p>Under 10A Train: Thursday 18:00 – 19:30 Venue: Futsal Arena League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: James Whitlock</p>
<p>Under 10Eagles Train: Monday 18:00 – 19:30 Venue: Peatmoor Sportshall League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: David Peterson/James Grant</p>	<p>Under 10Falcons Train: Tuesday 18:20 – 19:50 Venue: Greendown All Weather Pitch League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: Wayne Millin</p>	<p>Under 9 Train: Friday 18:00 – 19:30 Venue: Greendown All Weather Pitch League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact: Adam Wood</p>	<p>Under 8 Train: Friday 18:00 – 19:00 Venue: Greendown Sportshall League: North Wilts Youth & Minor Home Ground: Chestnut Springs, Lydiard Millicent Contact Wayne Galloway</p>
<p>Under 6/7/8 Train: Monday 18:00 – 19:00 Venue: Greendown Sportshall League: North Wilts Youth & Minor League Home Ground: Chestnut Spring, Lydiard Millicent Contact: Gerald Kent</p>			

Club Constitution and Rules

Club Constitution and Rules

The club shall be called **SHAW FOOTBALL CLUB**

2. Objects

The objects of the Club shall be to provide facilities, promote the game of Association Football, to arrange matches and social activities for its members and community participation in the same.

3. Status of Rules

These rules (the “Shaw Football Club Rules”) form a binding agreement between each member of the Club.

4. Rules and Regulations

- a. The members of the Club shall so exercise their rights, powers and duties and shall, where appropriate use their best endeavours to ensure that others conduct themselves so that the business and affairs of the Club are carried out in accordance with the Rules and Regulations of The Football Association Limited (“The FA”), the County Football Association to which the Club is affiliated (“the Wiltshire County Association”) and Competitions in which the Club participates, for the time being in force.
- b. No alteration to the Club Rules shall be effective without prior written approval by the Parent County Association. The FA and the Wiltshire County Association reserve the right to approve any proposed changes to the Club Rules.
- c. The Club will also abide by The FA’s Child Protection Policies and Procedures, Codes of Conduct and the Equal Opportunities and Anti-Discrimination Policy as shall be in place from time to time.

5. Club Membership

- a. The members of the Club from time to time shall be those persons listed in the register of members (the “Membership Register”) which shall be maintained by the Club Secretary.
- b. Any person who wishes to be a member must apply on the Membership Application Form and deliver it to the Club. Election to membership shall be at the discretion of Club Committee and granted in accordance with the anti-discrimination and equality policies which are in place from time to time. An appeal against refusal may be made to the Club Committee in accordance with the Complaints Procedure in force from time to time. Membership shall become effective upon an applicant’s name being entered in the Membership Register.
- c. In the event of a member’s resignation or expulsion, his or her name shall be removed from the Membership Register.
- d. The FA and Parent County Association shall be given access to the Membership Register on demand.

6. Monthly Membership Fee

- a. A monthly subscription fee payable by each member shall be determined from time to time by the Club Committee and set at a level that will not pose a significant obstacle to community participation. Any fee shall be payable on a ‘The FA Charter Standard Club Programme Constitution and Club Rules’ successful application for membership and monthly thereafter by each member. Fees shall not be repayable.
- b. The Club Committee shall have the authority to levy further subscriptions from the members as are reasonably necessary to fulfil the objects of the Club.

7. Resignation and Expulsion

- a. A member shall cease to be a member of the Club if, and from the date on which, he/she gives notice to the Club Committee of his/her resignation. A member whose annual membership fee or further subscription is more than two (2) months in arrears shall be deemed to have resigned.
- b. The Club Committee shall have the power to expel a member when, in its opinion, it would not be in the interests of the Club for them to remain a member. An appeal against such a decision may be made to the Club Committee in accordance with the Complaints Procedure in force from time to time.
- c. A member who resigns or is expelled shall not be entitled to claim any, or a share of any, of the income and assets of the Club (the "Club Property")

8. Club Committee

- a. The Club Committee shall consist of the following Club Officers: Chairperson, Vice Chairperson, Treasurer, Secretary and Club Welfare Officer and up to five other members, elected at an Annual General Meeting.
- b. Each Club Officer and Club Committee Member shall hold office from the date of appointment until the next Annual General Meeting ("AGM") unless otherwise resolved at an Extraordinary General Meeting ("EGM"). One person may hold no more than two positions of Club Officer at any time. The Club Committee shall be responsible for the management of all the affairs of the Club. Decisions of the Club Committee shall be made by a simple majority of those attending the Club Committee meeting. The Chairperson of the Club Committee meeting shall have a casting vote in the event of a tie. Meetings of the Club Committee shall be chaired by the Chairman or in their absence the Vice-Chairman. The quorum for the transaction of business of the Club Committee shall be three.
- c. Decisions of the Club Committee of meetings shall be entered into the Minute Book of the Club to be maintained by the Club Secretary.
- d. Any member of the Club Committee may call a meeting of the Club Committee by giving not less than seven days' notice to all members of the Club Committee. The Club Committee shall hold not less than four meetings a year.
- e. An outgoing member of the Club Committee may be re-elected. Any vacancy on the Club Committee which arises between Annual general Meetings shall be filled by a member proposed by one and seconded by another of the remaining Club Committee members and approved by a simple majority of the remaining Club Committee members.
- f. Save as provided for in the Rules and Regulations of The FA, the Parent County Association and any applicable Competition, the Club Committee shall have the power to decide all questions and disputes arising in respect of any issue concerning the Club Rules.
- g. The position of a Club Officer shall be vacated if such person is subject to a

decision of The FA that such person be suspended from holding office or from taking part in any football activity relating to the administration or management of a football club.

9. Annual and Extraordinary General Meetings

- a. An AGM shall be held in each year to:
 - I. receive a report of the activities of the Club over the previous year
 - II. receive a report of the Club's finances over the previous year;
 - III. elect the members of the Club Committee; and
 - IV. consider any other business.
- b. Nominations for election of members as Club Officers or as members of the Club Committee shall be made in writing by the proposer and seconder, both of whom must be existing members of the Club, to the Club Secretary not less than 21 days before the AGM. Notice of any resolution to be proposed at the AGM shall be given in writing to the Club Secretary not less than 21 days before the meeting.
- c. An EGM may be called at any time by the Club Committee and shall be called within 21 days of the receipt by the Club Secretary of a requisition in writing, signed by not less than five members stating the purposes for which the Meeting is required and the resolutions proposed. Business at an EGM may be any business that may be transacted at an AGM.
- d. The Secretary shall send to each member at their last known address written notice of the date of a General Meeting (whether an AGM or an EGM) together with the resolutions to be proposed at least 14 days before the meeting.
- e. The quorum for a General Meeting shall be 5
- f. The Chairperson, or in their absence a member selected by the Club Committee, shall take the chair. Each member present shall have one vote and resolutions shall be passed by a simple majority. In the event of an equality of votes the Chairperson of the Meeting shall have a casting vote.
- g. The Club Secretary, or in their absence a member of the Club Committee, shall enter Minutes of General Meetings into the Minute Book of the Club.

10. Club Teams

At its first meeting following each AGM the Club Committee shall appoint a Club member to be responsible for each of the Club's football teams. The appointed members shall be responsible for managing the affairs of the team. The appointed members shall present The FA Charter Standard

Club Programme Constitution and Club Rules to the Club Committee at its last meeting prior to an AGM a written report of the activities of the team.

11. Club Finances

a.A bank account shall be opened and maintained in the name of the Club (the "Club Account"). Designated account signatories shall be the Club Chairperson, the Club Secretary and the Treasurer. No sum shall be drawn from the Club Account except by cheque signed by two of the three designated signatories. All monies payable to the Club shall be received by the Treasurer and deposited in the Club Account.

b.The Club Property shall be applied only in furtherance of the objects of the Club. The distribution of profits or proceeds arising from the sale of Club Property to members is prohibited.

c.The Club Committee shall have the power to authorise the payment of remuneration and expenses to any member of the Club (although a Club shall not remunerate a member for playing) and to any other person or persons for services rendered to the Club.

d.The Club may provide sporting and related social facilities, sporting equipment, coaching, courses, insurance cover, medical treatment, away match expenses, post-match refreshments and other ordinary benefits of Community Amateur Sports Clubs as provided for in the Finance Act 2002.

e.The Club may also in connection with the sports purposes of the Club:

- i. sell and supply food, drink and related sports clothing and equipment;
- ii. employ members (although not for playing) and remunerate them for providing goods and services, on fair terms set by the Club Committee without the person concerned being present;
- iii. pay for reasonable hospitality for visiting teams and guests; and
- IV. indemnify the Club Committee and members acting properly in the course of the running of the Club against any liability incurred in the proper running of the Club (but only to the extent of its assets).]
- f. The Club shall keep accounting records for recording the fact and nature of all payments and receipts so as to disclose, with reasonable accuracy, at any time, the financial position, including the assets and liabilities of the Club. The Club must retain its accounting records for a minimum of six years.
- g. The Club shall prepare an annual "Financial Statement", in such format as shall be available from The FA from time to time. The Financial Statement shall be verified by an independent, appropriately qualified accountant and shall be approved by members at general meeting. A copy of any Financial Statement shall, on demand, be forwarded to The FA.
- h. The Club Property, other than the Club The FA Charter Standard Club Programme Constitution and Club Rules Account, shall be vested in not less than two and no more than four custodians, one of whom shall be the Treasurer ("the Custodians"), who shall deal with the Club Property as directed by decisions of the Club Committee and entry in the Minute Book shall be conclusive evidence of such a decision.

- (i) The Custodians shall be appointed by the Club in a General Meeting and shall hold office until death or resignation unless removed by a resolution passed at a General Meeting.
- (j) On their removal or resignation a Custodian shall execute a Conveyance in such form as is published by The FA from time to time to a newly elected Custodian or the existing Custodians as directed by the Club Committee. The Club shall, on request, make a copy of any Conveyance available to The FA. On the death of a Custodian, any Club Property vested in them shall vest automatically in the surviving Custodians. If there is only one surviving Custodian, an EGM shall be convened as soon as possible to appoint another Custodian.
- (k) The Custodians shall be entitled to an indemnity out of the Club Property for all expenses and other liabilities reasonably incurred by them in carrying out their duties.

12. Dissolution

- (a) A resolution to dissolve the Club shall only be proposed at a General Meeting and shall be carried by a majority of at least three-quarters of the members present.
- (b) The dissolution shall take effect from the date of the resolution and the members of the Club Committee shall be responsible for the winding up of the assets and liabilities of the Club.
- (c) Any surplus assets remaining after the discharge of the debts and liabilities of the Club shall be transferred to another Club, a Competition, the Parent County Association or The FA for use by them for related community sports.

Child Protection Policy

1. Shaw 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 child protection and best practice policy and procedures and endorse and adopt the policy statement contained in that document.
2. The key principles of The FA Child Protection 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 or 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. Shaw Football Club recognises that this is the responsibility of every adult involved in our club.
3. Shaw 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 includes those who are a volunteer, match official, helper on club tours, football coach, club official or medical staff.
4. We endorse and adopt The FA's Child Protection and Best Practice Guidelines for Recruiting Volunteers and 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.

All current Shaw Football Club members with direct access to children and young people will be 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 Shaw Football 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.
5. Shaw 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 Child Protection Manager on 0207 745 4771, by writing to The FA Case Manager at The Football Association, 25 Soho Square, London W1D 4FA or by going direct to the police, social services or the NSPCC. Shaw Football Club encourages everyone to know about it and utilise it if necessary.
 6. Shaw Football Club has appointed a Club Welfare Officer (CWO) in line with The FA's role profile and required completion of the child protection and best practice workshop. The post holder will be involved with designated person's training provided by The FA. The CWO is the first point of contact for all club members and parents or guardians regarding concerns for the welfare of any child or young person. They will liaise directly with the CFA CPO and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing an awareness of poor practice and abuse amongst club members.

Code of Conduct for Football

Shaw Football Club Code of Conduct for Football

Community

Football, at all levels, is a vital part of a community. Football will take into account community feeling when making decisions.

Equality

Football is opposed to discrimination of any form and will promote measures to prevent it, in whatever form, from being expressed. Participants

Football recognises the sense of ownership felt by those who participate at all levels of the game. This includes those who play, those who coach or help in any way, and those who officiate, as well as administrators and supporters. Football is committed to appropriate consultation.

Young People

Football acknowledges the extent of its influence over young people and pledges to set a positive example.

Propriety

Football acknowledges that public confidence demands the highest standards of financial and administrative behaviour within the game, and will not tolerate corruption or improper practices.

Trust and Respect

Football will uphold a relationship of trust and respect between all involved in the game, whether they are individuals, clubs or other organisations.

Violence

Football rejects the use of violence of any nature by anyone involved in the game.

Fairness

Football is committed to fairness in its dealings with all involved in the game.

Integrity and Fair Play

Football is committed to the principle of playing to win consistent with Fair Play.

Code of Conduct for Team Officials

Shaw Football Club Code of Conduct for Team Officials

This Code applies to all team / club officials (although some items may not apply to all officials).

Obligations towards the Game

The team official should:

1. Set a positive example for others, particularly young players and supporters.
2. Promote and develop his own team having regard to the interest of the Players, Supporters and reputation of the national game.
3. Share knowledge and experience when invited to do so, taking into account the interest of the body that has requested this rather than personal interests.
4. Avoid all forms of gamesmanship.
5. Show due respect to Match Officials and others involved in the game.
6. Always have regard to the best interests of the game, including where publicly expressing an opinion of the game and any particular aspect of it, including others involved in the game.
7. Not use or tolerate inappropriate language.

Obligations towards the Team

The team official should:

1. Make every effort to develop the sporting, technical and tactical levels of the club/team, and to obtain the best results by the team, using all permitted means.
2. Give priority to the interests of the team over individual interests.
3. Resist all illegal or unsporting influences, including banned substances and techniques.
4. Promote ethical principles.
5. Show due respect to the interests of players, coaches and other officials, at their own club/team and others.

Obligations towards the Supporters

The team official should:

1. Show due respect to the interests of supporters.

Respect towards the Match Officials

A team official should:

1. Accept the decisions of the Match Official without protest.
2. Avoid words or actions which may mislead a Match Official.
3. Show due respect towards Match Officials.

Code of Conduct for Coaches

Shaw Football Club Code of Conduct for Coaches

Set out below is The FA Coaches Association Code of Conduct (which reflects the standards expressed by the National Coaching Foundation and the National association of Sports Coaches) which forms the benchmark for all involved in coaching.

1. Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.
2. Coaches must place the well-being and safety of each player above all other considerations, including the development of performance.
3. Coaches must adhere to all guidelines laid down by governing bodies.
4. Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.
5. Coaches must not exert undue influence to obtain personal benefit or reward.
6. Coaches must encourage and guide players to accept responsibility for their own behaviour and performance.
7. Coaches must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players.
8. Coaches should, at the outset, clarify with the players (and, where appropriate, parents) exactly what is expected of them and also what they, as players, are entitled to expect from their coach.
9. Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player.
10. Coaches must always promote the positive aspects of the sport (e.g. fair play) and never condone violations of the Laws of the Game, behaviour contrary to the spirit of the Laws of the Game or relevant rules and regulations or the use of prohibited substances or techniques.
11. Coaches must consistently display high standards of behaviour and appearance.
12. Not to use or tolerate inappropriate language

Code of Conduct for Players

Shaw Football Club Code of Conduct for Players

Obligations towards the game

A player should:

1. Make every effort to develop their own sporting abilities, in terms of skill, technique, tactics and stamina.
2. Give maximum effort and strive for the best possible performance during a game, even if his team is in a position where the desired result has already been achieved.
3. Set a positive example for others, particularly young players and supporters.
4. Avoid all forms of gamesmanship, and time-wasting.
5. Always have regard to the best interests of the game, including where publicly expressing an opinion on the game and any particular aspect of it, including others involved in the game.
6. Not use inappropriate language.

Obligations towards one's own team

A player should:

1. Make every effort consistent with Fair Play and the Laws of the Game to help his own team win.
2. Resist any influence which might, or might be seen to, bring into question his commitment to the team winning.

Respect for the Laws of the Game and Competition Rules

A player should:

1. Know and abide by the Laws, rules and spirit of the game, and the competition rules.
2. Accept success and failure, victory and defeat, equally.
3. Resist any temptation to take banned substances or use banned techniques.

Respect towards Opponents

A player should:

1. Treat opponents with due respect at all times, irrespective of the result of the game.
2. Safeguard the physical fitness of opponents, avoid violence and rough play, and help injured opponents.

Respect towards the Match Officials

A player should:

1. Accept the decision of the Match Official without protest.
2. Avoid words or actions which may mislead a Match Official.
3. Show due respect towards Match Officials.

Respect towards Team Officials

A player should;

1. Abide by the instructions of their Coach and Team Officials, provided they do not contradict the spirit of this Code.
2. Show due respect towards the Team Officials of the opposition.

Obligations towards the Supporters

A player should:

1. Show due respect to the interests of supporters.

Code of Conduct for Parents/Carers/Spectators

Shaw Football Club Code of Conduct for Parents/Carers/Spectators

A parent's/carer's/spectator's expectations and attitudes have a significant bearing on a child's attitude towards:

- Other players
- Officials
- Managers
- Spectators

This club will ensure that parents/carers/spectators within your club are always positive and encouraging towards all of the children - not just their own - and will encourage parents/carers/spectators to:

- Applaud the opposition as well as their own team
- Avoid coaching the child during the game
- Not to shout and scream
- Respect the referee's decision
- Give attention to each of the children involved in football not just the most talented
- Give encouragement to everyone to participate in football.

The club will ensure that parents/carers/spectators agree and adhere to the Code of Conduct and Child Protection Policy.

Equality Policy

Shaw Football Club Equality Policy

As the governing body of the game, The Football Association is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

The FA's commitment is to eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

The FA is also committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.

The following policy should be at the heart of your club's activities.

Equality Policy for Clubs

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Shaw Football Club is equally accessible to them all.

Shaw Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by, anyone who wants to participate in it.

Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

Shaw Football Club, in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that Shaw Football Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

Shaw Football Club will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Shaw Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Shaw Football Club is committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness - raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Shaw Football Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation.

Shaw Football Club commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.

Complaints Procedure

Shaw Football Club Complaints Policy

In the event that any member feels that he or she has suffered discrimination in any way or that the Club Policies, Rules or Code of Conduct have been broken they should follow the procedures below:

1. They should report the matter to the Club Secretary or another member of the Committee.

Your 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 made about the incident, date, when and to whom made
- v. A preference for a solution to the incident.

2. The Club's Management Committee will sit for any hearings that are requested.

3. The Club's Management Committee will have the power to:

- i. Warn as to future conduct
- ii. Suspend from membership
- iii. Remove from membership
- iv. Any person found to have broken the Club's Policies or Codes of Conduct.

If the complaint is with regard to the Club's Management Committee the member has the right to report the discrimination direct to the relevant County Football Association.

Exit Policy

It is the aim of Shaw FC to provide competitive football from mini soccer through to junior football.

The club will encourage players to progress from mini soccer, through to 11-a-side minors football and eventually into junior football.

The club will provide football for male and female players on demand.

This will be done with the support of the management committee, managers, coaches and players who are all expected to play a full part in this progress.

The relevant team official will notify the management committee of Shaw FC of any of the following:

- 👤 Any player who indicates his intentions to leave the club either by transfer request or approach request from another club
- 👤 Any player that is approached by a Centre of Excellence or Football Academy
- 👤 Any player that has been selected to play for a league representative side
- 👤 Any player that has been chosen to represent Swindon Schools
- 👤 Shaw FC will only encourage and recommend any player to progress to the best level that they are capable of within their ability either within or out of the structure of the club.

The club also recognises the right of any player to leave the club and will co-operate in any requests from individuals or other clubs who have sought the agreement of the player to join them.

The club reserves the right to report to the County FA any incidents or illegal approaches to its registered players and managers or coaches.

The club shall seek to put right any reasons for leaving that may have caused the individual unrest.

The club shall monitor the number of members leaving on an annual basis and attempt to establish the reasons for this as it occurs and report it's finding at the next Annual General Meeting.

In the event of any individual seeking to join Shaw FC at an age group not run by the club, then the club shall suggest alternative local clubs for the individual to approach.

The details of any such individuals will be kept by the club's membership secretary and contacted when necessary.

The club shall monitor the number of enquiries and establish if there is the need to increase the number of teams ran by the club to suit demand.