



WINDLESHAM UNITED (YOUTH) FOOTBALL CLUB

Field of Remembrance, Kennel Lane, Windlesham, Surrey

www.windleshamunitedfc.co.uk

Welcome Pack and Club Documents

2017/18 Season

CLUB OFFICIALS

Club Chairman:	Andrew Barclay
Vice Chairman:	Robin Lewis
Treasurer:	Dave Sweet
Secretary:	Bethan Duggan
Child Welfare Officer:	Sophia Davis
Grant Funding Officer:	Matt Kiley





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WELCOME

Welcome to all the children and parents of **Windlesham United Football Club (The Club)**, and a special welcome to all those who are joining us for their first season.

The Club had a very successful 2016/17 season, in which the player numbers continued to grow, team performances improved and our youth players developed their football and love of the beautiful game in a fun and safe environment.

Over the summer break, the Committee, Managers and Coaches continued to work hard preparing for the upcoming season and beyond.

Many of our Managers and Coaches completed further FA training to further fine tune their coaching, the Committee invested in replacement First Aid Kits for each teams and additional Respect Lines for match day, new kits for players and through the generosity of the Charlie Froud Foundation, the Club purchased a defibrillator.

The safety, welfare, continuing technical development of our players and the enjoyment of the game by all are the Club's priorities. The Club adheres to the FA's Charter Standard for Clubs.

In this pack, we include registration forms and all the information and directions you will need as a member of The Club.

We ask you to take the time to read through the Club's Policies and Codes of Conduct, and where necessary to discuss them with your child to make sure they are understood.

The Club Officials meet regularly throughout the season to discuss current performance, future plans and resolve any issues that may arise. Everyone is encouraged to attend the open meetings as often as possible to ensure the smooth running and ongoing success of The Club.

It is only with the commitment of all players, members and supporters, that the legacy of The Club will be upheld, flourish and build for the future.

As our motto says, we look forward to a fun, friendly and professional year ahead for Windlesham United (Youth) Football Club.

Andrew Barclay
Chairman



CLUB CONTACTS

Chairman	Andrew Barclay	windslemunitedfc.chairman@gmail.com
Vice Chairman	Robin Lewis	robinlewisofwindslem@outlook.com
Treasurer	Dave Sweet	thesweets@hotmail.co.uk
Secretary	Bethan Duggan	windslemunitedfc.secretary@gmail.com
Club Welfare Officer	Sophia Davis	sophiahdavis@gmail.com
Disciplinary Officer	Holly Bourne	holby15@yahoo.co.uk
Referees Manager	James Whittaker	jmewhitaker@me.com
Soccer School	Andrew Barclay	windslemunitedfc.chairman@gmail.com
U7's Coach	Andrew Barclay	windslemunitedfc.chairman@gmail.com
U8's Wildcats	Darren Hazell	hazell@amazon.com
U8's Tigers	Darren Hazell	hazell@amazon.com
U9's Coach	Dan Moulton	danielmoulton@hotmail.co.uk
U10's Wolves	Barney Clifford	barney.clifford@hotmail.co.uk
U11's Lions	Simon Riddy	sriddy@247buisnessgroup.co.uk
U12's Scorpions	Andrew Barclay	windslemunitedfc.chairman@gmail.com
U12's Eagles	Daniel Hill	daniel@dewm.co.uk
U13's Falcons	Jason Hopperton	jhopperton@hotmail.co.uk
U13's Griffins	Simon Riddy	sriddy@247buisnessgroup.co.uk
U13's Raptors	Darran Rouffignac	darranrouffignac@btinternet.com
U14's Spitfires	Alan Clifford	barney.clifford@hotmail.co.uk

U15's Panthers	Alan Beere	<u>alan.beere@woodgroupkenny.com</u>
U15's Colts	Robin Lewis	<u>robinlewisofwindlesham@outlook.com</u>
U15's Warriors	Tom Willock	<u>tmw0004@aol.com</u>
U16's Wanderers	Simon Emery	<u>Simon.Emery@rbs.co.uk</u>
U'17 Lions	Nick Terry	<u>nickterry@cid-uk.com</u>
U17's Inter	James Whitaker	<u>jmewhitaker@me.com</u>



PLAYING LOCATIONS

The Club's main home ground is The Field of Remembrance, in the village of Windlesham.

The Club also utilises a number of local playing fields to train and for matches.

Team training and match locations, including changes, will be communicated to parents and players via Pitchero and the team coach.

The Club's playing fields are:

Field of Remembrance	Kennel Lane, Windlesham, GU20 6DT
Charters School	Charters Rd, Sunningdale, Ascot, SL5 9QY
Woodcote School	Snows Ride, Windlesham, GU20 6PF
Holy Trinity School	Benner Lane, West End Woking GU24 9JQ
The Briars Centre	Briar Ave, Lightwater, GU18 5RB
Heatherside Recreation Ground	Edgemore Rd, Camberley, GU15 1AY
Chobham Recreation Ground	9 Station Rd, Chobham, Woking GU24 8AQ
Frimley Green Recreational Ground	Frimley Green, Camberley, GU16 9FF
Frimley Lodge Park	Sturt Road, Frimley Green, Camberley, GU16 6HY
Bracknell Leisure Centre	Bagshot Rd, Bracknell, RG12 9SE
Royal Holloway College Sports Centre	Prune Hill, Egham, TW20 0EX
Tomliscote School	Tomlinscote Way, Frimley, Camberley, GU16 8PY
Lightwater Leisure Centre	Lightwater Country Park, Windlesham, GU18 5RG



PLAYER DEVELOPMENT

Our Club is passionate about helping every player develop their football skills through our training programme and player development support.

We subscribe to the FA's development policy at grassroots level and, in particular, the forequarter approach, which recommends development of players focusing on four key areas:

TECHNICAL

PHYSICAL

PSYCHOLOGICAL

SOCIAL

This approach is geared to producing players who are technically adept and physically competent with the mental capacity to make the right decision when called on, with a sense of fun and enjoyment to encourage positive involvement in sport for many years.

Inextricably linked with this are our codes of conduct which encourage respect from all who represent our Club, be they player, coach, manager, spectator, helper or club official, supporters or parents.

We also undertake to promote fluidity within our coaching regime where every encouragement is given to individual players to participate in other teams and age groups' training and matches, if it is felt it would aid their development.

Our ultimate aim is to produce players who will go on to represent WUFC at adult level or compete at a high level within the sport.



SURREY PRIMARY LEAGUE

The majority of The Club's teams play in the **Surrey Primary League (SPL)** with the exception of our U15's Colts team who will play in the Surrey Youth League for the first time in the 2017/18 season.

SPL was first started because of the lack of emphasis on small sided, as opposed to 11 aside, soccer at a time when it was not offered in this area.

Since then, it has grown to encompass the larger formats but has not lost its determination to bring easy, safe and good calibre competitive football to the children they represent.

They were the pioneers of the roll on roll off substitution rulings, which are now universally adopted and fought with the establishment in order to maintain its unique wildcard system, which allows any child to play when they want to.

They have sought sanction to provide competitions where they saw a need, regardless of established views. Their intention has always been to remove, where possible, as much of the red tape which accompanies the game of football and minimise the necessity to fine its members, which they viewed as taking money off the children who play. They do not have lengthy reporting structures and have evolved systems which react promptly to incoming scores, returning tables so that full results are generally issued by Sunday night. This is motivating for both manager and players.

Above all, they are a collection of like-minded clubs, who benefit from coming together each weekend to play and teach our local children the national game, with as little hindrance and unnecessary clutter and as much fun as they can.

The SPL have recently been awarded FA Charter Standard.





CODES OF CONDUCT

CODE OF CONDUCT FOR FOOTBALL

The code applies to all those involved in football under the auspices of **The Football Association** (FA). Whether they are player, official, coach, owner or administrator, everyone has a responsibility, above and beyond compliance with the law, to act with the highest standard of integrity and ensure that the excellent reputation of the game is maintained.

COMMUNITY: Football is a vital part of the community and the club takes this into account when making decisions.

EQUALITY: Football opposes discrimination in any form and promotes measures to prevent it from being expressed.

PARTICIPANTS: Football recognises the ownership felt by all participants at every level of the game and is committed to appropriate inclusion and 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 standard of financial and administrative behaviour within the game and does not tolerate corruption or improper practices.

TRUST AND RESPECT: Football upholds the relationship of trust and respect between all involved in the game, whether they be 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 playing to win consistent with fair play.

In adherence to the FA's Respect programme, and consistent with The Club's philosophy to uphold the principles of **fair play** and **respect** on and off the pitch, the following Codes of Conduct apply.



CODES OF CONDUCT

CODE OF CONDUCT FOR COACHES

We all have a responsibility to promote high standards of behaviour in the game. Coaches must play their part and observe The Football Association's Respect Code of Conduct in everything they do.

On and off the field Coaches will:

1. Show respect to others involved in the game including match officials, opposition players, coaches, managers, officials and spectators
2. Adhere to the laws and spirit of the game
3. Promote Fair Play and high standards of behaviour
4. Always respect the match official's decision
5. Never enter the field of play without the referee's permission
6. Never engage in public criticism of the match officials
7. Never engage in, or tolerate, offensive, insulting or abusive language or behaviour.

When working with players, Coaches will:

1. Place the well-being, safety and enjoyment of each player above everything, including winning
2. Explain exactly what is expected of players and what they can expect from the you
3. Ensure that all parents/carers of all players under the age of 18 understand these expectations
4. Never engage in or tolerate any form of bullying
5. Develop mutual trust and respect with every player to build their self-esteem
6. Encourage each player to accept responsibility for their own behaviour and performance
7. Ensure all activities are appropriate for the players' ability level, age and maturity
8. Cooperate fully with others in football (e.g. officials, doctors, physiotherapists, welfare officers), for each player's best interests.

If the Coach does not follow the Code, The Club may apply any/all of the following actions to the Coach:

- Require their meeting with the Club Committee or Welfare Officer
- Monitoring by another Club coach
- Require attendance at an FA education course
- Suspension by the club from attending matches
- Suspension, fined or be required to leave The Club
- Require their meeting with the League or CWO or have FACA membership withdrawn

COACHING AGREEMENT

Coach Name:

Coach Signature:

Signed by Club Official:

Date:

Please complete and hand to a club official at the start of the new season.

THE FA CODE OF CONDUCT FOR COACHES

In addition to The Club's Code of Conduct for Coaches, **The FA Coaches Association Code of Conduct** is a benchmark for all involved in coaching:



- Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport
- Coaches must place the well-being and safety of each player above all other considerations including the development of the formats
- Coaches must adhere to all guidelines laid down by governing bodies
- Coaches must develop an appropriate working relationship with each player based on mutual trust and respect
- Coaches must not exert undue influence to obtain personal benefit or reward
- Coaches must encourage and guide players to accept responsibility for their own behaviour and performance
- Coaches must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players
- Coaches should at the outset clarify with the players, and where appropriate, parents, exactly what is expected of them and also what they are entitled to expect from the Coach.
- Coaches must cooperate fully with other specialists e.g. other coaches, officials, sports scientists and doctors/ physiotherapists in the best interests of the player.
- Coaches must always promote the positive aspects of 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 roles and regulations or the use of prohibited substances or techniques
- Coaches must consistently display high standards of behaviour and appearance
- Coaches must not use or tolerate inappropriate language.

It is recognised within the sport that coaches are key to the establishment of ethics in football, as their attitude of what constitutes appropriate conduct directly affect the behaviour of the players under their supervision.

It is natural that winning constitutes a basic concern for coaches. This code is not intended to conflict with that, rather it calls coaches to disassociate themselves from a "win at all costs" attitude.



CODES OF CONDUCT

CODE OF CONDUCT FOR YOUNG PLAYERS

All players are expected to follow the Respect Code of Conduct.

When playing football, the player will:

1. Always play to the best of their ability
2. Play fairly – not cheat, complain or waste time
3. Respect my team-mates, the other team, the referee or my coach/manager
4. Play by the rules, as directed by the referee
5. Shake hands with the other team and referee at the end of the game
6. Listen and respond to what my coach/team manager tells me
7. Talk to someone I trust or the Club Welfare Officer if I'm unhappy about anything at my club.

Players understand that if they do not follow the Code, any/all of the following actions may be taken by the Club. The Player may:

- Be required to apologise to my teammates, 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:

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

YOUTH PLAYER AGREEMENT

Player Signature:

Co- Signed by Parent/ Carer:

Signed by Club Official:

Date:

Please complete and hand to a club official at the start of the new season.



CODES OF CONDUCT

CODE OF CONDUCT FOR TEAM AND CLUB OFFICIALS

We all have a responsibility to promote high standards of behaviour in the game. This code applies to all team and club officials.

Obligations towards the game

- Set a positive example for others particularly young players and supporters
- Promote and develop teams as regards the interests of the players, supporters and reputation of the national game
- Share knowledge and experience, when requested, to the benefit of The Club as a whole and not that of individual members
- Avoid all forms of gamesmanship
- Show due respect to match officials and others involved in the game
- Always have regard for the best interests of the game when publicly expressing an opinion of the game and any particular aspect of it, including others involved in the game

Obligations towards the team

Make every effort to develop the technical and tactical levels of The Club/team, and to obtain the best results for Club teams using all permitted means, giving priority to the interests of the players, coaches, officials and others.

On and off the field, I will:

1. Show respect to others involved in the games including match officials, opposition players, coaches, managers, officials and spectators.
2. Adhere to the laws and spirit of the game.
3. Promote Fair Play and high standards of behaviour
4. Always respect the match official's decision
5. Never enter the field of play without the referee's permission
6. Never engage in public criticism of match officials
7. Never engage in, or tolerate, offensive insulting or abusive language or behaviour.

When working with players, I will:

1. Place the well-being, safety and enjoyment of each player above everything, including winning
2. Explain exactly what I expect from players what they can expect from me
3. Ensure all parents/carers of all players under the age of 18 understand these expectations
4. Never engage in or tolerate any form of bullying
5. Develop mutual trust and respect with every player to build their self-esteem
6. Encourage each player to accept responsibility for their own behaviour and performance
7. Ensure all activities I organise are appropriate for the player's ability level, age and maturity
8. Co-operate fully with others in football (e.g officials, doctors, physiotherapists, welfare officers) for each player's best interests.

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

- 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 matches
- Suspended or fined by the County FA
- Required to leave or be sacked by the club

In addition my FACA (FA Coaches Association) membership may be withdrawn.

CLUB OFFICIAL AGREEMENT

Club Official Name:

Club Official Signature:

Date:

Please complete and hand to a club official at the start of the new season.



CODES OF CONDUCT

CODE OF CONDUCT FOR PARENTS, CARERS AND SPECTATORS

The parents, guardians and spectators have a great influence on children's enjoyment and success with football. The children play football because of their love of the game and because of the fun they derive from it. No matter how good our children become at football, we all have a responsibility to promote and reinforce the message to all involved that positive encouragement is the way forward.

This feedback will contribute to:

- Children enjoying football
- A sense of personal achievement
- Self-esteem
- Improving a child's skills and techniques

The Club expects spectators and parents to observe the **FA's Respect Code of Conduct for Spectators and Parents/Carers** at all times:

1. Remember that children play for FUN
2. Applaud effort and good play as well as success
3. Always respect the match official's decisions
4. Remain outside the field of play and within the Designated Spectator's area (where provided)
5. Let the coach do their job and not confuse the players by telling them what to do
6. Encourage the players to respect the opposition referee, and match officials
7. Avoid criticising a player for making a mistake – mistakes are part of learning
8. Never engage in, or tolerate, offensive, insulting or abusive language or behaviour.

Should a spectator or parent/carer not follow the Code, any or all of the following actions may be taken against the spectator/ parent/carer:

1. Issued with a verbal warning from a Club or League official
2. Required to meet with The Club, League or County Welfare Officer
3. Required to meet with the club Committee
4. Obligated to leave The Club and not attend future games
5. Suspended or have Club Membership removed
6. Required to leave The Club along with any dependents.

In addition, The FA/County FA could impose a fine and or suspension against The Club.

The behaviour and attitudes of parents, carers and spectators have a significant bearing on all of the children. By adopting a positive attitude within our Club we encourage our children to view other players, officials, managers and spectators in a positive and respectful way.

As a guide, parents, guardians and spectators should try to adopt the following:

- Applaud the opposition as well as your own team
- Don't shout and scream
- Give attention to each of the children involved in football not just the most talented
- Give encouragement to everyone to participate in football

PARENT/ GUARDIAN AGREEMENT

Parent/ Guardian name:

Signed by Parent/ Guardian:

Signed by Club Official:

Date:

Please complete and hand to a club official at the start of the new season.



CODES OF CONDUCT

CODE OF CONDUCT FOR MATCH OFFICIALS

We all have a responsibility to promote high standards of behaviour in the game. The behaviour of the match officials has an impact, directly and indirectly, on the conduct of everyone in the game – both on the pitch and on the side lines.

Match Officials will observe **The FA’s Respect Code of Conduct for Match Officials:**

1. Be honest and completely impartial
2. Apply the laws of the game
3. Manage the game in a positive, calm and confident manner
4. Deal with instances of violence, aggression, unsporting behaviour, foul play and other misconduct
5. Never tolerate offensive, insulting or abusive language or behaviour from players and officials
6. Support my match official colleagues at all times
7. Set a positive personal example by promoting good behaviour and showing respect to everyone involved in the game
8. Respond in a clear, calm and confident manner to any appropriate request for clarification by the team captain
9. Prepare physically and mentally for every match
10. Complete and submit, accurate and concise reports within the time limit required for games

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

1. Required to meet with The FA/County FA referring Official
2. Required to meet with The FA/County FA Refereeing Committee

MATCH OFFICIAL AGREEMENT

Match Official name:

Match Official Signature:

Signed by Club Official:

Date:

Please complete and hand to a club official at the start of the new season.



SAFEGUARDING CHILDREN POLICY AND PROCEDURES

Windlesham United Football Club (**The Club**) acknowledges its responsibility to safeguard the welfare of every child and young person (persons under 18) entrusted to its care, and is committed to working to provide a safe environment for all its members. We subscribe to The Football Association's (**The FA**) 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, race, sexual orientation, faith or belief
- 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. The Club recognises that this is the responsibility of every adult involved in our club.

The 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 FA's Safeguarding Children Regulations 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:

1. Specify what the role is and what tasks it involves
2. Request identification documents
3. As a minimum meet and chat with the applicant(s) and where possible interview people before appointing them
4. Aim to ask for 2 references before appointing someone
5. Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines

All current club members working in eligible roles with children or young people – such as managers and coaches- are required to hold an in-date FA Enhanced CRC with Barring List check as part of responsible recruitment practice.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of The Club, guidance will be sought from The FA. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via the CRC process and that all suitability decisions will be made in accordance with legislation and 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 minimize the risk of "grooming" within football.

The Club supports **The FA's Whistle Blowing Policy**. Any adult or young person with concerns about an adult in a position of trust with football can 'whistle blow' by contacting The FA Safeguarding Team on 0800 169 1863, by writing to The FA Case Manager at The Football Association, Wembley Stadium, P.O Box 1966, London SW1P 9EQ, by emailing Safeguarding@TheFA.com or alternatively by going direct to the Police, Children's Services or the NSPCC. The Club encourages everyone to know about the FA's Whistle Blowing Policy and utilize it if necessary.

The Club has appointed a Welfare Officer 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 County FA. The Club Welfare Officer is the first point of contact for all club members regarding concerns about the welfare of any child or young person. The Club Welfare Officer will liaise directly with the County FA (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 club members.

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

Respect Codes of Conduct for Players, Parents/Spectators, Officials and Coaches have been implemented by The Club. To validate these Respect Codes of Conduct, The Club has clear actions it will take for repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the County FA in more serious circumstances.

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.

1. If you are worried about a child then you need to report your concerns to the Club Welfare Officer.
2. If the issue is one of poor practice, the Club Welfare Officer will either:
 - a) Deal with the matter themselves; or
 - b) Seek advice from the CFA Welfare Officer.
3. If the concern is more serious – i.e. possible child abuse, where possible, contact the CFA Welfare Officer first, then immediately contact the Police or Children's Services.
4. If the child needs immediate medical treatment take them to hospital or call an ambulance and tell them this is a child protection concern. Let your Club Welfare Officer know what action you have taken, they in turn will inform the CFA Welfare Officer.
5. 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 FA Safeguarding Team
 - c) Contact the Police or Children's Services; or
 - d) Call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk

Further advice on Safeguarding Children matters can be obtained from:

- Sophia Davis – Club Welfare Officer
T: 0741 400 2503
E: sophiahdavis@gmail.com
- Phil Rendell – County Football Association's Welfare Officer
T: 0137 238 7090
E: Phil.Rendell@surreyfa.com
- www.TheFA.com/football-rules-governance/safeguarding
- Emailing- Safeguarding@TheFA.com
- The FA Safeguarding Children general enquiry line on 0845 210 8080



ANTI-BULLYING POLICY

Windlesham United Football Club (The Club) is committed to providing a caring, friendly and safe environment for all 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
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- 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.

TROLLING

This is the name given to posting deliberately offensive comments on people's social media pages aimed at causing upset and distress. This type of behaviour could result in legal action.

OUR COMMITMENT

This club commits to ensure our website 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 IT IS IMPORTANT TO RESPOND TO BULLYING?

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

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 should investigate if a child:

- says he or she is being bullied
- 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”
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- s 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,
- 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 investigated.

PROCEDURES

1. Report bullying incidents to the Club Welfare Officer or a member of the club’s committee or contact the County Welfare Officer.
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

IN THE CASE OF ADULTS REPORTED TO BE BULLYING ANYONE

1. The County FA Welfare Officer should always be informed and will advise on action to be taken where appropriate.
2. 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 Services.

PREVENTION

1. 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.
2. All club members and parents will sign to accept the constitution upon joining the club.
3. 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.

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 of the 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 three persons should meet with the alleged bully and their parent(s) and put the incident raised to them to answer and give their view of the allegation. Minutes should 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 bullying continues. Consideration should be given as to whether a reconciliation meeting between the 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.

CONTACTS

Club Welfare Officer – Sophia Davis

E: sophiahdavis@gmail.com

T: 0741 400 2503

CFA Welfare Officer - Phil Rendell

E: Phil.Rendell@surreyfa.com

T: 0137 238 7090

The FA's Case Management Team

E: case.management@TheFA.com

T: 0207 745 4787

Authorised by the Executive Committee



EQUAL OPPORTUNITY POLICY

The aim of this policy is to ensure that everyone is treated fairly and with respect and that our club is equally accessible to all.

Windlesham United Football Club (The 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.

The Club in all its activities will not discriminate or in any way, treat anyone less favourably on the grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. The Club will ensure 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.

The Club will not tolerate harassment, bullying, abuse, or victimization 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. The Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

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

The 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 to promote the eradication of discrimination and promote equality in football.

The 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 Equality Act 2010.

The Club commits itself to the immediate investigation of any claims when 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 are imposed as appropriate.

OUR COMMITMENT

Is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, color, religion or belief, ability or disability and to encourage equal opportunities.

Authorised by the Executive Committee



PHOTOGRAPHY AND VIDEO GUIDELINES

Windlesham United Football Club (The Club)

adheres to the FA's guidance for photography and videoing of children (under 18's) playing sport. The FA encourages the taking of appropriate images of children in football.

Potential Risks

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

- The inappropriate use, adaptation or copying of images for use on child abuse websites on the internet.
- 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 to, and has lead, to children being groomed.
- The identification and locating of children in inappropriate circumstances which include:
- Where a child has been removed from his/her family for their own safety;
 - i. Where restrictions on contact with one parent following a parental separation exist e.g in domestic violence cases;
 - ii. In situations where a child may be a witness in criminal proceedings; or
 - iii. Other safeguarding children concerns.

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.

Considerations to ensure everyone's safety:

1. Clubs sharing the FA's guidance on taking images with all parents, carers and members
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.
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/carers 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.

If you are concerned about inappropriate use of images please report this to your CFA Welfare Officer or to The FA Case Manager:

CFA Welfare Officer - Phil Rendell

E: Phil.Rendell@surreyfa.com

T: 0137 238 7090

The FA's Case Management Team

E: case.management@TheFA.com

T: 0207 745 4787

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.

Remember

- It's not an offence to take appropriate photographs in a public space even if asked not to
- 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 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 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 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 will do with e.g. place on a website for sale, distribute thumb nails to the club to coordinate sales
- Issues the professional photographer with identification, which must be worn at all times.

Inform participants and parents/carers prior to the event that a professional photographer will be in attendance and ensure you have established that no under 18's 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

E: report@iwf.org.uk

T: 0122 323 7700

Fax the hotline:0122 323 5921 Or The FA's Case Management Team

Authorised by the Executive Committee



DROP OFF AND COLLECTION POLICY

Windlesham United Football Club (The Club) is committed to providing a safe environment for its youth players, part of this is ensuring that your child is not left alone before or after practices or games.

What we will do:

1. Make sure parents/carers and children know the times and locations of practices and games and when they can expect to collect their children.
2. Request coaches arrive before the scheduled practice or game time.
3. Coaches will operate a strict “booking in & booking out” procedure.
4. Instruct coaches to wait until the last child is collected before leaving training. If the coach is under the age of 18, another coach or parent should wait with him/her.
5. Coaches should attempt to contact the parents/carers when the parent/carer are late. If the usual pitch is being closed, coaches shall wait in a lit area adjacent to the training or playing facility.
6. The coach should NOT transport children to their or the child’s homes without the permission of the parent or carer.

What we require Parents/Carers to do:

1. Parents/carers dropping off children who are 12 years or under will be required to leave an emergency contact number if they do not intend to stay at the training.
2. Parents/carers MUST NOT leave their children at a training venue prior to the arrival of one of the coaches responsible for that team. It is safer to make sure the coach is present than to assume they will be arriving.
3. Another parent is not the coach – if you must leave do not assume they will be responsible for your child without checking with them first.
4. Inform the coach of any changes in arrangements for the collection of your child.

Non-Compliance

Parents/carers who repeatedly leave children at training or games where the coach has to wait for them, will be reported to the Committee for action. The Club requires the cooperation of parents and carers to provide a safe environment for children to play football.

Authorised by the Executive Committee



CLUB COMPLAINTS PROCEDURE

In the event that any member feels that he/she has suffered discrimination in any way, or that Windlesham United Football Club (**The Club**) Policies, Rules or Codes of Conduct have been broken, they should follow the formal procedure below:

1. They should report the matter to The Club Secretary or another member of the Committee. The report should include:
 - a. Details of what, when and where the occurrence took place
 - b. Any witness statement and names
 - c. Names of any others who have been treated in a similar way
 - d. Details of any former complaints made about the incident, date, when and to whom
 - e. 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:
 - a. Warn as to future conduct
 - b. Suspend from membership
 - c. Remove from membership any person found to have broken The Club's Policies or Codes of Conduct.

If the complaint is in regard to the Club's Management Committee, the member has the right to report the discrimination to the Surrey County FA.

Addendum to the Complaints Procedure

It is recognised that in any football club, differences and misunderstandings may arise from time to time. Members therefore commit to making every effort to first resolve disputes in an informal manner where possible by:

1. Discussing the complaint directly with the party(ies) concerned to seek a resolution. If required seek the assistance of the Club Welfare Officer. Successful resolution of differences depends on the willingness of the parties involved to communicate with and listen to one another.
2. Where no satisfactory resolution is possible, initiate the formal Club Complaints Procedure

The Club recognises there will be occasions where the issues cannot be resolved informally. It is The Club's Policy to provide an orderly and formal procedure as outlined in 1 to 3 above to deal promptly and fairly with any serious differences of opinion or cases of alleged serious breaches of club policies and codes of conduct.

Authorised by the Executive Committee



GOALPOST POLICY

Windlesham United Football Club (**The Club**), adheres to the FA's Goalpost Safety Guidelines for the safe use of goalposts.

The FA's Goalpost Guidelines state:

The FA, along with the Department for Culture, Media and Sport, the Health and Safety Executive and the British Standards Institution, would like to draw your attention to the following guidelines for the safe use of goalposts. Too many serious injuries and fatalities have occurred in recent years as a result of unsafe or incorrect use of goalposts. Safety is always of paramount importance and everyone in football must play their part to prevent similar incidents occurring in the future.

For safety reasons, goalposts of any size (including those which are portable and not installed permanently at a pitch or practice field) must always be anchored securely to the ground.

1. Portable goalposts must be secured by the use of chain anchors or appropriate anchor weights to prevent them from toppling forward.
2. It is essential that under no circumstances should children or adults be allowed to climb, swing on or play with the structures of the goalposts.
3. Particular attention is drawn to the fact that if not properly assembled and secured, portable goalposts may topple over.
4. Regular inspections of goalposts should be carried out to check that they are kept properly maintained.
5. Portable goalposts should not be left in place after use, they should be dismantled and removed to a place of secure storage.

It is strongly recommended that nets should only be secure by plastic hooks or tape and not by metal cup hooks. Any metal cup hooks should, if possible, be removed and replaced. New goalposts should not be purchased if they include metal cup hooks which cannot be replaced.

Goalposts which are home-made or which have been altered from their original size or construction should not be used. These have been the cause of a number of deaths and injuries.

Guidelines to prevent toppling:

1. follow manufacturer's guidelines in assembling goalposts;
2. before use, adults should:
 - ensure each goal is anchored in its place;
 - exert a significant downward force on the cross bar;
 - exert a significant backward force on both upright posts;
 - exert a significant forward force on both upright posts.

These must be repeated until it is established that the structure is secure. If not, alternative goals / pitches must be used.

For reference, you should note that The FA and the BSI have developed two standards for goalposts – BSEN748 (2004) for full size goals and BS8462 (2005) for all other sizes. There is also a code of practice standard – BS8461 (2005). Further details are available from TheFA.com/GetintoFootball/Facilities.

Authorised by the Executive Committee



CLUB RULES

1. NAME

Windlesham United Football Club shall be called (“The Club”) for the purpose of these rules.

2. THE 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 “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 Regulation of The Football Association Limited (“The FA”), County Football Association to which the Club is affiliated (“Parent 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 written approval by the Parent County Association. The FA and the Parent 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 the 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. ANNUAL MEMBERSHIP FEE

- a) An annual 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 successful application for membership and annually by each member. Fees shall not be repayable.
- b) The Club operate a no pay, no play policy.
- c) 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 Minutes Secretary and up to 5 other members, elected at an Annual General Meeting (“AGM”).
- b) Each Club Officer and Club Committee Member shall hold office from the date of appointment until the next AGM unless otherwise resolved at an Extraordinary General Meeting (“EGM”). One person may hold no more than two (2) 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 the casting vote in the event of a tie. Meetings of the Club Committee shall be chaired by the Chairman (Andrew Barclay) or in their absence the Vice-Chairman (Robin Lewis). The quorum for the transaction of the business of the Club Committee shall be three (3).
- c) Decisions of the Club Committee 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 (4) meetings per year.
- e) An outgoing member of the Club Committee may be re-elected. Any vacancy on the Club Committee which arises between AGMs shall be filled by a member proposed by one (1) and seconded by another one (1) of the remaining Club Committee members and approved by 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 a person is subject to a decision of The FA that such a 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 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's 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 the 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 15
- f) The Chairperson, or in their absence 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 the minutes of General Meetings into the Minute Book of the Club.

10. CLUB TEAMS

As 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 to the Club Committee at its last meeting prior to an AGM a written report of 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 Club Treasurer. No sum shall be drawn from the Club account except by cheques 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 proceedings 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 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 (6) 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 of the Club Committee at a General Meeting. A copy of any Financial Statement shall, on demand, be forwarded to The FA.
- h) The Club Property, other than the Club Account, shall be vested in not less than two (2) and not more than four (4) 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 the 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 related to community sports.

Authorised by the Executive Committee



USEFUL LINKS

SAFEGUARDING

- **Childline** - Help for children and young people
<https://www.childline.org.uk> or Phone Helpline on 0800 1111
- **Child Exploitation and Online Protection (CEOP)** - <https://www.ceop.police.uk>
- **NSPCC's The Child Protection in Sport Unit** - <https://thecpsu.org.uk>
- **NSPCC** – <https://www.nspcc.org.uk>

USEFUL SITES

- **Windlesham United FC (Youth)** – www.windleshamunitedfc.co.uk
- **Surrey County FA** – www.surreyfa.com
- **Surrey Primary League** – surreyprimaryleague.com
- **The FA** – www.thefa.com
- **Pitchero** – www.pitchero.com

CLUB SPONSORS

- **Bink** – Loyalty Points, Offers & Rewards - www.bink.com
- **Sytner Sunningdale BMW** www.sunningdalebmw.co.uk
- **Connoisseur** – International Distribution – www.cid.uk.com
- **The Brickmakers Arms** – www.thebrickmakerswindlesham.co.uk