

Cumnock Juniors Football Club

148 Townhead Street

Cumnock

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Club Committee Code Of Conduct Including Volunteers, Coaches And Players

Scottish Football Association Codes of Conduct

The Scottish Football Association is justifiably proud of the long history that the game has played in this Country. The past 130 years have witnessed significant achievements and created lifelong memories for hundreds of thousands of people. To ensure that Scottish Football plays a significant part of our future for the next 130 years we need to be smarter about the way we preserve the traditions and values of our game.

One of the critical components of our game is the passion that people show for the team & club that they support. Whilst this passion is usually harnessed and used to support our game, it sometimes can boil over to create negative situations. We must all work together in the attempt to eliminate this negative passion. Codes of Conduct are an integral component of footballing activities, and the following codes complement the good work of the many football bodies in Scotland.

All Members of your club or association must adopt Member specific codes and the SFA encourages Members to be vigilant in enforcing such codes whether via support for those who constantly abide by the codes and / or penalties for those who fail to act in accordance with the codes. Note that a Code of Conduct should support a club's constitution and may be used to replace what some clubs refer to as club rules. Secondly, Fair Play must be fundamental to the aims and objectives of the club, where it is crucial to ensure that all members, officials and volunteers abide by the rules, respect everyone and maintain high standards of sportsmanship at all times. In ensuring that all members of the club are aware of the Codes of Conduct the club should promote the Codes by including them in club handbooks, welcome packs, and newsletters where appropriate. It may also be useful for the club to produce separate codes of conduct for different target groups within the club, an example of which may be, a) coaches, b) junior members, c) officials & volunteers and d) parents / carers.

The Cumnock Juniors Code of Conduct for Coaches and Volunteers working with regulated children is included in the Club's Child Wellbeing Policy. The SFA values the role of sport and its contribution to overall human development by providing good quality footballing opportunities in a safe and positive environment. The SFA promotes personal, professional, and social well-being through footballing experiences, regardless of an individual's socio-economic status, age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation. The SFA Codes of Conduct set

minimum standards of best practice for all clubs, coaches, players, parents / carers and volunteers involved in football in Scotland. We must all aim to improve standards and protect the welfare and well-being of everyone involved in football, in particular young footballers and those who are vulnerable. We must all strive to embody values, virtues, and standards of excellence appropriate to the club setting. Ultimately, we must actively pursue our goals, realizing the importance of our own, and our fellow participant's commitment to uphold ethical duties and social responsibilities to others.

Gambling Awareness

It is vitally important that players are aware of the rules and regulations concerning betting. All professional players in Scotland, **MUST** adhere to the rules as set by the Scottish Football Association (SFA) in particular disciplinary rule 22 (rule 33 in updated Judicial Panel Protocol for season 2013/14) which states that: No club, official, Team Official or other member of Team Staff, player, match official or other person under the jurisdiction of the Scottish FA shall bet in any way on a football match (except authorised and registered football pools). For avoidance of doubt, players should note that this prohibits betting on **ANY** football match, at **ANY** time and in **ANY** country.

Cumnock Juniors fully supports the codes of conduct as introduced by the Scottish Football Association.

Cumnock Juniors **PLAYING STAFF AND OFFICIALS** are expected to adhere to the following conditions.

Coaches Code of Conduct.

- Treat all opposition with courtesy and respect and show due respect to Match Officials.
- Avoid words or actions which may mislead a Match Official.
- Not take actions which would bring the club into disrepute.
- Always pursue fair play.
- Place safety and well-being of the player above the development of performance.
- Be aware of the SFA's and the Club's Child & Vulnerable Adult Protection Policy and Procedures.
- Develop an appropriate working relationship with players based on mutual trust and respect.
- Encourage players to accept responsibility for their own behavior and performance.
- Must consistently display high standards of appearance and behavior.
- Know where to find appropriate first-aid.
- Must not use social media sites such as Facebook or Twitter to post any defamatory remarks regarding players, club officials, match officials, opponents, other coaches, colleagues or the SFA.
- No club, official, Team Official or other member of Team Staff, player, match official or other person under the jurisdiction of the Scottish FA shall bet in any way on a football match (except authorised and registered football pools).
- Must adhere to the anti-doping guidance published by the SFA.
- Set a positive example for others, particularly players and supporters.
- Not use or tolerate inappropriate language.
- Be opposed to discrimination of any form and promote measures to prevent it, in whatever form, from being expressed.
- Uphold a relationship of trust and respect between all involved in the game, whether they are individuals, clubs or other organisations.
- Show due respect to the interests of supporters.

- Adhere to the club social media policy.
- Adhere to the Club's policies.

By registering as a coach with Cumnock Juniors I agree to abide by these principles. I support the Club in its undertakings and encourage the Club to take any necessary disciplinary actions, where warranted, of any coaches, players, and or spectators for repeated or serious breaches of these Codes of Conduct.

Player's code of conduct.

*Cumnock Juniors expect our **PLAYERS** to follow all guidelines and rules laid down by the code of conduct.*

- Players must accept responsibility for their own actions whilst representing Cumnock Juniors and are required to represent the club in a positive way.
- Players should make every effort to attend training sessions.
- Respect all training and playing areas at all times.
- Always show respect to everyone involved in the game, and always play the game fairly and in the right spirit.
- Be aware of the impact of bad language; keep spectators and members of the public - including children - in mind.
- Avoid criticising match officials Accept that they make honest decisions and confronting them will not change it.
- Never verbally abuse a match official, player or spectator based their appearance, race, religion, gender, or sexuality. Doing so could lead to dismissal from the field, suspension and possible police action.
- Never physically assault a match official, player or spectator. Doing so could lead to dismissal from the field, suspension and possible police action.
- Always win, lose or draw with dignity, and be prepared to shake hands with match officials, opposition players and manager at full-time. Shake hands at the end of every game.
- Players must not use social media sites such as Facebook or Twitter to post any defamatory remarks regarding players, club officials, match officials, opponents, other coaches, colleagues or the SFA.
- Players must adhere to the anti-doping guidance published by the SFA
- No club, official, Team Official or other member of Team Staff, player, match official or other person under the jurisdiction of the Scottish FA shall bet in any way on a football match (except authorised and registered football pools).

I understand that if I behave in a way which endangers others or causes embarrassment to Cumnock Juniors then I will be subject to the Football club's discipline. This could lead to you:

- Not being allowed to play or train for Cumnock Juniors.
- Being banned from training and/or playing for a set period.
- Players will be responsible for looking after all equipment and clothing provided by Cumnock Juniors and must agree to return all Cumnock Juniors club equipment at the end of each season.

Staff and officials code of conduct.

Cumnock Juniors **STAFF AND OFFICIALS** are expected to adhere to the following conditions.

- Set a positive example for others, particularly players and supporters.
- Consider the safety and well-being of participants before performance.
- Encourage players to accept responsibility for their own behaviour and performance.
- Share knowledge and experience when invited to do so, in particular providing a safety-first approach.
- Show respect to match official, coaches, players and other volunteers.
- Always pursue fair play.
- Treat all opposition with courtesy and respect.
- Develop an appropriate working relationship with coaches, members, players and volunteers based on mutual trust and respect.
- Follow the guidelines laid down by the Scottish Football Association and the Club.
- Be aware of the SFA's and the Club's Child & Vulnerable Adult Protection Policy and Procedures.
- Show due respect to Match Officials avoiding words or actions which may mislead a Match Official.
- Not take actions which would bring the club into disrepute.
- Not use or tolerate inappropriate language.
- Show due respect to the interests of players, coaches and other officials, at their own club/team and others.
- Be opposed to discrimination of any form and promote measures to prevent it, in whatever form, from being expressed.
- Uphold a relationship of trust and respect between all involved in the game, whether they are individuals, clubs or other organisations.
- Show due respect to the interests of supporters.
- Must consistently display high standards of appearance and behavior.
- No club, official, Team Official or other member of Team Staff, player, match official or other person under the jurisdiction of the Scottish FA shall bet in **ANY** way on a football match (except authorised and registered football pools).
- Know where to find appropriate first-aid.
- Must adhere to the anti-doping guidance published by the SFA.
- Cumnock Juniors at all levels, is a vital part of our community. The football club will take into account community feeling when making decisions.
- Never use social media sites such as Facebook or Twitter to post any defamatory remarks regarding players, club officials, match officials, opponents, other coaches, colleagues or the SFA and adhere to our club social media policy.
- Promote ethical principles.

By volunteering with Cumnock Juniors I agree to abide by these principles. I support the Club in its undertakings and encourage the Club to take any necessary disciplinary actions, where warranted, of any coaches, players, parents and or spectators for repeated or serious breaches of these Codes of Conduct.

Last reviewed: May 2026

Kevin Orr

Kevin Orr
Club President