

LONGWELL GREEN SPORTS JUNIOR FC

Founded 1966



Welcome pack



**CHARTER STANDARD
COMMUNITY CLUB**

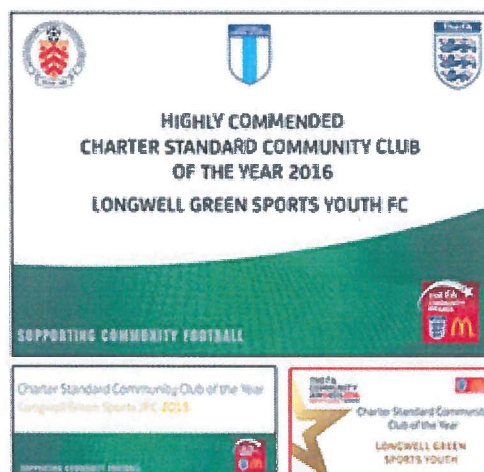


2017

2016

2015

2014



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Longwell Green Sports JFC have been an outstanding club for years but have now had our best years ever, creating for our community a complete football provision for all working to our own club DNA/philosophy ensuring continuity, a solid management structure and respect/fair play in all we do. Our aim to meet the personal needs of everyone in our community enabling them to meet their personal goals, 62 children in recent years going on to higher levels and many more to come we are sure. Sides winning leagues and cups but within this everyone benefiting from the beautiful game in their own way. A few years back we developed our own DNA and we work to this today in all we do ensuring continuing success. We have 4 coach mentors ensuring new and existing coaches all work to our own philosophy which has been praised so many times.

Everything we do is based around the needs of our community we have more 'club funded' qualified coaches than ever, levels 1, 2 & 3 and support and encourage our coaches to be the best they can be. We encourage continuous development making sure we are not just the best today. With now 700 children covering 42 sides around a 40% increase in numbers in recent years with no sign of it slowing down, starting from the age of just 2 up to 18.

A tots group we call Longwell Littluns which now has up to 80 children so they will have the next 16 years in youth football as part of our family the Longwell family. With up to 50 children in each of our U5 & U6 groups providing football both for fun and to create academy players we have become a real club of choice growing year on year.

We are really proud of our girls set up which continues to grow adding new sides and now a new development group for younger girls with new sides being added annually. We are delighted how our girls set up has developed over recent years and are sure this growth will continue with our aim to have a girls side for each age group. This will be aided by becoming a FA wildcat club a hub for developing girls from the ages of 5-11.

One of our biggest achievements in recent years has been the creation our own disability group, this is growing and now has 21 regular attendees, we provide free weekly training from the ages of 6-16 covering all disabilities, this group has been a fabulous addition to our great club and is the essence of our family feel.

Being invited onto local radio several times engagement with our Community has never been greater via local groups and social media where we work to get more and more children into football bringing benefits far greater than the game itself, social, fitness etc. Not wanting children to drop out of football we have enhanced links with our mens and ladies teams to keep children in football, we have 3 x u18 boys sides many of whom we hope will stay in the game and progress into adult football with our seniors.

End of season we hold a massive presentation day where the whole club comes together to celebrate, everyone receiving a trophy to mark their part in our success. Longwell Green Sports JFC have been recognised many times in recent years, a GFA Community status club the highest level the FA award and held by so few. We have won the category and been GFA Community Club of the year 3 times in the last 4 years as well as this year winning Bristol Post Community club of the year amongst many other awards the club has picked up. We have award winning coaches almost annually our coaches pick up such as coach of the year and volunteer of the year.

We will continue to grow and develop every part of our club, having just re written our 5 year plan we have many ideas how we can make the best even better, watch this space....

Tots/boys/girls/disability/mens/ladies a club for all continually growing and looking forward for benefit of the whole community we reside in.

Paul Griffin
General Manager

Community Centre, Shellards Road, Longwell Green, Bristol. BS30 9DU

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Girls

“Football is now officially the biggest female team sport in England”

Over recent years the popularity of Girls Football has boomed nationally and locally. At Longwell Green Sports JFC whilst giving girls the opportunity to play mixed football we also recognise the importance of having a dedicated girls set up. Providing safe, fun, friendly football training and matches across a number of girls age groups starting from training at U6 (in our Development Squad) through the age ranges and competing in the Bristol Girls League from U10. Our vision is to continue to develop and grow the girls/ladies side of our club eventually mirroring the boys numbers and having a girls team representing Longwell Green Sports in all the age groups throughout the leagues, providing a smooth transition into Ladies football where we already have a very successful Longwell Green Ladies Squad competing in the Gloucester Women's League.

U6-U12 Girls Training on Saturday Mornings, U14-U15 Girls training on Wednesday evenings, delivered by FA qualified and fully DBS checked coaches in a safe enjoyable environment.

Matches in the Bristol Girls Leagues played on Sundays, with many tournaments entered throughout the summer.

Longwell Green Sports JFC have built an excellent relationship with our local professional side Bristol City Women and we are pleased to have been and continue to be a BCWFC Sister Club since 2016. Being a sister club gives our girls the opportunity to attend home matches, carry out flag bearing, meet players, attend BCWFC delivered coaching sessions alongside many other exciting benefits.



Longwell Green Sports are proud to have recently been approved as an FA Wildcats Centre. This FA initiative is committed to doubling Women's and Girl's football participation by 2020. Longwell Green SSE Wildcats sessions will commence from April 2018 on a Monday evening and the aim is simple: have fun, make friends, play football! This is an opportunity for girls aged 5-11 who want to give football a try and develop fundamental skills, whilst attending a variety of sessions. Enabling us to help lay the foundations for a lifelong love of the sport joining our family club.

For more information on Girls/Ladies Football at our club please contact:

Matt Draper
Girls Secretary
MattDraper_LWGGirlsJFC@outlook.com



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Useful info

Grounds:

Longwell Green Community Centre
Shellards Rd
Longwell Green
BS30 9DU

Coronation Park
Park Road
Cadbury Heath
BS30 8EB

Sir Bernard Lovell Academy
North Street
Oldland Common
BS30 8TS

Lyde Green Sports Ground
Howsmoor Lane
Emersons Green
BS16 7AQ

Hanham Woods Academy
Memorial Road
Hanham
BS15 3LA

Club sites

Web site 'www.longwellgreensportsjfc.co.uk'

Club Shop [http://www.boca-soccer.com/longwell green sports](http://www.boca-soccer.com/longwell_green_sports) or via our website

Facebook page 'Longwell Green Juniors FC boys and girls'

Twitter @longwelljuniors

Men's Teams

Longwell Green operate 3 men's teams based from Shellards Road

For further information please contact John Gibbs on 07815 794440

Twitter @LongwellGreenFC

Sponsorship

Longwell Green Juniors welcome sponsors across its ages, there are a variety of options available. We are able to provide a link from our website to sponsors websites as well as posting offers on our Facebook page. For further information please contact goaliegriff@tiscali.co.uk who can talk you through options.

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Club committee:

| | |
|-----------------------------------|---------------------------------------------------------|
| Chairman | Neale Saunders |
| General Manager | Paul Griffin |
| CS Community Club Manager | Paul Griffin |
| Pre league Secretary | Paul Griffin |
| Hanham Minor League Secretary | Paul Griffin, Jamie Griffin |
| Avon Youth League Secretary | John Tuffney |
| Girls League Secretary | Matt Draper |
| U18 Secretary | Paul Griffin |
| Treasurer | Liane Saunders, Nicky Griffin |
| Kit Manager | Nicky Griffin |
| Child Welfare Officer | Paul Griffin/Amy Sillitoe/Lauren Bailey/Chiquita Cusens |
| FA CRB Liaison Officer | Paul Griffin/Amy Sillitoe/Lauren Bailey/Chiquita Cusens |
| Website controller | Paul Griffin |
| Fixtures Sec - Avon Youth League | Glyn Davis |
| Fixture Sec - Hanham Minor League | Mitch Pring |
| AYL Results Secretary | Sarah Clifton |
| HML Results Secretary | Sarah Clifton |
| Head Coach | Vacant |
| Club Adult Mentors | Paul Griffin, Nigel Whittle, Pete Randall & Andy Teagle |
| Player Database | Liane Saunders |
| Social/Fundraising Manager | Paul Owen |

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Welfare

Longwell Green Sports JFC take the welfare of all children very seriously, therefore we have a host of welfare policies in place attached to this. Updated copies can be found on our club website www.longwellgreensportsjfc.co.uk under documents.

The welfare of our children is everyone's responsibility, please report any concerns in line with our policies, contact details are contained in the policies that follow.

We also take behavior on the sidelines seriously, attached to this are our codes of conduct. Please take time to review these.

In the words of the FA 'No action is not an action.'

Paul Griffin
Principle Club Welfare Officer

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Respect Code of Conduct For Coaches, Team Managers and Club Officials

We all have a responsibility to promote high standards of behaviour in the game. In The FA's survey of 37,000 grassroots participants, behaviour was the biggest concern in the game. This included the abuse of match officials and the unacceptable behaviour of over competitive parents, spectators and coaches on the sideline. Play your part and observe The Football Association's Respect Code of Conduct in everything you do.

On and off the field, I will:

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

When working with players, I will:

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

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

- Required to meet with the club, principal 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.
- My FACA (FA Coaches Association) membership may be withdrawn.

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Respect Code of Conduct For Players

We all have a responsibility to promote high standards of behaviour in the game. As a player, you have a big part to play. That's why Longwell Green Sports Junior Football Club supports the FA's Respect Code of Conduct and is asking every player to follow this.

This means that when playing football, I will:

- Always play to the best of my ability
- Play fairly – I won't cheat, complain or waste time
- Respect my team-mates, the other team, the referee and my coach/manager
- Set a positive example for others, particularly younger players and supporters
- Play by the rules, as directed by the referee
- Not use inappropriate language
- Shake hands with the other team and referee at the end of the game
- Listen and respond to what my coach/team manager tells me
- Talk to someone I trust or the club welfare officer if I'm unhappy about anything at my club.

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

I may:

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

In addition:

- My club, County FA or The FA 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.

Adapted from TheFA.com/Respect

Longwell Green Sports Junior Football Club Code of Conduct for Players. Version: 2 Date: 22/11/17 Review date: 31/12/18

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Respect Code of Conduct For Spectators and Parents/Carers

We all have a responsibility to promote high standards of behaviour in the game. This club is supporting The FA's Respect programme to ensure football can be enjoyed in a safe, positive environment. Remember children's football is a time for them to develop their technical, physical, tactical and social skills. Winning isn't everything. Play your part and observe The FA's Respect Code of Conduct for spectators and parents/carers at all times.

I will:

- Remember that children play for **FUN**
- Applaud effort and good play as well as success
- Respect the rights, dignity and worth of each and every player
- Avoid criticising a player for making a mistake – mistakes are part of learning
- Encourage the players to respect the opposition, referee and match officials
- Always respect the match officials' decisions
- Remain outside the field of play and within the Designated Spectators' Area (where provided)
- Let the coach do their job and not confuse the players by telling them what to do
- Place the well-being and safety of each player above all other considerations, including the development of performance
- Consistently display high standards of behaviour

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

I may be:

- Issued with a verbal warning from a club or league official
- Required to meet with the Club, Principle or County FA Welfare Officer
- Required to meet with the club committee
- Obligated to undertake an FA education course
- Obligated to leave the match venue by the club
- Requested by the club not to attend future games
- Suspended or have my club membership removed
- Required to leave the club along with any dependents.

In addition:

- The FA/County FA could impose a fine and/or suspension on the club.

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Longwell Green Sports Junior Football Club Safeguarding Children Policy and Procedures

1 Longwell Green Sports Junior 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, race, 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 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.

Longwell Green Sports Junior Football Club recognises that this is the responsibility of every adult involved in our club.

3 Longwell Green Sports Junior 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 Safeguarding Children Regulations (see The FA Handbook) applies to

everyone in football whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

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

- specify what the role is and what tasks it involves
- request identification documents
- as a minimum meet and chat with the applicant(s) and where possible interview people before appointing them
- ask for and follow up with 2 references before appointing someone
- where eligible require an FA accepted Enhanced Criminal Record Check (CRC) with Barring List Check in line with current FA policy and regulations.

All current Football Club members working in eligible roles, with children and young people - such as managers and coaches are required to hold an in-date FA accepted Enhanced CRC with Barring List check as part of responsible recruitment practice¹.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Longwell Green Sports Junior 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 CRC Process and that all suitability decisions will be made in accordance with legislation and 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 minimize the risk of 'grooming' within football.

5 Football 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, PO Box 1966, London SW1P 9EQ, by emailing Safeguarding@TheFA.com or alternatively by going direct to the Police, Children's Social Care or the NSPCC. Longwell Green Sports Junior Football Club encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

6 Longwell Green Sports Junior Football Club has appointed a Club 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 and parents or guardians 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.

7 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/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officer or, in cases of serious bullying the CFA Welfare Officer may be contacted.

8 Respect codes of conduct for Players, Parents/ Spectators, Officials and Coaches have been implemented by Longwell Green Sports Junior Football Club. In order to validate these Respect codes of conduct the club has clear actions it will take regarding repeated or serious misconduct at club level and acknowledges the possibility of

potential sanctions which may be implemented by the County FA in more serious circumstances All prospective members will be informed of these codes.

9. 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.

- i. If you are worried about a child then you need to report your concerns to the **Principle Club Welfare Officer, Paul Griffin on 07813 256875** or Club Welfare Officers Amy Sillitoe/ Lauren Bailey/ Chiquita Cusens.
- ii. If the issue is one of poor practice the Principal/Club Welfare Officer will either:
 - deal with the matter themselves or
 - seek advice from the CFA Welfare Officer
- iii. If the concern is more serious – possible child abuse, where possible, contact the CFA Welfare Officer first, then immediately contact the Police or Children's Social Care.
- iv. If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your Principle/Club Welfare Officer know what action you have taken, they in turn will inform the CFA Welfare Officer.
- v. If at any time you are not able to contact your Principle/Club Welfare Officer or the matter is clearly serious then you can either:

- contact your CFA Welfare Officer directly at safeguarding@gloucestershirefa.com
- contact The FA Safeguarding Team on 0800 169 1863 or Safeguarding@TheFA.com
- contact the Police or Children's Social Care
- call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk

1 The FA's policy on Disclosure and Barring Service CRCs is subject to change. CRC information and guidance can be found at www.TheFA.com/football-rules-governance/safeguarding/ criminal-records-checks

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Longwell Green Sports Junior Football Club Whistleblowing Policy

1 Longwell Green Sports Junior Football Club supports The FA's Whistle Blowing Policy. Club members/coaches/managers may often be the first to realise that a child's safety and welfare are under threat. However, they may not express their concerns because they feel that speaking up would be too difficult to handle. It may also be that they fear harassment or victimisation.

2 Longwell Green Sports Junior Football Club realise that raising a concern and reporting allegations are often difficult to make through fear of reprisals from those responsible for the alleged poor practice. If the individual believes what they say to be true and are not deemed to be malicious, Longwell Green Sports Junior Football Club will fully support the whistleblower and will not tolerate any bullying, harassment or victimisation whatsoever. If this does occur, the club has clear actions it will take regarding such behaviour as outlined in the club's codes of conduct.

3 Longwell Green Sports Junior Football Club will do its utmost to keep confidential the identity of a whistleblower. However, should any allegations be made through whistleblowing it should be noted that a statement may be needed to form part of the evidence. Should the whistleblower need to be identified or it becomes apparent that the whistleblower will be identified because of any subsequent investigation, notice will be given to the whistleblower by the investigating officer.

4 Anyone wishing to raise a concern should do so by contacting one of the persons or organisations below;

Principle Club Welfare Officer, Paul Griffin on 07813 256875 or Club Welfare Officers Amy Sillitoe/ Lauren Bailey/ Chiquita Cusens.

The FA Safeguarding Team on 0800 169 1863, or by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ,

Emailing Safeguarding@TheFA.com

Going direct to the Police, Children's Social Care or the NSPCC.

The concern needs to be as specific as possible including any names, dates and locations where possible. It should be noted that the burden of proof does not lie with the whistleblower.

5 Should any concerns or allegations be made, Longwell Green Sports Junior Football Club would encourage the whistleblower to put their name to the allegation. Any concerns or allegations that are anonymous are much less powerful and are therefore much harder to prove. Should Longwell Green Sports Junior Football Club receive any anonymous allegations these, of course, will be investigated, by the most appropriate club officer.

6 If, after the course of an investigation, it has been found that the concerns or allegations are untrue or have not been substantiated then no action will be taken against the whistleblower. Any whistleblower who believes he/she is being retaliated against must contact the **Principle Club Welfare Officer, Paul Griffin on 07813 256875** immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

Links to other policies

Child Protection Policy

Equality Policy

Bullying Policy

Code of conducts for Parents and Spectators, Players, Coaches, Managers and Club Officials

Community Centre, Shellards Road, Longwell Green, Bristol. BS30 9DU

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Longwell Green Sports Junior Football Club Equality Policy

1 The aim of this policy is to ensure that everyone engaged with Longwell Green Sports Junior Football Club is treated fairly, in an environment free from discrimination and where their rights, dignity and individual worth are respected.

2 Longwell Green Sports Junior Football Club in all its activities will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, civil partnership, pregnancy and maternity, race, religion or belief 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.

3 Longwell Green Sports Junior 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 (see Appendix). The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

4 Longwell Green Sports Junior 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.

5 Longwell Green Sports Junior 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 Equality Act 2010.

6 Longwell Green Sports Junior Football 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.

7 Longwell Green Sports Junior 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.

8 This policy is fully supported by Longwell Green Sports Junior Football Club Officers, Coaches/Managers/Volunteers and it is the responsibility of everyone who works and supports the club to implement this policy.

9 In the event that any member feels that he or she has suffered discrimination in any way, or that the Club's Policies, Rules or Code of Conduct has been broken they should report the matter to the Club Secretary **Paul Griffin on 07813 256875** or another member of the Committee.

10 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 or to The Football Association.

Appendix

Legal Rights

The Equality Act 2010 is a law which provides protection from discrimination. Discrimination refers to less favorable treatment on the basis of particular characteristics, known as 'protected characteristics'. The Equality Act 2010 defines these as age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Equality Act 2010, protects individuals from discrimination if they have a protected characteristic, are assumed to have it, associate with someone who has it, or with someone perceived to have it

Forms of discrimination and discriminatory behavior include:

Direct discrimination - when someone is treated less favourably than another person, because of a protected characteristic they have, or are thought to have, or because they associate with someone who has a protected characteristic.

Indirect discrimination - when a condition, rule, policy or even a practice applies to everyone, but has a disproportionate impact on people with a protected characteristic.

Discrimination arising from disability - when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified.

Harassment - is defined as unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual

Victimisation - occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so.

Bullying - is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual

Sources:

University of Sheffield
<https://www.sheffield.ac.uk/hr/equality/focus/equalityact/types>

KICK IT OUT <http://www.kickitout.org/>

Links to other policies

Child Protection Policy
Code of conduct for Parents and Spectators,
Code of Conduct for Players
Code of conduct for Coaches, Managers and Club Officials
Whistleblowing Policy
Bullying Policy

Community Centre, Shellards Road, Longwell Green, Bristol. BS30 9DU

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Longwell Green Sports Junior Football Club Bullying Policy and Procedures

1 Longwell Green Sports Junior Football Club is committed to providing a caring, friendly and safe environment for all of our members so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** Club. This means that anyone who knows that bullying is happening is expected to tell the Club Welfare Officers, or any committee member.

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

Bullying can be:

- **Emotional** being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g. hiding football boots/shin guards, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Sexual** unwanted physical contact or sexually abusive comments
- **Discrimination** racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people, sexist comments,
- **Verbal** name-calling, sarcasm, spreading rumours, teasing

3 Cyberbullying is when a person uses technology i.e. mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'bystanders' can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts – bullies no longer rely on being physically near to the young person.

4 Trolling 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.

5. Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability or ability. Generally, these forms of bullying look like other sorts of bullying. See Appendix 1 for more details.

6 Longwell Green Sports Junior Football Club is committed to ensuring 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.

7 Bullying hurts. No one deserves to be a victim of bullying and everybody has the right to be treated with respect. Longwell Green Sports Junior Football Club is committed to responding promptly and effectively to issues of bullying. Bullying will not be tolerated. Signs that someone may be affected by bullying can be found in Appendix 2.

8 It is the responsibility of everyone who supports Longwell Green Sports Junior Football Club to challenging bullying regardless of which form it may take. All bullying incidents should be reported to the **Principle Club Welfare Officer, Paul Griffin on 07813 256875** or Club Welfare Officers Amy Sillitoe/ Lauren Bailey/ Chiquita Cusens or a member of the clubs committee.

9 If it is a young person their parents will be informed and the Welfare Officer will talk to the young person and their parents about why their comments are unacceptable. If necessary and appropriate, the police will be consulted.

10 A reconciliation meeting between the parties involved should be offered, as it may be that a genuine apology solves the problem. If this fails/not appropriate a small panel (made up from Chairman, Club Welfare Officer, Secretary, Committee members) will meet with the parent and child alleging bullying to get details of the

allegation. Minutes will be taken for clarity, which should be agreed by all as a true account.

11 The same 3 persons will meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes will again be taken and agreed.

12 If the panel agree that bullying has in their view taken place, the individual will be warned and informed that any further bullying will result in temporary or permanent suspension.

Consideration will be given as to whether a reconciliation meeting between parties is appropriate at this time.

13 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.

14 All coaches involved with both individuals should be made aware of the concerns and outcome of the process.

15. In the case of adults reported to be bullying anyone within the club under 18, the County Welfare Officer will also be informed and will advise on action to be taken where appropriate. This may include action by The FA Safeguarding Team and in more serious cases referral to the Police and/or Children's Social Care.

Appendix 1 Bullying because of discrimination may include;

- Verbal abuse – derogatory remarks about girls or women, or black, Asian and ethnic minority people; spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are “gay”. Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental or emotional developmental delay. Referring to someone by the colour of their skin, rather than their name; using nicknames that have racial connotations; isolating someone because they come from another country or social background etc.

- Physical abuse – including hitting, punching, kicking, sexual assault, and threatening behaviour.

- Cyberbullying – using online spaces to spread rumours about someone or exclude them. It can also include text messaging, including video and picture messaging.

Appendix 2 Signs and Indicators of Bullying

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

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training equipment damaged
- has possessions go “missing”
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above.

In more extreme cases:

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

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

Links to other policies

Child Protection Policy
Code of conducts for Parents and Spectators, Players, Coaches, Managers and Club Officials
Whistleblowing policy
Equality Policy

Community Centre, Shellards Road, Longwell Green, Bristol. BS30 9DU

Longwell Green Junior FC – Our Coaching Philosophy

Our Purpose

“Providing an engaging environment for children to grow, have fun and to excel”

Our Belief

Longwell Green JFC is a friendly club providing structured football development . We allow children of all abilities to take part, have fun and develop their FUN-damental skills. We are a chartered community standard club working closely with the FA to develop our coaches and players to provide the best opportunity for children in our community. The aim is to provide our coaches, parents and children a safe environment to enjoy playing football with friends, developing their skills and most of all, having fun.

Our Club Objectives:

- To provide a framework for children to play and enjoy playing grassroots football at all levels
- To help develop confidence for children in our community
- Enabling children to excel or simply to have fun with friends in a safe environment
- To support the on-going development of our coaches
- Helping parents to build lasting friendships



Longwell Green - Foundation Phase (5-11)

An open door policy to welcome all children to attend training sessions

Objective for children to learn, develop and have fun

Heavy focus on player development, success is measured by achievements in the game

Children to play in various positions on match day including goalkeeping

Coaches are encouraged to coach and develop children with more emphasis on success and less on winning



Football ABC's (agility, balance and coordination)

Longwell Green - Youth Development Phase (12-16)

An open door policy to welcome all children to attend training sessions

Objective for children to take development into a competitive environment

Coaches use team playing philosophies & principles to support team success

Youth players are coached to understand team ethics & are picked on ability, attitude & desire

Youth players are encouraged to experience different positions but focus on preferred



Team Philosophy & Principles

Feedback from our FA Mentor (Steve Lilley)

The Blueprint that the club have put together is fantastic, and something that all involved should be immensely proud of. It provides a platform from which coaches can work, and gives the club an identity - the aim being that young players are given the opportunity to progress within the club the "Longwell Green Way" and the only thing that changes throughout their development is the size of their kit!

Longwell Green FC are ahead of the game in comparison to the majority of other clubs in the area, and I strongly encourage coaches, players and parents to buy in to "their" ethos, as I believe it will help to create a friendly, inclusive, developmental and ultimately successfully football club!

It has been an absolute pleasure working with the coaches and players at Longwell Green FC so far this season - everyone has been extremely welcoming, and embraced the various ideas that I have put forward.



LONGWELL GREEN INCLUSIVE FOOTBALL

YOUTH (6-16 yrs)

Thursday 6.00pm - 7.00pm

**Brunel Fitness Centre (Brunel Academy)
Speedwell Road, Bristol, BS15 1NU**

Male and Female, All disabilities

FREE SESSIONS

Contact; Paul Griffin

Email: goaliegriff@tiscali.co.uk

Tel: 07813256875



LONGWELL GREEN COMMUNITY CENTRE

Sheppard Road | Longwell Green | Bristol | BS40 8DU

Email: enquiries@longwellgreencommunitycentre.org

Telephone: 0117 932 3722

Facebook: LongwellGreenCC

Twitter: LongwellGreenCC

Longwell Green Community Centre

Longwell Green Community Centre is a Hub where everyone, groups & individuals can socially interact, feel comfortable and welcome. We encourage our Community to be a part of the 'One Community' initiative, where there are no barriers or boundaries, achieving more, together. One Community, our approach to corporate social responsibility, is about making a positive contribution to the sustainability, well-being and prosperity of Longwell Green. Through One Community, we listen, learn and incorporate the aspirations of our community, this encourages us to collaborate with charities, schools and community groups, businesses, organisations. Providing learning and volunteering opportunities, a friendly social environment, to meet and protect, and preserve our environment, with building for the future and the future inhabitants of Longwell Green.

All our rooms are available for hire at very reasonable rates. Contact us for an individual quote simply by emailing enquiries@longwellgreencommunitycentre.org or call 0117 932 3722.

Bars @ the Green - Our General Public Bar

Bars @ The Green is our family friendly public bar.

Open 7 days a week.

Mon - Thurs - 5pm - 11pm

Fri - 5pm - 11pm

Sat - Midday - 11:30pm

Sun - Midday - 7pm

Bar Promotions

Sky Sports

BT Sports

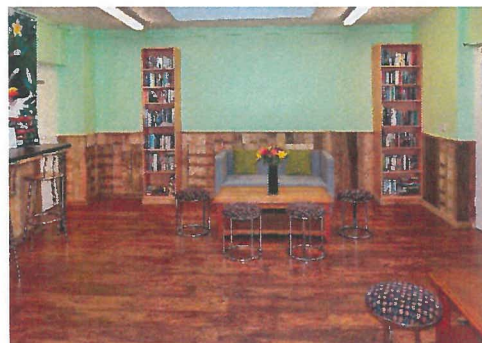
Jukebox

Pool Table

Darts

The Green Café

Our Green Cafe is currently open. Opening from 9am - midday. The Cafe is ran on a voluntary basis and we are actively looking for volunteers to help us.



<http://longwellgreencc.btck.co.uk/>

LONGWELL GREEN SPORTS JUNIOR FC

Founded 1966



Side Specific Information:

| Information relevant to your child | |
|------------------------------------|--|
| Team Name | |
| Age | |
| League & Division | |
| Social Media Sites | |
| | |
| Coaches Details | |
| Name | |
| Phone | |
| Email | |
| | |
| Name | |
| Phone | |
| Email | |
| | |
| Training & Match Information | |
| Summer Training Venue | |
| Date & Time | |
| | |
| Winter Training Venue: | |
| Date & Time: | |
| | |
| Home Matches Venue: | |
| Date & Time: | |
| | |
| Other Information | |
| | |

Community Centre, Shellards Road, Longwell Green, Bristol. BS30 9DU