

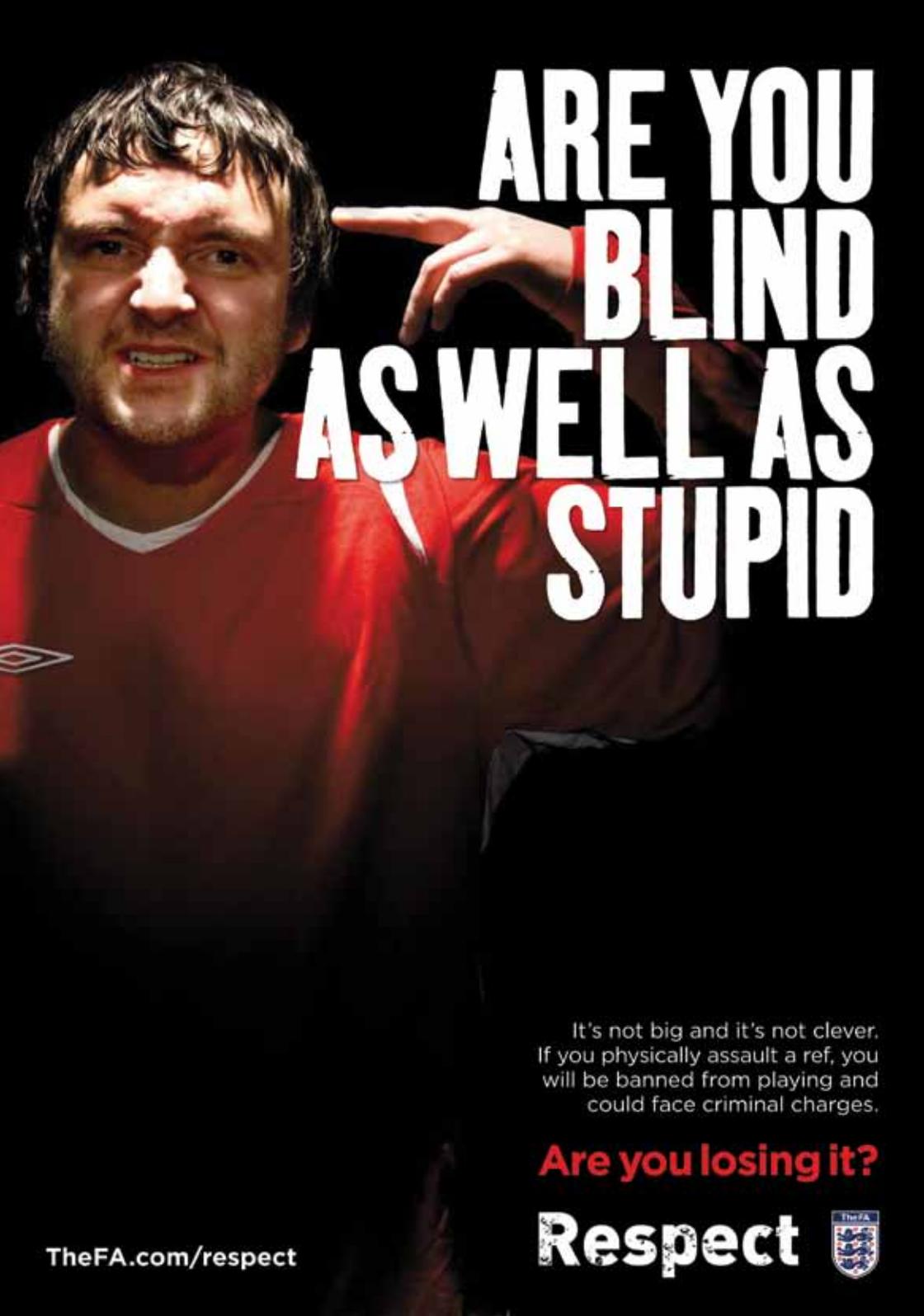


Respect



Adult football clubs

Your guide to The FA's Respect programme



**ARE YOU
BLIND
AS WELL AS
STUPID**

It's not big and it's not clever.
If you physically assault a ref, you
will be banned from playing and
could face criminal charges.

Are you losing it?

Respect



TheFA.com/respect

Why football needs **Respect**

The FA is responding to concern from across the game to tackle unacceptable behaviour in football. The FA is taking action in a variety of ways, and one of the main actions is the **Respect** programme. It is not a short-lived campaign but an ongoing commitment to improve behaviour in football. It won't be tackled in the short term as we all have a lot of work to do over the seasons ahead.

One of the main aims of **Respect** is to help recruit and retain enough Referees for the requirements of our game at all levels. We all know that a game without a trained and impartial referee cannot be played properly. In 2008 the number of registered Referees had fallen to an all time low with many Referees dropping out, mainly due to the abuse they receive on the pitch and from the sidelines. **Respect** aims to improve the environment of the game and so improve the experience of everyone involved – particularly Referees.

Respect needs your club and its players to play its part. Together, we can make a huge difference.



Respect



Respect

Contents

What is Respect ?	6
How do we achieve Respect ?	8
Step 1: Codes of Conduct	9
Step 2: Managing the match day environment	11
Step 3: The captain takes responsibility	14
Step 4: The referee manages the game	16
The first two seasons of Respect	18
How to introduce Respect to your club	21
Respect Good Practice	25
Respect Code of Conduct	26

What is Respect?

Respect is the collective responsibility of everyone in football to create a fair, safe and enjoyable environment in which the game can take place.

It is the behavioural code for football.

Respect is a continuous FA programme, not a one-off initiative.

What do we want to achieve with Respect?

1. There will be a base of registered referees in England sufficient for the demands of the game at every level.
2. There will be zero tolerance for assaults on referees.
3. There will be an improvement in on-field player discipline, particularly in the area of dissent to referees and in competitions that have an established record of poor discipline.
4. There will be a 'step change' in youth football on what is acceptable and unacceptable behaviour from parents, spectators and coaches.
5. We will work with coaches to create an enjoyable learning environment for children's football

The most important message of the **Respect** programme is that real and lasting change will come about not through the intervention of the Football Authorities but from everyone in football taking collective responsibility to promote what is good in the game and deal with that which diminishes it.



Respect



How do we achieve Respect?

Respect is a continuous FA programme, not a one-off initiative.

For clubs, the **Respect** programme includes four practical steps to improve behaviour – on the pitch and on the sidelines:

Step 1: Codes of Conduct

Step 2: Managing the Match Day environment

Step 3: The captain takes responsibility

Step 4: The referee manages the game

Step 1:

Codes of Conduct

Codes of Conduct aren't new and are already in use by some clubs (for example, they are mandatory for Charter Standard Clubs). Some Codes are successful; some are forgotten and simply not acted upon.

Respect brings them to life.

How? By supporting and strengthening the Codes of Conduct with possible consequences. There is little point in having a set of rules if no action is taken if and when they're broken.

There are **Respect** Codes of Conduct for:

- Young Players
- Adult Players
- Spectators and Parents/Carers
- Coaches, Team Managers and Club Officials
- Match Officials

Each Code explains that actions can be taken if the Code is broken. Although your County CFA or The FA will deal with cases of reported misconduct, clubs and leagues also have a role to play in dealing with poor behaviour from players, officials or spectators. This can range from education, mentoring, official warnings, suspension or even exclusion from the club.

All the Respect Codes of Conduct can be downloaded from www.TheFA.com/Respect

Respect works on placing responsibility on individuals for their actions: *break your Code, and bear the consequences.*

Codes of Conduct:

Your club's responsibilities:

Each **Respect** Code of Conduct explains that action can and will be taken if the Code is broken.

Your club has three main responsibilities around the Codes:

1. To ensure everyone within the club (club members), whatever their role, has read, agreed and signed up to their relevant Code – and understands the actions which could be taken if Codes are broken. The inclusion of Codes into the registration process of club members ensures that all playing members can be made aware of their responsibilities at the point of joining the club.
2. To collect and retain the Codes so that they can be referred back to if an individual's behaviour becomes unacceptable
3. To deal fairly and consistently with anyone who breaks 'their' Code.

If your club hasn't used Codes of Conduct before – or has Codes without consequences – this needs discussion, so your members understand how the Codes work and what their responsibilities are. Your league or County FA **Respect** Lead Officer will be able to give you some further guidance in this area. If you already have your own club Codes of Conduct, it is advised that you adopt the new **Respect** Codes or revise your existing codes to include any elements you may have missed.

It is suggested that it may be helpful to display the **Respect** Codes of Conduct in dressing rooms, pavilions, club houses and if applicable, displaying the Spectator Code publicly or handing down the sidelines.

The important difference is ensuring your club members understand and appreciate what can happen if Codes are broken. That way, there should be no subsequent debate because they didn't understand the consequences of breaking a Code.

Taking sanctions

The Codes identify a range of sanctions which can be applied in the event of misconduct or poor behaviour.

Whilst your County FA or The FA will deal with reported misconduct, clubs also have a role to play in educating its membership as to what is – and what isn't – acceptable behaviour and taking action when the Codes are broken.

Potential measures that a club can take against its members include;

- Being required to apologise to team-mates, the other team, referee or team manager
- Receive a warning from the coach
- Receive a written warning from the club committee
- Be required to attend a FA education course
- Be dropped or substituted
- Be suspended from training
- Not be selected for the team
- Be required to serve a suspension
- Be required to leave the club

It's important for Clubs to be clear about what it expects from its members and to educate people when guidance is required. Should this guidance be disregarded then the management of a Club has the right to implement sanctions against offenders. Such action must:

- Be fair and consistent – treating people in the same way regardless of their position in the club
- Follow a process which allows people to know when they have broken a Code of Conduct and provides them with the opportunity to amend their behaviour and conduct
- Be proportionate to the offence
- Be progressively more serious for repeat offenders

Step 2:

Managing the match day environment

Sometimes the behaviour of spectators and team officials can have a negative impact on the game itself. **Respect** aims to create a playing environment which is fair, safe and enjoyable. This can be achieved by;

- Clearly identifying to players, spectators and team officials the behaviour that is appropriate. This is why the codes of conduct are important
- If you are the home club there is a value in displaying the club's code of conduct - visible to both home and visiting participants. This could be in the changing room, pavilion or even on a laminated card that can be passed down a line of spectators
- Signage – if the facility allows the display of a **Respect** banner or sign this can establish to all participants a club's commitment to the **Respect** programme.
- The creation of designated areas for spectators is an important element of **Respect**. If your games in an open age league attract supporters on the touchline then the following detail on the introduction of designated spectator areas will be of interest. If however your games are watched by few people other than the teams themselves you may be better focusing your attention on the other **Respect** measures.

Designated Spectators' Areas can be marked by an additional line, the use of cones, a roped-off area or use of a temporary spectators' barrier.

The areas literally draw the line which spectators should not cross. Research has shown it to have a beneficial impact on the behaviour of spectators and their impact on players and match officials.

The ideal arrangement is to mark out a Designated Spectators' Area on the opposite side of the pitch to club officials (manager/coaches etc) for spectators to stand behind. This allows the manager/coaches of both teams to stand on the other side of the pitch, meaning players can better distinguish the advice from their team officials.

The Designated Spectators' Area should start two metres from the touchline on both sides of the pitch. Each area should run the full length of the pitch. This means no-one should be watching from behind the goals. It is recognised however that the alignment of some public pitches does not allow for this set up in which case other appropriate arrangements should be made.





Respect

You may prefer an alternative form of marking a Designated Spectators' Area, but you must ensure this is safe for both the spectators and the players. The FA strongly recommends you obtain formal agreement from the facility/pitch provider about which method of marking is most suitable for the pitch, before beginning any work or buying any new equipment.

The safety of the players, officials and spectators is paramount.

To help implement the Designated Spectators' Area, The FA has endorsed a **Respect** Barrier Kit which is available from www.Touchlineologos.com

Dealing with difficult spectators

Clubs should consider the use of a touchline manager - someone known to club members designated to help maintain a supportive playing environment. Ideally the individual should have authority and presence, and the ability to remain calm. The role of the touchline manager is to attempt to nip any behavioural issues in the bud, to be a point of contact during the game for the referee' and to remind spectators of their responsibility. It's important that they act quickly and discreetly. Some clubs have equipped touchline managers with a **Respect** bib which has increased their visibility and assisted them when required to intervene. The touchline manager is to assist the smooth running and enjoyment of the game for everyone – not just the home team. They are there to deal with small scale incidents and to reduce and diffuse problems. It is not the role of the touchline manager to replace the referee or the normal league sanctions. They should never place themselves or others in danger

The role of a Touchline Manager

- Be aware - Enjoy the game but monitor the touchline
- Move towards an incident or potential incident
- Observe and analyse – Is this a significant incident likely to escalate or will a quiet reminder sort it out
- Isolate -ask the person to move away for a chat.
- Emphasise that the club is committed to creating an environment where people are treated with **Respect** and dignity.
- Acknowledge that they may be frustrated by the decisions a coach or Referee has made but explain that the person is doing their best (everyone makes mistakes) and that the Referee may see things differently from their field of play.
- Explain that abuse directed at players or team officials on either team is unacceptable.
- Refer to the club's Code of Conduct – the spectator may not realise that they have behaved inappropriately.
- Be calm and firm. Be conscious that both the tone of your voice and your body language is assertive but not aggressive

- Explain the **Respect** Code, explain that this behaviour cannot be tolerated, that continued abuse will lead to problems for the club and the players and that the incident will be fully reported to the league and County Football Association.

And if this doesn't work.....

- Bring the incident to the attention of the referee
- If the Referee deems it necessary the game will be abandoned and the club will face a full report.

Remember: if you have done all that you can the League should take this into account

Step 3:

The captain takes responsibility

Often problems start at matches when individual players are abusive towards the referee, which escalates into several players confronting the referee at the same time – then it's anarchy.

Respect aims to stop this cycle before it starts. Only the captain can challenge decisions made by the referee and the captain needs to manage his/her team to ensure that this is always observed. However, this does not mean the referee will only speak to the captain. Referees remain free to talk to any player if this means they can manage the game better.

The advice to captains is;

To promote **Respect** the referee will work with you, as the team captain, to manage the players and the game effectively.

Even if you are some way away from an incident when the referee feels he/she needs you involved in a discussion with a player, the referee will call you over. This will ensure that, as the team captain, you remain the point of contact for the referee.

In some cases a referee will proceed directly to a caution if he deems an offence to be serious enough, and is not obliged to call a captain forward for every incident – only those that will assist him/her in the management of the game.

The type of behaviour which often gives rise to problems in matches, and where captains and referees need to work together, can be described as 'harassment and challenging behaviour' towards the referee'.

As a captain, you have no special status or privileges under the Laws of the Game, but you do have a degree of responsibility for the behaviour of your team.

Referees will also make use of captains to deal with persistent offending from a team-mate where there is a real possibility of further offending resulting in a caution or a dismissal. Captains will also be called forward where additional support is required to calm a player down who is likely to immediately re-offend.

Here are some examples of each of these types of behaviour

Harassment:

- Running towards the referee in an aggressive manner.
- Players surrounding the referee to protest a decision.
- Repeatedly asking questions about decisions in an attempt to influence the referee or undermine his/her responsibilities.

Challenging:

- Passing comment to other players about a referee's decision-making.
- Repeatedly moaning at the referee about decisions.
- Gestures that obviously are made in a derogatory manner, such as a shaking of the head or waving of the hand.

Captains have been asked to:

- Ensure they wear a captain's armband.
- Together with the opposition captain, make themselves known to the referee before the game. He/she will ask if the captains if they are clear about your responsibilities.
- Ensure all players understand what they can/cannot do in relation to the referee and what is meant by 'unwanted behaviour'. No-one's trying to curb enthusiasm – just instil more discipline. This can only benefit the specific match and football as a whole.
- Ensure vice-captains (who should be appointed one if there isn't one) is aware of these rules, in case captains are unavailable for a game, or have to leave the field.
- Ensure every player in the team has signed the **Respect** Code of Conduct.
- Visit www.TheFA.com/Respect for further updates and tips.

Step 4:

The referee manages the game

The instructions given to referees are that: 'you are expected to work with the team captains to manage the players and the game effectively. You must control the game by applying the Laws of the Game and deal firmly with any open show of dissent by players. (e.g. not move away from the incident, but stay and deal with it).

While recognising that players may on occasions make an appeal for a decision (e.g. a throw-in, corner or goal-kick), it is important you distinguish these from an act of dissent which should be punished with a caution.

You should use a stepped approach, where appropriate, to managing players:

1. Free-kick.
2. Free-kick with quiet word.
3. Free-kick with public admonishment (this is the time referees should consider using the team captain to visibly get the message across).
4. Yellow card.

The stepped approach does not negate the fact that as the referee, you have the authority within the Laws of the Game to issue disciplinary sanctions without recourse to the captain(s), including issuing a yellow or red card where the Laws require it.

Even if the captain is some distance from an incident, but you feel you need him/her involved in a discussion with a player, you should call the captain over. This will ensure the captain remains your point of contact during the game.

These guidelines are an additional preventative/supportive tool for referees to manage games effectively. The key is for referees to use captains in a more visible way.



Respect



The first two seasons of Respect

Throughout the first two seasons of **Respect** its impact was monitored. The following are the headline findings:

- Prior to the launch of the **Respect** programme in 2008 the number of affiliated referees had fallen to all time low. In 2010 there were 26,692 registered referees, an increase of 7.4% increase compared to 24,852 for the same period in 2009.
- The number of trainee referees at level 9 is 5598 compared to 4111 in 2009 - an increase of 36.2%.
- The **Respect** programme has made a contribution to creating an environment where referees, feel better supported and are more likely to continue their involvement. In a survey of 3,500 referees in November 2009, 35 % of respondents reported that they were more likely to remain a referee and 39 % reported that they received less abusive behaviour from players as a result of **Respect** programme.
- When the **Respect** programme was launched referees were encouraged to submit '**Respect**' marks after a fixture. In 2009/10 nearly 10,000 reports were entered. Encouragingly the average **Respect** marks (out of a possible 5) ranged from 4.1 to 4.7
- In 2008/09 The FA received reports of 534 referees having been assaulted (ranging from a referee having a card knocked out of their hand to serious assault). In 2009/10 the figures for assaults on a match officials (all categories) show a 13 % decrease from last season (a reduction to 466 cases from 534 cases in 08/09)
- One of the major themes of the **Respect** programme has been its attempt to deal with overtly aggressive coaches and pushy parents in youth football. The **Respect** programme has increased awareness of the problem. The use of Codes of Conduct, designated spectator areas and pre-match handshakes is now widespread. More importantly there is greater peer pressure on coaches or parents that do not behave in an acceptable way.
- Over 500 youth leagues have committed themselves to the programme. Despite this work a significant problem still exists with the key finding of the 2010 CFA Online Grass Roots Survey of 12,000 respondents, across all regions and all roles in football identified as: '*the abuse of young players by spectators*'.

- In the professional game player behaviour has improved. Overall in the Premier League, Football League, Football Conference, Isthmian, Northern and Southern Leagues there was a 6 % decline in dissent cautions. Dissent cautions in 10 out of 16 of the senior Leagues were down compared to 2008/09 levels.
 - There was a 23% reduction in dissent cautions in the Premier League (76 compared to 99). In 1 in 5 games in the PL there was a caution for dissent. The total was down from previous two seasons
 - Dissent cautions were down by 31% in the Championship (99 compared to 144).
 - Dissent cautions were down in the Football League as a whole by 12 % (373 compared to 425).
 - There were only two charges of harassment of match official in the PL, FL and Football Conference but mass confrontation charges rose from 4 to 43 charges this season.
 - In the amateur game dissent cautions have reduced by 3%, misconduct 3% and dismissals by 2%
 - Disappointingly the number of matches abandoned due to misconduct in 2009/10 was 947 an increase of 7 % on the 2008/09 figure
 - An online **Respect** module has now become a pre-course requirement for those undertaking the FA Level 1 coaching qualification. Since its introduction in May 2009, nearly 17,000 Coaches have undertaken this module.
 - 752 Leagues have signed up for **Respect** (out of 1200) although implementation of the **Respect** measures is at different stages across those leagues.
 - 40 % of the 12,000 respondents of the CFA's Grassroots Survey claim that their experience of football has improved with '**Respect**' and that they experienced 66 % less discrimination or touchline abuse.
 - Based on the CFA Grassroots survey The **Respect** measures considered to have the most practical value are Referees being encouraged to deal with dissent, use of Codes of Conduct, use of captains to assist on field management and the use of designated spectator areas.
- The **Respect** programme is an ongoing commitment by the football authorities to tackle poor behaviour. There is still much work to be done but we will seek to improve this position season on season.



Respect

Lose Respect
Lose the game

How to introduce Respect at your club

Fundamentally, we need you to accept and understand the four steps to **Respect** outlined on the previous pages – and then impart them to everyone at your club.

To get everyone on board, we suggest the following actions.

Attend a league information session

If your league decides to sign-up to **Respect**, your league officials will hold an information session on the programme and the role your club will be expected to play. It's important your club is absolutely clear about what your involvement entails. Your league will hand out **Respect** resources at this session.

Organise a club Respect session and inform your members

We would recommend you organise an information session for your club members, along the lines of the one you will be asked to attend by your league.

However it's organised, you need to ensure that all the members of your club read, understand and sign the relevant Codes of Conduct.

Members include:

- Club officials, Coaches and Team Managers, including volunteers
- All players
- Welfare Officers.

Communicate with your spectators

This may not apply at your club, but if your matches attract spectators, they have a key influence on standards of behaviour: their own and others.

It's accepted that spectators are not under a club's direct control, but you and your players have a responsibility to lead by example and set the standards of behaviour you expect from spectators – and then maintain these standards.

So, depending on the size of your club, you may want to include spectators in your club information session(s).

Ensure your club officials understand Respect

Players and spectators will often take their lead from the management of a team. If a manager or coach is bawling at match officials it is likely that players will do so too. Managers and coaches have a responsibility to behave themselves in a way which reflects the **Respect** Codes of Conduct

Take action to make the Respect Codes of Conduct meaningful

Get all club participants – whatever their role – to sign up to a Code of Conduct and then the management of the club should ensure that they are obeyed. In some cases this may mean that additional education or advice is required. For more serious cases a warning may be administered or a temporary withdrawal of club privileges. For serious or persistent cases the club committee may need to consider suspending or even withdrawing an individual's club membership

Promote **Respect** by including **Respect** Adverts in the club's handbooks, programmes and website. This material can be downloaded at www.TheFA.com/Respect





Respect





LOSE RESPECT
LOSE THE GAME

Respect Good Practice

There is a growing body of good practice from leagues, clubs and individuals that have led the way in tackling poor behaviour and promoting **Respect** in the game. In May 2010 at the FA Cup Final Prince William presented the first ever **Respect** and Fair Play awards to those that are making a difference. The winners were;

The work of the award winners can be viewed at www.TheFA.com/Respect

The **Respect** Awards will be staged once again in 2011 with application forms available from January 2011 from the FA and County Football Associations.

Name of Organisation / Individual	Category
Arsenal	Barclays Premier League Fair Play Award
Doncaster Rovers	FL Fair Play Award Championship
Swindon Town	FL Fair Play Award League 1
Rochdale	FL Fair Play Award League 2
Northern Premier League	National League System League Steps 1 to 4
The Hellenic Football League	National League System League Steps 5 to 7
Garforth Town Football Club	National League System Club Steps 1 to 4
East Riding County Women's League	Women's Pyramid League
Sheppey Sunday league	Grassroots Adult League
East Berkshire Youth Football League	Grassroots Youth League or Organisation
North Wilts Youth & Minor League	Grassroots Youth League or Organisation
Leamington Hibernian Football Club	Grassroots Club
Malcolm Lee (Don't X the Line)	Bobby Moore Award

Respect Code of Conduct



Respect

Adult players

We all have a responsibility to promote high standards of behaviour in the game

Players tell us they want a referee for every match, yet 7,000 match officials drop out each season because of the abuse and intimidation they receive on and off the pitch. **Respect** your referee today and you may just get one for every match this season.

Play your part and observe The FA's **Respect Code of Conduct** for players at all times.

On and off the field, I will:

- Adhere to the Laws of The Game
- Display and promote high standards of behaviour
- Promote Fair Play
- Always **Respect** the match officials decisions
- Never engage in public criticism of the match officials
- Never engage in offensive, insulting or abusive language or behaviour
- Never engage in bullying, intimidation or harassment
- Speak to my team-mates, the opposition and my coach/manager with **Respect**
- Remember we all make mistakes
- Win or lose with dignity. Shake hands with the opposing team and the referee at the end of every game

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 team-mates, the other team, referee or team manager
- Receive a warning from the coach
- Receive a written warning from the club committee
- Be required to attend a FA education course
- Be dropped or substituted
- Be suspended from training
- Not be selected for the team
- Be required to serve a suspension
- Be fined
- Be required to leave the club

In addition:

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

Spectators

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.

Play your part and observe The FA's **Respect Code of Conduct** for spectators

I will:

- Applaud effort and good play as well as success
- 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
- Encourage the players to Respect the opposition, referee and match officials
- Avoid criticising a player for making a mistake – mistakes are part of learning
- Never engage in, or tolerate, offensive, insulting, or abusive language or 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 or The FA:

I may be:

- Issued with a verbal warning from a club or league official
- 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



Respect

Respect Code of Conduct

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 or The FA:

I may be:

- 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 a 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



Lose Respect
Lose the game



Respect



The Football Association
Wembley Stadium,
Wembley,
London HA9 0WS

Postal Address:
The Football Association
Wembley Stadium,
PO Box 1966,
London SW1P 9EQ

Telephone:
0844 980 8200

Email:
Respect@TheFA.com

Visit:
www.TheFA.com/Respect



Respect