



Surrey Youth League

Don't Spoil My Game!
Pilot

Don't Spoil My Game!

<https://youtu.be/ezZ2ZRfSsLY>



The Current Problem

- ▶ Low level abuse from touchline isn't dealt with – this then escalates to potentially violent situations.
- ▶ Abuse is directed to Volunteer Club Linesman, leads to conflict on the touchline
- ▶ Are Codes of Conduct actually implemented from the Sanctioning Perspective?
- ▶ There is no data to quantify, low level is not reported – straight to misconduct if at all!
- ▶ No instant respect sanctions for Parents or Managers
- ▶ Young Referees feel vulnerable and are bullied by adults.

Its in Our Hands

- ▶ Every Responsible Adult has a chance to help clear this rubbish up.
- ▶ FA, County FA, League & Clubs
- ▶ We have a chance to work together to fix it

The Pilot

Don't Spoil Our Game



CORE PRINCIPLE'S OF THE PILOT

- ▶ *EVERY VOLUNTEER DOES NOT HAVE TO TOLERATE ANY ABUSE OR DISSENT REGARDLESS OF BEING QUALIFIED AS A REF OR NOT.*
- ▶ *ALL VOLUNTEERS, HELPERS, LINESMEN & REFS HAVE A RIGHT TO FEEL SAFE IN A SUNDAY FOOTBALL ACTIVITY – ESPECIALLY CHILD REFEREES – U18*
- ▶ *NO ONE SHOULD BE SUBJECT TO THREATS OF ANY NATURE*

Lose Respect – Lose the Game

Codes of Conduct – are they adhered to?

IS YOUR CLUB ZERO TOLERANT ?

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 or 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.

Managers Code

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

• 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.

Parents Code

Outline of Proposal

- ▶ Make abuse and disrespect at kids football socially unacceptable
- ▶ Clubs & League to fully utilise the Respect sanctioning guidance for leagues & clubs
- ▶ Give more tool(s) to the ref on match day
- ▶ Give protection to the ref on match day (Specifically U18)
- ▶ Better protect and support Club Linesmen – These are subject of too much abuse.
- ▶ Better educate Referees on the importance of reporting and how to report
- ▶ Gather much better data to take action at a league and club regarding low level abuse
- ▶ Promote enhanced ownership to the clubs to educate & sanction Managers and Parents with a well defined process – Not Adhering to Codes of Conduct have will defined sanctions that are implemented
- ▶ Effectively run a Zero Tolerant process to eradicate lower level abuse.

14 Point Plan for the SYL Pilot 1 / 3

1. Ensure that the FA Respect Codes of Conduct are signed and understood clearly by everyone – most importantly the sanctions that can be applied.



2. Encourage every Team to have a Pitch Marshall to liaise with the referee pre and post match as well as reporting Respect issues – This is focused on Reporting and Ref Liaison– Man clubs are starting this practice now. We will mandate from U11–U15.

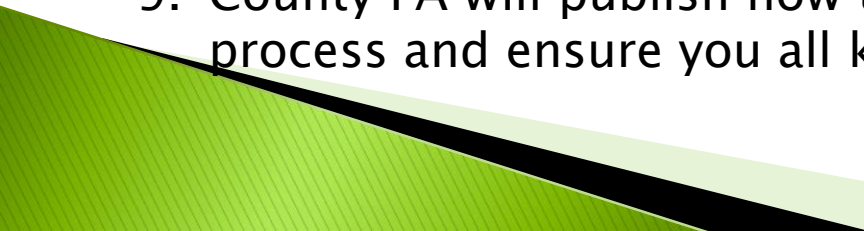


3. Give the Referee a new Process to report disrespect on match days when the levels of disrespect to him and club linesman are breached.




4. Provide a better League reporting system for referees and Pitch Marshalls / Parent Reps – Prawn Sandwich Enhancement

14 Point Plan for the SYL Pilot 2/3

5. If Disrespect is reported by any one who is a referee qualified or volunteer then the League will “Guide” the club down the Respect Code of Conduct Sanctions to apply.
 6. The League with the County FA will provide further *Blueprint* guidance on how clubs will administer Respect sanctions against people failing to adhere to Respect Codes of Conduct.
 7. The League will provide a significantly improved referee induction process for new referees. This is to ensure that they all know the importance of reporting and how to conduct themselves.
 8. The league will utilise all tools available from the Respect League Tool-Kit - Guidance Meetings, Withholding fixtures, proposition to AGM to not recommend teams for league re-admission.
 9. County FA will publish how they are improving the misconduct process and ensure you all know the steps
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14 Point Plan for the SYL Pilot 3/3

10. The League will be providing subsidised signage for grounds, The League will be providing the Respect Marshall Vests
 11. Supporters will NOT stand behind Opposition Linesmen
 12. Tracking of Parents/Players removed from clubs for discipline reasons
 13. Managers leaving clubs because of discipline or failure to qualify will be tracked
 14. Probable publishing of clubs guilty of misconduct
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Pilot Permission Pitch Marshall

1. This role is to be primarily one of reporting & Ref Liaison. We would like the Pitch Marshall to help with managing where people stand, but equally understand that people feel reluctant to manage confrontation.
2. Each Team will be encouraged to have a Team Parent Rep (Pitch Marshall) responsible for reporting Respect issues and working with the referee and opposition Peer. To be clearly identifiable on Match Day. We will mandate U11-U15 – the main problem ages, but with more chance of Clubs finding volunteers as parents are more available. If no Pitch Marshall then the responsibility will fall to the Manager on the Day, at U7,8,9,10,16 & 18
3. Mandatory meet and greet of referee prior to start to confirm name and to confirm clarity of the SYL Pilot and all rules associated with the Respect Pilot & Trial. and a Post Match debrief where Respect Breaches are reported to corroborate names and or identification of individuals where possible.
4. Team Reps to report respect breaches to the League
 - Agreed instances with the ref post match debrief
 - Observed instances from own and opposition side
 - These non referee reported instances will be recorded and repeat (twice) reports from different reps regarding one teams supporters or managers will result in a Respect Breach sanction to club
5. To report to the league after any match where a Respect Breach occurs, along with observed poor practice, that the referee has not seen or heard. We would also ask that they report where people become confrontational with Pitch Marshalls.



Pilot Permission Respect Breach Process for Referee



- ▶ We do not want the referee to get into unnecessary confrontation, but if the spectators/manager are not following the respect code of conduct then they need to be told there and then.
 - ▶ Told will mean at the next break of play the referee, will inform the Pitch Marshalls that the level of Disrespect he feels being shown to himself or Club Linesman has been breached. The referee will blow the whistle and invite the Pitch Marshalls towards him to inform them of who is responsible for the respect breach. This to be noted in his pocket book, match card, This can be waved.
 - ▶ This is just a visible impact of the conversation that has been had with the Pitch Marshalls.
 - ▶ This should / will be enough for adults to understand that the referees tolerance level has been reached and that it stops now, Pitch Marshalls and managers now act to calm the crowd or indeed the manager if it is him/her . Anyone on the touchline will know who has said what – don't play innocent, recognise its not on and deal with it!
- ▶ Referee can only report disrespect once to a set of parents per team per game, and once to a manager / assistant of either team (Max 4) . Anything further then its misconduct and normal misconduct process. If its serious enough it goes straight to misconduct.

Respect Breach Process

- ▶ If the Respect breach warning fails to reduce the level of abuse/dissent then the referee applies the normal Misconduct process – reported to the County FA.
- ▶ A post match debrief will occur with Pitch Marshalls to help clarify any reporting issues with the referee and peer Pitch Marshall, potentially identifying individuals.
- ▶ For Respect breaches this will be reported to the League via a new referee match result card submission form, to be available on Prawn Sandwich, both referees and Pitch Marshalls will use.
- ▶ The League on receiving reports of Respect Breaches will write to the club, via prawn sandwich, describing the process the club needs to take with individuals or groups.
- ▶ It is a MATTER OF FACT that the referee feels that he has had too much disrespect, this is indisputable, who said what at what point is up to the club to get to the bottom of. A Respect Breach will be non appealable, no fine can be charged, however if clubs fail to take action and provide no evidence of action in a prescribed time frame, probably 10 days, then the club will be charged with failing to deal with league business that can carry a fine at the discretion of the league management committee.
- ▶ In addition, a club failing to take action can have fixtures withdrawn from that team as the league will deem that they consider the team environment to be unsafe.

Club Improving Standards Pack

- ▶ As part of the club respect packs it will be clear as to what the clubs own to deliver in terms of “educational sanctions” and potentially punitive ones.
- ▶ A pack will include how to discipline following a set procedure.
- ▶ Types of educational sanctions that can be applied (Video Course, Attendance at Respect Workshops) along with punitive if failing to do so.
- ▶ *The League & County will Issue all club’s with a Blue Print standard of sanctions.*
- ▶ This process kicks in on receiving a Respect Breach for a spectator / manager and / or a report from the league requiring education due to reports from multiple teams.
- ▶ The League will retain the right to withhold fixtures from a team if they believe that it is unsafe for that team to play.



Respect Spectators Code Example of Progressive Sanction

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
- 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

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, league 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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3rd Respect Breach
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Respect Managers Code Example of Progressive Sanction

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

- 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, 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.

1 Respect Breach
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Clubs Failing to Take Action

From FA Respect League

Disciplining poorly behaved clubs and players

Leagues have the following options available to them to exert pressure on poorly behaved clubs;

- Call clubs in for a meeting to account for their behaviour and outline how improvement will be achieved
- Refuse to offer fixtures to a team or to club for a period of time
- Refuse to accept the entry of clubs with a poor disciplinary record into league cup competitions
- Leagues can work with clubs to achieve voluntary agreements to take discipline action against persistently poorly behaved players. The use of codes of conduct can help define acceptable and unacceptable behaviour and provide the basis for initiating action. Leadership must however come from the club's management
- Require multi-team clubs to operate with fewer teams in the league if they are unable to exert control over its membership
- Make clubs aware that if an improvement in behaviour is not achieved against an agreed action plan the future membership of the club can be considered and voted upon at a league EGM or AGM

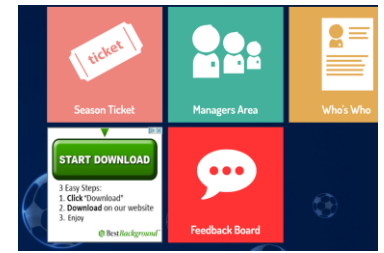
If the league believes that a club is not taking respect sanctioning seriously or provide no evidence of leadership then you will be coming to see me and Frank – We will be more grumpy than usual.

Fixture removal is on a basis of safeguarding – Referee Abuse as one example or if teams do not provide certificates to prove offenders have attended FA courses.

Approved Pilot by all clubs at AGM

If repeats of Respect Misconduct and/or County FA evidence then ultimate recommendation to AGM to not allow team back

Improved Reporting



- ▶ Prawn Sandwich is to be enhanced with Referees and Pitch Marshalls utilising an open access to report on matches.
- ▶ The league will use the data, that is now fed into a database, to manage the Respect Breach Process.
- ▶ Reporting is mandatory for all referees. If referees appointed, by league or club receive a fee do not report, then they will not be allowed to referee in the Surrey Youth League.
- ▶ Data is important and without the data we will not be able to target or improve the behaviours.

Non reporting enables people to conclude there is no issue.

Referee Induction Management

- ▶ All new U18 Referees will be under the guidance of a League Referee Induction Manager.
- ▶ All new referees will be provided a league induction pack regarding league expectations of them
 - Reporting of Respect and Misconduct issues, working with Parent Reps, along with Pre and Post Match briefing, Referee Parents will also have a guidance letter.
- ▶ Mandatory alignment with a mentor buddy (similar age bracket) and acceptance before 5 games can commence.
- ▶ The league will hold two Induction briefings for referees during the season, it will be mandatory to attend one of these if they are to continue refereeing in the SYL.
- ▶ All new referees will have to referee 5 games in this safe environment
 - Learn to blow the whistle – Maybe free from managing Linesmen in first few games
 - These to be with clubs who will provide the opportunity in a safe environment
 - Help with initial games and provide feedback to the Referee Induction Manager
- ▶ Referee Induction Manager will check on the following before a referee can progress to the league appointed list.
 - Attire correct – referee clothes
 - Has completed league report forms online
 - Has satisfactory feedback from clubs on initial games
 - Referee to demonstrate knowledge of whole game system by completing a Misconduct Dummy Report
- ▶ When the Induction Manager is happy with progress then the referee will be released for Alan (League Appointments Secretary) to assign matches to them.

Signage

- ▶ The League will be providing Subsidised Signs to Hammer Home what Sundays are about!



Positioning of Spectators

- ▶ No Standing Behind the Opposition Linesman
 - There are 3 other area's to stand in
- ▶ We recognise that on some grounds this might be difficult, but parents swapping position at half time is achievable – What a nuisance!!!!
- ▶ Designed to minimize opportunity for questioning & abuse of linesmen which escalates to a lot of the serious misconduct issues.

Tracking of Players / Parents Removed from Clubs

- ▶ The league shall keep a register of released players due to discipline issues from a club.
- ▶ If a player attempts to sign for another league club, then the league can highlight to the new club the player / parent history.

Manager Tracking

- ▶ Managers will be Tracked if leaving a club due to pitch side In-Discipline
- ▶ Managers will be tracked if they fail to gain the relevant qualifications in a timely manner.

County FA – Raising Standards



Your Turn

Way forward

League Responsibility

- ▶ Will provide a full pilot briefing for everyone in the league through:-
 - Briefing Sessions at Imber Court
 - Written Briefing Guides
 - Probable FAQ, and Q&A Blog type interface.
- ▶ Provide a Reporting System for Parent Reps & a better one for Refs
 - Online via Prawn Sandwich
- ▶ Requires a Respect Manager Position
 - For management and monitoring of reports from refs and parent reps.
- ▶ Will hold 4 respect management meetings with offending clubs in a season
 - Both Respect Breach and Fairplay Marks from PS to indicate requirement to attend.
- ▶ Requires a Referee Induction Manager & Performance Manager
 - Provide Briefings, induction, for Referee's
- ▶ Requires regular update on pilot process
- ▶ Provide an enhanced Respect Pack for Clubs

County Role & Actions

- ▶ To highlight and communicate improvements being made to the misconduct process.
- ▶ Normal Process for Player Cautions and Sending Off Standard Process
- ▶ Misconduct is handled as normal.
- ▶ Develop with the League an enhanced Respect Pack – in particular guidance on applying sanctions, and how to handle discipline within a club.
- ▶ Help the league with education – Referee, Pilot Management
- ▶ Liaison with League on Respect management (Pilot)
- ▶ Contact point with FA on the Pilot
- ▶ This will require co-operation for this pilot across a number of counties – significantly Surrey & Middlesex.

Extra Work?


- ▶ If everyone behaves – no real extra work!!
- ▶ Clubs have to find a Pitch Marshall per Team
- ▶ Clubs will have to action respect sanctions for the poorly behaved
- ▶ Some Clubs will be involved in hosting new referees
- ▶ League has to develop reporting systems for Referees and Pitch Marshalls
- ▶ League has to find and appoint Referee Induction Manager
- ▶ League has to monitor standards & hold more respect evenings for poor behaviour
- ▶ League & County has to provide education and briefing to Pitch Marshalls and Referees
- ▶ The FA & County FA has to do more in terms of making the Misconduct Process both visible, expedited and transparent.
- ▶ The FA has to take real notice of protecting referees at Grassroots and provide enhanced sanctioning for proven cases, people have to be permanently removed.

The FA should be providing much better leadership on the problem and actively promote Pilots


Lots of Idea's – Cant do it all this season

- ▶ Club Linesman & Parent Education on Laws
 - Ashtead run fun sessions already
- ▶ Manager Technical Area's
- ▶ Sin Bin's for Players
- ▶ Web Cams for Refs
- ▶ Walk the Ball 10 Yards
- ▶ Silent Days
- ▶ Banning Managers from Running The Line
- ▶ No Linesmen
- ▶ Club policy to suspend players for one game if they receive caution for Dissent


Extracts comments from early workshop

- ▶ This is long overdue and should help to improve the experience for all concerned on Sundays. I think the proposals will help Club's weed out the miscreants
 - ▶ We agree with any proposals to rid Youth football of the poor behaviour that is growing each season . We would support all the initiatives discussed at the meeting and would gladly run pilot schemes at our club. We look forward to the next stage of the workshop.
 - ▶ A work in progress, great ideas will need more but the landing on the moon started with a drawing!
 - ▶ These proposals will work however the League would have to lead by example by ensuring a strong message is sent out by dealing with the offenders severely. There maybe a few weeks of unrest/unhappiness but the message needs to get through. "We want our game back"
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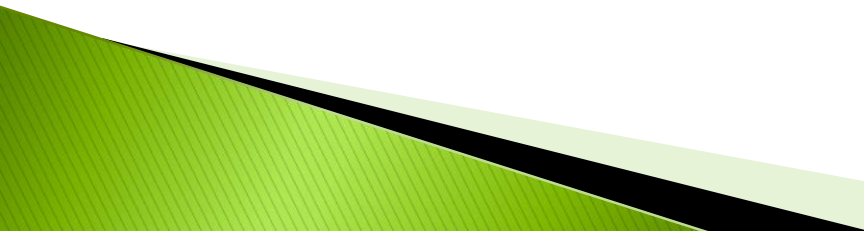
Extracts Comments from early workshop

- ▶ Great starting point for reducing instances of violence, particularly towards referees. Need to be careful that we're not just causing the referees more problems by making them 'responsible' for spectators behaviour. At the moment, referees are encouraged to only speak with the manager at the sideline and for them to deal with parents / spectators.
 - ▶ Excellent – well done for trying to take the initiative.
 - ▶ We must protect our referees/linesmen at all costs from abuse. If a serious incident was to happen then a weekend without refs & no games taking place would put a massive message out to all as to how serious this is becoming??
 - ▶ Something must be done! We fully support these proposals
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Why is this going to be different from other Campaigns!

- ▶ Instant Visibility on the day that subsequent action will now be taken by breaching Respect Codes.
 - ▶ Prescribed sanction that is automatic
 - ▶ No County FA involvement in lower level Respect breaches.
 - ▶ Owned by Leagues & Clubs – Respect Breach Education delivered by Clubs and Leagues
 - ▶ Real Data Collected to be able monitor and manage improvement
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Survey to be answered please

- ▶ Questions to be answered and Presentation to be emailed out tonight.
 - ▶ Please use the following Survey Monkey Link
 - ▶ <https://www.surveymonkey.co.uk/r/DSMGPRES1>
 - ▶ Please complete by Fri 29th April
- 


Timescales

- ▶ 14th March – Initial Workshop – Today
- ▶ 21st March – League Management Meeting
- ▶ 22nd March – Meeting with FA at Wembley
- ▶ 23rd March – Questions answered by Workshop Attendees
- ▶ 31st March – Submit Application to FA for Pilot Status
- ▶ 31st March – Send out to all League Clubs the Proposal
- ▶ 14th April – Pilot Committee meet at the FA to approve or otherwise

- ▶ 18th April – All Clubs to Imber Court – Pilot Outline Q & A
- ▶ April / May – Meetings with FA / Referees to ensure alignment
- ▶ Mon June 6th – AGM League Approval for Pilot

- ▶ Through the summer
 - Pitch Marshall Workshops
 - Referee Briefings
 - Education

This is a Pilot – This is a Start

- ▶ A Pilot will have issues, Its going to be Bumpy
 - ▶ A Pilot will need to modify and morph
 - ▶ A Pilot may be unsuccessful
 - ▶ The League recognises that every possible connotation is yet to be perfected in thought
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A Perfect Storm

Please Don't Spoil My Game!