

OADBY OWLS FOOTBALL CLUB

Contents

Oadby Owls History & Welcome.....	1
Management Committee.....	2
Tawnys Committee and Mini Soccer Managers	3-4
Eleven Sided Team Managers.....	5-7
Qualified Coaches.....	8
Child Welfare Officer and Qualified Aiders	8
Mini Soccer School.....	9-10
Oadby Owls League Teams.....	11
Registration and Membership.....	12-13
Oadby Owls Child Protection Policy.....	14
Code of Conduct for Football.....	15-16
Code of Conduct for Coaches & Managers.....	17
Code of Conduct for Parent's/Guardian's.....	18
Code of Conduct for Players.....	19
Code of Conduct for Spectators.....	20
Club Complaints Procedure.....	21
Anti Discrimination Policy.....	22
Equal Opportunities Policy and Disciplinary procedre...	23-24
Personal Accident Insurance and affiliation.....	26

OADBY OWLS HISTORY

Founded in 1968 by some enthusiastic Sheffield Wednesday supporters, hence the name, the Oadby Owls Football Club has grown to become one of the largest and most successful clubs in Leicestershire today.

We have a debt of gratitude to many volunteers over the intervening years but perhaps none more so than to our late President John Monks who ensured the survival of the club with injections of his own cash during difficult times in the 1980's. Thanks to this kind of dedication and that of many others we now field 23 teams from all ages, run a thriving soccer school and organize one of the best tournaments in the County.

WELCOME

Welcome to Oadby Owls football club. The dual goals of Chartered Standard and the New Pavilion have been achieved in recent years and our club continues to grow. We owe a debt of gratitude to the FA, the Football Foundation and Oadby and Wigston Borough Council, without which, our success would not be possible. A huge thanks to many members of the Owls committee for the perseverance and great deal of hard work and finally, our sponsors, who have given generously over many seasons – thank you for your commitment from the committee, players and most importantly the children who you have supported.

Oadby Owls is run on an entirely voluntary basis and there is always a need for a fresh influx of helpers and ideas. The future success of the club depends on you so please help us on our quest to become the best club in the county.

WELCOME TO YOUR CLUB

OADBY OWLS

John Hall
Vice President Oadby Owls Football Club

MANAGEMENT COMMITTEE

President: Norton Gorse 0116 259 6367
Philip Monks 3 Norton Lane, Gaulby 07958 324952
LE7 9BU

philmonks@oadbyowls.com

Vice-President: 25 Prince Drive 0116 272 0391
John Hall Oadby, Leicester 07969 010429

johnhall@oadbyowls.com

Chairman: 7 Smore Slade Hills 0116 271 8847
Rob Farrar Oadby, Leicester LE2 4UX 07833 431945

robfarrar@oadbyowls.com

Vice Chairman: 31 Bridgewater Dr 0116 259 2017
Al Parker Great Glen, Leicester 07851 386859

alparker@oadbyowls.com

Secretary: 27 Atherstone Close 0116 272 0993
Tony Stonestreet Leicester LE2 4SP 07718 714 682

tonystonestreet@oadbyowls.com

Vice Secretary: 24 Foxhollow 0116 272 1273
Jon Street Oadby, Leicester 07791 435 179

jonathanstreet@oadbyowls.com

Treasurer: 11 Heards Close 0116 292 5661
Dawn Harding Wigston Harcourt 07899 720880
Leics LE18 3SW

dawnharding@oadbyowls.com

Non-Executive Members:

Martin King Bushby House 0116 243 2804
53 Main Street, Bushby 07976 658446

martinking@oadbyowls.com

Paul Toon 2 Newby Gardens 0116 271 6124
Oadby Leicester 07770 702901

paultoon@oadbyowls.com

TAWNYS COMMITTEE

Vice Secretary Tawnys 5 Dogwood Court 0116 2714684
Kally Singh Oadby, Leicester, LE2 4EB 07703 104230
kallysingh@oadbyowls.com

Vice Treasurer Tawnys 48 Fairstone Hill 0116 271 7404
Andy Lawrence Oadby, Leicester, LE2 5RH 07988 262 098
andylawrence@oadbyowls.com

MINI SOCCER

Under8 minor's

General Manager

Rik Lewin 4 Estima Close 07595 989356
Leicester
riklewin@oadbyowls.com

Team Managers

Snowys: Mike Warren 07886 343865 mikewarren@oadbyowls.com
Tawnys: Rik Lewin 07595 989356
riklewin@oadbyowls.com

Under 8's

General Manager

Simon Andrews 65 Shanklin Drive 0116 2448574
Leics 07813 836618
simonandrews@oadbyowls.com

Team Managers

Snowys: Alex Bexon 0116 2716350 alexbexon@oadbyowls.com
Tawnys: Simon Andrews 0116 2448574
simonandrews@oadbyowls.com
Eagles: Lucas Harding- Cox 0116 2701820
lucasharding-cox@oadbyowls.com

Under 9's

General Manager

Ted Taylor

5 Morland ave
Leicester

0116 2707617

07970 731365

tedtaylor@oadbyowls.com

Team Managers

Snowys : Steve Lewis 0116 271 2851 stevelewis@oadbyowls.com
Tawnys : Mick Robinson 01858 540128 mickrobinson@oadbyowls.com
Eagles : Ted Taylor 07970 731 365 tedtaylor@oadbyowls.com
Hawks : James Blyghton 0116 2774881 billblyghton@oadbyowls.com

Under 10's

General Manager

Tim Deacon

9 Grendon Close
Wigston, Leicester

0116 288 2539

07973 376062

timdeacon@oadbyowls.com

Team Managers

Snowys: Tim Deacon 07973 376 062 timdeacon@oadbyowls.com
Tawnys: Neil Smillie 0116 2716072 neilsmillie@oadbyowls.com
Eagles: Dave Boydon 07946 901661 daveboydon@oadbyowls.com
Hawks: Zavier Teague 07597 811399 zavteague@oadbyowls.com

Under 11 Girl's

Team Manager:

Gary Howard

38 Winslow Drive
Wigston, Leics LE18 3QG

0116 2812566

07950 038347

garyhoward@oadbyowls.com

Assistant Manager

Phil Wright

30 Sanderson Close
Whetstone, Leicester

0116 2849465

07979 541462

philwright@oadbyowls.com

Mini Soccer School Co-ordinator:

Adrian Carlyle

39 Highfield Drive
Wigston, Leicester
LE18 1NU

0116 257 0508

07918 665189

adicalryle@oadbyowls.com

TEAM MANAGERS – ELEVEN SIDED TEAMS

Under 11's

Team Manager: 3 Stoughton Drive 0116 273 7190
Mark Forte Leicester 07983 753474
markforte@oadbyowls.com

Assistant Manager: 30 Chestnut Avenue 07861 733783
Tim Hewitt Oadby Leicester, LE2 5JG
timhewitt@oadbyowls.com

Under 11's 9v9

Team Manager: 25 Little Dale, 0116 2811888
Martin Horsley Wigston Harcourt, Leicester 07855 432147
martinhorsley@oadbyowls.com

Assistant Manager: 24 foxhollow 0116 272 1273
Jon Street Oadby, Leics 07791 435 179
jonathanstreet@oadbyowls.com

Under 11 Tawny's

Team Manager: 53 Main Street 0116 243 2804
Martin King Bushby, Leicester 07976 658446
martinking@oadbyowls.com

Assistant Manager: 4 Bonner Close 07970 920210
Suky Virk Oadby, Leicester
sukyvirk@oadbyowls.com

Under 12's

Team Manager: 7 Smore Slade Hills 0116 271 8847
Rob Farrar Oadby, Leicester LE2 4UX 07833 431945
robfarrar@oadbyowls.com

Assistant Manager: 59 Winslow Drive 0116 2886831
Tokhi Singh Leicester, LE18 1JB 07791 281076
tokhisingh@oadbyowls.com

Under 12 Tawny's

Team Manager: 17 Ashtree Road Oadby 07810 852714
Lee Hurst Leicester
leehurst@oadbyowls.com

Assistant Manager: 30 Park Hill Drive
Paul Johnson Aylestone Leicester 07977 091104
pauljohnson@oadbyowls.com

Under 13's

Manager: 84 Ruskington Drive 0116 288 9226
Wayne Day Wigston, Leicester 07961 931032
wayneday@oadbyowls.com

Assistant Manager: The Old Parsonage 0116 2434633
Mark Sutton Covert Lane, Scraftoft 07958 223588
Leicester LE7 9SN
marksutton@oadbyowls.com

Under 14's

Manager: 2 Poachers Place 0116 271 0980
Sammy Patel Oadby, Leicester
sampatel@oadbyowls.com

Assistant Manager: 13 Highcroft Road 0116 271 1807
Anil Patel Oadby
Leicester LE2 4RS

Under 15's

Manager: 17 Briar Meads 0116 271 6887
Ian Scott Oadby, Leicester LE2 5WE 07947 250566
ianscott@oadbyowls.com

Assistant Manager: 11 Norman Court 0116 272 0660
Russ Parton Oadby, Leicester 07802 758187
russparton@oadbyowls.com

Under 16's

Manager: 23 Brambling Way 0116 2714055
Dave Masson Oadby, Leicester 07802 931150
davemasson@oadbyowls.com

Assistant Manager: Heythrop Close,
Zos Sandhu Oadby, Leicester 07807 054634
zozsandhu@oadbyowls.com

Under 16 girls

Manager: 49 Laburnum Road 0116 2202191
Ross Proud Humberstone, Leicester 07742 776774
rossproud@oadbyowls.com

Assistant Manager: 49 Laburnum Road 07796 013555
Emma Osborne Humberstone, Leicester 0116 2202191
emmaosborne@oadbyowls.com

Under 17's

Manager: 15 Brambling Way 0116 210 3344
John Mabbs Oadby, Leics, LE2 5PB 07976 347987
johnmabbs@oadbyowls.com

Assistant Manager: Wisteria Cottage 0116 2412425
Nigel Garner 79 Main Street, Bushby 07758 842707
LE7 9PL nigelgarner@oadbyowls.com

QUALIFIED EMERGENCY AIDERS

**Tony Stonestreet
Gill Scott**

**Secretary and Academy Volunteer
Volunteer**

OADBY OWLS MINI SOCCER SCHOOL

The Oadby Owls Mini Soccer School is run on Saturday mornings at Coombe Park Oadby. It is run for children between the ages of 4 and 10 - for those just starting school to those in year 5. It is for all children, boys and girls, and for all levels of ability.

MINI SOCCER CO-ORDINATOR:

If you have any query regarding the mini soccer school please contact:

Adrian Carlyle 07918 665189

If you would like to receive emails from Oadby Owls FC concerning club matters, postponement of the Academy re weather and general football issues please forward your email address to robffarrar@oadbyowls.com

START AND FINISH TIMES: (Subject to change)

Reception:	10am until 11.15am
Year 1:	10am until 11.20am
Year 2:	10am until 11.30am
Year 3:	10am until 11.40am
Year 4:	10am until 11.45am
Year 5:	10am until 11.50am
Girls:	10am until 11.30am

Please ensure that you do not leave your child at Coombe Park until 10am and collect them promptly at the finish time. You child must be fully aware not to leave Coombe Park boundaries until you arrive.

PARKING

Parking is limited at Coombe Park and only roadside parking is currently available, please ensure that consideration is given to both residents and other road users including sufficient clearance for buses. We must insist that the entrance to Coombe Park is kept clear at all times in case of emergency. Please **respect** this requirement; our collective failure to comply with this request WILL eventually lead to the mini-school being terminated due to local authority and residential pressures.

QUALIFIED FIRST AIDERS AT THE SOCCER SCHOOL

All our qualified coaches are first aid trained in addition Tony Stonestreet.

BASIC FOOD HYGIENE

The following members hold a basic food hygiene certificate:
Dawn Harding, Gill Scott and Lynne Davies.

VOLUNTEERS

Oadby Owls Mini Soccer is a club run by parents, volunteers etc. We are always looking for new people to help us in any way - coaching, taking subs, refreshments, putting up/taking goals down etc. We rely totally on these volunteers, typically: parents/guardians/carers of children attending the mini soccer school to keep it running smoothly. If you feel you are able to help in any way **please** speak to any club representative for further details. If we all pull together we can continue the success of the mini soccer school for many years to come.

OADBY OWLS LEAGUE TEAMS

TRAINING SESSIONS AND MATCHES

Oadby Owls have teams from U7's to U18's. Details of training sessions and matches are available from the respective Managers. We are also developing girls only football through our soccer school sessions and into league teams currently at under 10 and under 15.

MANAGERS/COACHES

The Club has actively invested in the training and certification of its team coaches and we have ensured that for the season 2008/09 each team manager will have completed a minimum Level 1 Football Association coaching course with a number progressing to Level 2 and beyond. All assistant managers are encouraged to complete Level 1 , the club also has qualified coaches for goalkeeping and children with disabilities. All are CRB checked.

QUALIFIED FIRST AIDERS

All our teams have a minimum of one person qualified in first aid during the season 2008/09.

PLAYING KIT

Any kit, supplied by the club to a player, remains the property of Oadby Owls Football Club.

REGISTRATION & MEMBERSHIP

At the start of every season you will be given an Oadby Owls Handbook, and asked to complete the Players & Membership form, which includes signing giving your parental consent. Your membership form must be completed within 7 days of joining Oadby Owls otherwise your child will not be allowed to continue with training/playing until parent's signed permission has been received. This is to comply with Health & Safety and Insurance regulations.

You will have the choice of two options:

Player's membership at the Mini Soccer School only.

Or

Players Membership & Registration for signing to a league playing team.

Oadby Owls Membership & Registration is an annual fee payable at the start of every season or if you wish to join during the season of September – May.

Please ensure that we are kept informed of any change in contact details e.g. change of address, mobile phone number.

The total cost of membership and the provision of associated events are subsidised by the club, however there are three principle "fees" which each playing member is responsible for:

Age Group/ Fee element	7-a-side Mini-Soccer Teams	11-a-side and 9- a-side Junior and Youth Teams	Saturday Mini Soccer School
1. Training Donations per session	£2.00	£2.50	£2.50
2. Match Donations per match (home & away)	£2.00	£3.00	n/a
3. One-off Registration and Membership Fee	£25.00	£25.00	£10.00

GIFT AID

Oadby Owls is now registered as a Community Amateur Sports Club and able to reclaim tax under the Gift Aid scheme please ask for a Gift Aid Declaration.

MEDICAL NEEDS

All players need to have filled in the medical details request on the registration & membership form prior the start of the season. If a player is asthmatic, please note that it's the parent/guardian/carers/players responsibility to ensure that they have their inhaler with them at all times. Oadby Owls will not allow any players to train, or play in a match if they do not have their inhaler with them.

Please note that team manager must be notified immediately of any changes to the medical details.

CLOTHING

All players must wear shin pads for training and matches any players who does not bring their shin pads will not be allowed to train or play due to Football Association Health & Safety guidelines. Please ensure that all jewellery is removed prior to training and matches. All players need to have suitable clothing with them to suit the changing weather conditions. On match days please ensure that all players have adequate clothing with them as players do spend long periods outside during the winter months.

During the summer please ensure sun lotion is applied before a training session, match or tournament as players do spend prolonged periods in the sun. Please also note that it is very important that all players bring adequate liquids with them, as they can become dehydrated quickly whilst playing football.

Training tops, jackets etc. with the Oadby Owls logo are available, please see our catalogue, view on line at www.oadbyowls.com ask at the Academy on Saturday's.

Oadby Owls recognises the cost of football boots and the limitations to their use because of the children growing out of them. If you have any football boots in a good condition or better which you would like to pass on for the benefit of another Oadby Owls member please hand them to Rob Farrar or Tony Stonestreet.

PLAYERS PROPERTY

Oadby Owls cannot be held responsible for loss, theft or damage to any personal property i.e. mobile phones, jewellery etc, brought to training sessions or matches.

OADBY OWLS CHILD PROTECTION POLICY

Oadby Owls 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 football activity. We subscribe to the Association's child protection and best practice policy and procedures and endorse and adopt the policy statement contained in that document.

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 age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately

Further advice on child protection matters can be obtained from:

- Oadby Owls Child Welfare Officer
- The County Football Associations Child Protection Officer
- The Football Association/ NSPCC Child Protection
- 24-Hour Helpline 0808 800 5000
- www.The FA.com/ Goal
- The FA child protection team 0207 745 4649

The Club has appointed the following "Child Welfare Officers":

Ian Scott

**17 Briar Meads
Oadby, Leicester LE2 4RQ**

0116 271 6887

scotty@briar17.fsnet.co.uk

OADBY OWLS FC CODE OF CONDUCT FOR FOOTBALL

The following pages contain the Codes of Conduct set out by the Club - Oadby Owls for its coaches and managers, parents/guardians/carers, players and spectators. Please ensure you read these and discuss them with your child as appropriate.

Football is the national game. All those involved with the game at every level and whether as a player, match official, coach, owner or member, at local and national level, have a responsibility, above and beyond compliance with the law, to act according to the highest standards of integrity, and to ensure that the reputation of the game and this Club is, and remains, high. The following code applies to all those involved in the Oadby Owls Football Club under the auspices of The Football Association.

Community

Football, at all levels, is a vital part of a community. Our Club will take into account community feeling when making decisions.

Equality

The Club is opposed to discrimination of any form and will promote measures to prevent it, in whatever form, from being expressed.

Participants

Football recognises the sense of ownership felt by those who participate at all levels of the game. This includes those who play, those who coach or help in any way, and those who officiate, as well as our members and supporters. Football is committed to appropriate consultation.

Young People

Football acknowledges the extent of its influence over young people and pledges to set a positive example.

Propriety

The Club acknowledges that public confidence demands the highest standards of financial and administrative behaviour within the game, and will not tolerate corruption or improper practices.

Trust and Respect

The Club will uphold a relationship of trust and respect between all involved in the game, whether they are individuals, clubs or other organisations.

Violence

The Club rejects the use of violence of any nature by anyone involved in the game.

Integrity and Fair Play

The Club is committed to the principle of playing to win consistent with Fair Play.

OADBY OWLS FC COACHES AND MANAGERS CODE OF CONDUCT

1. As a team manager, you by your actions and conduct set the good example for your players, parents, guardians, carers and spectators at all times
2. Read the other codes of conduct and actively promote at all times
3. Coaches and managers must place the well-being and safety of each player above all other considerations including the development of performance
4. Ensure that each player is correctly dressed with the necessary safety equipment, shin pads and has removed jewellery etc that is considered dangerous before being allowed to play
5. Never either physically or mentally push children beyond their abilities. The game is of minor consideration when compared to the child's future health and well-being
6. Encourage and guide players to accept responsibility for their own behavior and performance. Never condone unacceptable behavior by not acting
7. Always be prompt, courteous and correct when dealing with league officials, managers, referees and assistant referees and parents. Confirm venues, times and dates etc as early as possible and at reasonable times of day
8. Read, understand and be aware of your responsibilities as laid down in the league handbook
9. Check that you have the necessary equipment, documentation and first aid equipment before you leave for training or a match
10. Read the laws of the game and assist your players in understanding them
11. Agree to any necessary checks with regard to your suitability to work with minors

12. Support the aims and ambitions of the whole club, moving players to a higher level when they are ready to progress and working closely with other coaches and managers for the greater good of the club

OADBY OWLS FC SCHOOL **PARENT'S/GUARDIAN'S/CARER'S CODE OF CONDUCT**

1. Do not force an unwilling child to participate in football
2. Ensure that the child is happy to be at the school and is also happy for you to leave before doing so
3. Make sure your child is adequately dressed and protected against the elements and has a suitable refreshment
4. Make sure that you have registered your child on arrival and paid the Registration fee it is the only way we know who should be there and they are not insured otherwise
5. Be timely in your arrival; do not leave your child before the allocated time i.e. 10am start for the Mini Soccer School.
6. Be sure that you know the finish time for your child's particular age group and that you are there in time
7. Should the weather deteriorate then your child or the Mini Soccer School may not wish to continue and you should be in a position to monitor this and if necessary collect them
8. Encourage your child to listen to the coaches and follow the instructions they are given
9. Teach your child that honest effort is more important than victory so the result of each game is accepted without undue disappointment
10. Turn losing into winning by helping your child towards skill improvement and good sportsmanship
11. Never ridicule or yell at any child making a mistake or losing a game
12. Remember children learn best by example. Applaud good play by your child and other children
13. Support all efforts to remove verbal and physical abuse from children's football
14. Recognise the value and importance of coaches who are all volunteers. They give their time and resources to provide football for your child

15. Read the laws of the game to understand better what you are looking at and commenting on!

OADBY OWLS FC PLAYER'S CODE OF CONDUCT

1. Play by the laws of the game
2. Never argue with the referee's or the assistant referee's decision
3. Control your temper and use your energies to play good football
4. Play well for yourself and your team, your team's performance will benefit and so will your own
5. Be a good sport. Recognise all good play, whether by your side or your opponents. Remember the idea of the game is for everyone to enjoy themselves, improve skills and try to do well
6. Treat all players as you would like to be treated yourself
7. Co-operate with your coach and manager for without them you would not have a game. Remember their job is not easy
8. Learn the laws of the game and you will be a better player
9. Abide by the Clubs Constitution
10. When on club business make sure your behaviour is appropriate at all times

OADBY OWLS FC SPECTATOR'S CODE OF CONDUCT

1. Remember that children play organised sports for their own enjoyment. They are not there to entertain you
2. Be on your best behaviour. Do not use profane language or harass physically or verbally players, managers, coaches, referees or assistant referees
3. Applaud all good play by both your team and the opposition
4. Show respect for your team's opponents. Without them there would be no game
5. Never ridicule or scold a child for making a mistake during a game
6. Condemn the use of violence and verbal abuse
7. Respect the referee's and assistant referee's decision. Remember he is only human with the same feelings as you and like you sometimes makes an honest error
8. Encourage players to play according to the laws of the game
9. Read the laws of the game to better understand what you are looking at and commenting on

CLUB COMPLAINTS PROCEDURE

Any member who feels that he or she has suffered discrimination in any way, or that the Clubs constitution has not been complied with, should follow the procedures below:

1. They should report the matter to the Club Secretary or another member of the Committee.

The report should include:

- a) Details of what, when, and where the occurrence took place.
 - b) Any witness statement and names.
 - c) Names of any others who have been treated in a similar way.
 - d) Details of any former complaints made about the incident, date, when and to whom made.
 - e) A preference for a solution to the incident.
2. The Club Committee will sit for any hearings that are requested.
 3. The Club Committee will have the power to:
 - a) Warn as to future conduct.
 - b) Suspend from membership.
 - c) Remove from membership any person found to have not complied with the Clubs constitution.

ANTI DISCRIMINATION POLICY

Oadby Owls 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 everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at Oadby Owls Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- External coaching and education activities and awards.
- Football development activities.
- Selection for teams.
- Appointments to the Clubs Committees

The Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The Club is committed to the development of a programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation, and within football as a whole.

EQUAL OPPORTUNITIES POLICY

Oadby Owls Football Club is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements for others.
- Imposing on an individual requirements that are in effect more onerous on that individual than they are on others. For example, this would include applying a condition that makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual.
- Harassment of an individual, by virtue of discrimination.
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all of the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.

Oadby Owls Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Football Club's policy, any members offending will be dealt with under the disciplinary procedure.

The Football Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it during our "Mini Soccer School" which are typically held throughout the season at weekends.

Disciplinary Procedures

Oadby Owls will provide a fair and consistent method of dealing with disciplinary incidents. If any person associated with Oadby Owls the following procedures will be employed:

- The incident will be fully investigated and the facts established.
- Investigations will be non-discriminatory and apply equally to all staff irrespective of sex, marital status, sexual preference, race or disability
- At every stage the person concerned will be advised of the nature of the complaint and given an explanation for any penalty imposed
- They will be given the opportunity to state their case, and accompanied by a friend, colleague or representative of their choice, during any part of the disciplinary process
- They have the right to appeal against any disciplinary action taken against them

The Vice Chairman will conduct investigation. If the complaint is against the Vice Chairman a nominated person from the executive committee will investigate the complaint.

The Disciplinary Procedure operates as follows:

1. Informal Discussion
2. Formal Verbal Warning
3. Written Warning

4. Final Written Warning

Gross Misconduct by a Club Official, Manager or Coach who has committed an act of the following nature, expulsion from the club will be the normal outcome

- Child Abuse
- Serious infringement of Health and Safety rules
- Assaulting another person
- Persistent bullying, sexual or racial harassment
- Being unfit through alcohol or illegal drugs
- Gross negligence that causes injury, loss or damage to person or property
- Theft, fraud or deliberate falsification of the Clubs documents
- Deliberate damage to Club property
- Being an unfit person and not following FA guidelines after attending the appropriate training course

Appeals – Anyone wishing to appeal against any disciplinary decision, must do so in writing and within 15 working days of the decision being communicated.

For full details of the Disciplinary Procedures please see the Clubs constitution on the web site or contact the Club Secretary.

PERSONAL ACCIDENT INSURANCE

The clubs Personal Accident Insurance is underwritten by CNA, policy number UK5068880807PA and organized by:

COBRA Insurance Brokers Ltd
Quadrant House
Croydon Road
Caterham
SURREY
CR36TR

Tel 01883 333382

The cover includes accident or injury to any of our members whilst playing for the club or attending Soccer School. A full summary of the cover can be made available on request please contact the Secretary, Tony Stonestreet on 0116 272 0993.

Public Liability Cover

Leicestershire and Rutland County FA Liability Scheme

Policy Number: PLON99/0070167

Insurers: Sportscover Europe Ltd

Affiliation

All Oadby Owls teams play under the Leicestershire and Rutland County FA and have the following affiliation numbers:

Oadby Owls Junior FC	GJO 00538
Oadby Owls Girls 2008 FC	GJO 00478
Oadby Owls Tawnys FC	GJO 00483

Thank you for taking the time to read this handbook. Your continued support of the club is appreciated and we hope that together we can make it a success for future generations to enjoy. Please sign and return the Players Registration & Membership form to acknowledge receipt of the handbook.