

## **Lads Club Welfare and Disciplinary Committee**

### **Ethos:**

**Primarily The children of the Club are our most important asset, and all our efforts revolve around them**

### **Introduction.**

At the Club Annual General Meeting on the 13<sup>th</sup> of June 2022 a Welfare and Disciplinary Committee was established to oversee all matters with regards player Welfare and Discipline within the Junior section of the club. The committee aims to support Players, Coaches, Parents and Club Officials with their responsibilities with regards the FA Respect Programme and the Clubs own code of conduct.

### **The Committee.**

There are three permanent members, and these are as follows for the 2024/25 Season  
Steve Wilson, Lead Club Welfare Officer (Chair)  
Katrina Williams , Junior Welfare officer  
Sally Lodo, HDC Welfare Officer

### **Right Of Appeal.**

Mike Shaw, Chairman.  
Simon Measor, HDC Chairman

### **Terms.**

The committee will meet as and when required by circumstance and will act to support Junior Club players, Junior Team officials, Junior Club Officials, Junior Player Parents and Spectators and assist in Match Incidents. The Committee will use as terms of reference the FA Respect Codes of Conduct and the Lads Club own Code of Conduct. Decisions made by the committee will reflect these codes. A minimum of three committee members will be required to investigate and sit on convened Disciplinary Hearings with the Chair holding the casting vote. Rights of appeal will be allowed and made to Mike Shaw, Junior Chairman and Simon Measor, HDC Chairman.

Welfare issues are dealt with by the Welfare Officer for each section and Steve Wilson, Lead CWO for Hereford Lads Club. Should the case arise where the Welfare issue leads to a disciplinary investigation then the committee will convene under the rules set out above.

### **Reporting.**

At the monthly managers meetings Welfare Officers will present a brief overview of Welfare and Discipline matters that are currently being assessed by the committee. Mike Shaw, Chairman, Simon Measor, HDC and Sandra Mifflin, Club Secretary will be kept abreast of welfare and disciplinary issues as they occur. Welfare Officers will retain and file written records of Welfare and Disciplinary matters and will also be recorded on the Club Database by Steve Wilson.

### **Contact Details**

Steve Wilson, Lead CWO. Email [Valhalla.989@gmail.com](mailto:Valhalla.989@gmail.com) Phone 07747568508  
Katrina Williams, Lads Club Juniors CWO. Email: [katrinawilliams13@yahoo.com](mailto:katrinawilliams13@yahoo.com)  
Phone: 07774322156  
Sally Lodo, HDC CWO. Email: [salreynolds@hotmail.com](mailto:salreynolds@hotmail.com)

### **Areas Of Responsibility.**

#### **HDC Team Officials and Committee Members**

In the first instance coaches and team officials are responsible for dealing with welfare and disciplinary matters within their own team. Where support or escalation is required, Sally Lodo must be contacted via email to begin the process of a written record before further action can be considered. Welfare issues will be dealt with primarily by Sally as set out above. Disciplinary matters will revert to the committee. **Reference: FA Respect Code Of Conduct Young Players, Lads Club Players Code of Conduct.**

#### **Lads Club Juniors Team Officials and Junior Committee Members**

In the first instance coaches and team officials are responsible for dealing with welfare and disciplinary matters within their own team. Where support or escalation is required involving Welfare and Disciplinary issues for junior team officials and junior committee members, Katrina Williams must be contacted via email to begin the process of a written record before further action is considered or reverted to the committee. **Reference: FA Respect Code Of Conduct Coaches, Managers and Club Officials**

#### **Lads Club Juniors/HDC Parents and Spectators.**

Junior parents and spectators have responsibilities as set out in the FA Code of Conduct for Spectators and Parents as well as the Clubs own code of conduct. If parents and spectators wish to raise issues within these codes of conduct, they must make these known to the Team Officials in the first instance or be made aware of the path to Steve Wilson, Katrina Williams or Sally Lodo via Email should need arise. Similarly, parents and spectators are bound by these codes of conduct and should team officials require assistance in administering these guidelines Steve, Katrina or Sally are on hand to help. Notification of assistance required must be made via email to begin the written record. **Reference: FA Respect Code of Conduct Spectators and Parents, Lads Club Parent/Carers Code of Conduct.**

#### **Match Incidents. The 24 hour window.**

The committee will establish a 24-hour window for the investigation of match incidents where Safeguarding and welfare issues are being reported by a Lads Club or HDC team. It is critical that statements are taken, and a case file made for the attention of the HFA as soon possible.

Example. Where a match is played at the weekend and an issue occurs under the above Steve, Katrina or Sally must be notified immediately via email (phone if necessary) to begin the process of a written record. On the Monday evening, the team coach and all other witnesses will meet at Lads Club to discuss the incident and the CWO's will take statements for the case file. Should the nature of the complaint meet the required standard for reporting to the HFA then a case file will be submitted to the HFA on the Tuesday morning.

Mike Shaw, Chairman, Simon Measor, HDC and Sandra Mifflin, Club Secretary will be copied in on the case file for reference should the HFA contact them thereafter.

Similarly, where complaints are made to the club via the HFA or the opposing team the Committee Chair, Steve Wilson will be consulted to ascertain if it falls under the jurisdiction of the Welfare and Disciplinary Committee.

#### **Outcomes.**

1. The committee accepts that not all outcomes and eventualities can be determined by the processes outlined above.
2. The Committee and Lads Clubs aim is to establish Best Practice in Welfare and Disciplinary Matters and we reserve the right to amend the process where necessary.
3. The Committee recognise that where matters need to be reported outside of the club to governing bodies such as the HFA or Police then the Chairman, Mike Shaw, Simon Measor, HDC and Club Secretary, Sandra Mifflin must be consulted, and notice given.
4. The committee do not sit to consider red or yellow cards given to players by officials during a match. However, the committee reserve the right to review such offences and may consider additional internal disciplinary measures. Examples would be where the offence has been proven as racist or where violent conduct has occurred.

**Steve Wilson, Lead CWO, Compliance Officer and Trustee  
Chair Welfare & Disciplinary Committee  
Hereford Lads Club & Hereford Development Centre  
Widemarsh Common  
Hereford**