



Respect



# Respect

League DIY Tool Kit



**Respect**



Respect

# Contents

Introduction	4
<b>Respect</b> League Action Plan Template	5
Three Seasons of <b>Respect</b>	6
What makes a functioning <b>Respect</b> League?	10
Good practice for leagues	12
Appendix 1	
<b>Respect</b> and Fair Play League Documentation	
<b>Example 1</b>	
Northern Premier League – Approach to clubs	18
<b>Example 2</b>	
Dealing with poorly behaved clubs – The Amateur Football Combination	20
<b>Example 3</b>	
Club marking scheme operated in the Surrey Intermediate Football League	22
<b>Example 4</b>	
The Hellenic League Merit Scheme	27
<b>Example 5</b>	
West Cornwall Sunday Football League – Referees' Initiative	28
<b>Example 6</b>	
Harrow Soccer 7s Combination – Managing the Match Day Environment	29

# Introduction

**Respect** is important for the health of the game in this country. When successfully promoted leagues and clubs can recruit and retain more referees, players and teams by providing a more enjoyable playing environment. This resource is designed to support league management committees in their promotion of **Respect** and Fair Play. It invites leagues to develop an action plan and supports this by identifying good practice from across the country in other leagues that is tried and tested.

The FA **Respect** Awards identify good practice each year at every level of the game. The FA has made a series of short films to help share the lessons of these leagues, clubs and individuals. These films can be viewed in the **Respect** video portal at [www.thefa.com/Leagues/Respect/NewsAndFeatures/2011/Resources](http://www.thefa.com/Leagues/Respect/NewsAndFeatures/2011/Resources)





# Respect League Action Plan Template

Challenge?	Action
How will we as a league communicate and signal our commitment to <b>Respect</b> ?	
How will we as a league manage the implementation of <b>Respect</b> ?	
How will we as a league engage the Referees that we use?	
How will we know if we are making a difference or if we have a problem? What information is available to us?	
What <b>Respect</b> measures will be implemented?	
What measures will we use to deal with poorly behaved clubs?	
How will we incentivise well managed and well behaved clubs?	

# Three Seasons of Respect

In response to widespread concern as to some of the behaviour that was being witnessed at all levels of football the **Respect** programme was launched at the start of the 2008/09 season. Although much of the concern focused on high profile incidents there were other important issues that needed addressing.

## These were;

- To recruit and retain enough referees for the demands of the game at every level
- To reduce the number of assaults on referees
- To achieve an improvement in on-field player discipline particularly in the area of dissent to referees
- To manage a step change in youth football as to what is acceptable and unacceptable behaviour from parents and spectators

The FA were also keen to stress that progress against these objectives was only likely to be achieved with a recognition that **Respect** is a **collective responsibility** of everyone involved in football to try to ensure that the game is fair, safe and enjoyable.

Now at the end of its third season some of the outcomes of the **Respect** programme are encouraging.





Respect



### Referee Recruitment and Retention

**Respect** has contributed to an extensive FA Referee Development programme which has resulted in;

- The total number of referees is 28405 an increase of 5% from 2010
- There are 6,000 more referees than in 2008
- Quantity and quality – This growth in numbers has been accompanied by the appointment of CFA Referee Development Officers, an extension of Referee mentoring, the establishment of Referee academies and improved IT support

The Referee's experience – The presumption of many is that a Referee's lot is not a happy one but a season long monitoring exercise has shown this not to be the case;

- 4,500 Referee's submitted '**Respect** marks' after 24,000 games. They marked the **Respect** given to them by players, mangers and spectators as well as their enjoyment of matches. The average mark was 4 out of 5
- Overall most match officials have an enjoyable experience of officiating and are treated with respect by most participants.



**Referee Assaults** – Although there has been a decline in the most serious cases of assault by 15 % the number of incidences of improper conduct towards Referees has risen by 25%. Some of this will reflect the increased number of match officials and reports being submitted. The key message remains however that it is never acceptable to confront a referee in any way.

**Conduct in the professional game** – People at all levels of the game wish to see a positive example being set by the professional game.

- Overall across the FL and PL dissent has fallen by 16% since 2008/09
- Since 2008/09 Dissent has declined across the 15 senior leagues and divisions by 16%

The number of misconduct charges relating to the ‘surrounding a match official’, ‘mass confrontation’, ‘not seen’, ‘technical area offences’ and ‘outside jurisdiction’ also fell in comparison to 2010/11 and remain at low levels. However the Premier League announced plans in March 2011 to take steps to further improve behaviour for the 2011/12 season.

**Youth Football** – The Introduction of spectator areas, codes of conduct, pitch stewards, welfare officers, coach education and campaigns such as ‘The two Rays’ has generally improved the environment of Football in youth football and led to a growth of peer pressure on poorly behaved spectators and coaches.

Over 35,000 coaches have undertaken the **Respect** on line module and a new generation of coaches have a better idea as to how to support young people playing the game. There remains however much work to do and the ‘Raging Touchline Parent’ or ‘Win at all Cost Coach’ is still alive and shouting around the country. For this reason it will be important that as the FA progresses its overall review of youth football that the opportunity is taken to place the values of **Respect** at its core.



To support Youth Clubs purchase pitch side barriers the FA will be launching a 50% funding scheme to clubs in **Respect Leagues** from August 2010.

### Other Indicators

850 Leagues have signed up to support the **Respect** programme.

Each year the FA conducts a Grass Roots Survey – in 2011 this involved a survey of 13,500 people directly involved in the game. The top three priorities identified for the FA were to; *Invest, Improve access, Protect facilities, Provide a referee for every youth and adult game and the FA Respect Programme.*

In the same survey The **Respect** programme improved the experience of the game for 56% of respondents in 2011 up from 40% in 2010.

### Conclusion

The FA have still got plenty of work to do – we're pleased with the increase in the number of referees and improvements in the environment of the youth game but it's quite clear that people feel very strongly that they wish to see a greater response from the professional game. The FA is working with our professional partners to achieve this. We also acknowledge that we haven't yet got it quite right in adult grassroots football and we may need a few more 'sticks' as well as 'carrots'. A FA working group is looking into this with a commitment to consult with grassroots leagues. The FA remain committed to the **Respect** programme but ultimately **Respect** will only be achieved by all of us – as administrators, managers, team officials, players, spectators – taking collective responsibility for the good of the game.



# What makes a functioning Respect League?

**Commitment** – The leagues should have formally indicated its willingness to commit to the **Respect** programme to the FA or CFA and provided a briefing to its member clubs.

The production of an action plan (see page 5) detailing the action that the league will take is also good practice.

**Referees** – Referees and Assistant Referees shall have undertaken a **Respect** briefing offered by the FA/CFA or the league or undertaken the online referee's course.

**Codes of Conduct** – The league shall require all players and club officials to have signed the FA's **Respect** Codes of Conduct and produce these if so requested by the league management committee. These codes can be incorporated into the player registration process.

**Role of the Captains** – The participating clubs taking part in the fixture shall identify a team captain designated with a captain's armband who has a responsibility to offer support in the management of the on-field discipline of his/her team mates. If the participating players are considered to be too young to take on this role a member of the team coaching staff should provide this support.

**A fair, competitive but not antagonistic environment** – Prior to each match the participating teams and officials shall conduct the '**Respect**' handshake and/or participating teams to offer handshakes to the opposing team after the match.





Respect



**Designated Spectator Areas** – Youth leagues should incorporate into its rules a requirement that each home club shall make arrangements for the provision of designated areas for spectators. This area can be marked by an additional painted line, the use of cones, a roped – off area or use of a temporary spectator’s barrier. The 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. It is recognized however that the alignment of some public

pitches does not allow for this arrangement in which case other appropriate arrangements should be made.

There is no requirement for open age leagues to employ the use of designated spectator areas unless it provides a practical solution to problems encountered with spectator.

A number of these criteria are available to include as options as part of the FA’s Standard Codes.



# Good practice for leagues



## Communicating Respect

It's important to impress on member clubs the commitment of the league to promoting **Respect**. Some leagues have staged briefings for their clubs and insisted on mandatory attendance. Its continued importance has been stressed by the appointment of a dedicated officer by the league to oversee club behaviour and to follow up in those situations where it falls beneath the acceptable standards. Volunteers are always hard to come by but in this case it's really important to identify someone who is enthusiastic and committed to driving up standards and prepared on occasion to have some difficult conversations! Codes of Conduct can be integrated into the player registration process and having done this it becomes possible for

a club or a league to challenge those that are falling beneath the required standards. The incorporation of the **Respect** badge or logo onto the clothing and kit of league referees, teams or officials and use of adverts in programmes or handbooks provides another visual prompt as to a league's commitment.

A number of professional clubs are keen to present themselves to their local communities as clubs that value and support **Respect** and Fair Play. There are examples of youth leagues working with their professional club to stage **Respect** fixtures. These provide a high profile stage on which to promote a commitment to **Respect** as well as providing the professional club with the means to invite the 'next generation' of potential fans to attend a fixture.

## Monitoring Behaviour

Many leagues operate marking systems that provide regular and accurate feedback as to the conduct of participating teams. Schemes vary between those that only seek the feedback of the referee and others that also require the marks of the participating teams. In most cases these marking schemes have criteria that relate to the conduct of the teams managers, spectators but may also include a grading of facilities, post match hospitality, effectiveness of club administration and 'positive' play by the teams involved. In many cases these marks are now entered electronically by the participants.



The collation of these marks across a season and their regular communication can clearly identify to league management committees where problem clubs exist. They can also provide the basis of target setting to improve the situation. Their publication on league websites can act as a persuasive prompt to those that are 'named and shamed'.

### Managing Behaviour

These marks also provide the basis of 'improvement' targets for clubs that have previously fallen to unacceptable levels. In many cases influential individuals such as the chairmen or club secretary may be unaware of a club's disciplinary record and the presentation of such information can prompt a rapid intervention. The use of this approach in the Northern Premier League resulted in an improvement in the records of 17 out of the 23 clubs targeted.

In many cases the marks collated by these schemes are associated with fair play awards that result in cash or equipment prizes to the participating clubs. Traditionally these have been awarded at the end of the season to one team. Whilst there is a value to this many teams will quickly discount themselves from the running. More effective incentive schemes operate throughout the season where awards might be made after a certain number of games – 5, 10, 15, 20 etc. or reward all clubs achieving a sustained level of high

marks. Some leagues offer cash, trophies or equipment prizes but free affiliation for the following season is also welcomed by many clubs. A focus on **Respect** related issues can be achieved by ensuring that the marking system is weighted to penalise those offences that relate to **Respect** – Dissent, use of offensive, insulting or abusive language or gestures towards match officials, assault on a Referee, continuing misconduct, abusive or insulting behaviour, racist or discriminatory behaviour.



## Managing the Match Day Environment

Football is a passionate game and all of us can get swept up in the moment. However it is possible for leagues and clubs to manage the match day environment in such a way as to clearly signpost what behaviours are acceptable and unacceptable;



- 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
- There may be a value in reconsidering the positioning of the technical areas if these are in use. If the space allows moving team officials away from their opposition or spectators – even by a few metres can reduce the 'triggers' that so often result in poor behaviour
- Signage – if the facility allows the display of a **Respect** banner or sign can establish to all participants a club's commitment to the **Respect** programme.
- The creation of designated areas for spectators is a key element of **Respect** and is a measure largely aimed at youth football where large numbers of spectators can be attracted, some of whom may behave poorly. 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 arrangement in which case other appropriate arrangements should be made



- To help implement the Designated Spectators' Area, The FA has endorsed a **Respect Barrier Kit** which is available from [www.Touchlinelogos.com](http://www.Touchlinelogos.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. Some clubs have equipped touchline managers with a **Respect** bib which has increased their visibility and assisted them when required to intervene. 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

### Looking after Match Officials

Some of the strongest leagues in the country have developed a relationship with the panel of referees that they use on a regular basis which values and recognises them. This can be as basic as meeting with the referees two or three times a season, offering them some hospitality, league endorsed clothing or equipment, invitations to cup finals, recognition at award ceremonies, inclusion in league mailings etc. Such an approach often results in increased availability of match officials and a greater identity with maintaining high standards in the league. Requiring clubs to greet referees on arrival, to offer them their match fee in advance and to offer hospitality after the game also does much to improve the refereeing experience. There are also cases where the leagues have been able to bring referees into advise clubs that have experienced poor disciplinary records.

At more senior levels of football some leagues have experienced an improvement in the relations between referees, team captains and team staff by an insistence on a brief pre-match meeting between these parties. Such an occasion as well as providing the referee with the means of highlighting the way in which they intend to manage the match also establishes a working relationship and brings a personal dimension where in many cases none had previously existed.

To implement **Respect** effectively match officials need to have received training. This can be organised by the league working with the County FA Referee Development Manager, by the CFA itself or via the free online course which can be found at [TheFA.com/Leagues/Respect](http://TheFA.com/Leagues/Respect). A number of leagues have made this training obligatory.



The initial matches of a referee's career are very influential. A poor experience in the first few games can turn even the most committed referee away from the game. A number of leagues identify fixtures or specific clubs where young or inexperienced referees can develop their skills in a generally supportive environment.

### **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



**Respect**



# Respect and Fair Play League Documentation

## Example 1

### Northern Premier League – Approach to clubs

Having won the FA's **Respect** award for the past two seasons the league decided that it would ask all member clubs to consider imposing a zero tolerance policy on dissent from its players. This approach, although challenging is to the benefit of all – players do not miss games through suspension and managers therefore do not have team selection distorted by needless suspensions.

The league has identified the common themes for the clubs with good disciplinary records.

First and foremost, the chairman at these clubs take an active interest in the discipline of the club's players and instils in the management team that they must address needless cautions and dismissals for dissent. In particular they emphasise to their managers that they must set the standard themselves by their own behaviour in the Technical Area during a game.

All the clubs who won Fair Play awards also had Code of Conducts which specifically include an item on needless cautions/dismissals.

The clubs made the players sign a copy so the players fully understood the implications for them if they transgressed. The clubs then carried out the punishments with no exceptions for dissent etc. which in all cases involved the player paying the fine to the FA and in addition being penalised by a club with a fine deductible from his wages. In addition the management team were given a Code of Conduct which included not undertaking any action that could have them dismissed from the Technical Area or which could be construed as setting a bad example to their players.

The managers at these clubs always included the need not to show dissent in their pre-match team talk reiterating the instruction to leave it to the captain to take the matter up with the referee in a proper manner.



**Respect**

One of the most successful initiatives is a pre-season meeting with a match officials from this level of the game who live locally. These officials will go through the Laws of the Game so that players and management team, who often do not know the Laws and interpret them in a totally different manner, have a much better understanding.

The league also reintroduced last season a pre-match meeting which the captain and the manager or senior member of the management team of each side had to attend. This will continue in 2011/12 season. At this meeting the referee should outline what role he expects the captain to play. Failure of either the captain or senior member of the management team to attend this meeting will result in the club being fined.

## Example 2

### Dealing with poorly behaved clubs – The Amateur Football Combination

Dear Secretary

I am writing to confirm the conditions laid down by the League Executive Committee for continued membership of the Amateur Football Combination. It is our intention to review these conditions at the end of the season, but we expect they will remain in place for at least season 2011-12. We shall continue to monitor the club's progress throughout this period.

- The withdrawal of your 5th team is accepted with immediate effect and their record will be expunged. Your 6th team will continue until the end of this season.
- The club **MUST** show a significant improvement in its record on both administration (fines) and on discipline for the remainder of the season. In this respect, the club will not sustain more than £75 in fines for the remainder of the current season, and their disciplinary record will be monitored closely by the league.
- The club must continue such improvements in future seasons and **MUST** not exceed £200 in fines from the league for season 2011-12.
- Similarly, the club will not accumulate more than 40 disciplinary points for season 2011/12.
- The club will supply the league with a copy of its Discipline Code, including details of any action taken under it for the current season. This should include the names of any players expelled by the club this season.
- The club will supply the league with details of all teams which played (not just selected) for the current season, and will continue to supply these within three days of games being played.
- All debts to the League are to be settled promptly, both now and in the future.
- We shall not accept more than five sides to be entered within the league for season 2011-12, though should any of these conditions be breached, this will be reduced.
- Full minutes of all committee meetings shall be supplied to me within seven days of the meeting, until advised otherwise.
- The date of your next committee meeting should be advised to me. If possible, we will send a couple of representatives of the League Executive Committee to explain our concerns and the reason for the various requirements.



Respect

- The club will supply the league with details of each game, and the times provided to the team captains for meeting and kickoffs.

This should be done by sending a “blind copy” of the email containing such details as sent to your captains each week.

- The club will pay the costs of the hearing before the League Executive, £100.

I think it is essential that the club recognise the need to take a step back and look at its whole attitude and administration. Over the last few seasons we have had numerous issues with late confirmation of games, and near impossibility of contacting the club's key officers. I'm afraid that at the hearing before the league we didn't get the feeling of any significant acceptance of these issues by the club – hopefully we are wrong in that assessment.

Opposition have complained repeatedly about late kick-offs and late cancellations, and a number of serious on-field disciplinary issues have arisen, with no apparent action being taken by the club.

Our first duty as a league is to protect and ensure the safety of all players and referees, and it is incumbent on all clubs to play their part. If your club, or any other club, are not prepared to do so, we have a responsibility to hold them to account. I believe that the club needs to take a hard look at its size and the number of teams it is capable of running. I have seen little evidence of the club currently having the ability to run more sides than four. Contracting and rebuilding may well be a sensible option given the current situation.

Under Rule 16, a club has the right of appeal against the decisions set out in this letter. If you wish to make an appeal you should follow the procedure set out in rule 16.

Yours sincerely

Secretary, Amateur Football Combination

### Example 3

#### Club marking scheme operated in the Surrey Intermediate Football League

##### Match Result Form

The referee must enter a Sportsmanship Mark in the appropriate box on the Match Result Form. The team should have presented this form prior to the start of the match. If a form has not been produced it will be reported as per Rules. The report must contain all of the match day information required by the league and a brief explanation of why no form was presented.

##### Determining the correct Sportsmanship Mark

Sportsmanship Marks are graded from 3 to 10: the highest mark will be 10, given for best sportsmanship and the lowest possible mark will be 3, given for exceptionally poor behaviour. The awarding of low marks triggers a process which will require the referee to supply a report to the LRS and RPLO so that an investigation of a team can be quickly undertaken.

##### Guidance for Team Sportsmanship Marks

**10 Marks:** A perfect match: The referee will be welcomed on arrival by a club representative, all club match day administration has been completed correctly by this team and its players are ready for a prompt kick off. During the match there will be no dissent, no questioning of decisions (other than politely

by the team captain) and no abuse of the referee by members of this team. There will be minimal, if any, appealing for decisions. Every player clearly understands that the referee's decisions are to be respected, whether correct or incorrect. Members of this team will have offered genuine thanks to the referees' and opponents. Crucially, the referee will have enjoyed every aspect of this encounter. *The Referees Secretary will notify the RESPECT PROGRAMME LEAD OFFICER (RPLO) that this team received a mark of 10. The RPLO will send to the Club Secretary a letter congratulating the club of its achievement.*

**9 Marks:** The referee feels that this was a thoroughly enjoyable encounter with this team. Match day administration has been completed correctly (See 10 marks criteria). There may have been some unnecessary appealing and some very minor questioning of decisions. It may be possible to award 9 marks if there is a single example of unsporting behaviour that is dealt with promptly and firmly by the team officials.

**8 Marks:** The referee will feel that he has been treated with **Respect** throughout this encounter and has enjoyed this match. There may be a single lapse in match day



administration and/or minor dissent which would be good humoured and not offensive. The players have accepted the referee's decisions.

**7 Marks:** The referee will feel some elements of this teams' contribution made this match a slightly less than desirable encounter. There may be a couple of minor lapses in the teams' match day administration and its players will have questioned and been reluctant to accept some decisions. Aggressive appealing and a poor attitude towards the referee shall be noted. *When issues are apparent the Referees Secretary will forward a copy of the Referees Match Report Form to the RESPECT PROGRAMME LEAD OFFICER (RPLO). As an advisory action, the RPLO will contact the Club Secretary to ensure awareness of issues.*

**6 Marks:** The referee will feel this team's contribution made this match an undesirable encounter. This team's players were appealing excessively and questioning decisions aggressively or vehemently. There may be several match day administrative errors. *The referee will complete the Respect Programme Referees' Feedback Form and send it to the Referees Secretary advising*

*of the issues he encountered. The Referees Secretary will forward the report to the RPLO who will then raise the issues with the Club Secretary. Incidents of repeated conduct attracting this score will require a written explanation from the Club Secretary which will be referred to the League Management Committee for consideration.*

**5 Marks:** The referee will feel this team's contribution made this match an unpleasant experience. There were significant issues in the match by the team being reported. Players will appear to have not been briefed about respecting the referee's decisions. Referees' decisions will have been aggressively questioned and there will be little sign of a sporting approach to the game and opposition players. There may be several match day administrative errors. *The same procedures will be followed as at 6 Marks with the addition of the following: The RPLO will contact the Club Secretary and referee to determine the extent of the issues. A written explanation will be required from the Club Secretary. Incidents of repeated conduct attracting this score will be referred to the League Management Committee for consideration of disciplinary action.*

**4 Marks:** The referee will feel this team's contribution made this match a very unpleasant experience. The team will have been undisciplined and there is a lack of any sign of real sporting behaviour. There will be serious questions about the management style of the club. *The RPLO will seek a full report from the referee and DEMAND from the Club Secretary a written explanation together with a plan of action to make substantial improvements to the team's sporting approach. A second score at this level (or below) will cause the team's fixtures to be suspended until the League Management Committee are convinced that the matter has been properly addressed. Further incidents of such conduct attracting poor scores will be referred to the League Management Committee for consideration of expulsion of the club.*

**3 Marks or below:** The referee will have found the behaviour of this team exceptionally poor and will be left with feeling that he will not want to referee this team again. *Consideration will be given to suspending this team's fixtures pending an investigation by the RPLO. The findings will be referred to the League Management Committee and expulsion procedures may be initiated.*

**NOTE:** *Referees may wish to adjust the marks awarded by taking into consideration cautions and dismissals. This is entirely at their discretion and should relate to the sporting / behavioural implications of misconduct by players, Club Officials or spectators.*

## **Management of Scheme: Roles and Responsibilities**

### **Role of Referee**

- The referee is required to provide a Sportsmanship Mark for the team named on the Match Result Form submitted by the team. This is sent to the League Referees' Secretary (LRS) within three days of the match
- If the Sportsmanship Mark is six or below the referee must make a written report on the **Respect** Programme Feedback Form and e-mail or post it as soon as possible to the LRS and copy to the **Respect** Programme Lead Officer (RPLO)
- Failure to carry out administration is a breach of FA Regulations and may be reported to the County FA

### **Role of League Referees' Secretary (LRS)**

- To receive Match Result Forms from referees and record the Sportsmanship Mark given
- To receive a written report from a referee when a poor Sportsmanship Mark has indicated submission of a report to the LRS or RPLO
- To forward written reports to the RPLO which require investigation of a team
- To keep a continually updated record of average Sportsmanship Marks for each team
- To provide a report of all average Sportsmanship Marks to League Management Committee Meetings



### **Role of Respect Programme Lead Officer (RPLO)**

- To receive reports from referees (either direct or via LRS) where low marks given have required the referee to supply a report
- To carry out an investigation of a team that may result in disciplinary procedures
- To keep a continually updated record of average Sportsmanship Marks – provided by LRS
- To provide a report to all Disciplinary Sub Committee Meetings of teams causing concern because of poor Sportsmanship Marks
- To provide a report to every League Management Committee of teams causing concern because of poor Sportsmanship Marks
- To utilise the Disciplinary Sub Committee to meet with teams who have received poor Sportsmanship Marks
- Organise congratulation letters sent to teams who have achieved the highest Sportsmanship Mark

### **Role of Disciplinary Sub Committee**

- To receive a report at every Disciplinary Sub Committee detailing teams causing concern because of poor Sportsmanship Marks or average marks which are

below the threshold set by the League Management Committee

- To hold Disciplinary Meetings with teams who have received poor Sportsmanship Marks in order to determine any guilt or determine what actions are required to be undertaken by the club to resolve the issues. Deadlines must be fixed and if these are not met the club may be charged with failing to deal with league business

### **Role of League Management Committee**

- To receive a report at every Management Committee Meeting of teams causing concern because of single incidents of poor Sportsmanship Marks or poor average Sportsmanship Marks which are on or below the threshold set by the League Management Committee
- To set a threshold of average Sportsmanship Marks that teams should not drop below
- To ratify actions taken by the Disciplinary Sub Committee

### **Awards**

- The Management Committee will organise awards for teams receiving best Sportsmanship Marks

# ‘RESPECT PROGRAMME’ REFEREES’ FEEDBACK FORM

Referees are asked to provide further details on this form when a team has been awarded a Sportsmanship Mark between six - three. It is important to bring all matters that were of concern to the attention of the League Management Committee. Please refer to ‘Referees’ Marking of a Team – Guidelines’

Date: .....

..... V .....

**Behavioural Performance**  
**(Maximum Mark 10)**

Comments: .....

.....

.....

.....



## Example 4

### The Hellenic League Merit Scheme

1. Each club in the Premier, One East & One West start the season with 100 Points.
2. Points are awarded to clubs in league matches only as detailed:
  - a. 4 points for each goal scored
  - b. 1 point for each Sportsmanship Mark awarded by Referee (1-10)
  - c. 25 Points if club receive no misconduct in match and no Breach of Competition Rule Charges.
3. Points are deducted from clubs in league matches only as detailed:
  - a. 2 points for each goal conceded
  - b. Points are deducted for each caution and player sent off. Each has two levels of point's deduction.
    - i. Caution Codes: C1, C3, C6, C7 – Deduction 5 points
    - ii. Caution Codes: C2, C4, C5 – Deduction 15 Points. These Caution Codes are '**Respect**' issues and carry a higher negative tariff.
    - iii. Send Off Codes: S1, S4, S5, S7 – Deduction 20 Points
    - iv. Send Off Codes: S2, S3, S6 – Deduction of 50 Points. These Sending Off Codes are '**Respect**' and/or Zero Tolerance issues and carry a higher negative tariff

## Example 5

### West Cornwall Sunday Football League – Referees’ Initiative

The West Cornwall Sunday Football League has developed a scheme over a period of years which involves all clubs being marked by a referee following a game. These marks are collated by the league and all clubs achieving an average mark greater than 8 gains either a share of a financial pot which has been contributed by a local sponsor or in the absence of a sponsor – free affiliation for the following season.

As an example, for the referee to award a score of 10 marks to a team. The following criteria need to be achieved;

‘The referee will have the match details confirmed by the home club by the Tuesday before the match. They will be welcomed on their arrival by both teams’ officials. During the match, there will be no dissent, no questioning of decisions (other than

politely by the team captain) and no abuse of the referee. There will be minimal, if any, appealing for decisions. It will be clear that every player understands that the referee’s decisions are to be respected, right or wrong. The home club will offer the referee half-time refreshments. After the match, the referee will be paid promptly by the home club and, whatever his performance, be offered genuine thanks for his efforts by both teams’ officials. Crucially, they will have enjoyed every aspect of their refereeing experience’.

Clubs scoring below the 8 threshold have a telephone interview from a designated league official to talk over the problem.

The scheme has been enthusiastically adopted by its members clubs and cautions have dropped in the league to an average of 1 in every 3 games.



## Example 6

### Harrow Soccer 7's Combination – Managing the Match Day Environment

The Harrow Soccer 7's combination brings together two aligned competition catering for 560 teams and over 9,000 registered players in Middlesex. The Combination has long been keen to set high standards and was one of the original pilot leagues for the Respect programme and has also achieved Chartered Standard status.

The Combination's Mission Statement clearly identifies that its objectives are broadly based – 'The Combination exists for the benefit of youth (boys and girls) where the emphasis is on enjoyment, team participation and the development of footballing skills and techniques'.

**Respect** is thoroughly integrated into all aspects of the leagues operation to the extent that it becomes a core feature of the match day experience.

Upon application to enter the combination all clubs sign up to adhere to the **Respect** codes. The league also ensure that the club's own signing on process is aligned to **Respect** and that all players/parents sign up at the point of registration.

The combination handbooks and weekly email to clubs report on and reference **Respect** issues. **Respect** is also a standing item on all Combination (Club) meetings.

The league requires that all games are started and finished with a handshake. All captains have to wear an armband and captains are expected to take some responsibility for the conduct of their teams and friends.

Match result cards contain **Respect** questions for completion by the participating teams and the referee. Clubs/teams are then contacted where necessary to discuss regular failings. League officers are also regular attendees at matches to make independent assessments on the criteria. These marks are also used to recognize clubs at the end of season awards.

The Combination requires all matches to either use approved barriers, lines or cones to designate the Spectator Area with barriers being used by 55% of the participating teams.

The league fully supports its referees in their role – requiring clubs to have a parent representative for each team to liaise with the referee at the game. The league has

also been using the FA's Full Time system and membership services to allow referees to provide weekly feedback on each game. The Referee's Officer works closely with the panel of 190 referees with an age range from 14 to 80 to help manage on field behaviours. Enhanced support is offered to trainee referees so that they are appointed to appropriate matches. The panel is nurtured through regular communications, in service meetings, social events. In addition the league operates a referee of the year award and invites all its referees to the end of year cup finals. The league also seeks to assist in the recruitment of referees and work with member clubs to identify players who would like to take up the whistle. Last season some 20 young players took the course – funded by the Combination – with 15 progressing to refereeing in the league.

In terms of action the Combination does not shy away from dealing with matters as they arise. Last season after a series of complaints and due process a team was required to leave the league. A minority of players from the team that had caused no trouble were placed with other clubs. Overall however misconduct last season was significantly down on prior seasons and was accompanied by a 14% growth in the number of teams participating in the Combination and a 11% increase in the number of available Referees. An adherence to **Respect** is considered to be a key aspect of the leagues popularity.

**THOSE WHO SPOIL  
OUR GAME,  
NOW WALK ALONE.**



**UNITE IN SUPPORT OF OUR BEAUTIFUL GAME AT [RESPECTFOOTBALLCLUB.COM](https://www.respectfootballclub.com)  
AND FOR EVERY MEMBER, WE'LL INVEST MORE MONEY TO KEEP IT BEAUTIFUL**

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

Postal address:

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

T **+44 (0) 844 980 8200**  
F **+44 (0) 844 980 8201**  
E **Respect.info@TheFA.com**



**Respect**