



Luton Town FC Community Trust

Participant Behaviour Policy

Luton Town FC Community Trust behaviour policy aims to create a warm culture with high expectations, establishing a calm, safe and supportive environment for participants at all venues across the Trust.

This policy outlines measures which will be used to uphold expectations as well as signposting the disciplinary and appeals process should they be required.

Values

Our values are aligned to the FA

- Respect: Treat all teammates, staff, officials, stakeholders, and opponents with dignity.
- Professionalism: Represent LTFCCT with pride and adhere to Club protocols.
- Dedication: Demonstrate commitment, effort, and a desire to improve.
- Discipline: Following Club and Community Trust rules, treat others as you would want to be treated. Be punctual and maintain high personal standards.

Participants Conduct

- Participants must always adhere to player's code of conduct as outlined by the FA.
www.thefa.com
- Participants and all stakeholders must follow the expectations outlined in the safeguarding policy which can be found on the LTFC Community Trust website.
- Participants must represent the Club and Trust in a positive manner on and off the pitch and online.
- Participants must maintain high standards of discipline during training, matches, and travel.
- Participants must follow all arrival and collection procedures.

Low level behaviours including but not limited to:

- Name calling (not related to protected characteristics)
- Frequent lateness
- Damage to property
- Rudeness
- Not following instructions
- Unsafe use of equipment
- Inappropriate use of social media

High level behaviours including but not limited to.

- Offensive behaviour and language – or prejudice or hate based language (related to protected characteristics) **Reportable to the FA** <https://www.gov.uk/discrimination-your-rights>
- Sexual harassment/sexual violence **Reportable to the FA**
- Intentional damage to property
- Theft
- Bullying (online or in person)
- Dangerous behaviours
- In the case of alleged sexual harassment or sexual violence we are required to notify the FA and in instances where the alleged offender is deemed to be in a position of trust over the alleged victim, we must notify the LADO.

Consequences & Sanctions

Consequences are used as part of an intervention to prevent escalation or repeated misconduct. When participants conduct falls below the standard which could reasonably be expected of them the priority will be to ensure the safety of participants and staff restoring a calm environment.

All consequences will be reasonable and proportionate to the circumstances of the incident and due consideration will be given to the participant age, any special educational needs or disability and any religious requirements.

Across the different programmes staff will use verbal warnings and introduce activities to support positive behaviour, in cases where behaviour continues or escalates the following stages apply.

Stage 1

A verbal logged conversation with the relevant Centre Lead or Manager depending on the programme attended. The information will be kept for the duration of your attendance at a LTFCCT programme but will escalate to other stages if the poor behaviour continues.

Stage 2

Repeat negative behaviours and or high-level incident will result in a final written warning from Programme Manager, if behaviour continues this will result in escalation to stage 3. The warning will be shared directly with the participant and if they are under age 18, with their parents/carers.

Stage 3

You may reach this stage with either repeated behaviour or an incident that makes an environment unsafe. This stage will result in a disciplinary hearing. The participant will attend this with parent/carers or adult of their choice, if they are an adult themselves. The panel will consist of three members of the LTFCCT Senior Management Team.

This action could result in a fixed term suspension or removal from programme.

Appeal

Participants have the right of appeal to the Head of Trust against any disciplinary decision.

The Player should inform the Trust in writing of their wish to appeal within seven days of the date of notification to them of the decision which forms the subject of such appeal. The Head of Trust will conduct an appeal hearing as soon as possible thereafter at which the Participant will be given a further opportunity to state their case either personally or through their representative. The decision of the Head of Trust will be notified to the Participant in writing within seven days and will be final and binding under this procedure.

Contact for Head of Trust: Daniel Douglas Daniel.Douglas@lutontown.co.uk