

# Gornal DC

## Information Pack



**ACCREDITED**  
PART OF ENGLAND FOOTBALL



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# Welcome to Gornal DC

It's an absolute pleasure to welcome you to our vibrant football community here at Gornal DC. As a club with a storied tradition and a keen eye on the future, we're both proud of our history and excited about what lies ahead. Our focus on nurturing young talent through our youth system is a testament to our commitment to the beautiful game and to our community's future.

At Gornal DC, we cater to a wide range of abilities within our youth setup, offering teams for both boys and girls from U7s upwards. We're dedicated to providing a supportive and enriching environment for all our players, helping them grow not just as athletes but as individuals.

Your journey in football is important to us. To ensure we're always moving forward and providing the best experience possible, we welcome and value feedback from both our coaches and parents. Your insights are crucial in helping us identify areas for improvement and in shaping the future direction of our club.

Volunteers are the lifeblood of Gornal DC, contributing immensely to the spirit and the day-to-day operations of our club. If you're interested in volunteering or know someone who is, we'd love to hear from you. There are many ways to get involved, and every little bit of help takes us a step further in our mission.

We're thrilled to have you with us. Enjoy your time at Gornal DC, and here's to a future filled with success, growth, and memorable moments on the football pitch.

Warmest regards,

The Gornal DC Committee



# Club Contacts

**Dan Nicholls**

CHAIRMAN  
07411 424 181

**George Massey**

CHAIRMAN  
07487 807 477

**Gemma Jones**

TREASURER  
07872 144 383

**Terri Nightingale**

SECRETARY  
07917 340 507

**Sarah Wallis**

SAFEGUARDING OFFICER  
07966 534 669

**Ben Cookson**

HEAD OF LADIES  
07912 950503

**VACANT**

HEAD OF BOYS

**Stu Jones**

GENERAL MANAGER  
07968 381278

**Laura Jones**

LADIES WELFARE OFFICER  
07845 654042

**Sophie Smith**

MENS WELFARE OFFICER  
07792 894726

# Managers Information

## Match Day Reports

Match reports need to be completed on **Full Time** (not Match Day app) before midnight of the day you play. Failure to do so will result in a charge from the league.

## Bookings

At present we do not use a booking system, the club management will do it's best to assist with acquiring and allocating training space and football pitches. However if you have specific requirements it is best explored on your own as we are limited.

## Charges

If you or your team are faced with a charge you will be notified by the committee. You will have seven days to respond to this charge, either acceptance or to appeal the charge. Remember to provide evidence if you are appealing the charge. Response to be provided to GornalDC@gmail.com

## Registering Players

All teams will be registered with the leagues by the end of May. To register a player mid-season the following will be needed; FA account fan number, Photo I.D (passport or birth certificate). In addition to this, we will also require a seperate form filling contact the Secetary for this. If a player is transferring from another club a fee of £10 is also required.

# Subs Payments Process

Amount: £30 per month, per player

Registration Fee: None. We do not charge a registration fee.

## **Payment Method:**

To streamline our payment process and ensure timely processing of your subscription, all payments are to be made via standing order. This method offers a convenient way to automate your monthly payments, ensuring your subscription remains active without the need to remember to make manual payments each month.

## **Account Details for Standing Order:**

Bank Name: Gornal Development Club

Account Number: 27526362

Sort Code: 30-99-50

## **Setting Up Your Standing Order:**

**Log in to Your Online Banking:** Access your online banking platform through your bank's website or mobile app.

**Navigate to Standing Orders:** Look for an option to set up a new standing order. This might be found within the 'Payments' or 'Transfers' section.

**Enter Gornal Development Club's Account Details:** Use the account number and sort code provided above. Ensure accuracy to prevent payment issues.

**Set the Payment Amount:** Enter £30 as the payment amount.

**Choose the Payment Frequency:** Select a monthly frequency for the payments to align with our subscription model.

**Select a Start Date:** Choose a start date for the standing order. **This should be at the 1st of each month.**

**Confirm and Activate:** Review all details for accuracy and confirm the setup. Ensure you receive confirmation from your bank that the standing order is active.

## **Important Notes:**

Please ensure that the player's name and team age (e.g u8s) are included in the payment reference to facilitate smooth processing and allocation of payments.

Should your financial circumstances change or if you have any queries regarding payments, please do not hesitate to contact our club treasurer or support team for assistance.

By setting up a standing order, you're ensuring uninterrupted participation in club activities for the player, and helping us maintain the quality and continuity of our development programs.

# Teams Pots & P&L's

## Central Fund Contribution

Each player will incur a charge of £5 per month for the central fund. This fund is vital for the reinvestment into the kids, coaches, and the club. Your support ensures continuous improvement and development across all areas of our football community.

## Profit and Loss (P&L) Statements

The P&L statements will be sent out by the 3rd of each month. These statements will be emailed directly to the team managers. Should you have any queries regarding the P&L, please contact Gemma Jones directly.

## Expenses

To process any expenses, please follow these guidelines:

1. Submission: Expenses need to be sent via email to either Gemma Jones directly or the club's email.
2. Attachments: Ensure you attach all relevant receipts and include a detailed description of the expenses.
3. Processing:
  - Standard expenses will be processed and paid each Friday.
  - For urgent expenses, please indicate urgency, and Gemma will aim to process them on the same day.

## Contact Information

- P&L Queries: Contact Gemma Jones

Expenses Submission and Queries: Gemma Jones or [gemmaj.jones@hotmail.com](mailto:gemmaj.jones@hotmail.com) or [gornaldc@gmail.com](mailto:gornaldc@gmail.com).

# Venues & Pitch Bookings

| Venue                         | Available Pitches  | Address                               | Contact                        | Notes  |
|-------------------------------|--|---------------------------------------|--------------------------------|--|
| The Dormston School           | 11 a side<br>9 a side<br>5 a side<br>3 x 5 a side Astros | Mill Bank, Sedgley, Dudley<br>DY3 1SN | 01384 816389 or Gemma<br>Jones |  |
| Russell's Hall Primary School | 2 x 5 a side Pitches                                     | Overfield Rd, Dudley DY1<br>2NX       | 07487 807 477<br>George M      | Currently at capacity for<br>matchdays and friendlies. |
| Windsor Avenue Playing Fields | 11 a side<br>9 a side<br>7 a side<br>5 a side            | Windsor Ave,<br>Wolverhampton WV4 4EX | 07487 807 477<br>George M      |  |

**\*Pitch bookings for training and match days are the Managers responsibility, the committee will support wherever possible.**



# Club Ethos

*“At Gornal DC, we're not just playing a game; we're crafting futures. With a steadfast commitment to fostering growth, we ensure every child finds their place in the beautiful game. Our journey is built on the pillars of development, opportunity, and an unwavering sense of community for our young athletes. Central to our mission is the value of transparency—keeping the lines of communication open, honest, and clear with our players, parents, and supporters. Together, we embark on a path that promises not only skill enhancement but also character building, underpinned by trust and openness. Join us in creating a legacy of not just players, but champions in life.”*

**This ethos is more than just words to us; it's a promise. A promise to provide an environment where our athletes can thrive, learn, and excel. It's a commitment to building a legacy of excellence, opportunity, and community spirit.**

**We're excited to embark on this journey with you, fostering a future where every child can achieve their dreams, supported by a club that believes in transparency, development, opportunity, and legacy.**

**Here's to a season of unforgettable moments, growth, and the joy of football. Thank you for being a part of our Gornal DC family. Together, we're not just playing football; we're creating futures.**



# Safeguarding Policy Part 1

Gornal DC acknowledges its responsibility to safeguard the welfare of every child and young person entrusted to its care and commits to creating a safe environment for all members. This commitment extends to anyone under the age of 18 participating in any club football activity.

We adhere to The Football Association's (The FA) Safeguarding Children – Policy and Procedures and fully endorse the Policy Statement within that document.

The cornerstone principles of The FA Safeguarding Children Policy, which we uphold, are:

- The welfare of the child is paramount and takes precedence in all considerations.
- Every child and young person is entitled to protection from abuse, irrespective of age, gender, disability, race, sexual orientation, faith, or belief.
- All suspicions and allegations of abuse will be met with seriousness and addressed promptly and appropriately.
- Collaborating with other organizations, as well as children, young people, and their parents/carers is crucial for effective safeguarding.

Gornal DC believes that all children and young people engaging in football should enjoy a safe and pleasant experience, shielded from poor practice and abuse.

**This responsibility rests on every adult associated with our club.**

Our club plays a vital role in safeguarding the welfare of children and young people by protecting them from physical, sexual, emotional harm, neglect, and bullying. We acknowledge that The Football Association's Safeguarding Children Regulations, as detailed in The FA Handbook, apply universally within football, regardless of one's role being paid or voluntary.

In alignment with The FA's Responsible Recruitment guidelines, we take steps to ensure safe and responsible recruitment of volunteers, including:

- Defining roles and responsibilities clearly.
- Requesting identification documents.
- Conducting meetings and, where feasible, interviews with applicants.
- Obtaining and verifying references.
- Requiring an FA-accepted Enhanced Criminal Record Check (CRC) with Barring List Check for eligible positions, in accordance with FA policy and regulations.

# Safeguarding Policy **Part 2**

We ensure that all members interacting with children and young people, like managers and coaches, possess a current FA-accepted Enhanced CRC with Barring List check, following responsible recruitment practices.

Should there be concerns about an individual's suitability, whether already involved or seeking involvement with Gornal DC, we will seek advice from The Football Association. Decisions on suitability will reflect legislation and prioritize the well-being of children and young people, aiming to prevent those with a history of relevant offenses from engaging with youth in football.

Gornal DC supports The FA's Whistle Blowing Policy, offering a channel for both adults and young people to report concerns about individuals in positions of trust. Reports can be made to The FA Safeguarding Team, directly to the Police, Children's Social Care, or the NSPCC, ensuring that concerns are addressed appropriately.

We have appointed a Club Welfare Officer as per The FA's requirements, responsible for being the first point of contact for welfare concerns within the club. This officer is trained and well-versed in safeguarding procedures and plays a proactive role in raising awareness of respect, poor practice, and abuse.

Gornal DC does not tolerate bullying in any form. Any instances of bullying will be addressed swiftly, with a clear protocol for reporting to the Club Welfare Officer or, in serious cases, the CFA Welfare Officer.

The club has implemented Respect codes of conduct for all participants and outlines clear actions for addressing misconduct, recognizing the authority of the County FA to impose sanctions for serious offenses.

Safeguarding is a collective responsibility, and reporting concerns about a child's welfare is paramount. Should concerns arise, they should be reported to the Club Welfare Officer. For serious concerns, including potential abuse, immediate contact with the Police or Children's Social Care is advised, alongside informing the Club Welfare Officer.

This policy underscores our dedication to the safety and well-being of all young members and reflects our commitment to creating a secure and positive environment for everyone involved in Gornal DC.

# Safeguarding Contacts

## Contact Information and Reporting Procedures

For concerns about the welfare of a child or young person within Gornal DC, or to report poor practice or abuse, please refer to the following contact information and procedures:

- Gornal DC Club Welfare Officer:
  - The first point of contact for all welfare concerns.
  - Contact details: Sarah Wallis - [safeguardinggdc@gmail.com](mailto:safeguardinggdc@gmail.com)
- County FA (CFA) Welfare Officer:
  - For serious concerns or if the Club Welfare Officer is unreachable.
  - Contact details: [Safeguarding@TheFA.com](mailto:Safeguarding@TheFA.com)
- The FA Safeguarding Team:
  - For whistle blowing or concerns about an adult in a position of trust.
  - Phone: 0800 169 1863
  - Email: [Safeguarding@TheFA.com](mailto:Safeguarding@TheFA.com)
  - Mail: The FA Case Manager, The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ
- Emergency Contacts:
  - Police or Children's Social Care for immediate concerns about a child's safety.
  - NSPCC 24-hour Helpline for advice: 0808 800 5000, text 88858, or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

# Incident Report Procedure

Ensure any issues that occur during your fixture are reported to the contacts or email below within 48 hours of the match ending:

- Gemma Jones - Club Treasurer
- Terri Nightingale - Club Secretary
- Sarah Wallis - Club Welfare Officer - safeguardingdc@gmail.com
- gornaldc@gmail.com

Advice will then be provided on how to proceed with the issue. All correspondence should be directed to the above email addresses and not communicated through any other format.

Once the investigation is complete and the report has been forwarded to the relevant authorities, the manager of the involved team will receive a copy.

All issues will be recorded and shared with the management committee. Gemma and Terri will check in with the club secretary on a weekly basis to request updates. Once these updates have been received, they will be communicated to the team manager. Support will be offered for resolving issues as needed.

Please note, individuals who frequently cause issues may be required to attend a meeting with the management committee. Additionally, we strongly advise against sharing any information about the issue on social media.



# Club Promise & Player Development Policy

At Gornal DC, our mission is to provide a supportive and inclusive footballing environment for all players, regardless of ability. With the support of M11 Football Coaching, we aim to develop confident, capable footballers through structured training, team opportunities, and a focus on enjoyment, development, and respect for the game.

## **Our Promise to Players & Parents**

- We promise to nurture every child's development – whether within a team or through our training sessions – helping them enjoy football, learn new skills, and grow in confidence.
- We strive to ensure all children feel valued, challenged appropriately, and given the opportunity to play their part in the game.
- We commit to providing safe and supportive spaces for players of all abilities to progress at their own pace.

## **Our Coaching Standards**

- All Gornal DC coaches undergo a rigorous onboarding process to ensure they are qualified, capable, and aligned with our club's values.
- Our managers are entrusted to make informed decisions on match days and at tournaments, including playing time, positioning, and tactical choices.

While we strongly support the principle of equal game time at grassroots level, we recognise that in the moment, during a match or tournament, it may not always be perfectly balanced. If concerns arise, we encourage respectful and direct conversation with the manager.

## **Game Time, Environment & Readiness**

We believe that children develop best when playing in a team that suits their current ability and confidence level.

Playing regularly in an environment where a child is consistently struggling – whether technically, physically or emotionally – may not support healthy development. It can lead to frustration, loss of confidence, and even a diminished love for the game.

In such cases, we encourage a step away from team football and into our M11 Development Centres. These sessions are designed to:

- Rebuild confidence
- Develop technical ability
- Provide structure without pressure
- Prepare children for re-entry into club football when they are truly ready

This is not a step back – it's a step in the right direction. Every child develops at a different pace, and our priority is ensuring they're in the best environment to thrive.

# Coaches Code of Conduct

At Gornal DC, our coaches are pivotal to our ethos and the development of our players. As such, we uphold a professional and respectful coaching environment that prioritizes the well-being, safety, and enjoyment of each player. The following principles outline our expectations for all coaches within our club:

- **Respect and Equality:** Coaches are expected to honor the rights, dignity, and worth of every individual, treating everyone equally within the sport's context.
- **Player-Centric Approach:** The well-being, safety, and enjoyment of players must always be placed above competitive outcomes, including the pursuit of victory.
- **Adherence to Guidelines:** All coaching practices must comply with the guidelines established by governing bodies to ensure a safe and fair sporting environment.
- **Mutual Trust and Respect:** Coaches are required to foster appropriate relationships with players characterized by mutual trust and respect, avoiding any undue influence for personal gain.
- **Respect for the Sport:** This includes showing respect to match officials, opponents, and all individuals involved in the sport. Coaches must promote fair play and integrity, never condoning illegal actions or behavior that goes against the spirit of the game.
- **Responsibility and Self-Development:** Encouraging players to take responsibility for their behavior and performance is key, alongside guiding them towards self-improvement within the sport.
- **Age-Appropriate Coaching:** Activities directed by coaches should be suitable for the age, maturity, experience, and ability of the players.
- **Clear Expectations:** Coaches should clearly communicate expectations to players and, where appropriate, their parents, ensuring an understanding of mutual commitments.
- **Promotion of Positive Aspects:** The positive aspects of the sport, such as fair play and team spirit, should always be emphasized. Violations of game laws, unsporting behavior, and the use of prohibited substances or techniques must never be condoned.
- **Professionalism:** High standards of behavior and appearance are expected from coaches at all times, with offensive, insulting, or abusive language or behavior strictly prohibited.

At Gornal DC, we believe that adherence to these principles is essential for fostering a positive, enriching, and developmental environment for all our players. Coaches play a crucial role in modeling these values, contributing significantly to the sport's integrity and the personal growth of our players.



# Spectator Code of Conduct

At Gornal DC, we recognize the profound influence that parents, carers, and spectators have on the attitudes and behaviors of our players. Their expectations and conduct can significantly impact how players interact with their peers, officials, coaches, and the audience. To foster a positive, respectful, and supportive environment for everyone involved, we set forth the following expectations for all parents, carers, and spectators:

- Support for All: Encourage and applaud both your team and the opposition. Recognition of effort and sportsmanship strengthens the spirit of the game.
- Respect Coaching Roles: Please refrain from coaching during training sessions or matches. This responsibility lies with our qualified team officials who are committed to player development.
- Encourage Learning from Mistakes: Understand that mistakes are a crucial part of learning and development. Allow players the space to grow through their experiences.
- Uphold Respect for Officials: Respect the decisions of referees and officials, acknowledging their role in ensuring the game is played fairly and safely.
- Inclusive Encouragement: Show support and give attention to all players, not just those who are most talented. Every player's contribution is valuable to the team.
- Promote Participation: Encourage all players to participate and enjoy their involvement in the sport, regardless of their skill level.
- Respect for Coaches/Managers: Show respect and support for the coaches and managers who dedicate their time to developing the players and the team.
- Active Support for the Club: Contribute positively to the club's operations, whether through setting up equipment, assisting with crowd control, or other supportive tasks as needed.
- Understand the coach/manager are volunteers and will need to do what is best for the team as well as individual players.

We take these expectations seriously, and adherence is crucial for maintaining the positive and developmental atmosphere that Gornal DC is known for. Failure to comply with these guidelines may necessitate a discussion with the management committee to address concerns and ensure alignment with our club's values.

Together, we can create an enriching football environment that champions respect, learning, and enjoyment for all our young players. Thank you for your cooperation and commitment to positive sportsmanship at Gornal DC.

We actively encourage you to share this code of conduct within your team.

# Players Code of Conduct

At Gornal DC, our commitment to fostering a positive, respectful, and developmental environment is reflected in our Code of Conduct. This unified code is designed for all our youth players to guide their actions and attitudes both on and off the pitch. Adherence to these principles ensures a rewarding experience for players, coaches, officials, and supporters alike.

## Development and Integrity

- Commit to Improvement: Strive to enhance your skills, understanding of tactics, and overall fitness continually.
- Effort and Performance: Always give your best, aiming for excellence in every match, regardless of the score.
- Role Modeling: Be a positive influence on peers and younger players, demonstrating sportsmanship and respect.
- Respect the Game: Play with integrity, avoiding gamesmanship, time-wasting, and inappropriate language.

## Team and Competition

- Team Loyalty: Fully commit to your team's objectives, playing fairly and respecting the Laws of the Game.
- Supportive Teammate: Encourage and support all team members equally, recognizing each player's contribution to the team.

## Respect and Fair Play

- For Officials: Respect decisions made by match officials and follow the guidance of your coaches, provided it aligns with the spirit of this code.
- For Opponents: Treat all opponents with respect, ensuring their safety and showing sportsmanship, regardless of the game's outcome.
- For the Community: Acknowledge and appreciate the support from fans and the football community respectfully.

## Player's Promise

- Play My Best: I will always perform to the best of my ability and engage in fair play.
- Respect for All: I will show respect towards teammates, opponents, referees, and coaches.
- Follow the Rules: I will adhere to the rules as directed by the referee and my coach.
- Positive Conduct: I will shake hands with the other team and referee at the end of each game.
- Open Communication: I will communicate any concerns to a trusted adult or the club welfare officer.
- Listen and respond to what my coach/manager tells me

## Consequences for Non-Compliance

Failure to follow this code may lead to disciplinary actions, including:

- Apologizing to affected parties.
- Being benched or substituted.
- Exclusion from training sessions.
- In serious cases, removal from the team.

This unified Code of Conduct underscores our ethos at Gornal DC, where we cherish respect, fairness, and the pursuit of growth. Let's uphold these standards together and enjoy our shared passion for football.

# Social Media Policy

In today's digital age, social media serves as a dynamic platform for Gornal DC to connect with our community, share updates, and amplify our club's spirit. To harness its potential responsibly, we've established a social media policy that reflects our club's values and maintains the integrity of our brand.

## 1. Professionalism and Respect

- Always use respectful and appropriate language in posts and interactions. Show respect towards fans, teammates, competitors, and the broader community.

## 2. Zero Tolerance for Cyberbullying

- Gornal DC strictly prohibits any form of cyberbullying or harassment. Violations will result in disciplinary actions.

## 3. Confidentiality is Key

- Refrain from disclosing confidential or sensitive information. This includes but is not limited to team strategies, personal data of players, staff, or supporters.

## 4. Protecting Our Reputation

- Avoid content that could negatively impact the club's reputation. Content that is racist, sexist, discriminatory, or otherwise controversial is strictly forbidden.

## 5. Honouring Sponsorships

- Be mindful of sponsorship agreements. Ensure your posts do not conflict with or breach any existing agreements.

## 6. Official Announcements

- Use official club channels for any formal announcements or statements to ensure accuracy and consistency in messaging.

## 7. Personal vs. Professional Use

- We recommend maintaining separate personal and professional accounts to prevent any conflicts of interest and to safeguard the club's image.

## 8. Campaigns Require Approval

- Prior to launching any social media campaigns, obtain approval from your manager or the club's social media team to align efforts with our overall strategy.

## 9. Reporting Inappropriate Activity

- Report any questionable or inappropriate social media activity to your manager or the club's social media team immediately.

Adherence to these guidelines will ensure that Gornal DC's social media presence remains professional, engaging, and in harmony with our core values. Our collective responsibility in upholding these standards will contribute to a positive and respectful online community for our beloved club.

# Complaints Procedure Part 1

## 1. Introduction

At Gornal Development Club, we are committed to fostering a positive, inclusive, and respectful environment for all members—players, coaches, volunteers, parents, and supporters. To uphold these values, this Complaints Procedure outlines a clear, fair, and transparent process for addressing concerns in a timely and constructive manner.

## 2. Definition of a Complaint

A complaint is any expression of dissatisfaction concerning the behaviour, decisions, or conduct of the Club, its committee members, coaches, volunteers, players, parents and supporters. This includes, but is not limited to, concerns regarding:

- Behavioural conduct
- Operational decisions
- Safety or welfare of participants
- Fairness and inclusion

Note: This procedure does not cover decisions made by match referees, which are subject to separate appeal procedures through the appropriate football authorities.

## 3. Informal Resolution

3.1 In the first instance, we encourage concerns to be raised informally. Open and respectful dialogue with the relevant team manager or coach often leads to quick and satisfactory resolutions.

3.2 Informal complaints may be raised verbally or in writing with any coach, team manager, committee member, or directly with the Club. All informal concerns will be acknowledged and addressed promptly.

## 4. Formal Complaints Procedure

4.1 If informal resolution is unsuccessful or inappropriate, a formal complaint should be

submitted in writing to the Club Committee via email at gornaldc@gmail.com. Your submission should include:

- Your name and contact details
- Names of those involved
- A clear summary of the issue
- Relevant dates, times, and fixtures

- Supporting evidence or documentation -
- The desired outcome or resolution

4.2 Acknowledgement of your complaint will be provided within five working days of receipt.

4.3 Complaints must be submitted within 30 days of the alleged incident. 4.4 Complaints outside the jurisdiction of the Club may be referred to the Birmingham

County FA.

4.5 Complaints involving safeguarding, criminal behaviour, or vulnerable individuals will be referred to the appropriate external authorities (e.g. Birmingham FA, police, social services).

4.6 The Club reserves the right to reject complaints that do not meet the required criteria. The investigating officer has discretion in this regard.

4.7 All investigations will be led by an impartial and independent individual or panel appointed by the Club Committee.

4.8 The club reserve the right to reject complaints that have already being investigated, are pending investigation or have been closed.

## 5. Investigation and Resolution

5.1 The investigation will involve a thorough review of the complaint, including any necessary fact-finding interviews or collection of written statements from involved parties.

5.2 The Club aims to complete investigations and communicate an outcome within twenty working days.

5.3 Any attempt to influence, intimidate, or otherwise interfere with the investigation or its participants may result in further disciplinary action.



# Complaints Procedure Part 2

## 6. Outcome

- 6.1 Investigation findings will be presented to the Club Committee, which will decide on any actions by majority vote.
- 6.2 The outcome will be communicated to the complainant in writing.
- 6.3 If the complaint is upheld, appropriate actions will be taken to address the issue and prevent recurrence.
- 6.4 The decision of the Club Committee is final.

## 7. Escalation

If you remain dissatisfied with the Club's decision, you may escalate the matter to:

Birmingham County FA  
Email: [support@birminghamfa.com](mailto:support@birminghamfa.com) (Subject: "COMPLAINT")  
Address: Birmingham County FA, Ray Hall Lane, Great Barr, Birmingham, B43 6JF

Birmingham FA will undertake an independent review in accordance with its policies and procedures.

## 8. Confidentiality and Fairness

- 8.1 Gornal Development Club is committed to maintaining confidentiality and ensuring no individual is penalised for raising a concern.
- 8.2 While efforts will be made to maintain confidentiality, individuals named in a complaint have the right to be informed of the nature of the allegations and the identity of the complainant, where appropriate.
- 8.3 The Club reserves the right to take appropriate action against complaints found to be false, malicious, or defamatory.

## 9. Anonymous complaints.

- 9.1 Complaints received anonymously shall be recorded and considered. However, actions will be limited where more information is required.

## 10. Conclusion

We value feedback and remain committed to resolving issues constructively. By working together, we can maintain a respectful and supportive environment for everyone involved in grassroots football at Gornal Development Club.

# Club Equipment Policy

At Gornal DC, we are committed to supporting our teams by providing necessary equipment and football strips to ensure a positive and competitive experience for all involved. It is essential to outline the ownership and responsibility associated with the use of club-provided equipment and attire to maintain transparency and fairness within our club community.

## **Ownership of Equipment**

All equipment provided by Gornal DC, whether purchased directly by the club or through funds raised by club activities, are the sole property of Gornal DC. This policy encompasses all forms of equipment, including but not limited to, football strips, balls, cones, nets.

## **Responsibility and Care**

While in use, it is the responsibility of the team managers, coaches, and players to take proper care of the equipment and football strips, treating them with respect and ensuring they are used appropriately for their intended purpose. Regular maintenance and care are expected to prolong the lifespan of these items.

## **Return of Equipment and Football Strips**

In the event of a team disbanding, a manager leaving, or any other circumstance where the provided equipment and strips are no longer in regular use by the intended team, all items must be returned to Gornal DC in good condition. This return policy ensures that club resources are preserved and can be reallocated to support other teams within the club.

## **Discretion of the Committee**

The decision to retain football strips by an existing team in the event of a team leaving or undergoing significant changes rests with the Gornal DC committee. The committee will exercise discretion based on the specific circumstances and in consultation with the involved parties.

## **Promoting Open Dialogue**

Gornal DC values open communication and dialogue among its members. In situations involving the potential return or retention of equipment and football strips, we encourage all parties to engage in discussions with the committee. Our goal is to reach a fair and mutually agreeable solution that respects the interests of both the club and its members.

This policy is in place to safeguard the club's assets and ensure that Gornal DC can continue to provide high-quality support to all its teams and members. Compliance with this policy is expected from all club members, and we appreciate your cooperation and commitment to the club's success and sustainability.



# Acknowledgment and Agreement Form.

By signing below, I acknowledge that I have received, fully understood, and support the contents of this document. I have also where necessary shared the conduct pages with Players, Parents, Spectators and other Coaches.

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Please sign this acknowledgment page and return it to the club.

Name

Signature

Date

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