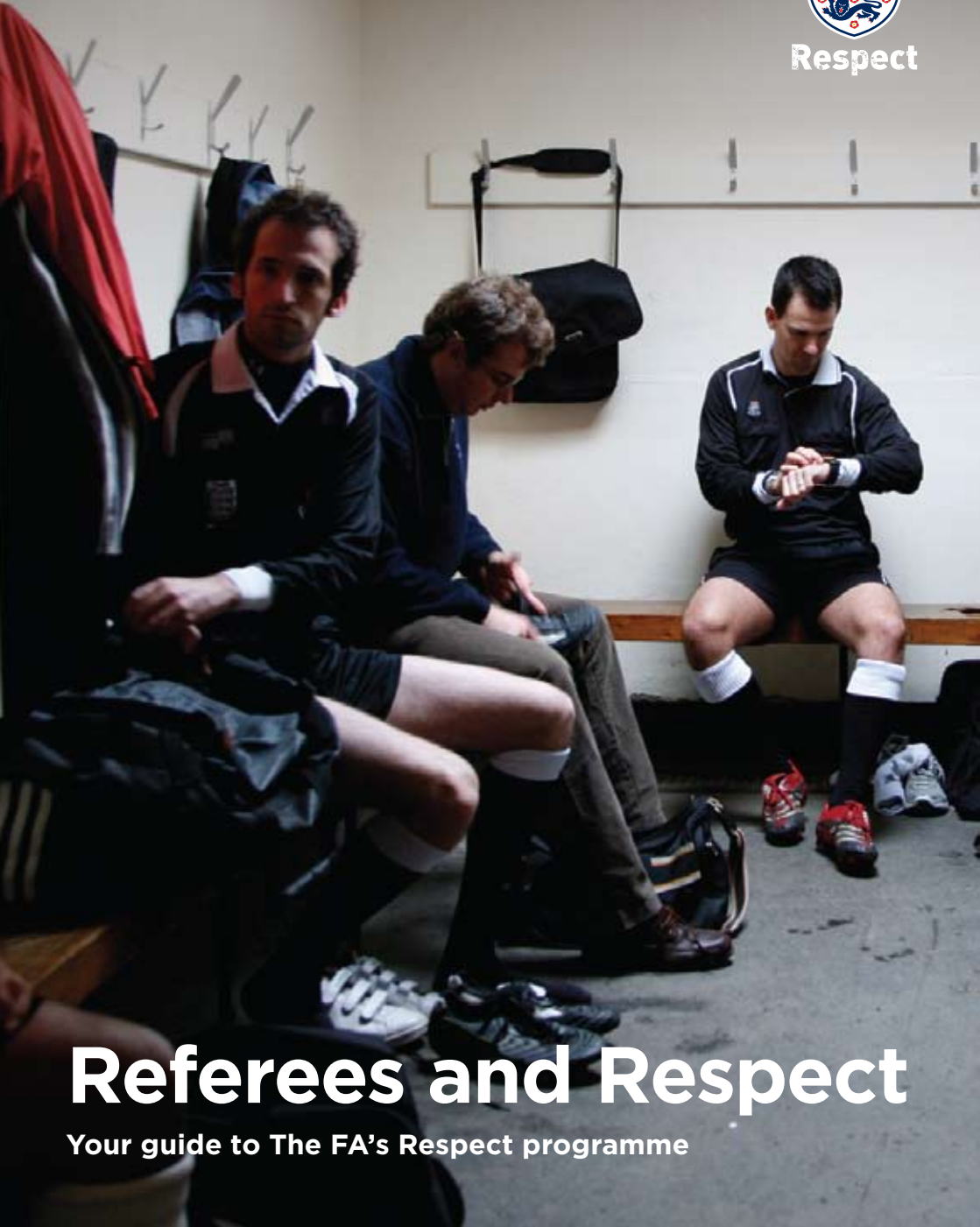




Respect



Referees and Respect

Your guide to The FA's Respect programme



What is Respect?

Respect is the collective responsibility of everyone involved in football, at all levels, to create a fair, safe and enjoyable environment in which the game can take place. It is the behavioural code for football.

Respect is a continuous FA programme, not a one-off initiative.

What do we want to achieve with Respect?

1. There will be a base of registered referees in England sufficient for the demands of the game at every level.
2. There will be zero tolerance for assaults on referees.
3. There will be an improvement in on-field player discipline, particularly in the area of dissent to referees and in competitions that have an established record of poor discipline.
4. There will be a 'step change' in youth football on what is acceptable and unacceptable behaviour from parents and spectators.
5. We will work with coaches to create an enjoyable learning environment for children's football.



Respect

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Respect



The four steps to Respect

The Respect programme includes four practical steps to improve behaviour – on the pitch and on the sidelines – in and at matches throughout the country:

- Step 1:** Codes of Conduct
- Step 2:** Designated Spectators' Area
- Step 3:** The captain takes responsibility
- Step 4:** The referee manages the game.

Clearly, it's Step No.4 which is of most relevance to you, but it's vital you are fully conversant with all four steps:

Step one:

Codes of Conduct

Codes of Conduct aren't new and are already in use by some clubs (for example, they are mandatory for FA Charter Standard Clubs). Some Codes are successful, some are forgotten and simply not acted upon.

All the Respect Codes of Conduct can also be downloaded from www.TheFA.com/Respect

Respect works on placing responsibility for their actions on individuals: break your Code, and bear the consequences.

Codes of Conduct: a club's responsibilities:

- Each Respect Code of Conduct explains that action can and will be taken if the Code is broken.

A club has three main responsibilities around the Codes:

1. To ensure everyone within the club (club members), whatever their role, has read, agreed and signed up to their relevant Code – and understands the actions which could be taken if Codes are broken.
2. To collect and retain the signed agreement forms.
3. To deal fairly and consistently with anyone who breaks 'their' Code.

If a club hasn't used Codes of Conduct before – or has Codes without consequences – they are being asked to take responsibility for implementing them. League and/or County FA Respect Lead Officers are in place to give clubs further guidance in this area.

It is suggested that it may be helpful for clubs to display the Respect Codes of Conduct in dressing rooms, pavilions, club houses and if applicable, displaying the Spectator Code publicly or handing down the sidelines.

The important difference is the club is responsible for ensuring its members understand and appreciate what can happen if Codes are broken. That way, there should be no subsequent debate because individuals didn't understand the consequences of breaking a Code.

Taking Sanctions

The Codes identify a range of sanctions which can be applied in the event of misconduct or poor behaviour.

Whilst County FAs or The FA will deal with reported misconduct, clubs also have a role to play in educating its membership as to what is – and what isn't – acceptable behaviour and taking action when the Codes are broken.

It's important for clubs to be clear about what it expects from its members and to educate people when guidance is required. Should this guidance be disregarded then the management of a club has the right to implement sanctions against offenders.

**Step two:
Designated Spectators' Areas**

The creation of designated areas for spectators is a key element of Respect, mainly aimed at youth football.

They are also designed to help referees manage the game better (see Step 4).

The Designated Spectators' Area can be marked by an additional line, the use of cones, a roped-off area or use of a temporary spectators' barrier.

The safety of the players, officials and spectators is paramount. The size of the area around each pitch will dictate which method clubs will be able to use.

The areas literally draw the line which spectators should not cross. Research has shown it to have a beneficial impact on the behaviour of spectators and their impact on players and match officials.

A Respect youth league will work with its clubs to ensure that the Designated Spectators' Area is clearly marked prior to the start of the game.

To help implement the Designated Spectators' Area, The FA has endorsed a Respect Barrier Kit, which comprises:

- 120 metres of specialised Respect-branded tape (2 x 60 metres lengths)
- A complete set of safety poles
- A simple-to-use and effective reeling system
- Assembly kit comprising of mallet, securing pegs and instructions
- Lightweight carry bag.

If using the Respect barriers endorsed by The FA, it's been suggested to clubs that the ideal arrangement is to mark out a Designated Spectators' Area on the opposite side of the pitch to club officials (manager/coaches etc) for spectators to stand behind.

This allows the manager/coaches of both teams to stand on the other side of the pitch, meaning players can better distinguish the advice from their team officials.

The Designated Spectators' Area should start two metres from the touchline and 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.

If clubs prefer an alternative form of marking a Designated Spectators' Area, they must ensure this is safe for both the spectators and the players. The FA strongly recommends that clubs obtain formal agreement from the facility/pitch provider about which method of marking is most suitable for the pitch, before beginning any work or buying any new equipment.





Respect





Referees' responsibilities:

If a Respect League has introduced into its requirement that Designated Spectators Areas be marked out then it is the referee's responsibility to note whether or not they have been marked appropriately and in time for the start of the game - and that the demarcation method remains visible. Where this has not happened the referee is asked to record this on his/her match report.

You will see from the Codes of Conduct for others involved in the game that there is very clear guidance about how the Designated Spectators' Area are to be used.

Referees are asked to work in collaboration with any league officials and club welfare officers (in Under-18 football) who may be present, to pro-actively support the correct use of the Designated Spectators' Area.

League officials and Club Welfare Officers are asked to make themselves known to the referee prior to kick-off.

If there is constant disregard for the Designated Spectators' Area, particularly should a spectator enter the field of play, the referee has it within their power to:

1. Speak with the relevant home club official (e.g. coach/team manager/ secretary/welfare officer) and ask them to warn the people concerned, as well as pointing out if there are further infringements they may be asked to leave the vicinity of the pitch or ultimately, may result in the game being abandoned.
2. Request intervention by the league official or club official at half-time to speak with spectators generally about their behaviour and remind them of their Codes of Conduct and the possibility of asking all spectators to remove themselves from the vicinity of the pitch.
3. If it reoccurs, report a club for failure to control their spectators.

Step three:

The captain takes responsibility

Often problems start at matches when individual players are abusive towards the referee, which escalates into several players confronting the referee at the same time - then it's anarchy.

Respect aims to stop this cycle before it starts. Only the captain can challenge decisions made by the referee and the captain needs to manage his/her team to ensure this is always observed. However, this does not mean the referee can only speak to the captain. You remain free to talk to any player if this means you can manage the game better.

The referee's role:

It is important to recognise that an essential skill in refereeing is having the ability to communicate effectively with players. Respect is designed to support this skill, and to support the referee's key role in controlling a match.

As mentioned above, referees should continue to talk to individual players as necessary. However when harassment, abuse or challenging behaviour is exhibited referees are asked to use their powers under Law 12.

Law 12 deals with two key areas, fouls and misconduct. It clearly identifies and lists offences - such as holding or pushing - for which a referee can stop play to award direct free kicks. It also lists the offences for which a player is cautioned or sent off. So a player committing a tripping offence has a free-kick awarded against them but also may be sanctioned with a caution if the referee deems the challenge to be reckless. Alternatively if the challenge is so severe excessive force is used, which may injure the opponent, then the offending player is sent off.

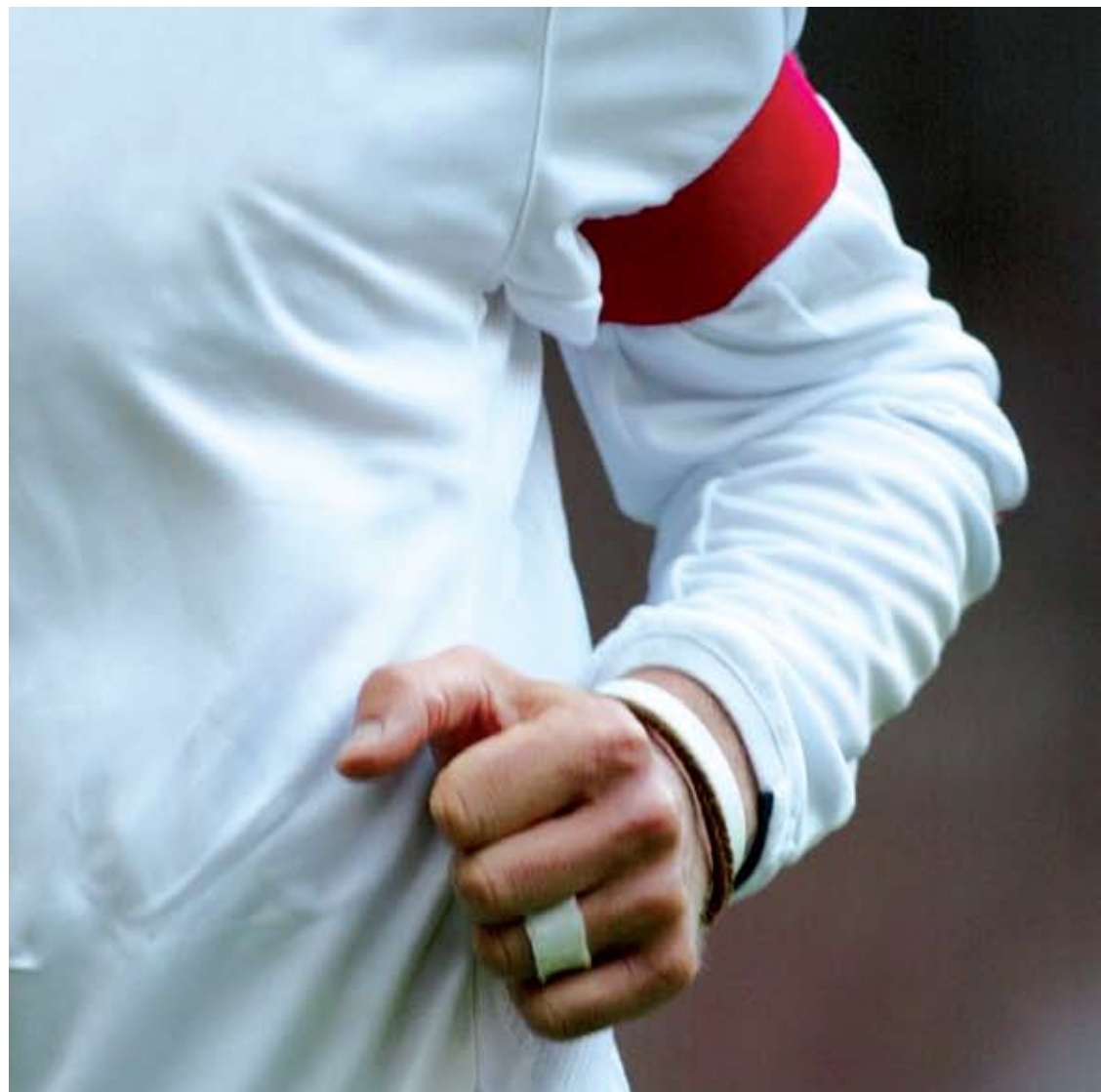
Law 12 also covers the sanctions which can be applied for dissent by word or action and the use of insulting or abusive language and/or gestures.

Referees should show due respect when speaking with players, even in the event of infringements.

In practice, 'The captain takes responsibility' means:

1. Only the captain can openly ask for clarification of a referee's decision. This includes the period before, during and after a match.
2. If any other player challenges the referee, asks questions or harasses the referee about decisions made, they should first be given a public warning. This is providing a player has not committed an offence which clearly falls under Law 12.
3. If a player, including the captain, openly harasses or challenges the referee, they should be cautioned and shown a yellow card.
4. If a player, including the captain, continues to harass or question decisions made by the referee, then a second yellow card should be shown and the player sent from the field of play.
5. The referee records the names of all players receiving a caution or being sent off, as per usual. All such incidents are reported to the appropriate authorities on conclusion of the match.
6. All referees should sensibly use the powers vested in them under Law 12 relating to cautioning and sending off.
7. Any issues relating to misconduct involving individuals other than players should be dealt with in the usual manner.
8. Referees are reminded to complete misconduct report forms as soon as possible after a match.

NB. The team captain is clearly an important figure but is not immune to being dealt with as defined and described above.





Examples of unwanted behaviour:

Harassment:

- Running towards the referee in an aggressive manner.
- Players surrounding the referee to protest a decision.
- Repeatedly asking questions about decisions in an attempt to influence the referee or undermine his/her responsibilities.

Challenging:

- Passing comment to other players about a referee's decision-making.
- Repeatedly moaning at the referee about decisions.
- Gestures that obviously are made in a derogatory manner, such as a shaking of the head or waving of the hand.

These examples have also been communicated to captains. Here's what captains have also been told:

As a captain, you have no special status or privileges under the Laws of the Game, but you do have a degree of responsibility for the behaviour of your team.

To promote Respect the referee will work with you, as the team captain, to manage the players and the game effectively.

Even if you are some way away from an incident when the referee feels he/she needs you involved in a discussion with a player, the referee will call you over. This will ensure that, as the team captain, you remain the point of contact for the referee.

In some cases a referee will proceed directly to a caution if he deems an offence to be serious enough, and is not obliged to call a captain forward for every incident – only those that will assist him/her in the management of the game.

The type of behaviour which often gives rise to problems in matches, and where captains and referees need to work together, can be described as 'harassment and challenging behaviour' towards the referee.

Referees will also make use of captains to deal with persistent offending from a team-mate where there is a real possibility of further offending resulting in a caution or a dismissal.

Captains will also be called forward where additional support is required to calm a player down who is likely to immediately re-offend.

Captains have also been asked to:

- Ensure they wear a Respect captain's armband. These will be provided by the league to clubs.
- Together with the opposition captain, make themselves known to the referee before the game. The referee will ask if the captains if they are clear about their responsibilities.
- Ensure all players understand what they can/cannot do in relation to the referee and what is meant by 'unwanted behaviour'. No-one's trying to curb enthusiasm – just instil more discipline. This can only benefit the specific match and football as a whole.
- Ensure vice-captains (who should be appointed one if there isn't one) is aware of these rules, in case captains are unavailable for a game, or have to leave the field.
- Ensure every player in the team has signed the Respect Code of Conduct.
- Visit www.TheFA.com/Respect for further updates and tips.

Step four:

The referee manages the game

Clearly, this step already applies, but it is included in the Respect programme as a timely reminder and to emphasise the role and powers of the referee.

As now, the referee must control the game by applying the Laws of the Game, and deal firmly with any open show of dissent by players (e.g. not move away from the incident, but stay and deal with it).

While recognising that players may on occasions make an appeal for a decision (e.g. a throw-in, corner or goal-kick), it is important you distinguish these from an act of dissent which should be punished with a caution.

You should use a stepped approach, where appropriate, to managing players:

1. Quiet word
2. Free-kick with quiet word.
3. Free-kick with public admonishment (this is the time referees should consider using the captain to emphasise the message)
4. Yellow card
5. Red card.



The stepped approach does not negate the fact that the referee has the authority within the Laws of the Game to issue disciplinary sanctions without recourse to the captain or to revert directly to issuing a caution or a red card if the offence warrants such action.

Whilst recognising that players may on occasions make an appeal for a decision (e.g. a throw-in, corner or goal-kick), It is important that the referee distinguishes these from an act of dissent which should be punished with a caution.

Before the game - the Respect handshake protocol:

The following protocol should be applied where possible before the game starts:

1. The starting eleven from both teams together with the three match officials (excluding fourth official) should take part in the handshake.
2. Each team should line up on the same side of the pitch.

3. The home team, led by their captain, then walks to shake hands with the match officials, and then the away team's players. Once each home team player has finished shaking hands with the last away team player they disperse to their favoured end to kick-in.

4. Once the last home team player has completed the handshake, the away team then follow their captain passing in front of the match officials to shake hands before dispersing to the opposite end of the pitch from the home team.

5. Once the handshakes have been completed the match officials then proceed to the centre circle for the coin toss.

Whilst we understand that it may be difficult to implement this protocol in every case, we would ask that referees do what they reasonably can to ensure its implementation.

How referees should kick-off Respect

One:

Attend a league information session:

If you are an existing qualified Referee you will be invited to a Respect information session, hosted by your County FA Referee Development Officer and league. It's vital you attend, as it will explain what you need to do to part of the programme – and answer any questions you may have. We need you to be absolutely clear about what your Respect role entails.

If you are a new Referee and undertook the Basic Referees Training Course from 2009 the Respect programme will have been addressed in your training and you need only attend a league information session should you require a 'refresher' on Respect. Your County FA will also provide you with a Respect armband or badge. Please wear this whilst officiating to provide an additional visual reminder of the Respect programme

Two:

Read, understand, accept and sign up to the Respect Match Officials' Code of Conduct:

All referees need to sign the Match Officials' Code of Conduct (see later in this document), which also covers the actions which can arise from breaking the Code.

Three:

Ensure you understand others' Codes of Conduct:

These are all contained later in this document.

Like the Match Officials' Code, they also include possible consequences if the Codes are broken.

Please ensure you read and understand all these Codes.

Naturally, we want to take a sensible and measured approach to the imposition of Sanctions and we are relying on you, as the controller of the game, to be clear about:

- Implementing the Laws of the Game
- What everybody else at the match has signed up to
- When action needs to be taken
- What needs to be done.

Respect will only work if we are fair and consistent. Ignore people's abusive behaviour, those who do not keep to their Code, and the Respect programme is immediately undermined. As a referee you have a pivotal role to play.

Respect education programme

Central to The FA's commitment to the Respect programme is the need to build upon the physical measures – such as the Codes of Conduct and Designated Spectators' Area – with an education programme.

The programme will be delivered by The FA's educational arm, FA Learning.

For more information on the educational services available go to www.TheFA.com/Respect or call the FA Learning hotline on 0870 850 0424.

Monitoring Respect – online guidance for referees

Monitoring behaviour is key to measuring the impact of the Respect programme.

We will be collecting results from a variety of sources. One way in which we will do this is through feedback from referees.

Referees who officiate matches within County Cups and/or leagues which use The FA's FULL-TIME League Management System – and who have access to a computer and the internet – will be able to log-on and answer a few quick questions about:

- The behaviour of the teams, officials and spectators
- Their own enjoyment of the matches they officiate in.

Your league will set you up to undertake this online reporting. You will be able to log-on to your parent County FA website and log on with your FAN (NPD) and password and enter your weekly behaviour marks.

Support

If you have any problems please email RespectInfo@TheFA.com with the nature of the problem and relevant contact details. You will then be contacted with assistance.

The first season of Respect

Throughout the first season of Respect (2008-09), its impact was monitored. The following are the headline findings:

- In the professional game player behaviour has improved. There have been 44% fewer cases of mass confrontation and a 50% decline in cases of reported harassment of referees. Referees report an improved relationship with players but feel that some managers could set a better example to players and spectators.
- There has been an increase in the volume of dissent cautions in all leagues apart from the Premier League. The Professional Game Match Officials believe this to be a result of more referees dealing with on-field dissent, instead of tolerating it, as in previous seasons.
- The use of a team captains to assist the referee to manage player behaviour is considered to be of value.
- Compared to the same period for season 2007-08 there has been an 8% rise in referee numbers. There are 53% more student referees (Level 9) in training and a 3% increase in Levels 1 – 8 trainees.
- The FA is ahead of its recruitment targets for referees and currently has over 26,000 registered referees.
- The number of serious assaults on referees declined by 10% in 2008-09 but disappointingly over 500 referees still reported being subject to physical abuse.
- In the amateur game, cautions for dissent have risen by 3% but there has been a decline in charges for misconduct and the number of dismissals.
- The FA had a considerable impact in youth football with the promotion of adverts and educational courses dealing with the problem of abusive touchline parents. This will continue to be a focus for the work of The FA.
- The use of a Designated Spectators' Area marked by barriers, a painted line or cones is an effective way of improving spectator barriers in youth football.
- The vast majority of those involved in football agree that the Respect programme is definitely needed. It has to be a long-term programme that requires constant reinforcement and reinvention.

The Respect programme is an ongoing commitment by the football authorities to tackle poor behaviour and we will seek to improve this position season on season.





Respect Code of Conduct



Respect



Match Officials

We all have a responsibility to promote high standards of behaviour in the game.

The behaviour of the match officials has an impact, directly and indirectly, on the conduct of everyone involved in the game – both on the pitch and on the sidelines.

Play your part and observe The FA's **Respect Code of Conduct** for match officials at all time.

I will:

- Be honest and completely impartial at all times
- Apply the Laws of the Game and competition rules fairly and consistently
- Manage the game in a positive, calm and confident manner
- Deal with all instances of violence, aggression, unsporting behaviour, foul play and other misconduct
- Never tolerate offensive, insulting or abusive language or behaviour from players and officials

- Support my match official colleagues at all times
- Set a positive personal example by promoting good behaviour and showing respect to everyone involved in the game
- Communicate with the players and encourage fair play
- Respond in a clear, calm and confident manner to any appropriate request for clarification by the team captains
- Prepare physically and mentally for every match
- Complete and submit, accurate and concise reports within the time limit required for games in which I officiate.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA.

I may be:

- Required to meet with The FA/County FA Refereeing Official
- Required to meet with The FA/County FA Refereeing Committee.



Young Players

We all have a responsibility to promote high standards of behaviour in the game.

As a player, you have a big part to play. That's why The FA is asking every player to follow a **Respect Code of Conduct**.

When playing football, I will:

- Always play to the best of my ability
- Play fairly – I won't cheat, complain or waste time
- Respect my team-mates, the other team, the referee or my coach/manager
- Play by the rules, as directed by the referee
- Shake hands with the other team and referee at the end of the game
- Listen and respond to what my coach/team manager tells me
- Talk to someone I trust or the club welfare officer if I'm unhappy about anything at my club.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA.

I may:

- Be required to apologise to my team-mates, the other team, referee or team manager
- Receive a formal warning from the coach or the club committee
- Be dropped or substituted
- Be suspended from training
- Be required to leave the club.

In addition:

- My club, County FA or The FA may make my parent or carer aware of any infringements of the Code of Conduct
- The FA/County FA could impose a fine and suspension against my club.



Spectators and parents/carers

We all have a responsibility to promote high standards of behaviour in the game.

This club is supporting The FA's Respect programme to ensure football can be enjoyed in a safe, positive environment.

Remember children's football is a time for them to develop their technical, physical, tactical and social skills. Winning isn't everything.

Play your part and observe The FA's **Respect Code of Conduct** for players at all times.

I will:

- Remember that children play for FUN
- Applaud effort and good play as well as success
- Always respect the match officials' decisions
- Remain outside the field of play and within the Designated Spectators' Area (where provided)
- Let the coach do their job and not confuse the players by telling them what to do
- Encourage the players to respect the opposition, referee and match officials
- Avoid criticising a player for making a mistake - mistakes are part of learning
- Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA.

I may:

- Be issued with a verbal warning from a club or league official
- Be required to meet with the club, league or CFA Welfare Officer
- Be required to meet with the club committee
- Be obliged to undertake an FA education course
- Be obliged to leave the match venue by the club
- Be requested by the club not to attend future games
- Be suspended or have my club membership removed
- Be required to leave the club along with any dependents.

In addition:

- The FA/County FA could impose a fine and/or suspension on the club.



Coaches, Team Managers and Club Officials

We all have a responsibility to promote high standards of behaviour in the game.

In The FA's survey of 37,000 grassroots participants, behaviour was the biggest concern in the game. This included the abuse of match officials and the unacceptable behaviour of over competitive parents, spectators and coaches on the sideline.

Play your part and observe The FA's **Respect Code of Conduct** in everything you do.

On and off the field, I will:

- Show respect to others involved in the game including match officials, opposition players, coaches, managers, officials and spectators
- Adhere to the laws and spirit of the game
- Promote Fair Play and high standards of behaviour
- Always respect the match official's decision
- Never enter the field of play without the referee's permission
- Never engage in public criticism of the match officials
- Never engage in, or tolerate, offensive, insulting or abusive language or behaviour.

On and off the field, I will:

- Place the well-being, safety and enjoyment of each player above everything, including winning
- Explain exactly what I expect of players and what they can expect from me

- Ensure all parents/carers of all players under the age of 18 understand these expectations
- Never engage in or tolerate any form of bullying
- Develop mutual trust and respect with every player to build their self-esteem
- Encourage each player to accept responsibility for their own behaviour and performance
- Ensure all activities I organise are appropriate for the players' ability level, age and maturity
- Co-operate fully with others in football (e.g. officials, doctors, physiotherapists, welfare officers) for each player's best interests.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA.

I may be:

- Required to meet with the club, league or County Welfare Officer
- Required to meet with the club committee
- Monitored by another club coach
- Required to attend a FA education course
- Suspended by the club from attending matches
- Suspended or fined by the County FA
- Required to leave or be sacked by the club.

In addition:

- My FACA (FA Coaches Association) membership may be withdrawn.

Adult Players

We all have a responsibility to promote high standards of behaviour in the game.

Players tell us they want a referee for every match, yet 7,000 match officials drop out each season because of the abuse and intimidation they receive on and off the pitch.

Respect your referee today and you may just get one for every match this season.

Play your part and observe The FA's **Respect Code of Conduct** for players at all times.

On and off the field, I will:

- Adhere to the Laws of The Game
- Display and promote high standards of behaviour
- Promote Fair Play
- Always respect the match officials' decisions
- Never engage in public criticism of the match officials
- Never engage in offensive, insulting or abusive language or behaviour
- Never engage in bullying, intimidation or harassment
- Speak to my team-mates, the opposition and my coach/manager with respect
- Remember we all make mistakes
- Win or lose with dignity. Shake hands with the opposing team and the referee at the end of every game.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA.

I may:

- Be required to apologise to team-mates, the other team, referee or team manager
- Receive a warning from the coach
- Receive a written warning from the club committee
- Be required to attend an FA education course
- Be dropped or substituted
- Be suspended from training
- Not be selected for the team
- Be required to serve a suspension
- Be fined
- Be required to leave the club.

In addition:

- The FA/County FA could impose a fine and/or suspension on the club.





Lose Respect
Lose the game

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