



“In a league of our own”

***Respect Campaign
Launched 2013***



With the support of, and inspired by, the English FA (Football Association)

Respect



**ARE YOU
BLIND
AS WELL AS
STUPID**

It's not big and it's not clever.
If you physically assault a ref, you
will be banned from playing and
could face criminal charges.

Are you losing it?

Respect 

TheFA.com/respect

TABLE OF CONTENTS

| | |
|---|-----------|
| WHY RESPECT? | 4 |
| INTRODUCTION | 4 |
| WHAT IS RESPECT ? | 5 |
| FOUR STEPS TO IMPLEMENTS THE RESPECT PROGRAM | 5 |
| STEP 1 RECOMMENDED CODE OF CONDUCT | 6 |
| CODE OF CONDUCT FOR CLUB OFFICIALS (TEAM MANAGER / COACH) | 7 |
| CODE OF CONDUCT FOR PLAYERS:- | 8 |
| CODE OF CONDUCT FOR MATCH OFFICIAL(S) | 10 |
| STEP 2 THE CAPTAIN TAKES RESPONSIBILITY | 12 |
| STEP 3 THE REFEREE MANAGES THE GAME | 14 |
| STEP 4 THE PRE KICK OFF RESPECT HANDSHAKE | 16 |
| APPENDIX | 17 |
| REFEREE DISCIPLINE REPORT TEMPLATE | 17 |



Why Respect?

The following quote obtained from the English FA reflects perfectly ESPZEN's mission of adopting / supporting the English FA Respect Campaign

"The FA is at the heart of football.

We believe in the beautiful game. A game where the notion of respect must permeate all levels, transcend all barriers and be democratically adopted by everyone involved. We believe in respect. Respect is to play to win and to play fair. Respect is to accept defeat with dignity and reject drugs, racism, violence and other dangers. Respect is to treat opponents, team-mates, referees, officials and spectators with the respect they deserve. Respect sits at the heart of a game that has always and will always be about skill, talent, flair and heart. Respect is at the heart of football.

**Lose respect.
Lose the game."**

Introduction

The Respect programme initiated by the English FA, was launched at the start of the 2008/09 season and sought to build upon practical measures that progressive clubs, leagues and grass roots organisations had been promoting for some time. ESPZEN is a proud supporter of the Respect Campaign

Respect aims to improve the environment of the game and so improve the experience of everyone involved – particularly Referees.

Respect needs club managers, club players and referees to play its part. Together, we can make a huge difference.





What is Respect ?

Respect is the collective responsibility of everyone in football 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 programme, not a one-off initiative.

What do we want to achieve with Respect?

1. There will be a base of referees supporting ESPZEN football leagues
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.

The most important message of the Respect programme is that real and lasting change will come about not just through the intervention of ESPZEN but from everyone in football taking collective responsibility to promote what is good in the game and deal with that which diminishes it.

The RESPECT program for the ESPZEN league is a pro-active approach to ensure everyone involved in the game is aware of the standards expected, it is not a re-active approach to discipline issues, as generally speaking ESPZEN leagues already have a high standard of player / team conduct.

Referee is in charge
Encourage team-mates
Shout, but don't criticise
Play fairly
Enjoy the game
Captain only speaks to the referee
Try whatever the score

Four Steps to Implements the Respect Program

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

ESPZEN have identified four Steps to achieving the integration of Respect into the game:-

- Step 1: Codes of Conduct within Each Club
- Step 2: The Captain Takes Responsibility
- Step 3: The Referee Manages the Game
- Step 4: The Pre Game Respect Handshake

These four steps are explained in further detail in the following pages:-

STEP 1 Recommended Code of Conduct

Codes of Conduct aren't new. Some Codes are successful; some are forgotten and simply not acted upon. **Respect** brings them to life. How? By supporting and strengthening the Codes of Conduct with possible consequences.

There is little point in having a set of rules if no action is taken if and when they're broken. The Code explains that actions can be taken if the Code is broken. Respect works on placing responsibility on individuals for their actions: break your Code, and bear the consequences.



Codes of conduct have been prepared for the three biggest influences on a match

- 1) Team managers / coaches
- 2) Players
- 3) Match Officials



Code of Conduct for Club Officials (Team Manager / Coach)

On and off the field, we expect coaches / team managers to:

- 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

When working with players, we expect team managers / coaches will:

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

Coaches / team managers understand that if they do not follow the Code, any/ all of the following actions may be taken by their club, or ESPZEN League:

The Coach / Team manager may be:

- Required to meet with the club, or league
- Required to meet with the club committee
- Suspended by the club from attending matches
- Suspended by the league from attending matches
- Required to leave the club

Influence of the Club's Management

Ensure your club officials understand Respect. Players and spectators will often take their lead from the management of a team. If a manager or coach is bawling at match officials it is likely that players will do so too. Managers and coaches have a responsibility to behave themselves in a way which reflects the Respect Codes of Conduct.

Code of Conduct for Players:-

On and off the field, we expect players to:-

- 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 their team-mates, the opposition and their 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



Advice to clubs to sanction errant players

Clubs have a role to play in educating its players 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 players 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. Such action must:

- Be fair and consistent – treating people in the same way regardless of their position in the club
- Follow a process which allows people to know when they have broken a Code of Conduct and provides them with the opportunity to amend their behaviour and conduct
- Be proportionate to the offence
- Be progressively more serious for repeat offenders





Potential measures that a club can take against its players include;

- Being required to apologise to team-mates, the other team, referee or team manager
- Receive a verbal warning from the coach / manager
- Receive a written warning from the club committee
- Be dropped or substituted
- Be suspended from training
- Not be selected for the team
- Be required to serve a suspension
- Be required to leave the club

These measures may be over and above League sanction imposed on the player for extreme causes which could include

- Player suspension
- Player banned
- Team being deducted one league point.

Code of Conduct For Match Official(s)

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.

ESPZEN has purchased a series of referee jerseys which all display the RESPECT logo on the front chest. Whilst not all referees will be wearing these jerseys all referees are expected to follow and implement the code of conduct detailed below:-



Match Officials 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 or other officials
- 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



Respect

- Complete and submit, accurate and concise discipline reports (on player / team misconduct) within 48hrs for games in which they officiate¹.

Match officials understand that if they do not follow the Code, any/all of the following actions may be taken by the Chief Referee or ESPZEN

Match officials may be:

- Required to meet with The Chief Referee
- Required to meet with ESPZEN representatives

¹ See appendix for referee discipline report template

Step 2 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 that this is always observed. However, this does not mean the referee will only speak to the captain. Referees remain free to talk to any player if this means they can manage the game better.

Captains should wear a captain armband at all times to ensure the referee can easily identify who is the captain of the team. To facilitate and kick start this process ESPZEN has purchased 180 Captain Armbands (displaying ESPZEN and RESPECT logo) which will be distributed to teams, however going forward teams are expected to have their own captain armband



The advice to captains is;

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’. 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. 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.

Here are some examples of each of these types of 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.

Captains have been asked to:

- Ensure they wear a captain's armband.
- Together with the opposition captain, make themselves known to the referee before the game. He/she will ask if the captains if they are clear about your 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.



Step 3 The Referee Manages The Game

The instructions given to referees are that: 'you are expected to work with the team captains to manage the players and the game effectively. You 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 as the referee, you have the authority within the Laws of the Game to issue disciplinary sanctions without recourse to the captain(s), including issuing a yellow or red card where the Laws require it.

Even if the captain is some distance from an incident, but you feel you need him/her involved in a discussion with a player, you should call the captain over. This will ensure the captain remains



Respect

your point of contact during the game. These guidelines are an additional preventative/supportive tool for referees to manage games effectively. The key is for referees to use captains in a more visible way.

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.
6. All referees should sensibly use the powers vested in them under Law 12 relating to cautioning and sending off.
7. Referees are reminded to complete misconduct report forms within 48 hours 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.

Step 4 The Pre Kick Off Respect Handshake

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 match official(s) 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 official(s), 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 official(s) 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



Even if the referee does NOT initiate this, there will be occasions where a new referee may not have been guided fully on the Respect Campaign by the Chief referee. In this instance the two team managers should still initiate the process.

Appendix

Referee discipline report template

Referees can feedback to ESPZEN at any time POSITIVE and NEGATIVE reflections on the game. In some instances where ESPZEN is alerted of an incident the referees will be pro-actively asked for an incident report which must include answers to the following 7 questions and a sportsmanship grade

- 1) Players (names) involved in the incident from both teams In case of doubt please visit their player profiles for verification details
- 2) Did players throw any punches or engage in any other form of violence?, Which players did you or would you have issued red cards to ?
- 3) Which team threw the first punch or caused the incident to happen?
- 4) What events actually caused the incident to happen ?
- 5) What time was the incident and what was the score at the time of the incident ?
- 6) As referee were you verbally or physically abused by either team ? if so please describe, which team / which player .
- 7) Any other information you think is important to inform ESPZEN
- 8) Sportsmanship Grade (please refer to guidelines below) for each team

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, 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.

9 Marks: The referee feels that this was a thoroughly enjoyable encounter with this team. 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 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' discipline 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.

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.

Incidents of repeated conduct attracting this score will require a written explanation from the Club Official which will be referred to the League Administrator for consideration.



Respect

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.

Upon citation by a referee the same procedures will be followed as at 6 Marks with the addition of the following: A written explanation will be required from the Club Official. Incidents of repeated conduct attracting this score will be referred to the League Disciplinary 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 league will seek a full report from the referee and DEMAND from the Club 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 Disciplinary 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 League Disciplinary Committee.

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.

Who will you be today?

Show some Respect

Thousands of referees drop out of the game every season due to abuse.

TheFA.com/Respect

Respect