



# Linhill Celtic Football Club

Established 1973, Affiliated to SLFA  
www.linhill.co.za, info@linhill.co.za  
Cnr South Rand / East Roads  
Linnmeyer / The Hill  
Johannesburg  
NPC: 2015/297743/08



## COACHES AND MANAGERS CODE OF CONDUCT

This policy has been written to help maintain a healthy balance between fair play and safety. This policy is a club goal to establish a better relationship between coaches, players, parents and officials. It is the intent of Linhill Celtic F.C. to help players, coaches, parents and fans to be made aware of the true meaning of SPORTSMANSHIP.

Linhill Celtic F.C. is committed to creating a safe and positive environment for members' physical, emotional and social development and ensuring that it promotes an environment free of misconduct. It has, as its primary goal, the welfare and protection of the individuals and groups with whom coaches work.

It is the individual responsibility of each coach to aspire to the highest possible standards of conduct. Above all, coaches of young people can have great influence on developing athletes who are reliant on these coaches for the basic instruction and guidance necessary to reach the top levels. Coaches can have tremendous power over these athletes in their quest to the top. This power must not be abused. Therefore, we have set forth these codes of ethics and conduct to guide our coaches and protect our athletes for the mutual benefit of all concerned.

**SPORTSMANSHIP** is defined as the practice of participating in sports with a conduct and attitude that is considered befitting of that participant, especially fair play and courtesy. It encompasses both ethical behaviour and acts of integrity.

**ETHICS** is defined as the principles of right and wrong that are accepted by an individual or a group.

**INTEGRITY** is defined as a firm adherence to a code of values that incorporate principles of honesty.

### GENERAL PRINCIPLES

- **COMPETENCE**

Coaches must strive to maintain high standards of excellence in their work. They should recognize the boundaries of their particular competencies and the limitations of their expertise. They should provide only those services and use only those techniques for which they are qualified by education, training and/or experience. In those areas, where recognized professional standards do not yet exist, coaches must exercise careful judgment and take appropriate precautions to protect the welfare of those with whom they work. They shall maintain knowledge of relevant scientific and professional information related to the services they render, and they must recognize the need for ongoing education. Coaches should make appropriate use of scientific, professional, technical and administrative resources.



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- **INTEGRITY**

Coaches should seek to promote integrity in their coaching profession. Coaches should always be honest, fair and respectful of others. They must not make representations about their qualifications, services, products, or fees that are false, misleading or deceptive.

Coaches should strive to be aware of their own belief systems, values, needs and limitations and the effect of these on their work. To the extent feasible, they should attempt to clarify for relevant parties, the roles they are performing and to function appropriately in accordance with those roles. Coaches must avoid conflicts of interest.

- **PROFESSIONAL RESPONSIBILITY**

Coaches must uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behaviour, and adapt their methods to the needs of different athletes. Coaches should consult with, refer to, or cooperate with other professionals and institutions to the extent needed to serve the best interest of their athletes, or other recipients of their services. Coaches should be concerned about the ethical compliance of their colleagues' conduct. When appropriate, they should consult with their colleagues in order to prevent or avoid unethical conduct.

- **RESPECT AND DIGNITY**

Coaches shall respect the fundamental rights, dignity and worth of all participants. Coaches must be aware of cultural, individual and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socioeconomic status. Coaches must eliminate the effect on their work of biases based on those factors, and they do not knowingly participate in or condone unfair discriminatory practices.

- **WELFARE CONCERN**

In their actions, coaches must consider the welfare and rights of their athletes and other participants. When conflicts occur among coaches' obligations or concerns, they should attempt to resolve these conflicts and to perform their roles in a responsible fashion that avoids or minimizes harm. Coaches shall be sensitive to differences in power between themselves and others, and should not exploit nor mislead other people.

- **RESPONSIBLE COACHING**

Coaches must be aware of their ethical responsibility to the community and the society in which they work and live. Coaches must comply with the law and encourage the development of law and policies that serve the interest of sport or activity. The coach shall strive to serve as a leader and model in the development of appropriate conduct for the athlete. The coach shall



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strive to use strategies in practice and competition that are designed to encourage play within the letter and spirit of the rules. The coach shall strive to keep the concepts of winning and losing in proper perspective. The coach shall strive to enforce policies and rules with fairness, consistency and an appreciation for individual differences.

## **FUNDAMENTALS OF SPORTSMANSHIP**

1. Gain an understanding and appreciation for the rules of the game. Know the rules. If you do not know the rules, refrain from expressing opinions on coaches or officials. The SPIRIT of good sportsmanship depends on conformance to a rule's intent as well as the letter of the law.
2. Exercise representative behaviour at all times. Your behaviour influences others.
3. Recognize and show appreciation for an outstanding play by either team. Applause for an opponent's good performance displays generosity and courtesy that should be regularly practiced. This reflects a true awareness of the game by recognizing and acknowledging quality.
4. Exhibit respect for the official(s) Officials are impartial arbitrators. They have been trained in the laws of the game and are performing to the best of their ability. Mistakes by all participants are part of the game. The rule of GOOD SPORTSMANSHIP is to accept and abide by the officials' decisions.
5. Openly display respect for opponent at all times. Opponents should be treated cordially and be accorded tolerance. Treat them as you want to be treated. Be a positive Representative for your club and team at all times.
6. Display pride in your actions at all times Never allow your ego to interfere with good judgment and your responsibility as a club and team representative.

## **SPORTSMANSHIP CODE GUIDELINES AND BEHAVIOR EXPECTATIONS**

1. Place the emotional and physical wellbeing of my players ahead of a personal desire to win.
2. Respect the integrity and personality of the individual athlete, remembering the large range of emotions and physical development for the same age group.

Exemplify the highest moral character, behaviour and leadership.



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3. Adhere to strong ethical and integrity standards.
4. Learn the rules of the game and teach them in letter and spirit.
5. Set a good example for players and spectators.
6. Shake hands with opposing coaches and officials before and after each match.
7. Respect the integrity of the official. By giving respect, you get respect.
8. Do not use profanity or other objectionable language.
9. Be responsible for your players and parents on the sideline.
10. Make sportsmanship your first priority.

### **UNACCEPTABLE BEHAVIORS**

1. Verbal or physical abuse of an opponent, coach, official, player or spectator.
2. Fighting or violence of any kind
3. Use of profanity or other disrespectful language
4. Questioning, disagreeing or harassing officials
5. Throwing objects onto the playing field
6. Refusing to shake hands or give recognition for good performances
7. Blaming loss of game on officials, coaches or participants
8. Racism or discrimination of any kind towards any person.
9. Social Media  
Linhill Celtic F.C. coaches and managers should not author, forward, or post vulgar or offensive notes, texts, photographs, or other content that reflect negatively on them, their teams, other individuals, or the Club.
10. Alcohol and Drug Use  
Any use of alcoholic beverages or banned substances while coaching and game activities is strictly forbidden.

### **ACCEPTABLE (EXPECTED) BEHAVIORS**



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1. Congratulating teammates and opponents for effort and excellent performances
2. Shaking hands before and after the game
3. Thanking officials for their effort and work
4. Thanking coaches for their time and help
5. Treat competition as a "GAME" instead of a "WAR"
6. Applaud at end of game for performances of all participants
7. Show concern for an injured player, regardless of team
8. Helping a teammate or opponent who has fallen or been injured
9. Community  
Linhill Celtic F.C. coaches and managers should strive to show respect for all members of the club and the broader community. They should lead by example and remember that both their own and the team's reputations are at stake when they participate in club competitions and interact with others in the community.

## **ZERO TOLERANCE POLICY**

Linhill Celtic F.C. by this document will be enforcing a "Zero Tolerance Policy".

The following is intended to outline the penalties for failing to comply with the premise of this CODE. Any coach, manager or Linhill Celtic F.C. representative, violating this CODE OF CONDUCT will be subject to disciplinary action as determined by the Executive Committee of Linhill Celtic F.C.

Disciplinary action may include:

- Probation
- Warning
- Suspension
- Permanent expulsion of an individual, team or club from the program.

Decisions of Linhill Celtic F.C. are final and no protests will be entertained.



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## INDEMNITY

The risk of injury is inherent in the practice of most forms of sport. The safety of each of our members is of utmost importance to LINHILL. The Committee, Coaches and Managers will take all reasonable precautionary measures to provide a safe training and playing facility. A signed indemnity form by the LINHILL member will be required prior to the commencement of participation. I, the undersigned, hereby confirm that:

I will be coaching/managing at LINHILL Celtic Football Club.

I am aware of the correct clothing and equipment requirements.

This indemnity form is valid and effective for the full duration of training and managing at LINHILL.

This indemnity is binding on me, or any other person who acts on my behalf.

I, the undersigned, with my details provided above, agree and understand the following Terms & Conditions as stated by LINHILL, before commencing the sport; -

I agree that by my participation in the sport provided by LINHILL, I hereby assume all risks, dangers and all responsibility from any losses and/or damages, whether caused in whole or in part by the negligence or other conduct of the Committee, Coaches and Managers or by any other person.

I agree to absolve and not hold responsible for LINHILL, as well as its Committee, Coaches, Manager or any other person associated with LINHILL for any losses, injuries, mishaps, medical issues and/or any other consequences of my decision to participate in the sport, as per details mentioned above.

I understand that no financial and/or legal claims can be made against LINHILL for the prior mentioned issues.

I understand and agree to follow all safety rules, regulations & procedures and in the event that that such rules and procedures not followed by myself, or others, it could result in my injury or death.

I authorise the use of my photos, video, name, comment, game result, etc. for promotional purposes by LINHILL.

I grant permission for medical treatment to be administered, and accept responsibility for such costs, which will be payable on request. The team Manager/Coach/Assistant may provide reasonable, adequate assistance in the event of an emergency.

I hereby indemnify LINHILL, Committee, Coaches, Managers and Representatives against any claim whatsoever that may arise during or as a result of my participation at LINHILL.



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## COACHES AND MANAGERS CONTRACT

I, \_\_\_\_\_  
(Name, Surname, ID Number)

understand that being a youth coach is first and foremost, a teacher and role model. I will teach my players basic skills, techniques and strategies, and will give all my players the opportunity to improve their skills, gain confidence and develop self-esteem at practices and in games.

- I will learn and know the rules of the game and the league in which my team competes.
- I will adhere to the Linhill Celtic F.C.'s Zero Tolerance Policy.
- I will balance team preparation/play against safety/health risks such as practicing in inclement weather, or playing/practicing when injured without the direct consent of a health professional.
- I will never place the value of winning over the safety and welfare of the players.
- I will display respect and professionalism to all involved with soccer. This includes but is not limited to: opponents, coaches, officials, administrators, the media, parents and spectators. I will encourage my players to do the same.
- I will maintain control of my emotions and avoid actions, language, and/or gestures that may be interpreted as hostile or humiliating.

I acknowledge that this Code of Conduct has been adopted by Linhill Celtic F.C. and agree that if I fail to abide by the aforementioned rules and guidelines, I will be subject to disciplinary action by Linhill Celtic F.C.

I acknowledge that I may be held liable for any fines imposed on Linhill Celtic F.C. that are a direct cause of my actions and behaviour.

I confirm that I have read the indemnity form and that I understand the content and potential consequences thereof.

Signed At: \_\_\_\_\_ On the \_\_\_\_\_ Day of \_\_\_\_\_ 2024.

Name & Surname: \_\_\_\_\_ Signature: \_\_\_\_\_



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