



Coach & Manager Policy for Under-18 Players

At **Pinnacle FC**, the welfare of our under-18 players is of the utmost importance. Coaches and managers must adhere to the following guidelines to create a safe, respectful, and supportive environment that promotes player development and well-being both on and off the field.

1. Commitment to Player Safety and Welfare

- **Player Well-Being First:** The physical, mental, and emotional health of players should always come first. Coaches and managers must be attentive to signs of injury, stress, or personal difficulties and take immediate action to address any concerns.
- **Safe Environment:** Ensure that all training, matches, and team-related activities are conducted in a safe environment. This includes maintaining proper field conditions, ensuring equipment is safe to use, and adhering to all health and safety protocols.
- **Mental Health Support:** Coaches and managers should be vigilant for any signs of mental health concerns, such as anxiety, depression, or stress. Encourage an open and supportive atmosphere where players feel comfortable discussing any issues they may be facing.

2. Respect for Boundaries and Personal Privacy

- **Respect for Personal Boundaries:** Always maintain appropriate physical boundaries with under-18 players. This includes refraining from physical contact beyond what is necessary for teaching and safety purposes. Any form of inappropriate behavior will not be tolerated.
- **Private Conversations:** When discussing personal issues, performance, or any sensitive topics with under-18 players, ensure privacy and discretion. Meetings should be conducted in a safe space where the player feels comfortable.
- **Confidentiality:** Any information shared by players regarding personal or sensitive matters must be kept confidential unless there is a legal or safety concern requiring disclosure to a responsible authority.

3. Professional Conduct and Ethical Behavior

- **Role Model for Players:** Coaches and managers must act as positive role models. Demonstrate good sportsmanship, respect, and professionalism at all times, both on and off the field.
- **Fair Treatment and Equality:** All players should be treated fairly and equally, regardless of their skill level, background, or personal circumstances. Discrimination, favoritism, or bullying of any kind will not be tolerated.
- **No Exploitation:** Coaches and managers must not exploit their position for personal gain. This includes refraining from using their authority for any inappropriate or unethical purposes.

4. Parent and Guardian Communication

- **Engage with Parents/Guardians:** Maintain open lines of communication with the parents or guardians of under-18 players. Regularly update them on the player's progress, attendance, and well-being. Seek their input where appropriate, especially in matters relating to player development or any concerns about their child.
- **Respect Parental Roles:** Encourage parents to be involved in their child's development, but always maintain clear professional boundaries. Parents should be kept informed of any concerns or incidents that arise, while respecting the privacy of the player.
- **Parental Consent:** Ensure that all necessary parental or guardian consent forms are completed for activities involving under-18 players, such as travel, medical treatments, and participation in certain events.

5. Player Development Focus

- **Holistic Development:** Coaches and managers should focus on developing the player as a whole person — not just in terms of technical skills, but also fostering values such as teamwork, discipline, leadership, and respect for others.
- **Individualized Attention:** Recognize that each player has unique needs, strengths, and areas for improvement. Provide tailored feedback, encouragement, and guidance to help each player reach their full potential.
- **Avoiding Pressure:** Create an environment where players feel motivated to improve at their own pace. Avoid putting undue pressure on young players to perform at a level that exceeds their capabilities. Encourage a growth mindset and resilience rather than focusing solely on winning.

6. Appropriate Communication

- **Respectful Communication:** All communication with under-18 players should be respectful, supportive, and professional. This includes both verbal and non-verbal communication, such as body language, tone of voice, and the use of language.
- **No Direct Messaging of Under-18 Players:** Coaches and managers are prohibited from directly messaging under-18 players through personal social media, phone, or any other communication channel. All communication must be conducted through official, club-approved channels (such as team group chats or email) to ensure transparency and appropriateness.
- **Social Media Use:** Coaches and managers must refrain from using personal social media to communicate directly with under-18 players. Any messaging or communication should be handled through appropriate, monitored, and official channels.
- **Appropriate Language:** Use positive and constructive language when interacting with players. Any form of inappropriate or abusive language, whether verbal or written, will not be tolerated.

7. Travel and Away Matches

- **Chaperone Requirements:** When traveling with under-18 players, coaches and managers must follow all club policies regarding chaperones. A ratio of appropriate adults to minors must be maintained, and all adults involved must have a valid WWCC.
- **Safety Protocols:** Ensure that all travel arrangements meet the safety standards set by the club. This includes organizing transport, lodging, and ensuring that players are supervised at all times.
- **Behavior Expectations:** Establish clear behavior expectations for players during travel and away matches, emphasizing respect for others, adherence to team rules, and professional conduct at all times.

8. Training and Development of Coaches and Managers

- **Ongoing Education:** Coaches and managers working with under-18 players should have access to continuous training, including safeguarding, mental health awareness, first aid, and age-appropriate coaching techniques.
- **Background Checks:** All coaches and managers who work directly with under-18 players must hold a valid WWCC to ensure the safety of the players and meet legal requirements.

9. Disciplinary Procedures

- **Enforcement of Rules:** If a coach or manager violates any of the above guidelines or fails to maintain the highest standards of professional conduct, they may face disciplinary actions, including suspension, dismissal, or other sanctions as determined by the club.
 - **Player Discipline:** Any disciplinary action involving under-18 players should be handled with care, ensuring fairness, transparency, and consistency. Always aim to address issues constructively, using discipline as an opportunity for growth rather than punishment.
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Conclusion:

Coaches and managers have a critical responsibility when working with under-18 players. At **Pinnacle FC**, we are committed to ensuring a safe, respectful, and nurturing environment where young players can grow both as athletes and individuals. By adhering to this policy, coaches and managers will help players develop their full potential while prioritizing their safety and well-being.
