SHROPSHIRE FOOTBALL ASSOCIATION

BREACHES OF CODE OF CONDUCT GUIDELINES

**Club Inspections / Validation Visits**

Shropshire Football Association has the power to inspect all Clubs to ensure that the safeguarding standards required by the Football Association are in place. These inspections can include pre-arranged or unannounced visits. These inspections may include match days, training nights and club festivals. Failure to co-operate or meet the required standard will be referred to the Safeguarding Board (consisting of the Board Champion, Senior Safeguarding Lead, Deputy Senior Safeguarding Lead and Designated Safeguarding Officer) who will recommend the appropriate action or sanction to the Board.

**Directors/Committee Members**

All directors and SFA representatives elected as per the Articles will be required to meet the safeguarding standards including mandatory training that are required by the Football Association. Failure to meet the requirements and maintain the required standard will be referred to the Safeguarding Strategy Group (consisting of the Board Champion, Senior Safeguarding Lead, Deputy Senior Safeguarding Lead and Designated Safeguarding Officer) who will recommend the appropriate action to the Board. The Board has the power to suspend a SFA representative from all football activities representing Shropshire Football Association and is able to recommend the removal of the membership of a Committee Member.

**Managing Allegations Against Staff and Volunteers**

The CFA will use its existing Disciplinary Procedures to handle these cases involving employees. Copies of the Disciplinary Procedure are contained in the Staff Handbook. If, following a disciplinary procedure the employee wishes to appeal against any disciplinary action taken, the employee should follow the appeal process in the Disciplinary Procedure.

The Disciplinary Procedure does not apply to volunteers but any allegations which fall under the scope of this guidance will be fully investigated and sanctions will fall in line with the committee members sanction guidelines above.