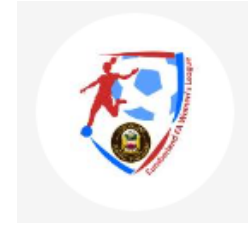




The Penrith & District  
Junior Football League



## Behaviour – Consequence Ladder

As part of our shared commitment towards ensuring the game is both a positive and safe place to participate and watch football, youth leagues within Cumberland have agreed to commence with a new initiative.

The Behaviour – Consequence Ladder is a collective approach that will see the County FA and League Committees working with clubs and teams to maintain and meet expected standards of conduct at matches.

It aims to recognise and reward clubs and teams who have installed and display a positive behavioural culture within their environments.

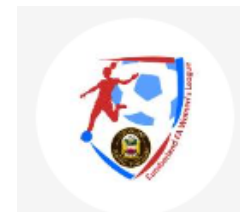
However, it also understands that there must also be consequences for teams who demonstrate undesirable or unacceptable behaviours throughout the season.

The basic principles of the ladder are:

- All Teams start at the top of the ladder (Level 1 (Green)). Regular communication with clubs will inform them of where their teams are on the ladder (this will not be shared with other clubs).
- Teams can move down and back up the ladder, dependent upon standards of behaviour (as outlined in the table below)
- The ladder is based on a new scoring system as part of Full Time Statistics (where this is being used by leagues), where teams will mark opposition teams on perceived standards of behaviour (like they already do with referee marks) and upon proven FA Misconduct Disciplinary charges linked to behaviour.
- It is a staged approach which encourages positive behaviour, but also looks to support and recognise teams that take responsibility in proactively addressing levels of behaviour when needed.
- Ultimately teams will get a maximum of 2 chances to correct serious issues (and only 1 if you decide to abuse a referee or display discrimination)
- If, due to consistently poor standards of behaviour lead to repeated charges, you enter Level 5 (Red) your membership of the league will be reviewed.



## The Penrith & District Junior Football League



Excellent – Above Expectations		Teams who go above and beyond expectations of creating a positive football environment (based on a marking system –checked quarterly) will be entered into a draw to win a kitlocker.com vouchers			
Level	Colour	Standard	Behaviour	Consequence and Actions (League/CFA)	Consequence and Actions (Club)
1	Green	Good – Desirable Behaviour	<ul style="list-style-type: none"> <li>All Teams start the season here</li> <li>Teams consistently demonstrate desirable behaviour and create a positive football environment for all (based on scores received from Full Time marking system – Teams and/or no CFA misconduct charges)</li> </ul>	<ul style="list-style-type: none"> <li>Thank you e-mail sent from CFA</li> <li>Teams who finish the season within this section will be entered in a draw to win a free strip and other spot prizes</li> </ul>	<ul style="list-style-type: none"> <li>Maintain Standards</li> <li>Pass on positive messages to team members and supporters</li> </ul>
2	Light Green	Below Expectations Informal Warning	<ul style="list-style-type: none"> <li>Teams have some minor issues and/or poor practice regarding on or off field behaviour (based on marking system and/or Referee/Team reports (but no official charges raised by CFA))</li> </ul>	<ul style="list-style-type: none"> <li>Joint E-Mail/Letter from League/CFA to team contact and club secretary to remind them of expectations and standards expected,</li> <li>No formal action from CFA</li> </ul>	<ul style="list-style-type: none"> <li>Clubs must send communication to team (parents/players/coaches) reminding individuals of standards expected.</li> <li>Team remains here for 4 weeks; no other issues then move back up to Green (L1)</li> </ul>
3	Yellow	Poor – Undesirable Behaviour 1 <sup>st</sup> Official Step - Written Warning	<ul style="list-style-type: none"> <li>Team receives a proven Misconduct charge (not red or yellow cards) from CFA for improper conduct of players, coaches and/or spectators</li> </ul>	<ul style="list-style-type: none"> <li>Formal Letter from League/CFA with clear actions required to be undertaken within a defined timeline and evidenced as completed.</li> <li>Potential visit from CFA Match Day Observer</li> </ul>	<ul style="list-style-type: none"> <li>Club/Team completes actions and Team will remain here for 4 weeks before moving back to Green (L1)</li> </ul>
4	Orange	Very Poor – continued or serious undesirable behaviour 2 <sup>nd</sup> Official Step – Verbal Warning	<ul style="list-style-type: none"> <li>Team receives a second proven misconduct charge for improper conduct of players, coaches and/or spectators</li> <li>Team has a proven Referee Abuse Misconduct and/or Discrimination Case</li> </ul>	<ul style="list-style-type: none"> <li>Joint Meeting with League/CFA</li> <li>Unannounced visit from CFA/League Official to a game</li> </ul>	<ul style="list-style-type: none"> <li>Club/Team Meets with League/CFA</li> <li>Proactive Response required from Club/Team in line with agreed actions – may include attendance at a CFA Workshops</li> <li>Club/Team must complete actions and Team remains here for 4 weeks before moving back up to Yellow (L3) and then Green (L1)</li> </ul>
5	Red	Unacceptable Behaviour Final Step and Sanction	<ul style="list-style-type: none"> <li>Team receives a third proven misconduct charge for improper conduct of players, coaches and/or spectators</li> <li>Team has a second proven Referee Abuse Case and/or Discrimination Case</li> </ul>	<ul style="list-style-type: none"> <li>Club/Team are informed that an SGM will be called and members will be asked to vote on the Teams' membership within the league.</li> </ul>	<ul style="list-style-type: none"> <li>Significant Action/Response required by the Club/Team which may involve removal of individuals from Team/Club</li> </ul>