



CODE OF CONDUCT OF PLAYERS

Our Vision:

To gain promotions and play in the FA Women's Super League within the next 10 years and the FA Women's Championship within the next 4 years. In order for the club to achieve these goals, we require investment and continued support.

Our Mission:

To shape the future of Women's football by providing opportunities for all in the region - The Tigress Way!

Our Values:

To work hard, display honesty, togetherness and strive to be the best you can be both on and off the field and treat others as you want to be treated.

We pride ourselves on having a club that promotes equality and diversity, which everyone can be proud of. Football is for everyone, regardless of age, gender, ethnicity, sexual orientation, race, sex or disability, EVERYONE is welcome at Hull City Ladies.

Support and Develop Technical/Tactical - Live by our identity - Create a Champions Environment

1. Positive Mental Attitude 2. Committed Physically, Mentally and Culturally 3.
Give Energy

BE A.C.E

Our Staff & Committee

Rachel Gay - Chairperson - XXXXXXXXXXXXX

Chris Hames - Manager - Chris.Hames@hullcityladies.com

Sue Altass (Safeguarding lead and Welfare Officer Hull City Ladies - XXXXXXXXXXXXX)

Alex Robinson - Club Secretary - Alex.Robinson@hullcityladies.com

Rob Zand - Assistant Manager & GK Coach

Joel Drewery - Coach

XXXXXXXXXXXX - Head of Medical

Our Code of Conduct

- Attend every training session organised by the club
- Arrive no later than 10 minutes before the session start time

- Wear the correct club clothing and bring the correct training gear to every session
- Wear official club clothing to training and matches
- Bring the correct equipment e.g. boots and shin pads
- Be on time to every training session attended
- Understand that failure to attend training sessions and/or failure to report no attendance/lateness as per the rules may result in you not being selected for match days
- If travel to training is an issue, you must declare this and try organise other travel arrangements through the club and its players/staff

If you are unable to attend a training session, you must:

- Give at least 24 hours' notice
- Contact the team's managers or the coach holding the session
- Provide a reasonable explanation

If you think you are going to be late to a training session:

- Give as much notice as possible
- Contact the team's managers or the coach holding the session
- Provide an explanation for lateness

VAT RECEIPTS

Players must send in their fuel VAT receipts to Chris Hames at the end of the month. This must be the equivalent or more than what you receive for monthly expenses. Any delay in sending receipts to will result in late or non-payments.

Player sponsorship is hugely important to us given that we currently remain an independent club.

At this time a player with Hull City Ladies will be required to either obtain a sponsor for this or make a sub payment (currently £300) as detailed below.

Information regarding sponsorship benefits can be found in the sponsorship booklet you will receive. If you haven't received this, please inform your team manager.

Subs can be paid for in the following ways:

- A One-off payment of £300 to be paid by Sunday 17th August 2025 [Season Start Date]
- 3 x monthly payments of £100; to be paid on: 1st October 2025, 1st November 2025 and 1st December 2025.

Should you get a sponsor later than the deadline on or before 1st November 2025, you will be reimbursed any subs payments have made.

The financial contributions made by you or your sponsor will help fund the following:

- Player registrations
- Attire/Kit
- Social media
- Photography & Videography Equipment
- Training facilities
- Matchday facilities and other matchday expenses

- Post match catering
- Officials

If you fail to make the necessary sub payments, the player will not be able to play any games until payment is fulfilled. If a player leaves the club, Hull City Ladies will assign your sponsor to another player.

Social Media

Please be careful of the type of language you are using. As a player of Hull City Ladies, you are also an ambassador of the club. We do not tolerate the use of bad language or derogatory terms on social platforms.

You must show respect towards match officials, opposition teams and those involved with Hull City Ladies. Public criticism is not tolerated. **If you have an issue you would like to discuss, this should be done in person or by phone to the correct person.** In addition, we urge that should you see friends or family members making derogatory comments on social media, that you speak to them about the impact this could have. Especially if these are aimed towards your teammates or members of the club.

We ask that in the bio or about me section of your social media profile, you state 'All views are my own' if you wish to declare your personal beliefs that are not representative of the club.

Match Day

First team and reserve team players are expected to make themselves available every Sunday from the start of the season until the season's completion.

Games can be changed at very short notice, often within 3 days of the game. For example, the FA may only confirm a game on Thursday morning for the Sunday. Your manager will provide an arranged time for the squad to arrive at the venue of your match. Please note the following important change regarding safeguarding:

*Players under the age of 18 (defined by law as still being a child) must arrive 15 minutes prior to this agreed time, and will change into their club kit separately from adult players and adult staff. This ensures that young people under 18 years of age that play in the senior team are protected under safeguarding policies and procedures.

If the above cannot be adhered to, for example due to possible time constraints for an away game, then other arrangements will be made for players to change. Players may need to come ready to play in their kit.

Discussions will need to take place with the club coaches and welfare officer. The above ensures the safety of all our members including children. We as a club take safeguarding seriously.

***Please refer to guidance on ADULT CLUBS WITH UNDER 18'S PLAYERS (SEE ON WEBSITE UNDER POLICIES)**

All player fines are to be paid by each individual player who incurs a fine(s) on match days. This will be payable to the club upon receiving the yellow, red card or any other fine imposed

by the club, East Riding County FA, the FA Women's National League or FA. You will receive notice of any fines from your team managers. All fines must be paid within 7 days of receiving notification of them

Pre & Post Match

Players must:

- Attend match days wearing the correct club attire
- Bring the relevant equipment required for any type of weather and/or playing surface.
- Arrive at dedicated timeslots arranged by club staff
- Respect the facilities of where you are playing, no matter if it is at home or away.

This includes:

- Not leaving water bottles or litter on the pitch
- Leaving changing rooms in a clean and respectable condition
- Ensure all equipment is packed up and stored correctly

Any damage done to Hull City Ladies or opposition facilities may result in disciplinary action being taken and a fine being issued.

Travel

If you are selected for an away game and a minibus/coach is being used as transport, you are expected to meet at the correct time and travel by bus unless agreed by the manager.

You must notify your team manager if you are traveling straight to the ground during an away game and not to the agreed location for the squad.

If you are traveling by minibus/coach or car to away games, you must:

- Show respect to the driver, helping them if required
- Not damage another person's and/or the club's property and/or the bus/car traveling in
- Respect the requirements of players/staff in the bus/car

A player or person under the age of 18 will need to provide written consent from their parents should they require transport from a staff member to and/or from training, matches and/or other club events. This consent must be obtained and provided before travel is permitted.

Food

When meeting for an away game, breakfast may be available and hosted by a club sponsor. If this is agreed, you are expected to be there and partake. It is the Home Club's responsibility to provide food for an away team. When we travel to an away game, the club

will take up the option for this food to be provided for you unless otherwise notified. If you decide you are not wanting to stay for food, please let your manager know. Otherwise, it is expected you take up the offer presented by the Home Club. Please declare any dietary requirements to the club's staff.

Videos

Hull City Ladies currently have companies who may video events such as games. These videos will belong to the company producing them and to the club. In the event that you wish to use a video, you must contact the club and/or company for permission.

Kit/Exit Interview

It is part of club process that all players that exit Hull City Ladies are offered a general welfare review and exit meeting. This will take place with senior members of staff or the Club Welfare Officer. This is to ensure that players have the opportunity to provide feedback to the club and/or be supported to transition positively to another football club.

Players will only be able to transfer to another club after having provided notice and returning all kit to Hull City Ladies. Hull City Ladies will not deregister any player until they have met with said player for an exit meeting and all kit is handed over. Players under the age of 18 years can attend an exit meeting with their parent/carer/appropriate adult.

Please note, if you leave the club during or after the season you must hand any kit back to us. If you have purchased any additional training wear, this will be yours and you will not have to give it back. Sub payments/7 days' notice/ release of the club will only be given once all kit and attire are back with the club. If posting the kit back in, this can be sent First Class to Hull City Ladies, Office 1007, K2 Building, 60 Bond St, Hull HU1 3EN. First class postage will then be reimbursed to you via bank transfer. If players misplace any of their attire, players can purchase additional items at cost price.

All new attire will be given to all players, if you are missing any item please contact team manager.

Club Photography

Hull City Ladies official club photographer is Nigel Dalton. Photographs taken at Hull City Ladies events including games are the ownership of the club and the photographer.

When posting the image, please credit the photographer by stating who the photo was taken by. Also, tagging the respective photographer in the post would be much appreciated. (name/company).

To credit the photographer, you can post one of the relevant following examples: 'Photo credited to Nigel Dalton Photography'

Photo by @KevinGreeneHull (Twitter), Photo by @Kevin_Greene_photography (Instagram)

David Winn: @dmwphoto_74 (Twitter), @dmwphoto_74 (Instagram). David Rimmer: David Rimmer96. Nigel Dalton: Nigeldaltonphotography (Instagram)

While photos available are suitable for social media, the size of the photo means it is of poor printing quality. For game or event photographs for print, please contact the relevant photographer as detailed below. Discounted print rates may be applied at the photographer's discretion.

Kevin Greene Photography - 07980497164

kevin@kevingreenephoto.com

*By signing and agreeing to the code of conduct you are giving permission for photographs/videos to be taken and used on social media platforms. For players under 18 years of age they will require their parents/carers to also countersign.

Promoting The Club

As a player and ambassador of the club, we need your help in promoting the club within Hull and the local area. Through social media, it would be greatly appreciated if you shared images or posts uploaded by Hull City Ladies on Facebook, Twitter and/or Instagram. This will help them to be seen by a larger audience and spread news of what the club is doing. This in turn could be seen by potential key partners/sponsors which will further help the club in reaching our goals and ambitions.

Recently we have had great impressions on social media. This number will only get bigger, with everyone connected at Hull City Ladies sharing and re-tweeting. We are making a positive impact in the community, creating pathways, further opportunities for people in our region and we will leave a legacy.

You will be required to attend 3 events throughout the season, these could be media events, supporter events, school visits, community visits, sponsor events etc. Plenty of notice will be given in advance for any event.

Media

We have vast media connections in the city and nationally. Women's football is growing year upon year: sponsorship, investment and media within Women's football is growing exponentially.

You will be asked occasionally to appear on TV, radio or podcasts. This may include: Sky Sports, Humber TV, Tigers Blah Blah Blah, Beverley FM, BBC Humberside, Look North, ITV Calendar and Tigress Talks. All these platforms will spread awareness and publicity about our club, upcoming games and important news.

For radio the interviews will either be by phone/Zoom which will last approximately 5-15 minutes or going down to the location. For TV, this could be done remotely via Zoom or going to the location.

Communication

Players and staff will use one group chat to communicate with all parties around training sessions, match days and all club related topics. Those in the chat will be required to ensure that they conduct themselves respectfully.

Any use of the chat that is deemed to be offensive, inappropriate or discriminatory will be dealt with swiftly and people will be removed from the chat should this be felt appropriate. Further sanctions may be imposed depending on the concerns raised.

Player Recruitment

A player is allowed to join the football club once they have turned 16 years of age, subject to FA rules. A player can train with the senior squad once they turn 16.

Tigress Lotto

An emphasis for players, staff, supporters and partners are to grow the Tigress Lotto. Players and staff are expected to get two friends/family/partner/colleagues to sign up to the Tigress Lotto. On completion, the player/staff member will then receive two free season passes for the upcoming season.

Conflict of Interest

A conflict of interest may arise when personal interests, activities or relationships affect an individual's responsibilities and loyalty to Hull City Ladies.

This may also occur when a person uses their position of trust inappropriately, blurring boundaries, causing issues to arise within the club as a result.

Each of us should avoid - where possible - situations that conflict with the interests of Hull City Ladies. Hull City Ladies prohibits its team members and staff from using their position for improper personal gain. The appearance of impropriety can be just as damaging to Hull City Ladies's reputation as an actual conflict.

HOW TO DETERMINE A CONFLICT OF INTEREST?

Ask yourself:

"Could my personal interests interfere with those of Hull City Ladies?"

"Could it appear to be a conflict to others, inside or outside of Hull City Ladies?"

If unsure, seek guidance from Rachel Gay — Managing Director.

Please speak to Danny Johnson or Beth van Tilburg before signing the code of conduct if you feel you have commitments that may conflict with Hull City Ladies and discussions will then take place.

Dual Career Pathways

Hull City Ladies are further supporting players through the dual career pathway, creating links with businesses in our region to offer players support with work and football.

Reds 10 have become the first partner to get involved. The Reds 10 x Hull City Ladies dual careers will support women in dual football and construction careers which creates a sustainable future for women in the East Yorkshire area to pursue their footballing dreams with HCL, while developing a parallel career in construction through apprenticeships hosted by Reds10.

Which also provides women with a flexible working pattern and study time that enable participants to gain college qualifications and work experience through one of several practical apprenticeships in the design and manufacture of off-site buildings and manage the intensive training required to be a competitive footballer.

Policy Updated by Beth van Tilburg (Designated Safeguarding Lead)

11/05/2025

Policy Expires 10/05/2026

Signed: Rachel Gay (Director)