



## Macclesfield FC - Code of Conduct

### Document Control:

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- **Review Cycle:** Annual

### Introduction

At Macclesfield FC, our staff, players, and volunteers are the heartbeat of the Club.

The purpose of this Code of Conduct is to establish clear standards of professionalism, integrity, and mutual respect.

By maintaining a positive culture, safeguarding confidential information, and proudly serving our supporters, we ensure our actions align with the Club's wider value structure.

This policy applies to all full-time, part-time, and matchday personnel together with all players (irrespective of level), coaching staff, and volunteers.

It also runs alongside the Club's Grievance Policy, which documents how Club staff, representatives and volunteers should progress any issues or concerns in a confidential manner.

### 1. Culture, Positive Atmosphere & Teamwork

- **Positive Energy:** Bring an encouraging, enthusiastic, and supportive attitude to the Club every day, helping build an inspiring environment to work, train, and play.
- **Celebrate Success:** Recognise and openly praise the hard work, milestones, and achievements of your peers, teammates, and colleagues across all departments.
- **Inclusive Environment:** Welcome diverse perspectives, actively listen to others, and ensure every person within our club ecosystem feels valued and respected.
- **Collaboration over Friction:** Support fellow team members and departments during peak periods, such as matchdays, high-volume ticket launches, and community events.

### 2. Professional Conduct & Communication

- **Professional Interaction:** Communicate with teammates, staff, supporters, and visiting officials politely, clearly, and constructively, regardless of role.

- **Direct Communication:** Resolve disagreements directly and privately with the person involved, or escalate through proper line management, coaching staff, or Club officials.
- **Abide by the Rules:** Strictly adhere to the Laws of the Game, competition rules, and club policies.
- **Respect Officials:** Accept all referee decisions without protest. Never enter the field of play without permission or engage in public criticism.
- **Fair Play:** Champion sportsmanship, respect opponents, and handle both victory and defeat with dignity.
- **Appropriate Boundaries:** Maintain professional, clearly defined boundaries with players, parents, and carers.
- **Maintain Professionalism:** Set a positive example for players and spectators. Refrain from using inappropriate, insulting, or abusive language.
- **Social Media Guidelines:** Refrain from using social media to criticise players, officials, staff or the wider football community.
- **Club Reputation:** Conduct yourself in a manner that does not bring the club into disrepute, both locally and away from home.
- **Prioritise Well-being:** Place the safety, health, and enjoyment of players, staff and volunteers above everything else.
- **Immediate Reporting:** Report toxic behaviour, bullying, or discrimination to management immediately.

### 3. Absolute Confidentiality & Data Security

- **Non-Disclosure:** Keep all internal Club business, commercial contracts, financial records, and strategic/tactical plans strictly confidential at all times.
- **Player & Staff Privacy:** Never share personal details, contact information, or internal news regarding players, coaching staff, or executives to unauthorised individuals or external sources.
- **Information Lock-Down:** Do not discuss sensitive Club matters in public areas (e.g., stadium concourses, local venues, or social media) where fans, contractors, or visitors may overhear.
- **Data Compliance:** Secure physical documents, maintain strict password security, ensuring all Club intellectual property and supporter data are protected.

### 4. Illegal Substances, Alcohol & Conduct

- **Zero Tolerance:** Macclesfield FC operates a strict zero-tolerance policy towards the possession, use, sale, or distribution of illegal drugs on Club premises or while representing the Club in any capacity. If this is proven, then you will be subject to disciplinary action that may lead to dismissal.
- **Fitness for Duty:** All representatives of the Club (no matter what the capacity) should never report to work, training, or for a role representing the Club in any capacity under the influence of illegal drugs or alcohol.
- **Prescription Medication:** Notify your line manager or medical/coaching staff if any legally prescribed medication might affect your daily performance, training, or safety.

## 5. Pride & Community Values

- **Community Awareness:** Value the Club's role within the local Macclesfield area and understand that your actions both on and off the pitch impact fans and residents.
- **Supporter Focus:** Treat every fan and visitor with genuine warmth, respect, and professionalism. You represent the face of the Club to our community.
- **Positive Impact:** Champion local charity initiatives, Macclesfield FC Community Trust events, and youth engagement projects whenever possible.
- **Upholding the Legacy:** Protect the Club's proud heritage by ensuring your conduct always reflects the true values of Macclesfield FC.