



# Rathvilly GAA Club

---

## Code of Conduct Policy Statement

Rathvilly GAA Club is fully committed to safeguarding the well-being of its members. We encourage “best practice” in the playing of our games and we are committed to providing an environment and ethos which will at all times, show respect and understanding for members rights safety and welfare. Young players in particular, deserve to be given enjoyable, safe sporting opportunities, free of abuse in any form. These players have rights which must be respected, and have rules that as members, they must accept.

## Generalised Code of Conduct and Best Practice

The Rathvilly GAA Club Code of Conduct and Best Practice is available to all members on joining our club. The code is in accordance with the guidelines produced by the GAA in their “Best Code of Practice for Youth Sport”, approved for use by the Irish Sports Council. Copies of this are available to download from the appropriate link on the club website.

The achievement of “Best Practice” is dependent on;

- The development of skill and well-being through the playing, coaching and promotion of our games.
- The adoption of the principles of fair play and good behaviour at all times
- The development of a positive, constructive, supportive and encouraging team environment.
- Maximising the sense of achievement, fun and participation in order to develop players to their full potential.

Rathvilly GAA Club is founded on the core values of mutual respect, valuing each person, and support and encouragement among team members, managers, coaches, mentors, parents and other members of the club.

Our coaching resources and activities are firmly rooted in the local community. We are committed to providing an environment that promotes a sense of belonging in our club and an ethos that will allow players to perform to the best of their ability, free from bullying and intimidation.

Inappropriate behaviour (as laid out in the Code of Conduct) by any member of the club (or any person associated with the club) that undermines these values

is unacceptable and will be considered in breach of the Club's Code of Conduct. Such behaviour will be subject to disciplinary sanction as deemed fit by the Executive Committee/ Juvenile Committee and/or Football Committee. The Code of Conduct and Best Practice forms part of our club's ethos and as such, it is part of the rules and regulations that bind the operation of the club and its members.

All persons associated with Rathvilly GAA Club are expected to uphold and promote this ethos in all roles that they undertake on behalf of and as members as Rathvilly GAA Club.

### Code of Conduct and Best Practice for Youth Sport Policy Statement – MENTORS

A balanced approach to competition can make a significant contribution to the development of young players, while at the same time providing fun, enjoyment and satisfaction. If competition demands are placed on young players too early, excessive levels of pressure and anxiety are placed on them. Often this results in a high level of drop out from the sport. Club mentors should place the welfare of the person, and retention of players first and foremost.

### Code of Conduct

Rathvilly GAA Club recognises the key role mentors play in the lives and development of young players.

Team coaches, managers, selectors and mentors can ensure that our sport has a beneficial impact when they adhere to the following principles;

#### Treatment of players;

1. Respect the rights, dignity and worth of every player and treat each player equally, regardless of age, gender, ethnic origin, religion, sexual orientation, social background or ability.
2. Encourage the development of respect of opponents, officials, selectors and other coaches. AVOID CRITICISM OF MENTORS AND OFFICIALS
3. Be positive during coaching sessions so that participants leave with sense of well-being and achievement
4. Be generous with praise and never ridicule or shout at players for making mistakes.
5. Avoid the "Star" system. Each player deserves equal time, opportunity and attention.
6. Never equate losing with failure.
7. Never use any form of physical force or verbal punishment.
8. Never use provocative language.

9. Ensure that all personnel, players & management, connected with the team do not speak to another person in a manner that threatens, disparages, vilifies or insults. **(As per anti bullying policy)**

### Safety & Protection;

1. Avoid working alone with young people at all times. At least TWO adults must be in attendance at all times for all activities. If this is not possible, the activity should be cancelled. \*\*It's important to note that this is essential for player safety and child protection, and also for the protection of mentors from any misinterpretation, misleading reporting of actions, and from unfair or malicious accusations.
2. Make adequate provision for First Aid and do not allow players to perform while injured.
3. Set and monitor the boundaries between a "working" relationship and "friendship" with players. It's advisable that players are not involved in a mentor's personal life.
4. Never allow the use of cameras, videos, camera phones etc., in changing rooms. The inappropriate use of images of underage children must be reported.
5. If overnight stays are required for matches or trips, players and mentors must observe and sign a separate agreement in accordance with club regulations upon joining the Juvenile Section of Rathvilly GAA Club. For juvenile members, parents must also sign a permission slip. No child should be allowed travel without such a form. This also includes travelling to away matches on a given day. (Note as per membership form)
6. Avoid any inappropriate physical contact, or contact which may be misconstrued as such when assisting players to perform a technique or when called on to perform First Aid.
7. Texts, emails, memos and phone calls for players from U16 level and below, must always be communicated through parents/ guardians.
8. The relationship between players and mentors is based upon trust and confidence. Occasionally mentors may acquire information of a confidential nature about their players. This information must be kept confidential and except where abuse is suspected, must not be divulged to a third party.
9. Parents should be informed immediately when problems arise with young players except in situations where informing parents may put the player at risk. In such a situation the relevant club officers should be contacted immediately.

### Coaching, competition and other activities;

1. Recognise the development needs of young players and ensure players are matched on an individual and team basis.
2. Insist that players under your care respect the rules of the game. Insist on fair play and ensure players are aware that cheating or bullying behaviour is not tolerated.
3. Set realistic (challenging but achievable goals) performance goals.
4. Be punctual, properly attired and lead by example.
5. Avoid the use of alcohol before training and matches, during events and on trips with young players.
6. Ensure that games, activities and playing equipment are customised to suit the needs of those involved in terms of age, ability, experience and maturity.
7. Ensure that players are properly attired and are members of the club.
8. Ensure that all dressing rooms, facilities and areas used by the team (home or away) are not abused or damaged in any way and always left in a neat and tidy fashion.

### KEY PRINCIPLES AND REQUIREMENTS OF MENTORS;

1. Mentors, coaches, selectors and all those associated with Rathvilly GAA Club must work within the rules and guidelines laid down in the club's "Code of Conduct and Best Practice"
2. Each mentor must familiarise themselves fully with this document and must verify that they have read and will abide by it at the beginning of each season, or on taking up mentoring duties during the season.
3. Mentors must ensure when joining the club each year, that all parents of young players are familiar with the full code of conduct, and that young players are familiar with the young players section of the code.
4. Mentors, coaches and selectors must take and adhere to instruction from the Executive Committee in relation to coaching, best practice, and administration of club affairs, and must abide by the decisions of the Executive Committee/ Football Committee/ Juvenile Committee where appropriate, particularly in the event of any disagreement or dispute.

### Policy Statement – YOUNG PLAYERS

Young players deserve to be given enjoyable, safe sporting opportunities, free of abuse and intimidation of any form. These players have rights which must be respected, and rules that as members, they must accept.

Young players can ensure that our sport has a beneficial impact when they adhere to the following principles. Young players should;

1. Treat all mentors (coaches, managers, club officials, selectors etc.) with respect.
2. Play fairly and respect your opponents.
3. Respect fellow team members – even when things go wrong.
4. Be humble in victory and gracious in defeat.
5. Behave in a manner that avoids bringing the sport and our club into disrepute.
6. Never cheat, use violence, verbal abuse or engage in “name calling”.
7. Never shout at or argue with officials.
8. Never bully or use bullying tactics to isolate another player. **(As per club policy)**
9. Never use bullying tactics to gain unfair advantage.
10. Always accept apologies when offered.
11. Should not spread rumours, or tell lies about adults or fellow players.
12. Represent your family, club and county with pride and dignity.
13. Shake hands with your opponent before and after the game irrespective of the result.
14. Adhere to the proper standards of behaviour and the club’s Code of Conduct, when travelling to away events.
15. Have fun, take part on an equal basis.
16. Have complaints treated in confidence and acted upon.
17. Talk to the Club’s Childrens Officer and or parents/ guardians if they have any problems.
18. Let the coach/ mentors know when they are unavailable for training and playing matches.
19. Respect club property and personal belongings of others and in particular, equipment and facilities are not damaged in any way.
20. Abide by the rules of the GAA and club regulations.

#### Policy Statement – PARENTS/GUARDIANS

Rathvilly GAA Club recognises that parents play a key role in relation to volunteer support for our club and its teams. We encourage parents to become active members of our club to ensure growth, development and continuity of our club.

Parents or Guardians should not meet their own needs for success and achievement through their child’s participation. Parents must realise and

accept the procedures set out in this document relating to Code of Conduct and Best Practice.

Parents or Guardians can ensure that our sport has a beneficial impact when they adhere to the following principles. Parents or Guardians should;

1. Ensure that they carefully read and understand this document.
2. Ensure in particular that their child also reads and understands what is expected of them in relation to this code.
3. Be a role model for your child and maintain the highest standards of conduct when interacting with children, other parents, officials and organisers.
4. Always behave responsibly and do not seek to unfairly affect the game or player.
5. Never intentionally expose young players to embarrassment or ridicule by the use of flippant or sarcastic remarks.
6. Always recognise the value and importance of volunteers.
7. Do not publicly question the judgement or honesty of officials, organisers and mentors.
8. Set a good example by applauding good play by both sides.
9. Show approval, and give praise to your own child and their team mates for effort, skill and improvement, and not just for results. Praise in defeat is particularly important.
10. Support all efforts to remove abusive behaviour and bullying. ***(as per anti bullying policy)***
11. Inform mentors/ officials if your child is unable to attend training/ matches.
12. Know the start and finish times of training and matches.
13. Reply, where necessary to communications received from club officials/ mentors
14. Arrange to collect your child after training and matches if you cannot be present.
15. Attend games and training on a regular basis. Children love to impress!!
16. Give advice to your child on the importance of maintaining a balanced diet and attitude.
17. Listen to what young people have to say.
18. Should not criticise playing performance of your child.
19. The academy encourages parents to attend all training sessions and games. However, for children under the age of seven, it is compulsory that parents are in attendance.

20. Where possible, assist in helping with equipment and organisation of activities associated with your child's participation in Rathvilly GAA Club.
21. Bring any concerns that you may have in relation to club activities to the attention of the child's mentor, or to the Child Protection Officer or the Juvenile Chairman.

### Policy Statement – ADULT PLAYERS

Rathvilly GAA Club is fully committed to safeguarding the well-being of its members. We encourage "best practice" in the playing of our games and we are committed to providing an environment and ethos which will at all times, show respect and understanding for member's rights, safety and welfare. We aim to assist our adult players in achieving their true potential by fair and ethical means. In accordance with this guiding philosophy, our sport must be drug free and played in a fair and sporting spirit.

### Code of Conduct

Adult players should ensure that our sport has a beneficial impact when they adhere to the following principles;

1. All players are to be members of Rathvilly GAA Club.
2. Respect the rights, dignity and worth of each and every player equally regardless of age, gender, ethnic origin, religion, sexual orientation, social background or ability.
3. Encourage the respect for opponents, officials, selectors, and other coaches. AVOID CRITICISM OF MENTORS AND OFFICIALS.
4. Never bully or use bullying tactics to isolate another player. **(as per anti bullying policy)**
5. Never use unfair tactics or bullying to gain unfair advantage. **(as per anti bullying policy)**
6. Respect fellow team members – on and off the pitch.
7. Respect opponents – be humble in victory and gracious in defeat.
8. Accept apologies from an opponent should the situation arise.
9. Behave in a manner that avoids bringing our club into disrepute.
10. Represent your family, club and county with pride and dignity.



11. Respect club property and the personal belongings of others and in particular that dressing rooms (home and away, equipment and facilities are left tidy and not damaged in any way.
12. Advise your coach/ manager/mentor in advance whether you are available or not available for training and competition.
13. Be generous with praise and never ridicule or shout at players for making a mistake – you make them too!!
14. Be punctual, properly attired and lead by example.
15. Never equate losing with failure.
16. Do not use foul and abusive language.
17. Do not use cameras, videos and camera phones in dressing rooms.
18. Display leadership and good example particularly when dealing with younger and underage members. Your behaviour will be what they'll aspire to.....
19. Bring any concerns in relation to club activities to the attention of your mentors, Liason Officer or Club Chairman

### Policy Statement – MEMBERS & SUPPORTERS

Players of all ages and abilities are eager to enjoy and benefit from the support they receive from their parents, guardians, friends and fellow members of Rathvilly GAA Club who attend our games and functions as spectators, members and supporters. Active, loyal and well behaved supporters are always welcome to attend and support our games and club functions but should be aware that their conduct will reflect on the team, players & Rathvilly GAA Club who they support and represent.

All Club Members and supporters have a responsibility to ensure that all spectators, supporters and members of the club conduct themselves in an acceptable and well behaved manner at all times, when attending our games, home or away, or club functions. Supporters and Club Members should realise and consider that all players and fellow members are encouraged to participate in Gaelic Games and club activities so that they may enjoy themselves.

Members & Supporters add to the enjoyment of our games and club activities by;

1. Ensuring that your membership of Rathvilly GAA Club is paid in full & is up to date.
2. Acting in a responsible & respectful fashion when using club facilities.



3. Being responsible for your guests who are invited by you to use club facilities.
4. Applauding good performance and effort of your club's players and of their opponents, regardless of the result.
5. Condemning the use of violence in any form, be it by fellow spectators, members, coaches, officials or players.
6. Encouraging the players to participate according to the rules and referees' decisions.
7. Demonstrating appropriate behaviour by not using foul or abusive language or harassing players, coaches, officials, fellow members or opponents from other clubs.
8. Respecting the decisions of all officials.
9. Respecting the authority of Exec. Committee and decisions that are made by them on behalf of the club and club members.
10. Upholding the principles of Fair Play and Respect for all.

## Anti-Bullying Policy:

Bullying behaviour can be defined as repeated aggression. It can be verbal, psychological or physical, conducted by an individual or group against others. It includes behaviours such as teasing, taunting, threatening, hitting or extortion by one or more children against a victim.

Bullying contains seven key features:

1. An intention to be hurtful.
2. The intention is carried out.
3. The behaviour harms the target.
4. The bully overwhelms the target with his or her power.
5. There is often no justification for the action.
6. The behaviour repeats itself again and again.
7. The bully derives a sense of satisfaction from hurting the target.

Many young people are reluctant to tell adults that they are being bullied. Older youths or children are even more reluctant. A constant need for vigilance and encouragement will be underlined in the Club to report bullying.

Forms of Bullying:

- Direct bullying - where the behaviour is obvious and bystanders are aware of it e.g. physical or verbal.

- Indirect bullying - where the behaviour is more difficult to recognize e.g. intimidation or isolation.
- Verbal bullying - including slandering, ridiculing, slagging, abusive telephone calls, name calling etc.
- Physical bullying - including pushing, shoving, assaults, damage to person's property.
- Gesture bullying - includes non-verbal gestures/glances which convey threatening or frightening messages/intent.
- E-bullying/cyber bullying - using web pages, What's App, Facebook or any other forms of social media, emails or texts, to abuse, intimidate and attack others, either directly or indirectly.
- Relational bullying - behaviour which sets out to deliberately damage another person's friendship or feelings of inclusion in a friendship group e.g. exclusion, isolation etc.
- Extortion - the deliberate extortion of money or other items of property accompanied by threats.
- Homophobic bullying - bullying that is typically aimed at young people who are gay or bi-sexual, or who are perceived to be gay or bi-sexual. It will include name-calling, isolation and violence.
- Racial bullying - can be expressed physically, socially, or psychologically when one is labelled negatively as being different from others according to one's race.
- Mobbing - This means that the target is being bullied by a group of perpetrators and not just one perpetrator.

All types and forms of bullying are unacceptable. It is important to be aware, that bullying of a child may be carried out by other children (young and old) either individually or as part of a group or by an adult/adults. Bullying is a matter for the whole Club. This means that everyone in the Club have a part to play in countering bullying. It is the responsibility of the Club, whether through the Children's Officer(s), Mentors or other Club Officers to deal with any instances of bullying.

Page. 25

### **Club Codes, Policies and Procedures.**

"Children have the right to protection from all forms of violence (physical and mental). They must be kept safe from harm and they must be given proper

care by those looking after them” (The United Nations Convention on the Rights of the Child Article 19)

**Responsibility within the Anti-Bullying Policy:** It is the responsibility of all members of Rathvilly GAA to help develop a caring and supportive atmosphere where any form of bullying is unacceptable. Everybody has to work together to stop bullying, the child, the parent, the Mentor, the officials of the Club.

Bullying can be distinguished from bossiness and boisterous play. A bossy child will boss whoever is around. So often it is due to lack of self-control or skills of negotiation or compromise. Boisterous play can be dangerous but it does not involve young people wilfully setting out to hurt or victimise. Young people often grow out of this kind of behaviour as they grow older. What distinguishes bullying from bossiness or boisterousness is that the bully always picks on someone less powerful and more vulnerable. Persistent “slagging” which has the same devastating effects as bullying, shouldn’t be ignored.

All bullies operate using furtiveness, threats and fear. Bullying therefore can only survive in an environment where the victim does not feel empowered to tell someone who can help or in which it is not safe to do so. The following indicators are warning signs that a young player might be a victim of bullying.

- Reluctance to come to a venue or take part in activities.
- Physical signs (unexplained bruises, scratches, or damage to belongings, physical pushing, kicking, hitting, pinching, etc).
- Stress-caused illness – headaches and stomach aches which seem unexplained.
- Frequent loss of, or shortage of, money with vague explanations.
- Fearful behaviour (fear of walking to a meeting, going different routes, asking to be driven).
- Having few friends.
- Changes in behaviour (withdrawn, stammering, moody, irritable, upset, distressed).
- Not eating.
- Attempting suicide or hinting at suicide.
- Anxiety.

Bullying behaviour can be prevented by:

- Ensure that all Club members follow the Code of Behaviour, which promotes the rights and dignity of each member.
- Deal with any incidents as they arise.
- Use “no blame approach” working with bullies and the group of young people helping them to

understand the hurt they are causing and so make the problem a “shared concern” of the group.

- Reinforce that there is a “permission to tell” concept in the Club and that is it okay to tell.
- Encourage our young players to negotiate, co-operate and help others, particularly different or new people.
- Offer victim immediate support and put the “no blame approach” into operation.
- Never tell a young player to ignore bullying, they can’t ignore it, it hurts too much.
- Never encourage a young player to take the law into their own hands and beat the bully at their own game.
- Tell the victim there is nothing wrong with them and it’s not their fault.

### **Club Codes, Policies and Procedures.**

Dealing with Bullying: When dealing with a case of bullying the following steps should be followed:

Step 1 – Interview the victim: If you find that there has been an incident of bullying, first talk to the victim and find out who was involved and what the victim is now feeling. Try asking the following questions:

- Was it verbal, cyber or physical intimidation? (e.g., jokes, name calling, teasing, sarcasm, offensive language, offensive songs, or physical contact, hitting, spitting, shoving).
- How it hurt the victim.
- Was it within his/her own peer group?
- Ensure the victim that his/her name will not come out in the investigation.
- Actively listen.

Step 2 - Meet all involved: Arrange to meet all those involved. This should include bystanders, those who may have colluded, those who joined in and those who initiated the bullying.

- Have a maximum of six to eight in the group – keep the number controllable.
- Make a point of calling “a special meeting”.
- Ensure the severity of the topic is understood by all.
- Speak of the hurt caused in general terms with no reference to the victim.
- Play on the conscience of all – ask questions: How would you feel? Would you like it done to you?

Step 3 - Explain the problem: The distress being suffered as a result of the bullying incident is explained. At this stage the details of the incident or the allocation of blame should not be discussed. Explain the feelings of loneliness, being feeling left out, rejected or laughed at. Try asking questions:

- Would they like it if it happened to them?
- If someone here in the group was bullied by someone else within the group, what could we do to ensure it does not happen again?"
- Listen, watch out for reactions, and pick up on any without isolating anyone.

Step 4 - Share the Responsibility: Explain what steps/controls may have to be introduced to prevent further incidents and how everyone will lose out as a result.

Step 5 - Ask the group for their ideas: At this stage the group is encouraged to suggest ways that would make the victim feel happier. All positive responses are noted. Use phrases "if it were you" to encourage a response. Listen to all suggestions and note them.

Step 6 - Leave it to them: Now the problem has been identified, solutions suggested, the problem is now handed over to the group to solve. Arrange to meet again in a week's time. Pass the responsibility over to the group and give a time frame within which something must be done.

Step 7 - Meet with them again: Each member of the group, including the bully, discuss how things are going, who is doing what and have there been other incidents. This allows for continual monitoring and also keeps all involved in the process. Again enforce the idea of the "team" looking after each other at regular intervals to ensure it is known that bullying and intimidating behaviour will not be tolerated.

## **Rathvilly GAA**

### **Discipline, Complaints and Appeals**

---

### **Discipline, Complaints and Appeals**

Discipline in sport should always be positive in focus, providing the structure and rules that allow participants to learn to set their own goals and strive for them. It should encourage club members to become more responsible for themselves and therefore more independent. The main form of discipline should be positive reinforcement for effort. It should encourage the development of emotional and social skills as well as skills in sport. Club members should be helped to become responsible about the decisions and choices they make within sport, particularly when they are likely to make a difference between playing fairly and unfairly. There should be no place for fighting, over-aggressive or dangerous behavior in sport. Participants should treat others in a respectful manner. They should not interfere with, bully or take unfair advantage of others.

### **Discipline Levels**

The use of sanctions is an important element in the maintenance of discipline. Coaches have the authority to apply sanctions where deemed necessary, however, coaches should have a clear understanding of where and when particular sanctions are appropriate. The following steps are suggested:

#### **Minor Offences (Juveniles)**

A warning should be given if a rule is broken, e.g. poor conduct.

A sanction (for example, use of time out) should be applied if a rule is broken for a second time.

If a rule is broken three or more times, the child should be spoken to, and if necessary, the parents/guardians should be informed.

If the offences continue the coach can request that the player be suspended from training & matches for a defined period

The age and developmental stage of the child should be taken into consideration when using sanctions.

#### **Serious Offences (Juveniles)**

Serious offences can be defined as:

Continuous breaches of discipline

Refusal to carry out the reasonable instructions of the coach.

Willful damage to club property or that of visiting teams, or

Bringing the club into disrepute through the player's actions during a training session, match or any event organized by the club.

In the event of such incidents occurring, the coach can ask the parent/guardian to collect their child from the training/match and suspend the player from playing or training for a defined period.

The coach may also report the incident to the Disciplinary Committee of **Rathvilly GAA Club** if s/he deems it necessary. On receipt of any such complaint the Disciplinary Committee will investigate the incident and recommend any further punishment deemed proportionate to the offence involved.

#### **Minor Offences (Adults)**

A warning should be given if a rule is broken, e.g. poor conduct.

A sanction (for example, use of time out) should be applied if a rule is broken for a second time.

If a rule is broken three or more times, the adult should be taken aside & spoken to, and if necessary, instructed to leave the training session/match.

If the offences continue the coach can make a request (to the Disciplinary Committee) that the player be suspended from training & matches for a defined period

### **Serious Offences (Adults)**

Serious offences can be defined as:

Continuous breaches of discipline

Refusal to carry out the reasonable instructions of the Manager/Mentor(s)

Willful damage to club property or that of visiting teams, or

Bringing the club into disrepute through the player's actions during a training session, match or any event organized by the club.

In the event of such incidents occurring, the Coach can ask the member to leave the premises/training/match and the Coach may suspend the player from playing or training for a defined period.

This also applies to anywhere an event is organized officially by the Club, whether within or outside the Clubhouse.

The Coach may also report the incident to the disciplinary committee of **Rathvilly GAA Club** if s/he deems it necessary. On receipt of any such complaint the disciplinary committee will investigate the incident and recommend any further action deemed proportionate to the offence involved

The issue of confidentiality is important.

Information is on a need to know basis.

## **Complaint Procedure**

It is the responsibility of the Disciplinary Committee to resolve problems relating to the conduct of its members. A complaint of any incident of suspected misconduct, including bullying, but does not relate to child abuse, may be dealt with by the Disciplinary Committee.

The Disciplinary Committee will inform the individual with details of the complaint being made against him/ her and afford him/ her opportunity of providing a response either verbally or in writing. The Disciplinary Committee will meet with all parties involved, affording each party the same rights and opportunities.

The Disciplinary Committee will form a written report outlining the procedure followed, findings, conclusions and any disciplinary actions to be taken. All parties will receive a copy of this report. This report will also be kept on record. The Disciplinary Committee will, as soon as possible, inform the Management Committee of the progress and conclusions of the disciplinary process.



**Sanctions:** Where it is established that an incident of misconduct has taken place, the disciplinary committee will notify the member of any sanction being imposed. The notification will be made in writing, setting out the reasons for the sanction.

If the member is under 18 years of age, correspondence will be addressed to parents/ guardians.

### **Appeal Procedure**

If the member against whom the complaint was made is unhappy with the decision of the Disciplinary Committee s/he will have the right to appeal the decision to an Appeals Committee (independent of the Disciplinary Committee). Any appeal should be made in writing within 7 days after issue of the decision of the Disciplinary Committee. The Chairperson of the Appeals Committee will be a member of the Management Committee or elected by the members at an AGM. The Appeals Committee have the power to confirm, set aside or change any sanction imposed by the Disciplinary Committee.

Where Juveniles are involved, if any party is not satisfied with the outcome, the matter can be referred to the National Children's Officer. However, efforts to resolve the issue at local level should be exhausted before the National Children's Officer is engaged in attempts to resolve the matter. Any Appeal submitted at National level will be heard by the Management Committee, with their decision being final.

### **Overdue Club Membership fees.**

It is the duty of every Club Member to have paid their membership fee by the due date. Players are not insured if not paid up. It can result in the loss of a match if played & also a fine imposed on the Club by the County Board.

Sanctions to be applied: 'No Pay–No Play'; Financial levy on the Team account if not adhered to by Coach/Mentor(s) after they have been informed of any Member not fully paid up.

(It is understood that circumstance may arise whereby Members have difficulty in paying. Each case will be judged on its merits & as fair an outcome as possible will be arrived at. The Registrar must be informed without delay if a member is experiencing difficulties).

### **Yellow/Red cards**

Yellow/Red cards issued to players/mentors/parents/guardians at any match where the Club is represented.

All cards issued at Any match must be reported, along with the name of the person carded. There are a few reasons for this. The Club takes its responsibility for its members very seriously & wants to be in a position to assist & support any player who may have issues. Also, it will enable the Club to prepare a case if called up to County Board to answer charges.

### **Unacceptable behaviour**

Unacceptable behavior in the Changing rooms, or any part of the premises. This includes any guests of Club Members.

The committee members or other person standing in that capacity may instruct the Club Member to leave the premises. Failure to do so shall be treated as a very serious offence & suitable sanctions shall apply. Committee member has the discretion in regard to notifying the Committee.