

# GLANMIRE LGFA

## Code of Behaviour



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# Glanmire LGFA Code of Behaviour

## Code of Behaviour - Summary

The Glanmire LGFA Code of Behaviour addresses the minimum appropriate levels of behaviour, practice and conduct required from our Players, Coaches, Mentors, Supporters, Parents/Guardians and Referees.

The safeguarding of our members will always be a key priority as we recognise that the welfare of the child is of paramount importance.

Glanmire LGFA expects that all Coaches, Mentors, Parents/Guardians and Players will abide by this Code of Behaviour and agree their commitment of its implementation.

Our aim is to ensure that our players, regardless of age, receive the best possible care, attention and protection while participating in our Gaelic Games.

Should a breach of the Code be alleged, or when people may refuse to adhere to the contents of the Code, certain actions may be deemed necessary and appropriate, so as to protect the integrity of our work with all of our players and members and to deliver our aims.

Alleged breaches of this Code may therefore be enquired into, regardless of where or when they occur, in accordance with the guidance contained elsewhere in this Code and with particular reference to the GAA's/LGFA's "Code of behaviour": on which the Glanmire LGFA Code of Behaviour is based.

Following any such enquiry, and where deemed necessary, sanctions or disciplinary action may be taken against those who have been proven to have breached the Code of Behaviour.

It is our wish that this Code is developed, promoted and implemented as an initiative that encourages fair play, respect, equality, safety and non-discrimination in all aspects of our work with children and young people.

There is a vibrant underage girls section at Glanmire LGFA, administered under the Ladies Gaelic Football Administration (LGFA).

## **Behaviour**

### **Young Players**

Young Players can benefit greatly from sports in terms of personal development and enjoyment. Our players are encouraged to realise, that as a result of their participation in Gaelic Games, that they also have a responsibility to treat other players and officials with fairness and respect. With rights there will always be responsibilities.

Young Players and those who work with them in Glanmire LGFA are required to to abide by this Code of Behaviour.

#### **YOUNG PLAYERS SHOULD BE ENTITLED TO:**

- Be safe and feel safe.
- Have fun and experience a sense of enjoyment and fulfilment.
- Be treated with respect, dignity and sensitivity.
- Comment and make suggestions in a constructive manner.
- Be afforded appropriate confidentiality.
- Participate in games and competitions at levels with which they feel comfortable.
- Make their concerns known and have them dealt with in an appropriate manner.
- Be protected from abuse.
- Be listened to.

#### **YOUNG PLAYERS SHOULD ALWAYS:**

- Play fairly, do their best and enjoy themselves.
- Respect fellow team members regardless of ability, cultural or ethnic origin, gender, sexual orientation or religious beliefs.
- Support fellow team members regardless of whether they do well or not.
- Represent their team, their Club and their family with pride and dignity.
- Respect all Coaches, Officials and their opponents.
- Be gracious in defeat and modest in victory. Behaviour Underage
- Shake hands after a game irrespective of the result.
- Inform their Coach/Mentor/Manager in advance if they are unavailable for training and games.
- Take due care of Club equipment.
- Know that it is acceptable to talk to the Club Children's Officer with any concerns or questions they may have.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Tell somebody else if they or others have been harmed in any way.

#### **YOUNG PLAYERS SHOULD ENGAGE IN GOOD PRACTICE:**

- Never cheat – always play by the rules.
- Never shout at or argue with a game's official, with their Coach, their team mates or opponents and should never use violence.
- Never use unfair or bullying tactics to gain advantage or isolate other players.
- Never spread rumours.
- Never tell lies about adults or other young people.
- Never play or train if they feel unwell or are injured.
- Never use unacceptable language or racial and/or sectarian references to an opponent, a fellow player or official by words, deeds or gesture.
- Never consume non-prescribed drugs or performance enhancing supplements

## Coaches, Mentors and Trainers

All Managers, Coaches, Mentors and Trainers (referred to hereafter as Coaches) should ensure that young people and children benefit significantly from representing Glanmire by promoting a positive, healthy and participatory approach in our work with underage players. In developing the skills levels of every player, Coaches should always encourage enjoyment and fun while ensuring meaningful participation in our games and activities. Coaches should always remember that they are role models for the players in their care.

### RECRUITMENT OF COACHES

All Coaches working with young people and children are required to be suitable for their chosen role(s), and should be appropriately trained, qualified and supported to fulfil such roles. All persons working or volunteering for such roles are required to undertake agreed vetting and background Police checks within the jurisdiction in which they work and to attend coaching and training courses relevant to their roles. All such Coaches must attend relevant child welfare and protection training as provided or instructed by the LGFA, and should also complete a basic coach education qualification.

**Note: The appointment of coaches is the responsibility of the Executive committee (A sub-committee may be formed to determine and recommend mentors/managers to such appointments)**

### COACHES SHOULD MAINTAIN A PLAYER CENTRED APPROACH

- Respect the rights, dignity and worth of every person.
- Treat each person equally regardless of age, gender, ability, ethnic origin, cultural background or religion.
- Be positive during coaching sessions, games and other activities so that underage players always leave with a sense of achievement and an increased level of self-esteem.
- Recognise the development needs and capacity of all underage players, regardless of their ability, by emphasising participation for all while avoiding excessive training and competition. Skills development and personal satisfaction should have priority over competition when working with underage players.
- Develop an understanding of relevant coaching methods and ensure that they have the appropriate level of coaching accreditation.
- Do not equate losing with failure and do not develop a preoccupation with medals and trophies. The level of improvement made by underage players is the best indicator of effective coaching.

### COACHES SHOULD LEAD BY EXAMPLE

- Never use FOUL LANGUAGE or provocative language/gestures to a player, opponent or match official.
- Only enter the field of play with the Referee's permission.
- Do not question a Referee's decisions or integrity.
- Encourage players to respect and accept the judgement of match officials.
- Promote Fair Play and encourage all players and fellow officials to always play by the rules of the game.
- Do not encourage or threaten a player by deed or gesture to act in any unacceptable manner towards an opponent, fellow player or official.
- Promote the RESPECT campaign amongst your players, fellow coaches, parents and supporters.
- Do not smoke while working with underage players.
- Do not consume alcohol or non prescribed drugs immediately prior to or while underage players are in your care.
- Encourage parents to become involved in your team and Club activities wherever possible.

## **CONDUCT OF COACHES WHEN WORKING WITH YOUNG PEOPLE(Under 18)**

- Develop an appropriate working relationship with children based on mutual trust and respect.
- Challenge Bullying in any form whether physical or emotional. Bullying is not acceptable behaviour be it from a young person, coach, parent/guardian, spectator or match official.
- Don't shout at or lecture players or reprimand/ridicule them when they make a mistake. Children learn best through trial and error. Children and young people should not be afraid to risk error so as to learn.
- The use of any form of physical punishment is prohibited as is any form of physical response to misbehaviour, unless it is by way of restraint.
- Avoid incidents of horse play or role play or telling jokes etc. that could be misinterpreted.
- Never undertake any form of therapy or hypnosis, in the training of children.
- Never encourage players to consume non-prescribed drugs or take performance enhancing supplements.

## **AVOID COMPROMISING YOUR ROLE AS A COACH**

**Some activities may require coaches to come into physical contact with underage players in the course of their duties. However, coaches should;**

- Avoid taking coaching sessions on their own.
- Only deliver one to one coaching, if deemed necessary, within a group setting.
- Avoid unnecessary physical contact with an underage player and never engage in inappropriate touching of a player.
- Be aware that any necessary contact should be determined by the age and development of the player and should only take place with the permission and understanding of the player and in an open environment in the context of developing a player's skills and abilities.

## **BEST PRACTICE**

- Ensure that all of your players are suitably and safely attired to play football e.g. gum shields.
- As a coach always be punctual and properly attired.
- Be accompanied by at least one other adult at coaching sessions, games and in underage team dressing rooms. A female mentor or assistant should always be sought if the coach is not female.
- Set realistic – stretching but achievable – performance goals for your players and teams.
- Keep a record of attendance at training and at games of both players and coaches.
- Rotate the team captaincy and the method used for selecting teams so that the same children are not always selected to the exclusion of others.(Older groups may have Captain nominated for the year)
- Keep a record of any injuries and actions subsequently taken. Ensure that another official referee/team mentor is present when a player is being attended to and can corroborate the relevant details.
- Make adequate provision for First Aid services.
- Do not encourage or permit players to play while injured.
- Be aware of any special medical or dietary requirements of players as indicated on the medical consent/ registration forms or as informed by parents/guardians.
- Ensure that all dressing rooms and the general areas that are occupied by your players and other Club personnel, prior to, during or immediately following the completion of any match are kept clean and are not damaged in any way.
- Be willing to keep the necessary and emergency medication of players in a safe and accessible place in accordance with the wishes and permission of the parents/guardians.
- Do not administer medication or medical aid unless you are willing to do so and have received the necessary training to administer such aid.
- Use mobile phones, if deemed appropriate, only via a group text or email system for communicating with the parents/guardians of players. Any exception to this form of group texting can only be proceeded with, following permission from parents/guardians.
- **Do not communicate individually by text/email with underage players.**
- **Do not engage in communications with underage players via social network sites.(snapchat,WhatsApp, facebook**

- Encourage parents/guardians to play an active role in organising and assisting various activities for the teams and the Club.
- If it is necessary to transport a child/young person in your car, ensure that they are seated in a rear seat with seat belts securely fastened and that all drivers are adequately insured.
- With the exception of their own child a coach should not transport a child alone, except in emergency or exceptional circumstances.

#### **As leaders with the Ladies Gaelic Football Association, Coaches should:**

- Be positive during sessions and competitions, praise and encourage efforts as well as results
- Put welfare of young persons first: strike a balance between this and winning/result
- Encourage fair play and treat participants equally
- Recognise development needs, ensuring activities are appropriate for the individual
- Plan and prepare appropriately
- Have experience relevant to working with young people or hold up-to-date qualification and be committed to the guidelines of this code
- Involve parents where possible and inform parents when problems arise
- Keep record of attendance at training and competitions
- Keep a brief record of injury(s) and actions taken
- Keep a brief record of problem/action/outcomes, if behavioural problems arise
- Report any concern in accordance with this Code's reporting procedures
- Ensure that underage girls are adequately and appropriately attired at training sessions and matches

#### **Coaches agree to avoid:**

- Spending excessive amounts of time with children away from others
- Taking sessions alone, and ensure that there is at least one female mentor involved with the session
- Taking children on journeys alone in the car
- Male coaches being present in a dressing room when girl players are changing clothes
- Male coaches entering a dressing room without first knocking on the door, and only then after permission is granted by the female mentor present

#### **Coaches should not:**

- Use any form of punishment or physical force on a child
- Take children to their home.
- Exert undue influence over a participant in order to obtain personal benefit or reward
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and/or make sexually suggestive comments about, or to a child. This includes innuendo, flirting or inappropriate gestures and terms
- Take measurements or engage in certain types of fitness testing without the presence of another adult
- Undertake any form of therapy (hypnosis etc.) in the training of children

## Parents/Guardians

Parents/Guardians have an influential role to play in assisting and encouraging their children to fully participate in Gaelic Games, whether by playing or attending training or coaching sessions. In common with Coaches and Club personnel the Parents/Guardians of underage players should act as role models for their children as they participate in Gaelic Games.

PARENTS/GUARDIANS SHOULD **ENCOURAGE** THEIR CHILD TO:

- Always play by the rules.
- Improve their skills levels.
- Appreciate everybody on their team, regardless of ability.
- Maintain a balanced and healthy lifestyle with regard to exercise, food, rest and play. Advice may be sought if necessary from Club officials on this issue.

### **PARENTS/GUARDIANS SHOULD LEAD BY EXAMPLE:**

- Adopt a positive attitude to their children's participation and refrain from using FOUL LANGUAGE.
- Respect officials' decisions and encourage children to do likewise.
- Do not exert undue pressure on your child.
- Never admonish your own child or any other child for their standard of play.
- Be realistic in their expectations.
- Show approval for effort, not just results.
- Avoid asking a child or young person, 'How much did you score today' or 'What did you win by' or 'What did you lose by.' Ask them 'Did they enjoy themselves.'
- Never embarrass a child or use sarcastic remarks towards a player.
- Applaud good play from all teams.
- Do not criticise playing performances. Identify how improvements may be made.
- Do not seek to unfairly affect a game or player.
- Do not enter the field of play unless specifically invited to do so by an official in charge.

### **PARENTS/GUARDIANS SHOULD:**

- Complete and return the registration/permission and medical consent forms for their child's participation in the Club.(To be included if possible on online form)
- Inform the Coaches, and any other relevant Club personnel, of any changes in their child's medical or dietary requirements prior to coaching sessions, games or other activities.
- Ensure that their child punctually attends coaching sessions/games or other activities.
- Provide their child with adequate clothing and equipment as may be required for the playing of our games including for example, gum shields etc. Underage girls should, where possible, wear a zip up top where changing is required outside of enclosed dressing rooms, e.g. on the sidelines during matches.
- Ensure that the nutrition/hydration and hygiene needs of their child are met.
- Never encourage children to consume non-prescribed drugs or take performance enhancing supplements.
- Listen to what their child may have to say.
- Show approval whether the team wins, loses or draws a game.
- Never attempt to meet their own needs and aspirations for success and achievement through their children's participation in games.



### **PARENTS/GUARDIANS SHOULD ASSIST THEIR CLUB BY:**

- Showing appreciation to volunteers, coaches and Club officials.
- Attending training and games on a regular basis.
- Assisting in the organising of Club activities and events as requested.
- Respecting the rights, dignity and worth of every person and by treating each one equally regardless of age, gender, ability, ethnic origin, cultural background or religion.
- Not entering team dressing rooms unless deemed necessary by the team coach so as to protect the privacy of other underage players.

### **PARENTS/GUARDIANS HAVE THE RIGHT TO:**

- Know their child is safe and to make a complaint if they believe that their child's safety is in any way compromised.
- Be informed of problems/concerns relating to their child.
- Be informed if their child gets injured.
- Complain if they have concerns about the standard of coaching.
- Have a say in relation to decisions being made within the Club.

### **Supporters**

Young Players are eager to enjoy and benefit from the support they receive from parents, guardians, friends and other members of the Club who attend our games as spectators and supporters. Active, loyal and well behaved supporters are always welcome to attend and support our games but should be aware that their conduct will reflect upon the team, players and Clubs that they support and represent. Fellow supporters have a responsibility to ensure that all spectators conduct themselves in an acceptable and well behaved manner at all times, when attending our games and competitions. Unacceptable conduct by supporters should be reported to officials in charge. Supporters should realise and consider that Young Players are encouraged to participate in Gaelic Games so that they may enjoy themselves while also improving their skills levels.

### **SUPPORTERS ADD TO THE ENJOYMENT OF OUR GAMES BY:**

- Applaud good performance and efforts from our Club's players and from opponents, regardless of the result.
- Condemn the use of violence in any form, be it by fellow spectators, coaches, officials or players.
- Encourage players to participate according to the rules and the referees' decisions.
- Demonstrate appropriate behaviour by not using foul language or harassing players, coaches or officials.
- Not enter the field of play, before, during or after a game, unless specifically invited to do so by an official in charge.
- Respect the decisions of all officials.
- Never ridicule or scold a player for making a mistake during games or competitions.
- Show respect to our Club's opponents. Without them there would be no games or competitions.
- Uphold the principles of FAIR PLAY and RESPECT for all.

## Referees

Throughout this Code of Behaviour emphasis has been placed on the need to co-operate with and facilitate those who organise and deliver our games and activities. Referees are key people in the delivery of our games and should be respected and assisted in their roles.

Referees are conscious of the fact that they are instrumental in ensuring our games are played in a sporting manner in accordance with the rules of the game.

Players, Coaches, Mentors, Parents/Guardians and other Club personnel have a key role to play in the delivery of this aspect of our Gaelic Games particularly when working with underage players. The manner in which we accept the role, authority and decisions of a Referee will naturally be scrutinised very closely by our underage players.

**Players, Coaches, Supporters, Parents/Guardians and other Club personnel should recognise the pivotal role that Referees play in our underage games and should support them at all times when fulfilling their roles.**

## Children's Officer

The Children's Officer will act as a resource for all members of the club with regard to children's issues. They will ensure that the children have a voice in the running of their club and can talk freely about their experiences in their sports activities.

The Children's Officer will have access to the Club Executive Committee and will have as a primary aim the establishment of a child centred ethos within the club

### **The Children's Officer may have the following functions:**

- **To promote awareness** of the Glanmire LGFA Code of Behaviour within the club and particularly among the children and their parents/guardians. This could be achieved by the production of information leaflets, the establishment of children's/age-group specific notice boards and by information meetings, when needs be for the children and their parents/guardians
- **To influence policy and practice** within the club in order to prioritise children's needs
- To provide an accessible resource to children and their parents
- To see that children know how to make concerns known to appropriate adults or agencies. Information disclosed by a child to the Children's Officer or any other adult within the club will be dealt with in accordance with the Department of Health and Children's Guidelines Children First and the Department of Health and Social Services
- To encourage the involvement of parents/guardians in the club activities and co-operate with parents/guardians in ensuring that each child enjoys his/her involvement in sport
- To act as an advisory resource to Coaches on best practice in children's sport
- To report regularly to the Club Executive Committee
- To monitor changes in membership and follow up any unusual dropout, absenteeism or club transfers by children or Coaches.

Children's Officers **do not** have the responsibility of investigating or validating child protection concerns within the club and have no counselling or therapeutic role. It is, however, possible that child protection concerns will be brought to the attention of the Children's Officer.

## Guidelines on General Issues

### **TRAVELLING WITH CHILDREN**

There is extra responsibility taken on by coaches and mentors when they travel with children to events.

#### **When traveling with young people you should:**

- Ensure that there is adequate insurance cover.
- Not carry more than the permitted number of passengers.
- Ensure use of safety belts.
- Avoid being alone with one participant, put passenger in the back seat, drop off at central locations or
- seek parental permission to transport an individual participant on a regular basis and clearly state times
- of pick- up and drop off.

### **SUPERVISION**

#### **Coaches and mentors should always ensure:**

- Make sure there is an adequate adult: child ratio.
- Where there are mixed groups there should be leaders of both genders.
- Avoid being alone with one participant, if you need to talk separately do so in an open environment, in view of others.
- Clearly state time for start and end of training sessions or competitions, coaches should remain in pairs
- until all participants have been collected.
- Keep attendance records and record of any incidents/injuries that arise.
- Ask parents to stay and supervise sessions, (for safety and supervision, not necessarily for their
- 'technical' expertise).

### **OVERNIGHT STAYS**

- Separate permission forms should be signed by parents and participants, containing emergency contact number.
- Young participants should sign a behaviour agreement.
- Appoint a group leader who will make a report on returning home.
- A meeting with parents and participants is useful to communicate travel times, competition details, other
- activities, gear requirements, medical requirements, special dietary needs and any other necessary details.
- Rooming arrangements - adults should not share rooms with children, children share rooms with those of same age and gender and adults should knock before entering rooms.
- All group socialisation should take place in communal areas (i.e. no boys in girls' rooms and vice versa).
- Alcoholic drink, smoking or other illegal substances are forbidden to players.
- There must be at least one adult of each gender with a mixed party, there should be a good adult - child ratio, Lights out times should be enforced.
- Young players should be under reasonable supervision at all times and should never leave the venue or go unsupervised without prior permission.

## **USE OF PHOTOGRAPHIC AND FILMING EQUIPMENT**

Glanmire LGFA has adopted a policy in relation to the use of images of players on its Facebook, websites and in other publications as there have been concerns about the risks posed directly and indirectly to children and young people through the use of photographs on sports websites and other publications. Parental/Guardian permission to use such images will be sought. Such permission is optional.

Videoing as a coaching aid: Video equipment can be used as a legitimate coaching aid.

Anyone concerned about any photography taking place at events or training sessions can contact the Children's Officer , or Chairman and ask them to deal with the matter.

## **REPORTING ACCIDENTS OR INCIDENTS**

In the event of an accident or incident the occurrence must be reported and details recorded by the supervising Coach/Mentor and forwarded to the Club Secretary

In the event of an accident, contact should be made with the parents/guardians and the emergency services/GP if required.

All the facts surrounding the incident or accident should be recorded. The Children's Officer or Chairman should be notified of the accident or incident as soon as possible.

## **CHILD WELFARE AND PROTECTION PROCEDURES**

Glanmire LGFA accepts that organisations, which include young people among its members, are vulnerable to the occurrence of child abuse. Below are the procedures for dealing with any welfare or protection issue that may arise. Child welfare and the protection of young people is the concern of all adults at all times, irrespective of their role within the organisation.

If there are grounds for concern about the safety or welfare of a young person you should react to the concern. Persons unsure about whether or not certain behaviours are abusive and therefore reportable should contact the duty social worker in the local HSE or social services department where you should seek an informal consultation and you will receive advice.

Grounds for concern include a specific indication from a child, a statement from a person who witnessed abuse or an illness, injury or behaviour consistent with abuse.

A report may be made by any member in the club but should be passed on to the Children's Officer or Juvenile Chairman who may in turn have to pass the concern to the local Statutory Authorities. It is not the responsibility of anyone working within Glanmire LGFA in a paid or voluntary capacity, or those working in affiliated organisations, to take responsibility or decide whether or not child abuse is taking place. That is the job of the local statutory authorities. However, there is a responsibility to protect children by assisting the appropriate agencies so that they can then make enquiries and take any necessary action to protect the young person. Glanmire LGFA Fully accept and agree to implement our Child safeguarding statement

<https://ladiesgaelic.ie/wp-content/uploads/2019/06/LGFA-Child-Safeguarding-Statement.pdf>

## **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 young people 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. Children 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 behaviour 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 age and developmental stage of the child should be taken into consideration when using sanctions.

The following steps are suggested:

### **Minor Offences**

- 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

### **Serious Offences**

Serious offences can be defined as:

- Continuous breaches of discipline
- Refusal to carry out the instructions of the coach
- Wilful 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 organised 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 Glanmire LGFA 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.

### **Appointment of Disciplinary Committee**

The Disciplinary Committee should consist of at least one representative from the Management Committee (e.g. the Chairperson), the Children's Officer and an officer of the Committee.

Regular turnover of this committee is recommended.

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 should be dealt with by the Disciplinary Committee.

The Disciplinary Committee should inform the individual with details of the complaint being made against him/ her and afford him/ her the opportunity of providing a response either verbally or in writing.

It is recommended that the Disciplinary Committee meet with all parties involved, affording each party the same rights and opportunities. The Disciplinary Committee should form a written report outlining the procedure followed, findings, conclusions and any disciplinary actions to be taken.

All parties should receive a copy of this report. This report should also be kept on record. The Disciplinary Committee should, 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 should notify the member of any sanction being imposed.

The notification should be made in writing, setting out the reasons for the sanction. If the member is under 18 years of age, correspondence should 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 should have the right to appeal the decision to an Appeals Committee (independent of the Disciplinary Committee).

Any appeal should be made in writing or e mail and will be guided by the guidelines of the LGFA Coda rules.

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 County, Provincial or National level will be heard by the appropriate body or Coda Officer.

## **GAA Anti-Bullying Policy Statement**

The LGFA aims to create a supportive environment where any form of bullying is unacceptable and Glanmire LGFA fully supports this. Incidents of bullying are regarded as serious breaches of the Code of Best Practice in Youth Sport - Our Games Our Code.

The GAA is committed to achieving an ethos of respect so as to maximise the potential of all members when playing or participating in Gaelic Games.

## **DEALING WITH BULLYING**

### **DEFINITION**

Bullying is defined as repeated aggression, be it verbal, psychological or physical, conducted by an individual or group against others.

Glanmire LGFA SEEKS TO ENSURE THAT:

- Incidents of bullying behaviour are addressed appropriately.
- All persons in membership of the Association or attending games or activities are aware that bullying behaviour is unacceptable in the GAA.

The Code of Behaviour when working with underage players provides good practice guidance in relation to the prevention of bullying.

If you are aware of or have a concern that bullying behaviour is happening within the Glanmire LGFA Club you should report the matter to the Club Children's Officer.

We recognise that incidents of bullying are a breach of the Code of Behaviour and such incidents will be dealt with accordingly.

Club Children's Officer: \_\_\_\_\_

Name of Club: Glanmire LGFA

Please remove this page and return it to the Club Children's Officer or any Committee

Member/Coach in Glanmire LGFA.

This Code of Behaviour addresses the minimum levels of behaviour, practice and conduct required from our Players, Coaches, Officials, Managers, Supporters, Parents/Guardians and Clubs.

DECLARATION

I \_\_\_\_\_ (print name) acknowledge that I have received a copy of the Code of Behaviour (Underage), which I have read and understood in full. I agree to be bound by the principles set out in the Code when participating, playing or attending our Gaelic Games.

Signed: \_\_\_\_\_ (Player) Date: \_\_\_\_\_

Signed: \_\_\_\_\_ (Parent/Guardian) Date: \_\_\_\_\_

# Appendix 1. Child Safeguarding Statement



## Child Safeguarding Statement



The Gaelic Athletic Associations (GAA, LGFA, Camogie, Handball and Rounders) in accordance with our Code of Behaviour (Underage), policies, procedure and our legislative requirements have agreed this Child Safeguarding Statement which is binding on all members and units of our Associations.

The badge aims of the Gaelic Athletic Associations include fostering and developing our Gaelic Games and Irish cultural activities among young people and children. These games and related activities are organized and promoted by dedicated volunteers at Club, County, Provincial and National Levels with the cooperation and support of an equally diverse and vibrant staff, all of whom are committed to the safeguarding of children and young people in our Associations as we seek to create a safe environment for young people to grow and develop.

### PRINCIPLES TO SAFEGUARD CHILDREN FROM HARM

This statement recognises that in accordance with legislation and with the requirements of our Codes and Rules that the welfare and interests of children are paramount in all circumstances. It aims to ensure that all children and young people have a positive, developmental and enjoyable experience of Gaelic Games and when participating in our activities that they do so, as far as is practicable, in a safe and enjoyable environment.

RISK ASSESSMENT	RISK IDENTIFIED	PROCEDURE/POLICIES IN PLACE	QR CODE SHORTCUT
In preparing this statement we have completed a risk assessment of the potential for harm to children when they are participating in our games and attending our activities under the following headings: Club and Coaching Practices; Complaints & Discipline; Reporting Procedures; Use of Facilities; Recruitment; Communications and a further heading of General Risk of Harm. To the right is a list of areas of risk identified and the list of procedures and policies for these risks.	Risk of harm including assault, ill treatment or neglect of a child in a manner that seriously affects or is likely to seriously affect the child's health, development or welfare or welfare or sexual abuse of a child	Code of Behaviour (Underage) Recruitment Policy Vetting Policy Gaelic Games Child Safeguarding Training Policy Guidance for Dealing & Reporting Allegations or Concerns of Abuse	1 
	Risk of harm of abuse when hosting an activity at or on a away trip	Code of Behaviour (Underage) Hosting, Away Trips & Transport	2 
	Risk of harm of online abuse through Social Media	Code of Behaviour (Underage) Association Social Media Policy	3 
	Bullying of a child	Anti-Bullying Statement, Guidelines & Training	

The following procedures contained in our risk assessment support our intention to safeguard children while they are availing of our services.

- Procedure in respect to the management of allegations of abuse against any member, volunteer or staff in connection with a child availing of our services
- Procedure for the reporting of child protection or welfare concerns to the Association, Tuaisce or Gateway Team as applicable
- Procedure for the safe recruitment and selection of workers and volunteers to work with children and young people
- Procedure for appointing a relevant person (i.e. the Children's Officer (National, Club and County as appropriate) who is the relevant person for the purpose of this statement. (see name below)
- Procedure for provision of a link access to Gaelic Games child safeguarding training and information including the identification of the occurrence of harm

MANDATED PERSON	GAA/Rounders	Camogie	Handball	LGFA
The Mandated Person, who has a legal obligation to report harm to children as per legislation and who has been employed for the purpose of performing the child welfare and protection functions within each of our Associations is:	Geordie Ó Maoilbhichil	Rosa-la Farrell	John Kelly	Paula Prunty
	<a href="mailto:mandatedperson@gaa.ie">mandatedperson@gaa.ie</a>	<a href="mailto:mandatedperson@camogie.ie">mandatedperson@camogie.ie</a>	<a href="mailto:mandatedperson.handball@gaa.ie">mandatedperson.handball@gaa.ie</a>	<a href="mailto:mandatedperson@lgfa.ie">mandatedperson@lgfa.ie</a>

All policies and procedures listed above are available at [www.gaa.ie/the-gaa/child-welfare-and-protection](http://www.gaa.ie/the-gaa/child-welfare-and-protection)

### IMPLEMENTATION AND REVIEW

The Gaelic Athletic Associations recognise that implementation is an ongoing process. The Associations are committed to the implementation of this Child Safeguarding Statement and the accompanying child safeguarding policies and procedures that support our intention to keep children and young people safe from harm while availing of our services. This Statement adopted and endorsed by our Ard Comhairle will be reviewed by 31st of May 2021 or as soon as practicable after there has been a material change in any matter to which the statement refers.



National Children's Officer





