



Safeguarding Policy

On an annual basis the GAA is obliged to adopt and put on display a Child Safeguarding Statement. This is a legislative requirement and as it is now enshrined in the [Code of Behaviour](#) it automatically applies to all Clubs and to our County Boards and Provincial Councils.

Prior to agreeing a Child Safeguarding Statement each Club is required to carry out a risk assessment, i.e. a risk assessment as to the risk of harm that could come to a child in their care, following which they can then put their Child Safeguarding Statement on display.

By putting the Child Safeguarding Statement on display, it draws positive attention to the procedures, policies and practices we have in place to safeguard children, as far as practicable, from risk when they are attending our games or other Association activities. It identifies that as a basic right we recognise that that all children have the right to be protected from harm.

St. Mochta's Mission Statement

The work of St. Mochta's is based on the following principles that will guide the development of sport for young people in this club. Children and young peoples experience of GAA/ LGFA should be guided by what is best for the child or young person. The stages of development and the ability of the child should guide the types of activity provided within the club. Adults will need to have a basic understanding of the needs of young people, including physical, emotional and personal.

Integrity in relationships: Adults interacting with young people in GAA/ LGFA should do so with integrity and respect for the child. All adult actions in GAA/ LGFA should be guided by what is best for the child and in the context of quality, open working relationships. Verbal, physical, emotional or sexual abuse of any kind is unacceptable within GAA/ LGFA.

Quality atmosphere and ethos: GAA/ LGFA for young people should be conducted in a safe, positive and encouraging atmosphere. A child-centred ethos will help to ensure that competition and specialisation are kept in their appropriate place. Too often unhealthy competitive demands are placed on children too early and results in excessive levels of pressure on them and as a consequence, high levels of dropout from sport.





Equality: All children should be treated in an equitable and fair manner regardless of age, ability, sex, religion, social and ethnic background or political persuasion. Children with disability should be involved in sports activities in an integrated way, thus allowing them to participate to their potential alongside other children.

Fair Play: All children's sport should be conducted in an atmosphere of fair play. Fair play is much more than playing within the rules. It incorporates the concepts of friendship, respect for others and always playing with the right spirit. Fair play is defined as a way of thinking, not just behaving.

Competition: A balanced approach to competition can make a significant contribution to the development of young people, while at the same time providing fun, enjoyment and satisfaction. Coaches/managers should aim to put the welfare of the child first and competitive standards second. A child-centred approach will help to ensure that competition and specialisation are kept in their appropriate place.

Club children's officer: **GAA** – Niamh Kirk **LGFA**- Ann- Marie Browne

As part of the GAA's introduction of Code of Behaviour (Underage) we wish to

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introduce the following roles and contact details:

St. Mochta's GAA DESIGNATED LIAISON PERSON: Michael Murphy 086 264 4617

St. Mochta's GAA CHILDREN'S OFFICER: Niamh Kirk 083 365 3921

St. Mochta's LGFA DESIGNATED LIAISON PERSON: Harry Murray 086 607 6945

St. Mochta's LGFA CHILDREN'S OFFICER: Ann- Marie Browne 085 131 0944

On completion of the GAAs' Child Safeguarding Risk Assessment Procedure, there were areas that need to be addressed by means of implementing and communicating the policy.

Included are:

- DLP; Children's Officer; Index page 3
- Roles of Children's Officer/DLP; Definition of Significant Harm page 4
- GAA Anti-Bullying Policy Statement page 5
- Maintaining an Appropriate Level of Behaviour page 6
- Dealing with alleged breaches of Code of Behaviour (Underage) page 7
- St. Mochta's GAA/ LGFA Hierarchy of dealing with alleged breaches page 8
- Club underage discipline policy page 9
- Recruitment policy – minimum requirements page 12
- Supervision – changing rooms/away trips page 13
- Communication & Social Media (including photograph guidelines) page 14
- Code of Behaviour- Players page 15
- Code of Behaviour- Coaches page 17
- Code of Behaviour- supporters page 21

NB – this information is taken from the Code of Behaviour (underage) – link to full document below

[Code of behaviour \(underage\)](#)

ROLES OF THE CHILDRENS' OFFICER AND DESIGNATED LIAISON PERSON

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CHILDRENS' OFFICER

1. Influence policy and practice
2. Oversee Garda Vetting
3. Oversee Child Safeguarding training
4. Manage implementation Joint Code of Behaviour
5. Deal with breaches of the Code of Behaviour

DESIGNATED LIAISON PERSON

1. Report to National DLP
2. Understand guidelines for dealing with allegations of abuse
3. Report to Designated Officers within statutory authorities
4. Deal with allegations of abuse

DEFINITION OF SIGNIFICANT HARM

“A child must be protected if s/he is suffering or likely to suffer Significant Harm. This is the threshold for State Intervention”

“Children First” defines harm (in relation to a child) as:

Assault, ill treatment or neglect of the child in a manner that seriously affects or is likely to seriously affect the child’s health, development or welfare, or sexual abuse of the child, whether caused by a single act, omission of circumstances or a series or combination of acts, omissions or circumstances or otherwise

Important to remember that harm can be caused in the following ways:

- child to child
- coach to child
- member to child
- visitor to child

Anti-Bullying Policy Statement

The GAA aims to create a supportive environment where any form of bullying is unacceptable. We adopt a whole organisational approach to addressing bullying and are committed to

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implementing structures and relevant training to deal with allegations of bullying. Incidents of bullying are regarded as serious breaches of our Code of Best Practice in Youth Sport - Our Games Our Code. We are committed to achieving an ethos of respect so as to maximise the potential of all our members when playing or participating in our Gaelic Games.

Definition:

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

The GAA/ LGFA seek to ensure that:

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

Dealing with bullying:

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 your Club you should report the matter to your Club Children's Officer. We recognise that incidents of bullying are a breach of the Code of Behaviour and of our **"Give Respect - Get Respect"** initiative and all such incidents will be dealt with accordingly.

MAINTAINING AN APPROPRIATE LEVEL OF BEHAVIOUR:

The booklet titled 'Maintaining Appropriate Levels of Behaviour in our Work with Children and Young People' addresses the minimum levels of behaviour, practice and conduct required from





our Young Players, Coaches, Supporters, Parents/Guardians, Referees and Clubs and from those who work with them on our behalf.

[PLEASE REFER TO LINK BELOW TO LEARN THE LEVEL OF BEHAVIOUR EXPECTATIONS:](#)

<http://www.gaa.ie/mm/Document/TheGAA/ChildProtectionandWelfare/15/93/53/Mai>

This Code applies to all young players under 18 years of age, and those who assist them in the preparation and playing of our games, regardless of competition or age groups. Clubs and County Boards who are responsible for organising our games at local level are obliged to implement the Code of Behaviour in the preparation of their teams and players for all competitions and at all levels including Club blitzes, inter Club games, County development squads and inter County games.

CODE OF BEHAVIOUR SECTION 4 - DEALING WITH ALLEGED BREACHES OF THE CODE OF BEHAVIOUR (UNDERAGE)

NB – Breach in Code of Behaviour can be by a Young Player; Coach/Mentor/Trainer; Parent; Supporter; Referee

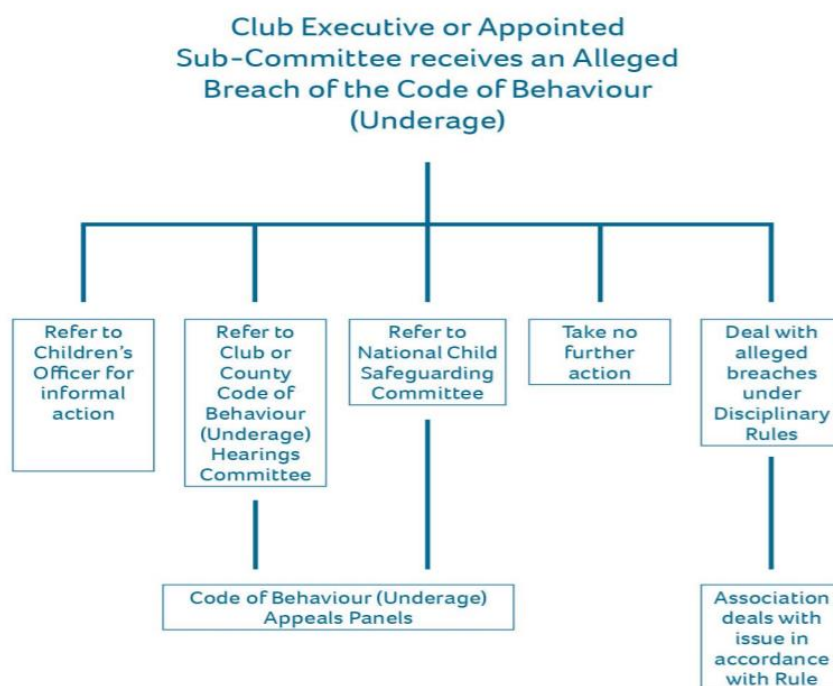
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DEALING WITH ALLEGED BREACHES OF THE CODE OF BEHAVIOUR (UNDERAGE) AT CLUB LEVEL



For further information (Q&A), please refer to the link below

[Guidance on Dealing with Code Breaches Structure](#)

St. Mochtas GAA/ LGFA Hierarchy of dealing with alleged breach in Code of Behaviour:

1. Prior to any alleged breach in Code of Behaviour being referred to Club Children's Officer, the mentor should try to resolve the situation.

No Further Action/ OR

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2. Pass information to Children's Officer, who will endeavour to resolve

No Further Action/ OR

3. If it is not possible to resolve an issue in an informal manner the Children's Officer or the person making an allegation, or the person against whom the allegation has been made may refer the matter to the Club Executive Hearing Committee of 3 independent people for consideration.

No Further Action/ OR

4. If still unresolved, this Committee may decide to pass the information to the National Child Safeguarding Committee.

NOTE: Some alleged breaches can be dealt with under GAA Disciplinary Rules

Club Underage Discipline Policy:

MANAGING CHALLENGING BEHAVIOUR:

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 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.
- Willful damage to club property or that of visiting teams.
- Bringing the club into disrepute through the player's actions during a training session, match or any event organised by the club.
- Any form of bullying.

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 St. Mochta's 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.





APPOINTMENT OF DISCIPLINARY COMMITTEE:

The Disciplinary Committee should consist of a representative from the Juvenile Committee (e.g. the Chairperson), the Children's Officer and an ordinary registered member of the club. 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, with the exception of issues in relation 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 them and afford them 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. **If the member is under 18 years of age, communication and correspondence should be addressed to parents/ guardians.**

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 within 7 days after issue of the decision of the Disciplinary Committee. The Chairperson of the Appeals Committee should 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. 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.

CODE OF BEHAVIOUR UNDERAGE SECTION 5 – RECRUITMENT POLICY:

From their early years to their late teens, young people continue to gain from the knowledge, experience and skills that adults, acting in a coaching role, bring in the promotion of our Gaelic Games. Such support presents these children with a sense of achievement, with an opportunity to develop their individual and team skills and promotes a sense of fun and fair play in our underage games.

Those that promote our games primarily at club level have a responsibility to young people and to their parents and guardians to ensure that our coaches and mentors, who have been chosen to work in a supervisory and supportive capacity with children and young people, are selected supported and trained to fulfil their roles in a careful, sensible and effective manner.





All clubs providing opportunities for our young people to participate in Gaelic games must ensure that adults placed or appointed by them in roles of responsibility are suitable to fulfil such roles.

All such persons must at a minimum:

- Have undertaken Vetting (Garda/Police) checks as directed by their Association within the jurisdiction in which they operate
- Attend relevant child safeguarding training
- Possess a coaching qualification relevant to their role as recognised by the GAA/ LGFA.
- Have signed the Joint Code of Behaviour

CODE OF BEHAVIOUR UNDERAGE SECTION 5 - SUPERVISION

PEOPLE ALLOCATED A SUPERVISORY ROLE SHOULD:

- Avoid being alone with any player, if you need to talk separately do so in an open environment, in view of others
- Not enter or be in team dressing rooms in which there are underage players or teams unless their presence is deemed necessary by the team coach(es) and they are accompanied by another adult (who has met the Association's recruitment criteria). This is to protect the privacy of underage players and the credibility of the adult and to avoid any situation whereby the unaccompanied presence of an adult could give cause for concern. **CODE OF BEHAVIOUR UNDERAGE SECTION 5 33**





- When organising a club trip always be mindful of ensuring that additional adults accompany the group in case of emergencies or unforeseen circumstances.
- When participating in an overnight stay a specific ratio of adults to children should be agreed in advance. This ratio is dependent on the age category of the children/young people, whether it is a single or mixed gender group and whether the group may be participating in certain outdoor activities or in water sports etc.
- Always clearly state start/finish times of training and if possible of games (home or away) and other activities including trips away from home.
- Remain in pairs until players have been collected or have left in accordance with parental or guardian permission.
- Keep attendance records and record any injuries/incidents as they arise.

CODE OF BEHAVIOUR UNDERAGE SECTION 9 - COMMUNICATIONS AND SOCIAL MEDIA:

Mentors should never communicate by text or email with an individual under age player.

All group texts / emails should be sent to parents. However if a parent wishes the mentor to send the group text or email to a different number / email address to their own (ie the child) they must put this request in writing to the mentor. The mentor must retain this written request.

If an underage player obtains a mentors phone number or email address and attempts to make direct contact with the mentor, he / she must instruct the child not to do so and inform their parent / guardian of same.

The mentor should also seek advice from a member of the juvenile committee if this happens.

<http://www.gaa.ie/the-gaa/child-welfare-and-protection/contacting-underageplayers>





PHOTOGRAPH GUIDELINES

- Ensure agreement and permission of parents/ guardians in the taking and any use of images/ photographs
- Seek such agreement as part of the annual membership affiliation process or by use of parental consent forms
- Avoiding the individual identification of children in group or team photographs unless by agreement e.g. for special events, an award or achievements ceremony.

UNDER NO CIRCUMSTANCES SHOULD THERE BE PHOTOGRAPHY / FILMING / RECORDING IN CHANGING OR SHOWER AREA

Code of behaviour- players:

Young Players can greatly benefit from sport in terms of personal development and enjoyment. Our players are encouraged to realise that as a result of their participation in our 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 our Associations are expected to 'sign-up' and abide by this Code of Behaviour and to any other policies or codes in our Clubs and National Governing Bodies.

PLAYERS SHOULD BE ENTITLED TO:

- Be safe and feel safe.
- Be protected from abuse.
- Be listened to.
- Have fun and experience a sense of enjoyment and fulfilment.
- Be treated with respect, dignity and sensitivity.

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- 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.

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.
- 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.
- 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. Win with humility - lose with dignity.
- Shake hands before and after a game as part of the Give Respect Get Respect initiative.
- Adhere to acceptable standards of behaviour and their Club's Code of Discipline.
- Tell somebody else if they or others have been harmed in any way.

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





Code of behaviour- coaches:

All Coaches, Mentors and Trainers (referred to hereafter as Coaches) should ensure that young people and children benefit significantly from our games 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 their Governing body and must also complete a basic coach education qualification.

COACHES SHOULD MAINTAIN A CHILD CENTERED 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:

- 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 your 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 their chosen sport. e.g. helmets (Hurling and Camogie), goggles (Handball), shin guards, gum shields (Football).
- 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.
- Set realistic – stretching but achievable – performance goals for your players and teams.
- Keep a record of attendance at training and at games by 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.
- 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.
- Encourage parents/guardians to play an active role in organising and assisting various activities for your teams and your 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.





Code of behaviour- supporters:

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 stadium stewards or officials in charge. Supporters should realise and consider that young players especially 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:

- Applauding good performance and efforts from your Club's players and from your opponents, regardless of the result.
- Condemning the use of violence in any form, be it by fellow spectators, coaches, officials or players.

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- Encouraging players to participate according to the rules and the referees' decisions.
- Demonstrating appropriate behaviour by not using foul language or harassing players, coaches or officials.
- Not entering the field of play, before, during or after a game, unless specifically invited to do so by an official in charge.
- Respecting the decisions of all officials.
- Never ridiculing or scolding a player for making a mistake during games or competitions.
- Showing respect to your Club's opponents. Without them there would be no games or competitions.
- Upholding the principles of FAIR PLAY and RESPECT for all.

