



IMPORTANT TERMS & CONDITIONS OF MEMBERSHIP

- 1. HEALTH / INJURY HISTORY**
- 2. EMERGENCY RELEASE**
- 3. TEAM PHOTOS**
- 4. PLAYER INSURANCE**
- 5. CODE OF CONDUCT**
- 6. ANY-BULLYING POLICY**

1. HEALTH / INJURY HISTORY

It is the responsibility of all parents or guardians to inform the Team Coaches or Manager of any relevant medical conditions, (e.g. Asthma, Epilepsy, Heart Condition, etc.) Allergies (e.g. Bee Stings, Penicillin, etc.) Disability or Injury History (e.g. concussion, fractures, etc.) for each player included in this membership application.

2. EMERGENCY RELEASE

In the event of a medical emergency every effort will be made to contact the parent or guardian. In the event that this is not possible, it is important that the coach has the authority to grant permission for any necessary medical treatment. Your application indicates your agreement for any member of Gorey Rugby Club coaching team to sign any medical release to enable your child to receive emergency medical care. This is following all reasonable efforts to contact the parent/guardian have failed and any further delay may endanger your child's health.

3. TEAM PHOTOS

From time to time we will post match and team photos on our website and social media pages, which may also appear in local papers. No underage players will be identified by name. If you do not wish for any photos of your child to appear please inform your child's Team Coach or Manager.

4. PLAYER INSURANCE

Accidents occur daily in homes, the workplace, on the streets and roads and also in the pursuit of leisure and sport activities. In this regard, rugby is no different to any other contact sport and unfortunately player injuries which occur from time to time can be of a serious nature.

The cost of treatment and ongoing care for longer term serious injuries continues to increase considerably and for that reason, it is imperative that players be alert to the necessity for adequate and proper insurance cover.

Gorey RFC strongly recommends all players, as well as parents of Youth and Mini players, to look closely at the level of insurance that they have in place and also the top-up options available.

In particular we would suggest that parents of school-going players look closely at the options for insurance cover through the schools. Many schools offer Pupil Personal Accident Insurance and in most cases this will include the option of 24-hour insurance cover. Depending on the insurer and individual policies, your child may be covered for their leisure/sporting activities, including rugby, carried on outside of the school hours and school grounds. This 24-hour cover can be provided from as little as €10 for the year, which is just a €3 supplement on the normal school-hours-only policies.

Gorey RFC in conjunction with the IRFU already have a limited insurance scheme in place covering players for serious, catastrophic injuries following accidents whilst active in rugby. **Please note it does not cover ongoing loss of earnings, fatal collapse (unless caused by accident), medical expenses or illness.**

This cover provides the following benefits following an accident (*these levels of coverage may be amended by the IRFU*):

(i)	Death	€500,000
(ii)	Loss of two limbs and/or the loss of both eyes or one limb and one eye	€500,000
(iii)	Loss of one limb or the loss of one eye	€250,000
(iv)	Permanent total disablement	€650,000
(v)	*Severe injury involving loss of use of two legs and two arms additional	€850,000

*Severe Injury Benefit is payable as an additional benefit where the insured person has lost the use of both legs and both arms, e.g. a permanent total disability which involves the loss of use of all four limbs will pay €650,000 + €850,000 = €1,500,000. Certain definitions/conditions/restrictions apply to these benefits. Full details are available from the Union's Brokers; Aon.

For details of Additional Personal Top-up Accident Cover for individuals, please contact the IRFU's Insurance partner:-

AON Insurance, Metropolitan Building, James Joyce St., Dublin 1.

Telephone: (01) 266 6000

5. CODE OF CONDUCT

CODE OF CONDUCT FOR PLAYERS

- Play for enjoyment and become part of the Gorey rugby family
- Respect the "Game of Rugby" and play within the laws of the Game
- Accept the referee's decision and let your captain or coach ask any relevant questions
- Play with control. Do not lose your temper
- Always do your best and be committed to the game, your team and to Gorey Rugby Football Club
- Be a "good sport" - Applaud all good play whether by your team or the opposition
- Respect your opponent. Treat all players as you would like to be treated. Do not "bully" or take advantage of any player
- Rugby is a team sport and make sure you co-operate with your coach; team mates and members of the club
- Remember that the goals of the game are to have fun, improve your skills and feel good
- At the end of the match thank your opponents and the referee for the match
- Always remember that you owe a duty of care to your opponents. Tackle hard but fairly, do not intend to hurt your opponent
- Winning and losing is part of sport: **Win with humility - lose with dignity**
- As part of the team it is important that you attend training regularly and listen to your coach and help your team
- As a team sport it is important to understand that all members are important to the team!
- Remember you are representing Gorey Rugby Football Club, your team, your family and the Game of Rugby

CODE OF CONDUCT FOR PARENTS

- Remember, young people play rugby for their enjoyment, not only yours
- Encourage your child always to play by the Laws of the Game
- Teach young children that honest endeavour is as important as winning, so that the result of each game is accepted without disappointment
- Help young people to work towards skill improvement and good sportsmanship
- Set a good example by applauding good play on both sides
- Never ridicule, humiliate or shout at young players for making a mistake or losing a match
- Do not place emphasis on winning at all costs
- Do not force an unwilling child to participate in the playing of rugby. If the child is to play, he/she will do so in good time through your encouragement
- Support all efforts to remove verbal and physical abuse from rugby
- As a spectator do not use profane language or harass referees, coaches or players
- Do not publicly question the referees' judgement and never their honesty
- Recognise the value and importance of volunteer referees and coaches
- Identify and acknowledge the good qualities of the Game of Rugby and uphold these values
- Remember you and your child's contribution to the Game of Rugby is very important to Gorey Rugby Football Club and be proud of your contribution
- Understand the value of team sport and the importance thereof

CODE OF CONDUCT FOR SPECTATORS

- Remember that although young people play organised rugby they are not "miniature internationals"
- Be on your best behaviour and lead by example. Do not use profane language or harass referees, players or coaches
- Applaud good play by the visiting team as well as your own
- Show respect for your team's opponents. Without them there would not be a match
- Condemn the use of violence in all forms at every opportunity
- Verbal abuse of players, coaches or referees cannot be accepted in any shape of form
- Players or referees are not fair targets for ignorant behaviour
- Encourage young players to play by the Laws of the Game
- Spectators can contribute to the enjoyment of the event and all involve
- Be proud of Gorey Rugby Football Club and the Game of Rugby

6. ANTI-BULLY POLICY

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in Rugby in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Club.

If bullying does occur, all Club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a "**TELLING**" Club. This means that anyone who knows that bullying is happening is expected to tell the Child Welfare Officer or any committee member.

What is Bullying?

Definition: "Bullying is repeated aggression, verbal, psychological or physical, conducted by an individual or group against others"

Bullying can take many forms, but its aim is always to make a person feel upset, intimidated or afraid.

Most common forms of bullying are:

Physical: pushing, kicking, hitting, punching or any use of violence

Verbal: name-calling, sarcasm, spreading rumours, teasing

Emotional: making threats, spreading rumours, excluding, ignoring etc.

Non-verbal: making suggestive, provocative or intimidating gestures

E-bullying: sending threatening or upsetting messages or images

Personal Property: threats against or damage to a person's property

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

Individuals who are bullying need to learn different ways of behaving. This Club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

All members, officials, coaching staff, players and parents should have an understanding of what bullying is.

All members, officials, coaching staff, players and parents should know what the Club policy is on bullying, and follow it when bullying is reported. All can be assured that they will be supported when bullying is reported.

Bullying will not be tolerated.

Signs and Indicators

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied
- is unwilling to go to Club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training kit damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above

In more extreme cases

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

Report bullying incidents to the Child Welfare Officer or a member of the Clubs committee.

In cases of serious bullying, the incidents will be referred to the Leinster Branch and the IRFU (NGB).

Parents should be informed and will be asked to come in to a meeting to discuss the problem.

If necessary and appropriate, the HSE and/or an Garda Síochána will be consulted.

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

An attempt will be made to help the bully (bullies) change their behaviour.

If mediation fails and the bullying is seen to continue the Club will initiate disciplinary action under the Club constitution.

In the case of adults reported to be bullying anyone within the Club who is under 19 (Youth & Minis):

The Clubs' Child Welfare Officer should always be informed and will advise on action to be taken where appropriate.

It is anticipated that in all cases where the allegation is made regarding a coach, team manager, Club official the Leinster Branch Child Welfare and IRFU National Child Welfare Officers will be informed.

More serious cases may be referred to H.S.E. and/or an Garda Síochána.

Recommended Club Action (particularly age grade incidents)

If the Club decides that it is appropriate to deal with the situation the following procedure will be followed:

Reconciliation by getting the parties together. It may be that an apology solves the problem.

If this fails/not appropriate, a panel of 3 members, appointed by the Executive, should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.

The same panel should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.

If bullying has, in their view, taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.

In some cases the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The Club committee should monitor the situation for a given period to ensure the bullying is not being repeated.

All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

Prevention

The Club has a written constitution, which embraces the IRFU's Child Safeguarding Policy, details of which can be found here: -

<https://www.irishrugby.ie/playing-the-game/spirit-of-rugby/safeguarding/>

through affiliation to the IRFU, our National Governing Body; this includes what is acceptable and proper behaviour for all members of which the anti-Bullying policy is one part. All those involved with under 18's (age grade) players are required to agree to adhere to this policy.

All members also agree to adhere to this policy and to accept the constitution upon joining the Club.

The Club Child Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the Club, will consider meeting with members to discuss the issue openly and constructively.

Gorey RFC Personnel Involved with Child Welfare Issues –

Child Welfare Officer: -

Patricia Sullivan: 087 248 5379 / Email: tryshsullivan@gmail.com

Youth Coordinator: -

Darren Austin: 0863647843

Minis Coordinator:-

Paul Swaine: 087 681 3733