



CELBRIDGE GAA CLUB JUVENILE POLICY & CODE OF BEHAVIOUR:

**When you win do so with humility – when you lose do so with dignity.
Remember you cannot win all the time.
Having fun is most important!**

The Celbridge GAA club Juvenile Policy & **CODE OF BEHAVIOUR** outlines the rules and procedures which should be observed and practised by all Celbridge Players, Juvenile and Adult, to ensure that everyone will enjoy their involvement with Celbridge GAA Club - please familiarise yourself with these. A direct link to the Full GAA Code of Behaviour can also be found on our club website.

The aim of Celbridge Gaa Club is to ensure that all our players are encouraged to participate in Hurling/Camogie/Football Teams, make friends, learn new skills, play games and have fun in a safe and healthy environment. **All Clubs that cater for underage players must do so with a child centred approach and philosophy that recognises that the welfare of the child is paramount.**

The development of each player's welfare, personal and social skills are also vitally important. Taking part in our games as a Player should be a creative and positive experience in the development of each individual.

Our coaches are Vetted, complete the GAA Child Safeguarding Level 1 Code of Behaviour when dealing with children in sports and Undergo regular Coaching Courses. **Throughout this policy /code the terms children, juvenile, underage, young people and young players may be used when referring to any person who is under 18 years of age, regardless of what team or age group they play with.**

Let us ensure that everyone working on our behalf emphasises FAIR PLAY, RESPECT, EQUALITY, SAFETY and NO DISCRIMINATION in all aspects of our work with children and young people.

Celbridge GAA Club supports the 'GIVE RESPECT GET RESPECT' initiative -
**RESPECT • RESPONSIBLE • ENCOURAGING • SUPPORTIVE • POSITIVE • ENABLING • CONSIDERATE
• TOLERANT**

CLUB POLICY FOR ALL MEMBERS:

- All Celbridge Players, Coaches, Mentors, Volunteers etc must be registered as members of the Club on an annual basis.
- Underage players, with their Parents/Guardian's consent, must read and sign and abide by the Code of Behaviour.
- All Coaches and Parents/Guardians are also requested to read and sign the Code of Behaviour.

CLUB POLICY FOR JUVENILE PLAYERS:

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.
- Be afforded adequate and meaningful playing time to assist in the development of their playing skills, within their own age group and in accordance with Rule.
- 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 religion 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.
 - Shake hands before and after a game as part of the Give Respect Get Respect initiative, 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 their 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.
- Accept the decisions of referees and other officials.
- 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.
- Never use social media to discuss team mates, opponents, coaches, match officials or other individuals.

CLUB POLICY FOR COACHES & MENTORS:

CELBRIDGE MENTORS AND COACHES SHOULD LEAD BY EXAMPLE.

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(s) in which they operate
- **Attend relevant Gaelic Games child safeguarding training**
- **Possess a coaching qualification relevant to their role** as recognised by their Association Coaches of adult teams, which includes any player under 18 years of age, must also undertake the vetting, child safeguarding training and coaching requirements as outlined above.
- **Have signed the Code of Behaviour**

COACHES SHOULD MAINTAIN A CHILD 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.**
- **Ensure all those eligible to participate in any team within the club are provided with an opportunity to do so *with preference given to their own age group.***
- 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.***
- **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.
- Do not make energy enhancing products available to children.

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.
- Where a team consist of both boys and girls, and for the avoidance of doubt, the coaching team must also consist of both male and female personnel while male only teams must include at least one male coach and female only teams must include at least one female coach.

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.
- Abide by supervision ratios that recommend a ratio of one adult for 8 children under 12 years of age teams and a ratio of 1:10 for children over 12 years of age. While abiding by such ratios a coach must always be accompanied by at least one other suitably qualified adult at all times.

- 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.
- **Afford meaningful playing time to young players so as to assist in the development of their playing skills, within their own age groups.**
- 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.
- Always inform parents/guardians if their child has been injured or becomes unwell at games or training.
- 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.
- 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 or via social network sites and or apps 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.
- 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.
- Should you be aware of or have concerns regarding the possible abuse of a child you should report this to the relevant statutory authority or may seek the assistance of your Designated Liaison Person (DLP) so that they may assist you in forwarding the concern to the relevant statutory authority. All such reports must also be forwarded to your Association's Mandated Person, without delay.

CLUB POLICY FOR 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 our games or attending training or coaching sessions. Our Associations constantly seek the active participation of all parents and guardians, particularly at Club level, where the ethos of volunteerism forms the basis of our community led Clubs. 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 in our games.
- 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 annual registration/permission and medical consent forms for their child's participation in the Club.
- 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 helmets, shin guards, gum shields etc.
- Ensure that the nutrition/hydration and hygiene needs of their child are met.
- Never encourage your child(ren) 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 child's participation in games.
- If a parent has any issues to raise regarding their child's participation or performance in a team they may raise this with the team coach(es) but should do so in a constructive and non-confrontational manner and not in the company or vicinity of young players or other parents.
- Complaints about the conduct or practice of a coach should be brought to the attention of the relevant Club or County Children's Officer.
- **Support your Club by becoming an active member and by participating in Club activities.**

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(es) 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 or becomes unwell.
- Complain to the relevant persons if they have concerns about the standard of coaching.
- Have, as a member, a say in relation to decisions being made within the Club.

CLUB POLICY FOR SUPPORTERS

Young Players are eager to enjoy and benefit from the support they receive from supporters parents, guardians, friends and other members of the Club who attend our games. 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 stewards or officials in charge (if appropriate) or at Club level to the Children's Officer. 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:

- 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.
- Demonstrating appropriate behaviour by not using foul language or harassing players, opposition supporters, coaches or officials.
- Not entering the field of play, before, during or after a game.
- 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.

THE CLUB

All Clubs that cater for underage players must do so with a child centred approach and philosophy that recognises that the welfare of the child is paramount.

Clubs must ensure that those chosen to work on their behalf with underage players have been selected following a thorough recruitment, selection, training and coaching procedure which includes relevant vetting in accordance with the jurisdiction requirements in which we operate. A number of non-coaching roles with children, carried out on behalf of the Club, may also require that the chosen individuals should be vetted via our e-vetting procedures. Such requirements are elaborated upon in greater detail in Section 5 of the Code of Behaviour (Underage), the Recruitment and Selection of Coaches and other Volunteers. While the purpose of any specified role and the frequency of activity by an individual may influence the immediate necessity to have such persons

vetted it is recommended that Clubs should act on the side of caution and where deemed appropriate seek the vetting and child safeguarding training of individuals relevant to their roles. Such individuals could include bus drivers of underage club teams employed by the Club, parents who regularly drive children to games on behalf of the club, physios etc. Clubs must also provide those that work on our behalf with the necessary supports so as to enable them fulfil their roles. Clubs must ensure that those chosen to work with children and young people are at all times competent and confident in their roles and have received relevant child welfare and sports related training, as provided or instructed by their Governing Body to enable them fulfil such roles.

Celbridge GAA club is committed to ensuring that each and every person working with Underage children is fully compliant and competent within in their chosen role.

CLUBS SHOULD PROMOTE QUALITY PARTICIPATION BY:

- Adopting the Code of Behaviour as a basic level of agreement between the Club and their players, their coaches, parents/guardians and supporters.
- Leading by example and ensuring that a user friendly and child centred approach is adopted in our work with young people and that equal opportunities are available for all to participate in our games and activities, regardless of an individual's ability.
- Developing effective procedures for responding to and recording all attendances, incidents, accidents and injuries.
- Accessing relevant information on Alcohol and Substance Abuse Prevention Programmes and promoting relevant training in this area of health awareness for relevant Club personnel.
- Distributing information on Anti-Bullying strategies in our work with young people and by adopting and implementing an Anti-Bullying statement in the Club.

CODE OF BEHAVIOUR UNDERAGE SECTION 3 14 CLUBS SHOULD ENCOURAGE THE PARTICIPATION OF THEIR MEMBERS BY:

- Agreeing the role of each and every coach or mentor working with young people.
- Ensuring that relevant Child Protection Training is undertaken by all persons working in an official capacity with children and young people in the Club.
- Adopting and implementing clearly defined recruitment and selection procedures when choosing coaches and other relevant personnel to work with children and young people.

ENCOURAGE THE PARTICIPATION OF YOUNG PLAYERS BY:

- Ensuring that training schedules, playing rules, use of equipment and length of games are structured to facilitate greater participation by all Young Players, and are suitable to all age categories, and to the ability and maturity level of players.
- Not imposing responsibilities or roles on young people that may be inappropriate to their age.
- Respecting the rights, dignity and worth of all players and treating them equally regardless of their age, gender, ability, ethnic origin, cultural background or religion.
- Creating pathways for young people to participate in our games not just as players but by affording them other developmental opportunities including training to become referees, coaches etc.
- Ensuring that when the team may travel away and stay overnight that separate sleeping facilities are provided for all adults and for young people. Similarly, for mixed groups, separate sleeping quarters for males and females shall be required.
- When a group consists of both males and females, that an adequate adult to member ratio of male and female coaches is present.

ENCOURAGE THE PARTICIPATION OF PARENTS/GUARDIANS BY:

- Encouraging parents/guardians to become members of their Club and to make themselves aware as to the running of juvenile games and activities and to the rules and codes that direct us in our work.
- Encouraging the participation of parents and guardians in all aspects of a Club's activities and events and in the organising and delivery of our games.
- Welcoming all parents/guardians to attend the games and training sessions that relate to their children. Information relating to such events should be made known to them at all times.
- Informing parents/guardians as to the identity of their Children's Officer. This person should be available to assist with any concerns or enquiries that parents/guardians may have regarding the welfare and safety of children and young people in the Club.

DEVELOP BEST PRACTICE IN CLUB STRUCTURES AND ADMINISTRATION BY:

- Ensuring that the Juvenile Section of the Club is structured in accordance with good practice guidelines and that young people are afforded a role in decision making at an appropriate level.
- Ensuring all those eligible to participate in any team within the club are provided with an opportunity to do so.
- Ensuring that all Club members are aware as to their responsibilities to all children and young people.
- Appointing a Children's Officer whose role shall include the monitoring of the child centred ethos of the Club and compliance with any policies and guidelines as issued by the Club, by their National Governing Bodies, or by statutory authorities and agencies in their jurisdiction.
- Appointing a Designated Liaison Person whose role shall include liaising with Statutory Authorities and assisting members in relation to the reporting of allegations, concerns and/or suspicions of child abuse.
- Ensuring that all players are covered by their relevant Injury Scheme and that all premises etc. in use by your Club and players are equally covered for property/liability insurance as deemed necessary.
- Adopting procedures that facilitate the privacy and safety of all young people in the Club and that all such procedures are maintained and regularly reviewed so as to ensure that young people feel safe and are safe in the Club.
- Seeking the agreement of parents/guardians when their sons/daughters under 18 years of age are invited into adult squads. Boundaries of behaviour in adult groups are normally different from the boundaries that apply to underage teams and squads.
- Appointing a Club Code of Behaviour (Underage) Hearings Committee, comprising of three people, as outlined in detail in the Code of Behaviour (Underage). This Committee shall be appointed and mandated by the Club Executive to hear any alleged breaches of the Code of Behaviour (Underage) and to reach a CODE OF BEHAVIOUR UNDERAGE SECTION 3 15 determination following their enquiries as to what sanction, if any, may apply in the event of a breach of the Code of Behaviour (Underage).
- Adopting, on an annual basis, the Club Child Safeguarding Statement which must be made known to Club members and put on prominent display in the Club premises.
- Ensure that Club members are aware of our Child Safeguarding procedures including the policy documents Code of Behaviour (Underage) and the Guidance for Dealing and Reporting Allegations or Concerns of Abuse and of our responsibilities to report concerns and allegations of abuse to the relevant statutory authorities and to the Association's Mandated Person, as required.

For more information on Breaches of The Code, Recruitment and Selection of Coaches, Mentors & Other Volunteers, Supervision, Club Activities, Away Trips, Hosting Events, Transport, Player Injury Fund & Insurance, Communication & Social Media, Dealing with Allegations or Concerns of Abuse, Dealing with Bullying in the Club, please see the Full GAA Code of Behaviour on our club Website.

Club Children's Officer: Sinéad Treacy 086 0454188
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Designated Person: Fiona Lannigan 087 9872664
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Vetting Officer: Niamh O'Donovan 086 3717559
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Children's Officer for Football: Sinead Treacy 086 0454188
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Children's Officer for Hurling & Rounders : Niamh O'Donovan 086 3717559
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Children's Officer for Ladies Football: Leah Earley 087 3183007
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Children's Officer for Camogie : Fiona Lannigan 087 9872664
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Thank you for taking the time to read this and your continued support of our Club!