



GAA & Douglas

Code of Behaviour Underage

(Up to U18)

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1.0 Introduction

One Club Douglas aims to promote Gaelic Games in the Douglas area and is committed to the physical, social and personal development of all members. The Club policy is to encourage active participation by all players to achieve their potential in a structured, safe and disciplined environment. The overall aim is to create a community spirit for the benefit of all through committing Douglas GAA, LGFA and Camogie to excellence on and off the playing fields.

We strive to achieve a family – friendly environment where people show respect for others and their property. Respect is defined as consideration for the wellbeing of another person’s body, emotions and possessions. The environment is to be free of harassment, defined as any action directed at an individual or group, which creates a hostile, intimidating or offensive environment.

This is both a Hurling, Camogie and Football club, players, mentors and members should respect and encourage this to ensure both all codes irrespective of the grade has the best possible chance of competing.

We are responsible for organising our games at local level are obliged to implement the GAA Code Behaviour (GAA Code) in the preparation of our teams and players for all competitions and at all levels including Club blitzes, inter Club games, County development squads and inter County games.

The GAA 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.

The Douglas Code of Behaviour (Douglas Code) is intended to be a summary of the GAA Code and at all times we will defer to the GAA Code where the Douglas Code does not have sufficient detail.

In this document we

1. Summarise the changes from the previous Code of Conduct and the reasons why.
2. Provide a summary of the GAA Code.
3. Go into detail on the GAA guidelines for Maintaining appropriate levels of behaviour in our work with children and young people which is a key section of the GAA Code .
4. Identify the club specific rules (Club Rules) that apply U18 players, Coaches, Parents/Guardians.
5. Summarise how we will deal with alleged breaches of the GAA Code and Club Rules

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.

2.0 Changes and reason for changes

1. Created separate codes for up to U18 in line with the GAA Code noting that disciplinary procedures and sanctions for U18s would differ significantly than those of Senior Members
2. Retained Specific Club Rules where not spelled out in the GAA Code
3. Added a summary of the GAA Code of Behaviour up to U18.
4. Added the GAA Maintaining appropriate levels of behaviour in our work with children and young People.
5. Removed conflicts or duplications with the GAA Code of Behaviour, specifically
 - a. Concept of rules and sanctions at underage
 - b. Grievance procedure
6. Addressed conflict with Rebel Óg guidance on team nominations, specifically the requirement to nominate the strongest players for P1.
7. Removed duties and responsibilities of officers and reference made to Master Club Roles Register

3.0 Agreed procedures for Safeguarding Children

All coaches of underage teams or teams that include any person under 18 years of age must fulfil the following criteria;

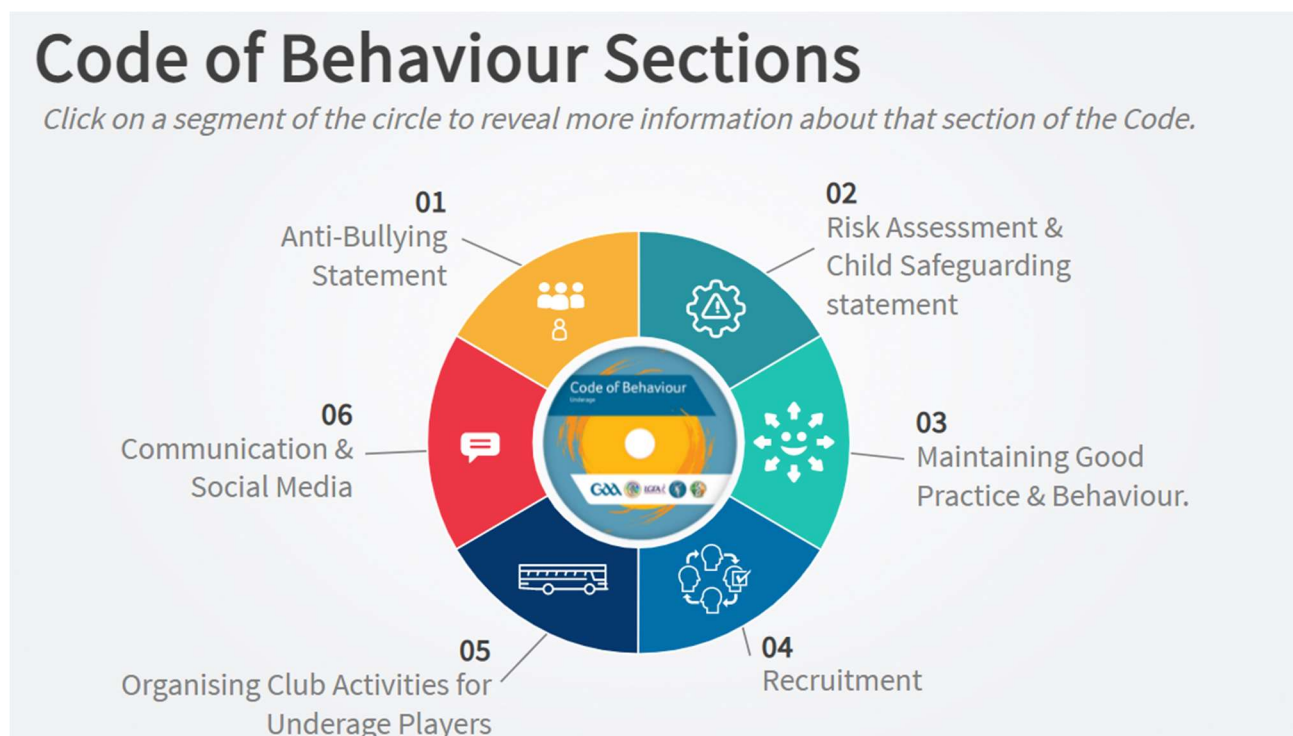
1. Undertake agreed vetting and background Police checks
2. Attend relevant Gaelic Games child safeguarding training.
3. Possess a coaching qualification relevant to their role as recognised by their Association.

Our agreed policies and procedures are in accordance with current legislative requirements and include:

1. The publication of a Child Safeguarding Statement which is binding on all members and units of our Associations.
2. Carrying out an annual Risk Assessment procedure at Club, County and National levels.
3. A Code of Behaviour (Underage) which includes:
 - a. Recruitment policy for those working with children
 - b. Child safeguarding training requirements
 - c. Anti-Bullying statement
 - d. Social Media policy
4. Guidance for Dealing and Reporting Allegations or Concerns of Abuse
5. Appointing Designated Liaison Persons at Club, County and national levels.
6. Appointing Children's Officers at Club, County and National levels who shall be the Association's relevant persons or first point of contact in respect of this statement

4.0 Summary of GAA Code of Behaviour Underage (up to U18)

All our players ,coaches, parents and those involved in club administration at underage level must comply with the GAA Code summarised below



Anti-Bullying

Bullying behaviour can be defined as unwanted negative behaviour be it verbal, psychological or physical, conducted by an individual or group against others and which is repeated over time. This includes cyber bullying and identity based bullying such as homophobic bullying and racist bullying.



Our aim should be to:

- Understand Bullying and its possible impact within the context of our local Clubs
- Identify a range of approaches in relation to preventing Bullying
- Equip ourselves to deal with incidents of Bullying.
- Introduce and implement an Anti-Bullying Policy to our Clubs
- Implement 'a whole club approach' to any instances of Bullying



Risk Assessment & Child Safeguarding Statement

- Each Association is obliged to adopt and display a Child Safeguarding Statement. This automatically applies to all Clubs, our County Boards and Provincial Councils.
- In advance each 'unit' 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.
- A Child Safeguarding Statement on display in a Clubhouse or Club hall, draws positive attention to the procedures, policies and practices we have in place to safeguard children.
- It identifies that as a basic right we recognise that all children have the right to be protected from harm.
- Our Associations shall take all practicable steps to protect children in their care from discernable forms of abuse, from harm, discrimination or degrading treatment and shall respect their rights, wishes and feelings and the Risk Assessment and Child Safeguarding process contributes to this aim.



Maintaining Good Practice & Behaviour



This is chapter 3 of the Code of Behaviour and contains individual sections for the coach, parent and club. We are all required to sign it annually. Click the image above to delve deeper into these sections. You can also download the booklet by clicking the pdf logo.



Safe Recruitment Procedures

- All adults who undertake a role of responsibility with children and young people, whether in a paid or unpaid capacity, should undergo a recruitment and selection procedure prior to commencing their role.
- The recruitment of adults to work with underage teams should be coordinated by a senior and experienced member of the club, with the advice or involvement of the Children's Officer.

The following procedures will assist Clubs when placing coaches and other personnel:

- Personnel must be recruited as per procedures including vetting, local knowledge of person and references.
- They must comply with the Code of Behaviour (Underage)
- They are required to attend a relevant Gaelic Games child safeguarding training workshop
- They are required to have completed a basic coach education qualification



Organising Club Activities

A private bus is preferential but this is not always possible. A number of basic requirements apply when traveling to games as follows:

- It is good practice to inform parents who will be transporting their child, why and how long the journey will take.
- Attempt to have more than one child in the car.
- Alternate drivers if possible and which child is dropped off last.
- Driver should have a point of contact/mobile phone.
- A person other than the planned driver should talk to the child about transport arrangements to check they are comfortable about the plans.
- The driver must ensure that they have insurance to carry others.
- Drivers representing and volunteering on behalf of a club should be vetted through AccessNI/National Vetting Bureau if driving regularly, and therefore meeting the regulated activity criteria.
- Consider the need for booster seats.



Communication & Social Media

- The Associations' preferred option of communicating team information for underage teams is via the parental/guardian mobile phone of each player and not via the mobile phone of the child.
- Upon any agreement (following parental request) that messages be sent to the child, they can only be as part of the team group text that will also go to their parents.
- Coaches are not permitted to communicate individually via social media with underage players.
- Clubs or coaches should not engage in or facilitate messaging apps in which players and coaches participate
- Clubs should not create messaging forums for underage players.
- Experience has shown that uncontrolled messaging apps unfortunately have a greater chance of being used as a forum of exchanging inappropriate messages and images between children.

5.0 Maintaining appropriate levels of behaviour in our work with children and young People

There is a full section dedicated to this topic in the GAA Code, the following is a summary and the complete document is available on the downloads section of our website.

5.1 Young Players (Any person under 18 years of age)

Young Players benefit greatly from sports in terms of personal development and enjoyment. Our players are encouraged to realise that because of their participation in our Gaelic Games that they also have a responsibility to treat other players and **officials** with fairness and respect.

YOUNG PLAYERS SHOULD BE ENTITLED TO:	YOUNG PLAYERS SHOULD ALWAYS:	YOUNG PLAYERS SHOULD ENGAGE IN GOOD PRACTICE:
<ol style="list-style-type: none"> 1. Be safe and feel safe and be listened to. 2. Have fun and experience a sense of enjoyment and fulfilment. 3. Be treated with respect, dignity, and sensitivity. 4. Comment and make suggestions in a constructive manner. 5. Be afforded appropriate confidentiality. 6. Participate in games and competitions at levels with which they feel comfortable. 7. 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. 8. Make their concerns known and have them dealt with in an appropriate manner. 9. Be protected from abuse. 10. Be listened to. 	<ol style="list-style-type: none"> 11. Play fairly, do their best and enjoy themselves. 12. Respect fellow team members regardless of ability, cultural or ethnic origin, gender, sexual orientation, or religion beliefs. 13. Support fellow team members regardless of whether they do well or not. 14. Represent their team, their Club and their family with pride and dignity. 15. Respect all Coaches, Officials and their opponents. 16. Be gracious in defeat and modest in victory. 17. Shake hands before and after a game as part of the Give Respect Get Respect initiative, irrespective of the result. 18. Inform their Coach/Mentor/Manager in advance if they are unavailable for training and games. 19. Take due care of Club equipment. 20. Know that it is acceptable to talk to the Club Children's Officer with any concerns or questions they may have. 21. Adhere to acceptable standards of behaviour and their Club's Code. 22. Tell somebody else if they or others have been harmed in any way. 	<ol style="list-style-type: none"> 23. Never cheat – always play by the rules. 24. Never shout at or argue with a game's official, with their Coach, their teammates or opponents and should never use violence. 25. Accept the decisions of referees and other officials. 26. Never use unfair or Bullying tactics to gain advantage or isolate other players. 27. Never spread rumours. 28. Never tell lies about adults or other young people. 29. Never play or train if they feel unwell or are injured. 30. Never use unacceptable language or racial and/or sectarian references to an opponent, a fellow player or official by words, deeds or gesture. 31. Never consume non-prescribed drugs or performance enhancing supplements. 32. Never use social media to discuss teammates, opponents, coaches, match officials or other individuals.

5.2 Coaches & mentors

All Coaches and mentors should ensure young people and children benefit significantly from our games and should always encourage enjoyment and fun while ensuring meaningful participation in our games and activities. All Coaches, including those working with an adult team with players under 18 are required to undertake vetting, attend safeguarding training, possess a coaching qualification.

The table below summarises the key points from GAA guidelines for Maintaining appropriate levels of behaviour in our work with children and young people, however coaches should familiarise themselves with the full document.

COACHES SHOULD MAINTAIN A CHILD CENTRED APPROACH	COACHES SHOULD LEAD BY EXAMPLE	CONDUCT OF COACHES WHEN WORKING WITH YOUNG PEOPLE
<ol style="list-style-type: none"> 1. Respect the rights, dignity, worth of all 2. Treat each person equally regardless of age, gender, ability, ethnic origin, cultural background, or religion. 3. 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. 4. 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. 5. Skills development and personal satisfaction should have priority over competition when working with underage players. 6. 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. 7. Develop an understanding of relevant coaching methods and ensure that they have the appropriate level of coaching accreditation. 8. 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. 	<ol style="list-style-type: none"> 9. Never use foul language or provocative language/gestures to a player, opponent or match official. 10. Only enter the field of play with the Referee's permission. 11. Do not question a Referee's decisions or integrity. 12. Encourage players to respect and accept the judgement of match officials. 13. Promote Fair Play and encourage all players and fellow officials to always play by the rules of the game. 14. Do not encourage or threaten a player by deed or gesture to act in any unacceptable manner towards an opponent, fellow player or official. 15. Promote the RESPECT campaign amongst your players, fellow coaches, parents and supporters. 16. Do not smoke while working with underage players. 17. Do not consume alcohol or non-prescribed drugs immediately prior to or while underage players are in your care. 18. Encourage parents to become involved in your team and Club activities wherever possible 	<ol style="list-style-type: none"> 19. Develop an appropriate working relationship with children based on mutual trust and respect. 20. 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. 21. 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. 22. 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. 23. Avoid incidents of horse play or role play or telling jokes etc. that could be misinterpreted. 24. Never undertake any form of therapy or hypnosis, in the training of children. 25. Never encourage players to consume non-prescribed drugs or take performance enhancing supplements. 26. Do not make energy enhancing products available to children
<p>AVOID COMPROMISING YOUR ROLE AS A COACH</p> <p>Coaches should;</p> <ol style="list-style-type: none"> 27. Avoid taking coaching sessions on your own. 28. Only deliver one to one coaching, if deemed necessary, within a group setting. 29. Avoid unnecessary physical contact with an underage player and never engage in inappropriate touching of a player. 30. 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. 31. 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. 	<p>BEST PRACTICE</p> <ol style="list-style-type: none"> 32. Ensure that all of your players are suitably and safely attired to play their chosen sport. e.g. helmets (Hurling and Camogie), goggles, gum shields (Football). 33. As a coach always be punctual and properly attired. 34. Be accompanied by at least one other adult at coaching sessions, games and in underage team dressing rooms. 35. 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. 36. Set realistic – stretching but achievable – performance goals for your players and teams. 37. Keep a record of attendance at training and at games by both players and coaches. 38. 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. 39. Afford meaningful playing time to young players so as to assist in the development of their playing skills, within their own age groups. 40. 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. 41. Make adequate provision for First Aid services. 42. Do not encourage or permit players to play while injured. 43. Always inform parents/guardians if their child has been injured or becomes unwell at games or training. 44. 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. 45. 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. 46. Do not administer medication or medical aid unless you are willing to do so and have received the necessary training to administer such aid. 	

	<p>47. 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.</p> <p>48. Do not communicate individually by text, email or via social network sites and or apps with underage players.</p> <p>49. Do not engage in communications with underage players via social network sites.</p> <p>50. Encourage parents/guardians to play an active role in organising and assisting various activities for your teams and your Club.</p> <p>51. 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.</p> <p>52. With the exception of their own child a coach should not transport a child alone, except in emergency or exceptional circumstances.</p> <p>53. 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.</p> <p>54. 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</p>
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5.3 Parents & Guardians

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.

<p>PARENTS / GUARDIANS SHOULD ENCOURAGE THEIR CHILD TO:</p> <ol style="list-style-type: none"> 1. Always play by the rules. 2. Improve their skills levels. 3. Appreciate everybody on their team, regardless of ability. 4. Maintain a balanced and healthy lifestyle with regard to exercise, food, rest and play. 	<p>PARENTS/GUARDIANS SHOULD LEAD BY EXAMPLE:</p> <ol style="list-style-type: none"> 5. Adopt a positive attitude to their children's participation in our games. 6. Respect officials' decisions and encourage children to do likewise. 7. Do not exert undue pressure on your child. 8. Never admonish your own child or any other child for their standard of play. 9. Be realistic in their expectations. 10. Show approval for effort, not just results. 11. 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.' 12. Never embarrass a child or use sarcastic remarks towards a player. 13. Applaud good play from all teams. 14. Do not criticise playing performances. Identify how improvements may be made. 15. Do not seek to unfairly affect a game or player. 16. Do not enter the field of play unless specifically invited to do so by an official in charge. 	<p>PARENTS/GUARDIANS SHOULD:</p> <ol style="list-style-type: none"> 27. Complete and return the annual registration/permission and medical consent forms for their child's participation in the Club. 28. 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. 29. Ensure that their child punctually attends coaching sessions/games or other activities. 30. 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. 31. Ensure that the nutrition/hydration and hygiene needs of their child are met. 32. Never encourage your child(ren) to consume non-prescribed drugs or take performance enhancing supplements. 33. Listen to what their child may have to say. 34. Show approval whether the team wins, loses or draws a game. 35. Never attempt to meet their own needs and aspirations for success and achievement through their children's participation in games. 36. 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 nonconfrontational manner and not in the company or vicinity of young players or other parents. 37. Complaints about the conduct or practice of a coach should be brought the attention of the relevant Club or County Children's Officer. 38. Support your Club by becoming an active member and by participating in Club activities.
<p>PARENTS/GUARDIANS SHOULD ASSIST THEIR CLUB BY:</p> <ol style="list-style-type: none"> 17. Showing appreciation to volunteers, coaches and Club officials. 18. Attending training and games on a regular basis. 19. Assisting in the organising of Club activities and events as requested. 20. 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. 21. Not entering team dressing rooms unless deemed necessary by the team coach (es) so as to protect the privacy of other underage players. 	<p>PARENTS/GUARDIANS HAVE THE RIGHT TO:</p> <ol style="list-style-type: none"> 22. Know their child is safe and to make a complaint if they believe that their child's safety is in any way compromised. 23. Be informed of problems/concerns relating to their child. 24. Be informed if their child gets injured or becomes unwell. 25. Complain to the relevant persons if they have concerns about the standard of coaching. 26. Have, as a member, a say in relation to decisions being made within the Club. 	

5.4 The Club

All Clubs must cater for underage players with a child centred approach that recognises the welfare of the child is paramount. 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 vetting, child welfare and sports related training.

<p>CLUBS SHOULD PROMOTE QUALITY PARTICIPATION BY:</p> <ol style="list-style-type: none"> 1. Adopting the Code of Behaviour as a basic level of agreement between the Club and their players, their coaches, parents/guardians and supporters. 2. 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. 3. Developing effective procedures for responding to and recording all attendances, incidents, accidents and injuries. 4. Accessing relevant information on Alcohol and Substance Abuse Prevention Programmes and promoting relevant training in this area of health awareness for relevant Club personnel. 5. Distributing information on Anti-Bullying strategies in our work with young people and by adopting and implementing an AntiBullying statement in the Club. 	<p>CLUBS SHOULD ENCOURAGE THE PARTICIPATION OF THEIR MEMBERS BY:</p> <ol style="list-style-type: none"> 6. Agreeing the role of each and every coach or mentor working with young people. 7. Ensuring that relevant Child Protection Training is undertaken by all persons working in an official capacity with children and young people in the Club. 8. Adopting and implementing clearly defined recruitment and selection procedures when choosing coaches and other relevant personnel to work with children and young people. 	<p>DEVELOP BEST PRACTICE IN CLUB STRUCTURES AND ADMINISTRATION BY:</p> <ol style="list-style-type: none"> 20. 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. 21. Ensuring all those eligible to participate in any team within the club are provided with an opportunity to do so. 22. Ensuring that all Club members are aware as to their responsibilities to all children and young people. 23. 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. 24. 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.
<p>ENCOURAGE THE PARTICIPATION OF YOUNG PLAYERS BY:</p> <ol style="list-style-type: none"> 9. 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. 10. Not imposing responsibilities or roles on young people that may be inappropriate to their age. 11. 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. 13. 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. 14. 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. 15. When a group consists of both males and females, that an adequate adult to member ratio of male and female coaches is present. 	<p>ENCOURAGE THE PARTICIPATION OF PARENTS/GUARDIANS BY:</p> <ol style="list-style-type: none"> 16. 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. 17. 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. 18. 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. 19. 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. 	<ol style="list-style-type: none"> 25. 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. 26. 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. 27. 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. 28. 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 determination following their enquiries as to what sanction, if any, may apply in the event of a breach of the Code of Behaviour (Underage). 29. 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. 30. 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.

5.5 Give Respect-Get Respect

Give Respect – Get Respect is a awareness campaign that seeks to ensure that Gaelic Games are promoted and played in a positive, fair and enjoyable manner and where Players, Coaches, Spectators and **Referees** Give Respect – Get Respect from each other.

The RESPECT campaign applies at all levels and amongst all players regardless of age, competition or ability. The key participants in the Give Respect – Get Respect campaign are not just the Players themselves but Coaches, Clubs, Parents, **Referees** and Supporters.

<p>THE RESPECT CAMPAIGN HIGHLIGHTS THE FOLLOWING GOOD PRACTICES:</p> <ol style="list-style-type: none">1. All players and coaches shake hands with their opponents and the referee before and after each game.2. Mark out a designated spectators' area around the playing area3. At relevant underage categories teams should strive to achieve the maximum participation of all players in accordance with agreed playing models.4. The host Club should welcome referees and opposing team to all games.5. A merit award, based on sporting endeavour and fair play, shall be awarded to players and teams who have upheld the RESPECT principles.6. Adopt and implement of the Code of Behaviour when working with underage players as the minimum level of agreement between the Club and players, coaches, parents, guardians and supporters at underage level.7. Organise half time exhibition games during Club and inter County League and Championship Games that promote the principles of the RESPECT campaign in association with schools, other Clubs and Cumann na mBunscol.8. Clubs should ensure that the coaches of underage teams are aware of and implement the Give Respect – Get Respect initiative.	<p>RESPECT</p> <ul style="list-style-type: none">• Responsible• Encouraging• Supportive• Positive• Enabling• Considerate• Tolerant
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6.0 GAA Club Specific Policy U5 to U18

Our objective is that all players have the appropriate skill level and discipline to develop at their age group. Success will not be measured by how many trophies are collected. A successful under-age indicator should be the improvement made by young players from the beginning to the end of the year and by the number and skill level of players who progress to the Adult Section of the club.

TRAINING AND COMPETITIONS	AGE →	5-12	13	14	15	16	17	18
Success is measured by skills testing and skill development.		Y	Y	Y	Y	Y	Y	Y
Player retention is a measure of success.		Y	Y	Y	Y	Y	Y	Y
We will abide by Rebel Óg rules nominations (a)		Y	Y	Y	Y	Y	Y	Y
LEAGUE COMPETITIONS								
Players must prioritise own age		Y	Y	Y	Y	Y	Y	Y
Mentors must prioritise on the age players (b)		Y	Y	Y	Y	Y	Y	Y
All players in match day squad must get >15 min game time (c)		Y	Y	Y	Y	Y	Y	Y
CHAMPIONSHIP COMPETITIONS								
Players must prioritise own age				Y	Y	N	Y	
Mentors must prioritise on the age players (b)				Y	Y	N	N	
Players playing up must be training with panel to be eligible						Y	Y	
First team players are expected not to play another sport within 2 days of a championship match. Should players play within 2 days before a championship match, it will impact team selection.			NA			Y	Y	NA
OTHER								
Players are entitled to participate at levels where they are comfortable		Y	Y	Y	Y	Y	Y	Y
Send mixed team or invite all on age to challenge games/ tournaments		Y	Y	Y	Y			
Players/mentors should be fully paid-up members of the club		Y	Y	Y	Y	Y	Y	Y
Players/mentors should wear Douglas gear to training & matches		Y	Y	Y	Y	Y	Y	Y
All club gear is to be sourced through the club shop		Y	Y	Y	Y	Y	Y	Y
Official Club Colours are to be worn in all games		Y	Y	Y	Y	Y	Y	Y
Players to be active club players to qualify for development squads (d)		NA	NA	Y	Y	Y	Y	Y
Mobile phones may not be used in changing rooms (g)		Y	Y	Y	Y	Y	Y	Y

- We will abide by Rebel Óg rules requiring players to be nominated for the premier competitions, thus ensuring that 2nd and 3rd team competitions are preserved for players that are still developing. We must follow Rebel Óg rules in this regard. Otherwise, it is club policy that we will not stream panels up to and including U14 This is to ensure that all players have a fair chance of developing equally.
- If there is a lack of numbers (up to maximum subs allowed), or a goalkeeper is needed then a player from the younger age may be brought in for the game. Prior underage committee/parent/mentor agreement is needed and mentors at both ages must ensure there isn't an issue with player overload rule, i.e., a cap on 4 club sessions per week.
- Through the year, in so far as is possible all players will get equal game. This can be achieved by careful management of number of teams affiliated, number of players invited to matches and **by giving every player invited a minimum of 15 minutes per game even if this could mean that we lose the match** (Doesn't apply in championship as it will lead to tying players to first team). If tied by sub number rules then only invite the appropriate squad size. Attendance at training and matches will be considered when picking squads and starting teams at all grades.
- Players should be members and be actively playing with the club to be eligible for inter-county development squads. Only players approved in advance by the Underage Committee may participate in these squads. Club policy is that club matches take priority over any development squad activity and all players are expected to attend club matches in the event of a clash. The exception being national squad days.
- Féile:** The first team in Feile (U15) will be on the age only (U15) unless in exceptional circumstances that the team does not have 24 players to play. The second Feile team may include U14 to make up numbers, bearing in mind that every player on the age should be given an opportunity to participate.
- As a dual club, all players are expected to commit fully to playing for Douglas GAA club, i.e. they cannot play one code for Douglas and one code for another club.
- Players are prohibited to use their mobile phones in the changing rooms and during the course of a training session or game. Should a player need to use their phone, permission should be sought from a coach. If a player brings a mobile phone to a match / training session it must stay in their gear bag.
- The Underage Committee will be responsible for ensuring all players are treated fairly, the focus is on player development rather than winning trophies or developing an elite team and all players get sufficient game time at a level that suits their ability.**

7.0 LGFA Club Specific Policy U5 to U18

- 7.1 Players are prohibited to use their mobile phones in the changing rooms and during the course of a training session or game. Should a player need to use their phone, permission should be sought from a coach. If a player brings a mobile phone to a match / training session it must stay in their gear bag.
- 7.2 Coaches can only enter the changing room following instruction from the Mother On Duty (Supervising Female Parent) or Female Liaison Officer (FLO) and in the company of the FLO or another female coach.
- 7.3 From U12 upwards, Mid Cork competition rules may dictate that panels of players of a similar age are divided into different teams. Where possible we will enter more than one team per age grade to facilitate game time amongst all girls

8.0 Camogie Club Specific Policy U5 to U18

- 8.1 Players are prohibited to use their mobile phones in the changing rooms. If a player brings a mobile phone to a match / training session it must stay in their gear bag, and they are responsible for any loss of damage to the phone.
- 8.2 Coaches can only enter the changing room following instruction from the Female on duty that players are ready.
- 8.3 The first team in Feile (U15) will strive to be on the age only (U15) unless in exceptional circumstances where it is deemed two teams are necessary. Feile teams may include U14 players , bearing in mind that every player on the age should be given an opportunity to participate on starting teams. In the event of two teams being entered, teams will be picked in line with Camogie Association and cork County board direction. Coaches of respective teams will need approval from their committee prior to entering two teams and panels ratified.
- 8.4 From U12 upwards, Cork Camogie County Board competition rules dictates that panels of players of a similar age are divided into different teams. Where possible we will enter more than one team per age grade to facilitate game time amongst all girls. Players will be placed on teams where they will be nurtured with equal playing time, at a level which allows them to develop and be competitive. The club will commit to adopting an individual player centred approach when placing players on appropriate teams.
- 8.5 All panels and teams must be ratified by the Camogie Committee in conjunction with Coaches prior to entry to County Competition, Seandun Competition and Feile Competition.

9.0 Dealing with Alleged Breaches of the Code of Behaviour (Underage)

Unfortunately, breaches of the Code may occur from time to time, some of which may be minor breaches and some of which may be major breaches. Breaches may happen for several reasons including, but not limited to, carelessness, poor practice, and a lack of understanding or there may be, in some instances, deliberate or calculated breaches of the Code.

With regards to player discipline, it is recognised that underage players should be helped through positive guidance and support, towards making responsible choices and decisions within sport, especially those that are likely to make a difference between playing fairly or unfairly as outlined in the Club's Code of Behaviour.

To maintain discipline and to ensure a safe and enjoyable environment for all, it is also recognised that Coaches and Mentors have the authority to apply reasonable and appropriate sanctions for minor offences where deemed necessary.

In the case of minor offences, the following steps are suggested:

1. A warning should be given if a rule is broken, e.g., poor conduct.
2. A sanction (e.g., use of time out) should be applied if a rule is broken for a second time.
3. If the offences continue to occur despite previous reprimands this potentially constitutes a serious disciplinary issue.

More serious disciplinary offences may include (but are not limited to):

1. Refusal to abide by, or repeated contraventions of the Club's Code of Behaviour.
2. Continued refusal to carry out the instructions of the coach or mentor.
3. Behaviour which impacts the well-being of others, including striking another, bullying or the repeated use of bad language.

In the event of such serious disciplinary offences occurring, the Parents/guardians should be informed. The Coach can ask the parents/guardians to collect their child from the training/match before the end of the training session/match, but the coach shall inform the Secretary of the Street Leagues or Underage Committee, as appropriate, if this action has taken place.

The following sections 8.3.1 to 8.3.10 summarise the GAA process for dealing with Alleged Breaches of the GAA or Club Code, the disciplinary procedures to be applied for a breach that has occurred and the sanctions that may be imposed for breaches. This process will need to be followed where there has been a formal report of an alleged breach and may need to be followed where methods above for dealing with minor or more serious offences have not had the desired outcome. (See GAA Code Section 4)

9.1 Reporting an Alleged Breach of the Code of Behaviour (Underage)

Reporting should be to the Club Children's Officer or secretary of the Executive Committee. The report can initially be verbal but must be followed up in writing to include the time, date, venue, and provision of the Code that has been allegedly breached, the names of any person(s) allegedly involved and the name(s) of person(s) who may have witnessed the alleged breach as well as the name and contact details of the complainant. Anonymous complaints can be difficult to deal with, however they will not be ignored.

9.2 Informal Procedure for Dealing with Alleged Breaches

Where the Children's Officer believes the matter can be dealt with informally he/she shall agree the process with both parties to resolve the matter amicably and by agreement and shall record the outcome in writing. If either party objects to the informal process or is dissatisfied with the outcome of the informal process the allegation shall be dealt with formally per 8.3 below.

9.3 Formal Procedure for Dealing with Alleged Breaches

9.3.1 Consideration of allegation

The Children's Officer shall refer the allegation to the Club Executive through the Club Secretary. The Executive will then appoint an impartial Determining Committee to consider/ investigate the allegation and preserve confidentiality. The Determining Committee may be an existing sub-committee of the club.

9.3.2 Investigation of an allegation

One or more members of the Determining Committee may conduct a fact-finding investigation which may involve interviewing/ taking statements from the Complainant and/or the Respondent, members, or witnesses and/or reviewing relevant documents. depend on the circumstances.

Respondents under 18 years of age must be accompanied by a parent/guardian or adult of their choosing when being interviewed.

At the conclusion of the investigation, the Determining Committee may decide:-

- That no further action should be taken.
- To refer the allegation to the Children's Officer to deal with the allegation informally.
- To refer the allegation to the Club's Code of Behaviour (Underage) Hearings Committee or
- To refer the allegation to be dealt with under the relevant Gaelic Athletic Associations' disciplinary rules. (See GAA Code 5.2.6)

When referring the allegation to the Club's Hearings Committee the Determining Committee shall prepare a report ("the Report") to contain

- Respondent Identity (person(s) or Unit(s) against whom action is being taken)
- Statement of breach quoting GAA or Club Code section alleged to be breached.
- Copies of all relevant/available documents records since the start of the process
- Witness list , if any, who will be required to attend the hearing.

9.3.3 Appointment of the Hearings Committee ("the Club Code Hearings Committee")

The Club Executive Committee shall appoint an independent three-person Club Code Hearings Committee to hear allegations of breaches and this committee shall appoint from within its membership a Chairperson and a Secretary.

9.3.4 Case Presenter

The Club Code Hearings Committee shall appoint a Case presenter from within its membership or may by agreement request the complainant to present the case.

9.3.5 Notification of Hearing

The Chair of the Hearings Committee shall notify the "the Respondent" (and parents if under 18), the Complainant, the Case Presenter, the Hearings Committee members of:

- The date, time, and location of the hearing (within 21 of "the Report").
- A copy of the Report
- Respondent's right to be accompanied to the hearing and to cross examine witnesses:
- A list of witnesses that will attend and inviting the Respondent to call witnesses.

9.3.6 The Hearing (“the Hearing”)

An individual member Respondent may attend with one full nominated member, a non-member Respondent may attend with a nominated colleague and an under 18 Respondent should attend accompanied by his/her parent(s)/guardian(s) or nominated individual

The Case Presenter shall attend the Hearing and present the evidence contained in the Report. The Hearings Committee will decide on all matters of procedure and may adjourn Hearings and take such steps as are necessary and appropriate to the Hearing.

The GAA Disciplinary rule shall apply to any individual who has deliberately misled the Hearings Committee.

9.3.7 The Decision

After the hearing the Hearings Committee retires to consider whether the alleged breach of the Code occurred and what sanction (if any) is appropriate and proportionate in the circumstances.

A decision shall be made by the majority of the members shall be recorded and notified to the Complainant, the Respondent and the relevant committee who referred the allegation to the Hearings Committee.

9.3.8 Sanctions

If it finds that a breach occurred the following sanctions are available to the Hearings Committee:

- Conditions in respect of the membership or level of participation that a person may have including, but not limited to, training or re-training of members appropriate to their roles and interaction with children and young people in the Gaelic Athletic Association.
- Debarment in respect of a member from identified privileges such as playing games, attending games, holding office, handling funds, attending occasions other than games etc.

9.3.9 Appeals

A Respondent may appeal the decision by setting out the grounds for appeal in writing (“the Appeal”) to the Club Secretary.

The Club Executive shall appoint an independent 3-person Appeals Committee to consider the Appeal. The Appeal’s Committee appointed to hear the appeal shall not have been connected to the investigation or the complaint previously, and no member of the Appeal’s Committee shall have been a member of the Hearings Committee considering the original Report

The Appeals Committee shall notify all parties to the original hearing of the Appeal and the place, date, and time of the Appeal Hearing

The Appellant may only call witnesses who gave evidence in the original Hearing.

An Appeal shall be limited to the matters raised in the Appellant’s Appeal as originally lodged and shall be upheld only where

- There has been a clear infringement or misapplication of the Code of Behaviour (Underage) by a Hearings Committee or
- The Appellant’s Right to a fair hearing has otherwise been compromised to such extent that a clear injustice has occurred.

No determination of fact by a Hearings Committee shall be set aside unless shown to be manifestly incorrect.

9.3.10 Appeals Decision

The decision of the Appeals Committee shall be notified to the Appellant, the Hearings Committee, and any other relevant party.

In the event of the Appeal being upheld, the Appeals Committee shall either:

- Annul the decision appealed against and direct no further action be taken by the Hearings Committee
- Remit the matter for re-hearing or re-processing (with or without recommendations as to procedure), or
- Substitute its own decision on the matter

10.0 Recruitment of coaches

All Coaches and mentors working with our 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:

1. Undertake agreed vetting and background Police checks
2. Attend relevant Gaelic Games child safeguarding training
3. 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

11.0 Implementing this code

10.1 Managers, Coaches, Mentors, Selectors, and Games Promotion Officers

10.1.1 All persons who work with young people (U18) will be required to confirm that they have read this Code of *Behaviour*. *This can be done* by printing the signatory page section 13 , by confirming same during registration or by responding to a survey confirming so.

10.2 Players U12 to U18

10.2.1 The head coach will dedicate one session every year to discussing sections 5 to 8 with their players and will also give parents the opportunity to attend. This should take place for all groups in February each year upon returning to training.

12.0 Appendices

12.1 Player Retention

Teenagers stay playing hurling and football as they love to play matches, they meet their friends at training and have good craic, they like having the skills, or they like the coaches who are keen to support them and help them learn. For some they love the challenge and see the possibility of success at higher levels.

Players that dropout tend to do so when the enjoyment factor is gone, they are the only player from their school or class in the group and they develop a fear of failure due to a feeling of skills inadequacy or pressure coming from stronger players when they make a mistake.

When the groups start to get too competitive some players dropout who are no longer getting a regular game or are being brought on as a sub all the time (e.g. when the game is won) or are being pigeonholed into a particular position that they don't like playing.

Players develop conflicting commitments such as other sports, school and later they will have exam pressures or part time jobs , if at this point the GAA is not an outlet for them that they enjoy, they may walk away from Hurling and Football .

Some players that are late developers tend to stop playing as they cannot match the size and strength of other players and early developers sometimes get disillusioned with GAA when other players catch up and start to match their size and skill level. At this point the early developers cannot handle the fact that they are not playing midfield or running the game anymore.

To proactively keep as many players as possible for as long as possible, we should appoint coaches who have a finger on the enjoyment pulse. This coach would monitor registrations, attendance, and dropout, would chat and get feedback from players and parents on a regular basis, would monitor the progress of the less skilful players and those that appear to be drifting towards other sports.

We will remove the focus from winning trophies at certain ages and we will ensure our players get plenty of game time at a level that challenges their ability whilst allowing them to develop the skills.

We will create a fun, game centred environment, focused on player development, where our players can become better at hurling & football than they are at any other sport and we will give extra skills sessions to all players and especially those that feel they have an inadequate skill level.

We will foster an environment where all players feel included and where stronger or more confident players encourage and mentor their teammates. We will prevent cliques being formed within the group and will regularly pair players that are not from the same school or class.

We will regularly talk to players about the GAA pathway with the club including league and championship competitions at each age , challenging for titles at U15/U16/U17 and the success that can be achieved at adult level with Junior, intermediate and Senior Teams. We will explain the county pathway including county development squads Fé14, Fé15, Fé16 and county teams at U17, U20, Senior and the possibility of challenging for All Ireland titles on the highest stage.

We will get to know what motivates our players and when needed, we will make allowances for conflicting commitments and be flexible with schedules to accommodate the demands of study, and/or work.

At the beginning of each year we will discuss and agree our goals with the players, communicate them to parents and revisit them on a regular basis to reinforce commitment and ensure we maintain focus.

12.2 Club Safeguarding Statement

To be displayed in prominent locations in the club



Child Safeguarding Statement



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

The basic 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 organised and promoted by dedicated volunteers at Club, County, Provincial and National levels with the cooperation and support of an equally

dedicated cohort of staff all of whom are committed to the safeguarding of children and young people in our Association 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

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; Facilities; Recruitment; Communications and General Risk of Harm.

To the right is a list of areas of risk identified and the list of procedures and policies that address these risks.

RISK IDENTIFIED

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 sexual abuse of a child

Risk of harm of abuse when hosting an activity and or an away trip

Risk of harm of online abuse through social media

Bullying of a child

PROCEDURE/POLICIES IN PLACE

Code of Behaviour (Underage) (QR code 1)
 Maintaining Good Practice and Behaviour (QR code 2)
 Recruitment Policy
 Vetting Policy
 Safeguarding Training Policy
 Guidance for Dealing with & Reporting Allegations or Concerns of Abuse (QR code 3)



Code of Behaviour (Underage)-Hosting, Away Trips & Transport

Code of Behaviour (Underage)
 Association Social Media Policy

Anti-Bullying Statement, Guidelines & Training

PROCEDURES

Our Child Safeguarding Statement has been prepared in accordance with the legislative requirements contained in the *Children First Act 2015*, *Children's First: National Guidance for the Protection and Welfare of Children (2017)*, the *Children (NI) Order 1995*, *Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice* and as required by our Association rules.

Each Club shall maintain a list of members who, if known, and in accordance with the *Children First Act 2015* are specified as mandated persons, regardless of what role (if any), they hold in the Club.

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

- Procedure in respect of the management of allegations of abuse against any member, non-member or staff/volunteer of a child availing of our services
- Procedure for the reporting of child protection or welfare concerns to the Association, Tusla and/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 and access to Gaelic Games Child Safeguarding Training and information including the identification of the occurrence of harm

MANDATED PERSON PROCEDURES

The Mandated Person, who has a legal obligation to report harm of 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:

GAA/Rounders	Gearóid Ó Maolmíchíl	mandatedperson@gaa.ie
Camogie	Roberta Farrell	mandatedperson@camogie.ie
Handball	John Kelly	mandatedperson.handball@gaa.ie
LGFA	Paula Prunty	mandatedperson@lgfa.ie

All policies and procedures listed above are available at 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 service. This Statement adopted and endorsed by our Club Executive Committee will be reviewed by 31st of May 2023 or as soon as practicable after there has been a material change in any matter to which the statement refers.



Club Children's Officer





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 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 SEEKS 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.

Children's Officer

Date:

12.4 Tackling-Bullying-Poster

To be displayed in prominent locations in the club

GAA Tackling Bullying



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 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 of our members when playing or participating in our Gaelic Games.

WHAT IS BULLYING?

- Bullying can take many different forms:
- **VERBAL:** threatening consequences, spreading rumours, name calling, teasing, making sexual/racist/sectarian remarks, highlighting physical appearances or sporting ability.
 - **PHYSICAL:** kicking, punching, hitting, spitting, biting, tripping, theft or destruction of property and kit.
 - **EMOTIONAL:** ignoring, excluding, getting people into trouble, talking behind their backs, writing unpleasant notes/letters/graffiti, writing letters/text messages/emails or comments.
 - **CYBERBULLYING:** when instant messages, emails, text messages, webpages or social network sites are used to spread rumours, make threats or harass. It can include written messages, photographs, videos or voice messages.

PREVENTING BULLYING

It is the responsibility of everybody in the Club to prevent or if need be to deal with incidents of Bullying.

- GAA players, coaches, spectators and Clubs should:**
- ✓ Implement the Code of Behaviour when working with underage players
 - ✓ Create a supportive environment where it is not acceptable to Bully
 - ✓ Support the ethos of the Club that its 'ok to tell'
 - ✓ Make everybody aware of our Anti Bullying Policy
 - ✓ Promote the Give Respect - Get Respect initiative

**GIVE
RESPECT
GET
RESPECT**

Our games. Our choice.

The Children's Officer in each club has a responsibility to promote an 'anti bullying ethos' and ensure that the Club adheres to the Code of Best Practice in Youth Sport - Our Games - Our Code.

DEALING WITH BULLYING

How do you know if it's Bullying?
Ask yourself the following questions:

- TARGETED** Is the behaviour targeted at a group or individual?
- DURATION** Has this behaviour been happening over a period of time?
- FREQUENCY** How frequent is the behaviour and is there a pattern occurring?
- INTENTION** Is the intention of the behaviour to cause pain/harm/distress to an individual or group?

Every person in membership of a GAA Club or attending our games or activities should be fully aware that Bullying is unacceptable in the GAA

BULLYING CAN HAPPEN FROM

- Young Person To Young Person
- Young Person To Adult
- Adult To Young Person
- Adult To Adult

12.5 Respond Record Report Poster

To be displayed in prominent locations in the club

Responding to disclosures or allegations of abuse from a child



Respond

- Be sensitive and listen carefully
- Stay calm – don't react emotionally
- Reassure child and take what they say seriously
- Make no judgemental statements
- Don't promise to keep information a secret
- Use open, non-specific questions for clarification purposes

Where a child appears to be at immediate and serious risk of harm, they must not be left in a dangerous situation and should be reported immediately to the relevant authority.

Record

- Record dates, times, location and other relevant information
- Record a description or visible marks or bruising
- Record the behaviour and emotional state

Report

- Report the relevant Designated Liaison Person for the club or the local authorities if necessary.

↓ Reporting allegations of abuse form in holder below ↓

12.6 Reporting Allegations of Abuse Form

To be available in prominent locations in the club



DOUGLAS
HURLING & FOOTBALL CLUB
 CUMANN IOMANAÍOCHTA agus PEILE na DUBHGLAISE

Reported Allegations of Abuse Form

Club:	
County:	
Club Designated Liaison Person:	
County Designated Liaison Person:	
Child's name:	
Child's address:	
Parent/Guardian Name:	
Child's date of birth:	
Date and time of any incident:	
What was observed or reported and by whom:	
Exact details of what was reported to the Club, County, Provincial Designated Liaison Person or other Association member:	
Action taken so far:	

Designated Liaison Person Informed; Yes <input type="checkbox"/> No <input type="checkbox"/> Name:	
(Please state if Club, County, Provincial or National Designated Liaison Person has been informed)	
Decision taken by Club Designated Liaison Person and reasons for decision taken:	
This report has been forwarded to:	
Date and time:	

 Signature

 Date

12.7 Club Substance Abuse Policy

To be displayed in poster format in prominent locations in the club

Refer to <https://www.gaa.ie/my-gaa/community-and-health/substance-use-gambling-awareness/> for further information

Cumann Lúthchleas Gael is committed as part of their overall philosophy to 'discourage the use of drugs and tobacco and the misuse of alcohol on the basis that such activity is incompatible with a healthy approach to sporting activity'.

Douglas Hurling & Football Club believe that we need to work towards creating a safe, healthy club environment where we can develop the skills and attitudes necessary to cope with drug and alcohol related issues.

All club members, officials, coaches and volunteers as part of this club shall follow the law when it comes to illegal drugs, alcohol and tobacco and shall display leadership and good example, particularly when dealing with underage members. This policy shall also apply to all users of the club buildings and grounds.

1 Definition of Drugs: For the purpose of this policy the term "drug" shall include all mood-altering substances, both legal and illegal and involve substances such as:

- Alcohol and Tobacco
- "Over the counter" medicines that may be misused such as those containing codeine (e.g. Solpadeine), cough medicines, antihistamines, laxatives, and paracetamol.
- Volatile substances such as aerosols, glues, petrol, cigarette lighter fuels etc.
- Products and substances sold online and in "headshops" that cause intoxication.
- Controlled drugs such as cannabis, ecstasy, amphetamines, magic mushrooms, cocaine, etc.
- Performance enhancing sports related drugs as outlined by the World Anti-Doping Agency

2 Aims and Objectives: The aim of this policy is to ensure that all club members are kept safe from drug-related harm when involved in club activities. Our objectives are:

- To promote the health and wellbeing of all club members.
- To develop a consistent approach to drug-related issues to be adopted by all club members.
- To develop procedures and protocols that address drug related issues in the club.
- To establish clear procedures for managing specific incidents of suspected drug misuse

3 List of Actions (these are recommended, and others can be inserted as required)

The Chairperson and Executive of the club shall adopt and discharge actions from following list in line with available resources and supports. Douglas Hurling & Football Club shall take the following actions:

- Adhere to the motion passed at Congress 2014, resulting in the following addition to Rule 1.17 (b) (Playing Gear and Equipment) in Part 1 of the Official Rule Book, coming into effect as of January 1st, 2015: No sponsorship of juvenile (U18) GAA teams or their gear take place by alcohol companies, public houses, or off license premises.
- Club members, officials, coaches and volunteers shall not present themselves at club-based activities while under the influence of alcohol or any other drug.
- No alcoholic drinks promotions (two-for-the price-of-one, promotional giveaways, reduced prices during matches etc) will take place in the clubhouse bar at any time.
- Coaches and Club Officials shall not smoke or drink alcohol while representing their club at matches or training sessions.
- All efforts shall be made to ensure Under 18 players/members are not brought to pubs following matches, outings or training sessions.
- Alcohol shall not be served at functions for players aged under 18 years of age.
- Every effort will be made to ensure juvenile medal ceremonies and other juvenile events are not held in pubs.
- Cups shall not be filled with alcohol during celebrations. Where possible, cups should be replaced with plaques.
- Cigarettes shall not be sold in the clubhouse.
- Alcohol and smoking will not be permitted in changing rooms. All persons associated with our club can help prevent drug-related harm from occurring during club activities.

4.Roles within club (insert other recommendations as required).

Club Members: Will be aware of the details of and adhere to Douglas Hurling & Football Club Tobacco, Alcohol and Drug policy

Parents and Guardians: Support the club in the development and implementation of this policy including procedures for handling incidents of suspected drug misuse.

Coaches: Will be aware of the possibility of drug misuse among players and work with the Club Chairman and Executives with the aim of preventing harm.(Or Health & Wellbeing Club Officer).

Health & Wellbeing Club Officer: Is responsible for overseeing the development, implementation, and evaluation of this policy in conjunction with the Club Chairperson and Executive. Shall have good knowledge of the local drug, alcohol and health promotion services in order to assist the club in organising prevention, education and response activities as such needs arise.

The Health & Wellbeing Club Officer is _____ Phone

no: _____

Email: _____

In the absence of a dedicated person this role is filled by the Chairperson of the executive

Club Chairperson and Executive: All relevant information, paraphernalia or suspected substances found or received shall be forwarded to the Club Chairperson who shall consult with the necessary parties before taking relevant action based upon this policy. In the event of the Chairperson not being available to discharge these duties this responsibility will then automatically fall to the Vice Chairperson or Secretary.

5.Education programme about drugs and alcohol

The Club Health & Wellbeing Officer in conjunction with the Club Chairperson and Executive shall make arrangements with local drug, alcohol or health promotion services to provide drug education annually for interested adults associated with the club.

6 Protocol for dealing with drug misuse: Douglas Hurling & Football Club shall endeavour to respond to all drug-related incidents in a firm but fair manner, with due respect for the safety and welfare of individuals involved, other members of the club and the wider community and shall also fulfil any legal obligations that might apply.

- The misuse or illegal supply of drugs is viewed as unacceptable by Douglas Hurling & Football Club and may be dealt with by way of warnings, suspensions and expulsions as deemed appropriate by decision of the Club Executive on a case by case basis. It is also unacceptable for members or officials to present themselves for club duties while under the influence of a drug. (Suspension, if issued, will mean that the member involved cannot represent the club in any way during their term of suspension.)
- In a case where a club member has been charged with the illegal supply of drugs the Executive will ask this individual to stand aside from club activities until the matter has been dealt with in the court of law, notwithstanding the individual's right of a presumption of innocence until proven guilty. (Any matter involving a member being charged with the illegal supply of drugs MUST be brought to the attention of the County ASAP Officer and the Community & Health Manager in Croke Park, who can give guidance on the appropriate response on a case-by-case basis.)

7. Appeal and Review process A member so suspended will have the right of appeal to the Hearings Committee of the County Executive where a member of the club executive and the suspended member will have the right to be heard. Normal Standing orders will apply to such a meeting.

8 Reporting of Incidents Alleged or confirmed incidents in breach of this policy shall be referred to the Club Chairperson and Health & Wellbeing Club Officer. Matters relating to the supply of drugs MUST also be brought to the attention of the County ASAP Officer and the Community & Health Manager in Croke Park, who can give guidance on the appropriate response on a case-by-case basis

Recording of Information. Information regarding alleged or confirmed incidents in breach of this policy shall be recorded in writing. The recording of factual information only is preferable, and all opinions shall be stated as such. Responses to cases shall also be recorded in this way. Only in confirmed cases shall names of individuals be recorded.

Confidentiality While it is not possible to guarantee, every effort shall be made to respect confidentiality.

Involving Parents/Guardians Incidents involving any person under 18 years of age will require their parents/guardians to be informed. Parents/guardians shall be invited to discuss what has happened and shall be informed of any course of action to be taken by the club. The Club Chairperson shall nominate a person to inform parents/guardians in each case.

Garda Síochána Involvement Incidents that involve the illegal supply of drugs shall require Garda Síochána .In all other drug-related incidents, each case shall be considered on an individual basis and the decision shall rest with the Club Chairperson as to whether or not the Garda Síochána is involved.

Media guidelines Any incident that attracts or has the potential to attract media interest or attention should be reported to Croke Park. The club should not engage in any discourse with the media, rather should signpost them to the Communications Department in Croke Park. Email: communications@gaa.ie

9 Search The Club Chairperson retains the right to direct a search of any part of club property if there is reasonable cause to believe a substance in breach of this policy is contained therein. Two officials of the club shall conduct the search. Club Officials are not allowed to search an individual or their personal property. Where there is reasonable cause to believe a person has in their possession a substance in breach of this policy, they shall be asked to volunteer the substance. If they refuse, the Garda Síochána may be called in to conduct a search.

Disposing of suspected illegal substances If a suspected illegal substance is found on club property it should be brought to the attention of the Club Chairperson. The substance shall be stored securely, and the Chairperson shall contact Garda Síochána to have it collected or to inform them who from the club will deliver it to them and when. Any movement of suspected illegal substances shall be recorded and witnessed by two club officials. At no time shall a suspected illegal substance be removed from club property without the knowledge of the Garda Síochána..

10 Availability, use and storage of solvents and gases Many solvent-based products have the potential to be abused (e.g. deodorants, paints, thinners, cleaning fluids etc). All solvent based materials and gases shall be stored securely and safely away from public access.

11 Monitoring and Evaluation This policy is in force at all times and during all activities conducted under the aegis of Cumann Lúthchleas Gael. This policy shall be evaluated annually and after every drug-related incident.

This policy shall come into effect on ____________ and shall be reviewed annually thereafter by the Health & Wellbeing Club Officer in conjunction with the Club Chairperson and Executive.

Signed _____

Club Chairperson Date ____________

Signed _____

Club Health & Wellbeing Officer Date

12.8 Child Safeguarding Risk Assessment
Available from Children's Officer

13.0 Code Declaration & Signatory

This Douglas Hurling & Football Club Code of Behaviour addresses the minimum levels of behaviour, practice and conduct required from our Young 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: _____

(Manager/Coach/Mentor/Selector/GPO)

Date: _____