

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

Young Players, Coaches, Supporters, Parents/Guardians, Referees and Clubs.



This booklet forms part of the Code of Behaviour (Underage)





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

INTRODUCTION

This booklet titled ‘Maintaining Appropriate Levels of Behaviour in our Work with Children and Young People’ addresses the minimum levels of behaviour, practice and conduct required from our Young Players, Coaches, Supporters, Parents/Guardians, Referees and Clubs and from those who work with them on our behalf.

Much of this booklet also forms part of the overall Code of Behaviour (Underage). The Code is a policy document agreed by the Gaelic Athletic Association, the Camogie Association, the Ladies Gaelic Football Association, GAA Handball Ireland and GAA Rounders. The contents of this booklet shall assist those who promote and participate in our Gaelic Games as we seek to ensure the implementation of the highest possible standards in our work with children and young people.

Throughout this booklet the terms children, 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.

Those involved in our activities shall accept the roles and responsibilities that they undertake as we, the Gaelic Games Associations, commit ourselves to maintaining an enjoyable and safe environment for all where the safeguarding of our members will always be paramount.

Should a breach of the Code be alleged, or when people may refuse to adhere to the contents of the Code, certain actions may be deemed

necessary and appropriate so as to protect the integrity of our work with children and young people and also to ensure that they receive the best possible care, attention and protection while participating in our Games. The Children's Officer shall have a central role to play in promoting and implementing the Code at Club and County level and if called upon to assist in processing breaches of the Code as appropriate.

Alleged breaches of this Code may therefore be enquired into at Club, County, Provincial or National level in accordance with the guidance contained in the section that outlines 'How to Deal with Alleged Breaches of the Code of Behaviour' following which sanctions or disciplinary action may be taken against those who have been proven to have breached the Code.

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

It is recommended that Coaches, Parents/Guardians and Players sign this Code of Behaviour and present the signed document to their Children's Officer.

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.

1 YOUNG PLAYERS

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

The term young players also refers to children i.e. any person who is under 18 years of age, regardless of what team or age group they play with.

Young Players, and those who work with them in our Associations are required to 'sign up' and abide by this Code of Behaviour and to any other policies or codes in our Clubs or Associations.

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.
- 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 or homophobic references towards and 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.

YOUNG PLAYERS ON ADULT TEAMS

The progression of a player from underage grades to adult teams is always welcomed and may come sooner for some rather than others. While it is not unusual for players under 18 yrs. of age to be part of adult teams their participation requires additional attention as they still legally hold recognition as a child which their parents, fellow players, their Club and mentors and their Association must recognise and uphold.

This may require their fellow team members being spoken to by the team mentors so as to address the legal status of the under 18 yr. olds and to emphasise that adults must always conduct themselves in an appropriate manner and an assurance that the adults will not encourage or facilitate the under 18 yr. olds to participate in adult socialising or activity. Mentors of adult teams that include underage players must be vetted, must have attended child safeguarding training and must have a minimum coaching qualification.



2

COACHES, MENTORS AND TRAINERS

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.

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 playing in 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.

COACHES SHOULD LEAD BY EXAMPLE

- Never use foul language or provocative language/gestures towards 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 with 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.
- Clubs may choose to appoint suitable persons to the role of Supervisor, i.e. Supervisor of Children. A supervisor is not a coach, but a person appointed to assist in normal supervisory roles which could include access and entry to club grounds, registration, dressing room duties, supervision at away trips etc. A Supervisor must be an adult, must be vetted and must be a member of our Association. Supervisors may be included in the calculations for adult to child ratios. Should a Club or County wish to appoint a Supervisor of Children to work at Club, Cúl or County Camps they must in addition to the above requirements also complete the Camp Assistants Child Safeguarding Training.
- The number of coaches required will naturally depend on the number of children attending a training session, camp, game or other activity. When assessing how many coaches are required always note that Supervisors and Camps Assistants do not have a coaching role.
- 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

- 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.
- Inform parents/guardians if their child has been injured or becomes unwell at games and training as soon as is practical.
- 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.



3

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 children'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 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.



4

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.

5

REFEREES

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

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

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

IN THEIR CAPACITY AS REFEREES OF UNDERAGE GAMES WE EXPECT OUR REFEREES TO:

- Apply the playing rules on an impartial and consistent basis.
- Act with integrity and objectivity in all games.
- Communicate decisions to players and team officials in an effective and constructive manner in consideration of the age groups playing our games.
- Deal with dissent firmly and fairly.
- Work as a team with other match officials.
- Maintain composure regardless of the circumstances.
- Avail of assessments and supports to improve performance.
- Uphold and implement the Give Respect – Get Respect initiative at all levels.
- Report any misconduct of players, team officials or supporters conscious of the fact that such matters may be followed up by

Club or County Children's Officers.

- Undertake agreed vetting and background Police checks within the jurisdiction in which they work and attend relevant child safeguarding training.

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



6

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.

The Give Respect – Get Respect initiative is supported by the GAA, Ladies Gaelic Football Association, the Camogie Association, GAA Handball Ireland and the Rounders Council of Ireland.

THE RESPECT CAMPAIGN HIGHLIGHTS THE FOLLOWING GOOD PRACTICES:

- All players and coaches shake hands with their opponents and the referee before and after each game.
- Mark out a designated spectators' area around the playing area
- At relevant underage categories teams should strive to achieve the maximum participation of all players in accordance with agreed playing models.
- The host Club should welcome referees and opposing team to all games.
- A merit award, based on sporting endeavour and fair play, shall be awarded to players and teams who have upheld the RESPECT principles.
- 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.

- 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.
- Clubs should ensure that the coaches of underage teams are aware of and also implement the Give Respect – Get Respect initiative.

RESPECT

- Responsible
- Encouraging
- Supportive
- Positive
- Enabling
- Considerate
- Tolerant



7 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 our Associations to enable them fulfil such roles.

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 and others who work with young people.
- 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 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.

CLUBS SHOULD ENCOURAGE THE PARTICIPATION OF THEIR MEMBERS BY:

- Agreeing the role of each and every coach or mentor or others 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 player 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 and the implementation of the Code of Behaviour (Underage).

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 our Associations, 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

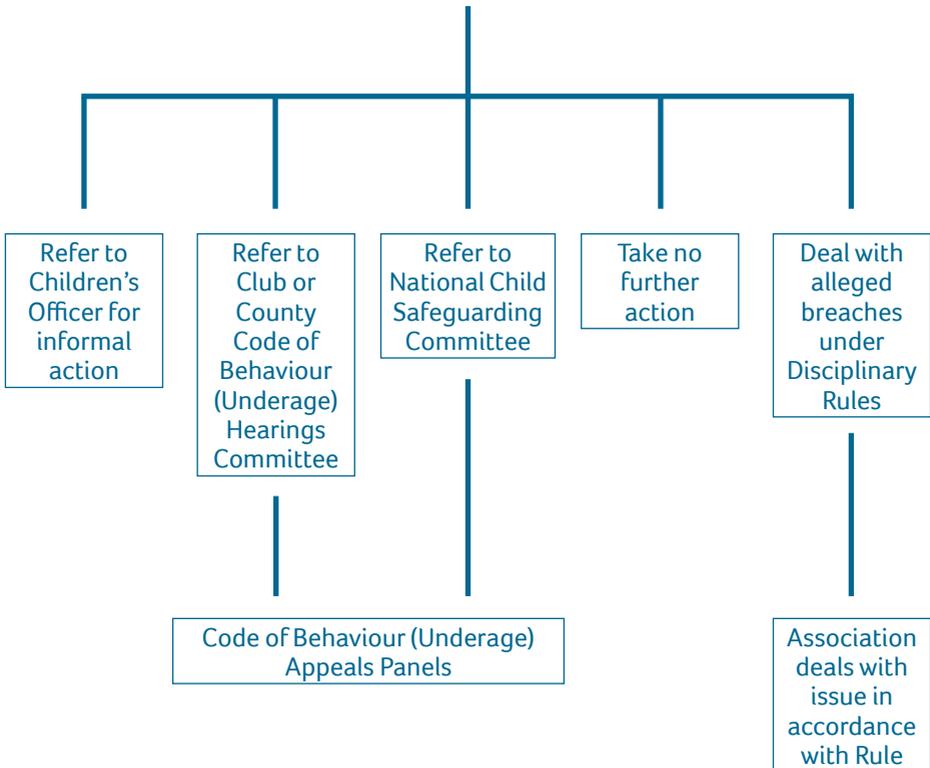
alleged breaches of the Code of Behaviour (Underage) and to reach a determination following their enquiries as to what sanction, if any, may apply in the event of a breach of the Code of Behaviour (Underage).

- 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 with 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.



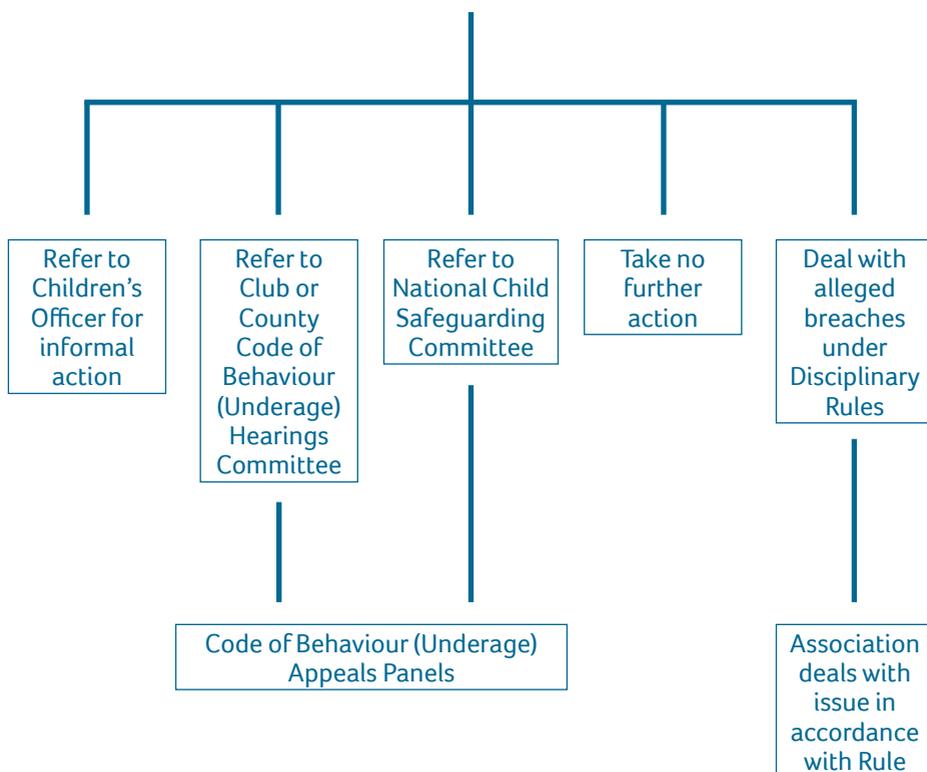
DEALING WITH ALLEGED BREACHES OF THE CODE OF BEHAVIOUR (UNDERAGE) AT CLUB LEVEL

Club Executive or Appointed Sub-Committee receives an Alleged Breach of the Code of Behaviour (Underage)



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

Alleged breach of Code received
and considered by the Code of
Behaviour (Underage)
County Determining Committee





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SAFEGUARDING CHILDREN – GAELIC GAMES ASSOCIATIONS' AGREED PROCEDURES

The Gaelic Athletics Associations, Ladies Gaelic Football Association, the Camogie Association, GAA Handball Ireland and GAA Rounders have agreed a number of joint Child Safeguarding initiatives and policies so as to ensure, in so far as is, practicably possible, the safety of children from the risk of harm while playing our games and participating in our activities.

The adoption of such agreed documents alone will not achieve this aim. However, the continuous commitment and implementation of such good practices by dedicated volunteers at Club, County, Provincial and National levels, with the cooperation and support of an equally dedicated cohort of staff, will assist us as we seek to create a safe environment for young people in which to grow and develop. Equally so the role of parents in supporting our work and the vigilance of our members as we jointly pursue this aim.

In particular agreed procedures now require that all coaches of underage teams or teams that include any person under 18 years of age must fulfil the following criteria;

- 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.

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

- The publication of a Child Safeguarding Statement which is binding on all members and units of our Associations.
- Carrying out an annual Risk Assessment procedure at Club, County and National levels, prior to publishing the Child Safeguarding Statement.

- A Code of Behaviour (Underage) which includes:
 - Recruitment policy for those working with children
 - Child safeguarding training requirements
 - Anti-Bullying statement
 - Social Media policy
- Guidance for Dealing and Reporting Allegations or Concerns of Abuse
- Appointing Designated Liaison Persons at Club, County and national levels.
- 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 the Child Safeguarding Statement.
- Appointing a Mandated Person in the GAA, LGFA, Camogie and Handball Associations. (The GAA Mandated Person also fulfils the mandated role with GAA Rounders).

MANDATED PERSONS MAY BE CONTACTED AT:

GAA – mandatedperson@gaa.ie

Handball – mandatedperson.handball@gaa.ie

LGFA – mandatedperson@lgfa.ie

Camogie – mandatedperson@camogie.ie

The Gaelic Athletic Associations (GAA, LGFA, Camogie, Handball and Rounders) in accordance with our Code of Behaviour (Underage), 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; Use of Facilities; Recruitment; Communications and a further heading of General Risk of Harm. To the right is a list of areas of risk identified and the list of procedures and policies for managing 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)¹
Recruitment Policy
Vetting Policy²
Gaelic Games Child Safeguarding Training Policy

Guidance for Dealing & Reporting Allegations or Concerns of Abuse³

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

Code of Behaviour (Underage)
Association Social Media Policy

Anti-Bullying Statement,
Guidelines & Training

QR CODE SHORTCUT



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.

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

- Procedure in respect to the management of allegations of abuse against any member, non-member or staff or volunteer of a child availing of our services
- Procedure for the safe recruitment and selection of workers and volunteers to work with children and young people
- Procedure for provision of and access to Gaelic Games child safeguarding training and information including the identification of the occurrence of harm
- Procedure for the reporting of child protection or welfare concerns to the Association, Tusla and or Gateway Team as applicable
- 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)

MANDATED PERSON

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 Maoilmhichíl	<i>mandatedperson@gaa.ie</i>
Camogie	Roberta Farrell	<i>mandatedperson@camogie.ie</i>
Handball	John Kelly	<i>mandatedperson.handball@gaa.ie</i>
LGFA	Paula Prunty	<i>mandatedperson@lgfa.ie</i>

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 2021** or as soon as practicable after there has been a material change in any matter to which the statement refers.

GAA 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.

Club Children's Officer

Date

Name of Club

CODE DECLARATION/SIGNATORY

PLEASE CUT OUT THIS PANEL AND RETURN IT TO YOUR CLUB CHILDREN'S OFFICER OR OTHER NOMINATED OFFICIAL IN YOUR CLUB.

This 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.

www.gaa.ie/the-gaa/child-welfare-and-protection/code-of-behaviour

DECLARATION

I, _____ (print name) acknowledge that I have read, understand and accept the Code of Behaviour (Underage) and I agree to be bound by the principles set out in the Code when participating, playing or attending our Gaelic Games'.

Signed: _____ (Underage Player)

Date: _____

Signed: _____ (Parent/Guardian)

Date: _____

Signed: _____ (Coach/Referee)

Date: _____

CHILD/YOUTH MEMBERSHIP APPLICATION FORM

[AVAILABLE TO DOWNLOAD AT www.gaa.ie/my-gaa/administrators/membership-registration]

This template Child/Youth Membership Form, which may be amended as required, seeks that certain information be made available in relation to your child (e.g. medical data, permission for medical treatment, parent/guardian contact details). This information is only required at Club level and not for general registration purposes. Other options include use of photography and general club activity notification which should also be brought to the attention of those registering their children in the Association.

Aim/Name: _____

Seoladh/Address: _____

Date of Birth: ____/____/____

Gender: _____

I hereby apply to _____ Club ('the Club) for membership of the Club and the Association.

I subscribe to and undertake to further the aims and objectives of (Association) to abide by its Rules including the **Code of Behaviour (Underage)**, which is available at: <http://gaa.ie/the-gaa/child-welfare-and-protection/>

Síithe/Signed: _____ Dáta: _____

Print Name: _____

Parent(s)/Guardian(s), on behalf of the above named:-

- We/I consent to the above Application and to undertakings given by the Applicant.
- We/I understand the personal data on this form will be used by the Club and the Association for the contractual purpose of registering (or re-registering) and maintaining the Applicant's Membership.
- We/I understand that the Personal Data will be retained by the Club and the Association for such period as the Applicant's Membership subsists and for a reasonable period thereafter.
- We/I understand that I can resign the Applicant's Membership by writing to the Club or the Association and their Personal Data will then be erased except where the Club or the Association has a clear justification to retain such Personal Data (e.g. for child safeguarding purposes).
- We/I understand that the Applicant's Personal Data will also be used for administrative purposes to maintain their Membership including club and team administration, registrations, teamsheets, referee reports, disciplinary matters, injury reports, transfers, sanctions, permits and for statistical purposes.
- We/I understand that if I do not provide the Applicant's Personal Data their Membership cannot be registered with the Club and the Association.

Síithe/Signed _____ (Parent/Guardian) Dáta: _____

Print Name: _____

Medical Information

Please outline any medical information (i.e. allergies, conditions, medication) which may impact on your child's health, welfare or behaviour while participating in our activities.

- I consent to the processing of the personal medical data as outlined above for the purpose of administering medical assistance to my child if required.
- In the event of illness/injury, I give permission for medical treatment to be administered by a nominated first aider, or by suitably qualified medical practitioners.
- If I cannot be contacted and my child requires emergency hospital treatment, I authorise a qualified medical practitioner to provide emergency treatment or medication.

Sínte/Signed _____ **(Parent/Guardian) Dáta:** _____

Parent or Guardian's contact telephone number: _____

Email: _____

I have read the important Data Protection information on the reverse of this form and have given my consent, by ticking the boxes and signing below, for my information to be used as follows: (Please tick as appropriate)

- To provide me on my own behalf and on behalf of my child with updates regarding Club activities such as games, training, meetings and club events
- To provide me with details of Club fundraising activities including, social occasions, ticket sales etc.
- I am aware that my child's photograph or video image may be taken whilst attending or participating in games or activities connected with the Club and I consent to it being used in the promotion of Gaelic Games, print, online/digital and social media mediums of communication

My contact preferences are as follows:
 Email SMS text message Other

I understand that I can withdraw my consent at any time by writing to the [Club or my Association].
 I understand my rights under Data Protection legislation, as outlined on later on this form

Sínte/Signed: _____ **Parent/Guardian) Dáta:** _____

Print Name: _____

Signature of Full Member Proposing New Member _____ Dáta _____

Print Name _____

Signature of Full Member Seconding Proposal _____ Dáta _____

Print Name _____

For Official Use only:
 Registered in Central Membership Database on _____
 Membership Identification Number: _____
 Upon election, your membership details will be entered on the Association's membership database in accordance with Rule. ***NB:** If Clubs decide to collect medical data on membership forms, this should not be added for example to the Servasport system. Only personal data requested on the master template should be included.

IMPORTANT NOTIFICATION AS IT WOULD APPLY TO THE GAA

The following Privacy Information is being provided to you as outlined in the General Data Protection Regulation. It is intended to inform you of how the Personal Information provided on this form will be used, by whom and for what purposes. If you are unclear on any aspect of this form, or want any further information, please contact the GAA's Data Protection Officer on 01 8658600 or dataprotection@gaa.ie

Who is the data controller?

The Club and the GAA are Joint Data Controllers of the Personal Data and contact details for the Club are as follows [Club Name, Address, Phone / email].

Who is the Data Protection Officer for the GAA and the Club?

Details of the GAA's Data Protection Officer are available on the GAA's website gaa.ie/dataprotection. You can contact our Data Protection Officer by emailing dataprotection@gaa.ie or by calling 01 8658600, if you have any questions or wish to make any request in relation to your personal data.

What is the purpose of processing my Personal Data?

The purpose for processing your Personal Data is that it is necessary for the performance of a contract in order to register and maintain your membership with the Club and the GAA. The purpose is also to keep you informed of GAA events and fundraisers. We will only use your personal data for this second purpose if you have provided your explicit consent for this by ticking the boxes on this form and indicated your contact preferences and signed below those boxes. If you provide your child's medical information and your explicit consent for the Club to process this information this information shall only be processed for the purpose of administering medical assistance and where necessary the information provided shall be shared with qualified medical practitioners.

Will anyone else receive a copy of my Personal Data?

Your Personal Data can be accessed by certain members of the County Committees, Provincial Councils and the Central Council of the Gaelic Athletic Association in connection with their administrative functions. This will be done in accordance with our data protection policy only.

In the event of an injury or insurance claim, details of your claim which will include your Personal Data will be passed to GAA Insurance Brokers, Marsh Ireland, Marsh House, 25-28 Adelaide Rd, Dublin 2.

Where is your Personal Data stored?

Your personal data will be stored in the Club and electronically on the GAA Membership Database which is provided by Servasport Ltd, 11th Floor, Causeway Tower, 9A James Street South, Belfast, BT2 8DN.

Who is Servasport Limited?

Servasport Limited is a "data processor" who hosts the database on which your information is stored. We have a contract in place with Servasport Limited to ensure your Personal Data is stored safely and securely.

How long will your Personal Data be stored for?

Your Personal Data will be held for the duration of your Membership and it will be deleted by us shortly thereafter in the event that you resign your Membership or you are expelled in accordance with the Official Guide. However, we may retain your Personal Data after your Membership ceases if we decide that it is strictly necessary and proportionate to do so in the circumstances in accordance with our data retention policy.

How can I obtain a copy of the Personal Data held by the Club/GAA?

You have the right to request a copy of all of your Personal Data and can do so by contacting us. This information will be provided to you within one month.

What are my privacy rights relating to my Personal Data?

You also have the right to have your Personal Data updated, rectified, or deleted if you so wish. You have the right to object to your Personal Data being processed and to withdraw your consent to processing - You can do so by contacting us at the details above.

Where can I get further information?

Further information regarding your rights can be obtained through the Data Protection Commission, Canal House, Station Road, Portarlington, Co. Laois, or on the website www.dataprotection.ie

How do I make a complaint or report a breach?

Should you wish to make a complaint or report a breach in relation to your Personal Data, you can do so by emailing the Data Protection Commission using the following email address: info@dataprotection.ie.



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

Third Edition
February 2020



Produced by the

**Produced by the National Child Safeguarding Committee in association with
Cumann Lúthcleas Gael, Cumann Camógaíochta, Cumann Peil Gael n mBan,
Liathróid Láimhe CLG na hÉireann and Comhairle Cluiche Corr na hÉireann.**