



BEANN EADAIR – CLUB CODES, POLICIES & PROCEDURES

1 Contents

| | | |
|------|---|----|
| 2 | Introduction..... | 2 |
| 3 | Club Policy Statement and Principles | 3 |
| 4 | Code of Behaviour | 6 |
| 4.1 | Juvenile Players | 7 |
| 4.2 | Juvenile Mentors..... | 9 |
| 4.3 | Parents and Guardians | 13 |
| 4.4 | Adult Players | 16 |
| 4.5 | Adult Mentors..... | 18 |
| 4.6 | Adult Player Care and Selection | 20 |
| 4.7 | Supporters | 24 |
| 4.8 | Referees..... | 25 |
| 4.9 | Social Members..... | 26 |
| 5 | Policies & Procedures | 27 |
| 5.1 | Anti-Bullying Policy..... | 27 |
| 5.2 | Playing Within Age Policy..... | 28 |
| 5.3 | Team support Policy..... | 30 |
| 5.4 | Transfer of Players Policy..... | 31 |
| 5.5 | Medical/Injury Policy..... | 33 |
| 5.6 | Texting of underage players Policy | 35 |
| 5.7 | Photographic of players Policy..... | 36 |
| 5.8 | Guidelines to Mentors and Parents/Guardians for Trips | 37 |
| 5.9 | Policy on using various Club Facilities | 38 |
| 5.10 | Standards of Behaviour/Discipline Procedure for Young Members | 40 |
| 5.11 | Grievance Procedures for Adult Members..... | 43 |
| 5.12 | Selection Process for Minor and Adult Bainisteoir(s) | 44 |
| 5.13 | Volunteer Recruitment and Selection Procedures | 46 |

2 Introduction

This document outlines the codes, policies and procedures adopted by Beann Eadair CLG to carrying out its day to day business and provides best practice guidelines for all of its members, parents of players and supporters. The purpose of this document is to provide a realistic and common sense approach to the practices within the Club. The content of this document is up-to-date and in line with the current best practice and legal requirements of the GAA and the Irish Sports Council for the protection and welfare of young members. While the detail in this document has been carefully correlated, it is accepted that errors and omissions may occur and it is expected that the spirit of the document will be adopted by Club members in achieving best practice.

This document has been approved by the Committee: July 2024.

3 Club Policy Statement and Principles

Club Policy Statement

Beann Eadair CLG Club's philosophy is one of participation, enjoyment and skills development in a setting of respect for all and having fun. Realising this philosophy requires a full awareness and clear understanding of the policy by everyone involved in the Club, including juveniles, adults, Mentors and parents. Everyone has a vital role to play in setting and maintaining standards of behaviour which our Club can be proud of.

Beann Eadair CLG is fully committed to safeguarding the well being of its members. Every individual in the Club should at all times show respect and understanding for members rights, safety and welfare and conduct themselves in a manner that reflects the principles of the Club and the guidelines contained in the Irish Sports Council Code of Ethics and Good Practice for Children's Sport and the GAA Code of Best Practice in Youth Sport.

In Beann Eadair CLG, one of our first priorities is the welfare of players and the Club is committed to providing an environment, which will allow players to perform to the best of their ability, free from bullying and intimidation. As part of the Clubs commitment, it has adopted codes, policies and procedures to guide our players, members and volunteers involved with our teams. The Club will take all practicable steps to protect our young players from discernable forms of abuse, harm, discrimination or degrading treatment. To ensure, that the best practice is followed, the Club will work closely with our Governing Body in Croke Park.

In order to promote the best practice the Club will:

- Adopt and implement relevant sections of the Irish Sports Council Code of Ethics and Good Practice for Children's Sport and the GAA Code of Best Practice in Youth Sport as an integral part of the Club's policies and procedures.
- Have its constitution approved and adopted by Club members at an AGM or EGM.
- Clearly define the roles of committee members, Mentors and parents/guardians.
- Ensure that all Mentors and volunteers are carefully recruited and selected and that they accept responsibility for ensuring the wellbeing of young members in their care.
- Appoint a least one Children's Officer and a Designated Person to deal with any issues in relation to youth welfare.
- Ensure best practice is delivered by disseminating the Club's codes, policies and procedures, to all its members.
- Have an anti-bullying policy in place.
- Have in place procedures for dealing with a concern or complaint made against any Mentor, player or other members of the Club.

- Respond swiftly and appropriately to protect the welfare of youth members who participate in any activity in the Club.
- Review the effectiveness of the Club codes, policies and procedures on an annual basis.

Club Principles

Beann Eadair CLG operates on principles outlined below which facilitates and encourages best practice in youth sport within the Club. It is important that all young players are valued and treated with the highest level of respect throughout these important years of their personal, physical and social development.

The Club will provide our young players with a period in their life that enables them to have fun, make friends and present them with opportunities to improve their levels of skill.

Importance of Childhood/Young Players: The importance of childhood/young players should be understood and valued by everyone in the Club. The right to happiness of the child/youth should be recognised. The Club's provision of sporting experiences should be guided by what is best for the child or youth.

The following principles will apply:

- The welfare of the young person is paramount.
- All young members, whatever their age, have right to protection from harm.
- All suspicions and allegations of abuse will be taken seriously, will be responded to swiftly and in an appropriate manner.

Integrity in relationships and Needs of Young Players: Mentors interacting with players in Beann Eadair CLG are in a position of trust and influence. Mentors should have a basic understanding of the emotional, physical and personal needs of the young person. The stages of development and ability of youths will guide the types of activity provided by the Club. All Mentors actions will be guided by what is best for the player and carried out in the context of respectful and open relationships. Neglect, verbal, physical, emotional or sexual abuse of any kind (or threats of such abuse) is totally unacceptable behaviour within Beann Eadair CLG (see appendix 3 for examples).

Quality Atmosphere and Ethos: Beann Eadair CLG promotes a positive and encouraging atmosphere that involves all players. The Club is committed to providing an environment which will allow players to perform to the best of their ability. A player-centred ethos will help ensure that competition of the highest level is attained. Standards of behaviour for Mentors and players should be as important as the standards set for sport performance.

Equality: Players participating in the Club will be treated in a fair and reasonable manner, regardless of age, ability, sex, religion, social, political and ethnic background. Players, irrespective of ability or disability, should be involved in an integrated and inclusive way, whenever possible thus allowing them to participate along with other team mates..

Fair Play: All activities in the Club will be conducted in an atmosphere of fair play. The principles of fair play should always be emphasised. The importance of participation, best effort and enjoyment should be stressed rather than winning. Players should be encouraged to win in an open and fair way. Behaviour which constitutes cheating in any form must be discouraged. *“Much more than playing within the rules, it incorporates the concepts of friendship, respect for others and always playing within the right spirit. Fair play is defined as a way of thinking, not just a way of behaving. It incorporates issues concerned with the elimination of cheating, gamesmanship, doping, violence, exploitation, unequal opportunities, excessive commercialisation and corruption”.* (European Sports Charter and Code of Ethics of Europe 1993)

Competition: In Beann Eadair CLG we will attempt to strike a balance between a young player’s desire to win and a young player’s right to participate, irrespective of ability. Success is not the same as winning and failure is not the same as losing. A balanced approach to competition will make a significant contribution to the development of the player, while at the same time providing fun, enjoyment and a sense of satisfaction and achievement. If unreasonable competitive demands are placed on a child/young player too early in their career it can result in undue pressure which in turn often contributes to player dropout.

It should be kept in mind that the welfare of the player comes first and competitive standards second.

4 Code of Behaviour

Beann Eadair CLG will ensure that all those who work with young people are at all times competent and understand their roles and responsibilities. The Club will provide them with the necessary supports so that the best interests of the players are maintained at all times. Any volunteer working on the Club's behalf will be selected using thorough recruitment procedures and will receive appropriate training and coaching courses. The Club will:

1. **Promote Quality Participation by:** Adopting this Code of Behaviour as a basic level of agreement between the Club and players, Mentors, parents/guardians and supporters. The Club will have a user friendly and youth centred approach to its work and it will provide an equal opportunity to all who wish to participate in GAA games and activities, regardless of ability. The Club will develop effective procedures for responding to and recording all attendances, incidents, accident and injuries. It will implement an anti-bullying policy and make this available to all members in the Club.
2. **Encourage Participation of Club Members by:** Ensuring the Club will communicate regularly with our Mentors and clearly agree and define their roles. It will ensure that relevant training is undertaken, by all persons working with our young players.
3. **Encourage Participation of Young Players by:** Ensuring that the types of programmes, rules and training schedules are structured to facilitate participation by all young players. It will also ensure that training is suitable for the various age categories, ability and maturity level of young players involved. The rights and dignity of all young players will be respected. Our young players will be encouraged to participate in other aspects of the Club such as coaching in the Nursery, attending refereeing courses, etc.
4. **Encourage the Participation of Parents/Guardians by:** Ensuring the parents and guardians will be encouraged to become members of the Club and participate in the running of juvenile games and training. They are encouraged/welcome to partake in all aspects of our Club's activities and events. Information relating to such events will be made known to them via the Club web site and Club texts. Information in relation to the Children's Officers will be published on the Club web site and should be contacted 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.
5. **Develop Best Practice in Club Structures and Administration:** The juvenile section of the Club is structured in accordance with best practice guidelines. The juvenile section will ensure that all Club members are aware of their responsibilities to children and young people. The Children's Officers will monitor the child centred ethos in the Club and ensure that the Club complies with the Irish Sports Council Code of Ethics and Good Practice and the GAA Code of Best Practice in Youth in

Sport. The Club will appoint a Designated Person who will liaise with the Statutory Authorities in relation to child protection issues. The Club will ensure that all players are covered by appropriate insurance and injury schemes, however, this can only happen when the annual subscription is paid.

4.1 Juvenile Players

Beann Eadair CLG Club has a registration procedure whereby parents agree for you to become a Club member. Becoming a Club member, you agree to abide by the Code of Behaviour and to other policies, codes and procedures in the Club. It is your responsibility to behave in an appropriate manner both on and off the field of play when representing the Club. Breaches of Club codes will be dealt with at a disciplinary meeting with Juvenile Games Chairperson. As a young player you are entitled to be safe and feel safe, have fun and experience a sense of enjoyment and fulfilment. You will be treated with respect, dignity and sensitivity. You are entitled to comment and make suggestions in a constructive manner and will be listened to. You will participate in games and competitions at a level with which you feel comfortable with. You will be listened to. You will be protected from abuse. You can make your concerns known and have them dealt with in a confidential and appropriate manner. You will be given adequate playing time to assist in the development of your playing skills as per guidelines outlined below.

| Age Category | GAA Player Pathways | GAA Playing Time | Beann Eadair Playing Time Guidelines * | Beann Eadair Exceptions |
|-------------------------|----------------------------|-------------------------|---|--------------------------------|
| Child 4-12yrs | Play to learn | Equal playing time | Equal playing time & position rotation to encourage & develop younger players | N/A |
| Youth 13-17 yrs | Learn to compete | Adequate playing time | = > 50% playing time with > 66% Attendance; 25-50% playing time with < 66% attendance | Knock-out game or finals |
| Adult 18 yrs onwards | Compete to win | Adequate playing time | = > 25% playing time with > 66% Attendance | Knock-out game or finals |

* Club needs to ensure players of all abilities can participate & develop especially where there is only 1 team at an age category

As a young player of Beann Eadair CLG you must:

- Respect all Mentors, coaches, selectors, Club officials and opponents.
- Demonstrate fair play.
- Play fairly, to the best of your ability and enjoy yourself.
- Abide by the rules, codes, policies and procedures of the Club both on and off the playing field.
- Respect your team members regardless of their ability, ethnic/cultural background, gender, sexual orientation or religious beliefs.
- Support fellow team members whether they do well or not.
- Represent your team, the Club and your family with pride and dignity.
- Shake hands before and after the game irrespective of the outcome.
- Respect your opponent; be gracious in defeat and modest in victory.
- Inform Mentor when you are unavailable for training or games.
- Take due care of Club equipment.
- Adhere to acceptable standards of behaviour and the Club's code of Behaviour.
- Behave in a manner that avoids bringing the Club into disrepute.
- Talk to Club Officers/Children's Officer with any concerns or questions you may have.
- Tell somebody else if you or others have been harmed in any way.
- Challenge bullying in any form whether physical or emotional. Bullying is not acceptable behaviour in Beann Eadair CLG.

As a young player of Beann Eadair CLG you must never:

- Cheat, always play by the rules.
- Use violence or physical contact that is not allowed within the rules.
- Shout at or argue with an official, team mates or opponents.
- Harm team members, opponents or their property in any way.
- Play or train if you feel unwell or are injured.
- Use unacceptable language or racial and/or sectarian references.
- Use unfair or bullying tactics to gain advantage or isolate other players.
- Take banned substances.
- Keep secrets, especially if they cause harm.
- Tell lies or spread rumours about Mentors/other players.

4.2 Juvenile Mentors

All Coaches, Mentors and Trainers (referred to hereafter as Mentors) 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, Mentors should always encourage enjoyment and fun while ensuring meaningful participation in our games and activities. Mentors should always remember that they are role models for the players in their care.

Beann Eadair CLG will support Juvenile Mentors in providing a child centred approach to coaching and training. The Club will use agreed procedures for recruitment and selection of Juvenile Mentors and provide them with the necessary training and education to perform their roles. The Club will have in place procedures to assist Juvenile Mentors to deal with various situations that may arise, such as misconduct, complaints, discipline, etc. The Club expects parents and guardians to support the work of volunteer Juvenile Mentors.

Maintain a child centred approach :

- Respect the rights, dignity and worth of every person and treat each one equally regardless of age, gender, ethnic/cultural background, religion or ability.
- Ensure that nobody involved with the team acts towards or speaks to another person in a manner that threatens, disparages, vilifies or insults another person.
- 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.
- Never shout at or lecture players or reprimand/ridicule them when they make a mistake (young people learn best through trial and error, they should not be afraid to make mistakes in order to learn).
- Be positive during coaching sessions, games and other activities so that the players leave with a sense of achievement and an increased level of self-esteem.
- Develop a good understanding of the GAA coaching manuals and ensure that you have the appropriate level of coaching accreditation.
- Don't equate losing with failure and do not develop a preoccupation with medals and trophies (the level of improvement made by young players is the best indicator of coaching effectiveness).

Coaching and Matches - lead by example :

- Be punctual and properly attired in Club gear.
- Avoid at all times smoking while working with young players.
- Do not consume alcohol or non-prescribed drugs immediately prior to or while young players are in your care.
- Never use foul language or provocative language/gestures to a player, opponent or match official.
- A Mentor should only enter the field with the referee's permission and should not question their decisions or integrity.
- No negative comments or criticism should be directed at the Club's officials, match officials, opposition or players.
- Any abuse of pitches are to be communicated to the Club officials.
- Plan and prepare appropriately for each training session and match and ensure proper levels of supervision.
- Clearly communicate to parents, with sufficient notice, the details of training and match fixtures.
- Communicate results to the County Board and Club PRO.
- Ensure that players are made aware that matches take priority over other Club activities and that this rule is applied by the Club.
- Ensure games, activities and playing equipment is customized to suit the needs of those involved in terms of age, ability, experience and maturity.
- Skills development and personal satisfaction should have priority over competition.
- Set realistic, stretching but achievable, performance goals.
- Be positive during coaching sessions so that participants always leave with a sense of achievement and an increased level of self-esteem.
- Praise and reinforce effort and commitment and always provide positive feedback.
- Recognise the development needs of young players and ensure that they are matched on an individual or team basis.
- Ensure that all members of a squad get adequate game time as per the guidelines outlined in section 4.1 above and that the same players do not start as substitutes in every game.
 - In particular, in younger teams (Under 11 and below) each player should play at least half of a match
- Never use any form of corporal punishment or physically force goals.
- Each squad should aim to enter the maximum number of teams to County Board competitions that it can reasonably field to avoid having excessive amounts of substitutes.
- Rotate the team captain and the method used for selecting teams so that the same children are not always last to be selected.

- Challenge bullying in any form whether physical or emotional. Bullying is not acceptable behaviour be it from a young person, Mentor, parent or guardian.
- 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.

Interaction with Young Players/Members - avoid compromising your role as Mentor

- Ensure that all physical contact is appropriate and has the permission or understanding of the player.
- The use of any form of physical punishment is prohibited. Do not use any form of physical response to misbehaviour, unless it is by way of restraint so as to minimise or prevent injury. Develop an appropriate working relationship with young people based on mutual trust and respect.
- Be aware of the Clubs policy in relation to texting young players/members. Only use group texts and do not contact young players directly unless you have the express permission in writing from the parents or guardian.
- All messages/circulars, etc. should be directed to the young person's parents or guardians.
- Be aware of the Club policy in relation to away trips and overnight stays. When the team travels away, separate sleeping facilities must be provided for all adults. If both genders are in the group, male and female Mentors must be present.
- Juvenile Mentors are encouraged to celebrate success in a manner that is suitable for the age group concerned. Adults should act as role models for appropriate behaviour.
- It's important to recognise that certain situations e.g. staying over at the Mentor's residence or friendly actions, like: e.g., horse play, role play, telling jokes, etc., could be misinterpreted and lead to allegations of serious misconduct or impropriety.
- 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. Avoid a situation where you are alone in a car with a young player.
- Never enter a dressing room alone, always make sure you have another Mentor or parent with you.
- Do not take coaching sessions on your own.
- Avoid any inappropriate touching when assisting players to perform a technique or when First Aid is being administered.
- Avoid taking young players to your home.

- Never undertake any form of therapy – hypnosis etc, in the training of children.

Young Player Welfare

- Do not play an un-registered player, they are not insured.
- Make adequate provision for First Aid and do not encourage or allow players to play while injured.
- Keep an adequate record of each injury and ensure that another official, referee or team Mentor is present when a player is being attended to.
- Check that the referee has recorded the injury in his/her match report.
- Ensure players are safely attired in Club gear for all games and training, i.e., helmets are mandatory at all hurling and Camogie training sessions/matches and gum shields are mandatory for football.
- Avoid excessive training or over coaching or making demands on a young person that can lead to burnout e.g. insisting upon set (stereotyped) playing patterns where individual decision-making and creativity are stifled or where young people are confined to playing in set positions on a continuous basis.
- Set realistic – stretching but achievable – performance goals for your players. Do not pressurise a young person to perform at a level that is beyond his/her capacity based on age or maturation level.
- Inform the County Board of any unscheduled matches or trips away.
- Ensure that each player observes a high standard of personal hygiene.
- Ensure that all dressing rooms and areas occupied by the Team, prior to, during or immediately following any match are kept clean and are not damaged in any way.
- Encourage parents/guardians to play an active role in organising and assisting activities and to be aware of the Club's Code of Behaviour for everyone involved, including children.

4.3 Parents and Guardians

In Beann Eadair CLG, Parents/Guardians play a key role in the promotion of sport and their children's enjoyment and development in sport. Parents have an influential role in assisting and encouraging your children and young people to adopt a positive attitude and encouraging their child to maintain their involvement in sport. Parents/Guardians should always act as good role models for your children. Parents / Guardians should be respectful to all players, coaches and Refs when attending games, avoid shouting, abusive language, negativity or defamation and let the mentors coach the team. Parents/Guardians therefore need to be aware, informed and involved in promoting the safest possible environment, for their children to enjoy their participation in Gaelic games. To assist in the promotion of good practice in our Club Parents/Guardians should....

Encourage their child to:

- Play by the rules.
- Improve their skill levels.
- Appreciate everybody on your team, regardless of ability.
- Maintain a balanced and healthy lifestyle with regard to exercise, food, rest and play.
- Respect their Club coaches and opponents.
- Focus on efforts rather than performance.

Lead by example:

- Respect Officials decisions and encourage your child to do likewise.
- Do not exert undue pressure on your children or young players.
- Never criticise your own child or any other child for their standard of play.
- Be realistic in your 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.
- Don't criticise playing performances. Identify how improvement can be made.
- Do not seek to unfairly affect a game or player.
- Do not enter the field of play or play area or dressing rooms, unless invited to do so by a Mentor in charge.
- Behave responsibly on the sideline.

Parents/Guardians should:

- Complete and return the registration/permission and medical consent on Foireann.
- Be aware of the team Mentors and their role within the Club.
- Support the Mentors in conveying the fair play message in Beann Eadair CLG.
- Inform Mentors of any change in your child's medical or dietary requirements prior to training sessions/games or other activities.
- Inform Mentors if your child is not available to attend training or a match.
- Never encourage your child(ren) to consume non-prescribed drugs or take performance enhancing supplements.
- Listen to what their child may have to say
- Ensure that your child punctually attends training sessions/games/other activities.
- Ensure that you know of training/match finish times and collect your child on time.
- Provide your child with proper Club clothing and equipment. e.g., gum shields, helmets, shin- guards, warm clothes/wet gear.
- Ensure that the nutrition/hydration and hygiene needs of your child are met.
- Avoid asking your child "did you score today/what did you win by/what did you lose by?" Ask them "did you enjoy yourself"
- Listen to what young people have to say.
- Show approval whether the team wins, loses or draws a match.
- Never attempt to meet your own needs and aspirations for success and achievement through your children's participation in games.
- Know that Beann Eadair CLG has an Anti-Bullying policy.
- Be aware of the Club Children's Officers.

Parents/Guardians should promote the procedures of good practice by:

- Showing appreciation to volunteers, Mentors and Club Officers.
- By attending training and games, on a regular basis.
- Become members of Beann Eadair CLG Club, where feasible and take an interest in the running of the Club.
- Assist in organizing of Club activities and events as requested.
- Respect the rights, dignity and worth of every person and treat each one equally regardless of age, gender, ability, ethnic origin, cultural background or religion.

Parents/Guardians have the right to:

- Know their child is safe and to make a complaint if you believe that your child's safety is in any way compromised.

- Be informed of problems/concerns relating to your child.
- Be informed if your child gets injured.
- Complain if you have concerns about the standard of coaching.
- Have a say in relation to decisions being made within the Club.

Parents/Guardians should not:

- Ignore or dismiss complaints or concerns by your child, which relate to his/her involvement in Beann Eadair CLG.
- Take safety for granted.
- Treat the Club as a child-minding service.

4.4 Adult Players

Beann Eadair CLG has a registration procedure whereby when you become a member you agree to abide by the Club codes, procedures and policies. Players who have not paid their subscription will not be registered and therefore not insured and must not part take in any games.

Respect

- Co-operate with and show respect to Managers, fellow players, Club officers, supporters, match officials, referees and opposition.
- All players should arrive at the appointed meeting time for games and observe “start times” for training sessions (including injured, suspended and resting players).
- Preparation for games/training must be consistent with the aims and objectives of your team and the Club.
- Bookings and sending off as a result of abusive or violent Behaviour will may require the player/manager to appear at a disciplinary hearing with the Adult Coaching & Games Committee.

Responsibility

- Update Teamer, whatsapp, Phone, text or advise in person, the Mentor if you cannot attend a game or training session as early as is possible. When unsure about meeting time arrangements, etc., it is your responsibility to clarify in advance.
- Every player must pay their annual Club subscription on time: 28th February each year. If the annual subscriptions are not paid, you are not insured and a rigid “no pay, no play” policy will be implemented.
- Ensure that you are properly attired and wear the correct Club gear for all games.
- It is your responsibility to know and understand the rules of the GAA and those of the Club (see website: www.BeannEadair.ie).
- It is your responsibility to behave in an appropriate manner both on and off the field when representing the Club. Breaches of Club code will be dealt with at disciplinary meeting with Adult Coaching & Games Committee.

As a player and member of Beann Eadair CLG you should undertake to:

- Treat all Mentors (selector, Club officials, etc.) with respect.
- Demonstrate fair play. Play fairly and do your best.
- Abide by the rules and policies of the Club both on and off the playing field.
- Respect team members - even when things go wrong. Give them full support both when they do well and when things go wrong.

- Respect opponents - they are not enemies they are partners in a sporting event.
- Accept apologies from opponents when they are offered.
- Give opponents a hand if they are injured or have problems with equipment.
- Respect officials and accept their decisions with grace, not a grudge.
- Uphold the Club Code of Behaviour when travelling to away events.
- Behave in a manner that avoids bringing the Club into disrepute.
- Talk to Club officers if you have any problems.
- Be modest in victory and gracious in defeat.
- Exercise self-control and tolerance for others, even if others do not.
- Show appropriate loyalty to your Club and all its participants.
- Make high standards of fair play the example for others to follow.
- Take due care of Club equipment.

As a player of Beann Eadair CLG you should not:

- Cheat.
- Use violence or physical contact that is not allowed within the rules.
- Shout or argue with the referee, officials, team mates or opponents.
- Harm team members, opponents, or their property.
- Bully or use bullying tactics to isolate another player.
- Use unacceptable language or racial and/or sectarian references.
- Use unfair or bullying tactics to gain advantage.
- Take banned substances to improve performance.
- Tell lies about Mentors/other players.
- Spread rumours.
- Keep secrets about any person who may have caused them harm.
- Play or train if you feel unwell or are injured. Inform your Mentor.

4.5 Adult Mentors

Beann Eadair CLG Club recognises the key role Mentors play in the lives of adult players in sport. All persons involved in adult team management will be selected using the Club recruitment and selection procedures. Mentors should enjoy a sense of achievement through their work with adults. Mentors should strive to create a positive environment for the players playing Gaelic games. Mentors have an overall responsibility to take the steps necessary to ensure that positive and healthy experiences are provided. It is the Mentors' responsibility to be fully familiar with the rules of the GAA and those of the Club. Mentors need to develop an understanding of relevant coaching methods and ensure that they have the appropriate level of coaching accreditation.

Lead by Example

- Mentors must act as a role model and promote the positive aspects of the Club and maintain the highest standards of personal behaviour.
- Your behaviour to players, supporters, game officials, and opponents will have an effect on the players in your charge.
- Mentors should respect the rights, dignity and worth of every player and treat each player equally, regardless of ethnic origin, religion or ability.
- Mentors should encourage the development of respect for opponents, officials, selectors and other coaches and avoid criticism of Mentors and officials.
- Mentors should encourage fair play and treat participants equally.
- Avoid working alone at all times. Ensure there is adequate assistance for all activities. It is important to realise that certain situations or friendly actions could be misinterpreted by the participant or by outsiders.
- The use of drugs, alcohol and tobacco must be actively discouraged as being incompatible with a healthy approach to sporting activity. Mentors should avoid the use of alcohol or smoking, before coaching, during events and on trips with players.
- When travel/overnight stays are involved, the Mentors and players are ambassadors for the Club.

Dealing with Players

- Be generous with praise and never ridicule or shout abuse at players for making mistakes or for losing a game.
- Set realistic goals and targets for the team and individual players.
- Each player deserves equal time and attention.
- Care must be taken not to expose a player, intentionally or unintentionally, to embarrassment or disparagement by use of sarcastic or flippant remarks about the player or their family.

- Physical punishment or physical force must never be used. Never punish a mistake - by verbal means, physical means, or exclusion.
- Insist that players in your charge respect the rules of the game. Insist on fair play and ensure players are aware you will not tolerate cheating or bullying behaviour.
- It is recommended that all Mentors should keep an attendance record of all training sessions and matches to ensure adequate playing time is allocated to players as per the guidelines outlined below and to help address any drop off in attendance quickly.
- All Mentors should ensure that players are aware of training start and finishing times.
- All Mentors should keep a brief record of injury(s) and action taken both during a training session and during a game. For convenience it is recommended that an injury report form is kept in the first aid bag at all times.
- When young players (minors) are invited into adult groups/squads, it is required to seek agreement from their Mentor & follow the support policy. Boundaries of behaviour in adult groups are normally different from the boundaries that apply to junior, juvenile or minor groups/squads.
- Mentors should communicate and co-operate with medical and ancillary practitioners in the diagnosis, treatment and management of their players' medical or related problems. Avoid giving advice of a personal or medical nature if you are not qualified to do so. Any information of a personal or medical nature must be kept strictly confidential unless the welfare of the player requires the passing on of this information.
- Keep a brief record of problem/action/outcomes if behavioural problems arise.

Relationship with Players

- Mentors are responsible for setting and monitoring the boundaries between a working relationship and friendship with players. Mentors have a crucial leadership role to play in sport. It is advisable for Mentors not to involve players in their personal life.
- When approached to take on a new player, ensure that any previous coach-player relationship has been ended by the player/others in a professional manner.
- Mentors who become aware of a conflict between their obligation to their players and their obligation to the Club executive, must make explicit the nature of the conflict and the loyalties and responsibilities involved to all parties concerned.
- The nature of the relationship between Mentor and a player can often mean that a Mentor will learn confidential information about a player or player's family. This information must be regarded as confidential and except where abuse is suspected, must not be divulged to a third party without the permission of the player/family.

General Rules for Team Management:

- Team management must keep up to date with advancements in training techniques and game strategies. It is an aim of the Club Adult Games and Executive Committee that all Mentors have at least Foundation level coaching and strive to attain Level 1 coaching standard.
- Team Management must ensure that training sessions are well organised and that time arrangements for training and games are well communicated.
- A member of the management team will be appointed as the contact point for Club Notes, match reports and PRO updates.
- It is the Mentors responsibility to ensure co-operation exists with regard to the training and game demands placed on dual players or under age players to avoid conflict or player burnout.
- It is the team managements' responsibility to mind Club equipment and gear. One member of the management team should be appointed to ensure gear is kept in good repair and that balls, sliotars and jerseys are not unnecessarily lost or left behind at matches or training. It is imperative that jerseys are accounted for after matches and any losses or damage is reported to the Adult Games Officer.
- 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.
- Make adequate provision for First Aid Services.
- Do not encourage or permit players to play while injured.
- Be punctual and properly attired in club gear
- Ensure that all players are suitably and safely attired to play or train e.g., gum shields/helmets, etc

4.6 Adult Player Care and Selection

Challenge Games/Rearranged Games: The following rules will apply:

- All Challenge games and games rearranged by Mentors must be notified to the Secretary for approval and notified the Central Competitions Controls Committee prior to confirmation of fixture.
- No challenge game should be organised for the same day as an official Dublin County Board fixture without the approval of the Secretary and the agreement of other Mentors affected.
- Challenge Games should not be organised 3 days prior to League Games or 5 days prior to a Championship fixture in the other code unless approval has been sought from the Secretary.

- Postponed or back matches which are scheduled by Dublin County Board as part of their normal fixture scheduling will take priority in the order as detailed above.

Dual Players

Beann Eadair CLG is a Club that promotes both Football and Hurling on an equal basis. It is important that the Club operates as one unit where the aims and objectives of different codes, teams and players are aligned. The application of these rules should be based on a common sense and cooperative approach. All Mentors need to recognise that the current ranking or priority rating may not be the case in the future. Competition should be with opposing Clubs and not among Teams within the Club. The following rules should be applied to ensure players are not compromised and conflict situations are avoided:

- Players should attend at least 1 training session at each code on a weekly basis.
- In the week prior to a knock-out Championship, Round Robin Championship, Championship or League play off game the player(s) will be available solely to that code for the purposes of training.
- Prior to a League game players should attend the preceding training session in that code. No dual player shall be asked or expected to play in a “Challenge” game 3 days prior to a League or Cup game in the other code.
- No dual player shall be asked or expected to play in a “Challenge Game” in the week prior to a knock-out Championship, Round Robin Championship, Championship or League playoff game.
- No dual player should be expected to play in a Cup Competition on the same day as a League or Championship fixture in the other code. Dublin County Board Rules with regard to participation of dual players in Cup Competitions should be observed.
- No dual player should be asked or expected to train with the other code in the day preceding a League game.
- Work, school, college and exam schedules should be taken into consideration when agreeing attendance levels at games and training across both codes.
- Where the progress of a Team in their competitions has ended and the fielding of a competitive team is not an issue dual players may have the priority of their participation changed. This will be at the discretion of the Secretary but will reflect the view of the Mentors concerned.

Minor Players

If minor players are required to play up for the adult teams then the following rules will apply:

- No Minor player shall be asked or expected to play in a “Challenge Game” at Adult level in the week prior to a knock-out Championship, Round Robin Championship, Championship or League play off game at Minor level.
- No Minor player shall be asked or expected to play in a “Challenge” game 3 days prior to a League Game at Minor level.
- Where a clash of fixtures arises Minors shall play with the Minor Team. Exceptions can be made where the Adult fixture is of a higher priority as outlined above, subject to the agreement of the Secretary and the Mentors concerned.
- Minors shall be available to train with other Adult Games Teams only if they have participated in training at their own age level in that week (subject to injury and availability).
- Subject to the agreement of the Minor Mentors and Secretary, players may join an Adult Squad for training and games when the progress of the Minor Team in their competitions has ended.
- Requests for Minor players to play with Adult Teams or issues that arise with regard to their attendance etc., should be directed through the Minor Mentors.

Under 21 Players:

- Challenge games and training sessions shall not be arranged to clash with a scheduled game or training session of another adult games team. Priority for players will be with the Team the players play for year round. For the sake of clarity the following rule will define “clash”:
- Where an Under 21 Championship games is scheduled for the same or prior day to another Adult fixture in League or Championship, Under 21 players must play with the Adult Team and will not be available for selection at U 21 level (e.g. Tuesday to Wednesday).
- Where an Under 21 Championship game is scheduled 2 days or more in advance of a League
- Fixture at Adult level, the Under 21 Player may take part in the Under 21 game (e.g. Monday – Wednesday).
- Where an Under 21 Championship game is scheduled 5 days or more in advance of an Adult
- Championship game the Under 21 players may take part in the Under 21 fixture.
- No Under 21 player will be permitted to participate in a challenge game up to and including 5 days in advance of a League Game or up to and including 7 days in advance of a Championship game for her/his year round Adult Team.
- Training sessions for the Under 21 Team shall not be organised for the same day as other Adult Teams.

- Training session for the Under 21 Team shall not be arranged up to and including 3 days in advance of an Adult League fixture and 7 days in advance of an Adult Championship game.
- The Club philosophy is to encourage participation of all players at the highest level they are capable. It is expected that all Mentors and players would fully support this philosophy. However it must be recognised that players may have different expectations and commitment levels. The Club will endeavour to provide a level of activity to meet the needs of all its members and respect each and every player/Mentor in whatever decision they make.
- Beann Eadair CLG is aware of player burn out and the need to protect players from themselves in some instances. This set of rules attempts to put in place the necessary guidelines that will ensure players have the best opportunity to represent the Club at their highest level and be available to give their best when called upon.
- Changes to any of the rules will require the approval of the Secretary and his/her decision will be subject to Club Executive Committee for final approval.
- Breaches of any of the above rules will result in players or Mentors being brought before the Clubs Disciplinary Committee. Sanctions will be imposed for breach of rules.

4.7 Supporters

Young Players are eager to enjoy and benefit from the support they receive from parents, guardians, friends and other members of the Club who attend our games as spectators and supporters. Active, loyal and well behaved supporters are always welcome to attend and support our games but should be aware that their conduct will reflect upon the team, players and Clubs that they support and represent. Fellow supporters have a responsibility to ensure that all spectators conduct themselves in an acceptable and well behaved manner at all times, when attending our games and competitions. Unacceptable conduct by supporters should be reported to stadium stewards or officials in charge. Supporters should be respectful to all players, coaches and Refs when attending games, avoid shouting, abusive language, negativity or defamation and let the mentors coach the team.

Supporters have a responsibility to ensure that they conduct themselves in a manner that is acceptable and well behaved at all times when attending underage or adult games and competitions in the Club. Supporters should realise that young players participate in organized Club games for fun.

Supporters should:

- Applaud good performance and efforts from our player's and from the opponents regardless of the result.
- Condemn the use of violence in any form, be it by fellow supporters, spectators, Mentors, officials or players.
- Encourage players to participate according to the rules and the referee's decisions.
- Demonstrate appropriate social behaviour by not using foul language or harassing participants, Mentors or officials.
- Respect the decisions of all officials.
- Never ridicule or scold a player for making a mistake during games or competitions.
- Show respect to our Clubs opponents.
- Uphold the principles of Fair Play and Respect for all.

4.8 Referees

Referees 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. It is important that all coaches, players and parents respect the referee decisions and that we as coaches especially support and protect juvenile referees.

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

- Abide fully with the Code of Best Practice in Youth Sport: Our Games – Our Code
- 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.
- 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. 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.

4.9 Social Members

Social Members are part of the social fabric of the Club and the same standards of respect and good behaviour are expected from members using the facility, particularly in relation to bar staff who are valued partners in the provision of services to members. The opening hours of the clubhouse bar and associated licensing laws will be governed by Ireland's licensing laws.

- Drinking areas are the bar and deck area. The Executive Committee may authorise drinks in other areas from time to time. Drinking is not permitted on the pitch or outside club property.
- In deference to the neighbours members are requested not to open windows in the bar and to leave the Clubhouse quietly.
- Board games (e.g. chess and cards) are permitted in the bar but stakes should be limited to social Gambling.
- The wearing of football boots in the bar / clubhouse is strictly forbidden.
- The Bar Manager or any person working in the Club in that capacity has the right to refuse to serve any person without explanation. In particular bar staff have the right to refuse to serve any further alcohol to a member or guest who, in his/her opinion, may be a danger to him/herself if s/he consumes any further alcohol.
- Persons found to be in breach of these rules may be subject to disciplinary action or may be barred from using the bar at the discretion of the Bar Manager as agreed with the Executive Committee.
- With the exception of the bar staff no persons whatsoever are permitted behind the bar counter for any reason.

5 Policies & Procedures

Youth Officers/Designated Persons

Club Children’s Officer: Beann Eadair CLG will have in place a Children’s Officer who will be child centred in focus and will have a primary aim to establish a child centred ethos in the Club. The Children’s Officer will be a member of or have access to the Executive Committee and will be introduced to the young players in an appropriate forum. The Children’s Officer is the link between the young players and the adults in the Club. The Children’s officer(s) do not have the responsibility to investigate or validate child protection allegations or concerns within our Club. A Designated Person will be appointed by the Club to deal with concerns such as allegations of abuse.

The Club Designated Person: The Designated Person will be responsible for dealing with any concerns about the protection of children in the Club. This person will be a senior member of the Club. The Designated Officer does not have a counselling or therapeutic role or a responsibility for investigating or validating child protection concerns within the Club. The responsibility for validating/investigating child protection issues lies with the Statutory Authorities as outlined in Children’s First and Our Duty to Care publications. It is however possible that child protection concerns will be brought to the attention of our

Children’s Officer(s). In this event it is essential that the correct procedure is followed.

Note: It is important to note that the investigation of suspected child abuse is the responsibility of the Statutory Authorities and should not be undertaken by the Club’s Children’s Officers/Designated Persons or other Club Official or Executive member. The standard reporting procedures outlined in the GAA and Statutory Authorities Guidelines will be followed by the Club and adhered to by our members.

5.1 Anti-Bullying Policy

| | |
|------------|---|
| BACKGROUND | The Club 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 | <p>Bullying is defined as repeated aggression, be it verbal, psychological or physical, conducted by an individual or group against others. The club seeks to ensure that:</p> <ul style="list-style-type: none"> • 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 Club |
| DEALING WITH BULLYING | <p>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.</p> <p>A detailed statement on the clubs policy on Bullying can be obtained from the Child Welfare Officer.</p> |

5.2 Playing Within Age Policy

| | |
|------------|--|
| BACKGROUND | <p>The Club policy is that players play at the appropriate age. Go Games involve the use of modified playing rules and equipment that is appropriate to the age group and the ability level of participants. Players are also afforded the opportunity to play in a range of positions, ensuring they are not ‘pigeon-holed’ while still in the formative stages of their technical, tactical and team-play development. It is therefore incumbent that children play within their own age to develop to their full potential.</p> <p>In addition, we have so many children playing that a child playing up actually deprives other children of game time by increasing the numbers we have to field. This issue arises every year but it is really best dealt with by being firm at U8 level and encouraging younger players to stay with their relevant age group and make friends there. Parents can often be insistent on moving up as they may think their child is too big or skilled for their own age group. Long experience in the Club tells us this is not the case. Once this rule is applied consistently eventually everyone accepts it. Long-term, it is in the best interests of the child to play at the appropriate age grade.</p> |
|------------|--|

| | |
|------------|---|
| | <p>Beann Eadair is not a ‘win at all costs club’. We would rather have a large number of happy juvenile players, playing to the best of their ability than a few elite teams who win all around them.</p> |
| DEFINITION | <p>The issue of “playing up” whether from a lower division team, or from a younger age group, and the matter of players “not getting their game” causes more debate at juvenile level than any other matter.</p> <p>It is impossible to adjudicate in advance of specific games and circumstances. We have attempted to provide guidelines here, which mentors should adhere to, and which can be openly explained to players and parents.</p> <p>County Board rules take precedence, and mentors must be familiar with the rules and regulations surrounding playing up. At present boys games do not restrict playing up or playing down, but fair play is expected. Girls’ panels are submitted early in the playing year, and the general rule is that if a player plays up within their age group more than a given number of times, they are not permitted to return to their original team.</p> |
| POLICY | <p>Juveniles must play and train with their year group.</p> <p>Juveniles may also play, on occasion, on a team one year above the appropriate aged team provided that:</p> <ul style="list-style-type: none"> i) the managers of the both age groups have given consent ii) the parents of the child playing up has given consent iii) Juveniles of the higher age are not being deprived of sport. This means that we are not playing younger players ahead of appropriately aged players just to be competitive. <p>Occasionally groups may struggle to field a full second or third team because of the numbers within their group; and by deciding to go with lesser teams a panel might be so generously sized that it will severely limit playing time. In such cases consideration should be given to setting up an additional panel consisting of some players from the younger age group.</p> <p>In this scenario where age group, or a team within an age group, needs consistent support from the younger age group then this should be discussed at the start of the year between the mentors from both age groups and with the group co-ordinator. The younger team mentors are encouraged to support the older team so as to ensure that the Club helps to retain those older players by having a viable team in place. In this scenario the express permission from the relevant Group Coordinator must be requested at the start of the year. Mentors of the lower age groups should use this opportunity to rotate players willing and able to play up.</p> |

5.3 Team support Policy

| | |
|------------|--|
| BACKGROUND | <p>SUPPORTING OTHER TEAMS TOGETHER - LE CHEILE</p> <p>There is often a situation where a team needs the support of the team below it to fulfill fixtures. Each team should in the first instance try to operate as independently as it can in regard to the support of players. This purpose of this is to ensure that players are allowed to develop at their age group and encourage them to keep playing and not be written off as not good enough at a young age. This is also to prevent players spending the majority of their playing career on the side line. These occurrences which can and sometimes do happen do not develop players from the aspect of playing competency, self worth or participation.</p> |
| POLICY | <p>In regard to a team requiring assistance from the team from a younger age group the mentors of the older team are to contact the mentors of the younger team and ask them for numbers of players required not specific players by name. If the mentors from the team above try to manage the players on the team(s) below them they are not giving respect to the management team(s) below which contravenes club and games policy. The players that are provided to the team above must be capable of playing up at that level. This may require the better players to be asked to play up a level. Playing players up to an age and level for which they are not capable of does not develop a sense of self worth or participation for the players involved. This contravenes club policy.</p> <p>The policy of the club is to be club not team focused. The purpose of this is to develop a policy of inclusivity not exclusivity. In relation to competitive games and what divisions teams play at the focus needs to be on ensuring that the players can play at as high a level as possible based on their team operating as independently as possible. This is to ensure the continual development of a players on the team at their appropriate age and also being aware of players who may develop later than others. It is also to encourage the continual recruitment of players from within the community.</p> <p>A team is not to be entered into a league based on dependance of the ability of players from younger age groups. This is to allow players to develop rather than taking a win at all costs approach. This again is following a policy of inclusivity rather than exclusivity.</p> |
| DISPUTES | <p>In the unfortunate circumstance where the support of another team is not forthcoming or a management team is trying to manage a team outside their remit the dispute is to be brought to the coaching and development committee.</p> <p>A face to face meeting will be facilitated to attempt to bring this to an amicable resolution. If an amicable resolution cannot be found the coaching and development committee will make a binding decision to the two management teams based on club policy. The coaching and games committee report to the executive committee of the club. All disputes and resolutions amicable or not will be reported to the executive committee to ensure proper governance.</p> |

| | |
|--|--|
| | <p>A once off appeal of a binding decision made by the coaching and development committee can be brought to the executive committee by informing one of the officers of the club. The officers of the club are the chairperson, the secretary the treasurer and the Vice chairperson. It should be noted that typically the vice chairperson of the club is the chairperson of the coaching and development committee.</p> |
|--|--|

5.4 Transfer of Players Policy

| | |
|-------------------|--|
| <p>BACKGROUND</p> | <p>This policy is in regard to the transfer of players in and out of CLG Beann Éadair in regard to approving or rejecting transfer requests from the perspective of CLG Beann Éadair and its members. It has been developed based on references to the following documents</p> <ul style="list-style-type: none"> · The Official GAA guide Part 1, Section 3.20 (ii), Section 3.20 (iv) and Section 6 · Dublin County Board Bye Law Section 24 · The LGFA Official Guide for Player Eligibility for Club Section 125 · The Camogie Association official guide Part 1 Section 4.1 · The Camogie Association official guide Part 1 Section 31. · GAA One Club Guidelines |
| <p>DEFINITION</p> | <p>From the GAA Official Guide Part 1, Section 6 Transfers and Declarations - Association’s Ethos.</p> <p>As the Gaelic Athletic Association is community centred, based on the allegiance of its members to their local Clubs and Counties, the Transfer and Declaration Rules in this Official Guide and in County Byelaws reflect that ethos. A player is considered to owe allegiance and loyalty to his First Club and County, as defined in these Rules</p> <p>First Club: The Club (or Club within an Independent Team) with which a player first legally (i.e., in accordance with Rule and Bye-Law) participated in Club Competition at U12 Grade or Over (including Go-Games) organised by the County Committee or one of its Sub-Committees in the County of his permanent residence.</p> <p>Dublin GAA Bye Law 24 (summary only provided as it captures the position of the GAA, LGFA and Camogie Association on this topic)</p> <p>24.1 Transfers shall be dealt with in accordance with rules 6.5, 3.20 (ii) and 3.20 (iv)An Treorai Oifigiuil 2021</p> <p>24.2 As the GAA is community centered, based on the allegiance of its members to their local clubs, the object of which is to promote the Association’s aims at local level, the transfer rules in An Treorai Oifigiuil and this bye law reflect that ethos. A Player is considered to always owe</p> |

| | |
|---------------|---|
| | <p>allegiance and loyalty to the club he/she first legally participated within club competition.</p> <p>The County Competitions Control Committee, when adjudicating on a transfer application, shall give serious consideration to the response of his/her current club and: -</p> <ol style="list-style-type: none"> a. Be cognizant of the role played by his/her club in nurturing and developing the player b. Consider the potential impact of the transfer of the player on his/her club c. Consider the potential impact of the transfer of the player on the promotion of the association's aim in Dublin <p>CLUB CATCHMENT AREA (CCA)</p> <p>The CCA is defined in all three associations guidelines but as there are areas where the CCA overlaps the player can choose the club of their choice. This then becomes the Home Club once a competitive game has been played at U12 or above.</p> |
| <p>POLICY</p> | <p>CLG Beann Éadair operates a one club policy. The rules and procedures in regard to this policy will be equally applied to GAA, LGFA and Camogie with the only deviation to this being the adherence to the respective associations procedures on applying for a transfer. Once a player has played their first competitive game at U12 or above for CLG Beann Éadair, the club (CLG Beann Éadair) will then be defined as their Home Club.</p> <p>CLG Beann Éadair will endeavor to ensure there is a team for all players to play on. This may in some circumstances require a player to play up a year but in accordance with association guidelines not play up more than two years above the age group as determined by their birth date on the 1st of January for the year in question</p> <p>The policy of CLG Beann Éadair is to ensure alignment with a community centered approach that the club will not approve transfers if the player has a team available (as described in the paragraph above) to play in the respective code in CLG Beann Éadair.</p> <p>Guidelines to declining a transfer include but are not exclusive to:</p> <ul style="list-style-type: none"> · If another club has approached the player to transfer from their First Club · Where the receiving club has adequate players · Where CLG Beann Éadair would be negatively affected by the transfer · Where the transfer is not in the best interests of the GAA, LGFA or Camogie association <p>Exceptions to the policy include but are not exclusive to:</p> <ul style="list-style-type: none"> · if a player is moving out of the CCA to a different CCA that makes a significant impact on the life of the player in regard to travelling time. The definition of travelling time will be in excess of 45 minutes excluding rush hour traffic · If a player's family move out of the CCA · If there is a previously proven case of bullying or harassment of the player or breaches of the Code of Behaviour within CLG Beann Éadair and is dealt with in accordance with the Code of Behaviour |

| | |
|----------------|---|
| | <p>In regard to the acceptance of players from other clubs the same rules shall apply to CLG Beann Éadair in receiving a player as CLG Beann Éadair will apply to clubs to whom a transfer has been requested by a CLG Beann Éadair player.</p> |
| <p>PROCESS</p> | <p>To transfer from CLG Beann Éadair a transfer form has to be submitted to the Secretary of the club.</p> <p>Included with this form is the requirement to put in writing</p> <ul style="list-style-type: none"> · Why the transfer is being sought? <p>A meeting to be arranged with two members (Independent of the team and player in question) of the Coaching and Games Development Subcommittee to ensure there is a clear understanding why the transfer is being sought and what impacts it has on the club and the player</p> <ul style="list-style-type: none"> · Post the two items above being complete this will then be brought to the Executive Committee by the Coaching and Games Development Subcommittee for a decision upon which the Secretary of the club will either accept or decline the request to transfer in regard to CLG Beann Éadair's input to the process · This will then be submitted to the County Board of the relevant association · It is important to note the County Board will make the ultimate decision but the policy of CLG Beann Éadair will be to follow the guidelines in this document <p>It is worth noting that the process of getting the above items complete will take time and that this should be complete before the transfer window opens</p> <p>The GAA transfer window is typically 1st to the 8th of December The Camogie Association transfer window is typically open in January and closes the last week in January. In 2023 this was moved to coincide with the first transfer window of the LGFA the second week in January The LGFA have 2 transfer windows</p> <ul style="list-style-type: none"> o The first is typically the second week in January o The second is typically the first week in July <p>Please feel free to contact any member of the executive or coaching and games committee in regard to transfers if you have any queries.</p> |

5.5 Medical/Injury Policy

| | |
|-------------------|--|
| <p>BACKGROUND</p> | <p>The Club will provide players assistance in the reimbursement of Medical expenses to members through the GAA player injury fund under the following conditions:</p> <ul style="list-style-type: none"> • Claimant must be a fully paid up member at Juvenile or Adult level when the injury occurs. • Only injuries arising from participation in or related to ongoing ability to partake in Club activities (e.g., training/games) will be covered under this policy. |
| <p>POLICY</p> | <ul style="list-style-type: none"> • All claims must be signed by the claimant, Mentor, the Secretary and Chairman before submission for reimbursement from the GAA player injury scheme. • All receipts (not invoices) must accompany the claim form. • Disputes re claims must first be discussed with the Secretary and Chairman. The claimant has a right of appeal to either the Finance Committee prior to final decision being made by Club Executive. • Benefit is not payable to a member whose injury arises from: <ol style="list-style-type: none"> 1. Assault wherein the claimant has been the aggressor 2. Intentional self injury 3. Pre-existing physical defect or infirmity 4. The use of alcohol or drugs. • Damage to or loss of personal effects, accommodation, travel expenses and sustenance are not covered under any section. • The GAA Injury Scheme will only provide cover in respect of Hurling claims provided the injured claimant is wearing a Helmet (with a facial guard) that carries the CE mark. Cost of completion of the medical section of the claim form must be borne by the claimant. • Members should make themselves familiar with the GAA player injury scheme and in particular the time limits for submitting claims. • Claims should be made promptly and all receipts must accompany the claim. Payment will exclude policy excess. The team manager and Secretary will take responsibility for processing all claims once submitted through the club. • Members should endeavour to reduce claims by using Personal Medical Insurance and Social Services where practicable and possible. • One off A&E costs will be covered. VHI Swift Clinics and other private medical facilities will be covered under the policy but refunds will be up to but not exceeding the Public Hospital fee levels. Ancillary costs arising out of private care attendance (e.g., x-rays) will not be covered, nor will private medical consultations. • Where removal to hospital by Ambulance is necessary any charges will be paid less the standard tax rate adjustment. • Self employed members or players who suffer financial loss from injury while participating in Club activities should take advice on the necessary insurance polices available to them to cover such eventualities. |

| | |
|--|--|
| | <ul style="list-style-type: none"> • Players and Mentors should take all reasonable precautions to ensure injuries are minimised (e.g., mandatory wearing of helmets in hurling, gum shields, appropriate footwear). • All injuries incurred during matches should be reported to the referee at time of injury. |
|--|--|

5.6 Texting of underage players Policy

| | |
|------------|---|
| BACKGROUND | <p>Much publicity has arisen and many enquires have been made following media attention on the GAA good practice recommendations regarding the use of text messages when passing on information to under age players. (note; an underage player is one who is under the age of 18 years)</p> <p>It is Club policy that when passing on information regarding games, training or other activities for our under age members that it is done so via group texts and that these group texts should be sent to the parents of underage players. Mentors and/or Club officials should obtain these relevant contact numbers when an underage player is being registered.</p> |
| POLICY | <ul style="list-style-type: none"> • Mentors should not use any social networks (Face book, Twitter, Instagram, Snapchat etc.) to communicate with a young player. These forms of communication should not be used to conduct any Club business. • If, for whatever reason, a parent/guardian insists or requests that the information is sent directly by the Club to their child and gives this request in writing, the Club may, if they so wish, accede to this request. However, if the Club accedes to the request the information can only be sent as part of a group text and cannot be communicated individually to the underage member. • The Club would regard the individual texting of an underage members by their Mentor as being inappropriate and unnecessary. The Club recommends that Mentors do not keep the mobile numbers of young members on their personal phones. • If a young player is a member of a development squad, the group text mechanism is the preferred method of communication with the young players. • If a young player plays up for adult teams, the same recommendation applies and parental/guardian permission must be sought if you wish to directly communicate with the young person as part of a group text scheme. |

5.7 Photographic of players Policy

| | |
|------------|--|
| BACKGROUND | Taking photographs of players, using the Club website to publicise GAA activities and the video recording of events, games and training sessions are normal activities, however, care must be taken in the dissemination, storage and use of such material. |
| DEFINITION | The GAA Code of Best Practice in Young Sport does not seek in any way to eliminate or curtail these activities but proposes safeguards so as to ensure that the Club minimise the risk of threats that inappropriate use of photographs or the recording of images may pose, particularly for young people. |
| POLICY | <ul style="list-style-type: none"> • Young players, parents and adult players will be asked to give permission for the recording of photographic and recorded images as part of the player’s registration/subscription process. • Photography and the recording of images in a public place do not generally require explicit or prior consent. However, if at an event such as a game or training session is taking place a Mentor, parent or player is entitled to request a person to refrain from taking photos if they feel that it may be inappropriate. • All young people featured in recordings must be appropriately dressed. • A photograph or recording of a young player should focus on the activity rather than the young person. • Parents and spectators taking photos and recordings should seek permission in advance from the Club and should also be prepared to identify themselves if requested and state the purpose for photos/videos. • Group and team photos may be taken but it is not necessary to match the player’s name with the position they are standing or seated in the photo i.e., the photo may appear with the player’s name recorded but need not be in the order in which they appear in the photo. • On certain occasions individual players may receive recognition and may be presented with an award. In the case of an underage player certain levels of sensitivity and common sense are required and a balance should be drawn between the publication of a photograph of a young player, who may or may not be named and the safety aspects of the publication. • Any instances of inappropriate images should be reported to the Juvenile Games Chairperson and/or the Children’s Officer who will ensure that appropriate action is taken. |

5.8 Guidelines to Mentors and Parents/Guardians for Trips

| | |
|------------|--|
| BACKGROUND | <p>Players love the opportunity to test their skills against clubs outside of Dublin and experience the fun of travelling with their team mates. The safety and protection of young players is of the utmost importance to the members of Beann Éadair GAA club. We want the players and parents to have assurance that their child is in a safe environment when travelling with the club. We also want to ensure that our mentors are protected. The purpose of this document is to provide a common understanding of the behaviours and practices expected for team trips.</p> |
| DEFINITION | <p>Mentor – for the purposes of this guideline a mentor is a paid up member of the club who has passed Garda Vetting and is identified with the juvenile section as part of the management of the relevant team.</p> <p>Child – a “child” means anyone who is under 18 years of age. (Child Care Act (1991))</p> |
| GUIDELINES | <ul style="list-style-type: none"> • Before undertaking any trip consent must be received from the club executive. For insurance purposes the county board must be informed of any challenge matches. Any Dublin fixtures must be rescheduled according to Co. Board guidelines. • All players must have their subs i.e. be registered in order to be insured for playing. • As per club policy all mentors must be Garda vetted. • For each trip a parental consent form must be signed by a parent/guardian before a child gets on a coach. A template form is available from the Child Protection Officer. • For each trip have a list of all the players attending and contact details for parents/guardians. • All Parents/Guardians are responsible to be contactable for the period that their child is on the trip. • Parents/guardians have primary responsibility for the medical needs of their children. The parental consent form requests that any relevant medical or dietary information be provided by the parent/guardian • There should always be an adequate number of mentors for the group travelling (ratio of 1:8) • Parents can travel with the group but are only responsible for their own children unless written consent is given by another parent/guardian to the team mentors. • As a mentor do not put yourself in a position where you are alone with a child. • For overnight trips mentors and children should be accommodated separately in the same building. • If using a hostel - exclusive use should be requested. If exclusive use is not possible assess any potential risks and review with the juvenile committee and child protection officer. |

| | |
|--|--|
| | <ul style="list-style-type: none"> • If a child is homesick and wants to go home the parent must be contacted and requested to bring their child home. • Misbehaviour of children – appropriate consequences can be applied but in cases of persistent misbehaviour the parent can be contacted and requested to bring the child home. • Should an accident/incident occur while on a team trip, all the facts, contact details of all concerned, any medical intervention (if necessary) must be adequately recorded. Post incident the parent and club executive must be informed. • Mobile Phones – The team will be responsible for their own phones and there will be no unauthorised photography or recording. • The consumption of alcohol, tobacco, e-cigarettes or other non-medically prescribed drugs by young players on a tour is absolutely forbidden. |
|--|--|

5.9 Policy on using various Club Facilities

| | |
|------------|---|
| BACKGROUND | This is a generic policy on pitch; dressing rooms; lights; container |
| POLICY | <p><u>Use of Pitches:</u></p> <p>The following rules will apply to the use of the pitches:</p> <ul style="list-style-type: none"> • No drills of any kind that will cause significant damage to the surface are to be carried out on the playing surface of the pitch. • All runs, shuttles, etc., and intensive warm ups may be carried on the playing surface, but should be carried out in a manner that ensures the minimum of damage. • Conditioned games should be played across the pitch where possible. This will protect the goal- mouths, which are the most susceptible areas to damage. • The facilities committee will have the final say in relation to any disputes about the use of the playing surfaces. • Abuse or misuse of the playing surface will result in long periods of downtime of the pitches. • All bottles/gear/rubbish to be removed from sidelines of both home team and opposition and the area surrounding pitches following matches to ensure area is kept neat and tidy. • No use of the pitches by members outside official training times or matches is permitted. <p><u>Changing facilities:</u></p> |

- Dressing rooms should be locked while players on the pitch.
- It is the lead Mentor's responsibility to make sure opposition are accommodated correctly and shown how to lock up etc.,
- Dressing rooms/showers to be cleaned out after use (both training and matches).
- Nets / Flags to be tidied away and accounted for in their correct allocated location.

Rules for Pitch and Player Priority of Adult Games Teams:

Competition: The following priority shall be applied in deciding the priority of player and pitches:

- Championship
- League
- Feile na nGael
- Cup
- Challenge
- Training

Where a shortage of pitches arises and games of equal priority are scheduled for the same day/time the highest ranked Team will be given priority for pitch allocation. Consideration may also be given to the playability of the Clubs pitches and the impact preceding day's games may have on the ability to fulfil subsequent fixtures. The following order shall apply:

- Adult Football (Men's & Ladies)
- Minor
- Juveniles
- Juvenile games should be prioritised in descending age order.

Pitch Bookings:

Allocated slots have been assigned to all teams. These may change from time to time with agreement of the Mentors. Booking slots that have not been allocated can be arranged by contacting the facilities sub committee

Saturday Slots:

In the advent of fixtures being cancelled on Saturday, slots have been reserved for juvenile teams. Priority will be given to teams who are competing in league, shield and championship matches.

Facility Care:

- No players are allowed on the pitch without a Mentor being present.
- Only Astro Turf runners or moulded studs are allowed on the pitch.
- Steel studs are not allowed.
- All boots/runners must be clean before players enter the pitch.
- All kit, gear and lost items should be removed from the pitch after sessions are finished.

| | |
|--|---|
| | <ul style="list-style-type: none"> • Gates to the synthetic pitch must be locked after use. <p><u>Lights:</u></p> <ul style="list-style-type: none"> • The pitch flood lights may be used in the evening time up to 22:00 Monday to Saturday and 21:00 on Sundays. • The lights take approximately 5 minutes to warm up and reach full brightness. Do not switch on and off the flood lights unnecessarily. • The last team on the Astro i.e. the 9pm to 10pm slot must switch off the lights <p><u>Playing Rules:</u></p> <ul style="list-style-type: none"> • The synthetic pitch’s primary purpose is for juvenile training i.e. skills development, fitness training, stamina building, etc. • For football and hurling games/drills modified systems should be introduced that avoid kicking/pucking the ball over the bar (e.g. only hand fisted points). • Dead balling a sliotar or football on the pitch perimeter fencing or boards is not permitted. • All hurleys must have the steel band taped before they are used on the pitch. • Food and drinks are strictly forbidden on the synthetic pitch, particularly chewing gum. <p><u>Container:</u></p> <ul style="list-style-type: none"> • The Storage Container should be kept tidy at all times. • All training equipment should be returned to the store after training is complete. • The store is not to be used to house bicycles, lost property, etc. • The store is to be kept locked at all times. • If additional equipment is required or equipment is damaged, it should be reported to one of the Juvenile Officers. |
|--|---|

5.10 Standards of Behaviour/Discipline Procedure for Young Members

| | |
|------------|---|
| BACKGROUND | The Club demands the highest standards of behaviour from all young players/members. It is the Club’s policy to encourage, acknowledge, and reward high standards of behaviour, wherever possible. However, it is also |
|------------|---|

| | |
|-------------------|---|
| | <p>the Club’s policy not to tolerate unacceptable behaviour from any player towards fellow players, Mentors, referees, opponents, parents or any other Club members. This procedure will apply to any situation in which a member is representing the Club, i.e., travelling to and from training, fun days, parties, games, etc. In the event that a player’s behaviour is deemed unacceptable by a Mentor or adult helper the following disciplinary procedure should be applied.</p> |
| <p>DEFINITION</p> | <p>A. Minor Don’ts:</p> <ul style="list-style-type: none"> • Persistent talking & disruption while Mentors are coaching. • Cheek or disrespect towards Mentor(s) or helpers. • Horseplay which has not caused injury. • Continuous non- compliance with instructions of Mentor or adult helper. <p>Sanctions:</p> <ul style="list-style-type: none"> • Verbal warning. • Taken aside and a 2nd verbal warning. • Sin bin for 1/25 minutes. • Sin bin for 15 minutes or longer as deemed appropriate. • If continues, then you will need to bring to the attention of their parents <p>B. Serious Don’ts:</p> <ul style="list-style-type: none"> • Offensive language or gestures towards another player or Mentor or others. • Horseplay which has caused injury, accidental or otherwise. • Persistent non-compliance of instructions of Mentor or adult helper. • Cheating the rules. • Tell lies about adults or other players. • Spread rumours. <p>Sanctions:</p> <ul style="list-style-type: none"> • A formal warning with another Mentor present. (a sanction may be warranted) • Sin bin for 15 minutes or longer as deemed appropriate to avoid harmful behaviour. • A formal warning with parent/guardian present. • And along with suspension from the next from next training session or match if appropriate. <p>C. Critical Don’ts:</p> <ul style="list-style-type: none"> • Bullying – in any form (verbal, physical, sexual, etc.). • Wilful damage to an individual or Club property. • Theft off individuals or Club property. • Shouting and arguing with an official. <p>Sanctions:</p> <ul style="list-style-type: none"> • A written warning • Parents advised and suspension for next two weeks. |

| | |
|-----------|--|
| | <ul style="list-style-type: none"> • Total suspension from Club activities and membership. |
| PROCEDURE | <ul style="list-style-type: none"> • The young person should be spoken to in a calm, normal voice explaining the breach of code of behaviour so that they do not feel threatened and that they fully understand the breach and how they may improve. Make sure that they fully understand by asking probing questions. Explain that a repeat breach will lead to further disciplinary action and what the disciplinary action may be. In the event of, if a young person becomes upset or emotional when spoken to, the Mentors need to inform the parents/guardian at the end of the training session. • Two Mentors and/or Children’s Officer must speak to a young person at all times about the serious/critical breach of the Code of Behaviour away from the main team. This may require the Mentor to get a Parent/Guardian to stand in for them while they speak to the offending player. • It is vital that the Mentor remains calm at all times, even in the face of severe provocation. The aim of this procedure is to improve behaviour with a minimum of conflict. On some occasions, to avoid conflict, a second Mentor may intervene to support the action of a colleague. • The use of a sin bin needs to be clearly visible to Mentors and away from any other activity. The sin bin should to consist of two cone marked areas so that two offending players cannot be in contact during their sin bin stay. If possible, an attending Parent should be asked to supervise the sin bin area and must be seen to support the Mentors action. • Sanction Redemption. A young player may redeem themselves by being encouraged to undertake to do additional chores (picking up cones, tidying away gear) over a period. A report must be kept on the breach/disciplinary action to be completed for all serious and critical breaches. <p>Note: the disciplinary procedure does not cover any sanctions issued by match referees.</p> |

Surveys (U16’s and above):

It is strongly recommended that mentors of teams especially u16’s and older conduct a survey at least once per season. The survey will provide a critical source of data and insight for everyone engaged on the team, players and mentors. It’s important to collect information about the behaviours, needs, and opinions of all the players and then use this information to improve. In order for the survey to be beneficial, it needs to be anonymous and carried out early in the season. This feedback loop will help improve the teams engagement and development throughout the season. The below sample survey can be used as a template for your survey – there are many ways to host the survey such as google docs (the example below), Microsoft forms, Survey monkey, etc.

5.11 Grievance Procedures for Adult Members

| | |
|------------|--|
| BACKGROUND | <p>The grievance procedures are an agreed set of rules by which players can raise grievances and/or complaints with their Mentors. All grievances should be considered as potential disputes and should be dealt with as near in time as possible to the incident that gave rise to the grievance. Mentors should follow this procedure and be seen to be acting fairly and consistently. Some common causes of grievance include:</p> <ul style="list-style-type: none"> • Interpretation of rules of the game, • Lack of fairness in training and team place allocation, • Alleged discrimination and/or harassment, • Health and safety issues. <p>If grievances are not dealt with promptly, they are likely to fester and result in bad player relations. Poor grievance handling will also affect team morale while an effective process will release pressures/tension that can build up within the team.</p> |
| DEFINITION | <p>In all cases attempts should be made to resolve grievances locally and informally. If this is not possible, then the grievance should be escalated. The stages in escalation would include:</p> <ol style="list-style-type: none"> 1. Mentor 2. Lead Mentor 3. Club Officers 4. County Board <p>In dealing with any grievance ensure that due regard is given to Club policy, custom and practice in the club and in sport, court or other third-party precedents and advise from headquarters advice.</p> |
| PROCEDURE | <p>The grievance can be accepted verbally or in writing to the lead Mentor. The lead Mentor will convene a meeting where the key interactions in the grievance process will take place.</p> <p><u>Before the meeting:</u></p> <ul style="list-style-type: none"> • Ensure that there has been an opportunity for an informal meeting. • Decide if you can deal with the grievance immediately or if you need time to investigate and consider what action is necessary. • Ensure the complainant knows that they can be accompanied at the meeting. <p>Be clear about your authority in relation to possible solutions, particularly with regard to possible precedents and Club policy. Allow adequate time for the interview and get the physical setting right.</p> <p>Plan the interview with a view to identifying the true nature of the grievance and consider ways to draw out further information.</p> |

| | |
|--|--|
| | <p><u>During the meeting:</u></p> <ul style="list-style-type: none"> • Outline the purpose and structure of interview, informing the claimant that there will be notes taken. • Ask the complainant to state the background of the grievance and to outline what action he/she would like to see taken to resolve the problem. • Listen and try to understand why the complainant has raised the grievance. • Explore the facts further, if necessary, through appropriate open questioning (why, what, how). • State what you understand the grievance to be and ask the player to confirm that your understanding is correct. • Identify any relevant rules, policies or procedures, which may have not been followed. • Discuss options and a range of solutions. • If the grievance is justified, suggest a solution to the problem. • If the grievance is unfounded, carefully explain the reasons for rejecting it. • Inform the complainant of the right of appeal and the timescale involved. <p><u>After the meeting:</u></p> <ul style="list-style-type: none"> • Record the minutes of the meeting. • If necessary, ensure that the next stage of the procedure is activated. <p><u>Implications/Findings:</u> Before deciding on the resolution of a major grievance, the lead Mentor must be aware of the implications of his/her decision for future potential grievances. Also, an evaluation of the likely outcome of a reference to a third party should be made at this stage, in consultation with the Club Executive or County Board.</p> |
|--|--|

5.12 Selection Process for Minor and Adult Bainisteoir(s)

| | |
|-------------------|--|
| BACKGROUND | <p>The following process is to be applied to all codes for minor: Girls' and Boys' Football, Camogie and Hurling; and all codes for adult: Ladies' and Men's Football, Camogie and Hurling.</p> <p>The Position of any vacancy for Bainisteoir(s) will be publicly advertised requesting a submission of interest for this position. The request will be</p> |
|-------------------|--|

| | |
|--------------------------|--|
| | <p>published on the 1st of September (or as close to as possible recognising longer playing seasons) with a closing date of the 30th of September (or 30 days after positions advertised).</p> <p>The U16 team(s) are to be informed in April of every year of this process.</p> <p>All entries will be submitted to the Coaching and Games Development Committee (C&G). All interested parties will be asked to present a submission on how they plan to manage the team(s) applied for. This will include their proposed management team, plans on how to manage and develop the team(s) and their Commitment to work along with other mentors/other management groups for the benefit of player and team retention.</p> |
| <p>DEFINITION</p> | <ul style="list-style-type: none"> • For minor teams the term will be for one year. • For adult teams the term will be for a minimum of one year and the position will have an annual review if the term is for more than a year. This review will take place within a month of the end of the teams' playing season. As part of this review the C&G Committee have the authority to terminate the appointment(s) if appropriate. • If there are no submissions by the 30th September it is the responsibility of the C&G Committee to have a candidate(s) ready for submission for the November executive committee meeting (or as close to as possible recognising longer playing seasons). • To prevent a potential conflict of interest, anyone on the C&G Committee who has applied for any position will step aside from the selection process to ensure proper governance. • The Bainisteoir(s), when appointed, must adhere to the values and policies of the club. If there is a breach of these values and policies, the C&G Committee reserves the right to take action up to and including replacement of the Bainisteoir(s). Any action will have prior approval of the Executive Committee. |
| <p>PROCEDURE</p> | <ul style="list-style-type: none"> • All entries will be submitted to the Coaching and Games Development Committee (C&G). • All interested parties will be asked to present a submission on how they plan to manage the Minor team(s). This will include their proposed management team, plans on how to manage and develop the team(s) and their Commitment to work along with other mentors/other management groups for the benefit of player and team retention. • These presentations will be held in the month of October (or as close to as possible recognising longer playing seasons). • The C&G Committee will select the Bainisteoir(s) for the team(s) and submit this selection to the Executive Committee for ratification. This submission to the Executive Committee is to ensure proper governance. This recommendation will be submitted for the November Executive Committee meeting (or as close to as possible recognising longer playing seasons). The successful candidate(s) will |

| | |
|---------|---|
| | <p>be informed by the Friday of the week of the committee meeting in November which is typically the third week in November. In the event the Executive Committee do not ratify an appointment, the C&G committee will have to re-select and re-submit the Bainisteoir(s) for ratification by the Executive Committee. To prevent a potential conflict of interest, anyone on the Executive Committee who has expressed an interest in any of the bainisteoir(s) roles will step aside from the ratification process to ensure proper governance.</p> |
| SCORING | <p>Interviews will be scored based on the interview and how the interviewees address the GAA player pathway principles.</p> <ul style="list-style-type: none"> • CLUB IS CORE - Club is central to nurturing a love and passion for our games and sustaining communities and lifelong participation • PLAYER CENTRED - We develop the player and the person • QUALITY COACHING EXPERIENCES - Our coaches create an enjoyable coaching environment to meet needs and welfare of the player • CONNECTION - Our pathway promotes connection through relationship building opportunities, communication and teamwork. • INCLUSIVE - Gaelic Games are for All, regardless of abilities, background, beliefs or identities • AS MANY AS POSSIBLE FOR AS LONG AS POSSIBLE - Our Pathway prioritises long-term development with a games programme that supports recruitment, development and retention of players |

5.13 Volunteer Recruitment and Selection Procedures

| | |
|------------|---|
| BACKGROUND | <p>The volunteer is the lifeblood of any GAA club. All roles within the club are performed by volunteers – as the club grows the number of volunteers grows so having a robust procedure for recruiting and selecting volunteers is vital.</p> |
| PROCEDURE | <p><u>Application/Subscription Form:</u> Volunteers should complete an application form prior to formally commencing their role in the Club. This is particularly important for new Mentors as they must be registered in order to be covered by insurance. Signing an application form requires the volunteer to agree to abide by the Clubs Codes, Policies and Procedures.</p> <p><u>Data Retention:</u> All member details collected on application or subscription forms will be securely stored on the Club data base. This information will be treated confidentially and only be used for GAA purposes.</p> <p><u>References:</u></p> |

As part of the recruitment process each new volunteer member must be recommended by an existing Club member. These recommendations will be verified by a member of the Club Executive. For volunteers involved in Mentoring or in assisting in juvenile or adult teams, it is mandatory to complete a Garda Vetting process prior to commencement of their role(s).

Meeting the Applicant:

An official representative of the Club will meet each new volunteer to ensure that they are aware of their role(s) and to use the occasion to clarify any issues that may arise and identify any coaching and up-skilling needs as appropriate.

GAA E- Vetting:

The GAA vetting process must be completed by all working with Underage players. This is a legal requirement to protect the welfare of all our young players. Speak with the Child protection Officer for details on how to complete this.

Volunteer Support:

Continuous supports will be made available to all Menors and volunteers to enable them to full fill their roles successfully. The Club Executive, Juvenile Chairman and the Children's Officers will be available to support all roles in the Club.

Mentor Ratification: All Mentors (new and existing) will be reviewed and ratified by the Club Executive on an annual basis.