



THE aim of Glasnevin Schoolboys Football Club is to provide all players at our club with the opportunities to develop their footballing ability to its full potential. This will be achieved with the full co-operation of our Managers/Coaches, Players and Parents in a safe and friendly environment.

Code of Conduct for Managers/Coaches

Managers/Coaches will:

- 01). Show respect for all players, fellow Coaches, all officials and lead by example.
- 02). Obtain the necessary Garda Vetting Clearance, attend the FAI Child Awareness Course and be familiar with the Glasnevin Football Club Child Protection Guidelines.
- 03). Keep themselves up to date with new ideas on coaching and development and attend the FAI Kickstart 1 & 2 courses as instructed by the Football Committee
- 04). Be fully prepared for coaching sessions and games.
- 05). Ensure a safe environment for learning and development.
- 06). Encourage each player in terms of self-discipline, good behaviour and punctuality.
- 07). Be self-critical and not afraid to seek assistance.
- 08). Ensure that all players are aware that all forms of bullying will not be tolerated.
- 09). Be generous with your praise when it is deserved.
- 10). Always display high standards of behaviour and appearance.
- 11) Display loyalty, by promoting the club and other coaches, officers and members in a positive manner.

Code of Conduct for Players

- 01). Always show respect for team-mates, managers/coaches, opponents and officials.
- 02). Always turn up on time for matches and training.
- 03). Always play to win but accept defeat like proper sportsmen.
- 04). Always have commitment to your club and pride in your performance.
- 05). Ensure that your lifestyle helps rather than hinders your progress.
- 06). Pay your subs every week without having to be asked.
- 07). Arrive for training and matches with the proper gear and boots.
- 08). Listen to advice given and ask questions if you don't understand.
- 09). Help out with equipment before and after matches and training.
- 10). Let the manager know, as soon as possible, if you are injured or sick.
- 11). Bullying will not be tolerated and if you feel you are being bullied feel safe to tell the manager.

Code of Conduct for Parents

- 01). Always show respect for all players, opponents, managers/coaches and officials.
- 02). Have realistic expectations for your son/daughter and don't put him/her under undue pressure.
- 03). Ensure that your son/daughter arrives in plenty of time for training and matches with all the necessary equipment and refreshments and arrangements are in place for getting your son/daughter home afterwards.
- 04). Leave coaching to the coaches.
- 05). Respect the managers/coaches' decisions. Game day is not the time or place to raise any concerns or problems. These should be handled before or after training sessions. If there is any problem or issue then contact the Child Welfare Officer Dermot Smith as soon as possible.
- 06). Accept disappointment, praise good work and refrain from criticising.
- 07). Support the club's fund-raising activities.
- 08). If your son/daughter requires hospital treatment a parent must attend.

- 09). Emphasise skill development and practice over winning and how they benefit your child (and other children/players). De-emphasise games and competition in the lower age groups.
- 10). When needed help with any necessary equipment prior to and after games.

Child Protection Policy

Glasnevin Schoolboys Football Club believes that concern for the general well-being and welfare of all children and young persons under its care is of paramount importance in developing the young players of the future. The club recognises the responsibilities and trust that is placed on it by all players and their families. It will seek to respond to that responsibility by encouraging best practice in Child Protection matters and encourage everyone involved in the club to recognise this.

The protection of the child must be the first priority of all its members. All Managers/Coaches must know the club's policy and procedures, be encouraged to listen to concerns of players and take their complaints seriously. All current and potential Managers/Coaches shall consent to be screened as to their suitability to work with children as specified by the FAI Child Protection guidelines.

Glasnevin Schoolboys Football Club will emphasise to all members that they have a duty to report to the Child Welfare Officer Ann O'Neill any concerns they have over the possible abuse of children. This duty also applies to concerns they might have about a colleague.

The Club will provide guidance to anyone who makes a report of suspected abuse and they will be fully supported when voicing these concerns.

Definition of Child Abuse

Neglect: The neglect of a child or the failure to protect a child from any kind of danger including exposure to cold and rain.

Physical Abuse: Actual or likely sexual exploitation of a child where a person involves a child in any activity that leads to their own or others sexual gratification.

Emotional Abuse: Failure to exhibit care and attention, particularly where a child is threatened, taunted or shouted at and as a consequence leads to loss of self-esteem and confidence. Similarly, undermining a child by ignoring effort or progress.

Guidance To Promote Good Practice

The following guidelines are for Managers/Coaches in an attempt to reduce situations, which could lead to the abuse of children as well as attempting to protect those who are working with children and young people.

Always try to work with children and young people in the open and public view.

With very young children, where possible, try to encourage parents to take responsibility for their children in the changing rooms.

Always ensure Managers/Coaches work in pairs when children have to be supervised in the changing rooms.

Always try to develop a climate, which discourages the criticising of those who are seen as having less ability.

Always try to take steps to challenge bullying and always listen to complaints from team members who feel that they are being bullied.

Always try to avoid being alone in a car with a child/young person. Sometimes this will be unavoidable but try to make sure the child/young person sits in the back of the car.

Always avoid taking a child/young person home with you, especially if they would be alone with a Manager/Coach.

It is advisable that Managers/Coaches identify who will be collecting a child/young person following a match or training session.

Managers/Coaches should take steps to know who will care for a child/young person if his parents are not at home when the child is returned home following a match or training session.

**All above is superseded by the Code of Ethics and Good Practice for Children's Sport as directed by The Irish Sports Council and supported by the FAI.*

Anti-Bullying Policy

It is vital that everyone within the club understands that Bullying will not be tolerated and that the following conditions must be met.

In being confronted with a possible case of bullying all Managers/Coaches must report alleged cases immediately to the Child Protection Officer who will:

- a). Take the problem seriously.
- b). Investigate the incident.
- c). Talk to the bullies and victims separately.
- d). Decide on an appropriate action such as: Obtain an apology from the bully to victim.
- e). Inform parents of the bully.
- f). Encourage/support the bully to change his behaviour.
- g). Impose sanctions against bullies up to and including dismissal.

Child Protection Advice for Players

You are entitled to:

- a). Be safe
- b). Be treated with dignity, sensitivity and respect
- c). Experience competition and the desire to win as a positive and healthy outcome of striving for best performance
- d). Be happy, have fun and enjoy soccer
- e). Comment and make suggestions in an appropriate and constructive manner
- f). Be listened to
- g). Be believed