



Glasnevin FC Schoolboys/Schoolgirls

Code of Conduct

Contents

Introduction	2
Coaches	3
Parents/Guardians	4
Players	5
Club Management.....	6
Breaches of the Code of Conduct	6



Introduction

Glasnevin F.C. is a community-based club. Our mission is to pass on, nurture and develop a life-long love for the game of football among the young people in our club. We aim to do this by creating a safe, friendly, and positive football environment in which children can learn and grow, as participants in the game and as people. In line with the FAI's Player Development Plan, Glasnevin FC believes in a player-focused model based on enjoyment and skill development whilst reducing a win-at-all-costs mentality.

These values underpin our Code of Conduct for coaches, parents/guardians, players, club officials and volunteers. In addition, there are several key principles that guide the club in its Code of Conduct:

Safety and Care for Others

- When participating in club activities, the safety and welfare of people should be prioritised above all other considerations.

Good Manners and Respect for Others

- Recognise that every person is equal in dignity and deserving of respect, regardless of their background or who they are.
- Everybody in the club has the right to take part without fear, harassment, intimidation, or bullying in any of its forms. Offensive and/or discriminatory language or behaviour of any kind is unacceptable.
- Anyone who engages in, or incites another to engage in violent, bullying, threatening or seriously offensive behaviour towards any person, whether by word, action or on-line, will face sanction.
- All members of the Glasnevin FC community are expected to always show cooperation, good manners, and respect towards each other.
- The club exists due to its players and its volunteers, who do their best with limited resources to meet our objectives. The time and effort of volunteers, given freely, must be respected.

Care for Personal and Club Property

- People are responsible for their own property while participating in club activities. All personal belongings should be kept securely and clearly marked with the owner's name. Stealing or damaging the personal property of others is a serious matter and will be subject to sanction.
- All club property, including clothing, equipment, and facilities, must be treated with care and respect. Where shared equipment or facilities are in use, they should always be left as you would like to find them and in a suitable condition for the next team. Stealing or damaging club property is a serious matter and will be subject to sanction.

Care for the Reputation of the Club

- Each of us has a responsibility to represent the club, and its partners and sponsors, in a way that reflects our ethos and values and upholds the good name and reputation of the club. Always keep this in mind when participating in club activities.



Coaches

Coaches should guide players to understand all aspects of the game, creating a positive learning environment where children can learn, play, and enjoy themselves.

ON AND OFF THE FIELD, I WILL:

- Use my position to set a positive example for the young people I am responsible for
- Show respect to others involved in the game including match officials, opposition players and coaches, parents and spectators
- Adhere to the laws and spirit of the game
- Promote Fair Play and high standards of behaviour
- Respect the match official's decision
- Never enter the field of play without the referee's permission
- Never engage in, or tolerate, offensive, insulting or abusive language or behaviour
- Be gracious in victory and defeat.

WHEN WORKING WITH PLAYERS, I WILL:

- Place the well-being, safety and enjoyment of each player above everything, including winning
- Never engage in or tolerate any form of bullying, harassment or discriminatory behaviour
- Enforce the principles of fair play, treating each player equally with dignity and respect, and ensure that all players play within the rules.
- Avoid dictating to or constantly instructing players, which can hinder development
- Encourage each player to accept responsibility for their own decisions, behaviour and performance
- Ensure all activities I organise are inclusive and appropriate for the players' ability level, age and maturity.
- Ensure that all players are given sufficient game time at every match and that the guidelines and rules on playing format, as detailed in the FAI Player Development Plan, are followed.

WHEN WORKING WITH PARENTS/GUARDIANS, I WILL:

- Involve parents/guardians in what I do.
- Always be respectful, listen to feedback and maintain confidentiality.
- Communicate concisely, on time and with respect.

IN ADDITION, I WILL:

- Attend courses, obtain certifications and keep up to date with the latest coaching knowledge and skills.
- Ensure my Garda Vetting clearance is in place and up to date and always follow best practice regarding the club Child Safeguarding Statement and FAI Child Welfare Policy.
- Adhere to club policies and procedures.
- Be respectful of others' time.

Remember that, as an adult, you are first and foremost a role model for children. Your conduct, good and bad, may be remembered by others long after your role as a coach has come to an end.



Parents/Guardians

Parents/Guardians play an important role in promoting children's happiness and success in football and sport in general. Parents/guardians should find out what their children want from football and help them set realistic targets to achieve this. You should also examine what you want from the experience. In some instances, this may involve distinguishing your child's needs from your own needs or aspirations.

WHEN ATTENDING GAMES, I WILL:

- Applaud effort and good play as well as success.
- Respect the Referee's decisions even when I don't agree with them.
- Respect the other team's players and coaches regardless of who they are or what their background is.
- Remain behind the touchline and within designated spectator areas.
- Let the coach do their job and not confuse the players by telling them what to do.
- Encourage the players to respect the opposition, referee and match officials.
- Support positively and offer players encouragement instead of criticism.
- Never engage in or tolerate any offensive, insulting, discriminatory or abusive language or behaviour.
- Remember that children play for enjoyment and FUN.

WHEN DEALING WITH COACHES AND OTHER CLUB OFFICIALS, I WILL:

- Volunteer to assist, for example by putting up posts and nets, assisting at training, matches and other events where appropriate.
- Make sure my child has the appropriate equipment, clothing and refreshments.
- Make every effort to attend training and games but know when my child is not ready or fit to play.
- Inform the coach about any illness, injury, holidays, or other unavailability as early as possible.
- Communicate any concerns I may have to the coach, child welfare officer or another club official.
- Adhere to club policies and procedures.
- Ensure player subscriptions and registrations are up to date in line with club requirements (if an issue exists and is brought to the club's attention, it can be managed and will be treated in the strictest confidence).

While winning is important, it must be remembered that winning at all costs does not meet the needs of players. Results are not necessarily a good indicator of coaching effectiveness or ability; the improvement of players and their level of enjoyment are. Most importantly, parents/guardians should lead by example.



Players

WHEN PLAYING FOOTBALL I WILL:

- Always play to the best of my ability and for the benefit of my team
- Play fairly – I won't cheat, dive, complain or waste time
- Respect my team-mates and the other team, the referee or my coach regardless of who they are or what their background is.
- Play by the rules, as directed by the referee.
- Be gracious in victory and defeat – I will shake hands with the other team and referee at the end of the game.
- Listen and respond to what my coach tells me and ask questions if I don't understand.
- Understand that a coach must do what is best for the team and not one individual player.
- Talk to someone I trust or the club welfare officer if I am unhappy about anything at my club.

IN ADDITION, I WILL

- Turn up on time for matches and training with the proper clothing and equipment.
- Ensure all personal belongings are kept securely and clearly marked with my name.
- Help with equipment before and after matches and training.
- Take care of club clothing and equipment.
- Let the coach know, as soon as possible, if I am injured, sick or unavailable to play.

As a player, you should play fairly, treat others with respect, do your best, and enjoy yourself.



Club Management

The principles and behaviours noted in this document apply equally to all club committee members and volunteers.

IN MY ROLE AS A CLUB OFFICIAL, I WILL:

- Always consider the safety and welfare of people as the highest priority when making decisions.
- Treat everyone involved in club activities, including children, parents, coaches/volunteers, partners, external stakeholders, and other committee members with respect and dignity.
- Always be honest in my dealings with others and act as a positive role model.
- Be open to feedback from coaches, parents, players and colleagues and respond appropriately.
- Always represent the club in a professional manner

IN ADDITION I WILL:

- Be diligent in my role and attend meetings or forward my apologies prior to the meeting.
- Make decisions that are best for the club and not for personal interest or gain.
- Declare any conflicts of interest as they occur and act to ensure that these conflicts do not pose a risk to the club.
- Adhere to club policies and procedures and to the legislative requirements of the club.
- Respect the equipment and resources of the club and only use these in club related activities.
- Not engage in any commercial relationship that results in personal financial gain.
- Not receive gifts, donations or sponsorship that result in personal financial gain.
- Always look for opportunities for improved performance of the club operations and committee functions

Breaches of the Code of Conduct

This document does not provide an exhaustive list of acceptable or unacceptable behaviours. It provides a set of principles and guidelines to set expectations on our behaviour as a club and as individual participants in the club's activities.

At times, breaches will occur. In most instances, a quick word or conversation to point out the behaviour, which may not always be obvious to the person themselves, will suffice.

Where more serious breaches occur or allegations arise, these will be investigated by the club committee. Where a club committee member is the subject of an alleged breach, this will be investigated by an appropriate independent person.

Anyone found to have acted contrary to the principles and guidelines contained in this document, or who has acted in a way contrary to the best interests of the club and its reputation, may be subject to sanction, up to and including expulsion from the club.