

# *Clare Schoolboy/Girls Soccer League*

## **Code of Practice**

**THIS DOCUMENT IS PRODUCED IN 2 PARTS:-**

- 1. DETAILS OF HOW, IN RESPECT OF CHILD PROTECTION, CSSL WILL MANAGE IT'S OBLIGATIONS TO MANAGE CLUBS.**
- 2. COUNTY TEAMS AND EMERGING TALENT PROGRAMMES OPERATED BY THE LEAGUE.**

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## PART 1

### CHILD PROTECTION - MANAGEMENT OF CLUBS

#### CLUB CHILD PROTECTION OFFICER

All clubs are required to have a child protection officer in accordance with FAI/statutory regulations. They are to provide the CSSL Children's Officer with details of this person. The CSSL Children's Officer will notify the registrar so that this can be logged on the CSSL database.

#### CLUB DESIGNATED PERSON

Unless CSSL are notified to the contrary, the club designated person shall be the club chairman.

#### CHILD PROTECTION POLICY

All clubs are required to produce and maintain a policy and Code of Ethics in accordance with statutory requirements.

Clubs can be required to produce a copy of this by the CSSL committee at any time.

#### CODES OF CONDUCT

Clubs are to ensure that all club coaches, parents and players are provided with a copy of the relevant CSSL Code of Conduct prior to completing application/registration forms.

#### GARDA VETTING

All club coaches, managers etc are required to be Garda vetted in accordance with FAI regulations. Clubs will preferably submit their completed form to the CSSL Children's Officer. (NB clubs who have already submitted applications directly to the FAI should already have notified the CSSL Children's Officer).

The CSSL Children's Officer will ensure that it appears to be completed correctly and then forward this to the FAI for vetting. At the same time as forwarding, the CSSL Children's Officer will notify the registrar so that this can be logged on the CSSL database.

Until such time as approval is received from the FAI, persons who have submitted their application through the CSSL Children's Officer are only permitted to coach if someone who is fully compliant is in attendance.

Clubs/persons who submit their applications directly to the FAI shall notify the CSSL Children's Officer of this. The CSSL Children's Officer will notify the registrar so that this can be logged on the CSSL database.

Until such time as approval is received from the FAI, persons who have submitted their application directly to the FAI are not permitted to coach.

Following receipt of Garda vetting approval, or otherwise, the coach will, via his/her club forward a copy to the CSSL Children's Officer.

The CSSL Children's Officer will notify the registrar who will log this on the CSSL database.

#### BASIC AWARENESS TRAINING (NOT UNDER 18s)

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Clubs are to ensure that they meet the requirements for basic awareness/code of ethics training as set out in FAI regulations.

Following completion of training the CSSL Children's Officer is to be provided with a copy of the certificate or other form of proof acceptable to him/her.

The CSSL Children's Officer will notify the registrar so that this can be logged on the CSSL database.

## **CLUB COACHES**

Each season clubs are required to provide CSSL with details of their coaches (who must be compliant with the above) for the season. In the case of under 18 coaches (who are not permitted to undertake the basic training) such coaches must, at all times be under the supervision of an over 17, fully compliant coach.

## **CHILD ABUSE**

In the event of alleged abuse, clubs are reminded that it is their responsibility to report this to the statutory authorities, not CSSL.

Under Football Association of Ireland rules, any coach/volunteer/manager who is the subject of a statutory investigation into alleged child abuse is required to stand down from all soccer activities until the investigation is completed. Therefore the CSSL committee and FAI National Children's Officer must be informed immediately of any formal notification to the Statutory Authorities

## PART 2

### **COUNTY TEAMS AND EMERGING TALENT PROGRAMMES OPERATED BY THE LEAGUE**

The guidelines in this document are based on the national guidelines as outlined in the following documents.

Code of Ethics and Good Practice for Children's Sport, Irish Sports Council, 2000.

Children First: National Guidelines for the Protection and Welfare of Children, Dept. of Health & Children 1999

Our Duty to Care, Dept. of Health & Children 2002

Football Association of Ireland Code of Ethics & Best Practice

**This PART is produced in respect of county teams and Emerging Talent programmes operated by the league. Individual clubs are required to have and operate their own Code of Practice**

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## **Mission Statement**

The work of **Clare Schoolboy/Girls Soccer League** is based on the following principles that will guide the development of sport for young people in this League. Children and young people's experience of soccer should be guided by what is best for the child or young person. The stages of development and the ability of the child should guide the types of activity provided within the League. Adults will need to have a basic understanding of the needs of young people, including physical, emotional and personal.

## **Integrity in relationships:**

Adults interacting with young people in soccer should do so with integrity and respect for the child. All adult actions in soccer should be guided by what is best for the child and in the context of quality, open working relationships. Verbal, physical, emotional or sexual abuse of any kind is unacceptable within soccer.

## **Quality atmosphere and ethos**

Soccer for young people should be conducted in a safe, positive and encouraging atmosphere. A child-centred ethos will help to ensure that competition and specialisation are kept in their appropriate place. Too often unhealthy competitive demands are placed on children too early and results in excessive levels of pressure on them and as a consequence, high levels of dropout from sport.

## **Equality**

All children should be treated in an equitable and fair manner regardless of age, ability, sex, religion, social and ethnic background or political persuasion. Children with disability should be involved in sports activities in an integrated way, thus allowing them to participate to their potential alongside other children.

## **Fair Play:**

Fair play is the guiding principle of the Irish Sports Councils Code of Ethics and Good Practice for Children's Sport.

It states that "all children's sport should be conducted in an atmosphere of fair play". Ireland has contributed and is committed to the European Code of Sports Ethics, which defines fair play as: "much more than playing within the rules".

It incorporates the concepts of friendship, respect for others and always playing with the right spirit. Fair play is defined as a way of thinking, not just behaving. It incorporates issues concerned with the elimination of opportunities, excessive commercialisation and corruption.

(European Sports Charter and Code of Ethics, Council of Europe, 1993).

## **Competition**

A balanced approach to competition can make a significant contribution to the development of young people, while at the same time providing fun, enjoyment and satisfaction. Coaches/managers should aim to put the welfare of the child first and competitive standards second. A child-centred approach will help to ensure that competition and specialisation are kept in their appropriate place.

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## ***Child Protection & Welfare Policy Statement***

### **Introduction.**

Clare Schoolboy/Girls Soccer League is committed to ensuring that all necessary steps will be taken to protect and safeguard the welfare of children and young people who participate in soccer. This Policy document clearly demonstrates the importance placed by Clare Schoolboy/Girls Soccer League on the protection and safety of children and young people who participate in soccer.

All children and young people who participate in soccer should be able to do so in a safe and enjoyable environment. While doing so they should be protected from any form of abuse be it physical, emotional, sexual, neglect or bullying. The responsibility for protecting children lies with all adults involved in this League and in soccer in general.

Clare Schoolboy/Girls soccer league recognises and accepts its responsibility to safeguard the welfare of all children and young people by protecting them from physical, emotional or sexual harm and from neglect or bullying.

These clear policies, practices and procedures in addition to relevant training programmes will ensure that everybody in Clare Schoolboy/Girls soccer league knows exactly what is expected of them in relation to protecting children and young people within soccer.

It is vital that children and young people who participate in Clare Schoolboy/Girls soccer league activities are able to do so in a safe, enjoyable and quality environment.

In pursuit of this goal Clare Schoolboy/Girls soccer league will:

- Advise all members of Clare Schoolboy/Girls soccer league (coaches, players, parents and spectators) of their responsibilities in relation to the welfare and protection of children and young people who participate in soccer.

- Operate within the recommended Football Association of Ireland codes of conduct and best practice guidelines.

Appoint a League Children's Officer in line with Football Association of Ireland requirements.

Children are defined in Irish Law as being any person under 18 years of age.

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## **The aims of Clare Schoolboy/Girls soccer league Child Protection Policy are:**

- To develop a positive and pro-active position in order to best protect all children and young people who participate in soccer, in order for them to do so in a safe and enjoyable environment.
- To provide appropriate guidance and advice to all League members (players, coaches, volunteers, spectators and parents) in all matters concerning child welfare and protection.
- To demonstrate best practice in the area of child welfare and protection.
- To promote ethics and best practice standards throughout soccer.

## **The key principles underpinning this Policy are that:**

- The welfare of the child is the first and paramount consideration.
- All children and young people have a right to be protected from abuse of any kind regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual identity.
- All suspicions and allegations of abuse/poor practice will be taken seriously and responded to swiftly and appropriately. It is essential that we work in partnership with children and young people and their parents/carers. Health Boards have a statutory responsibility to safeguard and protect the welfare of children and Clare Schoolboy/Girls soccer league is committed to cooperating fully with them in accordance with procedures as outlined in “Children First” National Guidelines for the Protection and Welfare of Children.
- Clare Schoolboy/Girls soccer league will cooperate fully with the Football Association of Ireland National Children’s Officer, Gardai and Health Boards in any investigation of child abuse in soccer.

## **Rule 76. The Protection and Welfare of Children**

The Football Association of Ireland’s regulations in regard to child welfare and protection are defined in the rulebook as:

In line with recent legislation and Government Guidelines (The Child Care Act 1991 and The Protection for Persons Reporting Abuse Act 1998) in relation to child protection and welfare, it is mandatory that all National Associations, Divisional Associations and Affiliated Leagues should operate to Football Association of Ireland recommended codes of conduct and best practice guidelines.

1. Any act, statement, conduct or other matter, which harms a child or children, or poses or may pose a risk of harm to a child or children, shall constitute behaviour which is improper and brings the game into disrepute.

Breaches will become a disciplinary offence. 2.

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3. Any Member or Participant who is the subject of a Statutory Inquiry in relation to any child welfare concern **must** stand down from all soccer activities pending the outcome of that inquiry and any subsequent internal disciplinary proceedings.

**Clare Schoolboy/Girls soccer league** through confirming this policy document has demonstrated its commitment to ensuring that children and young people can participate in all soccer activities with their safety and welfare being of paramount importance.

It is essential that this document represents a process of continual improvement in the area of child protection and welfare in soccer.

It is the responsibility of all adults involved in soccer to actively promote safe and best practice standards whilst being ever vigilant and aware of their responsibilities to children and young people in their care.

## **Procedure for dealing with Child Abuse Concerns or Allegations**

It is important to note that the investigation of suspected child abuse is the responsibility of the Statutory Authorities (Gardai, Health Board) and should not be undertaken by Children's Officers or any other League. All allegations of child abuse must be referred to the Statutory Authorities.

When an allegation is received it should be assessed promptly and carefully. It will be necessary to decide whether a formal report should be made to the health board and this decision should be based on reasonable grounds for concern. **The following examples would constitute reasonable grounds for concern:**

- (i) **A specific indication from a child that he or she was abused;**
- (ii) A statement from a person who witnessed abuse;
- (iii) An illness, injury or behaviour consistent with abuse;
- (iv) A symptom which may not in itself be totally consistent with abuse, but which is supported by corroborative evidence of deliberate harm or negligence;
- (v) Consistent signs of neglect over a period of time.

Ref. Children First

### **Step One**

Any allegation of abuse must in the first instance be brought to the attention of the Chairperson of the League. Should the Chairperson be unsure whether reasonable grounds for concern exist s/he can informally consult with the local health board duty social worker. S/he will be advised whether or not the matter requires a formal report.

Coaches/volunteers may be subjected to erroneous or malicious allegations. Therefore, any allegation of abuse should be dealt with sensitively and appropriate support should be provided for staff/volunteers including counselling where necessary.

### **Step Two**



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Should Clare Schoolboy/Girls soccer league become aware of an allegation of abuse of a child or children by a coach/volunteer during the execution of that coaches/volunteers duties, the Chairman will privately inform the coach/volunteer of the following:

- v the fact that the allegation has been made against him/her;
- v The nature of the allegation.

## **Step Three**

The coach/volunteer should be afforded an opportunity to respond. The Chairman will note the response and pass on this information when making the formal report to the health board.

The report to the Health Board should contain observations, dates, times, locations and contexts in which the incident occurred or suspicion was aroused, together with any other relevant information.

In cases of emergency, where a child appears to be at immediate and serious risk and the Chairperson is unable to contact a duty social worker, the Gardai shall be contacted.

Under no circumstances will a child be left in a dangerous situation pending intervention by the Statutory Authorities

## **Step Four**

Our Chairperson, if reporting suspected or actual child abuse to the Statutory Authorities will first inform the family of their intention to make such a report, unless doing so would endanger the child or undermine any statutory investigation.

## **Step Five**

All subsequent actions following an allegation of abuse against a coach/volunteer will be taken in consultation with the Health Board and An Garda Síochána. An immediate meeting will be sought with these two agencies for this purpose. The Football Association of Ireland National Children's Officer is also available to provide support and advice.

## **Step Six**

Under Football Association of Ireland rules, any coach/volunteer/manager who is the subject of a statutory investigation into alleged child abuse is required to stand down from all soccer activities until the investigation is completed. Therefore the FAI National Children's Officer must be informed immediately of any formal notification to the Statutory Authorities.

When a person is asked to stand down it should be made clear that it is only a precautionary measure in keeping with standard procedures/guidelines and will not prejudice any later disciplinary proceedings.

The coach/volunteer concerned should be advised that the procedures being undertaken are in accordance with statutory requirements. He or she should be treated with respect and fairness, and also be assured that all information will be dealt with in a sensitive and confidential manner.

## **Step Seven**

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The league will carefully consider the outcome of the statutory investigation and will then assess if there are any outstanding disciplinary issues in relation to their internal rules or infringements of the Football Association of Ireland best practice guidelines. It must be remembered that the fact that the alleged abuser has not been prosecuted or been found guilty does not mean that they are appropriate to work with young people in the future.

**Internal League disciplinary proceedings can only be initiated after the Statutory Authorities have completed theirs.**

## **2.4 League Disciplinary, Complaints and Appeals Procedure (Covers all matters other than suspected child abuse which has to be referred to the Statutory Authorities See 10.6)**

While many concerns can be dealt with in an informal manner to the satisfaction of all concerned, it is advisable that detailed records are maintained in respect of all complaints and that all parties are advised of the formal complaints and appeals procedure. All reasonable efforts to resolve matters should be exhausted at local level before accessing the appeals procedure.

### **Step One**

Any person who has a complaint or concern should bring it to the attention of the secretary under the relevant rules of the body concerned.

The complaint or concern should be in writing and should outline all relevant details and other parties involved in line with procedure.

### **Step Two**

The complaint or concern should then be brought to the attention of the appropriate person in line with League rules who will convene the complaints committee/panel (best practice would advise that this committee/panel would consist of three members) **unless the complaint or concern relates to a child abuse matter or criminal offence that meets criteria for formal reporting to the statutory authorities.**

**Where there are potential contentious issues, due consideration should be given to ensure the independence of the complaints committee/panel and therefore, it is advisable that members of the complaints committee/panel should not be Offices/Directors of the body concerned as lack of independence is often cited as a ground for appeal.**

**(The Chairperson of the League should not sit on the complaints Committee)**

### **Step Three**

The complaints committee/panel should furnish any participant with details of the complaint being made against them and afford them the opportunity of providing a response either verbally or in writing. In the event of a complaint against a child, the parents/guardians should be informed and advised of the process.

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## **Step Four**

The complaints committee/panel should then hear the case of all parties involved and decide if a rule or regulation has been infringed.

## **Step Five**

The complaints committee/panel should then inform in writing those involved of their decision and any sanctions if any that are to be imposed. This notification should be in writing, setting out the reasons for the sanction. (Written notification should be forwarded to parents if the proceedings involve a participant under eighteen years of age)

## **Step Six**

Any party unhappy with the findings of the complaints committee/panel can appeal the decision in writing to the SFAI.

Written confidential records in relation to disciplinary proceedings should be safely and confidentially kept on file (procedures should clearly define the possession of such records in the event of election of new officers)

## ***Anonymous Complaints***

Anonymous complaints can be difficult to deal with, however they cannot be ignored. All complaints relating to inappropriate behaviour/poor practice should be brought to the attention of the Chairperson of the League. In all cases the safety and welfare of the child/children is paramount.

All complaints should be checked out and handled in a confidential manner. It is important to record all such complaints and actions taken. Specific advice on dealing with anonymous complaints can be got from your local Health Board duty social worker or alternatively the Football Association of Ireland National Children's Officer.

## ***Rumours***

Rumours should not be allowed hang in the air. Any rumour/s relating to inappropriate behaviour/s circulating in the league should be brought to the attention to the Chairperson and checked out promptly. All ensuing information should be handled confidentially and with sensitivity.

## ***Confidentiality***

Confidentiality is about managing information in a respectful, professional and purposeful manner. It is important that the rights of both the child and the person about whom the complaint has been made are protected. Therefore, appropriate confidentiality will be maintained in respect of all issues and people involved in concerns about the welfare of a child or bad practice within the league.

The following points will be borne in mind:

- A guarantee of confidentiality or undertakings regarding secrecy cannot be given, as the welfare of the child will supersede all other considerations
- All information should be treated in a careful and sensitive manner and should only be discussed with those who need to know

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- Information will be conveyed to the parents/guardians of a child about whom there are concerns in a sensitive way
- Giving information to others on a “need to know” basis for the protection of a child is not a breach of confidentiality

## **Recruitment Policy**

Clare Schoolboy/Girls soccer league will take all reasonable steps to ensure that coaches, managers and volunteers are suitable to work with children and young people.

All coaches, managers and volunteers are required to complete an application/self declaration form, giving the names of two referees who will then be contacted. Written references will then be verified and kept on file.

All coaches/volunteers subject to Garda clearance (when available)

All appointments are subject to approval and ratification by the committee of Clare Schoolboy/Girls soccer league

All coaches, managers and volunteers will be subject to a sign up procedure in which they undertake to abide by Clare Schoolboy/Girls soccer league rules and FAI codes of conduct and good practice. (Appropriate confidentiality will be maintained in regard to all application and reference forms)

Once recruited, Clare Schoolboy/Girls soccer league will make all efforts to support and manage coaches, managers and volunteers ensuring that no person is expected to work alone.

## **Coach, Manager, Volunteer Education & Support Policy**

The Committee of Clare Schoolboy/Girls soccer league are indebted to our coaches, managers and volunteers who give freely of their valuable time in providing a stimulating, challenging, supportive and fun soccer experience to children and young people in the League.

The Committee will endeavour to support these coaches, managers and volunteers in their work by providing an environment where all activities are carried out in a safe, fun manner at all times conducted in the spirit of “Fair Play”.

Clare Schoolboy/Girls soccer league will make all efforts to assist all new volunteers, managers, coaches in whatever way they can.

Clare Schoolboy/Girls soccer league will provide an induction pack to all new volunteers/coaches which will familiarise them with League rules, policies and procedures and expected codes of behaviour for children, coaches and parents/spectators.

The Committee of Clare Schoolboy/Girls soccer league recognise the value of having appropriately qualified personnel in the league, and therefore will endeavour to support any of our coaches in the coach education process.

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At no time will any coach, manager, volunteer be expected to work or deal with any problem alone and they will be assured of Committee assistance and support at all times. Also, coaches, managers and volunteers are encouraged to share ideas, expertise and support other league personnel in any way they can.

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## **Code of Conduct for Coaches**

All coaches are to be provided with a CSSL Code of Conduct at the time they are provided with the application form. This can be obtained from the Honorary Secretary of Emerging Talent co-ordinator.

## **Coach Application & Self Declaration Form**

All coaches are required to complete a CSSL application form. This can be obtained from the Honorary Secretary or Emerging Talent co-ordinator. This confirms their agreement to comply with the above code.

## **GARDA VETTING (NB Coaches who are already compliant as per club requirements elsewhere in this document do not need to follow this procedure)**

All coaches, managers etc are required to be Garda vetted in accordance with FAI regulations.

Coaches will submit their completed form to the CSSL Children's Officer.

The CSSL Children's Officer will ensure that it appears to be completed correctly and then forward this to the FAI for vetting.

At the same time as forwarding the CSSL Children's Officer will notify the registrar so that this can be logged on the CSSL database.

Following receipt of Garda vetting approval, or otherwise, the coach will forward a copy to the CSSL Children's Officer.

The CSSL Children's Officer will notify the registrar who will log this on the CSSL database.

## **BASIC AWARENESS TRAINING (NB Coaches who are already compliant as per club requirements elsewhere in this document do not need to follow this procedure)**

Coaches are to ensure that they meet the requirements for basic awareness/code of ethics training as set out in FAI regulations.

Following completion of training the CSSL Children's Officer is to be provided with a copy of the certificate or other form of proof acceptable to him/her.

The CSSL Children's Officer will notify the registrar so that this can be logged on the CSSL database

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## Safety Policy

All coaches/managers in **Clare Schoolboy/Girls soccer league** have a responsibility to ensure the safety of the players with whom they work as far as possible within the limits of their control. Therefore coaches should seek to create a safe and enjoyable environment in which to play and train. Clare Schoolboy/girl soccer league acknowledge that children need to be supervised at all times as the likelihood of accidents happening is increased when adequate supervision is not in place.

In this respect:

- Ensure adequate Adult/Child ratios. Good practice dictates that a coach/manager should try to ensure that more than one adult is present. This will help to ensure the safety of the children as well as protect adults
  - Adult/Child ratios will depend on the nature of the activity, the age of the participants and any special needs of the group, a general guide might be 1:8 for under 12 years of age and 1:10 for over 12 years of age
  - There should be at least one adult of each gender with mixed parties
  - Away trips will need higher rates of supervision and these should be checked out with the governing body or organiser
  - Children and young people should be supervised at all times.
  - Avoid adults being left alone with young players, if a coach/manager needs to talk separately to a player this should be done in an open environment, in view of others
  - **Respect the privacy of young people while changing, coaches/managers may only need to enter changing rooms where the participants are very young or require special assistance. When necessary, participants should supervise in pairs or seek assistance, it is the safety and welfare of the participants that is of paramount importance.**
  - Participants should not be left alone with young people at the end of a training session. Clearly state times for start and finish of training and/or competitions. If late collections occur, participants should remain in pairs until all players have left.
  - It is the responsibility of parents/guardians to make arrangements for collection of young people, it should be made clear that the club is responsible for club activities only
  - Regular safety checks should be carried out in relation to premises, training facilities and equipment. Ensure that the FAI Goalpost safety policy is strictly adhered to at all times.
  - Clare Schoolboy/Girls soccer league **safety rules should be adhered to at all times**
  - **A first aid kit should be available at all training sessions and matches and injuries should be recorded, with a note of action taken in relation to each one.**
  - Never play injured players.
  - Parents/Guardians should be notified of injuries/illness which their children incur while participating in any **Clare Schoolboy/Girls soccer league** soccer activity.
- Records of attendance should be maintained
- Ensure the use of any recommended safety equipment

## Substance Abuse Policy

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In Clare Schoolboy/Girls soccer league the use of drugs, alcohol and tobacco shall be actively discouraged as being incompatible with a healthy approach to sporting activity.

Coaches/managers shall not smoke when taking a session or drink alcohol before taking a session.

In relation to our under-age teams Clare Schoolboy/Girls soccer league shall endeavour to organise receptions and celebrations in a nonalcoholic environment and in a manner that is suitable for the age group concerned.

Where this is not possible, the League will comply with the **Football Association of Ireland directive that under no circumstances whatsoever can any person under the age of 18 years consume alcohol and any and all appropriate steps should be taken to ensure that this policy is strictly adhered to.**

Our coaches/managers/committee shall act as role models for appropriate behaviour and refrain from drinking alcohol at such functions

## **Children's Officer/s**

The appointment of League Children's Officers is an essential element in the creation of a quality atmosphere in any league. They act as a resource to members with regard to children's issues and also ensure that children have a voice in the running of the League and can freely talk of their experiences.

Government guidelines advise that a children's officer should be appointed by all leagues and this should be done in accordance with recommended selection and recruitment procedures.

The League Children's Officer should have the following functions:

- To promote the Code of Ethics & Good Practice
- To influence policy and practice and to prioritise children's needs
- To ensure that children know how and whom they can report their concerns to within the League. Information disclosed by a child should be dealt with in accordance with the Department of Health and Children's Guidelines "*Children First*"
- To encourage the participation of parents/guardians in league activities
- To co-operate with parents to ensure that each child enjoys his/her participation in soccer
- To act as a resource with regard to best practice in children's soccer
- To report regularly to the League Management Committee



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To monitor changes in membership and follow up any unusual dropout, absenteeism or league transfers by children or coach/volunteers

**League Children's Officers do not have the responsibility of investigating or validating child protection concerns within the League and have no counselling or therapeutic role. This responsibility lies with the Health Boards and Gardai.**

**The name of the Children's Officer can be ascertained from any member of the committee or the league's website.**

## **Bullying Policy & Guidance**

### **What is Bullying?**

Bullying can be defined as repeated verbal, psychological or physical aggression conducted by an individual or group against others. It is behaviour which is intentionally aggravating and intimidating, and occurs mainly in social environments such as schools, leagues and other organisations working with children.

It includes behaviours such as teasing, taunting, threatening, and hitting or extortion behaviour by one or more children against a victim. While the more extreme forms of bullying would be regarded as physical or emotional abuse and are reportable to Health Board or Gardai, dealing with bullying behaviour is normally the responsibility of the League where it is taking place.

It is important to recognise the impact that bullying and discrimination can have in the lives of young people. Some people may not regard bullying and discrimination as child abuse because of the settings in which this often takes place and also because it is often other young people who are responsible for the behaviour.

Clare Schoolboy/Girls soccer league recognises that bullying is an increasing problem. It is imperative that the League should have in place a policy to deal with bullying, and that volunteers/coaches are aware of this policy and of procedural guidelines to deal with bullying.

In situations where the incident is serious and where the behaviour is regarded as potentially abusive, Clare Schoolboy/Girls soccer league will consult the relevant Health Board with a view to drawing up an appropriate response such as a management plan. (Children First 1999)

All coaches/managers/volunteers/players/parents have a part to play in ensuring that nobody in Clare Schoolboy/Girls soccer league is the victim of any type of "bullying behaviour". Everyone in the League should be aware that bullying of any kind will not be tolerated and they have a duty to report any such behaviour to our managers/coaches/volunteers who will in turn report to the Committee.

### **Peer Abuse**

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In some cases of child abuse, the alleged perpetrator will be a child. In these situations, the child protection procedures should be adhered to for both the victim and alleged abuser, that is, it should be considered a child protection issue for both children.

Work must be done to ensure that perpetrators of abuse, even when they are children themselves, take responsibility for their behaviour and acknowledge that the behaviour is unacceptable.

It is important that clarity exists in respect of which behaviours constitute peer abuse, particularly child sexual abuse. Consultation with the health board should help to clarify the nature of any sexual behaviour by children which gives rise to concern.

Bullying is often defined in terms of three components.

- It must occur over time, rather than being a single aggressive act.
- It involves an imbalance of power, the powerful attack the powerless.
- It can be psychological, verbal, or physical in nature.

### *Types of Bullying*

**Child to child** – includes physical aggression, verbal bullying, intimidation, damage to property, stealing property and isolation

**Adult to child**- this includes the use of repeated gestures or expressions of a threatening or intimidatory nature, or any comment intended to degrade a child

**Child to adult**- this includes the use of repeated gestures or expressions of a threatening or intimidatory nature by an individual or group of children

A UK study found that the most common experiences of bullying and discrimination reported by young people was at the hands of other young people.

This included:

- Being called names, insulted or verbally abused;
- Being deliberately embarrassed and humiliated by other children;
- Being made to feel different or like an outsider;
- Being lied about;
- Being physically assaulted or threatened with violence;
- Being ignored.

In the study, boys were most likely to experience physical bullying or threats have property stolen or damaged. Girls on the other hand, were more likely to be ignored or not spoken to.

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Bullying by adults was a less common experience however one in ten reported this. Of this type of bullying the most common reported experiences were:

- Being deliberately embarrassed or humiliated;
- Being unfairly treated or verbally abused;
- Being ignored or not spoken to.

## **Response to Bullying**

Vigilance is the most potent deterrent against bullying so that children and young people who bully will know that it will be dealt with, and the victims of bullying will have confidence in this.

There needs to be open discussion about bullying and a clear statement of its unacceptability. Managers/coaches/children/parents should be advised at the start of every season that “bullying” in any shape or form is not acceptable or permitted in Clare Schoolboy/Girls Soccer League

In confronting the bully or bullies in relation to specific incidents it is important to:

- Be absolutely certain about the known facts
- Confront the “bully/bullies” with the allegations
- Make it clear that the behaviour is unacceptable
- See each “bully” separately if appropriate
- Be specific about sanctions if the bullying does not stop
- Follow up to check that the behaviour has ceased
- Record all instances of bullying and action taken.

## **Who should deal with bullying?**

While the more extreme forms of bullying would be regarded as physical or emotional abuse and are reported to the health board or An Garda Síochána, dealing with bullying behaviour is normally the responsibility of all coaches/managers/volunteers in this league.

## **How can it be prevented?**

- Ensure that all members follow the code of conduct, which promotes the rights and dignity of each member.
- Ensure adequate supervision at all times
- Deal with any incidents as they arise.
- Use a whole group policy or ‘no-blame approach’, i.e., not ‘bullying the bully’ but working with bullies and the group of young people, helping them to understand the hurt they are causing, and so make the problem a ‘shared concern’ of the group, (see below)
- Reinforce that there is ‘a permission to tell’ culture rather than a ‘might is right’
- Encourage young people to negotiate, co-operate and help others, particularly new or different children
- Offer the victim immediate support and put the ‘no blame approach’ into operation
- Never tell a young person to ignore bullying, they can’t ignore it, it hurts too much
- Never encourage a young person to take the law into their own hands and beat the bully at their own game

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- Tell the victim there is nothing wrong with them and it is not their fault
- All incidents of “bullying” should be reported to the Committee of Clare Schoolboy/Girls soccer league

## **Alternatively you may try the “No blame” Approach**

### **What is the ‘No Blame’ Approach?**

#### **Step 1 – Interview with the victim**

- If you find that there has been an incident of bullying, first talk to the victim. At this stage find out who was involved and what the victim is now feeling. Try asking the following questions:
  - Was it verbal or physical intimidation?
  - How hurt is the victim
  - Was it within his/her own peer group?
  - Ensure the victim that his/her name will not come out in the investigation
  - Actively listen

#### **Step 2 – Meet with all involved**

- Arrange to meet with all those involved; this should include some bystanders, those who may have colluded, those who joined in and those who initiated the bullying.
- Have a maximum of six to eight in the group – keep the number controllable
- Make a point of calling a ‘special’ meeting
- Ensure the severity of the topic is understood by all
- Speak only of the hurt caused in general terms with no reference to the victim
- Play on the conscience of all – ask questions like: How would you feel? Would you like it done to you?

#### **Step 3 – Explain the problem**

- The distress being suffered as a result of the bullying incident is explained. At this stage the details of the incident or the allocation of the blame is not discussed.
- Explain the feelings of loneliness, feeling left out, rejected, laughed at. Try asking questions:
  - Would they like it if it happened to them
  - “Someone here in this group was bullied by someone within the group, what could we do to see it does not happen again?”
- Listen, watch out for reactions, and pick up on any without isolating anyone

#### **Step 4 – Share the responsibility**

- Explain what steps / controls may have to be introduced to prevent further incidents and how everyone will loose out as a result

#### **Step 5 – Ask the group for their ideas**

- At this stage the group is encouraged to suggest ways that would make the victim feel happier. All positive responses are noted. Use phrases “if it were you” to encourage a response. Listen to all suggestions and note them

#### **Step 6 – Leave it to them**

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· Now the problem has been identified, solutions suggested, the problem is now handed over to the group to solve. Arrange to meet again in a week's time. Pass responsibility over to the group and give a time frame within which something must be done

### **Step 7 – Meet them again**

· Each member of the group, including the bully, discuss how things are going, who is doing what and have there been other incidents. This allows for continual monitoring and also keeps all involved in the process.

Again enforce the idea of the 'team' looking after each other at regular intervals to ensure it is known that bullying or intimidating behaviour will not be tolerated.

· League personnel are advised that they are not expected to deal with all situations on their own as sometimes "bullying" can be very difficult to deal with. They can be assured that the Committee of Clare Schoolboy/Girls soccer league are available to provide support and advice and if necessary professional expertise.

### **Guidance on the Use of Photographic and Filming Equipment**

Many people use cameras and video equipment at soccer activities and the vast majority, do so for perfectly legitimate reasons. However there is evidence that people have used sporting events to take inappropriate photographs and video footage of children and young people in vulnerable positions.

**Clare Schoolboy/Girls soccer league** has adopted a policy in relation to the use of images of players on their websites and in other publications.

Where possible we will try to use models or illustrations when promoting an activity and avoid the use of the first name and surname of individuals in a photograph. This reduces the risk of inappropriate, unsolicited attention from people within and outside the sport.

Rules to guide use of photography:

- If the player is named, avoid using their photograph.
- If a photograph is used, avoid naming the player.
- Ask for the player's permission to use their image. This ensures that they are aware of the way the image is to be used to represent the sport. A player's permission form is one way of achieving this.
- Ask for parental permission to use their image. This ensures that they are aware of the way the image is to be used to represent the sport. A parental permission form is one way of achieving this.
- Only use images of players in suitable dress to reduce the risk of inappropriate use. The content of the photograph should focus on the activity not on a particular child

Create recognised procedures for reporting the use of inappropriate images to reduce the risks to players. Follow the child protection procedures, ensuring either the designated person or, if necessary, the health boards and/or Gardai are informed.

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Professional and amateur photographers, coaches, managers, parents etc are only permitted to take standard publicity type photographs. Managers and coaches should also be aware of the dangers of permitting camera phones in dressing rooms. Cameras and camera phones are not allowed to be “on” in dressing rooms

**Videoing as a coaching aid:** Video equipment can be used as a legitimate coaching aid. It is only permitted to record team events and not individuals. Parents are to be notified in advance that such recording is to take place.

*Anyone concerned about any photography taking place at events/matches or training sessions should bring their concerns to the attention of the committee/team manager/coach or Children’s officer.*

## **Mobile Phones**

Mobile phones are often given to children for security, enabling parents to keep in touch and make sure they are safe. Young people value their phones highly as it offers them a sense of independence. In addition mobile phones allow quick and easy contact, which can make a safe and efficient way to carry out league business. However such technology has also allowed an increase in direct personal contact with young people, in some cases used to cross personal boundaries and cause harm to young people. Therefore, we need to encourage responsible and secure use of mobile phones by adults and young people.

### **Therefore league personnel should advise children:**

- If you receive an offensive photo, email or message, do not reply, save it, make a note of times and dates and tell a parent or children’s officer/designated person within the league.
- Be careful about who you give your phone number to and don’t respond to unfamiliar numbers
- Change your phone number in cases of bullying or harassment
- Don’t use the phone in certain locations; inappropriate use of your camera phone may cause upset or offence to another person, e.g. changing rooms
- Treat your phone as you would any other valuable item so that you guard against theft

### **As a coach/manager remember:**

- Use only group texts for communication among players and teams and inform parents of this at the start of the season
  - It is not appropriate to have constant communication for individual players
- Don’t use the phone in certain locations; inappropriate use of your camera phone may cause upset or offence to another person, e.g. changing rooms

## **Touching Guidelines**

All managers/volunteers of Clare Schoolboy/Girls soccer league are advised that:

Any necessary physical contact should be in response to the needs of the child and not the adult

It should be in an open environment with the permission and full understanding of the player

It should be determined by the age and developmental stage of the player. You should not anything that a child can do for him/herself

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Coaches should not treat injuries out of sight of others. Use a "Two-Deep" (two personnel, or two players) supervision system. Only personnel who are qualified in administering First Aid or treating sports injuries should attempt to treat an injury.

The comfort level and dignity of the player should always be the priority. Example: Only uncover the injured area, or cover private areas of the athlete's body.

Any doubts of a medical nature should be passed on to a suitably qualified medical person.

Coaches should not play injured players.

**Comforting/congratulating players is an important part of the relationship between coaches and players.**

Guidelines for this type of touch are:

Limit touching to "safe" areas, such as hand-to-shoulder. It should not involve touching genital area, buttocks, breasts, or mouths.

Make your intention to congratulate or comfort clear to the player.

Get permission from the player before embracing them - remember that personnel are in the position of power.

Respect a players discomfort or rejection of physical contact.

Be sure that touching occurs only when others are present.

**Avoid unnecessary physical contact and never engage in inappropriate touching**

## **Travelling Guidelines**

When travelling with young people coaches/volunteers of **Clare Schoolboy/Girls soccer league** should:

- Ensure that there is adequate insurance cover
- Not carry more than the permitted number of passengers
- Ensure the use of safety belts
- Keep to the rules of the road
- Avoid being alone with one player; if with one player you could: put the passenger in the back seat, drop off at central locations, get parental permission for transporting children on a regular basis and clearly state times of pick off and drop off.

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- Seek parental permission when transporting on a regular basis

## 5.3 Overnight/Away Trips/ Hosting

There are additional responsibilities placed on clubs, leagues, divisional associations and other football bodies in relation to the organisation of away trips and overnights.

### Overnight/Away Trips

#### **All overnight trips must be approved by the CSSL committee**

Attention to the following will help to promote safety:

- Written permission of parents/guardians should be obtained for all overnight trips. Parents/Guardians should complete a medical form disclosing any medical conditions or special needs of their child/children.
- A meeting with parents and participants is useful to communicate travel times, competition details, other activities, gear requirements, medical requirements, special dietary needs and any other necessary details. Ground rules and behavioural expectations can also be discussed.
- Young participants should sign a behaviour agreement
- All group socialisation should take place in communal areas (i.e. no boys in girls' rooms and vice versa).
- Alcoholic drink, smoking and other illegal substances/activities are forbidden and adults are expected to act as appropriate role models in this respect.
- Lights out times should be enforced
- All adults who travel on away trips with children should be carefully chosen.
- Participants accompanying or participating in an away trip should complete a medical form disclosing any medical conditions or special needs to the organising body in advance.
- The roles and responsibilities of adults participating in away trips should be clearly defined.
- The organising body should appoint a Team Manager/Head of Delegation for all away trips. He/She should have overall responsibility for the children's well being, behaviour and sleeping arrangements. He/She should be appointed as an official for the duration of the trip. Children should be informed at the outset of whom they can report any concerns they might have to. They should be clearly encouraged to tell anybody if they should have a concern. On no account should they keep secrets.
- On away trips, coaches should be accountable to the appointed Team Manager/Head of Delegation in all non-performance related matters.
- Where there are mixed teams there should be at least one female in the management/coaching structure
- The Team Manager/Head of Delegation should submit a report as soon as possible after the trip.
- As a norm adults should not share a room with a child. Where the presence of an adult is required there should be more than one child in the room with the adult. If children are sharing, it should be with those of the same age and sex. Adults should respect children's privacy and knock before entering rooms
- Avoid being alone with one child-If talking separately do so in an open environment, in view of others.



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- Adequate child ratios should always be maintained (This can depend on the ages of the children, the nature of the activity involved or any special needs of the group) Guide 1:8 for children under 12 and 1:10 for twelve and over. Ensure adequate supervision at all times.
- Ensure that there is adequate insurance cover for the trip.
- Special care should be taken by both host and visiting clubs in the selection of homes for overnight stays and where practicable more than one child should be placed with each host family.
- Parents/Guardians should be informed as soon as possible if their child suffers any significant injury or accident.

## **Tournaments**

**As far as is practicable, CSSL Delegation** (Committee Member – FAI CDO - Management Team) meets with tournament director – visit site of tournament and accommodation in advance of tournament.

## **Advance Presentation to CSSL Committee**

Team Management to present to CSSL Committee 1 month in advance of tournaments/weekends away/overnights etc, all details in relation to trips – Squad Lists, Management Roles, Timetable of All Activities. Reason: to familiarize themselves with environment – put in special requests – etc.

## **Tournament Supervision**

Where there are a maximum of 20 players travelling, CSSL Supervision to consist of: Min 3 Adults: 2 EMT Head Coaches & 1 More Adult (Physio – Kit Man etc) sourced by Team Management from CSSL etc. If more than 20 players are travelling, additional adult supervision will be required and is to be agreed with CSSL's Children's Officer. Back Up Parents Supervision Pool to be used in the event of failure to source adult from Team Management – CSSL (Parents to be used for free time and overnight supervision only – they have no involvement re - training – matches – team meetings etc)

## **Parental & Player Consent**

Signed Parental Consent/Medical consent form (see appendix) for each player to be held by CSSL League in advance of tournament. This consent to agree with any and all reasonable actions taken by Team Management in relation to breaches of conduct that take place.

## **Adult Supervision - Roles and Responsibilities.**

All adults to be briefed and sign off on each of their roles and duties in relation to the supervision of players.

## **FAI CDO Role and Responsibilities Where Not Appointed in Management Role**

FAI CDO is to be considered a coach of squad that is away.

FAI CDO role is to assist with team preparation – team selection – match preparation and performance and review.

Outside of his attendance at training and matches, FAI CDO is not to be involved in supervision of players.

N.B: In relation to discipline and any sanctions imposed – FAI CDO will only be consulted if requested by CSSL Committee - following them having had request from Team Management.

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## **FAI CDO Role and Responsibilities Where Appointed in Management Role**

FAI CDO will comply with all obligations under this policy.

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## **Code of Conduct for Parents**

All parents are to be provided with a CSSL Code of Conduct at the time they are provided with the player application form. This can be obtained from the Honorary Secretary of Emerging Talent co-ordinator.

## **Code of Conduct for Players**

All players are to be provided with a CSSL Code of Conduct at the time they are provided with the player application form. This can be obtained from the Honorary Secretary of Emerging Talent co-ordinator.

## **Consent of Legal Guardian**

All players are required to complete a CSSL player application and parental consent form. This can be obtained from the Honorary Secretary of Emerging Talent co-ordinator. This confirms their agreement to compliance with the above.

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## Emergency Procedures Guidance (Part A)

**Fill in the details on Part B of this Form before the Event starts. Carry this and any information/means to use it. Use it at all times following a serious accident or incident, that is:**

- An accident leading to death, serious or multiple fractures, amputation or other serious injury.
- Any circumstances in which a party member might be at serious risk or suffer serious illness.
- Any unusual circumstance in which the press or media are involved or might become involved.
- Any incident which may give rise to a legal liability claim against a player/staff member/  
**insert league name here.**

### 1. First Steps – Care of the Group

- Ensure their safety from further danger
- Arrange search, rescue medical care or hospitalisation of casualties as necessary

### 1. Next Steps – What Happened?

- Listen carefully, write down
- What happened?
- To Whom?
- Where?
- When?
- What has happened since?
- Who witnessed it? (Get witnesses to sign and give their address)

### 2. Telling people about the incident

As soon as possible

- Inform the contact person as soon as possible
- Notify the Irish Embassy or Consulate (for Events outside the Irish Republic)

Whoever you contact you will need to know

- What happened?
- To whom?

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- Where?
- When?
- What has happened since?
- A telephone number where you can be contacted

### **3. Do**

- Keep a written record of all that happens

### **4. Don't**

- Speak to the press or media – refer in the first instance to the relevant press contact.
- Admit any liability
- Let anyone talk to any young person involved in the incident without a member of Staff being present.

### **5. Remember**

- Nobody, unless they have an official capacity (e.g. the police), has a right to see anyone who does not want to see them.
- If anyone tries to force a confrontation, do not do anything but call the police.
- Try your best to be compassionate with everyone involved.

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## Emergency Procedures Guidance Form (Part B)

**Event description** .....

**Dates** .....

**Name of Head of Delegation** .....

**The CSSL contact person** .....

Name .....

Address .....

.....

Phone No 1 .....

Phone No 2.....

Email address .....

### *For Events outside the Republic of Ireland*

#### **Irish Embassy(ies) or Consulate(s)**

Address .....

.....

Phone No .....

#### **Names of Group Members**

Staff.....

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Emergency Procedures Guidance Form (cont.)

Players.....  
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## 5.4 Hosting

Being a host family or being hosted is an integral part of many sports and, if handled appropriately, can add to a child's enjoyment and experience at a competition. Hosting can be a challenging role but also very rewarding. Special care should be taken in the selection of homes for overnight stays. A host should be provided with as much information about the child/children staying with them and details of the competition.

Where practicable, more than one child should be placed with each host family. The family in turn should agree to provide references and be vetted when and if this is available. In addition clubs should follow recommended recruitment and selection procedures.

When arranging hosting for events/trips abroad, clubs, leagues, divisional associations and other football bodies will be dependent on the ability of the host organisation to access vetting services and obtain appropriate references. It is the responsibility of the trip organiser to provide the hosts with the relevant information on the child and details of what is expected.

### **Host families should:**

- Agree to abide by Football Association of Ireland best practice guidelines
- Consent to appropriate checks and references
- Attend host family meetings before competitions or events
- Provide a safe and supportive environment for children and young people

### **Clubs, leagues, divisional associations and other football bodies should**

- Provide a travel pack to hosting families
- Check out references with hosting families
- Provide an itinerary of the trip
- Gather information on destination and venue

### **Children and Young People:**

- Should sign an age appropriate behaviour agreement
- Should not be asked to share a bed or a room with an adult
- Should be happy with the arrangements
- Should show respect to the host families

## **Guidance on the use of Sanctions**

### **Discipline in Soccer**

Discipline in soccer should always be positive in focus, providing the structures and rules that allow players to set their own goals and strive for them. It should encourage players to become more responsible for themselves and their actions and therefore more independent.

Discipline should be a positive reinforcement for effort. It should encourage the development of emotional and social skills as well as skills in soccer. Players have to be helped to become responsible for the decisions and choices they make within soccer, particularly when it is likely to make a difference between playing fairly or unfairly.

There is no place in soccer for fighting, bullying, over aggressive or dangerous behaviour.



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At all times, players should treat others in a respectful manner. They should never bully, interfere with or take unfair advantage of others.

The use of sanctions is an important element in the maintenance of discipline. However Coaches/Managers/Volunteers and Administrators should have a clear understanding of where and when particular sanctions are appropriate.

It should be remembered that effectively controlled organisations and successful coaches/managers/volunteers are characterised by the sparing use of sanctions. The age and developmental stage of the child should be taken into account when using sanctions.

Sanctions should always be fair, consistent and applied evenly, and in the case of a persistent offence, should be progressively applied.

The following steps are suggested:

- Rules should be clearly stated and agreed
- A warning should be given if a rule is broken
- A sanction (use of time out for example) should be applied if a rule is broken for a second time
- If a rule is broken three or more times, the child should be spoken to and parents/guardians involved if necessary
- Sanctions should only be used in a corrective way that is intended to help children improve both now and in the future. They should never be used in retaliation or to make coach/manager/volunteer feel better or more powerful
- When violations of the team rules or other misbehaviours occur, sanctions should always be applied in an impartial and fair manner
- Sanctions should never be used as threats. If a rule is broken, the appropriate sanction/s should be implemented consistently, fairly and firmly
- Sanctions should not be applied if the coach/manager/volunteer is not comfortable with them. If an appropriate action cannot be devised immediately, the child should be told that the matter will be dealt with later, at a specified time and as soon as is possible
- Once a sanction/s has been imposed, it is important to make the child feel s/he is a valued member of the team again
- A child should be helped, to understand if necessary why sanction/s are imposed
- A child should not be sanctioned for making errors whilst playing soccer

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- Physical activity (e.g. running laps or doing push ups) should not be used as a sanction as to do so may cause a child to resent physical activity which is something that s/he should learn to enjoy throughout his/her life. Remember Soccer has to be Fun if participants are to continue playing
- Sanctions should be used sparingly. Constant criticism and sanctioning can cause participants to turn away from Soccer

Adapted from the Irish Sports Councils Code of Ethics & Good Practice for Children's Sport (2005)

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## **Making sport fun.**

In promoting “Sport for Fun” we in *Clare Schoolboy/Girls Soccer League* will insist on:

- Encouraging participation and fun
- Promoting the development of skills as opposed to winning at all costs
- Emphasising and praising effort
- Acting as a good role models
- Insisting on **Fair Play** (we will take off offending players)
- Being realistic with our expectations
- Being aware of children’s feelings
- Teaching players to respect different cultures
- Teaching players that standards of behaviour are just as important as winning

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## **Best Practice-Coaches:**

In keeping children and young people at the forefront of planning and practice, our coaches can be confident that participants will enjoy their football experiences and that their actions are regarded as safe and in keeping with the principle that the safety and welfare of children is of paramount consideration.

Our Coaches are given a position of trust by parents/guardians and players, and are expected to operate to the highest standards of behavior whilst in the company of under age players (under 18years). Our coaches are also expected not to engage in any activity that could reasonably be viewed as bringing the league or soccer in general into disrepute.

It is important to for our coaches to note that in adhering to these guidelines ensures not only a safe environment for children but also a safe environment in which coaches and volunteers can operate.

Most coaches work in an environment where it is recognized that, in a sporting context, certain types of coaching require a ‘hands on approach’, i.e., it may be necessary to support a participant in order to physically demonstrate a particular technique. This should only occur when necessary and in an open and appropriate way with the knowledge, permission and full understanding of the participant concerned and his/her parents/guardians.

Coaches must realise that certain situations or friendly actions could be misinterpreted, not only by the player, but by outsiders motivated by jealousy, dislike or mistrust and could lead to allegations of sexual misconduct or impropriety. Therefore coaches should be aware of, and avoid all situations conducive to risk.

Where possible, our coaches/volunteers should avoid:

- § Spending excessive amounts of time with children away from others.
- § Taking sessions alone (always employ “Two Deep” supervision).
- § Taking children to their homes.
- § Taking children on journeys alone in their care.

Our Coaches/volunteers should never:

- § Exert undue influence over a participant in order to obtain personal benefit or reward.
- § Share a room with a young person alone on away trips.
- § Engage in rough physical games, sexually provocative games or allow or engage in
- § Inappropriate touching of any kind, and/or make sexually suggestive comments about or to a child.
- § Use any form of corporal punishment or physical force on a young person.
- § Take measurements or engage in certain types of fitness testing without the presence of another adult and permission from the Committee
- § Undertake any form of therapy (hypnosis etc.) in the training of young people.

## **Safety**

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Coaches have a responsibility to ensure the safety of all players possible within the limits of their control. Therefore, coaches should seek to create a safe and enjoyable environment in which to play and train.

In this respect:

§ Regular safety checks should be carried out in relation to premises, training facilities and equipment. Any problems should be brought to the attention of the Committee

§ Appropriate safety rules should be adopted and implemented and protective equipment should be used in any contact training session.

§ Parents/guardians should be informed of the starting and finishing times of training sessions and matches.

§ A first aid kit should be available at all training sessions /matches and injuries should be recorded, with a note of action taken in relation to each one.

§ Parents/Guardians should be notified of injuries/illness which their children incur while participating in any football activity

§ Never play injured players

§

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§ **Ensure that the FAI Goalpost safety policy is strictly adhered to at all times**

See [www.fai.ie](http://www.fai.ie) (Development) where Codes of Conduct and Good Practice for both Parents/Guardians and Coaches/Volunteers are available for download.