



POLICY STATEMENT

Carlow Hockey Club (CHC) is fully committed to safeguarding the well-being of all its participants and will endeavour to create a safe environment for all individuals involved in our sport. Young people deserve to be given enjoyable, safe sporting opportunities and every individual in hockey is required to show respect and understanding for all participants' rights, safety and welfare. They should conduct themselves in a way that reflects the principles of the organisation and the guidelines contained in the *Code of Ethics and Good Practice for Children's Sport*.

Carlow Hockey Club will aim, at all times, to ensure that young people can perform to the best of their ability in an atmosphere that is enjoyable and safe, and in an environment free from abuse, neglect, bullying and intimidation. We will do this by:

- Recognising the rights of all underage players to participate free from harm in a safe and enjoyable environment.
- Appointing a Childrens' Officer to work within the organisation of Leinster Hockey.
- Appointing a Designated Liaison Person to work with the Statutory Authorities.
- Responding without delay to any threats to the welfare of underage players.
- Ensuring that all sports leaders involved in Carlow Hockey are aware of and comply with our Code of Conduct.

The (IHA) Code of Conduct for Hockey for Young People applies to all hockey participants in the ROI and NI. The LHA policies, procedures and practices apply to anyone under the age of 18 (and all those eligible to play for the interprovincial Under 18 squad) involved in events that are under the direct control of the LHA.

Creating a child friendly environment

Team sports provide children with opportunities to learn many life skills, e.g. communication, co-operation, friendship, team work. Through participation in sport children's physical, social and personal skills can develop. Those opportunities can materialise if a child friendly environment is created. The Sports Council (www.irishsportsCouncil.ie) has identified core values and principles that are essential in children's sport. These are based on what research has identified as benefitting the development of children and on the UN Charter of the Rights of the Child (http://www.unicef.org/rightsite/files/rights_leaflet.pdf)

When working with children in sport it is essential to take account of the following:

The importance of play and fun in childhood

Opportunities to play, enjoy themselves and have fun are essential for healthy child development. Sport is an activity where play, fun and enjoyment can be integral to it. However, this has to be consciously planned for. Children's sport needs to use this as a guiding principle.

The needs of the child

It is always essential to keep in mind the stage of development and the ability of the child. Account needs to be taken of the concentration levels and the language skills of the child, so instructions should be given in a way that the child can readily understand and follow and activities may need to be short and varied.

Children need to feel that they matter in the club/ team so that they can develop a sense of belonging. This can be particularly important for a child who does not know many of the other children in the club. They need to feel secure in order for them to develop.

Adult / Child Relationships

Sports leaders are in a position of trust and influence and should be positive role models in how they treat all the members of the group. Leaders need to treat all the children with respect, dignity and sensitivity. Children need to feel able to give



their opinions, ask for help and be listened to. The interactions should encourage the children and build their self-esteem. Abuse of any kind is totally wrong and unacceptable

Equality

Children should be treated equitably and in a fair manner, regardless of ability, family background, or ethnicity. Particular sensitivity needs to be shown to children with disabilities to ensure that they have opportunities to participate. We need to strike a balance between children's desire to win and children's right to participate regardless of ability. Other children's attitudes to a child with a disability will be influenced by the leader's attitude.

Fair Play

The principle of fair play should be emphasised. Each child should feel a part of the team and know that they will have chances to fairly participate. Participation, effort and enjoyment should be stressed rather than winning.

Children should be encouraged to play in a fair way. The European Code of Sports Ethics defines fair play as "much more than playing within the rules. It incorporates concepts of friendship, respect for others and always playing within the right spirit".

CONFIDENTIALITY STATEMENT

Confidentiality should be maintained in respect of all issues and people involved in cases of abuse, welfare or poor practice. It is important that the rights of the child, their family and the person about whom the complaint has been made are protected.

The following points should be kept in mind:

- A guarantee of confidentiality or undertakings regarding secrecy cannot be given, as the welfare of the child will supersede all other considerations. This should be borne in mind in relation to young people, parents and sports leaders.
- All information should be treated in a careful and sensitive manner and should be discussed only with those who need to know
- Information should be conveyed to the parents / guardians of the child 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 or Data Protection
- All persons involved in a child protection process (the child, his/her parents/guardians, the alleged offender, his/her family, Leaders) should be afforded appropriate respect, fairness, support and confidentiality at all stages of the procedure.
- Information should be stored in a secure place, with limited access only to named personnel within Carlow Hockey club and the LHA.
- The requirements of the Data Protection laws should be adhered to.
- Breach of confidentiality is a serious matter.

Child Welfare and Protection

1. Child welfare and the protection of young people is the concern of all adults at all times, irrespective of their role within the Leinster Hockey Association.
2. If there are grounds for concern about the safety or welfare of a young person you should react to the concern. Concern should be passed to the LHA Designated Liaison Person (*see below*), unless the concern is about that individual. In that case they should contact IHA Liaison Designated Person. If there is any concern that the child is in immediate danger, contact the local Gardaí or the HSE Duty Social Worker, Children and Family Services, in the area where the child lives. The HSE cannot always be reached outside working hours or in the weekend. (Appendix 1.5)



3. Reasonable grounds for concern include a specific indication of physical, emotional, sexual abuse or neglect from a child, a statement from a person who witnessed abuse/neglect or an illness, injury or behaviour consistent with abuse or neglect. For definitions of abuse or neglect see appendix 1.1
4. All persons have a responsibility to cooperate with the Statutory Authorities, ie. Gardaí or HSE in relation to sharing information about child protection concerns at any time.

Carlow Hockey Club Designated Person is:-

Ken Brereton (087 2382952)

Email: ken_brereton@baxter.com

GARDA Vetting

The National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 commenced on April 29th 2016.

The National Vetting Bureau (Children and Vulnerable Persons) Act 2012 makes vetting mandatory for anyone volunteering or seeking employment relating to children or vulnerable persons. Anybody who is involved in 'any work or activity which is carried out by a person, a necessary and regular part of which consists mainly of the person having access to, or contact with children' must be vetted.

It will be an offence for an organisation or an employer to employ someone to work with children or vulnerable persons without going through the vetting procedures set out in the Act. Liability rests with the organisation or employer, not the employee.

The new vetting forms are now available via a link on our carlowhockey.com web page ([Click here](#) Garda Vetting forms) along with some updated Frequently Asked Questions and details on Identification Validation. [LINK](#)

Please read through the Steps for Completing the Garda Vetting form thoroughly before completing forms

If you have any questions or queries regarding vetting please contact Ken Brereton @ 0872382952

Carlow Hockey Club reserves the right to bar any person or persons from the club if they fail to comply with the clubs code of conduct or policies/procedures as set out by club and it's governing bodies.

Code of Conduct for Under-18 players

CARLOW Hockey Club (junior section) provides a positive, safe and fun environment in which the game of hockey is introduced to players (girls & boys) between the ages of **6 and 16 years**. All players of all abilities are helped and encouraged to play and develop their skills and learn about the game in the spirit of fair play. With this in mind CARLOW Hockey Club have developed a simple Code of Conduct that all players should follow so that everyone has fun and enjoys themselves at all activities involving the club.

Carlow Hockey Club believes that all young people have a right to have fun, be safe and be protected from harm, whether involved with hockey at local level or competing at provincial level

The LHA has full jurisdiction and authority over playing and promoting of hockey in the Province of Leinster. Any member of a club or school affiliated to the LHA agrees to comply with the Articles and Memos, Byelaws Rules and Regulations of the LHA.

Players are entitled to:

- Be safe, happy, have fun and enjoy the game of hockey and will alert parents or coaches if it stops being fun!
- Be involved in all activities on an equal basis, suitable to their ability and age, regardless of race, sex, or creed.
- Be treated with dignity, sensitivity and respect.
- Be listened to.
- Enjoy every moment on the pitch.



Players should aim to:

- Play fairly; play by the rules, and in the spirit of the game.
- Do their best and try to improve their skills - practice the fundamentals and work hard on areas that need improvement.
- Make friends.
- Respect their coaches, fellow players and opponents.
- Treat others as they wish to be treated.
- Do their very best to listen and learn from their coaches.
- Approach any of the coaches with questions or concerns they may have.
- Encourage good sportsmanship from fellow players, coaches, officials and parents at every game and practice by demonstrating good sportsmanship.
- Attend every practice and match that they can, and notify or get their parents to notify the coach or team manager if they cannot.
- Be patient with their teammates and remember that everyone has strengths and weaknesses. Hockey is a TEAM sport and success only comes when the entire team plays well together.
- Give 100% in matches and practices.
- Control their temper – fighting, swearing and 'giving out' will spoil the game for everybody.
- Respect their team's opponents, because without them there would be no game.
- Believe in themselves and their abilities. Learn from their mistakes.

Players should not:

- Cheat.
- Use bad language.
- Hit or threaten other players or coaches with any playing equipment.
- Leave others out.
- Shout at, or argue with, the coaches, their team-mates or opponents.
- Name call.
- Bully, or tell lies about adults or other players.
- Spread rumours, or keep secrets about any person who may have caused them harm.
- Ridicule a fellow team mate for making a mistake during a match but give positive comments that motivate and encourage continued effort.
- Ridicule, taunt or tease an opponent.

Players should remember:

- That sport is an opportunity to learn and have fun.
- That winning isn't everything - that having fun, improving skills, making friends and doing their best are also important.
- That coaches and officials are there to help and should accept their decisions and show them respect.

PLAYER (senior section) AND TEAM MANAGEMENT

CODE OF CONDUCT.

The code is established to create awareness of the accountability for the promotion, administration, coaching and playing of the game of hockey.

All members of clubs and schools affiliated to the LHA are responsible for their own behaviour and conduct, and as so, accountable.

It is the responsibility of each affiliated club and school to instruct their players and team officials of the Code of Conduct. The club shall share liability with their players and team officials should breaches occur of the Articles and Memos, Byelaws, Rules Regulations and the Code of Conduct.

JURISDICTION



Members shall at all times conduct themselves fairly, properly and in an acceptable manner on the field of play and any part of the hockey venue/accommodation.

No person may conduct himself/herself in a manner or commit any act or omission which may prejudice the interest of hockey or which may bring the game of hockey in disrepute.

Without prejudice to the generality of the foregoing the following shall be regarded as conduct that is improper, unfair, and unacceptable:

Threatening to use or using Verbal/physical abuse or hostility towards any other participant, person or any other member of the public

Disputing protesting and/or reacting in a provocative or disapproving manner in an inappropriate way toward any decision made by an umpire or official.

Feigning injury and/or overreacting to an alleged breach or decision.

or advancing or towards an umpire or technical official in an aggressive manner when appealing.

Using rude or abusive language or hand signals.

Abuse of hockey equipment clothing, venue equipment or fixtures and fittings.

Abuse of equipment such as throwing of a stick

PROCESS

In The event of an alleged breach of the Code of Conduct, the LHA Disciplinary Committee shall determine if there is to be a hearing. The hearing will conducted in accordance with the LHA Disciplinary Byelaws.

The LHA expects clubs to ensure that the conduct of their supporters towards players, officials and umpires is respectful or does not cause offence.

Parent/Guardian Code of Conduct

Parents/Guardians have the primary responsibility for the care and welfare of their children within sport.

Parents/Guardians should encourage their children to participate in the game of hockey for fun and enjoyment and should ensure that their child's experience is a positive one. Lessons learned by children in participation will shape values and attitudes in adult life. They should always remember that children play hockey for **their own enjoyment not that of the parents/guardians**. Parents/guardians have a duty to ensure that the context in which their child is participating is appropriate. Carlow Hockey Club recognises the important role that Parents/Guardians have to play in their children's participation in the game of hockey and in promoting good practice within the Junior Section.

Carlow Hockey Club has developed Codes of Conduct for Players, Parents/Guardians and Coaches/Managers.

Parents/Guardians should remember that children learn best by example.

Parents are expected to:

Provide positive support, care, and encouragement for their child participating in hockey by following this Parents' Code of Conduct.

Be responsible; deliver and collect their child punctually from training and matches. Make sure they have their kit, coats and hockey shoes, are adequately attired for the weather conditions, are wearing the correct protective equipment and that they have had something to eat and drink. Let the coach know if their child will be missing a match or practice.

Detail any health concerns pertaining to their child on the membership application form. The relevant coach should be informed of any changes in the state of the child's health before training or matches.

Encourage their child to play by the rules and teach them that they can only do their best i.e. focus on effort rather than outcome.

Behave responsibly on the side lines.

Be realistic and not have unrealistic expectations.

Accept the judgement of coaches and umpires. Never question the officials' judgment or honesty in public.

Do their very best to make hockey fun for their child.

Encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice or other hockey events, in order to encourage a positive and enjoyable experience for all.

Place the emotional and physical wellbeing of their child ahead of their own personal desire to win.

Ask their child to treat other players, coaches, supporters, and officials with respect regardless of race, sex, creed or ability.



Motivate through confidence by identifying positive aspects from every match and practice. Making mistakes is part of the learning process so don't criticize and try to avoid too much post-match analysis.
Encourage their child to play by the rules and to resolve conflicts without resorting to hostility or violence.
Teach their child that doing one's best is as important as winning, so that their child will never feel defeated by the outcome of a match or event.
Make their child feel like a winner every time by offering praise for competing fairly and trying hard.
Support all efforts to remove verbal and physical abuse from children's sporting activities.
Respect and show appreciation for the managers/coaches who give their time to provide sporting activities for their child.

Parents/Guardians have the right to:

Know their child is safe.
Be informed of problems or concerns relating to their children.
Be informed if their child is injured.
Complain if they have concerns.
Be informed of training and match programmes and be satisfied with the general environment that is created for their child.
Approach any of the committee members or coaches with questions or concerns they may have.
Be informed in advance and have their consent sought in relation to matters regarding away trips, camps or specially organised activities.
Require that their child's coach be trained in the responsibilities of being a hockey coach and that the coach upholds the Coaches' Code of Conduct.
All members of club committee, coaches and volunteers are vetted in line with IHA guidelines (Garda vetting, etc)

Parents/Guardians should not:

Ignore or dismiss complaints expressed by a child which relate to his/her involvement in hockey.
Ridicule or yell at their child or any child for making a mistake or losing a game or competition.
Put undue pressure on their child to please or perform well.
Take safety for granted.
Treat the club as a child-minding service.
Force their child to participate in sports.

Parents/Guardians should remember:

That the game is for youth – not adults.
To focus on fun and participation rather than winning and losing.
That their child plays sport for his or her enjoyment, not for their parents.
That children learn best by example. Parents should applaud good plays/performances by both their child's team and their opponents.
That children athletes are not miniature professionals and cannot be judged by professional standards.

Code of Conduct for Sports Leaders

Coaches in Carlow Hockey Club have an important role to play in promoting good practice in hockey. Their first priority is to create and maintain a positive, safe and fun environment in which children can enjoy hockey. Focusing on children's needs and performance encourages young people to achieve and demonstrate enjoyment, equality and fair play. Coaches assist each child in developing their skills and abilities in a progressive way as well as promoting awareness of the rules of hockey and respect for team-mates, opponents, umpires and coaches. Children will come to realise that standards of behaviour are as important as sports performance. By introducing hockey to children in this way it is hoped to develop and grow players within the junior section of the club and on into the Senior clubs.

By creating a child centred approach, Coaches in Carlow Hockey Club are mindful of why children are involved in hockey. They want to learn new skills, make new friends, be part of a group, be successful, experience excitement, challenges and action. When children enjoy their early experience of hockey, they are more likely to stay involved in later years.



In keeping children at the forefront of our planning we can be confident that the children or young people will enjoy their hockey and that the coaches' actions are regarded as safe. Coaches are responsible for setting and monitoring boundaries and finding a balance between working relationship and friendship with the children. It is important that an agreed Code of Conduct is followed and that Coaches are satisfied that they are suitable to lead the activities that they undertake. Most Coaches will work in an environment where it is recognised in a sporting context that certain types of coaching require a 'hands on' approach i.e. it may be necessary to support a child in order to demonstrate a particular technique. This should only occur when necessary and in an appropriate way with the permission and full understanding of the child.

Coaches are expected to:

- Act as good role models; lead by example in demonstrating fair play and sportsmanship to all their players.
- Be encouraging and positive during training sessions or matches so that participants leave with a sense of achievement i.e. praise and encourage effort as well as results.
- Place the safety and welfare of the participants above all else. Put the enjoyment of the participants first, striking a balance between this and winning or achieving results.
- Plan and prepare appropriately for each session, so that each session suits the needs of the group, all activities are age appropriate and allow each child to participate in a fun and enjoyable fashion.
- Encourage fair play, treating each participant equally with respect and dignity and ensuring that all participants abide by the rules.
- Recognise the developmental needs of each child – avoid excessive training and over competition.
- Involve and/or inform parents/guardians in what they (the Coaches) are doing.
- Display the necessary attributes required to work with children.
- Obtain appropriate qualifications or have the relevant experience and are up to date with the knowledge and skills relating to the level of hockey being coached and the principles of growth and development of young people.
- Be knowledgeable in the rules of hockey that they coach, and teach these rules to their players.
- Use those coaching techniques appropriate for all of the skills that they teach.
- Condemn unsporting behaviour and promote respect for all opponents.
- Compliment and encourage all participants.
- Never ridicule or yell at a young player for making a mistake or not coming first.
- Be reasonable in their demands on players' time, energy and enthusiasm.
- Operate within the rules and spirit of the sport and teach their players to do the same.
- Ensure that the time players spend with them is a positive experience. All young people are deserving of equal attention and opportunities.

Coaches should not:

- Exert undue influence over a participant in order to obtain benefit or reward.
- Share a room with a child 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 any suggestive comments about or to a child.
- Use any form of punishment or physical force on a child.
- Take measurements or engage in certain types of fitness testing without the presence of another adult.
- Undertake any form of therapy (e.g. hypnosis etc.) in the training of children.
- Spend excessive time with one child, away from others.
- Take sessions alone.
- Take children to their homes.
- Take children on journeys alone in a car.
- Take alcohol before coaching, during events and on trips with young people.

Coaches should remember:

- That they set an example. Their behaviour and comments should be positive and supportive.
- To give all young people a 'fair go' regardless of their gender, ability, cultural background or religion.
- That young people participate for pleasure and winning is only part of the fun.
- That they are a youth hockey coach, and that the game is for children and not adults.
- To enjoy the experience of coaching the up and coming players of hockey and making a difference in their lives.



Use of Photographic and Videography Equipment Form

1. Carlow Hockey Club will take all necessary steps to ensure that young people are protected from the inappropriate use of their images in resource and media publications, on the internet and elsewhere. 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.
2. The use of photography/videoing of a training session or match will only be permitted after parental permission has been obtained by a representative of the LHA Youth committee or the event organising committee.
3. Professional photographers/film/video operators wishing to record an event or practice session will require accreditation with the chairperson or event organiser by producing their professional identification for the details to be recorded.
4. If a photograph is used, the young person will not be named without permission. The content of the photograph should focus on the hockey not on a particular child.
5. Unsupervised access to young people or one to one photo sessions at events or outside the events or at a player's home will not be permitted
6. Players, sports leaders or parents may not post photographs on the Internet, including all forms of social media, or distribute them electronically including email or any public file sharing without the permission of the player's parent/guardian

Anyone concerned about any photography taking place at events or training sessions can contact the Children's Office or Designated person.

Carlow Hockey Club Key Contacts

Chair Person: Jean Kilcoyne. Tel 087-2949506

Club Secretary. Ken Brereton. Tel 087-2382952

Club Treasurer. Natasha Collins. Tel 087 -7570129

Club Development Officer. Justine Collins. Tel 087-4719149

Children's Welfare Officers. Anne Fahy. Tel 085-7136732

Designated person. Ken Brereton. Tel 087 2382952

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