

CASTLEKNOCK CELTIC CODES OF PRACTICE & CONDUCT

Fair Play is the guiding principle of the FAI's 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".

Castleknock Celtic FC fully supports the above and sets out herein its Code of Practice for Coaches (condensed and full versions) and Codes of Conduct for Parents and Children

PRELIMINARY

- Children's involvement in soccer should be an enjoyable experience.
- The safety of children should always be the paramount concern of all adults responsible for providing soccer opportunities at whatever level that adult may be involved. The appropriateness of the experience provided for children in soccer should be determined by and based on a child-centred ethos which places the needs of the child at the centre of any activity undertaken.
- Coaches/managers/volunteers should be properly recruited and managed with appropriate training made available to them. All adults involved in soccer have a responsibility to be aware of child protection as an issue.
- Castleknock Celtic recognises and accepts that in all matters concerning Child Protection, the welfare and protection of our underage players is a priority.

CODE OF PRACTICE FOR COACHES (Condensed Version)

1. **LOCO PARENTIS:** A coach has a duty of care (loco-parentis) to players, in particular to those aged 17 and under. You must act with due diligence, and offer the same protection, and support that any reasonable parent would, appropriate to the players' ages.
2. **MOL AN OIGE:** Be generous with your praise when it is deserved. "Mol an Óige agus tiocfaidh sí".
3. **NO RIDICULE:** Be conscious of improving the self-esteem of the players. Never ridicule or shout at players for making mistakes or losing a match. If criticism of a player's performance is required, ensure it is balanced and not over-critical in front of other players.
4. **LIMIT YOUR DEMANDS:** Be reasonable in your demands on the players' time, energy and enthusiasm as they will have other interests and demands on their time.
5. **PARTICIPATION:** Ensure all players participate in matches. In graded age-group teams, players require and deserve equal time. This must be implemented, even in non-competitive games or games in tournaments abroad. Abide by the FAI guidelines if travelling at home or abroad with players.
6. **PLAYING FOR FUN:** Remember that young players play for fun and enjoyment and that learning skills and playing for fun have priority over highly structured competition - Winning is not the only objective.
7. **NO FOUL PLAY:** Insist on fair and disciplined play. Do not tolerate foul play, fighting or foul language. Be prepared to discipline an offending player. Ensure that all your players know that bullying whether verbal or physical will not be tolerated. Players fined by the league must pay the fines themselves.
8. **TWO DEEP:** Ensure that you never find yourself alone with a player. If you need to speak to a player about his/her behaviour/quality of play, do so in the view of others. Ensure 'two deep' supervision.
9. **TRANSPORTING KIDS:** Coaches are not responsible for bringing players to/from training or matches. Parents should organise this between themselves. If you do offer to do this and are appropriately insured, all players should be carried in the back of the car and never on their own.

10. FOREIGN TRAVEL: Familiarise yourself with the guidelines for away travel to tournaments in other locations where overnight stays are a requirement and advise the club officials of your intentions well in advance of trip.
11. ENCOURAGE: Encourage young players to develop basic skills and sportsmanship. Avoid over-specialisation in positional play during their formative years.
12. SAFE & ENJOYABLE: Create a safe and enjoyable environment in which to train and play.
13. RESPECT: Remember that young people need a coach whom they can respect. Encourage respectfulness in young people by treating them with respect. Develop their respectfulness for the ability of the opposing team, coach and the judgement of the referee.
14. REFEREE: Never criticise the referee or assistant referee during or after a match in front of players or spectators. Respect the match officials and if they have made decisions which require clarification discuss the problems courteously and away from players.
15. FIRST AID: Ensure that proper equipment and facilities are available at all times, including a First Aid kit and appoint a suitable adult that can be trained in First Aid, if you are unable to do so yourself.
16. INJURIES: Attend to injured player (see Coach's detailed guidelines below). Seek medical advice, where necessary, to determine when an injured player is ready to play again. Ensure you are familiar with any medical conditions that a player might have by liaising with parents. Advise parents if a player sustains an injury at training or during a match. Be especially vigilant with regard to head injuries.
17. UPSKILLING: Make a personal commitment to keep yourself informed on sound coaching principles and methods, and on the development of young players.
18. Garda Vetting is mandatory and a copy of your letter of clearance when received from the FAI has to be given to the Children's Officer. All coaches must complete a Child Welfare Course. Details of courses and vetting application forms are available on www.fai.ie.
19. LINKS TO OTHER COACHES: Develop a positive working relationship with other coaches within your team's age group and work together to ensure appropriate movement of players according to their ability.
20. DISREPUTE: Do not bring the club into disrepute by your actions/conduct on or off the playing field.
21. Ensure that the players and their parents are familiar with Castleknock Celtic's Codes of Conduct and are reminded of it on an ongoing basis.

I acknowledge that I have read and agree to abide by Castleknock Celtic's Code of Practice for Coaches (see full version)

Coach Signature: _____

Coach Name (Block Capitals): _____

Team: _____

Date: _____

CODE OF CONDUCT FOR CHILDREN

Castleknock Celtic is committed to ensuring that all steps are taken to protect our children, who in turn should:

1. Play for enjoyment, not just to please your parents or coach.
2. Play by the Laws of the Game.
3. Always accept the referee's decision.
4. Play with control. Do not lose your temper.
5. Play for yourself and your team - your team's performance will benefit and so will your own.
6. Be a "good sport". Applaud all good play whether by your team or the opponent.
7. Respect your manager/coach, and your opponent. Treat all players, as you would like to be treated.
8. Co-operate with the coach, team-mates and opponents.
9. Remember that the goals of the game are to have fun, improve your skills, and feel good.
10. At the final whistle applaud and thank your opponents and the referee for the match.
11. Always remember that you owe a duty of care to your opponents. Tackle hard but fairly; do not intend to hurt your opponent.
12. Win with humility - lose with dignity
13. You must not bring the club into disrepute by your actions/conduct on or off the playing field
14. Bullying whether verbal or physical or any misuse of social media/online technology will not be tolerated

CASTLEKNOCK CELTIC CODE OF CONDUCT FOR PARENTS

1. Encourage your child always to play by the Laws of the Game.
2. Remember, young people are involved in Soccer for their enjoyment, not yours.
3. Teach young children that honest endeavour is as important as winning.
4. Help young people to work towards skill improvement and good sportsmanship.
5. Set a good example by applauding good play on both sides.
6. Never ridicule, humiliate or shout at young players for making a mistake or losing a match.
7. Do not place emphasis on winning at all costs.
8. Do not force an unwilling child to participate in the playing of soccer. As a spectator, do not use profane language or harass referees, coaches, or players. Do not publicly question the referee's judgement and never their honesty.
9. Recognise the value and importance of volunteer referees and coaches.
10. Encourage in your child an appreciation of mutual respect for team-mates and opponents.
15. Make your child aware that Bullying whether verbal or physical or any misuse of online technology will not be tolerated.
11. You must not bring the club into disrepute by your actions/conduct on or off the playing field.
12. Have respect for coaches, and provide as much help as possible, including hanging nets, carrying small side goals, and providing lifts.
13. Unless agreed with the coach, a parent or guardian should be present at all games and training.

CODE OF PRACTICE FOR COACHES (full version)

A General

1. To create a safe and enjoyable environment that will help Player "To be the Best they Can Be". It is about the Players doing their Best, it is not about Being the Best.
2. The good coach must be concerned primarily with the well-being, health and future of the individual player and only secondarily with the optimising of performance. Coaches are given a position of trust by parents/guardians and players, and are therefore expected to show the highest standards of behaviour whilst in the company of underage players. Coaches must act in "loco parentis" and to that extent your duty of care is more onerous than that of a coach to an adult team
3. Remember that young people need a coach whom they can respect. Lead by example. Be aware that the relationship between Coach/Player relies heavily on mutual trust and respect. Encourage players to accept responsibility for their own behaviour and performance in training, competition, and in their social life.
4. Commit to keeping yourself informed on sound coaching principles and methods, and on the principles of growth and development of young people
5. Encourage young players to develop basic skills.
 - a. Avoid over- specialisation in positional play during their formative years (SSG)
 - b. Encourage & Support their efforts. Never ridicule or shout at Players for making mistakes
6. Encourage young players to show Sportsmanship
 - a. They must respect the laws of the game
 - b. Insist on Fair Play. Do not tolerate intentional foul play, fighting or foul language.
 - c. Make it clear that measures which could be deemed to constitute seeking to gain an unfair advantage (cheating, diving, bullying) are unacceptable
 - d. Treat opponents and officials with due respect, both in victory and defeat, and encourage players to act in a similar manner.
7. Do not criticise or abuse Referees. Any issues should be addressed in a respectful manner and where action is required, do so after the Game and away from Players.
8. Show Respect to all.
9. Appearance - Personal appearance is a matter of individual taste but the coach has an obligation to project an image of health, cleanliness and functional efficiency. Coaches must not drink alcohol so soon before coaching that their judgement may be impaired and the smell of alcohol will still be on their breath when working with players.
10. Player Participation – All Players should participate in Games. The FAI's Player Development Plan Guidelines are set out in Appendix 1.
11. Do not bring the Club into disrepute

B Safe Practice

1. Coaches 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.
2. Injuries should be recorded, with a note of action taken in relation to each one. Where applicable a specific Report Form to be completed by the coach/manager - Report Form available in clubhouse for this purpose. Parents/guardians should be notified of injuries/illness which their children incur while participating in a sporting activity. It would also be advisable for coaches to inform parents if their child

becomes upset for whatever reason. The reason why the child became upset may then be clarified. It could be that a child has misinterpreted something that has been said or it could be an indication of bullying.

3. A First Aid kit should be available at all training sessions and matches.
4. Parents/guardians should be informed of the starting and finishing times of training sessions and matches and should remain available in case the coach requires them.
5. 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.
6. Coaches should not play injured players.

C Comforting/congratulating players is an important part of the relationship between coaches and players. Guidelines for this are:

1. Limit touching to "safe" areas, such as hand-to-shoulder. It should not involve touching genital area, buttocks, breasts, or mouths.
2. Make your intention clear to congratulate or comfort the player.
3. Get permission from the player before embracing them - remember that personnel are in the position of power.
4. Respect a player's discomfort or rejection of physical contact. Be sure that touching occurs only when others are present.

D Good Practice

1. Coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with their players.
2. Young players need a coach whom they can respect, therefore it is important that coaches should lead by example. Younger players play for fun and enjoyment, therefore skill development and playing for fun take precedence over highly structured competition. Winning is not the main objective at younger age levels.
3. In relation to younger players, coaches should ensure that all players participate. A guideline as to the minimum appropriate times as set out by the FAI Player Development Plan is set out in Appendix 1.
4. Coaches should help and encourage young players to develop basic skills and sportsmanship and they should avoid over-specialisation in positional play during their formative years.
5. Coaches should ensure that all players are aware that "bullying" whether verbal or physical will not be tolerated.
6. Coaches should advise players and parents on how and to whom to go if they wish to make a complaint. All clubs should have a systematic complaints procedure. See Club's Manager's Handbook.
7. A coach must not attempt to exert undue influence over the player's performance in order to obtain personal benefit or reward.
8. The coach 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.
9. The coach will on occasion be required to travel and reside with players in the course of coaching and competitive matches. On such occasions, ensure separate sleeping accommodation for officials and

players. See also Child Welfare policy on FAI website, including necessity for written permissions and ensure appropriate insurance cover.

10. Coaches who use their own vehicles to transport players must ensure that they have adequate insurance cover and be careful not to carry more than the permitted number of passengers. Also, never have a player alone in the car with you.
11. Coaches should be careful not to expose children especially younger participants to extreme weather conditions. Decisions in this regard should be made from the child's perspective.
12. Officials should avoid situations where they are alone with young players in changing rooms. Wherever practicable, there should always be two or more adults in changing rooms.
13. Physical relationships with underage players are illegal. *Children are defined in Irish law as any person under the age of 18 years.*
14. The use of drugs, alcohol and tobacco should be actively discouraged as being incompatible with a healthy approach to the playing of the game.
15. Coaches should strive to eliminate all unfair practices, including the use of drugs which affect performance.
16. The Football Association of Ireland has amended its rules to include a child protection element in line with recent child welfare legislation and Government Guidelines. Specifically coaches/volunteers are required to operate within these recommended codes of conduct and best practice. Breaches of this code may constitute a disciplinary offence at least.
17. Ensure that players and parents are familiar with Castleknock Celtic's Codes of Conduct and are reminded of it on an ongoing basis.
18. You must acknowledge in writing (see above condensed version of this Code) that you have read and agree to abide by this Code of Practice for Coaches (full version)

APPENDIX 1 – FAI PDP Guidelines with Club's Recommendation

	A - side	<u>Min</u>	<u>Max</u>	<u>Suggest</u>	<u>Comment</u>	FAI PDP	CCFC MIN
U8 - U9	5	12	14	12		75%	75%
U10,U11	7	10	11	10	3 Subs out of 6 potentially means up to 12 changes	50%	75%
U12	9	12	12	12	4 Subs out of 8 potentially means up to 12 changes	25% - 50%	75%
U13 - U14	11	14	16	15	Squad No impacted by levels => Mgr decision	25% - 50%	25% - 50%
U15 - U16	11	15	16	16	As above but more inj & waning interest levels	25% - 50%	25% - 50%
U17 - U18	11	16	17	16	Exams, waning interest,injuries => more Players req'd	25% - 50%	25% - 50%

Note(s)

1. While emphasis is on Player Development **First Teams @ U13-16** may Play at a Competitive Level and in these instances Games times may vary. Accordingly Min Game time for aged 13+ should be 25% for first teams and 50% for all other Teams. Please note that this is the average game time(ie one game a player may play 67% and the next 33% which an average of 50%) . **The above Guidelines are the CCFC MINIMUM acceptable average Game times to be provided to Castleknock Celtic players.** The above assumes that Players attend at Training, try their best and have not been subject to any disciplinary issues.
2. Roll On/Off applies at all age Groups.