

**KINSALE ATHLETIC FOOTBALL CLUB KAFC - ETHICAL FRAMEWORK AND RULES**

**OFFICIAL COLOURS - BLUE AND WHITE.**

**MISSION STATEMENT:** Recognising the uniqueness and importance of every human being KAFC aims at promoting the full and harmonious development of each young person, through the development of the physical, emotional and personal needs of each young person.

The Club shall be guided by what is best for the young person involved.

KAFC endeavours to achieve the following to ensure a sporting environment that is guided by our Mission Statement:

To create an atmosphere of respect tolerance and recognition for others.

To promote positive behaviour and self discipline recognising the differences between members and the need to accommodate these differences.

To ensure the safety and well being of all Club Members.

**CODE OF PRACTICE:-**

- Adults inter-acting with young people, participating in soccer, should do so with integrity and respect for the child. All adults' actions in soccer should be guided by what is best for the child and in the context of equality and open working relationship. Verbal, physical, emotional or sexual abuse of any kind, is strictly prohibited within soccer.
- Soccer for young people should be conducted in a safe positive and encouraging atmosphere.
- 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 included in sports activity in an integrated way, thus allowing them to participate to their potential, alongside other children.
- All children's sports will be conducted in an atmosphere of fair play.
- There shall be a balanced approach to competition, while at the same time, providing fun, enjoyment and satisfaction. Coaches attached to KAFC (UNDERAGE) will aim to put the welfare of the child first and competition standards second.

**CHILD PROTECTION AND WELFARE**

KAFC shall

- Ensure that all necessary steps are taken to protect and safeguard the welfare of children and young people who participate in soccer.
- Recognise 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.

- Advise all its members including Coaches, Players, Parents and Spectators of their responsibility 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 Club Children's Officer.
- Provide a Child Protection and Welfare Module in Staff Induction and Development Programmes

Any Member or Participant who is a subject of Club or statutory enquiry in relation to any child welfare concern must stand down forthwith from all Soccer Activity, pending the outcome of that enquiry and any subsequent internal disciplinary proceedings.

All allegations of Child Abuse must immediately be referred to the Statutory Authority.

The following matters would constitute reasonable grounds for concern:

- (1) A specific indication from a child that he/she was abused.
- (2) Statement from a Person who witnessed abuse.
- (3) An illness, injury or behaviour consistent with abuse.
- (4) A symptom which may not in itself be totally consistent with abuse, but which if supported by cooperative evidence of deliberate harm or negligence.
- (5) Consistent signs of neglect over a period of time.

Any allegation of abuse, shall in the first instance be brought to the attention of the Chairperson of the Club. The Chairman in the first instance, will informally consult with the local Health Board Duty Social Worker.

Should K AFC 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:-

1. The fact that the allegation has been made against him/her.
2. The measure of the allegation.
3. The Coach/Volunteer shall be afforded an opportunity to respond.

The Chairman shall note the response and pass this on this information when making his formal report to the Health Board. The Chairman shall also be at liberty to make a complaint to An Garda Siochana. The Chairman if Reporting suspected or actual child abuse to a Statutory Authority, shall first inform the child's family of his intention to make such a Report, unless doing so would endanger the child or undermine any statutory investigations. The FAI's National Children's Officer must be informed as soon as possible of any formal notification to the Statutory Authorities of any Coach/Volunteer/Manager. Said individual must stand down but without prejudice to any later disciplinary proceedings. The individual involved must at all times be treated with respect and fairness and the principals of natural justice must be adhered to.

#### **INTERNAL CLUB DISCIPLINARY PROCEEDINGS:**

Club Disciplinary Complaints and Appeals Procedure (covers all matters other than suspected Child Abuse which has be referred to the Statutory Authorities)

Any person who has a complaint or concern should bring it to the attention of the Secretary under the relevant rules for the time being of K AFC. The complaint or concern should be in writing and should outline all relevant details and other parties involved.

The Secretary shall then bring to the attention of the appropriate person, the Complaint against him/her and it shall seek his/her response thereto.

If the response is unsatisfactory, the Secretary shall convene a disciplinary committee/panel which will not consist of officers of K AFC. The Panel shall consist of three individuals. The Disciplinary Committee Panel must furnish any participant with details of the complaint being made against him/her and afford him/her the opportunity of providing a response either verbally or in writing. In the event of a complaint against a child the parent/guardian shall be informed and advised of the process.

The Disciplinary Committee/Panel shall then hear all parties involved and decide whether or not a Rule or Regulation has been infringed and if so what sanctions should be imposed.

The Disciplinary Committee/Panel shall then inform in writing the person/persons involved of their decision and any sanctions if any, which are to be imposed. Said Notification shall be in writing setting out the reasons for the sanction. The parents of the young person involved shall also receive written notification of the decision and any sanctions. Any Party unhappy with the findings of the disciplinary committee/panel may appeal the decision in writing to their respective superior body. The Appeal body shall then rehear the matter and all evidence must be considered. The Appeals Body shall have the power to uphold or reject the Appeal or to vary alter or set aside any sanction imposed by the Disciplinary Committee/ Panel

#### **CONFIDENTIALITY :**

Appropriate confidentiality shall be maintained in respect of all issues and persons involved in all concerns about the welfare of a child or any bad practice within the Club. However, a guarantee of confidentiality or undertakings regarding secrecy cannot be given, but the welfare of the child will supersede all other considerations.

#### **RECRUITMENT:**

K AFC shall take all reasonable steps to ensure that Coaches, Managers and Volunteers are suitable to work with children and young people. They must complete an Application/Self Declaration Form giving the name of two Referees. They must provide Garda Clearance and attend Basic Child Welfare Awareness Course or other requirements as stipulated by statutory agencies or the FAI. All Appointments are subject to the approval and ratification by the Committee of K AFC. All Coaches, Managers, & Volunteers shall sign an Undertaking to abide by K AFC rules herein and FAI Codes of Conduct and Good Practice.

#### **SAFETY POLICY:**

Adequate supervision must be maintained at all times. No Coach, Manager or Volunteer shall work alone.

Regular Safety checks must be carried out in relation to premises, training facilities and equipment.

Safety Rules must be adhered to at all times.

Parents/Guardians will be informed of the starting and finishing times of training

sessions and matches and must deliver and collect their children promptly.

**SUBSTANCE ABUSE POLICY:**

The use of drugs alcohol and tobacco is strictly forbidden in an underage environment.

**CLUB CHILDRENS OFFICER:**

K AFC shall appoint a Club Children's Officer whose function shall be:-

- To promote the Code of Ethics and Good Practice.
- To influence Policy & Practise and to prioritise children's needs.
- To ensure that children know how and to whom they can report their concerns to within the Club.
- To encourage the participation of parents/guardians in Club activities.
- To act as a resource with regard to Best Practice in children's soccer.
- To monitor changes in Membership and to follow up any unusual drop-out absenteeism or club transfer by children or Coach/Volunteers.
- The Club Children's Officer is not responsible for investigating or validating child protection concerns within the Club and does not have a Counselling or Therapeutic role. Responsibility for same rests with the Health Service Executive and An Garda Siochana.

**BULLYING POLICY:**

K AFC strictly prohibits bullying either directly or indirectly. This may involve child to child, adult to child or child to adult. While all cases of bullying will be investigated the perpetrator will be confronted with the allegation. It will be made clear to him/her that the behaviour is unacceptable. The perpetrators unacceptable behaviour may be subject to sanction including being expelled from the Club.

**THE USE OF PHOTOGRAPHIC & FILM EQUIPMENT**

K AFC (UNDERAGE) request that any person/persons wishing to engage in any video, zoom or close range photography shall register their details with the Club. Children and young people should only be photographed or filmed with their permission and/or the permission of their parents/guardians.

**MOBILE PHONES: 1 K AFC**

Promotes the use of responsible and secure use of mobile phones.

**TRAVELLING:**

When travelling with young people, managers, Coaches/Volunteers of K AFC will

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 along with one playe  
Obtain parental permission for transporting children on a regular basis and will clearly state times of pick-up and drop-off.

#### **TOUCHING GUIDELINES:**

Any necessary physical contact will be in response to the needs of the child and not the adult. It will be done in an open environment, with the permission and full understanding of the player  
Coaches will not treat injuries out of sight of others.

#### **RULES FOR SPECTATORS:**

Spectators/Parents shall be on best behaviour and shall lead by example  
All teams opponents shall be welcomed and respected  
Violence of all forms shall be condemned & forbidden  
Verbal abuse of players, managers and coaches, match officials or opposing supporters is not acceptable in any shape or form.  
Players, managers and coaches as well as (or) match officials must not be targeted with ignorant or abusive behaviour.

#### **PLAYERS CODE OF CONDUCT**

KAFC will endeavour to ensure that players are safe, happy, listened to and believed and treated with dignity, sensitivity and respect, equality and confidentiality.

Players must undertake to:-

- Play fairly to the best of their ability and have fun
- Be on their best behaviour at all times
- Abide by all Club Rules.
- Make high standards of fair play
- Respect opponents
- Respect fellow team members, their manager and coaches
- Treat players from minority groups with respect
- Be modest in victory and gracious in defeat

Players must not

- Cheat.
- Use abusive language or argue with their manager /coach, the Referee officials, team mates, or opponents
- Use violence
- Use physical contact except when it is allowed within the Rules
- Bully.
- Behave in any manner that may bring the name of KAFC into disrepute.

Players or their parents in the case of juvenile parents must sign their consent to abide by the terms of the Club Ethical Framework and Rules.