



Owen Roe O'Neill's GAC
Leckpatrick



CHILD PROTECTION & VULNERABLE ADULTS POLICY **STATEMENT**

Owen Roe O'Neill's GAC, Leckpatrick, is committed to creating and maintaining the safest possible environment for all young people who wish to participate in our Gaelic Games and activities. We shall take all practicable steps to protect them from discernable forms of abuse, from harm, discrimination or degrading treatment and shall respect their rights, wishes and feelings.

We do this by;

- **Recognising that all children and vulnerable adults have the right to be protected from harm.**
- **Ensuring that all our coaches and volunteers are carefully recruited and selected and that they accept responsibility for ensuring the wellbeing of children and vulnerable adults in their care.**
- **Responding swiftly and appropriately to protect the welfare of children and vulnerable adults who participate in our games and related activities.**
- **Providing parents, children, and vulnerable adults with the opportunity to voice any concerns they may have.**
- **Appointing a Children's Officer to oversee the implementation of good Child Protection and Welfare practices within the Club.**
- **Appointing a Designated Person who will liaise with the statutory authorities as appropriate and to assist in the processing of Child Protection and Welfare matters.**
- **Ensuring that all allegations of abuse of young people and vulnerable adults, are confidentially dealt with in accordance the Associations Guidelines for Dealing with Allegations of Abuse (Fourth Edition 2009) and with statutory guidelines and relevant legislation.**
- **Reviewing the effectiveness of our Child Protection and Welfare procedures and policies on an ongoing basis.**
- **Ensuring that members, coaches, team mentors, administrators, parents/guardians and spectators sign-up to and adhere to our Code of Behaviour.**

The Executive Committee of Owen Roe O'Neill's GAC, Leckpatrick, commit to ensuring that we follow the GAA Code of Best Practice in Youth Sport and the GAA Code of Behaviour for all Persons Working with Young People and Vulnerable Adults.





Owen Roe O'Neill's SAC
LEICKPATRICK



GIVE RESPECT, GET RESPECT

The GAA's Respect Initiative aims to promote positive behaviour and to ensure that an enriching environment is provided for the promotion and development of Gaelic games.

Our aim is for the Respect Initiative to be adopted both on and off field by coaches, parents, spectators, players, referees, match officials and anyone else who is involved in the GAA at every level, of every age and nationality.

- **Players - Respect your opponent, play by the rules, accept the decisions of officials & be a Role Model**
- **Your Club & County – Accept responsibility to ensure that Players, Coaches, Spectators & Referees “Give Respect - Get Respect” from each other**
- **Parents, Guardians & Supporters - Show approval for how the game is played and do not criticise officials or harass your own team or the opposition**
- **Coaches - Lead by example and treat everybody equally regardless of ability**
- **Referees - Apply the rules of the game impartially and gain the respect of all players, officials and spectators**

Strategic Aim: *"We will introduce a detailed initiative to promote respect and discipline towards match officials and each other."*





Owen Roe O'Neill's GAC
Leckpatrick



DISCIPLINARY, COMPLAINTS AND APPEALS PROCEDURE

Owen Roe O'Neill's GAC, Leckpatrick, shall ensure that it has adequate disciplinary, complaints and appeals procedures in place.

The standard reporting procedure outlined in the Statutory Authorities guidelines shall be followed by the Club and adhered to by its members.

There will be in place a procedure to

- Appoint a Disciplinary Committee
- Outline it's role
- Guide the Disciplinary Committee will deal with a complaint
- Provide an Appeals process against Sanctions passed by the Disciplinary Committee

NOTE:

The investigation of suspected/alleged child abuse is the responsibility of the statutory authorities and will not be undertaken by the Children's Officer or other Club Volunteers/Officials.



Owen Roe O'Neill's GAC Leckpatrick



GAMES FOR ALL POLICY

Owen Roe O'Neill's GAC, Leckpatrick, recognises that as Gaelic games are a major facet of the GAA club, opportunities to play Gaelic games should be available to all people within the community. Such opportunities will offer greater quality of experience for past, present and future club members.

Our club Games for All policy reflects the agenda driven by the Tyrone County Board, Ulster GAA and National GAA.

In order to implement a Games For All policy our club will strive to:

- Recognise the importance in affording equal opportunities and fair treatment to all its members and potential members
- Ensure participation opportunities for all people irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation. Participation opportunities include all elements of Gaelic Games including as a player, coach, manager, match official, administrator or spectator.
- Actively seek to include "others" in our games by implementing such schemes as "Have A Go Days", "Recreational GAA", "Including People with Disabilities" and others that may be advantageous in encouraging people from under-represented groups to become involved in club activity.
- Treat all members, employees, job applicants and provision of facilities equally
- Eliminate perceived barriers to participation which discriminate against particular groups or individuals
- Provide an opportunity for all members, volunteers and officials within the club to attend Equality Training, Disability Awareness Training and any other training which will help the club improve its outreach work.

The club expects all those acting on behalf of the Association to adhere to this policy. In pursuance of this policy the Club Executive Committee reserve the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, nationality, social status or sexual orientation.





Owen Roe O'Neill's GAC Leckpatrick



EQUAL OPPORTUNITIES POLICY

1.1 Owen Roe O'Neill's GAC, Leckpatrick, recognizes the importance of affording equity, equal opportunity and fair treatment to all present and potential members.

1.2 The Club aims to ensure that all people irrespective of their age, gender, ability, disability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in Gaelic Games at all levels and in all roles. That is, as a beginner, participant or performer, and as a coach, official, referee, manager, administrator or spectator.

1.3 It is the aim of the Club in its relationships with its members, employees, job applicants and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. Failure to comply may result in disciplinary action being taken.

1.4 Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.

1.5 Indirect discrimination occurs when a requirement or condition is applied which whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex, marital status, etc than another and cannot be justified on grounds other than race, sex, marital status, etc.





Owen Roe O'Neill's GAC Leckpatrick



DISABILITY & SPECIAL NEEDS POLICY

Owen Roe O'Neill's GAC, Leckpatrick is committed to the inclusion of all persons with a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities, from here on referred to as a disability.

This policy should be read in conjunction with the Club Equality Policy

As such our Club will:

- Provide a welcoming and open atmosphere for disabled Club members
- Provide a programme of activities for disabled Club members
- Ensure that all Club facilities are disability friendly and adhere to the relevant legislation in reference to disabled access.
- Ensure Club facilities are open to use by Special Schools or other community groups who cater for persons with a disability
- Attend Ulster GAA CPD courses on disability, special needs and the promotion of disabled games
- Provide a programme of disabled games in conjunction with other local GAA Clubs in the area
- Ensure that positive images and role models of disabled people and disabled coaches will be represented in all resources, promotional and publicity material
- Appoint a Executive level officer with responsibility for linking with special schools and catering for members with disabilities
- Share good practice with other GAA/Sports Clubs
- Develop links with other sporting Clubs through the local Sports Council/Partnership to cater for disabled members
- Link with relevant statutory bodies in the area of disability





Owen Roe O'Neill's SAC Leckpatrick



VALUING VOLUNTEERS & RECRUITMENT POLICY

Owen Roe O'Neill's GAC, Leckpatrick, recognises the valuable input of volunteers to our Club.

We commit to supporting our volunteers in their role by following recommendations made by our governing body of sport that stipulate our volunteers should undergo a recruitment process.

To ensure that Owen Roe O'Neill's GAC, Leckpatrick, is following the best practice we shall work closely with the Tyrone County Board and the Ulster Council in order to promote the Best Practice in Children's Sport and we shall comply with the guidelines of the Code of Ethics and Good Practice for Children's Sport.





Owen Roe O'Neill's GAC
Leckpatrick



EXPECTED STANDARD OF CONDUCT OF ALL CLUB MEMBERS

Owen Roe O'Neill's GAC, Leckpatrick, will expect all its members to behave in a manner that reflects on both the standing of the Club and of the Gaelic Athletic Association.

Members of the Club and Association shall, by virtue of their membership, be subject to the jurisdiction of the Club's and Association's Rules, Bye-Laws and Regulations, which shall govern the relationship between the various units, between members, and between members and units. Members and units shall be bound to resolve any and all disputes that arise, within the framework of the existing procedures, the Appeals System, and the Dispute Resolution Provisions as set out in these Rules.

Members shall not resort to court proceedings in disregard of these procedures, the Appeal System and the Dispute Resolution provisions.

The Club and the Association are amateur organisations. A player, team, official or member shall not accept payment in cash or in kind in conjunction with the playing of Gaelic Games.

A player, team, official or member shall not contract himself/itself to any agent other than those officially approved by Central Council. Expenses paid to all officials, players, and members shall not exceed the standard rates laid down by the Central Council. Members of the Association may not participate in full-time training. This Rule shall not prohibit the payment of salaries or wages to employees of the Association.

The Club and the Association shall be non-party political. Party political questions shall not be discussed at its meetings, and no Committee, Club, Council or representative thereof shall take part, as such, in any party political movement.

The Club and the Association is Anti-Sectarian and Anti-Racist. Any conduct by deed, word or gesture of a sectarian or racist nature against any player, official, spectator or anyone else, in the course of activities organised by the Club or Association, shall be deemed to have discredited the Club/Association.



Owen Roe O'Neill's GAC Leckpatrick



EXPECTED STANDARD OF CONDUCT OF ALL CLUB MEMBERS

Owen Roe O'Neill's GAC, Leckpatrick, shall safeguard and promote the interests and wellbeing of all those under 18 years of age who are involved in its games and related activities.

- Owen Roe O'Neill's GAC, Leckpatrick, take all practical steps to protect them from all discernible forms of abuse, from harm, discrimination or degrading treatment, and shall respect their rights, wishes and feelings.
- Owen Roe O'Neill's GAC, Leckpatrick, shall have in place a Code of Best Practice in Youth Sport for the protection and safeguarding of children/young people under 18 years of age and shall be entitled to amend or revoke any provision of the Code from time to time. The Owen Roe O'Neill's Club will adopt this Code of Best Practice and will expect all members to abide by it.
- Owen Roe O'Neill's GAC, Leckpatrick, shall have in place the GAA Guidelines for Dealing with Allegations of Abuse and Owen Roe O'Neill's GAC will adopt these Guidelines and will expect all its members to abide by these Guidelines. Allegations and complaints of abuse shall be dealt with exclusively in accordance with the provisions of these Guidelines and not under any other provisions of these Rules or under the Club Constitution and Rules.
- This Rule shall give and constitute authority for the carrying out of all functions and actions in accordance with the Code and Guidelines.

Owen Roe O'Neill's GAC, Leckpatrick, shall adopt a Code of Conduct for Officers, administrators, coaches, players, members, parents and spectators of the Club, defining appropriate behaviour and practices. The Code shall specify the disciplinary procedures to be applied for breaches of the Code. This Rule shall give and constitute authority for the carrying out of all functions and actions in accordance with the Code.

Owen Roe O'Neill's GAC, Leckpatrick, forbids the use of prohibited substances or methods, a practice generally known as doping in sport.





Owen Roe O'Neill's GAC
Leckpatrick



EXPECTED STANDARD OF CONDUCT OF ALL CLUB MEMBERS

The Rules of the Association regarding doping are the Irish Anti-Doping Rules as adopted by the Irish Sports Council and as amended from time to time. The Rules contained in the said Irish Anti-Doping Rules shall have effect and be construed as Rules of the Association.

Owen Roe O'Neill's GAC, Leckpatrick will adopt policies which promote a healthy and safe lifestyle for its members

- The Club seeks to ensure that the environment, culture and ethos within which it runs its affairs is conducive to the continued good Health of all its members.
- It is the aim of the Club to use the skills and expertise of both its members and professional within the community to best promote the Health Agenda.
- The Club will develop Club and Community Health, Wellness and recreational programmes through periodical health evenings, weekly recreational programmes for Club/Community members, posters & advisory.
- Areas covered will include smoking, drugs and alcohol, nutrition, First Aid, Cardiac and Injury Obesity, Heart Health, Diabetes, Cancer Prevention and mental and emotional wellbeing.

