

SAMPLE RECRUITMENT AND SELECTION OF COACHES, MENTORS AND OTHER VOLUNTEERS

(Insert name of Club) Football, Hurling & Ladies Football Club recognise that we have a responsibility to children, young people and their parents/guardians to ensure that our coaches, who we have chosen to work in a supervisory and supportive capacity with children and young people, are selected, supported and trained to fulfil their roles in a careful sensible and effective manner.

(Insert name of Club) Football, Hurling & Ladies Football Club has adopted good practice and procedures and require adherence to the Gaelic Games Code of Behaviour. This Code of Behaviour affirms the policy position that all coaches who, on behalf of (Insert name of Club) Football, Hurling & Ladies Football Club, work with children and young people must:

- Be a currently registered member of (Insert Name of Club) Football, Hurling & Ladies Football Club
- Undergo Garda Vetting
- Attend relevant child safeguarding training as approved by the GAA/LGFA
- Obtain a minimum coaching qualification
- Sign the (Insert Name of Club) Football, Hurling & Ladies Football Club Coaching Code of Behaviour

The following recruitment and selection procedures are put in place as a support mechanism. This ensures individuals recruited by (Insert Name of Club) Football, Hurling & Ladies Football Club adhere to the best possible standards adopted by the Club. This ensures that our games are played and promoted in an enjoyable, safe and developmental environment.

Guidance on Recruitment and Selection

It is essential that all adults who have undertaken a role of responsibility with children and young people, undergo a recruitment and selection procedure prior to commencing their role. The recruitment of adults to work with underage teams will be coordinated by the Clubs' Coaching and Games Committee with the advice/involvement of the Children's Officer. All such recruitment will be done confidentially. The following procedures will assist when choosing to place coaches and other personnel in the position to which that they are best suited.

1. Role Clarification

The roles and responsibilities envisaged (e.g. manager, coach, team's age group, etc.) will be clearly known and stated at the outset. Any specific levels of experience or qualifications required will also be clarified at the outset.

2. Role Assistance

The various supports available via the club (e.g. Coaching Courses, Safeguarding etc.) are basic good practice coaching requirements for adults who wish to work with underage teams in the promotion of (Insert Name of Club) Football, Hurling & Ladies Football Club.

RECRUITMENT AND SELECTION OF COACHES, MENTORS AND OTHER VOLUNTEERS

3. Application Form

Applicants should complete the (Insert Name of Club) Football, Hurling & Ladies Football Club Coaches application form (and read and understand the attachments to the form) prior to commencing any coaching role.

4. Garda Vetting

All applicants are required to complete Garda Vetting and/or Police Checks, as appropriate, prior to the commencement of their role(s) with young people in (Insert Name of Club) Football, Hurling & Ladies Football Club.

5. Child Safeguarding Training & Coaching Qualification

All persons working with underage players are required to undertake recognised Child Safeguarding Training as promoted by the GAA/LGFA. Prospective coaches must also possess recognised coaching qualifications.

6. Meet the Applicant

A representative of the Coaching and Games Committee Club may meet with an applicant to ensure that they are aware of the role(s) allocated to them and they may use the occasion to clarify any issues that may arise and identify any coaching or up-skilling needs as appropriate.

7. Code of Behaviour

All persons who work with young people will be required to sign and abide to the (Insert Name of Club) Football, Hurling & Ladies Football Club Coaching Code of Behaviour.

8. Support and Review

Continuous supports should be made available to all managers/coaches/mentors etc. to enable them fulfil their roles as requested. (Insert Name of Club) Football, Hurling & Ladies Football Club and the Club Children's Officer will be utilised to identify such supports. (Insert Name of Club) Football, Hurling & Ladies Football Club will review the role of all coaches annually.

9. New Coaches

All new coaches joining (Insert Name of Club) Football, Hurling & Ladies Football Club must start in our Football Academy Age Groups if they have no previous Coaching experience.

10. Grievances

Any alleged breaches of the Code of Behaviour will be administered by the Gaelic Games Code of Behaviour and subsequently by the Club Coaching and Games Committee within (Insert Name of Club) Football, Hurling and Ladies Football Club.

RECRUITMENT AND SELECTION OF COACHES, MENTORS AND OTHER VOLUNTEERS

11. Final Decision

Positions will be determined on qualifications, club resources and determined suitability within the age group as deemed necessary by the Club Coaching and Games Committee.

The final decision of the coaching allocation within the club remains entirely within the Coaching and Games Committee.