

POLICIES OF BOYLE CELTIC FOOTBALL CLUB

Updated June 2023



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Boyle Celtic FC Club Ethos Statement

The work of Boyle Celtic FC is based on the following principles that will guide the development of football in this club. Children and young people's experience of football should be directed by what is best for the child. The stages of development and the ability of the child should guide the types of activity provided in the club. Adults require a basic understanding of the needs of young people, including physical, emotional, and personal.

Integrity in Relationships

Adults interacting with young people and each other should do so with integrity and respect. All adult actions in football should be guided by what is best for the child and in the context of quality, open working relationships. Verbal, physical, emotional, or sexual abuse of any kind is absolutely unacceptable.

Quality Atmosphere and Ethos

Football and related duties should be conducted in a safe, positive, and encouraging atmosphere. A child-centred ethos will help to ensure that competition and specialisation are kept in their appropriate place and age groups. The onus is on adults to lead by example in creating an atmosphere that benefits the club and the club's members.

Equality

All people should be treated in an equitable and fair manner regardless of age, ability, sex, religion, social and ethnic background, or political persuasion. Children with a disability, where possible should be involved in sports activities in an integrated way, thus allowing them to participate to their potential alongside their peers.

Fair Play

Fair play is the guiding principle of Sport Ireland's Code of Ethics and Good Practice for Children's Sport. Fair Play is also a FIFA tagline that promotes the spirit of fair play and compassion in association football around the world.

Sport Ireland state that "all children's sport should be concerned 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. It incorporates issues concerned with the elimination of opportunities, excessive commercialisation, and corruption. Boyle Celtic FC adheres to the ethos of Fair Play in both a Sport Ireland and FIFA context.

Competition

A balanced approach to competition can make a significant contribution to the development of young people, while at the same time providing fun, enjoyment and satisfaction. Coaches/Managers should aim to put the welfare of the child first and competitive standards second. A child-centred approach based on the FAI's Player Development Plan will be followed. Coaches and parents will need to know and understand stages of the Player Development Plan.



Boyle Celtic F.C. Code of Practice and Conduct

Boyle Celtic F.C. Code of Practice and Conduct incorporates the following FAI Policy and Guidelines which are available for download from the [FAI website](#).

- [FAI Child Welfare Safeguarding Policy](#)
- [FAI Social Media Policy](#)
- [FAI Concern/Complaint Policy](#)
- [FAI Code of Conduct for Coaches](#)
- [FAI Code of Conduct for Parents](#)



Boyle Celtic FC Coaches Code of Conduct

Coaches and managers are critical to the establishment of good practices in football. Their attitude to the game directly informs the attitude of the players under their supervision. Coaches must speak and act in a manner consistent with this reality.

As a Coach I will:

- Complete Garda Vetting before commencing my role and I will complete the Safeguarding 1 course.
- Respect the rights, dignity and worth of each person and treat each person equally within the context of the sport.
- Not subscribe to the ethos of “win at all costs”.
- Place the health, wellbeing, and safety of each player above all other considerations.
- Abide by the rules of the game.
- Strive to develop an appropriate working relationship with each player based on mutual respect.
- Not exert undue influence to obtain personal benefit or reward.
- Guide players to accept responsibility for their own behaviour and performance.
- Ensure that the activities and strategies they direct, and advocate are appropriate for the age, maturity, experience, and ability of players involved.
- Clarify with the players, and their parents if players are under the age of 18, exactly what is expected of them and what they are entitled to expect from the coaches.
- Co-operate with specialists within the game e.g. other coaches, sport scientists, doctors, and physiotherapists, etc in the best interest of players.
- Be conversant with the laws of the game and rules of any competition in which a team under his/her stewardship is participating.
- Encourage players to adhere to the club’s code.
- Observe the highest standards of integrity and fair dealing.
- Promote a positive approach to the game e.g. fair play, honest endeavour, and genuine teamwork.
- Not encourage or condone violations of the laws of the game, behaviour contrary to the spirit of the game, or the use of questionable strategies or tactics.
- Not encourage or condone the use of prohibited substances.
- Consistently display high standards of behaviour and comment.
- Use or tolerate the use of inappropriate language.
- Demonstrate due respect towards match officials.
- Accept the decisions of the match officials.

I understand that if I do not follow the Code of Conduct, action may be taken by my club, league, or national association.

Coach/Club Official: _____ Date: _____



Boyle Celtic FC Players Code of Conduct

As players are constantly in the glare of public attention and are widely recognised as the most important people in sport, there is a considerable onus upon them to speak and act in a manner which promotes all that is good about the game and the club.

As a player I will:

- Make every honest effort to develop my sporting ability, to include fitness, skill, technique, and tactical ability.
- Strive to set a positive example for younger players and supporters.
- Safeguard the physical fitness of opponents, avoid violence and rough play and where possible help injured opponents.
- Give maximum effort and strive for the best possible performance during each game.
- Avoid all forms of gamesmanship and time wasting.
- Refrain from using bad language particularly towards referees and other players and officials.
- Make every effort consistent with fair play and the laws of the game to help my team win.
- Abide by the laws, rules of the game and any given competition, both in fact and in spirit.
- Accept victory and defeat with equanimity.
- Resist any temptation to consume or otherwise imbibe any banned substances.
- Treat opponents with respect at all times.
- Demonstrate due respect towards match officials.
- Accept the decisions of the match officials without protest.
- Avoid words or actions which may mislead a match official.
- Abide by the lawful instructions and directions of coaches and team officials.
- Act towards the coaches and officials of the opposing side in a respectful manner.
- Demonstrate due regard for the interest of supporters.
- Not act or speak so as to incite or encourage supporters to act in a way that may endanger the safety of anyone attending or participating in the game.
- Not either directly or indirectly place a bet on the outcome of any game in which I am involved.
- Have regard to the best interests of the game when publicly expressing an opinion on the game or on others involved in the game.
- In making public comments on a particular fixture or on the game in general, I will be mindful of upholding and promoting the good name of the game and others involved in it in the wider community.

Player Signature: _____

Date: _____

Parent/Guardian Signature: _____

Date: _____



Boyle Celtic FC Parents/Guardians Code of Conduct

We all have a responsibility to promote high standards of behaviour in the game. Parents have a significant influence on children's enjoyment and success in football. Children play football because they first and foremost love the game – it's FUN. Remember children's football is a time for them to develop and learn. We want them to win but not at all costs, Play your part by supporting your child, supporting the FAI's Player Development Plan and observe the Code of Conduct at all times.

I will:

- Remember that children play for FUN.
- Applaud effort and good play.
- Always respect the match officials' decisions.
- Remain outside the field of play or within the Designated Spectators' Areas.
- Let the coach do their job and not confuse the players by telling them what to do.
- Encourage your child, and others, or be quiet. Praise effort and performance not results.
- Encourage the players to respect their opposition, referee, and officials.
- Avoid criticising a player or making a mistake – mistakes are part of learning.
- Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour.
- I must develop an appropriate supportive relationship with both the coach and my child based on mutual trust and respect.
- Support the coach's decisions and discuss any concerns directly with the coach.
- Be familiar with the [FAI Code of Conduct for Parents](#)

I understand that if I do not follow the Code of Conduct, action may be taken by the club, league, or National Association in line with the disciplinary process.

Parent/Guardian Signature: _____

Coach Signature: _____

Date: _____



Boyle Celtic FC Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Boyle Celtic FC (called the club hereinafter) is equally accessible to all. The club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by, anyone who wants to participate in it. Our commitment is to encourage equal opportunities, and confront and eliminate discrimination by reason of:

- Gender
- Sexual Orientation
- Marital Status
- 'Race', nationality
- Ethnic origin
- Colour, religion, or belief
- Ability or disability

This policy is fully supported by the club officers who are responsible for the implementation of this policy. The club, in all its activities, will not discriminate, or in any way treat anyone less favourably, on the grounds of gender, sexual orientation, marital status, 'race', nationality, ethnic origin, colour, region or belief, ability or disability. This means that the club will ensure that it treats people fairly and with respect and that it will provide access and opportunity where possible for all members of the community to take part in and enjoy, its activities.

The club will not tolerate harassment, bullying, abuse, or victimisation of an individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racial harassment or other discriminatory behaviour, whether physical or verbal. The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The club is committed to taking decisive action where inequalities exist, and to the development of a programme of ongoing training and awareness-raising events and activities in order to promote the eradication of discrimination and promote equality in football. The club is committed to a policy of equal treatment of all members and requires all members to abide by and adhere to the policies and the requirements of the relevant legislation:

- Equal Status Acts, 2000-2008
- Employment Equality Acts, 1998-2004
- Prohibition of Incitement to Hatred Act, 1989
- Any amendments to these acts and any new legislation

The club commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop, and sanctions imposed as appropriate. (Further information on the FAI Anti-Discrimination Rule can be found in the FAI rule book.)



Boyle Celtic FC Photography and filming consent Policy

Boyle Celtic F.C. will take all steps to ensure images/video on printed publications, club website or club social media pages are used solely for the purposes they are intended. If you become aware that these images are being used inappropriately you should inform Boyle Celtic F.C immediately.

If a parent/guardian or individual does not wish to have their child or themselves included, they should notify any member of the club Executive accordingly.



Social

Media

Policy

July 2021

SCOPE

This policy relates to social media related to the activities of Boyle Celtic Football Club and all of those undertaken at Boyle Celtic Park, which the club has operational responsibility for.

The policy covers all forms of social media. Social media includes, but is not limited to, activities such as:

- maintaining a profile page on social or business networking sites, such as LinkedIn, Facebook, Twitter, etc.
- using messaging tools, such as WhatsApp, Teamer, etc.
- content sharing, including using sites such as Flickr (photo sharing) and YouTube (video sharing).
- commenting on blogs for personal or business reasons.
- leaving product or service reviews on retailer sites or customer-review sites.
- taking part in online votes and polls.
- taking part in conversations on public and private web forums (message boards).
- editing a Wikipedia page.

The intent of this policy is to cover any material posted online where information is shared that affects trustees, office bearers, sponsors, partners, customers, or supporters of Boyle Celtic FC as an organisation and the reputation of the club, the leagues in which it plays, and the competitions associated therewith.

BACKGROUND

Social media offers the opportunity for people to gather in online communities of shared interest, and create, share, or consume content. As a public-facing organisation, Boyle Celtic FC recognises the benefits of social media as an important tool of engagement to communicate with members and supporters. It is important that the reputation of Boyle Celtic FC, as well as affiliated sponsors and partners, is not tarnished in any way by anyone using social-media tools inappropriately, particularly in relation to any content that directly references Boyle Celtic FC.

PURPOSE

The purpose of this social-media policy is to provide Boyle Celtic FC club members some guiding principles to follow when using social media. This policy does not apply to the use of personal accounts on social-media platforms where no reference or inference is made to Boyle Celtic FC or any associated partners, sponsors, or projects.

Scope

This policy applies to all players, parents, coaches, directors, office bearers and volunteers (“club members”) of Boyle Celtic FC when they clearly identify their association with Boyle Celtic FC or can easily be associated with Boyle Celtic FC.

USE OF SOCIAL MEDIA

Social Media is an excellent way to promote activities and showcase success of the club. It also helps the club communicate with its members and the public. Members should use social media in a responsible, respectful, and friendly manner. When using sites such as Facebook, Twitter, etc. members should not post negative comments about referees/judges/opponents/teammates/coaches or any other member of their own club or any other club. Cyber/online bullying is completely unacceptable and will not be tolerated, and poor behaviour online will be treated as a breach of the Code of Conduct in real time.

RISKS

Risks associated with social media services include cyberbullying, grooming and potential abuse by online predators, identity theft, and exposure to inappropriate content. The capabilities of social networking services may increase the risk for sexual exploitation of children and young people.

GUIDANCE

If someone has their own personal profile on a social media website, they should make sure that others cannot access any content, media, or information from that profile that:

- a) They are not happy for others to have access to.
- b) Which would undermine their position as sports coach/volunteer representing their organisation/club.

As a basic rule, if you are not happy with others seeing comments, media, or information, then simply do not post these materials on a public forum site.

When using social media sites, the following should be considered:

- Change your privacy setting on the profile so that only people you have accepted as friends can see your comments. Individuals should lock down their page to non-friends.
- Review who is on your ‘friends list’ on your personal profile. In most situations, you should not accept ‘friend’s requests’ if you do not actually know the person(s) concerned.

- Ensure personal blogs have clear disclaimers that the views expressed are personal and not representative of a particular club or sport.
- Ensure that information published on social media sites complies with the club Code of Conduct.
- Beware of how your actions could be captured via images, posts, or comments online as these will reflect on the sport or your club.
- Respond to online bullying - what is said online should be treated as if said in real time.
- Those in authority should not have under 18's they coach as their friends and do not comment on individual players you are coaching through your personal page.

PRINCIPLES

If you are representing the club in an official capacity, it is important that your posts convey the same positive spirit as the club ethos would instil in all its communications. Be respectful of all individuals, races, religions, and cultures. How you conduct yourself online not only reflects on you; it also reflects directly on the club.

For further information on social media in relation to safeguarding, please see the FAI's social media policy on

<https://www.fai.ie/sites/default/files/atoms/files/FAI%20Social%20Media%20Policy.pdf>

RULES OF USAGE

All Boyle Celtic FC club members using social media must operate within the Boyle Celtic FC Code of Conduct when engaging with electronic communications and social media.

- Club members must not post, forward or link to libellous, defamatory, or harassing content – this also applies to the use of all artwork, including memes, and nicknames.
- Club members must not in any way comment on or publish information that is confidential.
- Club members must not use social-media tools to comment on club policies or directives.
- Club members must not bring (or be perceived to bring) Boyle Celtic FC or the sport and any affiliated governing bodies into disrepute.
- Club members must refrain from posts supporting discrimination whether about gender, sexual orientation, race, nationality, ethnic origin, colour, religion, or disability.
- Club members must refrain from posts of an overtly political nature – political impartiality should be maintained no matter what personal political beliefs are held.
- As a manager, coach, club official or club volunteer you should not:
 - accepts any person under the age of eighteen as a friend on your personal social media accounts.
 - communicates with any person under eighteen through social media, text message, phone, or email – all communications to those under eighteen should be made through parents/guardians.

- Club members must not post named photographs of under eighteens without parental/guardian agreement.
- The use of open communication tools, such as WhatsApp, should be restricted to the organisation and scheduling of events, such as committee meetings, training session and match arrangements. Committees may use these tools to facilitate speedy decision making and consensus gathering but, in all cases, communication should be respectful, relevant, appropriate, and courteous.
- When communicating with others online, keep content appropriate and polite. It is also important not to respond in the heat of the moment, in a way you may regret later. Do not engage with irate players, parents, or coaches on any forum.
- When communications relate to club matters, members should follow club values, use sound judgement and common sense. When in doubt, do not post.
- Club members must not otherwise be in breach of the Boyle Celtic FC Code of Conduct. Boyle Celtic FC staff using social media should not allow their use to interfere with work commitments. Information and Communication Technology (ICT) All activity on Boyle Celtic FC communications equipment (computers, mobile phones, etc.) may be monitored and retained. Use of this equipment should follow the following broad guidelines.
 - Access to online content should be limited to Boyle Celtic FC-related business.
 - Club equipment should not be used:
 - to search for inappropriate images or content.
 - to engage in cyber-bullying, harassment, or disrespectful conduct toward others;
 - to send spam or chain mail.
 - to plagiarise content (copy, use as their own, without citing the original creator) found online.
 - for illegal activities or to pursue information on such activities.

This is not intended to be an exhaustive list. Club members should use their own good judgement when using club resources. Misuse of club resources may result in disciplinary action. If a club member is in any way uncertain about posting online, s/he should contact a member of Boyle Celtic FC's communications group, at the email address listed below or through the club office.

BRANDING & INTELLECTUAL PROPERTY

It is important that any trademarks belonging to Boyle Celtic FC or any affiliated competition or governing body are not used on personal social-media accounts, except where such use can be considered incidental – where incidents is taken to mean “happening in subordinate conjunction with something else”.

Official Boyle Celtic FC Blogs, Social Pages & Online Forums When creating a new website, social-networking page or forum that is in any way or can in any way be judged to be associated with Boyle Celtic FC care should be taken to ensure the appropriate person is given permission to create the page or forum. Similarly, appropriate permissions must be obtained for the use of logos or images. Images of anyone under eighteen must not be replicated on any site without the permission of parents and/or guardians.

BREACH OF POLICY

Boyle Celtic FC will continually monitor online activity in relation to the club and the sport. Detected breaches of this policy should be reported to Boyle Celtic FC. If detected, a breach of this policy may, following investigation, result in formal disciplinary action from Boyle Celtic FC under the Boyle Celtic FC disciplinary procedures detailed in the club's Code of Conduct.

A breach of this policy may also amount to breaches of other Boyle Celtic FC documents and policies. Disciplinary action may involve a verbal or written warning or, in serious cases, termination of engagement or employment with Boyle Celtic FC. Consultation or Advice This policy has been developed to provide guidance for Boyle Celtic FC club members in a new area of social interaction.

If you are unsure about your rights, liabilities, or actions online, you can seek clarification by contacting a member of Boyle Celtic FC's communications committee at: boylecelticsafeguarding@gmail.com



Boyle Celtic F.C. in accordance with the FAI Rulebook, FAI Child Welfare and Safeguarding policy, other FAI policies, procedures and our legislative requirements have agreed this Child Safeguarding Statement which is binding on all members. Boyle Celtic F.C. is a voluntary Soccer club operating on a local scale providing sporting activities and opportunities for children and young people through participation in clubs. Boyle Celtic F.C. offers sporting activities to children and young people from the age of 5. Boyle Celtic recruits over 80 volunteers with over 500 participants. Boyle Celtic is committed to safeguarding children and by working under the guidance of our Safeguarding Policies and procedures, our staff, both volunteers and employed working with our children and young people, throughout the Association, seek to create a safe and fun environment for children and young people to participate in their sport.

Principles to Safeguard Children from Harm

This statement recognises that in accordance with legislation and the requirements of FAI Rulebook, FAI Child Welfare and Safeguarding policy, other FAI policies and procedures that the welfare and interests of children are paramount in all circumstances. Boyle Celtic is established on a number of core principles:
 - the needs of the Child, integrity and respect, environment, equality, fair play, welfare, and safety in football. These underlying principles underpin our rules, policies, and procedures to ensure that when Children participating in our activities, they do so, as far as is practicable, in a safe and enjoyable environment.

Risk Assessment

In preparing this statement Boyle Celtic have completed a Risk Assessment of the potential risk of harm to children when they are participating in any of our games and attending our activities. The risks were reviewed under the following headings: Club and Coaching Practices; Complaints & Discipline; Reporting Procedures; Use of Facilities; Recruitment; Communications; and General Risk of Harm.
 The Risk Assessment was undertaken on 3/6/2023.
 The table below lists the area of Risk identified and the list of procedures and policies for managing these risks.

<p>Risk of harm of abuse when hosting an activity and or an away trip</p>	<ul style="list-style-type: none"> • FAI Child Welfare and Safeguarding policy • FAI Concern-Complaint policy • Safeguarding training • Boyle Celtic Code of Conduct • Boyle Celtic F.C. are following all Government and Public Health Guidelines in relation to Covid -19. 	<p>Follow all Public Health Guidelines.</p> <p>Provide access to coaching and safeguarding courses.</p> <p>Share all relevant policies with Coaches/volunteers and parents through club website.</p>
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<p>Risk of harm of online abuse through social media</p>	<ul style="list-style-type: none"> • FAI Child Welfare and Safeguarding policy • FAI Social Media policy • Boyle Celtic Code of Conduct • Boyle Celtic Social Media Policy 	<p>Share details of Boyle Celtic Children’s Officers with parents and coaches in Boyle Celtic.</p> <p>Share Policies with players and parents/guardians.</p> <p>Monitoring of training and games. Remind all coaches of club policies at coaching meetings.</p> <p>Provide education workshop to underage groups when necessary.</p>
<p>Bullying of a child</p>	<ul style="list-style-type: none"> • FAI Child Welfare and Safeguarding policy • FAI Concern-Complaint policy • Boyle Celtic Social Media policy • <i>Boyle Celtic Code of Conduct</i> 	<p>Share details of Boyle Celtic Children’s Officers with parents and coaches in Boyle Celtic</p> <p>Share Code of conduct and relevant policies with players and parents at introductory meetings and through Club website.</p> <p>Monitor at training and games</p> <p>Provide workshops for underage groups.</p> <p>Inform coaches of relevant club possibilities and their responsibilities.</p>

<p>Boyle Celtic F.C.’s Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, (the Children First: National Guidance for the Protection and Welfare of Children (2017), and Tusla’s Child Safeguarding: A Guide for Policy, Procedure and Practice).</p>	<p>Boyle Celtic F.C. has the following procedures in place as part of our Safeguarding Policies:</p> <ul style="list-style-type: none"> • Procedures for the management of allegations of abuse or misconduct by staff or volunteers against a child availing of our activities. • Procedures for the safe recruitment and selection of staff and volunteers to work with children in our activities. • Procedures for provision of and access to child safeguarding training and information, including the identification of the occurrence of harm. • Procedure for reporting of child protection or welfare concerns to Statutory Authorities. • Procedures for maintaining a list of the persons in the relevant service who are mandated. • Procedure for appointing a relevant person.
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All procedures/policies listed are available on our club website or on request. FAI Policies and the FAI Rulebook are available on [the FAI website](#).

The Mandated persons for Boyle Celtic F.C. are the Mandated Persons for the FAI :

- Child Welfare & Safeguarding Manager- Kirsten Pakes- Kirsten.pakes@fai.ie
 - Interim Child Welfare & Safeguarding Manager-Jason Kennedy- Jason.Kennedy@fai.ie
 - Child Welfare & Safeguarding Education Officer- Trevor Borley -Trevor.Borley@fai.ie
- and the Designated Liaison person is *Cian Duffy*

Boyle Celtic F.C. recognise that implementation is an ongoing process. Boyle Celtic F.C. is committed to the implementation of this Child Safeguarding Statement and the accompanying child welfare and safeguarding policies and procedures that support our intention to keep children safe from harm while participating in our activities. This Child Safeguarding Statement will be reviewed on 28/07/2024 or as soon as practicable after there has been material change in any matter to which the statement refers.

This statement will be published on the *Boyle Celtic F.C.* website and displayed in a prominent place on the premises.

It has been provided to all staff, volunteers and any other persons involved with the service. It is readily accessible to parents and guardians on request. A copy of this Statement will be made available to Tusla and members of the public if requested.

Signed: _____

Date: 17/06/2023

Eddie Conroy
Chairperson
(On behalf of the Boyle Celtic F.C.)

For further information on this Child Safeguarding Statement, please contact *Cian Duffy* on (083)3481351 or boylecelticsafeguarding@gmail.com