



An Droichead Mhaigh Eo C.L.G.

RECRUITMENT OF COACHES/VOLUNTEERS

Mayobridge GAC relies heavily on the time and commitment freely given by volunteers and without this the opportunities for children and young people to participate in Gaelic Sports would not exist.

Safe recruitment procedures for coaches/volunteers

- Volunteers and coaches should be carefully selected, trained and supervised and all new coaches/volunteers working with youth must complete the appropriate application form.
- Declaration of past convictions or cases pending, and agreement to have an Access NI check completed, is a pre-requisite to approval to coach.
- ALL coaches/volunteers must agree to abide by the club's Child Protection and safeguarding policies and procedures and all are required to sign a pro-forma stating this.
- Any concerns or objections with regard to suitability of a coach must be submitted to the "designated person" who will raise the issue with the club committee with appropriate action taken including a formal response in writing to the concerned party if required.

Mayobridge GAC will ensure good recruitment procedures by:

- Defining the role the individual is applying for (Job Specification).
- Insisting that a person applying for any post of responsibility within the club complete the relevant form (see sample application form) and acquire two references in writing.
- Obtaining the individual's signed permission to enable Mayobridge GAC to request an Access NI check (proof of identity should be provided).
- Setting a probationary period (6 months for staff or long-term volunteers). Interviewing the individual either formally or informally by two members. Assessing the individual's experience of working with

children or young people and knowledge of child protection issues and their commitment to promoting good practice.

- Assessing their ability to communicate with children and young people (i.e. be approachable). One way of doing this is to consult young people or ask questions to examine how a person would respond to a particular scenario, e.g. are they authoritarian or too relaxed in their approach.

Training for coaches/volunteers

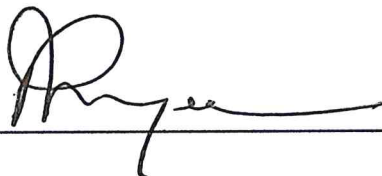
- Coaches/volunteers will be expected to attend Governing Body approved coaching sessions and ALL participants are expected to work towards at least Level 1.
- Appointment of coaches/volunteers will be on the basis of their current or previous experience either playing or coaching Gaelic sports.
- Education and training in the basics of child protection will apply to all coaches/volunteers/management committee members working with the children or young members. A minimum of 3 hours is required for basic awareness raising led by Ulster Council approved trainers. All new coaches will be expected to attend a child protection awareness workshop within six months of taking up their post.
- All staff and volunteers will receive induction and training appropriate to their role. Training should be updated and reviewed regularly for new staff/volunteers and in line with changing legislation.

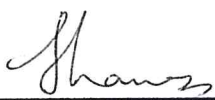

Support and supervision of coaches/volunteers

Mayobridge GAC recognises that it is good practice to set up a system of support and supervision of staff/volunteers. This will enable staff/volunteers to become more effective by identifying training needs and dealing quickly with difficulties.

Support and supervision will be offered to coaches/assistant coaches both formally and informally. Informally it is the responsibility of all adults associated with the juvenile section to ensure that at all times the best interests of children are paramount and, where this is not seen to be the case, support should be sought for the child and coach involved.

Formally coaches and assistant coaches will have the opportunity to discuss issues with their respective co-ordinators, through a system of lead coaches and regular coaches meetings within each code. In addition, meetings of the juvenile section will be called quarterly to ensure a structure for all mentors to discuss issues pertaining to their role.

Signed (Cathaoirleach)  _____

Signed (Rúnaí)   _____