

Child Protection

The Club's Child Protection policy is based on the principles and practices detailed in the Child Welfare section of the AAI website and the AAI publication Code of Ethics for Children in Athletics. Coaches and Volunteers receive training in interacting with children in the sport, and parents are encouraged to familiarise themselves with the policies in respect of Bullying, Sexual Harassment or Abuse, Racial based abuse, and Conduct in Sport which are endorsed by Naas AC as the club's policy.

Children and Parents are informed of the Children's Officer in the club and encouraged to report anything of concern.

It is recognised that children can be boisterous and engage in rough and tumble activity at times which can be disturbing to other children or Coach. Where this behaviour persists the Coach will:

1. Record the behaviour in writing and inform the child of this.
2. Make contact with the parents or guardian, inform them of the misbehaviour and request their assistance in ensuring future good behaviour. The Child Officer should also be advised.
3. If there is no improvement the Disciplinary Procedure can then be invoked.

A complaint to the Child Officer will be acted on immediately as follows unless it is a matter for direct report to statutory authorities:

The parents/ guardians of all involved will be informed of the alleged incident.

A sub-committee consisting of the Child Officer and two responsible adult members of the club chosen by him/her will collect all pertinent information, written or verbal.

The Club Secretary will be informed of the proceedings and, in the case of a serious incident, AAI's Child Protection Officer. While this is in train the Child Officer may request that those involved be moved to another coach or to absent themselves from club activities without prejudice.

On completion of the process which will be within 5 days of the initiation, the sub-committee will prepare a report for submission to the Club Secretary and Chairman. This report will recommend a course of action which may include the following:

1. No action required.
2. With the agreement of all parents/ guardians involved, no further action required.
3. Movement of child /children to another coach. This will not be regarded as a disciplinary action.

4. Disciplinary Procedure put in train. The preparation of the initial report will be regarded as the initial phase of the Disciplinary Procedure.

Disciplinary Procedure

Disciplinary proceedings may be initiated by an officer of the club in respect of serious misconduct by a member. In the case of an adult the allegation will be considered within one month of the initiation by a Disciplinary Committee consisting of the Club Captains and one other Officer nominated by the Chairman, in the case of a child or children the Child Officer will initiate the Children's process within 5 days of the complaint being received.

The member will be advised of the allegation against him/her, and of the evidence (if any) offered, and he/she will be given the opportunity to respond.

In the case of a member up to and including the age of 18 the member's parents or guardian will also be advised and invited to attend the disciplinary meeting.

Examples of such misconduct include but are not exclusive to:

Continuous disruptive behaviour during club activities.

Bullying of other members.

Vandalism of club property.

Theft.

Racist remarks or actions.

Violence against another club member.

Unbecoming behaviour while representing the club.

Sanctions

Any sanction will be proportionate to the misconduct and can include:

A warning as to future behaviour.

Withdrawal of Coaching facilities for a stated period.

Withdrawal from club teams or individual entries for a stated period.

Suspension of membership for a stated period.

Exclusion from the club.

The sanction may be appealed to a full Committee Meeting called to deal with the matter and only those Committee Members not involved in the proceedings so far can involve themselves in this meeting, beyond giving a summary of the proceedings to date. The member may address the meeting.

The ruling of the Committee may be appealed to an EGM called for the purpose of hearing the appeal at the request of the member, or to the next AGM.

In the case of a Juvenile Member the Parent / Guardian must be informed of the matter before the initial disciplinary meeting and given the opportunity to address the meeting.

Other

A Coach may request that an athlete move to another Coach, this will not be deemed a disciplinary action.

An Athlete has the right to seek another Coach, but the club cannot compel another Coach to take the Athlete on. To avoid confusion an athlete (or their parent or guardian in the case of a child) moving to another coach should inform the first coach of the move.

The club will facilitate a Transfer request to another club if requested by an athlete after any sanction resulting from disciplinary proceedings has been completed.

A member who has not paid club subscriptions when requested for a period of three years shall be considered to have resigned from the club and will be notified of this if contactable. This may be appealed using the appeal process above.