

## Genesis Hockey Code of Ethics for Young People under the age of 18

### **Policy Statement**

Genesis Hockey fully endorses the principles and values in respect of young people as set out in the IHA Code of Ethics for Hockey for Young people. [http://www.hockey.ie/contentPage/141355/code\\_of\\_ethics](http://www.hockey.ie/contentPage/141355/code_of_ethics)

It is Genesis Hockey policy that in working with young people in the club our first priority is the welfare of young people and we are committed to providing an environment that encourages the young participant to perform to the best of their ability free from abuse, neglect, bullying and intimidation.

In working with young people Genesis Hockey endeavours at all times to apply best practice and common sense. Our priority is that young people are safe, have fun and can play hockey in the spirit of fair play.

## Genesis Hockey Core values

### **Child-Centered Ethos**

All children's experiences in Genesis Hockey will be guided by what is best for children. This means that adults will have a basic understanding of the emotional, physical and personal needs of young people. The stages of development and ability will guide the types of activity provided within the club. The first priority is the children's safety and enjoyment of hockey.

### **Integrity and respect in relationships**

Any adult interacting with young people in Genesis should do so with integrity and respect for the child. All adult actions in Genesis should be guided by what is best for the child and in the context of quality, open working relationships. Any abuse of their position of trust is considered a breach of the Code of Conduct. Verbal, physical, emotional or sexual abuse of any kind is unacceptable within Genesis.

### **Quality atmosphere and ethos**

Youth hockey in Genesis should be conducted in a safe, positive and encouraging atmosphere. A child-centred ethos will help to ensure that young people in Genesis can enjoy hockey in a safe and fun environment and develop their full potential in the sport.

### **Equality**

All children should be treated in an equitable and fair manner regardless of age, ability, sex, religion, social and ethnic background or political persuasion.

### **Fair Play**

Fair play is Genesis guiding principle. Fair play is defined as a way of thinking, not just behaving. It is much more than playing within the rules. It incorporates the concepts of friendship, respect for others and always playing with the right spirit.

### **Competition**

Volunteers and leaders in Genesis Hockey working with young people should aim to put the welfare of the child first and competitive standards second. Our child-centred ethos and approach will help to ensure that competition and specialisation are kept in their appropriate place.



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### **Children's Officer and Designated Person**

The appointment of Genesis Children's Officer is an essential element in the creation of a quality and child-friendly atmosphere in Genesis. The Children's Officer acts as a resource to members with regard to children's issues and also ensures that children have a voice in the running of the club and can talk freely about their experiences.

Genesis Designated Person is responsible for dealing with any concerns about child protection issues. The Designated Person will make decisions whether an issue is a matter of poor practice or child abuse or neglect and in case of uncertainty informally consult with the Children and Family Agency (CFA). If there is a concern of abuse or neglect the Designated Person will report the concern to the CFA. The Designated Person is a member of the Genesis Board.

### **Codes of Conduct**

To ensure that all involved with young people have common standards of acceptable behaviour Genesis requires that all key stake-holders sign up to this Code of Ethics and the relevant Codes of Conduct.

We require that young people, their parents and other adults involved with Genesis players sign up to the respective Codes of Conduct.

Coaches, managers and volunteers working with young people in Genesis are required to submit to Garda vetting. They cannot take up their responsibilities before the club has received no disclosure notice from the Garda Vetting Bureau and have signed the Leaders Code and the Self Declaration Form as referred to in the IHA Code of Ethics and Good Practice for Hockey for Young People.

### **Code of Conduct for Young People**

Genesis endeavours to provide an enjoyable and safe sporting environment where each individual can play at her level and fulfil her potential. Young people for their part have rights which must be respected and responsibilities they must accept. They also have the responsibility to treat other participants and adults involved in hockey with fairness and respect.

### **Code of Conduct for Parents**

Parents/guardians play an important role in promoting the child's enjoyment and success in hockey. With their help and support Genesis will provide an environment in which the child will feel safe, have fun and have the opportunity to fulfil her potential. For that reason Genesis requires that parents/guardians follow the guidelines and sign up to the Code of Conduct for Parents.

### **Code of Conduct for Adults working with Young People.**

Genesis recognises the important role Coaches, Managers, Youth Administrators and adult teammates, in this context referred to as Leaders; play in the lives of young people. These adults should have as their first priority the children's safety and enjoyment of hockey and should adhere to the Guidelines and Regulations set out in the Genesis Code of Ethics.



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# Genesis Good Practice Guidelines when working with young people

## **Confidentiality**

Genesis has a confidentiality policy in respect of all issues and people involved in cases of abuse, welfare or poor practice which means that information is only shared on a need to know basis. It is important that the rights of both the child and the person about whom the complaint has been made are protected. In child abuse or neglect cases confidentiality cannot be guaranteed.

## **Rumours**

Any rumours should not hang in the air and should, insofar as they relate to Genesis players, their parents/guardians and Leaders in the context of their involvement with Genesis, be reported to the Designated Person, the Colts co-ordinator or the Children's Officer.

## **Complaints**

Any complaint that can be resolved locally should be reported to the Children's Officer. The issue should, as far as possible, be resolved amicably and be kept only with the people involved. If the complainant is not satisfied he/she can appeal the issue to the Designated Person who will respond within 14 days.

Any serious complaints in relation to poor practice or a concern about abuse/neglect must be reported in writing to the Designated Person who will respond within 14 days.

While the term abuse is widely used for situations that are poor practice, Genesis understands under abuse and neglect the definitions as used in Children First Act 2014 and the Code of Conduct for Hockey for Young People.

In any case the welfare of the child has the first priority and should be dealt with.

If a disciplinary hearing is required, the Club Captain will convene a disciplinary committee consisting of the Club Captain, Colts Co-ordinator and the Children's Officer, unless the complaint concerns any of these three people in which case the President of Genesis will convene an independent disciplinary committee consisting of three people which includes either/or DP/CC. The Children's Officer must be consulted before any hearing.

In respect of allegations of abuse or neglect the standard reporting procedure of the Children and Family Agency will be followed.

## **Sanctions**

Sanctions are an important element in the maintenance of discipline. Genesis undertakes that any sanctions applied should be fair and consistent and in the case of persistent offences progressively applied. The age and the developmental stage of the child will be taken into consideration. It may be that with persistent serious breaches of discipline that bring the club into disrepute or affect the proper functioning of the club a player may be asked to leave the club.

## **Bullying**

Genesis operates a zero tolerance policy to bullying. All persons involved in Genesis Hockey are aware that bullying behaviour is unacceptable in the club. With this ethos, Genesis Hockey is committed to ensuring that incidents of bullying are dealt with appropriately. Genesis defines bullying as repeated aggression be it verbal, psychological or physical conducted by an individual or group against other(s).

If you become aware of any bullying going on between Genesis Hockey players or an adult in Genesis and a young Genesis player, inform the Colts Co-ordinator or the Children's Officer.

The Genesis Hockey anti-bullying policy is currently under review and will be available shortly on the club website [www.geneshockeyclub.ie](http://www.geneshockeyclub.ie)



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### **Recruitment & Selection**

Genesis will take all reasonable steps to ensure that all adults working with young people are suitable and appropriately qualified and have a Certificate of Attendance of the Irish Sports Council Code of Ethics Basic awareness course. Recruitment and selection procedure will apply to all persons with access to young people whether paid or in a voluntary capacity. A decision to appoint a Leader is the responsibility of the club and not of any one individual within it. The Management Committee ratifies all recommendations for appointment. Volunteers will be asked for two references. Everyone in Genesis working with young people or in charge of Genesis youth hockey must submit to Garda vetting, unless they are involved on a once-off/ occasional basis and are supervised.

## Child Welfare and Protection Procedures

Genesis Hockey accepts that since it has young people among its members, it is vulnerable to the occurrence of child abuse and neglect. Genesis Hockey will follow the IHA procedures for dealing with any welfare or protection issue that may arise. Child welfare and the protection of young people is the concern of all adults involved with Genesis at all times, irrespective of their role within the organisation.

### **Definitions of the 4 categories of abuse**

**Neglect** – an omission, where a child suffers significant harm or impairment of development by being deprived of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults, medical care.

**Emotional abuse** – occurs when a child's need for affection, approval, consistency and security are not met and is normally found in the relationship between care-giver and a child rather than a specific event or pattern of events.

**Physical abuse** – any form of non-accidental injury or injury which results from wilful or neglectful failure to protect a child.

**Sexual abuse** – occurs when a child is used by another person for his or her gratification or sexual arousal or for that of others.

If there are grounds for concern about the safety or welfare of a young person you should react to the concern. Persons unsure about whether or not certain behaviours are abusive and therefore reportable, should contact the Club Designated Person. If they are not happy with the response, they can contact the duty social worker in the Health Services Executive directly. Grounds for concern include a specific indication of physical, emotional, sexual abuse or neglect from a child, a statement from a person who witnessed abuse/neglect or an illness, injury or behaviour consistent with abuse.

The Genesis Code of Ethics will be regularly reviewed and any changes will be made public.



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## Genesis Guidelines for Sports Leaders

Genesis recognises the key role leaders (coaches, youth administrators, captains, selectors and team managers, etc.) play in the lives of young people in the club. Leaders should strive to create a positive environment for the children in their care. They have an overall responsibility to take the necessary steps to ensure that positive and healthy experiences are provided. All Leaders should have as their first priority the children's safety and enjoyment of hockey and should adhere to the guidelines and regulations set out in this Code of Ethics.

### **Genesis Leaders will:**

- Respect the rights, dignity and worth of every child and must treat everyone equally, regardless of gender, disability, ethnic origin, religion, etc.

### **Leaders working with young people in Genesis will:**

- Be suitable and have the necessary qualifications. Leaders will be expected to go through appropriate recruitment and selection procedures that apply to all persons with substantial access to young people, whether paid or unpaid. References will be needed and will be followed up.
- Comply with a 'sign-up' procedure, whereby the appointed/reappointed leaders agree to abide by the Code of Ethics and Good Practice for Children in Sport and to the policies and Code of the Conduct of Hockey.
- Know and understand the child protection policies and procedures in Genesis.
- Act as a role model and promote the positive aspects of hockey and maintain the highest standards of personal conduct.
- Develop an appropriate relationship with young people, based on mutual trust and respect. Remember your behaviour to players, other officials, and opponents will have an effect on the players in your care.
- Report any concerns they have to the Designated Person in Genesis.

### **As a role model they:**

- Will be required to display high standards of language, manner, punctuality, preparation and presentation.
- Ensure that players in their care respect the rules of the game. Insist on fair play and ensure players are aware that you will not tolerate cheating or bullying behaviour.
- Encourage the development of respect for opponents, officials, selectors and other leaders and avoid criticism of fellow trainers and coaches. Do not criticise other leaders.
- Must actively discourage the use of drugs, alcohol and tobacco as being incompatible with a healthy approach to sporting activity.
- Must avoid the use of alcohol and banned substances, before coaching and training, during events, while supervising trips with young players.

### **Protection for leaders and young people**

- Leaders are responsible for setting and monitoring the boundaries between a working relationship and friendship with players. It is advisable for leaders not to involve young players in their personal life i.e. visits to leader's / coach's home or overnight stays. It is important to realise that certain situations or friendly actions could be misinterpreted by the participant or by outsiders.
- Avoid working alone and ensure there is adequate supervision for all activities.
- Where possible work in an open environment and ensure that physical contact is appropriate and has the permission or understanding of the young person
- Care must be taken not to expose a child intentionally or unintentionally to embarrassment or disparagement by use of sarcastic or flippant remarks about the child or his/her family.
- Physical punishment or physical force must never be used. Never punish a mistake - by verbal means, physical means, or exclusion.

### **A positive environment**

- Be generous with praise and never ridicule or shout at players for making mistakes or for losing a game. All young players are entitled to respect.
- Be careful to avoid the "star system". Each child deserves equal time and attention.
- Remember that young players play for fun and enjoyment and that skill development and personal satisfaction have priority over highly structured competition. Never make winning the only objective.
- Set realistic goals and appropriate challenges for the participants and do not push young players. Create a safe and enjoyable environment.
- When approached to take on or taking on a new player, ensure that the relationship with the previous club/coach has been ended in a professional manner.
- When young players are invited into adult groups/squads, it is advisable to get agreement from a parent/guardian. Boundaries of behaviour in adult groups are normally different from the boundaries that apply to junior groups/squads.
- Leaders who become aware of a conflict between their obligation to their players and their obligation to the club/organisation must make explicit the nature of the conflict and the loyalties and responsibilities involved, to all parties concerned.
- Leaders should communicate and co-operate with medical and ancillary practitioners in the diagnosis, treatment and management of their players' medical or related problems. Avoid giving advice of a personal or medical nature if you are not qualified to do so. Any information of a personal or medical nature must be kept strictly confidential unless the welfare of the child requires the passing on of this information. Any referral to medical and ancillary practitioners requires parental consent.
- The nature of the relationship between leader and a participant can often mean that a leader will hear confidential information about a player or player's family. This information must be regarded as confidential and must not be divulged to a third party without the express permission of the young person/family, except where abuse or neglect is suspected.