



# **BALLYBOUGHAL GFC**

## **RECRUITMENT POLICY**

At Ballyboughal GFC we endeavour to follow the procedures set out below when recruiting people for roles within the club such as mentors/coaches/managers.

1. **ROLE CLARIFICATION** - The role and responsibilities envisaged e.g. manager, coach, and the team's age group should be clearly known and stated at the outset. Any specific levels of experience or qualifications required should also be clarified at the outset.
2. **ROLE ASSISTANCE** - The various supports available via the club, e.g. Foundation Level Coaching, Child Safeguarding Training are basic good practice coaching requirements for adults who wish to work with underage teams in the promotion of our Gaelic Games.
3. **APPLICATION FORM** - Applicants should complete an application form prior to commencing any coaching role. These forms will be held for a period of 6 months by the club secretary
4. **REFERENCES** - Applicants should submit references. These may refer to the person's character and if applicable to their previous background in sports and in Gaelic Games. References should be verified.
5. **VETTING AND POLICE CHECKS** - 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 the Association.
6. **CHILD SAFEGUARDING TRAINING AND COACHING QUALIFICATION** - All persons working with underage players are required to undertake recognised Child Safeguarding Training as promoted by the Gaelic Games Associations and must also possess a coaching qualification.
7. **MEET THE APPLICANT** - A senior representative of the Club should meet with each 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.
8. **CODE OF BEHAVIOUR (UNDERAGE)** - All recruited persons must become club members and as a result must confirm that they abide by the code of behaviour attached to the membership form
9. **SUPPORT AND REVIEW** - Continuous supports should be made available to all coaches etc. so as to enable them to fulfil their roles as requested. The role of the Club 'Coiste na nÓg' and of the Club Children's Officer may be invaluable in identifying such supports. Clubs should review the role of all coaches annually.