



KILKENNY GAA

RECRUITMENT AND SELECTION OF COACHES, SUPERVISORS & OTHER VOLUNTEERS

KILKENNY GAA aims to provide a safe environment for all our players. We commit to following the guidance set out in the CHILD SAFEGUARDING POLICY Section 5 in relation to the recruitment and selection of coaches, supervisors and other volunteers.

KILKENNY GAA recognise our responsibility to ensure that our coaches, supervisors, mentor and volunteers, who have been chosen to work in a role of responsibility with those under 18 years of age are selected, supported and trained to fulfil these roles in a careful, sensible and effective manner.

We will ensure that those working in a role of responsibility for children and young people are fully aware at the outset as to what is expected of them, what supports they will receive and what levels of responsibility they themselves have on behalf of the team, the County, the parents and the young people in their care.

We aim to achieve this by adopting good practice procedures and adhering to all aspects of the CHILD SAFEGUARDING POLICY (Section 5) when we recruit our managers, coaches and other personnel to work with children and young people.

Statutory guidance and legislative requirements relating to adults who work with children are embedded in our recruitment and selection procedures.

REQUIREMENTS TO BE IN A ROLE OF RESPONSIBILITY FOR UNDER 18 YEAR OLDS

This CHILD SAFEGUARDING POLICY (Section 5) affirms the policy position that all coaches, prior to commencing their role(s) with children, must:

- Undergo vetting or police background checks
- Must attend relevant child safeguarding training as approved by our Associations
- Must obtain a minimum coaching qualification
- Must sign the Code of Behaviour
- Must be ratified by the County Board



KILKENNY GAA

RECRUITMENT AND SELECTION

The recruitment of adults who work with underage teams will be co-ordinated by a senior and experienced member of the County Management Committee and/or Coaching & Games Committee with the advice and involvement of the Children's Officer as relevant. All such recruitment will be done confidentially.

The following procedures will be used as a guide when choosing to place coaches/mentors of underage teams in the position to which they are best suited:

- Role clarification will be in place,
- Role assistance will be outlined,
- Application form to be completed,
- References will be sought,
- Garda Vetting will be required,
- Child safeguarding training and coaching qualification will be required,
- The applicant will be met by a senior member of the Coaching & Games Team,
- Code of behaviour (underage) will be signed,
- Support and review process will be outlined.

SUPERVISION

KILKENNY GAA will adhere to the recommended supervision ratios as outlined in the CHILD SAFEGUARDING POLICY (Section 5).

CAMPS (organised by Kilkenny GAA)

- COACH: Must be satisfactorily vetted, have at least a Foundation level coaching qualification and have attended Child Safeguarding 1 training. A coach must be at least 18 years of age.
- RESPONSIBLE ADULT: Must be over 18 years of age, if not a coach will be deemed a Supervisor of Children, he/she must be satisfactorily vetted and must have attended relevant Child Safeguarding 1 Training.



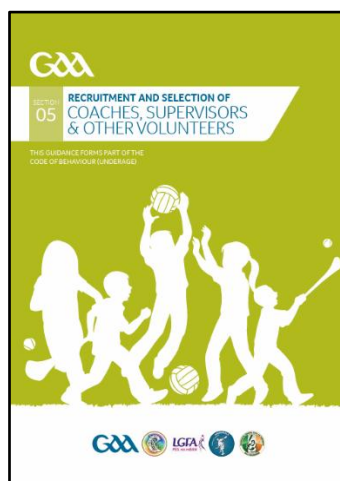
KILKENNY GAA

- **CAMP ASSISTANT:** The role of Camp and Activity Assistant is that of assisting and not coaching or supervising. A Camp/Activity Assistants must be at least 16 years of age, he/she must be satisfactorily vetted and must have attended Child Safeguarding 1 Training. The Camp Assistant may not act in a coaching or supervisory role, which are two other distinct roles.

A Coach, Responsible Adult and Camp Assistant must be in membership of one of the Gaelic Games Associations.

GENDER REQUIREMENTS (CAMPS)

- Where a team or training group consists of both boys and girls, the supervision and coaching personnel, will comprise of both male and female personnel.
- In the case of an all-female team, at least one of the adults (coach/supervisor) must be female and in the case of an all-boys team, at least one of the two adults (coach/supervisor) must be male.



Caroline Clifford

Caroline Ní Chlúbháin (Caroline Clifford)

Kilkenny GAA Children's Officer

Date 20 03 2025

Ratified by Kilkenny GAA Management Committee on 24th March 2025

REFERENCE: [Child Safeguarding Policy](#) (See Section 5)