

**For the Attention of ALL Club Members**

**The following policy statement was presented by Club Chairperson John Tooher in his address at the Senior Club's AGM which was held on 30th November 2022 and was unanimously agreed.**

**CLUB CODE OF ETHICS, CONDUCT & PRACTICE**

The principles of our Code of Ethics, Conduct & Practice which has been club policy since 2005 are obviously applicable for all our club members

The background to our relaunching of our Code of Ethics, Conduct & Practice Policy document is set against a country wide sporadic breakdown of unacceptable behaviour which was highlighted recently in Thurles at an under "9" tournament and I believe as a club we are only delivering what will become in time GAA national policy.

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# Note from Senior Chairperson (As per Code of Ethics, Conduct & Practice Policy)

*As Chairperson, I am delighted to contribute to this wonderful document that outlines the Codes and Practices for our Juvenile members.*

*The reality is that a Fair Process and its application is now more important than ever as we live in an era where we all thrive for gender equality, anti-racism and a society that insists on fair play for all. Unless we are blind to these needs then we have no other option than to ensure that we embrace them in a meaningful and tangible manner.*

*The need for this document and these opening comments are because we must be clear on what we are aiming for in both the sporting and social context. We have over the years had a number of people issues that have lessened our standards and while we all strive to improve our coaching techniques on the field of play, we likewise have a responsibility to raise our off the field standards. Therefore, as a Club we have no other option than to Respect everyone involved in the club and that includes, Our Children, Our Parents, Our Fellow Coaches, Our Match Officials and all Our Volunteers who work so hard behind the scenes. To achieve this we need empathy, solidarity and a social goal that supports this culture.*

*We have no other option but to acknowledge our past and insist that the standard going forward is Platinum Standard. We have an opportunity to convert all our energy and talent to achieve this standard and Leadership from every section is the simple solution.*

*We have got to find a way of working together and at all times be prepared to offer the hand of friendship as refusing to co-operate is simply not an option. At times we have lacked the ability to see beyond past obstacles and this in turn, prevents us in our ability to jump future hurdles. We all deserve respect, and we must treat the people we meet at all times in a similar manner. Respect for one another is the key that will open the doors of future opportunities to make Nenagh Éire Go Hurling & Football Club the standard bearer for other clubs to follow*. **END OF OPENING NOTE**

The rational for such a strongly worded statement is quite simply that we cannot deem that a simple thank you in a yearly report is deemed sufficient acknowledgement for the selfless, untiring and professional work that all our volunteers provide year in year out. Words are meaningless without the substance behind them that proves that our respect is total. If we are sincere in our sentiment and our gratitude and to prove it is genuine then any kind of poor conduct or lack of respect any where within the club demands a zero tolerance policy. Therefore, as a first step, to support this principle I am proposing to introduce a new requirement that in future all managers both in the Juvenile and Senior Structures **must** sign a compliance statement which advocates their total and full support for our Code of Practice and Coaching principles before they formally take on their new role. The reality is that our executive has the responsibility for all club activities and therefore all Managers within the club structures must support and comply with all executive decisions. I received unqualified support for this type of policy at our recent 1995 team celebrations prior to the County Senior Hurling Final when I had a brief meeting with GAA President Mr. Larry McCarthy. He was in Thurles to launch the GAA central support policy Respect for Referees and he was very impressed that we had such a policy launch scheduled and he totally supported a Zero tolerance policy regarding any lack of respect within the organisation.

The importance therefore, of the Code of Conduct and Coaching policy documents is evident in that over the past few years a number of issues surrounding how we communicate and engage within the various Club teams has been far from the standard we demand and going forward with everyone's support we will work as per these guidelines. To formulise our process at the end of this report I will seek a proposer and seconder for the adoption of our Code of Practice Document and Coaching Manual. (Both documents were unanimously agreed)

**SUMMARY**
If we are honest, our club history clearly shows that in the past, we have at times not been reading from the same book, let alone the same page. Now, going forward we need not so much to be on the same page but actually reading from the same paragraph.

What does this mean in reality? To achieve this, there is no longer the luxury of playing in-house political games and working off different agendas. We need to be honest and open and take responsibility for all our roles but doing so in a culture without the fear of being undermined by the hurlers on the ditch or the bar stool Barristers as that day is no longer acceptable. Together, we can make this a club that we are all proud of and one more importantly, which we all enjoy being a member of. The hard facts of reality prove and clearly show that only a club with the right culture can hope to meet all its sporting dreams but we must also be a club that has room for everyone. As then and only then can we fully reap our reward on the playing field?

So I conclude my summary by stating that I will commit, if re elected, to honour my 2023 Targets that I just outlined but to do so I am seeking your support in that we promise each other that in 2023, we will all be working from the same book and be on the same page but with our aim to be singing from the same paragraph as soon as possible. So, let's acknowledge what we have achieved, be honest enough to identify what we need to change and brave enough to action this change.



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John Tooher

Chairperson

Nenagh ÉireÓg Hurling & Football Club

Date: Wednesday 30th November 2022