



PARENTS MANUAL

V2.1 - AUG 2025

WELCOME

Dear Parents and Guardians,

Welcome to Esker Celtic FC — and thank you for choosing to be part of our club community.

Whether this is your child's first time playing football or they're continuing their journey with us, we're delighted to have your family involved. Esker Celtic is more than just a football club — it's a place where young people can learn, grow, have fun, and develop both on and off the pitch.

We believe in creating a positive and inclusive environment where every player, regardless of ability, can enjoy the game, feel supported, and be part of a team. Our coaches and volunteers work hard to make that possible — and as parents, your support and involvement are just as important.

This handbook has been put together to help you understand how we do things at Esker Celtic — from match days to training sessions, and from club values to practical information. It's here to guide you, answer common questions, and help you feel part of what we call "the Esker Way."

Thank you again for trusting us with this part of your child's development. We look forward to sharing many great moments with you and your family in the seasons ahead.

Kind regards,

Brian McLoughlin

Chairperson, Esker Celtic FC



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**THE BIGGER
PICTURE**

DEVELOPMENT

**PLAYER
EXPERIENCE**

ENJOYMENT



THE ESKER WAY

Our Philosophy

Welcome to Esker Celtic FC – we're thrilled to have you and your child join us. At Esker Celtic, we do more than just run football teams; we aim to support young people as they grow through sport. From their first kick of a ball to the friendships they build along the way, we believe football offers far more than just results on a scoreboard.

This manual outlines the philosophy that guides our club and what you, as a parent, can expect from your child's experience here. We're a grassroots club, powered by volunteers who dedicate their time and energy to support the players. While we may not always get everything perfect, we strive to do things the right way – with care, consistency, and a long-term perspective.

What You Can Expect for Your Child

Long-Term Development Over Short-Term Wins

We aim to help players improve steadily over time, rather than just chasing match-day results. Growth, confidence, and enjoyment are at the heart of what we do.

The Bigger Picture

Football is about more than skills; it's also about learning how to handle challenges, work with others, and develop resilience. We support players not just during games, but in how they grow as individuals.

Fair and Consistent Opportunities

Our goal is for every child, regardless of their team, to feel equally valued and supported. This includes striving for fair access to coaching, game time, and club events.

Fun, Belonging, and a Love for the Game

If kids are enjoying themselves, they'll want to come back – and that's when real development happens. We aim to make football a highlight of their week and something they're proud to be part of.

By joining Esker Celtic, you're not just signing up for matches; you're joining a club that wants the best for your child, both on and off the pitch. We're excited to have you with us.



Our Way to Compete

While our philosophy is grounded in values like enjoyment, development, and inclusion, we want to be clear: Esker Celtic strives to develop strong, competitive players and teams. That's not something we shy away from — in fact, we see it as a central part of what we do. But we believe there's a better, more effective way to achieve it. Not through pressure or shortcuts, but through effort, consistency, and enjoyment — the things that help players keep improving and performing over the long term. This is not a soft approach; it's a smarter one. It's about building lasting competitiveness, not just chasing short-term wins.

Why This Works — The Science Behind It

Our approach is supported by what we know about how motivation and learning work, especially in children. When players feel supported, connected, and engaged, they're more likely to stay in the game and improve. That's not just a belief; it's backed by science.

Four key chemicals drive motivation and performance:

- *Dopamine* – Quick-hit rewards like scoring or winning.
- *Oxytocin* – Built through trust, encouragement, and team connection.
- *Serotonin* – Linked to confidence and feeling valued.
- *Endorphins* – Released through movement, fun, and laughter.

If we focus only on winning, we mostly trigger dopamine — a short-lived high. But when we build connection, confidence, and joy alongside competition, we activate the rest — leading to more consistent motivation and long-term success.

What This Means for Your Child

At Esker Celtic, we strive to create an environment where:

- Players are encouraged to improve, without fear of failure.
- Coaches support them to compete with confidence and respect.
- Everyone works toward becoming better teammates and better players.

We know that not every moment will be perfect, but with a shared focus and clear direction, we believe we can give your child the best possible football experience. We're not avoiding competition; we're committed to building it — the right way.



Understanding the Player Development Pathway

Your child's football journey follows a carefully designed pathway – beginning with fun, playful sessions at Academy level and progressing step by step to full 11-a-side football. This isn't just about age or ability; it's about giving each child the right challenge at the right time, so they can grow their confidence, learn the game, and enjoy every stage of their development.

Why We Follow This Pathway

Our structure is guided by:

- *The FAI Player Development Plan* – a national framework to support players at each stage.
- *DDSL League Rules* – which define game formats and competition structures.
- *Our Club Philosophy* – focused on long-term development rather than early results.
- *FAI Coach Education* – helping our coaches understand what's appropriate at each age.



STAGE BY STAGE:

Academy (Typically Ages 4–7)

What to Expect:

- This is your child's first introduction to football.
- Sessions are relaxed and focused on movement, coordination, and fun.
- Players are introduced to teamwork, ball skills, and basic football movement.

How You Can Support:

- Keep it light — focus on fun, not performance.
- Celebrate small efforts like trying again or passing the ball.
- Be patient — every child takes a different amount of time to settle in.
- Make football something they look forward to.

U8–U9 (5-a-side)

What to Expect:

- Children play in two small-sided games, 5 players per team.
- Substitutions are roll-on/roll-off so everyone gets game time.
- Squads are graded based on ability and development.
- Results are not recorded – focus remains on touches, involvement, and enjoyment.

How You Can Support:

- Support inclusion — it's about everyone playing, not just the strongest.
- Stay encouraging on matchdays — your energy matters.
- Avoid comparing your child with others.
- Ask what they enjoyed most after the game, not if they scored or won.



U10–U11 (7-a-side)

What to Expect:

- The game becomes a little more structured with 7 players per team.
- Larger groups may be restructured — for example, 2 matchday squads of 15 might become 3 squads of 10.
- Results are still not recorded — focus stays on development.
- Players may move between squads based on how they're progressing.
- Coaches aim to provide the right challenge for every player.

How You Can Support:

- Trust the club's process — squad decisions are made with care and fairness.
- Reassure your child that they are valued and improving, no matter their group.
- Emphasise effort and learning over placement or "winning".
- Respect the club's grading policy — it exists to support all players.

U12 (9-a-side)

What to Expect:

- This is a transition year toward full 11-a-side football.
- Kids play with more space and more players — learning about tactics and positioning.
- Leagues are introduced for the first time, but development still comes first.

How You Can Support:

- Encourage focus and effort — the game is getting more complex.
- Talk positively about wins and losses — both are learning opportunities.
- Remind your child that everyone develops at their own pace.
- Stay engaged and supportive, especially during the adjustment.

U13 and Up (11-a-side)

What to Expect:

- Players now play full 11-a-side football — the standard adult format.
- Coaches focus on team identity, consistency, and tactical awareness.
- Competitive leagues become part of regular football life.

How You Can Support:

- Focus on attitude, teamwork, and commitment.
- Let your child manage more of their own football journey.
- Support the coaching structure, even when results fluctuate.
- Keep the bigger picture in mind — football should still be something they enjoy.



Why This Gradual Approach Matters

Starting small gives young players a chance to:

- Touch the ball more often.
- Be involved in the game.
- Learn at their own pace, without pressure.
- Build confidence before tackling more complex team play.

As the game format grows, so does the challenge — but by then, your child is better prepared to meet it. They've been supported, encouraged, and given the time to develop properly. We know that every child progresses differently. Our job is to create an environment where they feel safe, challenged, and excited to grow — wherever they are on their football journey.

Final Thoughts for Parents

By understanding each stage and your role within it, you can help your child grow not just as a player, but as a confident, resilient young person. Football offers life lessons — in teamwork, effort, humility, and joy. Your support plays a massive part in that journey.



Grading & Streaming — A Practical and Fair Approach

What is Grading / Streaming?

Player streaming or grading is the process that allows movement of players between teams, in line with their level and pace of development.

Why We Grade

Grading (or streaming) helps ensure each child is challenged at the right level, giving them the best chance to enjoy, engage, and grow. Every player develops at a different speed and pace.

What We Recognise

- Grading can be contentious. It's natural that opinions will differ. But handled well, it supports fairness and better experiences.
- Clear criteria help. We use three simple metrics: attitude, ability, and attendance.
- From U8s on, Esker teams play against streamed squads from other clubs. Placing a child in a team purely for friendships — if mismatched to their level — can lead to frustration and less player development.
- We operate within DDSL league rules, which limit player movement to prevent results-focused player movement, such as stronger players being moved to lower graded teams in pursuit of results. However, some flexibility exists up to U11, and we seek to utilize this where it benefits the child's development.
- During the early development stages, a player will benefit from wide exposure to coaches and different teammates.

Our Goal

Our goal is to align children with peers of a similar stage so that all kids get meaningful touches, competitive but fun matches, and a positive experience.



Handling the 'Grey Area'

Some players fall right between two squads in terms of their current development level. These are our priority. These players may benefit from exposure to the 'higher' group in terms of intensity or speed of play, but it could also dent their confidence. They may also benefit from an increased number of touches in the 'lower' group but may not be sufficiently challenged to aid development. It is impossible for the Club to have a clear policy here as every case will be different, but as a Club, we will strive to support what is best for the child ahead of all other factors and we will always encourage all our coaches to take the same approach.

Support the Coaches

Grading is hard — and thankless. To avoid conflict, coaches can sometimes be reluctant to grade unless they absolutely have to. But when player movement stalls between squads, it creates bigger issues for everyone — and most importantly, the child or children involved.

Remember, it is the Club that requires grading to be carried out as it is best practice. We welcome feedback, but no abuse towards any of our amazing volunteers will be tolerated.

Communication

Communication in this regard is key. An overriding goal during any grading is to provide timely communication to parents and children and to put the welfare of the child and their best interests at the heart of all decisions.

Rules

Grading cannot result in any Esker player being left without a team.



Coaches and Parents/Guardians

The Role of Volunteer Coaches

At Esker Celtic FC, we rely on volunteer parents to provide coaching and management for all squads. The club would not function without these critical volunteers, and they deserve our full support.

What You Should Expect from Your Child's Coach at Esker Celtic FC

At Esker Celtic, coaching is about more than teaching football — it's about creating the right environment for young players to develop, enjoy the game, and grow as individuals. Our coaches are volunteers who give their time and energy to support your child. While every coach brings their own personality and experience, we have a shared club vision and strive to ensure that all our coaches follow this approach.

We Strive for Our Coaches to:

- **Coach Positively and Build Confidence:** Use encouragement and positive language to support your child's growth. Focus on effort, improvement, and creativity, not just results. Create an environment where players feel safe to try, fail, and try again. Promote visible positivity — players high-fiving after training or matches, congratulating teammates, and acknowledging each other's effort out loud. Help foster a culture where players celebrate effort, not just outcomes.
- **Give Players Freedom to Learn:** Allow children to make their own decisions during matches, rather than constantly instructing from the sideline. Understand that mistakes are a normal and necessary part of learning. Help players become more independent and self-aware on the pitch.
- **Prioritise Development Over Results:** Focus on how the team plays — in and out of possession — rather than just the score. Set development goals for each session or game (e.g., "Let's work on pressing high today"). Make decisions based on what will help players improve in the long run.
- **Model Respect and Good Behaviour:** Promote respect for referees, opponents, teammates, and the game. Address poor behaviour or bad attitudes clearly and calmly — not ignore them. Set and maintain high standards in how players represent Esker Celtic.
- **Communicate with Players Respectfully:** Ask questions, encourage reflection, and invite players to think for themselves. Use language that supports learning, not fear of making mistakes. Be open and approachable — even if they can't give one-to-one feedback all the time.
- **Lead by Example:** Stay calm, composed, and in control — even during tough games or decisions. Represent the values of the club in how they coach, interact, and behave. Understand that how they act — on and off the pitch — sets the tone for everyone else.

Our Commitment as a Club

At Esker Celtic, we promote this coaching approach through education, mentoring, and support. We recognize that coaches are learning too, just like the players. We strive to create a positive, consistent experience for every child, no matter their team or level.

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**WE KNOW WE WON'T GET
EVERYTHING RIGHT EVERY TIME —
BUT WE'RE COMMITTED TO DOING
THINGS THE RIGHT WAY, AND
SUPPORTING OUR COACHES TO
GROW ALONGSIDE OUR PLAYERS.**

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The Role of the Parent/Guardian

Parents and guardians are more than just supporters on the sideline — you are an essential part of your child's football experience. Your words, actions, and attitude have a direct influence on your child's development, enjoyment, and long-term relationship with the game. We ask all parents and guardians to help us create a positive, respectful, and development-focused environment — one where players are supported, coaches are trusted, and the game is enjoyed.

What Our Coaches Should Expect from Parents & Guardians

Our coaches volunteer their time to support your child — planning sessions, managing matches, and creating a positive learning environment. To do their job effectively, they rely on the backing of supportive, respectful parents.

Coaches Should Expect Parents to:

1. **Respect the Coach's Role:** Trust the coach to make decisions that support team development. Avoid sideline coaching or questioning decisions during games. Speak privately if you have concerns — not in front of players or other parents.
2. **Be Organised and Reliable:** Ensure your child arrives on time, properly equipped, and mentally prepared. Use team channels (e.g., WhatsApp) to communicate availability or changes. Support team logistics — including setup or clean-up when needed.
3. **Promote a Positive Mindset:** Praise effort, learning, and teamwork — not just goals or results. Reinforce the coach's message at home without contradicting it. Help your child enjoy the game — and not fear making mistakes.
4. **Model Respectful Sideline Behaviour:** Encourage all players with positive cheering — not instructions. Avoid emotional outbursts or criticism of referees, coaches, or players. Set an example of sportsmanship that your child can follow.
5. **Support Standards and Discipline:** Accept that discipline is part of development — and must be upheld. Respect red card suspensions, fines, and the club's stance on conduct. Reinforce good behaviour, both on and off the pitch.
6. **Handle Issues Appropriately:** Raise concerns in private and with the right person (coach, manager, or Club Children's Officer). Avoid gossip or public criticism — speak constructively and respectfully. Follow the club's process for complaints or safeguarding issues.



Administrative Responsibilities & Practical Expectations

While values and behaviour are at the heart of Esker Celtic, we also rely on every parent and guardian to meet key administrative and logistical responsibilities that help the club function properly.

- 1. Club Membership and League Registration:** To play for Esker Celtic, all players must be officially registered with the club and relevant league (e.g., DDSL). This ensures they are fully insured. As part of registration, players and guardians agree to uphold club policies, including our Codes of Conduct. Registration is a legal and safeguarding requirement — not optional.
- 2. Match Day Kit and Equipment:** To represent the club, players must wear the full official Esker Celtic kit: blue and white jersey, blue shorts, blue socks, and club-coloured underlayers only. Esker half-zip to and from matches. Shin guards are mandatory for all matches and training. Players must also bring water and weather-appropriate clothing to every session.
- 3. Attendance and Fixture Communication:** Players should arrive at least 10 minutes before training and well before warm-up on match days. Availability must be communicated clearly using your team's WhatsApp group or agreed method. Final fixture times and venues are shared by the team manager, not via the DDSL website. Repeated unexplained absences may result in your child's place being offered to another player.
- 4. Discipline and Fines:** The club expects every member — player, parent, or coach — to act with integrity. Red cards carry automatic suspensions. Playing a suspended player may result in forfeited points or sanctions. Fines for misconduct (including by parents) must be paid by the individual responsible — the club will not cover these costs. Appeals are discouraged unless formally advised, as they often result in increased fines (up to €500). Poor behaviour will be addressed through the appropriate club channels.
- 5. Match Day Support & Contributions:** To keep things running smoothly on match day, we ask that parents assist in setting up and taking down goals and other match day equipment, if physically able and confident it can be done safely and in line with Club guidance. Check for and dispose of any rubbish around the pitch after home games — we leave our venues clean and respected. Encourage children to be responsible for their own gear and warm-up.

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**SUPPORT YOUR CHILD.
RESPECT YOUR COACH.
BE PART OF SOMETHING POSITIVE.**
— ” —



Governance

Esker Celtic FC has proudly held the FAI Club Mark since 2021, recognizing our commitment to best practices in governance, child welfare, and club management.

Legal Structure & Trustees

Esker Celtic FC operates as an unincorporated club under its Constitution and the FAI's rules. Club assets are held in trust by 2–3 Trustees, who act only on direction from the Committee and members. Trustees are indemnified by the club for actions taken in good faith.

Management Committee

The affairs of Esker Celtic FC are overseen by the Management Committee, elected annually at the AGM in accordance with the Club Constitution. This Committee is responsible for all management and administrative matters within the club. The current committee members are listed on the Club Website.

Volunteers

Esker Celtic FC is run by volunteers who are essential to the club's operations.

- All Committee members are volunteers who give their time to ensure the club is well run.
- All squads are managed by parent coaches/managers who provide training and match support.
- The Club may at times engage professional coaches to support and mentor parent coaches. These individuals may be paid for their time, but no coach is paid to manage or run a team.
- We always need help! Speak to any committee member or existing volunteer.

Safeguarding Policies and Codes of Conduct

We believe the well-being of children is of paramount importance.

The Club has a comprehensive set of Safeguarding Policies and a Code of Conduct for players, managers, parents, and spectators available on the Club website. As part of membership, players and their parents/guardians commit to follow these policies.

A dedicated Club Children's Officer (CCO) has been appointed to represent the needs of the children within the Club.

The Chairman of the Club is the Designated Liaison Person who is responsible for reporting allegations or suspicions of child abuse and welfare issues to the Statutory Authorities.

Both roles are a resource to anyone in the organisation/club who has a child protection/welfare concern.

Contact details are on the website.



Financial Management

The club runs on the income generated from Membership fees, sponsorships, fundraising, grants, and the Club Lotto. The main items of expenditure are winter training venues, insurance, equipment, referees, and upkeep.

Annual accounts are certified by an independent person appointed at the AGM, ensuring financial accountability. Financial statements are presented by the Treasurer each year at the AGM.

Player Insurance – What You Need to Know

Public Liability

Esker Celtic FC holds Public Liability Insurance for its grounds and facilities.

Academy Players (U8 and below)

The club arranges personal accident cover for Academy players not yet registered with a league. This includes basic medical/dental cover during club activities. Full policy details are available upon request.

League-Registered Players (U8 and up)

Once registered with a league (e.g., DDSL or LSL), players are covered under that league's personal accident insurance for training, matches, and league-related travel.

Please Note:

- The club does not provide separate personal injury cover for league-registered players.
- Use private health insurance first where applicable.
- Claims should be directed to the Treasurer.

Club Communication & Social Media

Club WhatsApp Communities

Used for important announcements only. No unrelated or non-football content.

Social Media Use

The Club shares news and highlights via Instagram and Facebook. To submit content (photos, scores), email the Communications Team.

- Photo/video use consent is collected annually and applies to official club use only.
- No photos allowed in changing rooms or toilets.
- No full names or personal details beside player images.
- Unsure? Ask the Club Children's Officer.
- All content follows the FAI Social Media Policy and the Club's Photography/Filming Guidelines.

Club Website

Used for sharing important information, promoting the club to new members and providing important links required to run the clubs operations.



Team Gear and Sponsorship

- The Club does not fund team jerseys. These come from the generosity of our sponsors, who are often local businesses linked to parents in the club. If you are willing to sponsor a set of jerseys please let your coach know and they can make the necessary arrangements. Every little helps!!
- No tobacco, alcohol, or gambling logos are allowed on juvenile kits. If in doubt please confirm suitability with the Club Children's Officer.
- Half-zips, socks, and shorts are available in the Club shop. Opening times are notified via the Clubs Communication channels.

Club Experience

We want every child's journey with Esker Celtic FC to include more than matches and training. Our aim is a consistent and rewarding experience for every player. To support this, a Steering Group oversees planning for club-wide and age group activities. These initiatives are designed to ensure off-pitch experiences are fair, supported, and not reliant completely on individual coaches.

Contacts

Full contact details for the Management Committee, Technical Coordinators and Team Managers are available on the Club website.





CODE OF CONDUCT

V2.1 – AUG 2025

At Esker Celtic FC, every player has the right to:

- Ø Be safe and protected from harm.
- Ø Be treated with dignity, sensitivity, and respect.
- Ø Participate in football on an equal basis, appropriate to their ability and stage of development.
- Ø Receive minimum playing time in line with the FAI Player Development Plan.
- Ø Be happy, have fun, and enjoy football in a supportive environment.
- Ø Make a complaint and have it dealt with through a fair and effective process.
- Ø Be afforded appropriate confidentiality.
- Ø Be listened to and taken seriously.
- Ø Have a voice in the running of the club.

At Esker Celtic FC, every player should:

General Behaviour and Respect

- Ø Show respect to coaches, team-mates, opponents, match officials, and spectators at all times.
- Ø Play fairly, give their best effort, and enjoy the game.
- Ø Be modest in victory and gracious in defeat.
- Ø Accept apologies and make them when needed.
- Ø Treat players from all backgrounds and identities with inclusion and respect.
- Ø Never bully or exclude another player – in person or online.
- Ø Never use abusive or inappropriate language or gestures.
- Ø Support team-mates, both when they succeed and when they struggle.
- Ø Avoid behaviour that reflects poorly on themselves or the club.

Commitment and Responsibility

- Ø Attend training and matches on time, ready to participate.
- Ø Let the coach know as early as possible if you are sick or injured and cannot attend.
- Ø Pack and carry your own gear and ensure you have the correct boots and equipment.
- Ø Help with setting up and tidying away equipment before and after sessions.
- Ø Listen to advice from coaches and ask questions if unsure.
- Ø Take pride in your own development and performance, and respect the efforts of others.

Match Day Conduct

- Ø Shake hands with opponents and the referee before and after each game.
- Ø Offer help to injured players, regardless of team.
- Ø Play with control – never retaliate or lose your temper.
- Ø Celebrate with respect. Do not mock or provoke opponents.



PARENTS & SPECTATORS

CODE OF CONDUCT

- Ø Remember that young people are involved in soccer for their enjoyment and not yours.
- Ø Encourage your child always to play by the laws of the game.
- Ø Teach young children that honest endeavour is as important as winning, so that the result of each game is accepted without disappointment.
- Ø Help young people to work towards skill improvement and good sportsmanship.
- Ø Set a good example by applauding good play on both sides.
- Ø Never ridicule, humiliate or shout at young players for making a mistake or losing a match.
- Ø Do not place emphasis on winning at all costs.
- Ø Do not force an unwilling child to participate in the playing of football. If the child is to play, he or she will do so in good time through your encouragement. There are other aspects of football, other than playing, which are equally fulfilling.
- Ø Support all efforts to remove verbal and physical abuse from football.
- Ø As a spectator, do not use profane language or harass referees, coaches or players.
- Ø Do not publicly question the referees judgement or their honesty.
- Ø Recognise the value and importance of volunteer referees and coaches, They give of their time and resources to provide recreational activities for young people.
- Ø Encourage in your child an appreciation of mutual respect for team-mates and opponents.

Parents Match Day Guide

- Ø Stand one meter from the touchline, this gives the players ample space to take quick throw-in's and allows the managers & referees a clear view of the pitch.
- Ø Standing behind the goal or on the goal line is not allowed.
- Ø Do not enter onto the pitch unless summoned by a manager or coach.
- Ø Do not coach players during a match. It only leaves the child confused trying to please you and follow his coaches instruction.
- Ø If you have an idea, a tactic or plan, speak to the coaches, they don't know or see everything.
- Ø Do not criticise the coaches, any questioning should be done out of ear shot of players and other parents.



COACHES & MANAGERS

CODE OF CONDUCT

Coaches and managers must uphold the club's ethos and familiarise themselves with and follow all safeguarding policies, codes of conduct, and club guidelines in line with FAI regulations.

Please respect and support those implementing these standards.

- Ø Safety of your players is of the utmost importance.
- Ø Duty of care is paramount.
- Ø We must act in the best interest of the Player at all times.
- Ø Encourage participation and fun.
- Ø Promote the development of skills and abilities.
- Ø Teach winning and losing as part of the game.
- Ø Ensure Fair Play for all on the team with equal grass time appropriate to the age group.
- Ø Encourage and praise effort, children thrive on this.
- Ø Act as a good role model.
- Ø Must be realistic with our expectations.
- Ø Be open and honest.
- Ø Understand how children think and see things.
- Ø Treat all children equally.
- Ø Speak to children in a language they understand.
- Ø Do not use foul or inappropriate language.
- Ø Avoid the use of negative comments to any player or team.
- Ø Encourage a high standard of behaviour.
- Ø Encourage respect of others in the team and those in opposing teams.
- Ø Avoid any negative comments to the referee or visiting team and coaches.
- Ø Do not communicate to children directly by phone or through social media all communication must be through the parent or guardian only.

Complaints & Grievances

There are procedures in place at Esker Celtic for dealing with concerns/complaints, please avail of these by contacting the Club Children's Officer who will deal with them appropriately.

Recruitment Policy (Volunteers)

Please note that any coach seeking to recruit an assistant coach or helper to assist must follow the Clubs Recruitment Policy.



