

To be returned to team coach or manager at start of season

Wicklow Rugby Football Club Youths/Mini Section Coach Disciplinary Procedure



All coaches and members associated with the youth section sign a commitment to agree to the IRFU code of conduct. Coaches are appointed for one year only and will be reappointed at the end of the season for the following season at the discretion of the club. Where players or parents or guardians of players feel they have a grievance with a coach or other member involved with the youth section, the following procedure will apply.

- The player and the players' parents or guardians should attempt to discuss the problem informally with the coaches of their son's/daughter's team and resolve the issue if possible.
- If the player and the players' parents or guardians are not comfortable approaching the coaches directly, they should informally approach a member of the youth committee to discuss in an effort to resolve the problem.
- If neither of these approaches resolves the issue, an informal meeting with three members of the Youth Section Committee and the player and the players' parents or guardians will be held to attempt to resolve the issue.
- If the informal process fails to resolve the issue or the problem reoccurs, the player and the parents or guardians and the coaches will be requested attend a formal hearing involving at least two active members of the Youth Section or the Club Committee and the Youth Co-ordinator or Director of Rugby. This meeting will involve talking to the player and the players' parents or guardians, team coaches or other independent witnesses to any alleged incident.

The people investigating the incident will make a determination on the allegations. They may also take into account any past breaches of the code of conduct by the player in question. They will present the determination to the player, their parents or guardian and the person making the allegation. If the determination is that the allegation has been proven, the matter will be referred to the Club disciplinary process, where sanctions could include:

- This may result in one or more of the following which will be communicated in writing to the person involved:
 - Letter of sanction from the committee. This will represent a warning and further breaches may result in a more serious sanction.
 - Suspension of the coach or member from involvement with youth section teams or activities for a period.
 - Escalation of the issue to the Club Executive Committee which is the only committee with the ultimate power to deal with club members in the case of serious or repeated breaches of the IRFU code of conduct.

The Coach or Player / Guardians' may appeal the findings to the Club Executive.