

RULES OF
PORTLAOISE RUGBY FOOTBALL CLUB

1 Name

The name of the Club shall be "Portlaoise Rugby Football Club" herein after called "The Club".

2 Objective

The objective of The Club shall be the promotion and playing of the game of Rugby Football accordance with the laws of The Irish Rugby Football Union, and other Sports and Social activities.

3 Colours

The colours of the Club shall be Navy Blue Jersey, White Shorts and Navy Blue stockings.

4.(i) Officers

The Officers of the Club shall consist of the President, Vice President, Chairperson, Vice Chairperson, Honorary Treasurer, Honorary Secretary, Club Captain, Club Welfare Officer and Club Public Relations Officer (P.R.O.) Standing Committees shall be set for the various Sub Sections. The Chair Person of these Standing committees shall sit on the Executive Committee as Defined in Section 5 (vi)

Executive Committee.

The Officers, with the exception of the Chairperson and Vice Chairperson shall be elected annually at the Annual General Meeting. The outgoing officers, with the exception of the Chairperson and Vice Chairperson shall be eligible for re-election.

4.(ii) Tenure

The Chairperson shall hold office for two years. The Vice Chairperson shall alternately be the immediate past Vice Chairperson and the Chairperson elect. The Chairperson elect shall be elected at the Annual General Meeting every second year.

- 4.(ii a) Where a Member of the Executive Committee has served in any position for a period of 6 years he/she shall step down and shall not be eligible to stand again for that position for the following season.

4.(iii) Election of Officers and Captains

Nominations for Chairpersons elect (every second year), Officers and other Team Captains duly proposed and seconded, must be forwarded to the Honorary Secretary three days before the A.G.M

5.(i) Executive Committee

A Committee shall be known as the Executive shall manage the affairs of the Club. The Executive Committee shall consist of:

- a) The Chairperson
- b) The Vice Chairperson
- c) The Honorary Treasurer
- d) The Honorary Secretary
- e) Club Welfare and Public Health Officer
- f) The Chairperson of Rugby.
- g) The Chairperson of the Facilities and Grounds
- h) The Chairperson of Public Relations and Social Media.
- i) The Chairperson of Clubhouse (Bar) , Functions and Social Activities

The Chairperson of the above sub-committees shall be elected at the Annual General Meeting and shall be eligible for re-election.

Nomination for each position, duly proposed and seconded, must be forwarded to the Honorary Secretary three days before A.G.M

5.(ii) Executive Committee Meetings

The Executive Committee must meet at least once each month of the year and six members shall form a quorum.

The Chairperson of each Standing Committee shall forward their respective Reports to Club Honorary Secretary 72hrs before Executive meeting so as Hon Secretary can circulate reports to Executive Committee members before meeting.

5.(iii) Chairperson

The Chairperson shall be the Chair of the Executive Committee including A.G.M & E.G.M and in his or her absence, the Vice Chairperson shall be the Chair. If neither are present, the Chair shall be elected by the Executive Committee from within those present. In the event of a tied vote the Chair shall have the casting vote as well as a deliberate vote at all meetings of the Executive Committee.

5.(iv) Eligibility for Posts

Only ordinary members of the Club may be nominated for election as an Officer of the Club or as a Member of the Executive Committee.

5.(v) Only ordinary members of the Club can propose or second nominations for election.

5.(vi) Standing Committees

The Executive Committee must appoint at least the following Standing committees from the ordinary members of the Club and the respective chairs in default of the committee so doing

- a) Rugby sub-committee
- b) Facilities Committee
- c) Youths sub-committee
- d) Finance, Marketing and Sponsorship

e) Selection Committee which shall consist of 1st Men's Team Captain and Coaches and three other members appointed by the Executive Committee on the recommendation of the Rugby sub-committee. All other teams will be selected by the chair of selectors and respective Captain and team coach(s).

f) The Executive Committee may also appoint any other sub-committee as it sees fit and the Chairperson of any such sub-committee may be co-opted onto the Executive Committee.

5.(vii) Powers

The business and affairs of the Club shall, at all times, remain under the control and management of the Executive Committee as required by the bye-laws save in the matter of the Selection Committee only with regard to the selection of players in relation to merit.

All Sub-Committees/Standing Committees shall be subservient to and under the overall management of the Executive Committee. The Executive Committee may revoke or alter any decision of any such Committee as the Executive Committee see fit.

5.(viii) Spending Proposals

Any items of expenditure, which it is proposed to discuss at any Executive Meeting and which is not in the ordinary course of the management of the affairs of the Club shall be particularised upon the agenda prepared for that meeting.

All such proposals shall be initially considered following submission of a draft outline of total costs and necessary legal/planning and financing proposals. Subject to the approval of the Executive the proposal may be returned for a full detailed submission for consideration by the Executive.

Expenditure above, €100,000, shall be considered by an EGM of the Club, specifically called to consider this matter.

5.(ix) The Executive Committee shall have the power to direct the Trustees to invest separate funds in approved trustee securities for the benefit of the Club.

5.(x) Employees

The Executive Committee shall have the sole right to appoint employees of the Club and to decide upon their remuneration

5.(xi) Absence from Meetings Co-opting to Committee

Any member of the Executive Committee who shall have absented himself for three consecutive meetings, without reasonable explanation, shall be deemed to have resigned from the Executive Committee. The Executive Committee shall have the power to co-opt new members to fill vacancies either under this section or otherwise.

5.(xii) Power to Acquire Property Borrowing

The Executive Committee shall have power to acquire land, buildings and other real or personal property for the Club and shall have the power to borrow for the purpose of the Club such amounts of money either at one time or from time to time, and at such rate of interest and on such security as the Executive Committee shall deem fit (provided the amount shall not without consent of a Annual General Meeting or Special Meeting for Sums exceeding €100,000.00 euro (One Hundred Thousand Euro). In the event that planning permission is required for capital projects the agreement of an AGM or EGM should be sought before proceeding with design and planning

5.(xiii) Special Meeting

A special meeting of the Executive Committee may be called by the Honorary General Secretary as occasion demands. A special meeting of the Executive Committee shall be called within three days of receipt by the Honorary General Secretary of a requisition duly signed by five members of the Executive Committee setting out the purpose for which such special meeting is required. Seven members shall constitute a quorum at such a special meeting.

5.(xiv) Points not rules

The Executive Committee shall have power to decide all questions not covered in provided for in these rules, subject to appeal to a general meeting.

5.(xv) Bye-Laws

The Executive Committee shall have power to make Bye-Laws, to the extent only that no such Bye-Laws or any part of such Bye-Laws shall in anyway amend, modify, qualify or delete any rule included in the rules of the Club which is by virtue of The Registration of Clubs Act 1904-2003 and Licensing Acts 1833 – 2003 required to be included in the rules of the Club.

6(i) Trustees

There shall be a minimum of three and maximum of five Trustees in whom the property of the Club shall be vested and who shall be elected at the Annual General Meeting or at an Extraordinary General Meeting called for the purpose. The Trustees shall remain in office until death or resignation or removed by E.G.M. Any vacancy occurring in the Trusteeship shall be filled by ballot of the ordinary members at an Annual General Meeting or at an Extraordinary General Meeting called for that purpose. The Trustees, provided that they carry out the direction of the Executive Committee, shall not be responsible for any financial liabilities of the Club and shall be indemnified against all liability and expenses incurred by them by reason of their position as Trustees and in so far as the assets of the Club may be deficient by the members of the time being of the Club unless the liability occurs because of the Trustees own fault or dishonesty. The Trustee shall be "ex-officio" members of the Executive Committee and shall not be bound by Rule 5(xi)

6.(ii)

The Trustees upon the Resolution of the Executive Committee duly passed shall act on behalf of the Club and any deed, document, matter, act or thing signed, executed done by the Trustees on behalf of the Club, shall be binding on the Club, if authorized or confirmed by a Resolution of the Executive Committee, duly passed. Provided always that the Trustees may only do all or any of the following acts, or things, that is to say invest the funds of the Club, and vary or transpose investments or acquire by purchase or otherwise lands for the Club or otherwise dispose of or deal with any property of the Club (where the sale be real or personal) for the time being vested in the Trustees with the authority of a Resolution of the Executive Committee passed by a simple majority of those entitled to vote, voting in favour thereof. A certificate signed by the Chairman at which any Resolution referred to in this Rule has been passed shall be conclusive evidence of the passing of such Resolution in the manner provided for by this Rule and the terms of the Resolution.

6.(iii) A The trustees shall deal with the property of the Club as directed by Resolution of the Executive Committee of which an entry in the Minute Book signed by the Chairman shall be conclusive evidence.

B The Trustees for the time being of the Club are hereby authorized:

- (1) To open and operate accounts in their own names as Trustees on behalf of the Club with any bank or banks or other financial institutions.
- (2) To borrow in their own names on behalf of the Club such sums of money to an extent not exceeding such as amount as may be authorised from time to time by Resolution of the Executive Committee so however that the total of the amounts borrowed and outstanding by the Trustees on foot of this Rule (the Trustee Borrowings) when added to the amounts (if any) borrowed and outstanding by the Committee under Rule 5 (xii) (the Committee Borrowings) shall not without the consent of the Annual or Special General Meeting exceed the sum set out in Rule 5 (xii)
- (3) To give security for the aforementioned Trustee Borrowings by issuing Guarantees and/or Indemnities and/or by Mortgaging or charging all or any of the property or assets of the Club to whatever extent and in whatever manner as may be authorised by a Resolution of the Executive Committee.

7. Members

The membership of the Club shall be for a period of not less than one year, includes for both female and male membership, and shall consist of the following categories:

- (a) Ordinary Members which membership shall consist of Full Members & Adult Playing Members (U20+)

Student Members (upon production of a valid Student Identity Card)

Honorary Members

Such Members or other persons who apply for and are admitted by the Executive Committee to Membership as Life Members

- (b) Schoolboy/schoolgirl Members

- (c) Social Members / Family Members

Only Ordinary Members are entitled to attend and vote at any AGM or EGM.

7.(i) No person shall be allowed become a Temporary Member of the Club. 7.(ii)

Age

No person shall be eligible for admission of Ordinary Membership of the Club until he has attained the age of Eighteen years.

7.(iii) Election

The election of Members shall be by Executive Committee and shall be by simple majority to admit

7.(iv) Every new candidate for Membership shall be proposed by an ordinary member of the Club and seconded by another ordinary member.

7.(v) A candidate seeking election admission, as a member shall obtain the prescribed application form which maybe digital and online. The candidate shall duly complete and sign the application form which on completion must be returned to the Honorary General Secretary together with the appropriate subscription and entrance fee (if any) which shall be refunded should the application be unsuccessful. The application form must bear the signature or digital signature of the candidates, proposer and seconder in hard or soft copy.

7.(vi) Subs

No application for membership shall be approved by the Executive Committee unless the candidate first lodged with the Honorary Secretary the amount of the entrance fee (if any) and the annual subscription. After the election of a candidate for admission, the Honorary Secretary shall send him/her a notice that he has been elected and a copy of the rules of the Club.

The fee's for subscriptions shall be set by the Executive Committee and has the power to amend or rebate subscriptions.

7.(vii) Copy of Rules to Members

The rules of the Club shall be issued to each member. A copy of all amendments and alterations to the Rules of the Club shall be issued to all members immediately subsequent to the General Meeting at which such amendments or alterations shall have been adopted.

The Club Byelaws shall be published on the Clubs Web-page under the Membership Section along with other items of interest to members

- 7.(viii) Members or persons who apply for Life Membership of the Club shall be considered for membership by the Executive Committee and a decision of a majority of the Executive Committee shall so determine

A Life Member shall be a Member or Person who has donated €15000.00 (euro) Fifteen Thousand Euro, to the Club to assist with capital projects or as agreed by the Executive Committee.

Honorary Life Members

- 8 Honorary Life Members, whose number shall not exceed five at any one time, shall be elected by the Executive Committee and shall be persons who in the opinion of the Executive Committee have rendered special service to the Club, and shall be passed at an Annual General Meeting or Emergency General Meeting.

- 8.1(a) In exceptional circumstances additional Honorary Life Membership will be awarded to any current or former player (Mini, Youth or Senior) attaining full international status. Such awards shall be over and above the limits set in 8.1 above.

9. Students

Student Membership shall be confined to people over 18 years of age who produce bona fide evidence acceptable to the Executive Committee of their student status.

10. School Boys/Girls

School Boy/Girl Membership shall be confined to such persons as are recommended by the Executive Committee. School Boy/Girl Members shall be elected as prescribed in Rule 7 (iii) of these Rules. School Boy/Girl members shall have no vote in Club affairs and shall not qualify for election as a Trustee, Officer of the Club or member of the Executive Committee and shall be subject to such bye-laws as the Executive Committee shall adopt from time to time in particular reference to School Boy/Girl Members.

11. Code of Conduct

The Executive Committee of the Club requires that as a matter of policy each member should maintain an acceptable standard of behaviour both on the playing pitch and at a social level. Should any member fail to maintain general levels of good behaviour and/or conduct for reasons unacceptable to the Executive Committee the matter may be referred to the Disciplinary Committee to review and to determine the appropriate level of action to be taken up to and including suspension and expulsion.

The aim of the disciplinary procedure is to help the individual whose conduct falls below reasonable Club requirements to achieve the necessary improvement. See Appendix A for some examples of Misconduct.

11.(i) Appeal

Any member has the right to appeal the decision of the Disciplinary Committee to the Executive Committee.

12.(i) A.G.M.

The Annual General Meeting of the Club should be held each year within eight working weeks of the end of the financial year, on a day to be fixed by the 30th April.

Fifteen members shall form a quorum. The following business shall be transacted at the Annual General Meeting:

Agenda

- a. Reading of the Minutes of the last Annual General Meeting
- b. Receiving of the Hon. Secretary's Annual Report
- c. Receiving from the Hon. Treasurer the certified accounts of the Club for the last twelve months ended 30th April last, together with the Honorary Accountants Report for the said period.
- d. The election of the new trustee, if required
- e. The election of New Officers

- f. The election of the Executive Committee
- g. The election of Honorary Accountants
- h. The revision of the Rules, if required
- i. The election of other Team Captains
- j. The transactions of any other business of the Club arising.

12.(ii) Notice

At least ten days notice must be given in writing or email to members of the date and time of the Annual General Meeting.

13 E.G.M.

Honorary General Secretary when so required by the Executive Committee or upon a written requisition setting out the reasons why such a meeting is required signed by at least fifteen members of the Club shall call an Extraordinary General Meeting of the Club. At least seven days notice in writing shall be given by the Honorary General Secretary to each member setting out the business of such a meeting at which fifteen members shall form a quorum. No other business may be discussed. Provided always that no alteration, amendment or addition shall be made to the Rules which would in any way disqualify the Club from applying for, holding or receiving a Certificate of Registration under the Registration of Club's Act 1904-1988, nor shall any rule or any part of a Rule which is required by said Acts to be included in these Rules be deleted therefrom.

14. Voting

Open voting may be permitted at all Meetings of the Club of all questions except the election of Trustees, Officers and Members of the Executive Committee but should be one third of those present wish any question to be submitted to vote by ballot, that mode of voting shall be adopted. No proxies shall be allowed.

15 Sub-Committee Minutes

Each Sub-Committee shall elect a Secretary who shall be responsible for keeping minutes of all meetings and shall, as may be directed by the Executive Committee produce all minutes of such meetings duly signed.

15.(i) Accounts

Standing Committees shall not have the authority to open bank accounts, to borrow or retain funds appropriate to the working of the Club,

15.(ii) All monies received by a sub-Committee shall be lodged within four days in a Bank Account to the name of the Club opened by the Executive Committee.

15.(iii) Where instructed by the Executive Committee, a sub-Committee shall within one month of formation, produce a budget for the coming year.

On ratification of the budget by the Executive Committee, the sub-Committee shall operate within the agreed budget for the coming year unless otherwise agreed by the Executive Committee.

15.(iv) Monthly Report

The Chairman of each sub-Committee shall present a report of the sub- Committee activities to the Executive when instructed by Executive Committee

15.(v) No sub-Committee shall permit any person who has not been duly elected a member of the Club or whose membership has lapsed to take part in its activities.

15.(vi) Suspension of Sub-Committee

The Executive Committee shall have power by resolution passed at an Executive Committee Meeting to suspend or dissolve any sub-Committee.

15.(vii) Activities

No sub-Committee of the Club shall hold any dances, tours or special functions without the prior sanction of the Executive Committee.

15.(viii) Vested Interest

No member of the Executive Committee or sub-Committee and no management or servant employed in the Club shall have any personal interest in the sale of excisable liquors therein or in the profits arising from such sale.

16.(i) Accounts

Correct accounts and books shall be kept showing the financial affairs and receipts and disbursements of the Club. All Standing Committee budgets, once approved, shall be subject to monthly reports detailing expenditure to date and upcoming costs. These shall be provided in writing to the Club Treasurer, who in turn shall incorporate them in his/her report to the monthly Executive Meeting.

16.(ii) Honorary Accountant

The accounts shall be closed and balanced as at the last day of April each year and the Accounts shall be certified for presentation to the Annual General Meeting by the Certified Accountant elected at the Annual General Meeting. Such Accountant shall not be a member of the Executive Committee.

16(iii) Honorary Treasurer

All monies except for refreshments supplied by the Club (which may be paid to the person appointed by the Executive Committee to receive same) shall be paid to the Honorary Treasurer, whose receipt shall be a sufficient acquittance.

17(i) Annual Subs

The amount of subscription to be paid by each category of members shall be determined by the executive as they see fit.

17.(ii) The annual subscription, which shall be payable in advance, shall become due on the 1st September each year. The names of those, ordinary members, who have paid their annual subscription along with Honorary Members shall be recorded by the hon. Secretary. If the annual subscription is not paid on or before 1 December of that year, the membership of such person shall be cancelled.

17(iii) Eligible to play

No member shall be eligible to play on any Club team while their annual subscription remains unpaid except in exceptional circumstances as determined by the executive committee.

17(iv) Arrears

Members whose subscriptions are in arrears are not entitled to vote or attend any meeting of the Club or take part in the management or conduct of the Club.

18 Entrance Fees

The Executive Committee shall have power to charge such entrance fees as they deem fit.

19 Change of Rules

Any proposal to change or amend the Rules of the Club at the Annual General Meeting must be forwarded in writing, duly proposed and seconded by ordinary Club members, to reach the Honorary Secretary no later than 1 April each year.

Any proposal to change or amend the Rules at an Extra-ordinary General Meeting must be forwarded to the Honorary Secretary at least twenty one days before the date of the EGM. The proposed revision(s) must be circulated to each member in writing at least ten days before the AGM or the EGM and must be passed by a two-thirds majority of those present and eligible to vote at the Meeting

20. Playing the Game.

The Club shall compete in Competitions both Male and Female as run by the “Irish Rugby Football Union” (IRFU) and “Leinster Rugby” (LBIRFU) Leinster League and Cup Competitions

21. Registration of Clubs Acts 1904-2003 and the Licensing Acts 1833 – 2003

Subject to the exceptions specified in sub-sections (2) and (3) of Section 56 of the Intoxicating Liquor Act, 1927 as substituted by Section 26 of the Intoxicating Liquor Act, 1998 and amended by Section 5 of the Intoxicating Liquor Act, 1995 and Section 7 of the Intoxicating Liquor Act 2000 and Section 10 of the Intoxicating Act 2003, no excisable liquor shall be supplied for consumption on the Club premises to any person (other than a member of the Club lodging in the Club premises) or be consumed on these premises by any person (other than such a member):-

- At any time on Christmas Day

On any other day, as specified hereunder, outside the times so specified in respect of it:-

- Saint Patrick’s Day between 12.30pm and 12.30am on the following day
 - The 23rd December if it falls on a Sunday between 10.30am and 11.30pm
 - Christmas Eve and the eve of Good Friday between 10.30am and 11.30pm
 - The eve of any public holiday (other than Christmas Eve)
- I. If the eve falls on a weekday, between 10.30pm and 12.30am on the following day, or
- II. If it falls on a Sunday, between 12.30pm and 12.30 am on the following day
 - Any other Sunday (except Saint Patrick’s Day which falls on a Sunday) between 12.30am and 11.00pm
 - Any other Monday, Tuesday, Wednesday and Thursday between 10.30am and 11.30 pm and any other Friday or Saturday between 10.30am and 12.30am on the following day.

Nothing in the Registration of Clubs Acts 1904 to 2003 or contained by virtue only of the operation of sub-section (1) of Section 56 of the Intoxication Liquor Acts 1927 as substituted by Section 26 of the Intoxicating Liquor Act of 1988 and amended by Section 5 of the Intoxicating Liquor Act 1995 and Section 7 of the Intoxication Liquor Act 2000, in the Rules of the Club shall operate to prohibit

the supplying for consumption on the Club premises of excisable liquor to any person or the consumption of excisable liquor on these premises by any person:-

- a. On Christmas Day between 12.00 midday and 10pm or
- b. on any other day, for one hour after the expiration of any period in respect of that day during which it is lawful for the Club, by virtue of sub-Section (1)(b), to supply any excisable liquor for consumption on the Club premises.

If in each case the excisable liquor is:-

- i. Ordered by or on behalf of that person at the same time as a substantial meal in ordered, and
- ii. Consumed by that person during the meal or after the meal has ended

(3) the provisions of the Intoxicating Liquor Acts 1988, 2000, and 2003, but, in particular, Sections 26 (as amended by Section 5 of the Intoxication Liquor Act 2000) and 42 of the Intoxication Liquor Act 1988, Section 5 (as amended by Section 7 of the Intoxicating Liquor Act 200) of

the Intoxicating Liquor Act 1995, Sections 7 (as amended by Section 10 of Intoxication Liquor Act 2003) 16, 28. 29, 30 and 31 of the Intoxicating

Liquor Act 2000 and Sections 10, 13, 14, and 15 of the Intoxicating Liquor

Act 2003 shall apply to the Club and it's members.

APPENDIX A:

The following examples include, but are not limited to, cases where the Executive Committee may refer to a member's conduct to the Disciplinary Committee:

- a) Breach of any regulation in the Club rule Book
- b) Unauthorised entry to restricted area
- c) Lack of co-operation with the Officers of the Club
- d) Fighting, horseplay, threats or acts of physical violence
- e) Obscene behaviour
- f) Conduct of the field of play
- g) Defacing/misuse of Club property or notices
- h) Causing damage to equipment or buildings by gross carelessness or neglect.
- i) Being in the possession of or under the influence of Non- prescribed or illicit drugs.

Code for Players

Play for enjoyment and become part of the rugby family.

Respect the "Game of Rugby" and play within the laws of the Game.

Accept the referee's decision and let your captain or coach ask any relevant questions,

Play with control, do not lose your temper.

Always do your best and be committed to the game, your team and your Area.

Be a "good sport". Applaud all good play whether by your team or the opposition.

Respect your opponent. Treat all players as you would like to be treated, Do not "bully" or take advantage of any player.

Rugby is a team sport and make sure you co-operate with your coach; team mates and members of your Area.

Remember that the goals of the game are to have fun, improve your skills and feel good.

At the end of the match thank your opponents and the referee for the match.

Always remember that you owe a duty of care to your opponents. Tackle hard but fairly, do not intend to hurt your opponent.

Winning and losing is part of sport: Win with humility - lose with dignity.

As part of the team it is important that you attend training regularly and listen to your coach and help your team.

As a team sport it is important to understand that all members are important to the team!

Remember you are representing your team, family and the Game of Rugby.

Code for Parents

Remember, young people play rugby for their enjoyment, not only yours.

Encourage your child always to play by the Laws of the Game,

Teach young children that honest endeavour *is* as important as winning, so that the result of each game is accepted without disappointment.

Help young people to work towards skill improvement and good sportsmanship.

Set a good example by applauding good play on both sides.

Never ridicule, humiliate or shout at young players for making a mistake or losing a match.

Do not place emphasis on winning at all costs.

Do not force an unwilling child to participate in the playing of rugby. If the child is to play, he/she will do so in good time through your encouragement.

Support all efforts to remove verbal and physical abuse from rugby.

As a spectator do not use profane language or harass referees, coaches or players.

Do not publicly question the referees' judgment and never their honesty.

Recognise the value and importance of volunteer referees and coaches.

Identify and acknowledge the good qualities of the Game of Rugby and uphold these values.

Remember you and your child's contribution to the Game of Rugby are very important to the IRFU and be proud of your contribution.

Understand the value of team sport and the importance thereof.

Code for Coaches

Remember that as a coach of an "age grade team" you are to act in "loco parentis" and to that extent your duty of care is more onerous than that of a coach to an adult team.

Lead by example - young people needs a coach whom they respect

Be generous with your praise when it is deserved. Never ridicule or shout at players for making mistakes or losing a match.

Teach your players that the Laws of the Game are mutual agreements which no one should evade or break.

Prepare young players for inter-class and inter-school activities.

Be reasonable in your demands on the players' time, energy and enthusiasm.

Ensure that all players participate in matches. The "average" players require and deserve equal time.

Remember that young players play for fun and enjoyment and that skill learning and playing for fun have priority over highly structured competition. Winning is not the only objective.

Develop player and team respect for the ability of opponents, as well as for the judgement of referees and opposing coaches.

Insist on fair play and disciplined play. Do not tolerate foul play, fighting or foul language. Be prepared to take off an offending player.

Encourage young players to develop basic skills and sportsmanship.

Avoid over specialisation in positional play during their formative years.

Set realistic goals for the team and individual players and do not push young players into adult-like competitions.

Create a safe and enjoyable environment in which to train and play.

Do not over burden younger players with too much information.

Make a personal commitment to keep yourself informed on sound coaching principles and methods, and on the principles of growth and development of young people.

Be aware of the effect you have on growing children.

Never criticise the referee and touch judges during or after a match in front of players or spectators.

Always thank the match officials and if they have made decisions which require clarification, discuss the problems after everyone has changed.

Seek and follow the advice of a doctor in determining when an injured player is ready to play again.

Ensure that proper equipment and facilities are available at all times. Be responsible and ensure you uphold the ethos of the game and the IRFU.

Attend coaching courses.

Support the Code of Ethics and all policies regarding Children in Sport.

Ensure you and your players are proud of your team, and efforts during the season.

Code for Spectators

Remember that although young people play organised rugby they are not "miniature internationals". Be on your best behaviour and lead by example. Do not use profane language or harass referees, players or coaches.

Applaud good play by the visiting team as well as your own.

Show respect for your team's opponents. Without them there would not be a match.

Condemn the use of violence in all forms at every opportunity.

Verbal abuse of players or referees shall not be accepted in any shape or form.

Players or referees are not fair targets for ignorant behaviour.

Encourage young players to play by the Laws of the Game.

Spectators can contribute to the enjoyment of the event and all involved. Be proud of your CLUB and the Game of Rugby

Appendix B***STATEMENT OF CLUB POLICY FOR NON DISCRIMINATION & SOCIAL INCLUSION***

Portlaoise Rugby Club is committed to operating in accordance and within the Employment Equality Act 1998 and the Equal Status Act 2000 which outlaws discrimination in employment, vocational training, advertising, collective agreements, the provision of goods and services and other opportunities to which the public generally have access on nine distinct grounds. These are:

Gender Marital Status Family Status Age

Disability Race

Sexual Orientation Religious Belief

Membership of Traveller Community

Discrimination is described in the Act as the treatment of a person in a less favourable way than another person has been treated on any of the above grounds. Portlaoise Rugby Club is inclusive of all minority groups.

Portlaoise Rugby Club is committed as a matter of policy to ensuring that all members of the community are fully included in its activities. It is the policy of Portlaoise Rugby Club that no member will be discriminated on the grounds of race, religion, ethnicity or any other reason. Committee members, team managers and coaches are encouraged to support and influence participation by young people from disadvantaged backgrounds.