



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

The Camogie Association- Oireachtas Submission October 2023

Part 1 – Summary

1 Introduction

The Camogie Association is the National Governing Body for the sport of Camogie, and it is responsible for increasing participation and improving the quality of the sporting experience for our participants, promoting and developing the game, and its governance structures across the Camogie community. The Association is an independent voluntary organisation founded in 1904.

The association serves c. 118,000 members with 90% female membership across adults and juvenile. Camogie is a female only sport. Hurling is the male equivalent. Camogie welcomes male non playing members, who participate as volunteers, coaches, referees etc. across the club network. The Camogie Association Ard Chomhairle (Board) at a national level is made up of 60% female and 40% male membership.

In 2018, Camogie (along with Hurling) was added to UNESCO's list of protected cultural activities around the world. Camogie operates at club, county, provincial and international levels with teams of all ages participating in the sport in recreational and competitive activities.

The Camogie Association are committed to diversity and inclusion and work collaboratively with Gaelic games and external stakeholders and partners (sporting and other) to raise awareness and build the capacity of our volunteers in relation to supporting diversity and



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

inclusion at a unit level. Camogie has traditional strong geographic catchment areas and strives to become universally played across all counties, provinces and grow internationally.

Through its structure the Camogie Association provides opportunities for women of all ages and abilities to engage with the sport of camogie, on and off the pitch in roles as players, officials, administrators, coaches etc. in line with The Brighton Declaration principles. The Association works closely with Sport Ireland in relation to diversity and inclusion initiatives and programmes and has benefitted from targeted grant supports to develop inclusion initiatives. E.g. Mna Programme etc.

As set out in or current NDP

- **OUR VISION** - Camogie is at the heart of our communities, a game that inspires, an Association for all.
- **OUR PURPOSE** - To develop and promote Camogie at all levels to inspire current and future generations and preserve the heritage of our game.
- **OUR STRATEGIC ACTION AREAS** : - Passion – The Game / People - Volunteers/ Pride – Identity / Place - Leadership
- **OUR VALUES**
 - **Aspiration** - Our passion and pride for Camogie, its tradition and its heritage guide our aspirations and the development of the game
 - **Teamwork** - We work in partnership to enhance all aspects of the game at all levels
 - **Leadership** - We lead with integrity and transparency, we have the courage to make strong decisions for the good of the game, to be innovative and provide inspiration both on and off the pitch
 - **Volunteer** - The foundations of the game are Clubs and volunteers; we value and recognise their role and contribution. This underpins our approach and delivery



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

- **Community** - Camogie is an inclusive game, accessible to all and built on an ethos of respect, fun and enjoyment.

The Association is currently working on a new strategic plan for the Camogie Association from 2024-2027.

The objectives of the Association as set out in rule are to:

- a. promote, develop and manage Camogie in Ireland and internationally;
- b. promote the active participation of women in sport;
- c. work in partnership with the wider Gaelic games family;
- d. foster an awareness of the richness of our national culture, including the Irish language;
- e. support Irish industries;
- f. create a safe environment for our members and supporters;
- g. promote community development and community spirit.
- h. The Association recognises the role of the Dual Player. The Association, in partnership with the LGFA, will endeavour to facilitate as far as is practicable, the Dual Player.

The core values guiding the Association are:

- a. inclusiveness;
- b. voluntarism;
- c. equality in accordance with relevant equality legislation and fair play;
- d. anti-racism and anti-sectarianism;
- e. openness, accountability and professionalism;



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

f. respect and welfare towards our members.

The Association is supported by a team of c. 20 staff and a volunteer leadership network across clubs, counties and provinces supporting c. 618 clubs providing games and participation opportunities to all members of the association (over 100,000) in roles including players, officials, administrators, coaches as well as an ever increasing fan base. In 2023 a record attendance of over 30,000 watched the all Ireland final in person in Croke Park.

We have had a player Welfare and Inclusion Co-Ordinator in place since June 2021 who drives the inclusion agenda through delivery of an annual work plan in line with the Association National Development Plan (Strategy) <https://camogie.ie/wp-content/uploads/2020/08/Camogie-Association-National-Development-Plan-2020-23.pdf>.

the core is building social capital, through awareness and education initiatives as well as practical and targeted programmes which deliver on diversity and inclusion outcomes.

The Camogie Association work very closely with Gaelic Games family colleagues in rolling out joint initiatives and programmes including such developments as the Gaelic Games Player Pathway. A summary of the programmes and initiatives provided by the Camogie Association are contained in the following pages.

The following section provides some detail on a number of programmes and initiatives currently provide by eth Camogie Association. Further detail on each of these programmes is provided in the appendices (Part 2).

2 Sport and Women

2.1 Social Camogie:

The Camogie Association's Adult Recreational Programme is called Social Camogie. Beginners and past players alike can join the camogie community and give the sport a try thanks to social camogie. The programme is offered by our clubs to provide adults with the



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

chance to engage in camogie in a relaxed setting; it lasts for a minimum of 6 weeks but may be extended if the participants and clubs wish to do so. The programme aims to motivate more women to play camogie socially and engage in physical activity in their local clubs, or hubs around the country.

2.2 Caman 4 fun- Teen social Camogie

The Camogie Association's youth recreational programme, Camán 4 Fun, targets young adult females still enrolled in secondary school. A six-week fun programme is offered to the school and the programme is rolled out directly by the schools. The Camogie Association invites a special guest to the school for one session so that young players may meet someone new and learn the game from them. In contrast to traditional drills and skills, the programme enables young girls to discover camogie in a relaxed and more player centered way.

2.3 Female Referee Academy

There is a strong desire from women officials to attend officiating courses, training and education. As a female sporting organisation The Camogie Association must lead the way in supporting women in roles of leadership particularly officiating and refereeing.

The Female Referee Academy was launched to retain and recruit female officials and raise the standards of officiating within clubs.

2.4 Gaelic Games Female Coach Mentorship Programme

2023 saw the launch of the Gaelic Games Female Coach Mentorship Programme which aims to increase the participation of female coaches in the upper end of the Gaelic Games Player Pathway in all four codes and sees participants experience an intensive coach development programme that will support them to achieve their coaching ambitions.

2.5 Leading Provincial Females

In September 2023, the Leading Provincial Females programme was launched as a joint initiative amongst the Gaelic Games family (GAA, LGFA, Camogie Association, Handball, Rounders).



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

The programme aims to encourage females aged 18 & over who are interested in developing personally and leading teams potentially through their role in Gaelic Games. Four programmes are currently running consecutively – one in Connacht, Leinster, Ulster and Munster.

3 Grassroots sport and socioeconomic diversity

3.1 Caman to Croker

The Camán to Croker event is aimed at U12 Camogie teams and it is open to all, all clubs have the opportunity to register for the event – with 64 participating clubs on the finale day in Croke Park. Prior to the National Event, each of the 4 Provinces holds their own Camán to Province Day in a stadium, providing an encouraging and positive occasion playing in a stadium within their province.

This year 3405 players from 194 clubs across 28 counties took part in provincial blitzes.

3.2 MNA Programme- Female Mentor Programme

The M.N.A Programme is a project of the Camogie Association that aims to encourage the participation of women and girls in camogie. Through recruiting, developing, and retaining female coaches, the M.N.A Programme seeks to positively change attitudes towards women in sport. In turn, it is hoped that this would boost the number of women participating in camogie—not just playing, but also in a variety of other roles—and provide a pathway for them to continue to stay involved for the right reasons for each individual.

Since 2020, there have been many positives from the MNA Programme linked with the Hurl with Me Programme.

- 226 upskilled female coaches
- 190 female mentors have been upskilled through the MNA programme
- Over 1000 people have participated in the Hurl with Me Programme



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

- The Hurl with Me Programme is now volunteer-led and sustainable. Previously this was Coach Developer lead.

3.3 Camogie Association Clubs:

The Camogie Association recognizes the importance of inclusivity and socioeconomic diversity in sports, as it not only enhances the overall health and wellbeing of the community but also contributes to a fair and just society. Grassroots sport is a cornerstone of our approach, and we are committed to making Camogie accessible to all, irrespective of socioeconomic status, age, gender, or background.

There are currently 622 Camogie clubs on the island of Ireland that are welcoming spaces where individuals from all backgrounds, ages, and abilities come together to share their love for the sport. Camogie places a strong emphasis on inclusivity, providing opportunities for players of all ages, genders, and abilities. Child, Youth teams, Adult teams and Social teams can all be found, making Camogie a sport for everyone. Through their active promotion of female participation, help shape more inclusive and equal societies.

3.4 Club Leadership Programme

In January 2023, to promote & encourage the development of grassroots camogie, camogie associates and staff facilitated in the Club Leadership Development Programme (CLDP), the joint GAA/LGFA/Camogie Club Officer training in all 4 provinces. The CLDP provides learning opportunities for new and existing Club Officers in Camogie Association Club as well as GAA& LGFA, to gain the knowledge and skills necessary to fulfil their roles. A total of 1507 people who completed training for the officer positions of Chairperson, Secretary, PRO and Treasurer, and of this number 282 (18.7%) were members of the Camogie Association.

4 Female Youth Leadership and Engagement:



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

4.1 Gaelic Games Youth Forum

The National Youth Forum is held annually for young people of 12-21 years of age in collaboration with the Gaelic Games Family. Approximately 150-300 delegates representing young people between the ages of 12-21 years will be selected to attend.

The Youth Forum is an exciting and inclusive day for all young people to have the opportunity to have a voice in various relatable topics. Five young people who attended the National Youth Forum will be nominated by the GAA Management Committee to present a Report to the GAA Congress, where they shall have speaking rights.

4.2 Gaelic Games Future Leaders:

The “Future Leaders Transition Year Programme” is a joint initiative from the GAA, LGFA and Camogie Association and the Professional Development Service for Teachers (PDST). The programme was first rolled out in over 260 Post Primary Schools in September 2018 and is growing every year since. The cross-curricular programme comprising of eight Modules in subjects as diverse as Coaching, Sports Journalism and Event Management, is designed to provide a learning experience based on the practical application of the skills from each module, by empowering every student to play an active role in the organisation of a Gaelic Games opportunity in their school or community. As such it aims to bring the Camogie Association value of ‘Inclusion’ to life in every Post Primary School undertaking the programme.

The programme is officially linked to Gaisce the President’s Award, and pupils can do their Bronze Award through the Future Leaders Programme once they are registered for both. The 2023 Future Leaders Programme Awards Day was staged in Croke Park recently, with 30 schools recognised for their excellence in the programme.

4.3 National and Regional John West Féile competitions:

The national and regional John West Féile competitions is one of our flagship participation events from a youth development perspective. It was established to give girls a similar opportunity as their male counterparts. This competition is open to all Counties and



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

overseas units. As part of this competition units are asked to organize a local competition within their respective county. These competitions can vary depending on the size of the counties involved, with the biggest local competition having over 50 teams participating over a weekend event to smaller blitzes which involve 3 teams competing. Throughout the country each year over 400 clubs compete in local Féile competitions.

The winners of the local competitions will then progress to represent their respective counties at either the National or Regional competitions.

These players fit into the F3 phase of The Gaelic Games Player Pathway see appendices.

4.4 Youth Development Squads

The T1 one phase of the Gaelic Games Player Pathway provided training and games opportunities to talented players within our games. In camogie these players fit into the U 14 and U 15 age bracket and below is an outline of the opportunities that are offered to this cohort of players.

Development Hubs are all inclusive with players exposed to a minimum 4 (max 7) x 1.5hr skills training sessions per group. Player education and other non-pitch-based upskilling can be performed in addition to the skills session on the day.

4.5 Coaching Teenage Girls

The Camogie Association and Sport Ireland Coaching have collaborated on a project to support the coaches of teenage girls, specifically aimed at developing coaching practices to meet the needs of this demographic. Participants in this annual schedule of workshops are engaged in modules such as ‘Dropout and Engagement in Girls’ Sport and Physical Activity’, ‘Meeting the Psycho-Social Needs of Girls in Sport’, and ‘Preparing for the Challenges of Adolescence in Girls’. This holistic coach offering, delivered by Sport Ireland Coaching and Camogie Association accredited Coach Developers, has been engaged upon by over nine-hundred Camogie coaches, spanning across twenty-eight counties, since its introduction in 2021. Going forward, The Camogie Association plans to make participation in such workshops a mandatory requirement for coaches active at the adolescent/teenage level.



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

5 Sport and Disability

5.1 Wheelchair Camogie

Wheelchair Hurling and Camogie is an inclusive mixed gendered activity involving a team 6 a side which is suitable for all ages and abilities. The game encompasses a range of fundamental skills that exist in Gaelic Hurling and Camogie. The rules have been modified to adapt these skills to suit the individuals involved and their capabilities. It aims to enable individuals to grow and maintain optimum participation across the full diversity of Irish community life. Provincial Competitions take place across the year before leading into an All-Ireland Final.

5.2 Sport for all grants across one clubs and Camogie clubs

The 'Sport for All' Disability Supports Club Fund allowed Camogie clubs apply for funding through the Camogie Association. The funding is designed to support clubs in the provision of inclusive programmes and supports for people with a disability. The fund is designed to support new inclusive initiatives and/or enhance those already established in Camogie clubs. Clubs could apply for funding for Education & Training, Programme Activation and Delivery and Small-Scale Equipment and Infrastructure. The application breakdown was as follows:

- 48 applications (1 duplication) were made directly through the Camogie Association application scheme.
- 47 Camogie clubs were successful in receiving funding.
- 32 Camogie Clubs were allocated €1435
- 15 Camogie Clubs were allocated €1435 alongside their GAA club as part of the One Club Model.

5.3 Tell Her Story Series

The Tell Her Story Series is a 9-part article series sharing story's of our members to create visibility in the area of EDI. Each member shares their story and how Camogie has impacting



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

them. Stories covered topics such as LGBTQIA+ community, race, disability, socio-economic groups, illness, eating disorders and pregnancy. Social media impression ranged from 15,000-20,000 across each article.

5.4 Sport and Disability Workshops:

Every year, the Camogie Association receives numerous queries from camogie clubs all across Ireland for ways & methods that the club can be more inclusive & support their members, especially those who may have a disability.

The Camogie Association provide workshops to clubs, covering the topics such as Disability Inclusion, Autism in Sport & Dyslexia in Sport

The various workshops give club an understanding of what various types of disabilities and conditions. It helps attendees to recognise & understand helpful strategies to support those with disabilities and conditions so as to encourage their participation & retention in camogie & foster an inclusive culture within the camogie club.

5.5 All Star Inclusive Clubs Programme

The All-Star Inclusive Clubs Programme is a club initiative in conjunction with the GAA one clubs that caters for children with special needs. The main objective is to promote the ethos of inclusion in the club & community. The programme aims to provide children that may not be able to take part in a typical camogie game, the opportunities to partake in camogie related activities, assisting them with ball skills, exercise, and of course, fun and enjoyment in a safe environment.

6 Sport and LGBTQIA+ Communities:

6.1 PRIDE Round

PRIDE Round involves affording the name of PRIDE Round to a round of the Glen Dimplex All Ireland Championship. This first took place in 2022 with 22 Counties engaging in PRIDE Round, which involved taking part in various activities. These activities included team



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.

photos with pride flags, pride themed breakfast mornings, pride dress themed training sessions, pride wristbands and socks to name a few, with all activities been shared across social media. The Social Media presence of PRIDE Round left the Camogie Association placed 9th in the Twitter rankings for post engagement with the top % increases in engagement coming from the Camogie Association. In 2023, PRIDE Round targeted Clubs and Counties in order to extend our reach and create further visibility and impact within our units.

6.2 Pride Parade

The Camogie Association marches in both Belfast and Dublin Pride Parades, alongside the GAA, LGFA and GPA.

6.3 Fair Play LGBTQ+ Training

Due to demand in from our clubs Fair Play LGBTQ+ Training was facilitated in 2023. 16 club members in attendance. This workshop was aimed towards camogie clubs, committees, managers, coaches, children's officers, players, volunteers, parents & guardians. This workshop gives attendees a comprehensive introduction to LGBTQ+ terminology. The benefits of the workshop for those attending is that they feel more fluent in the language of LGBTQ+ identity, and more confident in their own capacity to support LGBTQ+ individuals in their camogie club.

7 Recommendations:

The Camogie Association is committed to continuous improvement in promoting inclusivity and socioeconomic diversity. To further enhance our efforts, we recommend the following measures:

- **Increased Programme Funding:** Enhanced, reliable and annual government support can enable the Camogie Association and Camogie clubs to offer more programs, reduce costs, and maintain facilities, thus promoting accessibility for all.
- **Increased staff resource Funding for all counties:** Currently the Camogie Association have a small team of 22 members. Additional staff in every county would enable the



The Camogie Association Submission to Oireachtas Committee– October 2023 - Part 1 – Summary.
delivery of local programmes, increase volunteerism and increase the number of Clubs offering Camogie.

- **Outreach Programs:** Collaboration between Camogie clubs, local authorities, and community organizations to develop outreach programs that introduce Camogie to underrepresented communities.
- **Equal access to Facilities:** Currently females do not get the same recognition and access to facilities throughout the country. Many facilities are built throughout the country with support from the Camogie Association, clubs and units. However, these facilities do not then give equal access to females. Planning requirements and declarations should be enforced to ensure this does not continue to happen.
- **Coaching Teenage Girls** - The Camogie Association recommends making participation in such workshops a mandatory requirement for coaches active at the adolescent/teenage level. For this to be achieved, a reliable, annual line of funding would be required, to both, acquire the services of accredited Coach Developers to deliver the materials across the country, and the maintenance and upkeep of the materials themselves (updating research etc.).

-

8 Supporting videos:

Social Camogie Blitz: <https://camogie.ie/gallery/caman-n-chats-national-blitz-2023/>

Caman to Croker: https://www.facebook.com/OfficialCamogieAssociation/videos/caman-to-croker-2016/10154008513821492/?locale=br_FR



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

Contents:

1	Sport and Women	3
1.1	Social Camogie:	3
1.2	Caman 4 fun- Teen social Camogie	4
1.3	Female Referee Academy	5
1.4	Gaelic Games Female Coach Mentorship Programme	6
1.5	Leading Provincial Females	6
2	Grassroots sport and socioeconomic diversity	7
2.1	Caman to Croker	7
2.2	MNA Programme- Female Mentor Programme	8
2.3	Camogie Association Clubs:	10
2.4	Club Leadership Programme.....	11
3	Female Youth Leadership and Engagement:	12
3.1	Gaelic Games Youth Forum.....	12
3.2	Gaelic Games Future Leaders:	13
3.3	National and Regional John West Féile competitions:	14
3.4	Youth Development Squads.....	15
3.5	Coaching Teenage Girls.....	16
4	Sport and Disability	16
4.1	Wheelchair Camogie	16
4.2	Sport for all grants across one clubs and Camogie clubs.....	17
4.3	Tell Her Story Series	17
4.4	Sport and Disability Workshops:.....	18
4.5	All Star Inclusive Clubs Programme	18
5	Sport and LGBTQIA+ Communities:	19
5.1	PRIDE Round	19



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

5.2	Pride Parade.....	19
5.3	Fair Play LGBTQ+ Training.....	19
6	Recommendations:	21
7	Supporting videos:	22
8	Appendices.....	23



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

1 Sport and Women

1.1 Social Camogie:

The Camogie Association's Adult Recreational Programme is called Social Camogie. Beginners and past players alike can join the camogie community and give the sport a try thanks to social camogie. The programme is offered by our clubs to provide adults with the chance to engage in camogie in a relaxed setting; it lasts for a minimum of 6 weeks but may be extended if the participants and clubs wish to do so. The programme aims to motivate more women to play camogie socially and engage in physical activity in their local clubs, or hubs around the country.

Social Camogie is player-centered and gives participants the freedom to attend sessions as they like and to voice their preferences on how they want the sessions to run. Fun, connecting with others, and physical activity are vital to the Social Camogie Ethos. Through Social Camogie, women can meet other adults who enjoy playing camogie in their community while participating in an enjoyable programme.

As of October 2023, there are 26 clubs participating in adult social camogie. More than 500 women participate in social camogie, which involves a fun and engaging physical activity. This initiative has a significant positive influence on inclusion by giving women the chance to experience the social and enjoyable side of camogie.

The social camogie is only at the beginning of its journey, so it is now being developed into a sustainable brand to continue to grow so social camogie will be available across the county so that it is accessible for all clubs to avail of the programme and sign up with a simple process which is being developed. Camogie is a sport for all ages and abilities, so social camogie encourages this idea and gives adults the chance to play a new sport or go back to playing at their own pace.



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

1.2 Caman 4 fun- Teen social Camogie

The Camogie Association's youth recreational programme, Camán 4 Fun, targets young adult females still enrolled in secondary school. A six-week fun programme is offered to the school and the programme is rolled out directly by the schools. The Camogie Association invites a special guest to the school for one session so that young players may meet someone new and learn the game from them. In contrast to traditional drills and skills, the programme enables young girls to discover camogie in a relaxed and more player centered way.

A fresh perspective from the typical camogie participant experience. The programme provides a more laid-back gaming environment by altering the rules, the playing field, and/or the equipment to suit the young females and their abilities.

Due to the program's player-centered nature and emphasis on small-sided games, very little coaching is necessary and allows inclusion from the players. Players are introduced to fundamental techniques and exercises from our resources from the coach before playing small-sided games without any coaching guidance, allowing them to enjoy the game in a carefree, judgment-free setting. It is vital, that every session the young females provide feedback on the session and things that they liked, disliked or want to learn the following week (or what they don't want to do). This allows the girls their input in the programme and in turn will lead to a positive outcome on the programme, which may lead to the girls taking up Camogie or not leaving the sport.

Camán 4 Fun was held in Connacht in 2023. In the programme, 8 schools from various counties participated. The first Blitz Day, which included a fun day of dancing and camogie, took place



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

after the programme was completed by all the schools. It gave the girls another enjoyable activity to take part in. The blitz featured participation from about 80 players from 6 schools. In 2024, we plan to extend the Camán 4 Fun throughout the 4 Provinces, these 8 schools in 2023 have also expressed interest in participating again as they felt it was a programme that was for everyone to try as it was relaxed with a positive reward at the end of the programme encouraging the girls to stay within an activity.

1.3 Female Referee Academy

There is a strong desire from women officials to attend officiating courses, training and education. As a female sporting organisation The Camogie Association must lead the way in supporting women in roles of leadership particularly officiating and refereeing.

The Female Referee Academy was launched to retain and recruit female officials and raise the standards of officiating within clubs. The first official training session for the Female Referee Academy was held in the National Sports Campus on 30th of July 2022 with 42 participants attending. Participants all have different levels of experience and are of different age profiles. The following areas were focused on for the first training day. Modules include Rules of the Game, Fitness and lifestyle, work rate and positioning, Footage analysis, Line and umpire training, Sports Psychology and confidence building.

The goal of the Female Referee Academy is to empower women to officiate at games and also to raise standards of refereeing within counties. The Female Referee Academy acknowledges the needs of women officials and delivers training and education tailored to the needs of



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

women. Going forward we hope to attract young women and girls into officiating and inactive female officials into resuming officiating.

1.4 Gaelic Games Female Coach Mentorship Programme

2023 saw the launch of the Gaelic Games Female Coach Mentorship Programme which aims to increase the participation of female coaches in the upper end of the Gaelic Games Player Pathway in all four codes and sees participants experience an intensive coach development programme that will support them to achieve their coaching ambitions. Following a detailed application process, in person days consist of participants exploring their personal motivation and ambition for their coaching career, receiving critique on their own coaching processes, and engage with expert contributors operating at the highest level of Gaelic Games player development. An integral part of the programme is the pairing of each participant with a mentorship figure who assists the coach across the entire year of the programme.

Creating a tangible stepping stone to coaching and managing at the 'E Phase' (Elite) of the game of Camogie is a vital component in efforts to impact on the visibility of female coaches interacting with the games highest performers.

1.5 Leading Provincial Females

In September 2023, the Leading Provincial Females programme was launched as a joint initiative amongst the Gaelic Games family (GAA, LGFA, Camogie Association, Handball, Rounders).



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

The programme aims to encourage females aged 18 & over who are interested in developing personally and leading teams potentially through their role in Gaelic Games. Four programmes are currently running consecutively – one in Connacht, Leinster, Ulster and Munster.

All participants will attend two days, one at start and one at end of programme, which will examine their leadership skills. They must also attend a mid-point evening session again focusing on their leadership skills. Finally, participants must complete at least two modules from themes across the four strands of coaching, officiating, administration and PR/Media between each of those dates, minimum four in total. Participants may attend more than four modules in total if they wish but it is a minimum of two between each date.

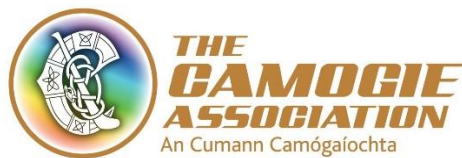
The benefits of such a Programme are that females get to engage with like-minded future leaders in Gaelic Games, they get an insight and understanding of participants' own leadership style. They get training, advice and encouragement from experienced leadership trainers

The total number of participants enrolled in this year's programme is 104 with 28 counties across Ireland represented. Of that number, 45 (43.3%) females representing camogie, camogie/GAA, camogie/LGFA or One Club Model units accepted places on the programme.

2 Grassroots sport and socioeconomic diversity

2.1 Caman to Croker

The Camán to Croker event is aimed at U12 Camogie teams and it is open to all, all clubs have the opportunity to register for the event. Prior to the National Event, each of the 4 Provinces holds their own Camán to Province Day in a stadium, providing an encouraging and positive occasion playing in a stadium within their province.



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

This Initiative is part of the wider Gaelic Games Go Games Activity Days Schedule. The Camán to Croker Event provides an unforgettable experience for clubs, players and coaches to be able to play games on the hollowed turf and be one of the 64 lucky clubs selected.

In 2023, 1273 players got to play in Croker Park, along with 192 coaches. Each team got to play in 3 games, with everyone getting to play in non-competitive games where inclusion and participation in the games was at the forefront. Coaches had to ensure that equal game time and opportunities were provided to their squads. This initiative provides a long-lasting memory by playing in the renowned Croke Park, where only a few get the opportunity to play on. Being a young girl getting to play in Croke Park, we hope to encourage participation and inclusion in sport for many long years to come, increasing retention of Camogie Players.

Each province also host a blitz day, held in a stadium in each of the four provinces in Ireland each year. Clubs can register to take part and are selected at random to come and participate. This year 3405 players from 194 clubs across 28 counties took part in provincial blitzes.

2.2 MNA Programme- Female Mentor Programme

The M.N.A Programme is a project of the Camogie Association that aims to encourage the participation of women and girls in camogie. Through recruiting, developing, and retaining female coaches, the M.N.A Programme seeks to positively change attitudes towards women in sport. In turn, it is hoped that this would boost the number of women participating in camogie—not just playing, but also in a variety of other roles—and provide a pathway for them to continue to stay involved for the right reasons for each individual.



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

This Programme provides the chance to develop female Mentors and Coaches within Clubs around the country. To be able to impart this knowledge to their club and club members, the mentors go through a process of developing their current coaching, social, and leadership skills.

The Mentors received training from the MNA Programme to enable them to implement the Hurl with Me Programme at their local club. In order to support their children with Camogie Skills, parents can learn camogie skills with the help of the Hurl with Me programme. In workshops/training sessions, the female adults and children learn the same skills to be able to play together at home and the adult assists the child with the new skill. This also motivates the parents to become mentors to their children's teams, which reflects on the goals of the MNA Programme to get more females involved in coaching and the MNA Mentor can mentor and encourage the parent to get involved and assist with recruitment and retention of females in Camogie.

Since 2020, there have been many positives from the MNA Programme linked with the Hurl with Me Programme.

- 226 upskilled female coaches
- 190 female mentors have been upskilled through the MNA programme
- Over 1000 people have participated in the Hurl with Me Programme
- The Hurl with Me Programme is now volunteer-led and sustainable. Previously this was Coach Developer lead.



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

2.3 Camogie Association Clubs:

The Camogie Association recognizes the importance of inclusivity and socioeconomic diversity in sports, as it not only enhances the overall health and wellbeing of the community but also contributes to a fair and just society. Grassroots sport is a cornerstone of our approach, and we are committed to making Camogie accessible to all, irrespective of socioeconomic status, age, gender, or background.

There are currently 622 Camogie clubs on the island of Ireland that are welcoming spaces where individuals from all backgrounds, ages, and abilities come together to share their love for the sport. Camogie places a strong emphasis on inclusivity, providing opportunities for players of all ages, genders, and abilities. Child, Youth teams, Adult teams and Social teams can all be found, making Camogie a sport for everyone. Through their active promotion of female participation, help shape more inclusive and equal societies.

Camogie clubs create an environment where players and supporters alike feel a sense of belonging. The strong sense of community and camaraderie that emerges from these clubs extends beyond the field. Players develop lifelong friendships, and families often become deeply involved, creating a sense of unity and connection that is cherished in their communities.

Camogie clubs cater to a wide range of skill levels. Whether you are a beginner or an experienced player, there is a place for you. This approach ensures that everyone can participate and enjoy the sport, regardless of their level of expertise. In addition to teaching the skills of the game, Camogie clubs emphasize values like teamwork, discipline, and perseverance. These values extend to everyday life and contribute to the personal growth of individuals involved in the sport. This focus on character development helps participants



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

become responsible and contributing members of their communities. Camogie clubs are a hub for social interaction and engagement. They organize events, social gatherings, and community service activities that encourage people to connect with one another. The sense of togetherness that arises from these interactions promotes social inclusion and helps combat loneliness and isolation.

We actively encourage and promote the development of one club models where Camogie Clubs are part of GAA and LGFA clubs. Each of the associations recognises the benefits of a One Club approach in promoting the playing of Gaelic games at both juvenile and adult level. Adopting a One Club approach facilitates catering for all club members in an integrated fashion. A One Club approach is already working successfully on the ground in many clubs throughout Ireland, thus promoting a culture of inclusion and growth. This integrated approach has already paid dividends nationwide, for example, many clubs operating under a 'one-club' model have adopted the Games Promotion Officer (GPO) project, whereby the club employs a full-time games development professional, to facilitate games development and coaching opportunities in the club and its feeder schools, along with developing the volunteer coaches within the club, thus increasing the number of children exposed to high quality coaching, at no cost to the child, further underlining the inclusive nature of grassroots Camogie.

2.4 Club Leadership Programme

In January 2023, to promote & encourage the development of grassroots camogie, camogie associates and staff facilitated in the Club Leadership Development Programme (CLDP), the joint GAA/LGFA/Camogie Club Officer training in all 4 provinces. The CLDP provides learning opportunities for new and existing Club Officers in Camogie Association Club as well as GAA&



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

LGFA, to gain the knowledge and skills necessary to fulfil their roles. It focuses on the practical aspects of the primary roles on a Club Executive. There were a total of 1507 people who completed training for the officer positions of Chairperson, Secretary, PRO and Treasurer, and of this number 282 (18.7%) were members of the Camogie Association.

In 2022, there were a total of 1130 people who completed training for the officer positions of Chairperson, Secretary, PRO and Treasurer, and of this number 171 (15%) were members of the Camogie Association.

Therefore, this is an increase of 111 individuals (over 3%) from 2022 who partook in the CLDP programme. The CLDP programme included the following modules Substance abuse, Healthy Clubs Officer, Microsoft 365, GAA membership management system

In total across all modules, 327 Camogie Association members attended webinars as part of the CLDP Programme.

3 Female Youth Leadership and Engagement:

3.1 Gaelic Games Youth Forum

The National Youth Forum is held annually for young people of 12-21 years of age in collaboration with the Gaelic Games Family. Approximately 150-300 delegates representing young people between the ages of 12-21 years will be selected to attend.

This provides Youth Forum is an exciting and inclusive day for all young people to have the opportunity to have a voice in various relatable topics. Five young people who attended the National Youth Forum will be nominated by the GAA Management Committee to present a Report to the GAA Congress, where they shall have speaking rights.



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

In, 2023, 61 young people in attended the specific Camogie Association workshop on "Improving Player Experiences". They provided some excellent comments about what influences their playing experiences and what they think the Camogie Association should do to help. Young people also had the chance to voice their ideas about the National Strategic plan for 2024-2027 on the day.

3.2 Gaelic Games Future Leaders:

The “Future Leaders Transition Year Programme” is a joint initiative from the GAA, LGFA and Camogie Association and the Professional Development Service for Teachers (PDST). The programme was first rolled out in over 260 Post

Primary Schools in September 2018 and is growing every year since. The cross-curricular programme comprising of eight Modules in subjects as diverse as Coaching, Sports Journalism and Event Management, is designed to provide a learning experience based on the practical application of the skills from each module, by empowering every student to play an active role in the organisation of a Gaelic Games opportunity in their school or community. As such it aims to bring the Camogie Association value of ‘Inclusion’ to life in every Post Primary School undertaking the programme.

The programme will develop life skills in the students, supporting them to be more physically active, to be more focused and aware, to be better communicators and team workers and to have a sense of belonging in their community and their place. There are benefits to the pupil, the school, to local clubs and communities, and to the country as a whole.



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

As part of the programme students are responsible for organising and running all aspects of the 1st and 2nd Year Super Games Centre, this course encourages and empowers the Transition Year pupils to take ownership and responsibility for everything linked to the games, which make the match day experience what it is.

By completing the various modules and running a Super Games Centre, pupils really do develop, mature and benefit in so many ways, which can only be achieved by putting their newly acquired skills and knowledge to use in a practical, real-life setting.

The programme is officially linked to Gaisce the President's Award, and pupils can do their Bronze Award through the Future Leaders Programme once they are registered for both. The 2023 Future Leaders Programme Awards Day was staged in Croke Park recently, with 30 schools recognised for their excellence in the programme.

3.3 National and Regional John West Féile competitions:

The national and regional John West Féile competitions is one of our flag ship participation events from a youth development perspective. It was established to give girls a similar opportunity as their male counterparts. This competition is open to all Counties and overseas units. As part of this competition units are asked to organize a local competition within their respective county. These competitions can vary depending on the size of the counties involved, with the biggest local competition having over 50 teams participating over a weekend event to smaller blitzes which involve 3 teams competing. Throughout the country each year over 400 clubs compete in local Féile competitions.



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

The winners of the local competitions will then progress to represent their respective counties at either the National or Regional competitions. The National competitions takes place in a designated County/Province in June on a yearly basis. This competition has 5 divisions and 40 teams in total participating, while the regional competition takes place on the same day in June and is spread across several Counties throughout the country, this competition has 6 divisions and 48 teams.

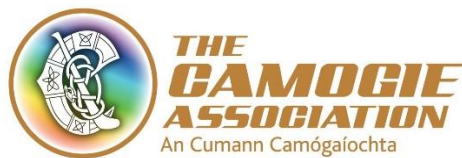
These players fit into the F3 phase of The Gaelic Games Player Pathway see appendices

3.4 Youth Development Squads

The T1 one phase of the Gaelic Games Player Pathway provided training and games opportunities to talented players within our games. In camogie these players fit into the U 14 and U 15 age bracket and below is an outline of the opportunities that are offered to this cohort of players.

Development Hubs are all inclusive with players exposed to a minimum 4 (max 7) x 1.5hr skills training sessions per group. Player education and other non-pitch-based upskilling can be performed in addition to the skills session on the day. Clubs have a duty to inform all eligible players in their club of the opportunity to attend the Development Hub. The reason these hubs are inclusive is to maximize the number of girls exposed to top quality coaching and to phase in a player's participation in a county team environment. These squads provide Youth Camogie Players with similar opportunities as their male counterparts within a county structure.

Players will then enter the development academy games programme.



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

3.5 Coaching Teenage Girls

The Camogie Association and Sport Ireland Coaching have collaborated on a project to support the coaches of teenage girls, specifically aimed at developing coaching practices to meet the needs of this demographic. Participants in this annual schedule of workshops are engaged in modules such as 'Dropout and Engagement in Girls' Sport and Physical Activity', 'Meeting the Psycho-Social Needs of Girls in Sport', and 'Preparing for the Challenges of Adolescence in Girls'. This holistic coach offering, delivered by Sport Ireland Coaching and Camogie Association accredited Coach Developers, has been engaged upon by over nine-hundred Camogie coaches, spanning across twenty-eight counties, since its introduction in 2021.

Going forward, The Camogie Association hopes to make participation in such workshops a mandatory requirement for coaches active at the adolescent/teenage level. This will encapsulate club, intercounty and schools coaches, putting the game of Camogie in well informed and capable hands, further lessening the well reported drop out levels of this demographic. For this to be achieved, a reliable, annual line of funding would be required, to both, acquire the services of accredited Coach Developers to deliver the materials across the country, and the maintenance and upkeep of the materials themselves (updating research etc.).

4 Sport and Disability

4.1 Wheelchair Camogie

Wheelchair Hurling and Camogie is an inclusive mixed gendered activity involving a team 6 a side which is suitable for all ages and abilities. The game encompasses a range of fundamental skills that exist in Gaelic Hurling and Camogie. The rules have been modified to adapt these skills to suit the individuals involved and their capabilities. It aims to enable individuals to grow



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

and maintain optimum participation across the full diversity of Irish community life. Provincial Competitions take place across the year before leading into an All-Ireland Final.

4.2 Sport for all grants across one clubs and Camogie clubs

The 'Sport for All' Disability Supports Club Fund allowed Camogie clubs apply for funding through the Camogie Association. The funding is designed to support clubs in the provision of inclusive programmes and supports for people with a disability. The fund is designed to support new inclusive initiates and/or enhance those already established in Camogie clubs. Clubs could apply for funding for Education & Training, Programme Activation and Delivery and Small Scale Equipment and Infrastructure. The application breakdown was as follows:

- 48 applications (1 duplication) were made directly through the Camogie Association application scheme.
- 47 Camogie clubs were successful in receiving funding.
- 32 Camogie Clubs were allocated €1435
- 15 Camogie Clubs were allocated €1435 alongside their GAA club as part of the One Club Model.

4.3 Tell Her Story Series

The Tell Her Story Series is a 9-part article series sharing story's of our members to create visibility in the area of EDI. Each member shares their story and how Camogie has impacting them. Stories covered topics such as LGBTQIA+ community, race, disability, socio-economic



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

groups, illness, eating disorders and pregnancy. Social media impression ranged from 15,000-20,000 across each article.

4.4 Sport and Disability Workshops:

Every year, the Camogie Association receives numerous queries from camogie clubs all across Ireland for ways & methods that the club can be more inclusive & support their members, especially those who may have a disability.

Therefore, the Camogie Association provide workshops to clubs, covering the topics such as Disability Inclusion, Autism in Sport & Dyslexia in Sport

The various workshops give club an understanding of what various types of disabilities and conditions. It helps attendees to recognise & understand helpful strategies to support those with disabilities and conditions so as to encourage their participation & retention in camogie & foster an inclusive culture within the camogie club.

4.5 All Star Inclusive Clubs Programme

The All-Star Inclusive Clubs Programme is a club initiative in conjunction with the GAA one clubs that caters for children with special needs. The main objective is to promote the ethos of inclusion in the club & community. The programme aims to provide children that may not be able to take part in a typical camogie game, the opportunities to partake in camogie related activities, assisting them with ball skills, exercise, and of course, fun and enjoyment in a safe environment.



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

5 Sport and LGBTQIA+ Communities:

5.1 PRIDE Round

PRIDE Round involves affording the name of PRIDE Round to a round of the Glen Dimplex All Ireland Championship. This first took place in 2022 with 22 Counties engaging in PRIDE Round, which involved taking part in various activities. These activities included team photos with pride flags, pride themed breakfast mornings, pride dress themed training sessions, pride wristbands and socks to name a few, with all activities been shared across social media. The Social Media presence of PRIDE Round left the Camogie Association placed 9th in the Twitter rankings for post engagement with the top % increases in engagement coming from the Camogie Association. In 2023, PRIDE Round targeted Clubs and Counties in order to extend our reach and create further visibility and impact within our units.

5.2 Pride Parade

The Camogie Association marches in both Belfast and Dublin Pride Parades, alongside the GAA, LGFA and GPA.

5.3 Fair Play LGBTQ+ Training

Due to demand in from our clubs Fair Play LGBTQ+ Training was facilitated in 2023. 16 club members in attendance. This workshop was aimed towards camogie clubs, committees, managers, coaches, children's officers, players, volunteers, parents & guardians. This workshop gives attendees a comprehensive introduction to LGBTQ+ terminology. The benefits of the



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

workshop for those attending is that they feel more fluent in the language of LGBTQ+ identity, and more confident in their own capacity to support LGBTQ+ individuals in their camogie club.

The workshop explains the LGBTQIAP+ acronym - what each letter means in detail, and different factors which affect different groups of the community. This workshop looks at why LGBTQ+ participation in sport may be low in some instances and offers advice on supporting LGBTQ+ people in camogie. This workshop outlines some statistics around LGBTQ+ participation in sport, the possible barriers to LGBTQ+ participation in sport and how we can begin to overcome them using some strategies for fostering inclusion at all level.



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

6 Recommendations:

The Camogie Association is committed to continuous improvement in promoting inclusivity and socioeconomic diversity. To further enhance our efforts, we recommend the following measures:

- **Increased Programme Funding:** Enhanced, reliable and annual government support can enable the Camogie Association and Camogie clubs to offer more programs, reduce costs, and maintain facilities, thus promoting accessibility for all.
- **Increased staff resource Funding for all counties:** Currently the Camogie Association have a small team of 22 members. Additional staff in every county would enable the delivery of local programmes, increase volunteerism and increase the number of Clubs offering Camogie
- **Outreach Programs:** Collaboration between Camogie clubs, local authorities, and community organizations to develop outreach programs that introduce Camogie to underrepresented communities.
- **Equal access to Facilities:** Currently females do not get the same recognition and access to facilities throughout the country. Many facilities are built throughout the country with support from the Camogie Association, clubs and units. However, these facilities do not then give equal access to females. Planning requirements and declarations should be enforced to ensure this does not continue to happen.
- **The Camogie Association hopes to make participation in such workshops a mandatory requirement for coaches active at the adolescent/teenage level.** This will encapsulate club, intercounty and schools coaches, putting the game of Camogie in well informed



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

and capable hands, further lessening the well reported drop out levels of this demographic. For this to be achieved, a reliable, annual line of funding would be required, to both, acquire the services of accredited Coach Developers to deliver the materials across the country, and the maintenance and upkeep of the materials themselves (updating research etc.).

7 Supporting videos:

Social Camogie blitz: <https://camogie.ie/gallery/caman-n-chats-national-blitz-2023/>

Caman to Croker https://www.facebook.com/OfficialCamogieAssociation/videos/caman-to-croker-2016/10154008513821492/?locale=br_FR



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

8 Appendices

8.1.1 Camogie Programme details:

8.1.1.1 Female Referee Academy 2022/23

	Munster	Leinster	Connacht	Ulster
Number of Counties	3	4	1	3
Number of participants	8	8	4	6

8.1.1.2 Female Leadership and Engagement

County John West Féile competitions			
Number of Counties	28	Number of clubs	400 plus
Number of players	8,000	Number of games	1200
Number of mentors involved	1600	Number of referees	300
National John West Féile Competitions			
Number of Counties	28	Number of clubs	40
Number of players	1,040	Number of games	90
Number of mentors involved	200	Number of referees	20
National John West Féile Competitions			
Number of Counties	25	Number of clubs	48
Number of players	1,248	Number of games	108
Number of mentors involved	240	Number of referees	25



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

U 14 Development squads 2023			
Number of Counties	28	Number of blitz's days	6
Number of teams	58 per day	Number of players	1500
Number of games played	672	Number of mentors	290
Number of referees	168		Approx. figures
U 15 Development Squads 2023			
Number of Counties	24	Number of blitz's days	7
Number of teams	32 per day	Number of players	832
Number of games played	420	Number of mentors	160
Number of referees	120		Approx. figures

8.1.1.3 Social Camogie participants

	Social Camogie	Munster	Leinster	Ulster	National
Number of Counties	21	3	10	3	5
Number of Players	535	60	215	130	130
Number of Club Coordinator	46	6	19	13	8
Number of Clubs	43	4	21	13	5
Number of Games	96	16	20	48	12
Number of Referees	4	0	0	4	0



The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

8.1.1.4 Caman to Croker

	Caman2 Croker(National)	Caman2Provi nces	Muns ter	Leinst er	Conna cht	Ulst er
Number of Counties	28	28	6	9	5	8
Number of Players	1273	3405	1665	960	360	420
Number of Mentors involved	192	588	240	192	72	84
Number of Clubs	64	194	78	64	24	28
Number of Games	128	372	160	128	36	48
Number of Referees	8	12	0	6	0	6

The Camogie Association Submission to Oireachtas Committee– October 2023

Part 2 – Appendices – detail on all programmes highlighted in Part 1 – summary.

8.1.2 Gaelic Games Player Pathway

