



Safeguarding Policy

For children & vulnerable adults

2020



Child Safeguarding Statement

Irish Sailing provides sailing, motor boating, windsurfing activities and opportunities for young people through participation in clubs, centres, regional/provincial events and through our national teams.

Irish Sailing is committed to safeguarding children by working under the guidance of Sport Ireland's Ethic Unit's Safeguarding Guidance for Children & Young People in Sport with our staff and volunteers working with our young people throughout the organisation and seek to create a safe environment for young people to grow and develop.

Irish Sailing's written Risk Assessment document indicates the areas of potential risk of harm, the likelihood of the risk occurring, and gives the required policy, guidance or process documents required to alleviate these risks. The list of risks identified are contained in the following categories: Club and Coaching Practices; Complaints & Discipline; Reporting Procedures; Use of Facilities; Recruitment; Communications; and General Risk of Harm.

The Risk Assessment was undertaken on Monday 10th January 2020.

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, (the Children First: National Guidance, and Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice). In addition to our Risk Assessment document described above, there are further procedures that support our intention to safeguard children while they are availing of our activities.


Irish Sailing has the following procedures in place as part of our Safeguarding Policies:

- Procedures for the management of allegations of abuse or misconduct by staff or volunteers against a child availing of our activities
- Procedures for the safe recruitment of staff and volunteers to work with children in our activities
- Procedures for access to child safeguarding training and information, including the identification of the occurrence of harm
- Procedure for reporting of child protection or welfare concerns to Statutory Authorities

National Children's Officer and Mandated Person for Irish Sailing is Ciarán Murphy

We recognise that implementation is an ongoing process. Irish Sailing is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our activities.

This Child Safeguarding Statement will be reviewed by 14th February 2022.

Signed:  Date: Monday 12th February 2020

On behalf of Irish Sailing

Name: Ciarán Murphy

For queries on this Child Safeguarding Statement, all relevant concerns, allegations, complaints and their outcomes should be notified to Irish Sailing's National Children's Officer & Mandated Person please contact Ciarán Murphy on 01 2800239 / 087 8800744 ciaran.murphy@sailing.ie



Safeguarding Policy

Underlying Principles

Our guiding principles and this guidance document are underpinned by national policy and legislation in ROI Children First: National Guidance for the Protection and Welfare of Children 2017, and the requirements under The Children First Act 2015.

<http://www.irishstatutebook.ie/eli/2015/act/36/enacted/en/pdf>

This guidance is also informed by Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice, the United Nations Convention on the Rights of the Child, The Child Care Act 1991, The Protections for Persons Reporting Child Abuse Act 1998 and the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012-2016.

[https://www.tusla.ie/uploads/content/Tusla - Child Safeguarding - A Guide for Policy, Procedure and Practice.pdf](https://www.tusla.ie/uploads/content/Tusla_-_Child_Safeguarding_-_A_Guide_for_Policy,_Procedure_and_Practice.pdf)

As an NGB Irish Sailing follow the principles and support the spirit of sport as laid out by Sport Ireland's Ethic Unit's Safeguarding Guidance for Children & Young People in Sport

<https://www.sportireland.ie/ga/node/5381>

Additional information as well as templates for policies and forms are included in

Irish Sailing Policies and Procedures Manual

Guidelines on developing an organisations policies & procedures including safety statements, risk assessments, standard operating procedures etc.

Available from Irish Sailing Office or to download at:

<http://www.sailing.ie/library>

Irish Sailing Training Centre Recognition Requirements

Providing details on;

- Those requirements Irish Sailing makes of Irish Sailing Training Centres and Clubs
- Policies relating to training and coaching activities.

Available from Irish Sailing Office or to download at:

<http://www.sailing.ie/library>

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Underlying Principles

The work of Irish Sailing is based on the following principles that guide the development of sport for young people.

- Children and Young People's experience of sport should be guided by what is best for the young person.
- The stages of development and the ability of the young person should guide the types of activity provided.
- Adults need to have a basic understanding of the needs of young people, including physical, emotional and personal.

Safety

Young people participating in water sports have a right to expect that those organising and running the activity will do all they can to ensure the safety and well being of those participating.

Integrity in relationships:

Adults interacting with young people in sport should do so with integrity and respect for the child. There is a danger that sporting contexts can be used to exploit or undermine children. All adult actions in sport should be guided by what is best for the child and in the context of quality, open working relationships. Verbal, physical, emotional or sexual abuse of any kind is unacceptable within sport.

Quality atmosphere and ethos

Sport for young people should be conducted in a safe, positive and encouraging atmosphere. A child-centred ethos will help to ensure that competition and specialisation are kept in their appropriate place.

Equality

All children should be treated in an equitable and fair manner regardless of age, ability, sex, religion, social and ethnic background or political persuasion. Children with disability should be involved in sports activities in an integrated way, thus allowing them to participate to their potential alongside other children.

Fair Play:

Fair play should be the guiding principle when organising and participating in children's sport.

Fair Play is "much more than playing within the rules". It incorporates the concepts of friendship, respect for others and always playing with the right spirit. Fair play is defined as a way of thinking, not just behaving. It incorporates issues concerned with the elimination of opportunities, excessive commercialisation and corruption.

(European Sports Charter and Code of Ethics, Council of Europe, 1993).

Competition

A balanced approach to competition can make a significant contribution to the development of young people, while at the same time providing fun, enjoyment and satisfaction. Leaders and parents must be aware that when competitive demands are placed on children too early, it may result in excessive levels of pressure on them. This can contribute to an elevated level of drop out from sport. The welfare of the child must be placed first and competitive standards second. A child-centred approach will help to ensure that competition and specialisation are kept in their appropriate place.

Roles & Responsibilities

Mandated Person

A Mandated Person is a person named under schedule 2 of Children First Act 2015 (ROI) and for Irish Sailing is Ciarán Murphy. Ciarán has a legal responsibility to report concerns or allegations that reach or exceed the threshold of harm of abuse to the Tusla on behalf of Irish Sailing or one of its affiliated organisations, clubs or training centres.

Legal Obligations of a Mandated Person:

Mandated persons have two main legal obligations under the Children First Act 2015 (ROI). These are:

1. To report the harm of children above a defined threshold to Tusla;
2. To assist Tusla, if requested, in assessing a concern which has been the subject of a mandated report.

National Children's Officer

Irish Sailing's National Children's Officer is Ciarán Murphy and has as his primary aim the establishment of a child centred ethos within Irish Sailing.

- They provide a link between the children represented by the Association and those adults running it.
- They are responsible for monitoring and reporting to the Board of Irish Sailing, how policy decisions etc. impact on children and those working with them.
- They act as a resource for members of the Association and the Board regarding children's issues.

The role also involves;

- the promotion of the values, attitudes and structures which make Irish Sailing's water sports safe and enjoyable for all children
- establishment of Children's Officers within all Irish Sailing affiliated organisations as appropriate
- communication with Children's Officers from affiliated organisations to ensure the widespread dissemination of the Code of Ethics and Good Practice and the publicising of related education programmes, materials and events
- liaison with affiliated organisations, to ensure drop-out rates and transfers are monitored so that unusual developments or trends can be addressed
- familiarisation with Children First and Our Duty to Care to ensure they can act as an information source to other members of the organisation
- commitment to attendance at training as required to act as a resource to members in relation to children's needs
- co-ordination of training for others, as appropriate

The National Children's Officer does not have responsibility for investigating or validating child protection concerns within the Association and has no counselling or therapeutic role. These roles are filled by the statutory authorities as outlined in "Children First Our Duty to Care". In the event of the NCO becoming aware of child protection concerns they should use Irish Sailing's own published procedures for reporting these issues. These involve referring the issue to Irish Sailing's "Designated Officer" for reporting to the statutory authority.

The National Children's Officer for Irish Sailing is Ciarán Murphy and can be contacted at: ciaran.murphy@sailing.ie or 087 8800744

Organisation Leader

Within Irish Sailing affiliated clubs this is usually the Commodore and in other organisations it may be the owner or General Manager and must be an adult over the age of 18 years.

The organisation leader is ultimately responsible for all the actions in or by their organisation including the implementation of appropriate policies, procedures and actions to protect and care for children participating in activities organised or run by their organisation.

Designated Officer

The Designated Officer is the person within an organisation responsible for reporting suspected statutory abuse to the relevant authorities. They are usually the same person as the organisation leader. The Designated Officer should ensure that they are aware of the contact details for local Social Work departments and what constitutes statutory abuse.

Children's Officer

All Irish Sailing Affiliated Organisations admitting children to their membership or activities must have a Children's Officer. The Children's Officer should be a member of or have access to, the Club Management Committee, have completed their Safeguarding 1 & 2 Course, cleared Garda Vetting and should be introduced to the young people in an appropriate forum. The Children's Officer should have the following role:

- To promote awareness of the code within the organisation, among young members and their parents/guardians.
- To influence policy and practice within the club to prioritise children's needs
- Establish contact with the Irish Sailing's National Children's Officer.
- To ensure that children know how to make concerns known to appropriate adults or agencies.
- To encourage the appropriate involvement of parents/guardians in the club activities
- To act as an advisory resource to Leaders on best practice in children's sport
- To report regularly to the organisations Management Committee where this exists.
- To monitor changes in membership and follow up any unusual dropout, absenteeism or club transfers by children or Leaders
- To ensure that the children have a voice in the running of their club and ensure that there are steps young people can take to express concerns about their activities / experiences.
- Establish communication with other branches of the club, e.g. facilitate parent's information sessions at the start of the season
- Ensure that records are kept on file for members / participants & leaders.
- Where appropriate, ensure each member / participant helps design and signs up to the code of conduct
- Ensure that the club rules and regulations include: -
 - complaints, disciplinary and appeals procedures

- an anti-bullying policy
- safety statement
- rules in relation to traveling with children
- supervision and recruitment of leaders

It is recognised by Irish Sailing that some organisations management committees already have a member representing junior members. This could make it difficult to implement the recommendation that the organisations Children's Officer sit on the main management committee. Where this is the case the organisations Children's Officer, while not sitting on the committee, should have right of hearing at all management committee meetings dealing with matters likely to affect children within that organisation.

Managers and or Committee members

Managers and committee members would usually have responsibility for the setup of any activities including scheduling, bookings and recruitment of leaders.

The Centre Principal

Each Irish Sailing Training Centre must have a nominated "Centre Principal". This should be an adult who has overall responsibility for the implementation of Irish Sailing accredited training and coaching activities within the organisation.

The Centre Principal is responsible to Irish Sailing for the conduct of Irish Sailing accredited activities within that organisation including the issuing of certificates on behalf of Irish Sailing.

The Centre Principal is the primary contact for Irish Sailing and will be the person with whom Irish Sailing communicates. The Centre Principal may however inform Irish Sailing of other people assuming those roles within the organisation defined below.

Junior Organiser

Irish Sailing affiliated sailing clubs running Irish Sailing courses for young sailors would usually have an adult Junior Organiser to administer this programme. Where the club run no other Irish Sailing Training courses the JO would also usually assume the role of Centre Principal.

Irish Sailing recommends that the Junior Organiser is not the Children's Officer.

Leaders / Instructors / Coaches

Leaders are those people like instructors & coaches and team managers who are responsible for organising and running activities and whom would be expected to have direct responsibility for the safety and conduct of children while they are under their care. They may be under 18yrs of age but must have adult supervision at all times.

Officials

These are people with responsibility for overseeing the conduct of activities run by Irish sailing affiliated organisations and would include club committee members, race officers, judges etc.

Children

For the purposes of this Safeguarding Policy anyone under the age of 18 years old should be considered as a child

Vulnerable Adults

Definition of a vulnerable person for the purposes of this Safeguarding Statement uses The Garda Vetting Bureau Act 2012, which defines a vulnerable person as a person, other than a child, who:

- (a) is suffering from a disorder of the mind, whether as a result of mental illness or dementia,
- (b) has an intellectual disability,
- (c) is suffering from a physical impairment, whether as a result of injury, illness or age
- (d) has a physical disability, which is of such a nature or degree:
 - (i) as to restrict the capacity of the person to guard himself or herself against harm by another person
 - (ii) that results in the person requiring assistance with the activities of daily living including dressing, eating, walking, washing and bathing.

Policies & Procedures

All Irish Sailing affiliated organisations who admit children, should have in place their own Safeguarding Statement, policies and procedures setting out that organisations commitment to, and methods for, ensuring children's wellbeing and happiness while taking part in activities & events run by that organisation.

These must include;

- Policy statement on participation by children and / or vulnerable adults
- Procedures to be used to report statutory abuse
- Children's First & sport Ireland Safeguarding Statement (See Appendices)

Other statements on policy or procedure should be developed as required and recommended in this Code.

General Supervision

Probably the most critical element to ensuring children's wellbeing both on and off the water is the provision of appropriate adult (over 18yrs) supervision. The number of adults required and the skill or competencies they should have, will depend on the nature of the activity, the age of the participants and any special needs of the group.

- Specific ratios for on the water training and coaching activities are set out in Irish Sailing Training Centre Operating Requirements. These are a good guideline for *any* on the water activities and examples include – 1 to 3 for power boating or windsurfing, 1 to 6 for start sailing, 1 to 8 for instructor training and 1 to 12 for advanced sailing courses.
- The guideline ratio for safety boat cover at competition events is 1 safety boat: 10 sailing boats
- Otherwise, a ratio of 1:8 for under 12 years of age and 1:10 for participants over 12 years of age would normally be considered adequate.
- Of course, all of these are guides or maximums and will change depending on the circumstances, e.g. environment, conditions, participants with special needs or away trips and must be set out and agreed prior to the event.

Apart from the numbers, organisers should also consider the following when deciding on appropriate supervision;

- Leaders should be competent. For on the water activities this would typically mean they hold an Irish Sailing instructor or coaching qualification. Safety boat drivers should hold the appropriate powerboat certificate.
- Leaders should try to have more than one adult present.
- Where there are mixed groups there should be leaders of both genders
- In changing rooms, ask parents to take responsibility and supervise in pairs of appropriate gender. If parents are not available, leaders should provide this supervision. Beware of leaving groups unsupervised in changing rooms for any length of time as this is area / period where bullying is more likely to occur.
- Clearly state time for start and end of training sessions or competitions, leaders should not be left alone with young people at the end of sessions. If there are late collections leaders should remain in pairs until participants have left.
- Keep attendance records and record of any incidents / injuries that arise
- Ask parents to stay and supervise sessions, (for safety and supervision, not necessarily for their 'technical' expertise)

General Safety

All clubs / organisation should have a safety statement, including an assessment of specific and potential risks attached to their activities. They should also have procedures in place for safeguarding against such risks.

Irish Sailing document "Guidelines on Developing Policies & Procedures" provides information on how to conduct a risk assessment and develop policies & procedures.

Accredited Irish Sailing Training Centres will have this documentation examined as part of their accreditation / inspection process.

In addition, organisations should;

- Ensure activities are suitable for age and stage of development of participants
- Keep a record of any specific medical conditions of the participants
- Keep a record of emergency contact numbers for parents / guardians
- Ensure any necessary protective equipment, particularly personal floatation devices, are of a correct type, in good condition, properly fitted and properly used.
- Ensure First Aid kit is close at hand with access to qualified first-aider
- Know the contact numbers of emergency services
- Have available appropriately stocked first aid kit(s).
- Ensure easy access to medical personnel if needed and have an emergency plan
- If an incident occurs, make a brief record of injury and action taken. Make a brief record of the problem/action/outcome. Contact the participant's parents and keep them informed of all details
- Officials and leaders should ensure that participants conduct themselves properly.
- Participants should know and keep the rules of their sport, keeping in mind that many rules are there for safety
- Instructors & coaches should hold appropriate qualifications required by the governing body
- Ensure there is adequate insurance cover for all activities
- Ensure parents / guardians are present at finishing time of sessions or events

Transport

There is extra responsibility on leaders when they transport young people to events. Adults should:

- Ensure that there is adequate insurance cover on their car / boat
- Not carry more than the permitted / safe number of passengers
- Avoid being alone with one participant,
- Have agreed central pick up & drop off locations,
- Seek parental permission to transport an individual participant on a regular basis
- Clearly state times of pick- up and drop off.
- Parents should check with young people about the plans and be happy with the transport arrangements.
- When using vehicles
 - Follow the rules of the road, including legal use of seat belts
 - Put passenger in the back seat,
- When using boats
 - Ensure coxswains are qualified & competent
 - Ensure everyone wears an appropriate, properly fitted personal floatation device.
 - Ensure all passengers are secure.
 - Ensure that the boat is fit for purpose and properly equipped.

Overnight & Away trips

Separate permission forms should be signed by parents and participants, containing emergency contact number

Young participants should sign a behaviour agreement

Appoint a group leader who will make a report on returning home

A meeting with parents and participants is useful to communicate travel times, competition details, other activities, gear requirements, medical requirements, special dietary needs and any other necessary details

Rooming arrangements – adults should not share rooms with children, children share rooms with those of same age and gender and adults should knock before entering rooms

All group socialisation should take place in communal areas (i.e. no boys in girls' rooms and vice versa).

Alcoholic drink, smoking, doping or other illegal substances are forbidden to players. Leaders should act as role models in this respect

There must be at least two adults, one adult of each gender with a mixed party, there should be a good adult – child ratio, 1:5/6, and proper access to medical personnel

Lights out times should be enforced

Young players should be under reasonable supervision always and should never leave the venue or go unsupervised without prior permission

Physical Contact

Physical contact during sailing activities should always be intended to meet the child's needs, NOT the adults. The adult will probably use appropriate contact when the aim is to assist in development of the skill or for safety reasons. Examples where adults may need to make physical contact with a child to support them are as follows:

- First Aid situations where the casualty may need to be moved or supported into a position or may need their wetsuit / raingear taken off for CPR/ AED access and will abide by the UN Convention of "Assumed Consent" to conduct basic life support to the casualty.
- Spotting a trainee on a trapeze simulator in case they sailor slips off the deck, it is important to be standing in a secure stance with an open hand-held between the shoulder blades to prevent the person from hitting their head-first on to the ground.
- Assisting a person to zip up the back of the wetsuit or assisting with a heel hook to get the wetsuit off the ankle when someone is too cold post water activity. This should be done in an open area where others can support the child if needed.
- Lifting, pulling or dragging a person over the side of a rescue boat or dinghy in a man overboard recovery scenario, when the person asks or needs assistance to get back into or onto the vessel. It is important to ensure your own safety first and apply correct lifting techniques as per manual handling training and where possible utilise equipment such as hoists, slings, ladders, ropes to assist first.
- Physical movement or manipulation of the trainee to demonstrate how to perform a manoeuvre using kinaesthetic methodology such as lifting a person's foot to feel the power affecting a windsurfing board or turning a hand with a tiller exercise.

There are many other examples and variations of the above that involve physical contact which occur as part of the sport and the following considerations should always be followed:

- All contact should be in an open environment with the permission and understanding of the participant, when not possible another adult or some other children should attend to support and bare witness as appropriate facilitating the persons privacy and dignity
- Contact should be determined by the age and developmental stage of the participant - Don't do something that a child can do for themselves
- Never engage in inappropriate touching such as touching of groin, genital areas, buttocks, breasts or any other part of the body that might cause a child distress or embarrassment

Toileting/Intimate Care

Children with specific toileting/intimate care needs: Where a child or young person is considering attending at or participating at any activities or sailing camps organised by Irish Sailing, Club or Training Centre that has specific toileting needs, it may be necessary that prior to such attendance or participation, that a meeting is held between the Children's Officer, Senior Instructor/ Member, the child or young person wishing to attend along with the child's parents/guardians where the needs of the child should be addressed and agreement reached that those needs can be met. Irish Sailing accepts that it is fundamental to those who may be involved with the intimate care of the child, agree practices which are acceptable to the club/centre, the child and the parents/guardian. It may be useful to have a unique Intimate Care Policy outlining the agreed practices.

Guidelines for Young People

Irish Sailing wishes to provide the best possible environment for all young people involved in the sport. Young people deserve to be given enjoyable, safe sporting opportunities, free of abuse of any kind. These participants have rights, which must be respected, and responsibilities that they must accept. Young people should be encouraged to realise that they have responsibilities to treat other participants and sports leaders with fairness and respect.

Young participants are entitled to:

- Be safe and to feel safe
- Be listened to
- Be believed
- Be treated with dignity, sensitivity and respect
- Have a voice in the club / organisation
- Participate on an equal basis
- Be happy, have fun and enjoy sport
- Experience competition at a level at which they feel comfortable
- Make complaints and have them dealt with
- Get help against bullies
- Say no
- To protect their own bodies
- Confidentiality

Suggested Code of Conduct for Young People

Young participants should always:

- Treat instructors, coaches and other leaders and organisers with respect
- Play fairly at all times, do their best
- Respect fellow participant, even when things go wrong
- Respect opponents, be gracious in defeat
- Abide by the rules set down by team managers when travelling to away events.
- Behave in a manner that avoids bringing the sport of sailing into disrepute
- Talk to children's officer if they have any problems.

Young players should never:

- Cheat
- Use violence or physical contact that is not allowed within the rules
- Shout or argue with officials, team mates or opponents
- Harm team members, opponents or their property
- Bully or use bullying tactics to isolate another player
- Use unfair or bullying tactics to gain advantage
- Take banned substances
- Keep secrets, especially if they have been caused harm
- Tell lies about adults / young people
- Spread rumours

Guidelines for Parents

Irish Sailing believes that parents should....

- Be a role model for their child and maintain the highest standards of conduct when interacting with children, other parents, with officials and organisers.
- Always behave responsibly and not seek to unfairly affect the competition.
- Never intentionally expose any young participant to embarrassment or disparagement using flippant or sarcastic remarks
- Always recognise the value and importance of the volunteers who provide sporting/recreational opportunities for their child.
- Not publicly question the judgement or honesty of officials, coaches or organisers. Respect referees, coaches, organisers and other players.
- Encourage their child to play by the rules. Teach their child that honest endeavour is as important as winning and do all they can to encourage good sportsmanship.
- Set a good example by recognising achievement and encouraging mutual respect for other participants, teammates and opponents.
- Support all efforts to remove abusive behaviour and bullying behaviour in all its forms.

Suggested Code of Conduct for Parents:

1. I will respect the rules and procedures set down in Irish Sailing Code of Ethics for Children's Activities.
2. I will respect my child's fellow participants, leaders, (eg. Instructors coaches, officials, judges), and parents including those against which my child is competing.
3. I will encourage my child to treat other participants, coaches, selectors, and managers with respect.
4. I will give encouragement and recognise only positive accomplishments whether from my child, their fellow participants, their opponents or the officials.
5. I will respect my child's leader(s) and support their efforts
6. I will respect the officials and their authority during sessions and events
7. I will never demonstrate threatening or abusive behaviour or use foul language.

Guidelines for Leaders

Leaders in children's sport should strive to create a positive environment for the children in their care. They have an overall responsibility to take the necessary steps to ensure that positive and healthy experiences are provided.

Irish Sailing recognises the key role leaders (instructors, coaches, junior organisers, team managers, etc.) play in the lives of children in sport.

All Leaders should have as their first priority the children's safety and enjoyment of the sport and should adhere to the guidelines and regulations set out in the organisations own policies & procedures.

Leaders must respect the rights, dignity and worth of every child and must treat everyone equally, regardless of sex, ethnic origin, religion or ability.

Leaders working with young people in water sports should be suitable and appropriately qualified. Leaders should go through appropriate recruitment and selection procedures that apply to all persons with substantial access to young people, whether paid or unpaid. References should be required and must be followed up.

There should be a 'sign-up' procedure, whereby the appointed/reappointed leaders agree to abide by the *Code of Ethics and Good Practice for Children in Sport* and to the policies and code of the club / association.

Leaders should all be given a copy of the club / association's code of ethics and they should be made aware of the procedures contained within it.

Once appointed the Leader must act as a role model and promote the positive aspects of water sports and maintain the highest standards of personal conduct.

The use of drugs, alcohol and tobacco must be actively discouraged as being incompatible with a healthy approach to sporting activity.

Leaders should remember that their behaviour to participants, other officials, and opponents will influence the participants in your care.

Leaders should be generous with praise and never ridicule or shout at participants for making mistakes or for losing a game. All young participants are entitled to respect.

Leaders should be careful to avoid the "star system". Each child deserves equal time and attention.

Care must be taken not to expose a child intentionally or unintentionally to embarrassment or disparagement by use of sarcastic or flippant remarks about the child or his/her family.

Physical punishment or physical force must never be used. Never punish a mistake - by verbal means, physical means, or exclusion.

Leaders should insist that participants in their care respect the rules, participate fairly and ensure participants are aware that they will not tolerate cheating or bullying behaviour.

Young participants are there to have fun and enjoyment and that skill development and personal satisfaction have priority over highly structured training or competition. Never make winning or achieving the only objective.

Encourage the development of respect for opponents, officials and other coaches and avoid criticism of fellow instructors and coaches.

Organisations should have in place specific policies and procedure for use when travel/overnight travel is involved.

Leaders are responsible for setting and monitoring the boundaries between a working relationship and friendship with players. It is advisable for Instructors and coaches not to involve young players in their personal life. Visits to coach's home or overnight stays etc.

Guidelines for Leaders (Continued)

Leaders should avoid working alone and ensure there is adequate supervision for all activities.

It is important to realise that certain situations or friendly actions could be misinterpreted by the participant or by outsiders.

When approached to take on a new participant, ensure that any previous coach-student relationship has been ended by the student/others in a professional manner.

When young participants are invited into adult groups/squads, it is advisable to get agreement from a parent/carers. Boundaries of behaviour in adult groups are normally different from the boundaries that apply to junior groups/squads.

Leaders who become aware of a conflict between their obligation to their participants and their obligation to their club, association, organisation or governing body must make explicit the nature of the conflict and the loyalties and responsibilities involved, to all parties concerned.

Leaders should communicate and co-operate with medical and ancillary practitioners in the diagnosis, treatment and management of their participant's medical or related problems. Avoid giving advice of a personal or medical nature if you are not qualified to do so. Any information of a personal or medical nature must be kept strictly confidential unless the welfare of the child requires the passing on of this information

The nature of the relationship between leader and a participant can often mean that a leader will learn confidential information about a participant or participant's family. This information must be regarded as confidential and except where abuse is suspected, must not be divulged to a third party without the express permission of the participant/family

Set realistic goals for the participants and do not push young participants. Create a safe and enjoyable environment

Do not criticise other leaders, (officials, instructors and coaches). You are the role model for the children in your care

Leaders should avoid the use of alcohol, before coaching, during events, on trips with young players

- Avoid being alone with one participant, if you need to talk separately do so in an open environment, in view of others

Leader's Code of Conduct

Leaders should be

- Positive during session, praise and encourage effort as well as results
- Plan and prepare appropriately
- Putting the welfare of young participants first, strike a balance between this and winning / results
- Encouraging fair play, treat participants equally
- Recognising, and being sympathetic to, developmental needs
- Qualified and up-to-date with knowledge and skill of sport for young people
- Involving parents where possible and inform parents when problems arise
- Keeping records of attendance at training
- Keeping a brief record of injury(s) and action taken
- Keeping a brief record of problem/action/outcomes, if behavioural problems arise

Where possible Leaders should avoid:

- Spending excessive amounts of time with children away from others
- Taking sessions alone
- Taking children to your home
- Taking children on journey's alone in their car

Sports Leaders should not:

- Use any form of punishment or physical force on a child
- Exert undue influence over a participant in order to obtain personal benefit or reward
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and /or make sexually suggestive comments about, or to a child
- Take measurements or engage in certain types of fitness testing without the presence of another adults
- Undertake any form of therapy (hypnosis etc.) in the training of children

A copy of Irish Sailing **Instructors & Coaches Charter** signed by all Irish Sailing qualified Instructors & Coaches completing training since June 2012 is included in Appendices

Disciplinary, Complaints and Appeals Procedure

Each Irish Sailing affiliated organisation club / centre should put a complaints procedure in place that allows all members or participants who are dissatisfied to register their complaint in a formal way.

The following principals / recommendations should be adapted to the organisations structure and adopted.

- Each club/organisation, on receiving a complaint, should appoint a disciplinary committee to resolve problems relating to the conduct of its members. This should include bullying. The complaint should be in writing to the secretary or Children's Officer and should be responded to within 5 working days. The committee should consist of a representative from the Management Committee, the Children's Officer and ordinary registered members of the club.
- If the complaint involves suspected abuse or a criminal offence the children's officer/designated person should be consulted, and the disciplinary committee disbanded. The statutory authorities must then be informed and a report of the offence sent to Irish Sailing's Mandated Person / National Children's Officer.
- The disciplinary committee should review any relevant paper work and hold any necessary meetings with all parties to proceed with complaints into any incident of suspected misconduct that does not relate to child abuse. It should, as soon as possible, inform the Management Committee of the progress of the disciplinary process. This should be done within 10 working days
- The disciplinary committee should furnish the individual with the nature of the complaint being made against him/her and afford him/her the opportunity of providing a response either verbally or in writing, but usually at a meeting with the disciplinary committee
- Written confidential records of all complaints should be safely and confidentially kept in accordance with GDPR Guidelines and club compliance procedures should be defined for the possession of such records in the event that the data must be stored indefinitely. Some data will be exempt from GDPR compliance with regards to the period of time data is stored and may be exempt from Subject Access Request (SAR) as outlined in the Restrictions on Data Requests on the Data Commissioner's website www.dataprotection.ie . For further information on this please contact the National Children's Officer or info@dataprotection.ie
- Where it is established that an incident of misconduct has taken place, the disciplinary committee should notify the member of any sanction being imposed. The notification should be made in writing, setting out the reasons for the sanction. If the member is under 18 years of age, correspondence should be addressed to the parents/guardians
- If the person against whom the complaint was made is unhappy with the decision of the disciplinary committee s/he should have the right to appeal the decision to an appeals committee (independent of a disciplinary committee). Any appeal should be made in writing within an agreed period after issue, usually 10 days of the decision of the disciplinary committee. The chairperson of the appeals committee should be a member of the Management Committee.
- If any party is not satisfied with the outcome the matter can be referred to Irish Sailing for mediation or arbitration. However, efforts to resolve the issue at local level should be exhausted before Irish Sailing is engaged in attempts to resolve the matter

Recruitment and Selection of Leaders.

Organisations recruiting leaders to work with young people should take all reasonable steps to ensure that leaders are appropriately qualified and suitable to work with young people. These procedures apply to all persons with substantial access to young people, whether paid or unpaid.

The responsibilities of the role and the level of experience/qualifications required should be drawn up and clearly stated beforehand.

Applicants should complete an application form which should include a self-declaration section / form.

Copies of all relevant qualifications should be requested and if necessary validated with Irish Sailing.

Formal Garda Vetting procedures must be availed of. (See Appendix 3 – Garda Vetting Page 36)

References should be verified and reports recorded by the club/organisation.

A probationary period is advisable and should be established through an informal interview, which can be used to assess the leader's commitment and interest to the club

Every effort should be made to manage and support appointed Leaders, including awareness of the code of conduct. Adequate supervision should be provided; a leader should not have to work alone.

A decision to appoint a Leader is the responsibility of the club / organisation and not of any one individual within it. The club / organisations management / committee should ratify all recommendations for appointment.

Information in relation to applicant's information should be treated as sensitive and confidential. It should be kept in a secure place that is only accessible to nominated officers.

Bullying

What is Bullying?

Bullying can be defined as repeated aggression be it verbal, psychological, physical or cyber conducted by an individual or group against others.

It is behaviour that is intentionally aggravating and intimidating and occurs mainly in social environments such as online, schools, clubs and other organisations working with children and young people. It includes behaviours such as teasing, taunting, threatening, hitting and extortion behaviour by one or more children against a victim.

The acronym STOP – Several Times on Purpose - can help you to identify bullying behaviour.

How would you know if a child is being bullied?

All bullies operate using furtiveness, threats and fear. Bullying can therefore only survive in an environment where the victim does not feel empowered to tell someone who can help or in which it is not safe to do so.

The following indicators are warning signs that a young person might be getting bullied.

- Reluctance to come to a venue or take part in activities
- Physical signs (unexplained bruises, scratches, or damage to belongings)
- Stress-caused illness – headaches, and stomach aches which seem unexplained
- Fearful behaviour (fear of walking to a meeting, going different routes, asking to be driven)
- Frequent loss of, or shortage of, money with vague explanations
- Changes in behaviour (withdrawn, stammering, moody, irritable, upset, distressed)
- Attempting suicide or hinting at suicide
- Anxiety (shown by nail-biting, fearfulness, tics)

There are other possible reasons for many of the above

Who should deal with bullying?

While the more extreme forms of bullying would be regarded as physical or emotional abuse and are reported to the health board or An Garda Síochana, dealing with bullying behaviour is normally the responsibility of all Leaders within this club / organisation.

How can it be prevented?

- Ensure that all members follow the code of conduct, which promotes the rights and dignity of each member.
- Deal with any incidents as they arise.
- Use a whole group policy or 'no-blame approach', i.e., not 'bullying the bully' but working with bullies and the group of young people, helping them to understand the hurt they are causing, and so make the problem a 'shared concern' of the group, (see below)
- Reinforce that there is 'a permission to tell' culture rather than a 'might is right'
- Encourage young people to negotiate, co-operate and help others, particularly new or different children
- Offer the victim immediate support and put the 'no blame approach' into operation
- Never tell a young person to ignore bullying, they can't ignore it, it hurts too much

Bullying (Continued)

What is the 'No Blame' Approach?

Step 1 – Interview with the victim

If you find that there has been an incident of bullying, first talk to the victim. At this stage find out who was involved and what the victim is now feeling. Try asking the following questions:

- Was it verbal or physical intimidation?
- How hurt is the victim?
- Was it within his/her own peer group?
- Ensure the victim that his/her name will not come out in the investigation
- Actively listen

Step 2 – Meet with all involved

Arrange to meet with all those involved; this should include some bystanders, those who may have colluded, those who joined in and those who initiated the bullying.

- Have a maximum of six to eight in the group – keep the number controllable
- Make a point of calling a 'special' meeting
- Ensure the severity of the topic is understood by all
- Speak only of the hurt caused in general terms with no reference to the victim
- Play on the conscience of all – ask questions like: How would you feel? Would you like it done to you?

Step 3 – Explain the problem

The distress being suffered as a result of the bullying incident is explained. At this stage the details of the incident or the allocation of the blame is not discussed. Explain the feelings of loneliness, feeling left out, rejected, laughed at. Try asking questions:

- Would they like it if it happened to them?
- "Someone here in this group was bullied by someone within the group, what could we do to see it does not happen again?"
- Listen, watch out for reactions, and pick up on any without isolating anyone

Step 4 – Share the responsibility

Explain what steps / controls may have to be introduced to prevent further incidents and how everyone will lose out as a result

Step 5 – Ask the group for their ideas

At this stage the group is encouraged to suggest ways that would make the victim feel happier. All positive responses are noted. Use phrases "if it were you" to encourage a response. Listen to all suggestions and note them

Step 6 – Leave it to them

Now the problem has been identified, solutions suggested, the problem is now handed over to the group to solve. Arrange to meet again in a week's time. Pass responsibility over to the group and give a time frame within which something must be done

Step 7 – Meet them again

Each member of the group, including the bully, discuss how things are going, who is doing what and have there been other incidents. This allows for continual monitoring and keeps all involved in the process.

Again, enforce the idea of the 'team' looking after each other at regular intervals to ensure it is known that bullying or intimidating behaviour will not be tolerated.

Use of Photographic and Mobile Equipment

Organisations should adopt a policy compliant with GDPR in relation to the use of images of participants on their websites and other publications, as there have been concerns about the risks posed directly and indirectly to children and young people. Adults and sports leaders need to work together to prevent those wishing to cause such harm to young people. Remember having photographic and filming guidelines is not about preventing parents from taking pictures, it is to ensure that only those who have a right to take photographs do so. Anyone concerned about photography taking place at events or training sessions can contact the children's officer/ designated person and ask them to deal with the matter.

The purpose is to reduce the risk of inappropriate, unsolicited attention from people within and outside the sport. Group photographs where the organisation is identified rather than individuals are good for publicity without creating a risk to those in the photographs. As a guide try to remember the following: -

- If the participant is named, avoid using their photograph.
- If a photograph is used, avoid naming the participant.
- Ask for the participant's permission to use their image to ensure that they are aware of the way the image is to be used to represent the sport.
- Ask for parental permission to use the participant's image to ensure that parents are aware of the way the image is to be used to represent the sport. A permission form opting in must be used or make an announcement at the start of an event.
- To reduce the risk of inappropriate use, only use images of participant's in suitable dress. The content of the photograph should focus on the activity not on a particular child.
- Talk to children's officer/designated person if you are worried about use of images

Photographers/film/video operators wishing to record an event or practice session should seek accreditation with the organisations children's officer, event organiser or leader of session. Permission forms should be available on site.

To ensure spectators and participants are informed of the policy, the club/event/organisation should display appropriate information prior to the start of an event or activity. Typically, this might be included in the activity booking form or Notice of Race.

Working in Partnership to protect young people

Photographs, when used with personal information, can be used as a means of identifying children. This practice can make a child vulnerable to an individual who may wish to "groom" that child for abuse. Furthermore, the content of the photo can be used or adapted for inappropriate use. There is evidence of this adapted material finding its way onto child pornography sites. Adults and sports leaders need to work together to prevent those wishing to cause such harm to young people.

Mobile Phones

Mobile phones are often given to children for security, enabling parents to keep in touch and make sure they are safe. Young people value their phones highly as it offers them a sense of independence. In addition, mobile phones allow quick and easy contact, which can make a safe and efficient way to carry out club business. However, such technology has also allowed an increase in direct personal contact with young people, in some cases used to cross personal boundaries and cause harm to young people. Within clubs there is a need to encourage responsible and secure use of mobile phones by adults and young people.

As a young person remember

- If you receive an offensive photo, email or message, do not reply, save it, make a note of times and dates and tell a parent or children's officer/designated person within the club.
- Be careful about who you give your phone number to and don't respond to unfamiliar numbers
- Change your phone number in cases of bullying or harassment
- Don't use the phone in certain locations; inappropriate use of your camera phone may cause upset or offence to another person, e.g. changing rooms
- Treat your phone as you would any other valuable item so that you guard against theft

As a Leader remember

- Use group texts for communication among participants and teams and inform parents of this at the start of the season
- It is not appropriate to have constant communication with individual participants.
- Be aware that inappropriate use of your camera phone may cause upset or offence to another person.
- Avoid using a mobile phone in certain locations e.g. changing rooms
- Avoid taking, retaining or disseminating pictures / videos of individual children without appropriate permissions & precautions. (Parents & child)

Websites and Social Media

When promoting your organisation and encouraging your members / clients to interact through a website or social network such as Facebook or Snapchat, there are a few issues to bear in mind in relation to children and young people:

- follow Irish Sailing guidance on the use of images of children (see Photography section above)
- ensure that the content and language on your site or page, including contributions to blogs, forums etc, is not inappropriate for younger visitors and does not link directly to unsuitable material on other sites
- provide a clear process for parents and others to report inappropriate content or online bullying and to request that content is removed
- have a robust procedure for handling and assessing such a report or request and acting promptly to remove the offending content.

Irish Sailing does not knowingly use social media as a means of communicating directly with children and young people.

Child Welfare and Protection Procedures

If there are grounds for concern, about the safety or welfare of a young person you should react to the concern. Persons unsure about if certain behaviours are abusive and therefore reportable, should contact the duty social worker in the local health service executive or social services department where they will receive advice. Grounds for concern include a specific indication from a child, a statement from a person who witnessed abuse or an illness, injury or behaviour consistent with abuse.

Any report made by any member, participant or employee of an Irish Sailing affiliated organisation should be passed on to the Designated Person / Children's Officer / Organisation Leader / Chief Executive Officer within that organisation. They may in turn should pass the concern to the local Statutory Authorities. It is not the responsibility of anyone working within Irish Sailing, in a paid or voluntary capacity, or those working in affiliated organisations, to take responsibility or decide if child abuse is taking place. That is the job of the local statutory authorities. However, there is a responsibility to protect children by assisting the appropriate agencies so that they can then make enquiries and take any necessary action to protect the young person.

Everyone should follow both procedures outlined below, firstly the procedure for responding to a child in distress and secondly the procedure for reporting the concern.

Response to a Child Disclosing Abuse

When a young person discloses information of suspected abuse you should:

- (a) deal with any allegation of abuse in a sensitive and competent way through listening to and facilitating the child to tell about the problem, rather than interviewing the child about details of what happened
- (b) stay calm and not show any extreme reaction to what the child is saying. Listen compassionately, and take what the child is saying seriously
- (c) understand that the child has decided to tell something very important and has taken a risk to do so. The experience of telling should be a positive one so that the child will not mind talking to those involved in the investigation
- (d) be honest with the child and tell them that it is not possible to keep information a secret
- (e) make no judgmental statements against the person whom the allegation is made
- (f) not question the child unless the nature of what s/he is saying is unclear. Leading questions should be avoided. Open, non-specific questions should be used such as "Can you explain to me what you mean by that"
- (g) check out the concerns with the parents/guardians before making a report unless during so would endanger the child or compromise an investigation
- (h) give the child some indication of what would happen next, such as informing parents/guardians, health service executive or social services. It should be kept in mind that the child may have been threatened and may feel vulnerable at this stage.
- (i) Carefully record the details
- (j) Pass on this information to the organisations Designated Person
- (k) Reassure the child that they have done the right thing in telling you

Reporting Suspected or Disclosed Child Abuse

The following steps should be taken in reporting child abuse to the statutory authorities:

- (a) Observe and note dates, times, locations and contexts in which the incident occurred, or suspicion was aroused, together with any other relevant information
- (b) Report the matter as soon as possible to the designated person with responsibility for reporting abuse. If the Designated Person has reasonable grounds for believing that the child has been abused or is at risk of abuse, they will make a report to the health service executive/social services who have statutory responsibility to investigate and assess suspected or actual child abuse
- (c) In cases of emergency, where a child appears to be at immediate and serious risk and the Designated Person is unable to contact a duty social worker, the police authorities should be contacted. Under no circumstances should a child be left in a dangerous situation pending intervention by the Statutory Authorities
- (d) If the Designated Person is unsure whether reasonable grounds for concern exist they can informally consult with the local health board/social services, they will be advised if the matter requires a formal report.

Contact details for your social workers / social work department are available for free on the **Sport Ireland App #SafeSport.**

A Designated Person reporting suspected or actual child abuse to the Statutory Authorities will first inform the family of their intention to make such a report, unless doing so would endanger the child or undermine an investigation

The Protection for Persons Reporting Child Abuse Act, 1998 provides immunity from civil liability to persons who report child abuse 'reasonably and in good faith' to the Health Service Executive or the Gardaí. The main provisions of the Act are:

- 1) The provision of immunity from civil liability to any person who reports child abuse "reasonably and in good faith" to designated officers of Health Service Executive or any member of An Garda Síochána;
- 2) The provision of significant protections for employees who report child abuse. These protections cover all employees and all forms of discrimination up to and including, dismissal;
- 3) The creation of a new offence of false reporting of child abuse where a person makes a report of child abuse to the appropriate authorities "knowing that statement to be false". This is a new criminal offence designed to protect innocent persons from malicious reports.

Allegations Against Sports Leaders

Irish Sailing has agreed procedures to be followed in cases of alleged child abuse against Leaders (Instructors, coaches, team managers, activity organisers or managers. If such an allegation is made against Leader working within the organisation, two procedures should be followed:

- 1) The reporting procedure in respect of suspected child abuse (reported by the designated person / children's officer), see previous page
- 2) The procedure for dealing with the Leader (carried by out by the club Chair or senior officer, or a person not already involved with the child protection concern)

The safety of the child making the allegation should be considered and the safety of any other children who may be at risk. The club should take any necessary steps that may be necessary to protect children in its care

The issue of confidentiality is important. Information is on a need to know basis and the Sports Leader should be treated with respect and fairness.

The reporting procedure

If the designated person has reasonable grounds for concern, the matter should be reported to the local health board / social services, following the standard reporting procedure.

The Leader

While the designated officer makes the report to the local health board, the Senior person within the organisation (commodore, owner, manager) should deal with the Leader in question.

The leader should be privately informed that: (a) an allegation has been made against him / her and (b) the nature of the allegation.

They should be afforded an opportunity to respond. His / her response should be noted and passed on to the health board / social services.

The leader should be asked to step aside pending the outcome of the investigation. When a person is asked to step aside it should be made clear that it is only a precautionary measure and will not prejudice any later disciplinary proceedings.

Irish Sailing should be informed by the Designated Person that the leader has been asked to stand aside

Irish Sailing may consider disciplinary action on the leader but will ensure that this does not interfere with the investigation of the Statutory Authorities. In doing so Irish Sailing will consider the outcome of the investigation and any implications it might have. The fact that the alleged abuser has not been prosecuted or been found guilty does not mean that they are appropriate to work with young people in the future.

Allegations Against Sports Leaders (Continued)

Confidentiality

Confidentiality should be maintained in respect of all issues and people involved in cases of abuse, welfare or bad practice. It is important that the rights of both the child and the person about whom the complaint has been made are protected.

The following points should be kept in mind:

- A guarantee of confidentiality or undertakings regarding secrecy cannot be given, as the welfare of the child will supersede all other considerations
- All information should be treated in a careful and sensitive manner and should be discussed only with those who need to know
- Information should be conveyed to the parents / guardians of the child in a sensitive way
- Giving information to others on a 'need to know' basis for the protection of a child is not a breach of confidentiality
- All persons involved in a child protection process (the child, his/her parents/guardians, the alleged offender, his/her family, Sports Leaders) should be afforded appropriate respect, fairness, support and confidentiality at all stages of the procedure.
- Information should be stored in a secure place, with limited access only to designated people as per GDPR Guidelines and contact info@dataprotection.ie for specific queries.
- The requirements of the GDPR Law from 25th May '18 should be adhered to and details of same may be found at www.dataprotection.ie

Anonymous Complaints

Anonymous complaints can be difficult to deal with but should not be ignored. In all cases the safety and welfare of the child/children is paramount. Any such complaints relating to inappropriate behaviour should be brought to the attention of the Designated Person/ Chief Executive Officer. The information should be checked out and handled in a confidential manner.

Rumours

Rumours should not be allowed to hang in the air. Any rumours relating to inappropriate behaviour should be brought to the attention of the Designated Person, Chief Executive Officer, and checked out without delay.

Appendix 1

Irish Sailing Instructor & Coaches Charter



Instructor & Coaches Charter

Irish Sailing Instructors and Coaches play a crucial part in introducing participants to the activities and sports administered and represented by Irish Sailing and for developing these people into lifelong participants

As an Irish Sailing Instructor or Coach, you are the face of Irish Sailing to all your participants. You represent the sport and lifestyle that you love, and which has given you so much.

Instructors and Coaches are role models to all course participants and are given a position of authority and influence, particularly with young and vulnerable participants.

The environment in which we enjoy our activities is very different to those used for many conventional sports. The safety of your participants, in what may be an unfamiliar environment for them, is your responsibility.

When they leave you, your participants will be practicing the skills and knowledge they learnt and practiced with you. It is important that what you taught was correct and that it is appropriate to their level of competency.

For these reasons it is important that Irish Sailing Instructors and coaches conduct themselves in an appropriate manner cognisant of the influence they have on other people's safety, welfare, behaviour and participation in watersports.

This document sets out standards of behaviour and good practice expected of Irish Sailing instructors and coaches under the headings.

During your Instructor or Coach training course you will be asked to read and then sign this charter agreeing to uphold the principals it sets out.

I agree with the principles and procedures set out in this charter and agree to abide by them.

Irish Sailing Instructor / Coach

Date
Name
Signature
Course code / number

For Irish Sailing

Date
Name - Instructor Trainer / Coach Tutor
Signature

Appendix 1

Irish Sailing Instructor & Coaches Charter

As an Irish Sailing Instructor or Coach I will.....

- Hold the welfare of my participants as my primary and overriding concern.
- Create and maintain a safe environment in which my participants can learn and practice.
- Ensure that that all activities are appropriate to the skill stage and ability of my participants.
- Set realistic goals for participants that are challenging yet achievable.
- Ensure that the equipment and facilities I use are appropriate and fit for purpose.
- Be generous with praise when it is deserved.
- Never ridicule or shout at participants for making mistakes.
- Ensure that all participants participate in activities, games, races etc.
- Give all participants equal time irrespective of ability.
- Respect the rights, dignity and worth of every person and treat everyone equally within the context of their sport.
- Be reasonable in demands on participants' time, energy and enthusiasm.
- Be fit for work and presented in a neat and appropriate manner.

When participating in a club I will.....

- Develop and foster an environment where participants are proud of their club and the efforts the club and its officers make in running the organisation and its activities.

When coaching for competition I will.....

- Encourage a respect for the ability of opponents, as well as for officials and their decisions.
- Insist on fair and disciplined participation.
- Ensure the level and type of competition you are preparing your participants for is appropriate.
- Foster a culture where participants recognise improvement as success. Be aware that only one person or team can win a race or event.

When working with children and vulnerable adults, I will.....

- Be aware of the responsibilities that I take on when I work with, or care for, children and vulnerable adults.
- Bear in mind that I am acting in "loco parentis" and to that extent the duty of care may be more onerous than that of an instructor working with an adult.
- Lead by example - with an awareness of the affect bad or inappropriate behaviour has on young children
- Remember that participating for fun is more important than highly structured competition. Winning must never be the only objective.
- Not push young participants into competitions orientated towards adults where these are inappropriate to their ability, experience or endurance.
- Be aware of, and respect, the limitations on concentration, endurance, strength and trainability that exist with young participants.
- Have read, understand, and be in a position to implement the principals and practice set out in Irish Sailing's Code of Ethics and Good Practice for Children's Activities.

Appendix 1

Irish Sailing Instructor & Coaches Charter

- Be aware of the procedures for and report, any concerns about a child's welfare or suspicions that a child is being abused or is at risk of abuse to appropriate officials.

While still a participant, Instructor or Coach I will....

- Maintain and develop my own personal skills and knowledge so that I am able to pass these on with authority.
- Constantly challenge myself to develop, implement and refine my instructional / coaching methods and strategies.
- Keep myself informed on sound instructional / coaching principles and methods through personal study and by attendance at conferences and seminars.
- Ensure that my ISA certification is up-to-date and that I hold a current emergency care or approved first aid certificate.

Appendix 2

Training Plan

Irish Sailing run over 30 of the Sport Ireland Safeguarding 1-2-3 Workshops for Clubs and Centres throughout the country all year round. The details of the three stages of training are outlined here as follows:

1. Safeguarding 1 - Child Welfare & Protection Basic Awareness Course

All Instructors, Coaches, Children's Officers and Designated Liaison Persons (DLP) must complete an Irish Sailing (if over 16yrs) or LSP (if over 18yrs) 3-hour Child Welfare & Protection Basic Awareness Course. This course educates participants on the implementation of best practice in protecting the welfare of children involved in sport and how to identify and react to a disclosure of abuse.

2. Safeguarding 2 - Club Children's Officer (C.C.O)

A person appointed to the Club Children's Officer position in a club must have completed safeguarding 1 (Child Welfare & Protection Basic Awareness workshop) and should complete the Club Children's Officer 3-hour workshop. This course will help the *Club Children's Officer* to carry out the function of their role in the club and support the implementation of best practice in the club. Participants will also receive a Club Children's Officer Action Planning document as part of the training.

3. Safeguarding 3 - Designated Liaison Person(DLP)

A person appointed to the Designated Liaison Person position in a club must have completed the Child Welfare & Protection Basic Awareness Course and should complete the Designated Liaison Person 3-hour workshop. A club may appoint the same person to both the CCO and DLP positions however best practice advises that they are kept as separate roles.

Club Children's Officers

Club Children's Officers should be child centred in focus and have as the primary aim the establishment of a child centred ethos within the club. S/he is the link between the children and the adults in the club. S/he also takes responsibility for monitoring and reporting to the Club Management Committee on how club policy impacts on young people and Sports Leaders

Designated Liaison Person

Every club/organisation should designate a person to be responsible for dealing with any concerns about the protection of children. The Designated Liaison Person is responsible for reporting allegations or suspicions of child abuse to TULSA Child and Family Agency or Social Services (NI) and/or An Garda Síochána / PSNI. It is recommended that this person is a senior club person. However, if there is difficulty identifying a separate individual to take this role, the Club Children's Officer can be appointed as Designated Liaison Person once the club/organisation is clear about the responsibilities of each role. The organisation's child protection policy and procedures should include the name and contact details of the Designated Liaison Person and the responsibilities attached to the role.

Safeguarding Training Programme

Irish Sailing has an extensive Safeguarding Training Programme. Courses are scheduled throughout the off season on a provincial basis and can also be ran on request for a Club or affiliated organisation. Details of all these courses and scheduled dates are available on www.sailing.ie or schedule a course from Irish Sailing Training Office at - 01 2710114 or training@sailing.ie

Appendix 3

Garda Vetting

Introduction

In January 2013 the Government passed the “National Vetting Bureau (Children and Vulnerable Persons) Bill 2012”. This legislation makes it an offence under the act to knowingly employ / deploy someone to work with children or vulnerable adults who has not been Garda vetted.

Irish Sailing received confirmation that commencement orders for the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 had been signed. The Act was commenced on the 29th April 2016.

The Act provides a legislative basis for the mandatory vetting of persons who wish to undertake certain work or activities relating to children or vulnerable persons or to provide certain services to children or vulnerable persons.

An organisation shall not permit any person to undertake relevant work or activities on behalf of the organisation unless the organisation received a vetting disclosure from the National Vetting Bureau in respect of that person.

The National Vetting Bureau has set up a “*Frequently Asked Questions*” section on their website, <https://vetting.garda.ie/Help/FAQ>

The information below indicates Irish Sailing’s policy with respect to Garda Vetting and our provision of vetting services to our affiliated organisations.

Garda Vetting (eVetting) is available through Irish Sailing. The aim is to assist in the recruitment of suitable candidates to positions within Irish Sailing and our affiliated Clubs, Class Associations, and Training Centres. The system has been structured to;

- Protect children and vulnerable persons.
- Identify if candidates for a position or role have convictions or have been prosecuted for crimes which may mean that they are unsuitable for the position.
- Protect the rights of the candidates.
- Protect Irish Sailing affiliated organisations.

eVetting Process

The required forms issued by the National Vetting Bureau:

1. Vetting Invitation Form (NVB1);
2. Parent/Guardian Consent Form (NVB 3) – for applicants aged 16 and 17; and
3. Garda Vetting Proof of Identity Form.

All three documents are available to download and print from the Gardaí & Child section of Irish Sailing’s Website Library, <http://www.sailing.ie/training/library/gardai-child/>

Appendix 3

Garda Vetting

1. *Vetting Invitation Form (NVB 1) - (Mandatory)*

This form must be completed by the Applicant and submitted to Irish Sailing by the Applicant.

Best Practice: This form must be completed by the person who is applying for Garda Vetting Clearance.

The completed Vetting Form (NVB1) should be placed in a sealed envelope together with the completed Proof of Identity form and, where applicable, the Parent/Guardian Consent Form (NVB3), by the applicant; and

Posted directly to Nuala Healy, Authorised Liaison Person in Irish Sailing, marked Private & Confidential.

2. *Proof of Identity Form - (Mandatory)*

When conducting Garda Vetting the Irish Sailing Association is required to seek proof of identity from each applicant.

Each Garda Vetting Application Form (NVB 1) **must** be accompanied by the Garda Vetting Proof of Identity form signed by a Designated Person (Garda Vetting).

Details of the Designated Person (Garda Vetting) is listed below.

Details of the 100-point proof of identity are listed below.

3. *Parent/Guardian Consent Form (NVB 3) – (For persons aged 16 & 17)*

Persons aged 16 and 17 may be Garda Vetted. This form must be completed by the applicant's Parent/Guardian and attached to the Vetting Form

Who is a Designated Person (Garda Vetting)?

Irish Sailing's accredited Organisations - Designated Person (Garda Vetting):

An Irish Sailing Club, Class Association or Training Centre should have an appointed Designated Person (Garda Vetting) who is responsible for authenticating and signing its members Garda Vetting Proof of Identity Forms.

This person can be a Committee Member, ISA Vetting Liaison Officer, Centre Principal, Training Centre Manager, Commodore, Vice-Commodore, Club Secretary, Junior Organiser, Club Children's Officer (Safeguarding 2), Designated Liaison Person (Safeguarding 3), or any other member of the organisation appointed by the Committee to this role.

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Garda Vetting

Irish Sailing's Designated Person (Garda Vetting):

Within Irish Sailing any valid Instructor Trainer and/or Staff Member is authorised as a Designated Person (Garda Vetting) and can authenticate and sign the Proof of Identity Form.

Role of Designated Person:

To authenticate the documentation presented to them by the Applicant, to ensure they meet the 100-point criteria, and to verify that the forms presented belong to the person applying for Garda Vetting clearance.

The Designated Person (Garda Vetting) should not authenticate and sign documentation on behalf of their spouses or family members.

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Garda Vetting

What is the 100 Point check?

The **100-point** check is a personal identification system developed to support the Designated Person (Garda Vetting) and the Authorised Liaison Person (Nuala Healy, Irish Sailing) in verifying the identity of the Applicant, including date of birth and current residential address.

When authenticating documentation, the Designated Person (Garda Vetting), should ensure that they have sight of the originals of all proof documentation and that the documents presented meet the 100-point check.

Proof of Identity Documents

One of the Proof of Identity Documents must be a Photo ID;

AND

One of the Proof of Identity Documents must show a current residential address.

Photocopies of the documents seen **must** be attached to the Proof of Identity Form.

Photo ID:

- Irish Driving Licence or Learner Permit (new credit card format) **80 points**;
OR
- Irish Driving Licence or Learner Permit (old paper format) **40 points**;
OR
- Passport (from country of citizenship) **70 points**.

Current Residential Address:

- Utility bill (issued within the last 6 months. Printed online bills are acceptable. Mobile phone bills are not acceptable) **35 points**;
OR
- Bank Statement **35 points**;
OR
- Correspondence from an educational institution/SUSI/CAO **20 points**;

Children Under 18 years (16 & 17) (any one of the following):

- Birth Certificate **100 points**;
OR
- Passport **100 points**;
OR
- Written statement by a Principal confirming attendance at educational institution on a letterheaded paper of that institution **100 points**.

If your Photo ID and Current Residential Address do not make up **100 points** there are additional documents which may be supplied.

A full list of additional acceptable forms of identity (to top up the documents supplied above) and the points they carry is listed on the next 2 pages and is available on the National Vetting Bureau's Website:

<https://vetting.garda.ie/Help/FAQ - Verification of Identity>.

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Garda Vetting

An Garda Síochána

As Gaelige
Help

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– How will Relevant Organisations verify the identity of a person?

The **100 point check** is a personal identification system, this information sheet has been developed to support organisations in verifying identity including date of birth and current address of vetting subjects (those applying to be Garda Vetted) as required. When conducting Garda Vetting, organisations should require vetting subjects to present identification totalling 100 points to ensure they are checking the correct person. At least one form of photographic evidence must be gathered.

Identification	Score	Tick
Irish driving licence or learner permit (new credit card format)	80	
Irish Public Services Card	80	
Passport (from country of citizenship)	70	
Irish certificate of naturalisation	50	
Birth certificate	50	
Garda National Immigration Bureau (GNIB) card	50	
National Identity Card for EU/EEA/Swiss citizens	50	
Irish driving licence or learner permit (old paper format)	40	
Employment ID		
• ID card issued by employer (with name and address)	35	
• ID card issued by employer (name only)	25	
Letter from employer (within last two years)		
• Confirming name and address	35	
P60, P45 or Payslip (with home address)	35	
Utility bill e.g. gas, electricity, television, broadband (must not be less than 6 months old. Printed online bills are acceptable. Mobile phone bills are not acceptable)	35	
Public services card/social services card/medical card	25	
• With photograph	40	
Bank/Building Society/Credit Union statement	35	

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Garda Vetting

	Credit/debit cards/passbooks (only one per institution)	25	
	National age card (issued by An Garda Síochána)	25	
	Membership card		
	• Club, union or trade, professional bodies	25	
	• Educational institution	25	
	Correspondence		
	• From an educational institution/SUSI/CAO	20	
	• From an insurance company regarding an active policy	20	
	• From a bank/credit union or government body or state agency	20	
	Children under 16 years (any one of the following)		
	• Birth certificate	100	
	• Passport	100	
	• Written statement by a principal confirming attendance at educational institution on a letter head of that institution	100	
	Recent arrival in Ireland (less than 6 weeks)		
	• Passport	100	
	Vetting Subject is unable to achieve 100 points**		
	• Affidavit witnessed by a Commissioner for Oaths	100	
	TOTAL		
<p>*This document was developed using information from the Volunteering Australia 100 Point Identification Check and from research conducted on verification of identity at Irish banking institutions, utility companies and the National Driver License Service.</p> <p>**An affidavit is a written sworn statement of fact voluntarily made by a person. It is a document that sets out in paragraph form the evidence that the witness wishes to give. Affidavits are usually written and prepared by a solicitor or a barrister after having obtained all the necessary information from the witness. The wording used in the affidavit will depend on the circumstances of the case. Your solicitor can give you more information on the wording that will be used.</p> <p>When the affidavit is ready, the witness must go before a Commissioner for Oaths. The Commissioner for Oaths will check that the person swearing the oath has read the affidavit and fully understands the contents. The person will be asked to raise the Bible and to repeat the words of the oath. If the witness does not wish to swear an oath on the Bible, he or she may make an affirmation. He or she will then sign the affidavit.</p> <p>The Commissioner for Oaths will verify that the affidavit was properly sworn by completing a <i>jurat</i> on the affidavit.</p>			

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Garda Vetting

The eVetting Steps

1. The Applicant completes the Garda Vetting Form (NVB1), the Proof of Identity Form and, where appropriate, the Parent/Guardian Consent Form and get the Proof of Identity Form verified by a Designated Person (Garda Vetting). All documentation is then posted to Irish Sailing by the Applicant.
2. The Authorised Signatory, within Irish Sailing, checks and logs the forms. In the event of an incomplete form, the form and all documentation will be returned to the Applicant with a covering letter for resubmission.
3. Irish Sailing uploads details from the Garda Vetting Form (NVB1) on the National Vetting Bureau's website.
4. The Applicant receives an email from the National Vetting Bureau inviting them to verify their details, as entered by Irish Sailing, and to complete the eVetting process.
5. Once the Applicant completes the online eVetting process Irish Sailing are notified and asked to Review the application and submit it for processing to the National Vetting Bureau.
6. The National Vetting Bureau processes the application and advises Irish Sailing when the disclosure is available.
7. Irish Sailing determines the suitability or otherwise of the Applicant.
8. Irish Sailing write to the applicant notifying them of the result. The letter details the validity period of the vetting clearance.

How are eVetting applications made and processed?

Applicants must fill in the forms and submit these to Irish Sailing for processing. Irish Sailing's Authorised Signatory checks the forms, registers the Applicant with the National Vetting Bureau who sends him/her an email with a link attached inviting him/her to verify their details and complete an online eVetting Application Form. Applications for Garda Vetting may only be submitted through organisations, like Irish Sailing, who are registered with the National Vetting Bureau. The NVB will not process applications made directly to them from individuals or organisations not registered with them.

Once Irish Sailing receives information from the NVB we review the information and make an assessment as to whether it makes a candidate unsuitable to work with children or vulnerable persons. The criteria used are published on page 10.

To protect the rights and privacy of the Applicant, details obtained from the National Vetting Bureau are not passed directly onto Irish Sailing's affiliate organisations.

If it is decided that an Applicant is unsuitable to work with children or vulnerable persons, they will be contacted by Irish Sailing as set out in procedures published on page 11.

Applicants do have the right to appeal the results of the vet if they believe that information provided by the NVB or the decision made by Irish Sailing is incorrect.

It is important to remember that a letter indicating that an Applicant has successfully completed vetting is not a certificate as it only looks at information available at the time of the check. Consideration needs to be given to when repeat vets are required as a person may have acquired convictions or specified information since any previous vets were completed.

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Garda Vetting

Who can be vetted?

Irish Sailing eVetting may be accessed by individuals who are members of Irish Sailing or members of an Irish Sailing affiliated Club, Class or Training Centre and actively engaged in the delivery of that organisation's activities or programmes.

All Irish Sailing Instructors, Coaches, Instructor Trainers, and Centre Principals must hold current valid Garda Vetting Clearance.

Who should be vetted?

Persons who wish to undertake certain work or activities relating to children or vulnerable persons, or to provide certain services to children or vulnerable persons more than four times in any month or overnight.

All Irish Sailing organisations running activities for children or vulnerable persons must have in place a policy stating who must be vetted and when. This would normally form part of the organisations recruitment policy.

As a guide, people in the following positions within Irish Sailing affiliated organisations should be vetted by the organisation as part of their recruitment process.

Youth Sports Leaders working in an ISA Organisation:

- Designated Liaison Persons (Safeguarding 3)
- Club Children's Officers (Safeguarding 2)
- Designated Persons (Garda Vetting)
- Junior Organisers
- Youth Team Managers
- Full time "Shore Parents"
- Staff and volunteers leading or working on activities or sessions where they will have contact with children or vulnerable persons more than four times in any month or overnight
- Senior / Chief Instructors *
- Instructors and coaches running activities for children or vulnerable persons *

Irish Sailing will, on its own instigation, vet;

- Centre Principals of Irish Sailing Training Centres
- Instructor Trainers
- Irish Sailing employed / appointed Youth Coaches
- Irish Sailing staff and volunteers leading or working on activities or sessions organised directly by Irish Sailing where they will have substantial unsupervised access to children or vulnerable persons.
- Irish Sailing staff and volunteers involved in the processing of Garda Vetting Applications and associated procedures.

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Garda Vetting

*Vetting for Irish Sailing Qualified Instructors and Coaches

All Irish Sailing Instructors and Coaches with valid qualifications issued after 1st October 2013 have passed vetting and do not need to be vetted as part of their recruitment process. The date their certificate was issued is printed on their certificate. We also include a logo indicating the candidate has received vetting clearance on the certificate.

Role Being Vetted For?

Applicants will be asked to indicate, on the Vetting Invitation Form (NVB1), which role they wish to be Garda Vetted for:

1. Irish Sailing Instructor / Coach;
2. Centre Principal of an Irish Sailing Training Centre; or
3. Youth Sports Leaders working in an Irish Sailing Organisation (see list above – page 8).

How long is Garda Vetting Valid for?

Irish Sailing Garda Vetting is valid for a period of 3 years from the date the search was conducted.

However, Irish Sailing requests that any Instructor or Coach who attends a CPD Revalidation or attends an Advanced Instructor or Senior Instructor course, reapplies for Garda Vetting at that time. This second vetting clearance will then be valid for a period of 5 years to coincide with the validity period of the Instructorship.

Vetting Persons Under 18 Years of Age

Section 13(6) of the Act provides for vetting of persons under 18 years of age.

The Act states that if a person in respect of whom an application for a vetting disclosure is made is under 18 years of age, a declaration of consent (Parent/Guardian Consent Form) is completed on his or her behalf by a parent or guardian of the person.

This form is available from Irish Sailing - Parent/Guardian Consent Form (NVB 3)

What does it cost?

The cost of vetting is €56 per applicant (reduced price of €10 for Irish Sailing Members).

Irish Sailing may not process vetting applications submitted through organisations that have outstanding affiliation or accreditation fees.

What is done with the information received?

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Garda Vetting

The National Vetting Bureau informs Irish Sailing of the results of each vet. This information is kept in a secure store within Irish Sailing's Office to which only authorised members of staff have access.

Irish Sailing will not send the results of a vetting disclosure to anyone except the Applicant and the Irish Sailing Garda Vetting Review Panel.

Each application is logged on the Irish Sailing database. No information relating to the application or disclosure is recorded other than;

- The date the application was sent onto the NVB by Irish Sailing
- The date the result was received back by Irish Sailing from the NVB
- The result of the Vet (Positive or Negative).

Can the results of a Garda Vetting Disclosure be Appealed?

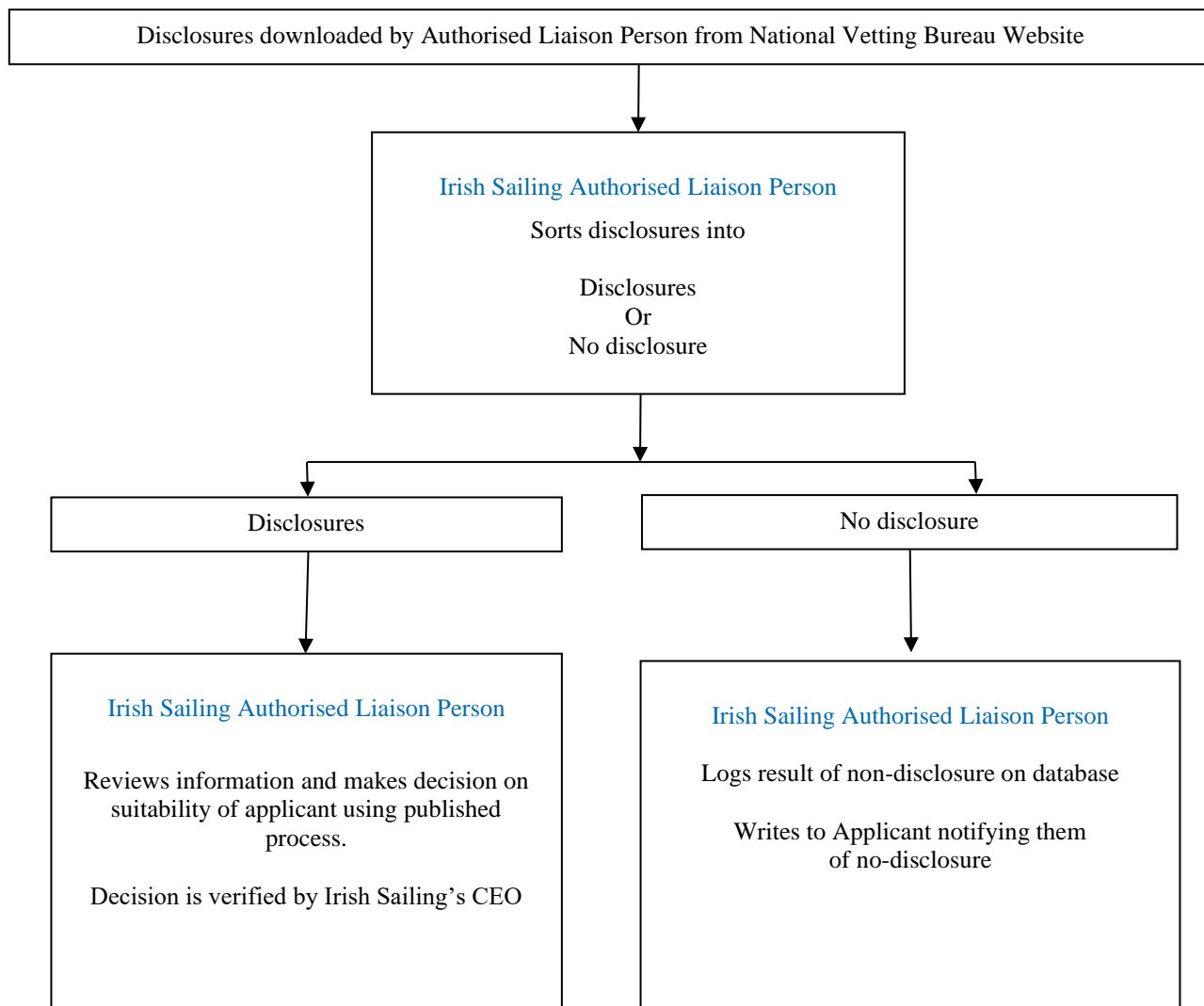
If an Applicant believes that the information provided by the NVB is incorrect then they should inform Irish Sailing's Authorised Liaison Person who will refer the matter back to the NVB.

If a candidate wishes to appeal the result of the vetting decision they may use Irish Sailing's Review Panel. Details on this process are available from Irish Sailing's Chief Executive Officer.

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Garda Vetting

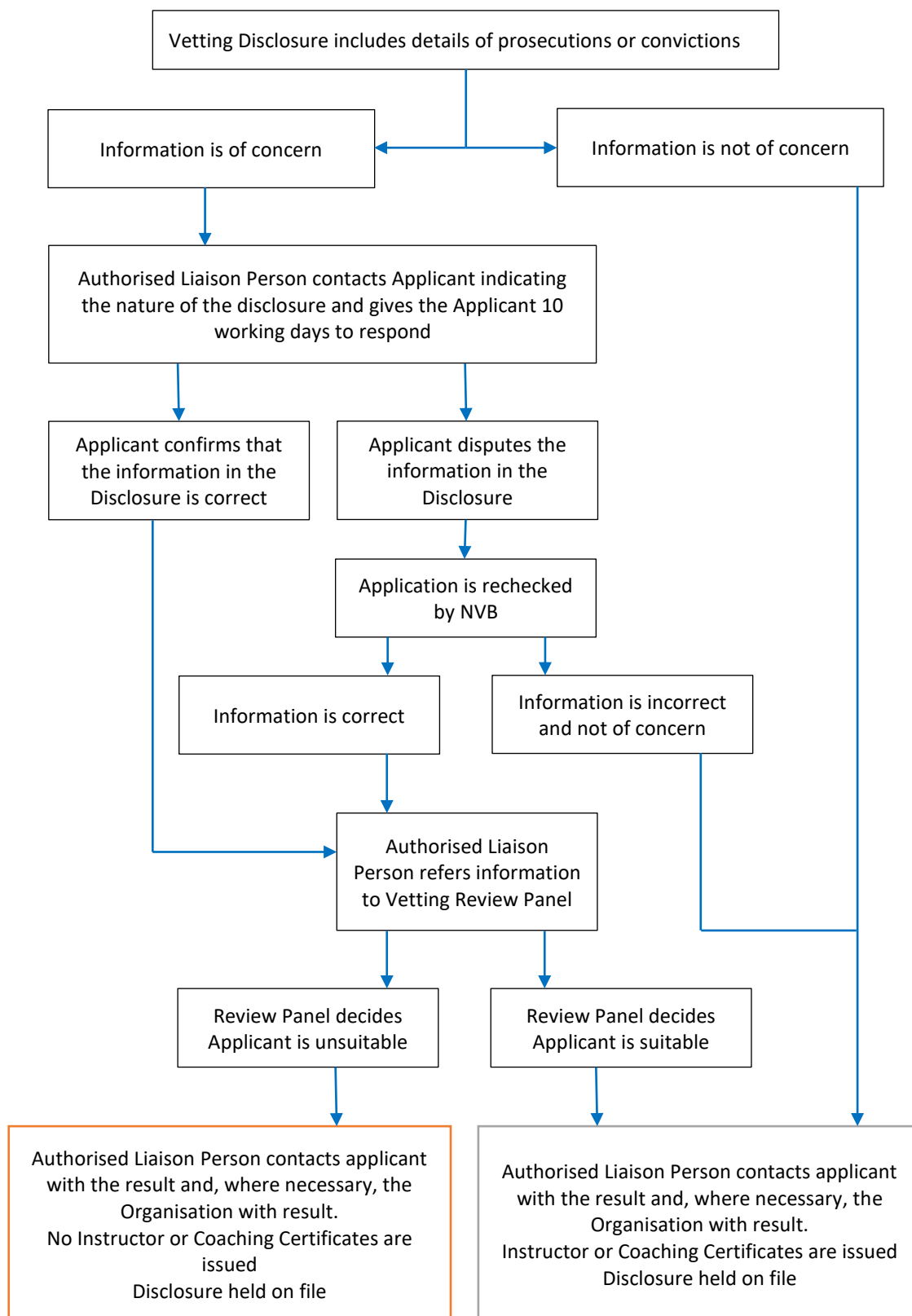
Administrative Processes



Appendix 3

Garda Vetting

Review Process for Vetting Disclosures from NVB



Appendix 3

Garda Vetting

Irish Sailing Garda Vetting Policy

Guidelines for ISA personnel processing returned vetting applications.

The following convictions or unresolved prosecutions may debar offender from holding a position where they will be in contact with children or vulnerable adults and will therefore be reviewed by Irish Sailing Vetting Review Panel.

- Murder, manslaughter
- Rape, attempted rape
- Any crime/conviction against a child while an adult
- Any crime/conviction against a child while a child
- Possession of child pornography
- Illegal possession of fire arms or offensive weapon
- Domestic violence
- Any crime involving aggression/assault
- Dealing illegal or controlled drugs
- Possession of illegal or controlled drugs
- Fraud or dishonesty
- Shop lifting, credit card theft
- Crimes of deception
- Drink driving
- Dangerous driving

The Panel will also review “Specified Information” provided to Irish Sailing in the course of the vetting application.

In reviewing a person’s record the Vetting Review Panel will use the information available only to form an opinion as to whether the person would present a risk to children or vulnerable persons.

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Garda Vetting

Garda Vetting & National Children's Officer Review Panel

Objective / Role

The Garda Vetting & National Children's Officer Review Panel considers and makes recommendations with respect to vetting applications and returns referred to it by Irish Sailing's Garda Vetting Liaison Person or by the National Children's Officer.

Irish Sailing's Garda Vetting Liaison Person will refer the following vetting applications and returns to the Panel;

- Any applications with declared convictions identified as of concern in Irish Sailing's Garda Vetting Policy.
- Any vetting returns with un-declared prosecutions or convictions identified as of concern in Irish Sailing's Garda Vetting Policy.
- Any vetting returns resulting in the disclosure of "specified Information" to Irish Sailing.

Irish Sailing's National Children's Officer will refer issues of concern such as a Disciplinary Committee / Appeals Committee request or support with a Safeguarding Case which requires support or advice.

The Panel shall consist of no less than 3 members.

The Panel is appointed annually by Irish Sailing's President in consultation with the National Children's Officer.

The group shall meet as requested by Irish Sailing's Garda Vetting Liaison Person or the National Children's Officer.

No documentation relating to the Review Panel's process may be copied and / or retained by members of the panel except where identified as a requirement under Irish Sailing's procedures.

As far as reasonably possible the information provided to the panel will not include the identity of the applicant.


Where appropriate decisions may be made or ratified by telephone.


Minutes of all decisions / recommendations made by the Panel will be kept by Irish Sailing.


Members of the Panel should be offered and have attended appropriate training designed to assist them making appropriate, informed decisions.

Appendix 4

Contact Details

	National Children's Officer & Mandated Person for Irish Sailing <p>The National Children's Officer role is to be up to date and familiar with Children's First Legislation to ensure they can act as an information source to other members and organisations within Irish Sailing.</p> <p>They must act as a resource to members in relation to children's needs, co-ordinate the training for others and circulates all relevant information and resource materials.</p> <p>A mandated person is responsible for reporting allegations or suspicions of child abuse to TUSLA Child and Family Agency and / or An Garda Síochána.</p>	
Name	Ciarán Murphy	
Contact numbers:	01 2800239	087 8800744
Email address:	ciaran.murphy@sailing.ie	

	Designated Liaison Person <p>The Designated Liaison Person is responsible for reporting allegations or suspicions of child abuse to TUSLA Child and Family Agency and / or An Garda Síochána.</p> <p>The DLP communicates with parents and/or agencies as appropriate and is responsible for carrying out reporting procedures.</p>	
Name:	Harry Hermon	
Contact numbers:	01 2800239	087 2402097
Email address:	harry@sailing.ie	

	National Vetting Officer & Liaison Person <p>The Liaison Person is the nominated person within Irish Sailing to manage the process of Garda Vetting and works directly with The Garda Vetting Bureau.</p> <p>The LP liaises with the individual seeking Garda clearance and / or the organisation responsible for recruitment.</p>	
Address:	Nuala Healy	
Contact numbers:	01 2710114	
Email address:	training@sailing.ie	

Appendix 5

Disciplinary, Complaints & Appeals Procedures

Introduction

Each club / centre should ensure that it has adequate disciplinary, complaints and appeals procedures in place. It is important to note that the investigation of suspected child abuse is the responsibility of the Statutory Authorities and should not be undertaken by Club Children's Officers/ Designated Liaison Person's or other organisation/club Sports Leaders. The standard reporting procedure outlined in the Statutory Authorities guidelines should be followed by each sailing club/ training centre and adhered to by its members and staff.

Recommended Procedures

A quality sailing club/training centre will operate on the basis of good practice to include a complaints/appeals procedure similar to the following:

A code of conduct reflecting a child centred ethos should be drawn-up, widely disseminated and returned from and applied to all instructors, coaches, volunteers and members.

Each club/training centre on receiving a complaint, should appoint a disciplinary committee to resolve problems relating to the conduct of its members. This should include bullying.

The complaint should be in writing to the Secretary or Club Children's Officer and should be responded to within 5 working days.

The committee should consist of a representative from the Executive Committee, the Club Children's Officer and ordinary registered members of the club. If the complainant is under 18 years of age, correspondence should be addressed to the parents/ carers and invited to partake in the process.

If the complaint involves suspected abuse or a criminal offence the children's officer/designated person should be consulted and the disciplinary committee disbanded. The statutory authorities will then be informed.

The disciplinary committee should review any relevant paperwork and hold any necessary meetings with all parties to proceed with complaints into any incident of suspected misconduct that does not relate to child abuse. It should, as soon as possible, inform the Executive Committee of the progress of the disciplinary process. This should be done within 10 working days.

The disciplinary committee should furnish the individual with the nature of the complaint being made against him/her and afford him/her the opportunity of providing a response either verbally or in writing, but usually at a meeting with the disciplinary committee. It is advised to take onboard any information that witnesses can give from both parties of the complaint.

Written confidential records of all complaints should be safely and confidentially kept in compliance with GDPR and club procedures should be defined for the possession of such records in the event of election of new officers.

Where it is established that an incident of misconduct has taken place, the disciplinary committee should notify the member of any sanction being imposed. The notification should be made in writing, setting out

Appendix 5

Disciplinary, Complaints & Appeals Procedures

the reasons for the sanction. If the member is under 18 years of age, correspondence should be addressed to the parents/ carers.

Appealing Procedure

If the member against whom the complaint was made is unhappy with the decision of the disciplinary committee s/he should have the right to appeal the decision to an appeals committee (independent of the disciplinary committee). Any appeal should be made in writing within 10 days of the decision of the disciplinary committee. The chairperson of the appeals committee should be a member of the Management Committee. The appeals committee should consult with the Club Children's Officer in relation to issues of child welfare and codes of conduct.

The appeals committee should have the power to confirm, set aside or change any sanction imposed by the disciplinary committee.

If any party is not satisfied with the outcome the matter can be referred to the governing body Irish Sailing.

However, efforts to resolve the issue at local level should be exhausted before the National Governing Body is engaged in attempts to resolve the matter.

To make an appeal to Irish Sailing it must be in writing and addressed to:

Ciarán Murphy

National Children's Officer

Irish Sailing

3 Park Road, Dun Laoghaire, Co. Dublin

ciaran.murphy@sailing.ie

Appendix 6

Safeguarding Checklist

The following checklist will assist in identifying any gaps in organisational good practice

	Club / Centre	Class Association	Name	Reference / Date Checked
Organisational Values These underpin your organisation ethos				
Organisation has written constitution				
Policy Statement on children & vulnerable adults in your organisation				
Roles & Responsibilities Setting out who is responsible for what.				
Organisation's management structure clearly identified				
Management and / or committee roles & responsibilities clearly identified				
Designated Officer appointed, trained to Safeguarding 3, identified to members & contact details available.				
Children's Officer appointed, trained to Safeguarding 2, identified to members & contact details available.				
Policies & Procedures Procedures for the following developed, published & disseminated as appropriate				
Procedures for reporting actual or suspected statutory abuse.				
Complaints, disciplinary & appeals process				
Anti-Bullying policy				
Recruitment Procedures for the recruitment of personnel, working with children developed, published & used. Including;				
Application form				
Interview				
Written References				
Policy / procedure for following up references				
Garda Vetting				
Induction training				
Probation period				
Codes of Conduct Following codes of conduct developed & published & disseminated as appropriate				
Children / young people				
Parents				
Leaders including instructors & coaches				

Appendix 6

Safeguarding Checklist

Safety Statement Risk Assessment Policy on swimming ability / levels water confidence Policy on concussion protocols				

Useful Resources

#SafeSport App:

The Irish Sports Council Safe Sport app is based on the Code of Ethics & Good Practice for Children's Sport. It is an information and guidance tool for everyone involved in sport for children and young people. The app is aimed at creating greater awareness and understanding about safeguarding and best practice principles in children's sport. You can download the Safe Sport App from the App Store and it is available across a number of platforms - IOS and Android. It will also function on iPads, iPhones, Android tablets and smartphones. This cross platform approach will ensure the app is accessible to a wide range of users.

This can be accessed through the following link: **#SafeSport** in your App Store

http://www.irishsportsCouncil.ie/Participation/Code_of_Ethics/Code-Of-Ethics-App

Sport Ireland Website:

All code of ethics information and materials can be accessed via the Sport Ireland website. This can be accessed through the following link: http://www.irishsportsCouncil.ie/Participation/Code_of_Ethics

Local Sports Partnership Network:

The 29 LSP's throughout the island of Ireland provide Safeguarding 1, 2, & 3 courses in their respective areas. These courses have the same recognition as Irish Sailing courses and can be directly assessed by contacting the co-ordinator of each LSP. They can be accessed through the following link:

http://www.irishsportsCouncil.ie/Participation/Local_Sports_Partnerships

The Contact Details for Sport Ireland Code of Ethics Unit are:

Bernie Priestley
Code of Ethics Manager
Email: bpriestley@sportireland.ie
Tel: (01) 8608822

Colin Murphy
Code of Ethics & Information Officer
Email: cmurphy@sportireland.ie
Tel: (01) 8608803



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