

Vetting Policy



Pentathlon Ireland Vetting Policy and Procedures

Policy Statement

Pentathlon Ireland is committed to safeguarding and protecting children and vulnerable persons that are engaged with the sport. The policy and procedures detailed here are aimed at ensuring that those with a role of responsibility are subject to the statutory vetting procedure. recruited and selected a safe and transparent recruitment and selection process for volunteers, staff and contractors.

Purpose of this Policy

This policy will help to protect our organisation against possible perpetrators of child abuse by being a barrier for an individual who is unsuitable to work with children.

This document is written in line with current legislation and national guidelines:

- Child Care Act 1991
- Data Protection Acts 1991 and 2003
- Children First Act 2015
- Department of Children and Youth Affairs, 'Children First: The National Guidance for the Protection and Welfare of Children'
- Department of Health and Children, 'Our Duty to Care: Principles of Good Practice for the Protection of Children and Young People'
- Sport Ireland - Safeguarding Guidance for Children and Young People in Sport

Vetting Procedure

The Pentathlon Ireland Vetting procedure is administered by the Federation of Irish Sport.

Legislation

The National Vetting Bureau (Children & Vulnerable Persons) Acts 2012 – 2016 commenced on the 29th April 2016. From that date, a statutory obligation was placed upon all organisations to Garda vet every person prior to taking up a role which involves work with a vulnerable person and/or a person under the age of 18 years.

The Act also established the National Vetting Bureau (NVB) to oversee the e-vetting services previously administered by the Garda Central Vetting Unit.

Who needs to be vetted?

Any person who carries out a role of responsibility which involves a vulnerable person or a person under 18 years of age must be vetted.

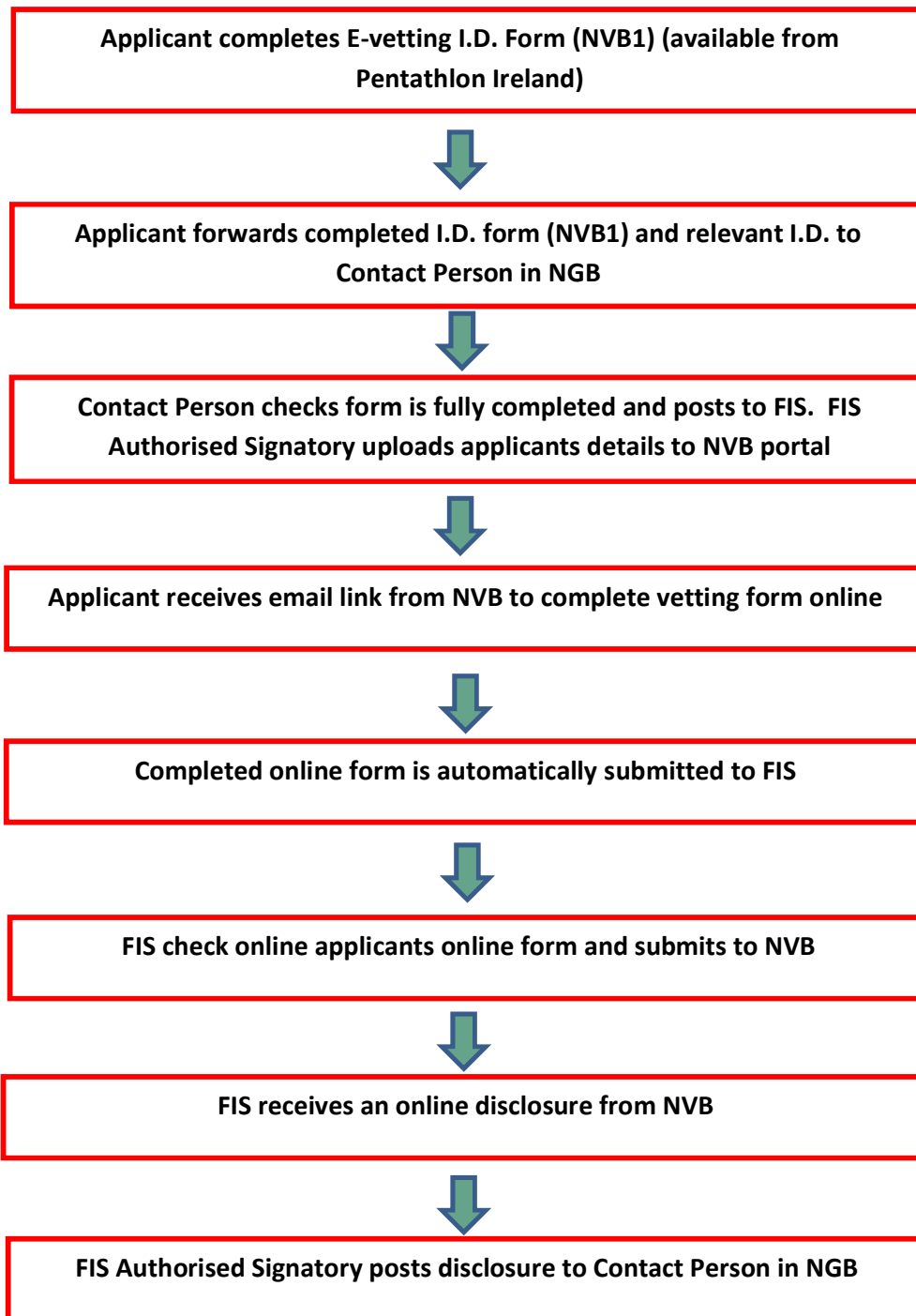
What if the applicant is under 18 years of age?

Vetting is available to any person who is currently 16 years of age. A parental/guardian consent form (NVB 3 Form) must be completed, for applicants who are 16 or 17 years of age.

Is it an offence if you are not vetted?

It is now a criminal offence, to permit any person to commence working with children or vulnerable persons without that person first obtaining a vetting disclosure from the National Vetting Bureau in respect of the role for which they have been recruited.

Federation of Irish Sport E-Vetting Steps



FIS – Federation of Irish Sport

NVB – National Vetting Bureau

NGB – National Governing Body

Disclosure = Result of vetting application

Please note that where the applicant is under 18 years of age the electronic correspondence will issue to the Parent/Guardian.

- The Authorised Signatory/National Children's Officer will notify the applicant, by post, as to whether or not they have been accepted based on the information provided by the Garda Central Vetting Unit.
- Details of any disclosures will not be supplied to any person other than the applicant.
- In some circumstances the Authorised Signatory may request further information or clarification from the applicant.
- The National Children's Officer and the National Designated Liaison Officer may in exceptional circumstances request to meet the applicant in person to further clarify particular information.
- Applicants may request a copy of the returned check and the information contained.
- Applicants have an opportunity to appeal any decisions made, based on the information disclosed.
- Some applicants may be given one year probation and will be requested to re-apply for vetting at the end of that year.
- All volunteers and staff will be re-vetted every 3 years or as directed by the Department of Justice.

Pentathlon Ireland Child Protection Committee

The Child Protection Committee is comprised of the National Children's Officer, the National Designated Liaison Officer and the National Chairperson. The purpose of this committee is to discuss delicate or complex cases, when determining the suitability of an applicant. This may be due to the time and nature of a disclosure or to soft/specific information received.

A threshold of suitability is set out by the Child Protection Committee. This threshold will determine whether information received by the Garda Central Vetting Unit on a particular person warrants them suitable to volunteer with or work for the Pentathlon Ireland based on the description of the role.

Certain convictions and/or misdemeanours may not preclude a person from involvement in Pentathlon Ireland unless it is deemed by the Child Protection Committee that to do so would put children or other members at future risk.

Communication of this Policy

Copies of this policy will be distributed, as directed by the Board of Directors, to each member and will also be available for download at www.pentathlon.ie. New staff members and new volunteers will be informed of this policy and directed to the website as part of their induction.

Appendix 1

For further information on Garda Vetting

www.garda.ie

Appendix 2

Pentathlon Ireland National Designated Liaison Officer

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