



Pentathlon Ireland Vetting Policy

Policy Statement

This Policy has been written in line with current legislation and the guidelines for safeguarding and protecting children, to ensure a safe and transparent recruitment and selection process for volunteers and staff.

Aim of this Policy

The aim of the Vetting Policy is to ensure the safe practice in the recruitment and selection of all adults involved in Pentathlon Ireland.

Purpose of this Policy

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

Definitions

Vetting refers to the process of performing a background check on an individual. This includes criminal offences, convictions, non-convictions and public order offences.

Garda Vetting is administered by the Garda Central Vetting Unit. See www.garda.ie for further information.

An adult refers to any person 18 years old and over.

A child refers to any person under 18 years old.

Applicant refers to the person applying for Garda Vetting.

Vetting Requirements

Any person who is carrying out work or activity, a necessary and regular part of which consists mainly of the person having access to, or contact with, children or vulnerable adults. are required to be vetted in advance of taking up a position.

Although not all volunteers and staff may come into direct contact with children on a regular basis, all members have a responsibility regarding the welfare of children.

Exceptions

Vetting is not required by persons who assist on an occasional basis and for no commercial consideration. This would include persons who assist on an occasional basis at a school, sports or community event or activity other than where such assistance includes the coaching, mentoring, counselling, teaching or training of children or vulnerable persons.

Vetting Procedure

All vetting is administered through the Federation of Irish Sport. Applicants for vetting must complete and submit the form available from Pentathlon Ireland who will then follow the FIS process.

Vetting Policy

- The Authorised Signatory/National Children's Officer will notify the applicant 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 have an opportunity to appeal any decisions made, based on the information disclosed.

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 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.

Monitoring and Evaluation

This policy will be reviewed annually by the Child Protection Committee by the 1st February of each year.

Next Review Date: 1st February 2025

Pentathlon Ireland National Children's Officer

George Maybury

087 2418151

gmaybury56@gmail.com

Pentathlon Ireland National Designated Liaison Officer, Mandated Person and Relevant Administrator

Niav McNamara

086 8591861

info@pentathlon.ie