

Fingal Triathlon Club Safeguarding Policy

Safeguarding Statement:

Fingal Tri Club is fully committed to safeguarding our young and vulnerable members and to ensure our safeguarding practice, procedures and guidelines are robust and reflect statutory responsibilities, government guidance and comply with best practice, Sport Ireland requirements. This policy recognises that the welfare and interests of children are paramount in all circumstances regardless of age, ability or disability, race, religion or belief, socioeconomic background, sex or sexual orientation. Any triathlon club which includes young and/or vulnerable people in its members is vulnerable to the occurrence of abuse and every individual in Fingal Triathlon Club should at all times show respect and understanding for members rights, safety and welfare and conduct themselves in a way that reflects the principles of our club, our code of conduct and the guidelines contained in the Code of Ethics and Good Practice for Children's Sport. All expressions of concern, allegations or disclosures of abuse by any individual will be taken seriously and acted on appropriately. All club coaches and volunteers subject to vetting through the National Vetting Unit sign a code of conduct, providing references and undergo safeguarding training as per Sport Ireland and current legislation. Our priority is the welfare of our young and vulnerable members who should expect a child/athlete centered environment which will allow them to perform to the best of their ability free from bullying, intimidation and inappropriate behavior and allow them to grow and develop without the pressures of competitive standards or specialisation.

Safeguarding Definitions

Junior: A junior is anyone under 18 years of age

A vulnerable adult: A person aged 18 or over who may be unable to take care of themselves, or protect themselves from harm or from being exploited. This may be because they have a mental health problem, a disability, a sensory impairment, are old and frail or have some form of illness.

Abuse: Abuse can be Physical, emotional or sexual abuse and neglect. Abuse of any kind or threat of such abuse is totally unacceptable. The following guidelines are in place to protect both those who are vulnerable as well as the coaches and leaders working with them.

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 a 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 is the guiding principle of the Code of Ethics and Good Practice for Children's Sport. All sport for young people should be conducted in an atmosphere of fair play. Ireland has contributed and is committed to the European Code of Sports Ethics, which defines fair play as: "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).

The Club uses the following criteria in its junior section.

1. A Childrens' Officer and a Designated Liaison Person are appointed. The same person may cover both roles. The Children Officer must complete Safeguard 1 and Safeguard 2 courses. The Designated Liaison Person must attend Safeguard 1 and Safeguard 3 courses.

2. Vetting: Every person in the club who will be in continuous or regular contact with the juniors must undergo Garda Vetting prior to beginning their role. This includes but is not limited to Childrens Officer, Designated Liaison Person, Coaches, TRI Leaders, helpers, drivers, marshals.

3. Code of Conduct: Every person in the club who will be in continuous or regular contact with the juniors signs a TI Code of Conduct (either TI Form 10 or TI Form 8 depending on how long they have been in the club). These are posted in with the Vetting application.

4. Parents of juniors joining the club must complete or update a Form 11 annually. This form is held by the Childrens officer.

5. Junior membership to the club is available through Triathlon Ireland.

6. A Club safeguarding statement is in place and is available on the club website www.fingaltri.ie in the about us section under policy documents.

7. Volunteers:

7.a Those helping as a once off at an event do not need to be vetted. However, they should be supervised by qualified volunteers nominated by the Club Children's Officer and should be given roles with minimal interaction with the competing junior athletes. Volunteers at events should be advised that when signing in at the event they are agreeing to abide by the TI Code of Conduct which is displayed at the event.

7.b Volunteers are advised of their specific role and what is expected of them as well as their rights as a volunteer as per the Volunteer Code of Conduct (below).

7.c Volunteers are made comfortable to come forward if they are unhappy about anything regarding safety or safeguarding and feel supported by the club Children's Officer.

7.d Volunteers are informed of how and who to report to either in a club or event setting.

7.e The clubs Children's officer keeps a database of volunteers in the club recording the date of their last vetting with TI, the date they attended the Safeguard 1 course and the date they signed the code of conduct for the year.

Vetting Policy

http://www.fingaltri.ie/files/UserFiles/new_folder/Risk-Assessment-documents/Policy-Documents/Fingal-Triathlon-Club-Vetting-Policy.pdf

Code of Conduct:

The code of conduct provides the foundation for expected and required behaviour of volunteers/coaches/leaders. It asks a series of declarative questions and asks that the applicant agree to abide by the code of conduct or be subject to disciplinary proceedings. By signing this the applicant also agrees to a potential review of their role in the future.

Volunteers Code of Conduct

Parents/Guardians Code of Conduct

Coaches/TRI Leader Code of Conduct

All of the above can be found here:

http://www.fingaltri.ie/files/UserFiles/new_folder/Risk-Assessment-documents/Policy-Documents/Fingal-Triathlon-Club-Safeguarding-and-Codes-of-Conduct-1.pdf

Appropriate Relationships

Adults interacting with children in sport are in a position of trust and influence. All adult actions should be guided by what is best for the child and carried out in the context of respectful open relationships. Sports Leaders are responsible for setting and monitoring boundaries between a working relationship and friendship with young participants. Sports leaders should place emphasis on enjoyment, equality, fair play and the general wellbeing of young people.

Anti-Bullying

Bullying is a form of unacceptable behaviour, but not all unacceptable behaviour can be considered bullying. Bullying usually has three key elements:

- It is repeated behaviour that happens over a period of time
- It involves an imbalance of power
- It is intentionally hurtful behaviour In some sports some elements of bullying such as intentional exclusion is seen as part of the culture.

The club wishes to create an inclusive and supportive culture. The club has a zero-tolerance policy on bullying and will work to create a safe and open environment. There are resources available to help combat bullying behaviour on endbullying.org.uk.

Positive Coaching

The club encourages coaches to take a holistic approach to coaching and to not only focus on the physical aspect of the session and getting the session done but to focus on the overall welfare of the child. It is up to the coach leading the session to be observant and aware of the different levels of the junior athletes based on age, ability level or whether they had participated in another sport that day already and tailor a session accordingly.

Disclosures

Children may talk to their coach about issues they are dealing with as they may feel more comfortable than talking to a family member. If a child discloses information regarding abuse coaches should be prepared to listen.

- React calmly so as not to worry, alarm or deter them.
- Reassure them that you are glad that they told you.
- Don't promise to keep it to yourself – explain that you need to make sure that they will be safe and may have to pass on the information to someone trusted to deal with it appropriately.
- Listen to what the child or young person says and take it seriously.
- Only ask questions if you need to clarify what the child is telling you – don't ask the child about explicit details.
- Don't ask leading questions – a leading question is one that pre-supposes the answer, for example "Sam hit you, didn't he?"
- Make a detailed record of what the child has told you and don't delay passing on the information.

Even though it is not your responsibility to decide whether a child or young adult is being abused, you have a duty to act on your concerns. Make a detailed record of what you have seen or heard (preferably using the incident report form), but don't delay passing on the information to the appropriate person in line with the event or clubs safeguarding plan. If you are unable to contact the club CPO and there is an immediate threat to a child, you should contact An Garda Síochána

Physical Contact

Physical contact during sport should always be intended to meet the child's needs NOT the adults. The adult will only use appropriate contact when the aim is to assist in the development of a skill or for safety reasons, e.g. to prevent or treat an injury. This should be in an open environment with the permission and understanding of the participant. Unnecessary physical contact should be avoided and should be determined by the age and developmental stage of the participant – Don't do something that the child can do for themselves. Never engage in inappropriate touching.

Supervision

When deciding on the level of supervision Coaches should consider the following:

- Ratio: 1:8 for under age 12, 1:10 for age 12+.
- Nature of activity/Away trips/Overnight stays
- Special needs of the group
- Having leaders of both genders with mixed groups
- Avoid being alone with one participant
- Changing room- ensuring parents/leaders supervise changing rooms in pairs of appropriate gender
- Stating clearly times of sessions or competitions- Leaders/Coaches remaining in pairs until all participants have been collected.
- Keep attendance records
- Keep records of incidents/injuries
- Asking parents to stay and help supervise sessions.

Filming, Video and Photography

http://www.fingaltri.ie/files/UserFiles/new_folder/Risk-Assessment-documents/Policy-Documents/Fingal-Triathlon-Club-Photography-and-Video-Policy.pdf

Social media & Mobile phones

Coaches should use group texts for communication among athletes and teams and inform parents of this at the start of the season, tournament or event. It is not appropriate or acceptable to have constant contact with an individual athlete. Don't use your phone in inappropriate locations, such as Triathlon Ireland Safeguarding Policy Revised October 2017 changing rooms, especially if your phone has a

camera. There is a Safesport app developed by the sports council which has information for coaches, parents and junior athletes around safeguarding

Travelling

Leaders should avoid travelling with a single child. There may be an occasion where this is unavoidable for the child's safety e.g. in an emergency situation. In this instance the adult should contact the parent/guardian to inform them of the situation, and the child should be seated in the rear seat. The Sport Ireland Safesport app has a tracker to allow parents to track the location of the car.

Observation of a Breach of the Code

All adults have the option to go directly to the statutory authorities as a concerned individual under the Protection of Persons Reporting Act. TULSA Child and Family Agency: 01 7718500 <http://www.tusla.ie> ISPC Missing Children's Hotline: 116 000 <http://www.ispcc.ie/1> 800 Garda Confidential Number: 1800 666111 <http://www.garda.ie> Emergency Services: 999/112 NSPCC: 0808 800 5000 To report or get advice on concerns of sexual exploitation or abuse: Domestic Violence & Sexual Assault Investigation Unit An Garda Síochána National Bureau of Criminal Investigation, Harcourt Square, Dublin 2. 01 6663430, 6663436 dvsaiu@garda.i

You can also speak to the Childrens Officer or the Designated Person/National Childrens Officer in Triathlon Ireland.

Triathlon Ireland National Childrens Officer: Niamh O' Gorman

Contact: Niamh@triathlonireland.com 012741032

Disciplinary Procedures relating to Safeguarding.

Complaints in relation to young people, their coaches and their parents involved in any Triathlon Ireland events may be dealt with under the "Section 3 - Competition Rules" contained within the Triathlon Ireland Manual of Guidance 'disciplinary action' contained in part 3.13.

- Complaints should be received in writing by the National Children's Officer of Triathlon Ireland.
- The complaint should outline all relevant details about the parties involved.
- The National Childrens Officer who may convene the safeguarding committee. For complaints involving members of Triathlon Ireland, the Lead Officer will invoke the disciplinary action under part 3.13 of the Triathlon Ireland Manual of Guidance for incidents in competition; HR Policy for staff incidents and Triathlon Ireland Constitution for incidents for members outside of competition.

- If the complaint involves the possibility of a criminal offence relating to the abuse of a child or vulnerable adult, the National Childrens officer will follow the reporting procedure in Irish Sports Council Code of Ethics, Chapter 5 (in particular 5.10 – 5.12) and the statutory authorities will then be informed. Triathlon Ireland will continue its investigation, however if criminal charges are upheld then the Triathlon Ireland investigation will conclude, and the individual will be immediately and permanently excluded from Triathlon Ireland. The individual will be suspended from all coaching activity with Triathlon Ireland during the investigation. If in this instance criminal charges are not upheld, then the case will go to a disciplinary committee and the case assessed as to whether and in what circumstances the individual could be re-instated as a coach according to TI thresholds.
- If the complaint involves poor practice or misconduct, then the appropriate disciplinary committee should hear the case of all parties involved and decide if a rule or regulation of the Code has been infringed.
- They should, in writing, inform those involved of the sanctions to be imposed. Written notification should be given to parents if the complaint is against a junior member.
- Records should be kept on file by Triathlon Ireland in accordance with data protection legislation. The appropriate case management records relating to their own members and staff will be held at their national headquarters.
- If any party does not agree with the disciplinary findings the appropriate appeals process can be invoked.
- The appeals committee shall have the power to confirm, set aside or change any sanction imposed by the disciplinary committee.
- If, after the disciplinary process, a person is to be suspended the organisation will carry out a risk assessment to decide the level of protection needed for juniors and any future juniors working with any accused persons. The organisation will decide if it will terminate membership of the organisation.