



Safeguarding Requirements for members and non-members working with Swim Ireland

Swim Ireland has an over-arching ethos that recognises the importance of the safety and well-being of young people in our organisation.

This document clarifies the Swim Ireland safeguarding requirements for individuals nominated and appointed to the following:

- (i) Swim Ireland Board
- (ii) National Committees
- (iii) Regional and Club* committees
- (iv) Ad-hoc Committees or Working Groups

Consideration here is given to the requirement for individuals to be vetted and to attend an approved safeguarding training course. The rationale is based on legal requirements and best practice. The vetting requirement will be dependent on the jurisdiction of the activity and may require both National Vetting Bureau vetting and Access NI vetting to be undertaken. An approved Safeguarding course is one that is recognised by Swim Ireland across the island of Ireland.

Board

All Board members will be required to attend an approved Safeguarding course, in line with best practice in recognition of the overarching ethos of Swim Ireland.

The vetting requirements are as follows:

Role	Vetting	Rationale for vetting
President	Required	Figurehead for Swim Ireland, and will interact with young people as part of this role; usually NVB and Access NI vetting
Chairman	Required	Figurehead for Swim Ireland, and will interact with young people as part of this role; usually NVB and Access NI vetting
Secretary	Not required	
Treasurer	Not required	
Independent Directors	Not required	
Skillset Directors	Considered	Skillset Directors are chosen based on skill sets required by the Board at any one time – this may be a role that requires vetting; vetting determined by jurisdiction
Regional Directors	Required	As representatives working in regions they will interact with young people as part of this role; vetting determined by jurisdiction

National Committees

National Committees have a national role in Swim Ireland, as set out in the M&A's. The terms of reference for each committee indicates the roles and responsibilities of each and the likelihood of interaction with young people. This interaction determines the legal requirement for vetting and safeguarding training. Vetting will be determined by the jurisdiction of the work undertaken e.g. regional representative on the CWC will need to be vetted in their own jurisdiction.

National Committee	Vetting	Safeguarding training	Rationale
Audit Committee	Not required	Not required	
Child Welfare Committee	Required	Required	Access to and influence over young people in Swim Ireland
Commercial Committee	Not required	Not required	
Communications Committee	Not required	Not required	Board members only; to be reviewed
Disciplinary & Complaints Committee	Required	Required	Access to/influence over young people in Swim Ireland
Governance Committee	Required	Required	Access to/influence over young people in Swim Ireland
HR & Remuneration Committee	Not required	Not required	
Masters Committee	Not required	Not required	
National Meet Licensing Committee	Required	Required	Access to/influence over young people in Swim Ireland
Nominations Committee	Not required	Not required	
Performance Advisory Group	Required	Required	Access to/influence over young people in Swim Ireland
Selection Panel	Required	Required	Access to/influence over young people in Swim Ireland

Regional and Club* Committees

All regional and club* committee members are required to undertake vetting and safeguarding. The interaction with young people at grassroots level indicates both vetting and safeguarding training are needed within the terms of the legal requirements.

Ad-hoc Committees/Working Groups

Occasionally a Committee may be required to undertake specific work, or a Working Group may be set up to work on a programme, project, or other activity. These may occur at Club, Regional or Swim Ireland level. The requirements for vetting and safeguarding training will be dependent on the roles and responsibilities of the committee/working group. Advice should be sought from the CCO, RCO or NCO in this regard.

*Clubs

* Clubs means clubs with under 18 members only; declared adult club committees are not required to undergo vetting or safeguarding training.

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*This document is an Addendum to the following policies:
Vetting Policy
Safeguarding Training Policy*