

Garda Vetting Policy- (March 2014)

It is important that The Irish Amateur Wrestling Association, a National Governing Body of Sport demonstrate best practice standards at all times to reassure members, parents, The Community, stakeholders and sponsors that it will take all steps necessary to maintain and protect the welfare of children and vulnerable adults whilst they are involved in Wrestling and Grappling activities.

Garda Vetting is a process between the Garda Central Vetting Unit and the Irish Amateur Wrestling Association by which the Irish Amateur Wrestling Association Ireland will be made aware of any issues that might be a cause for concern about adults working or volunteering with; and who might potentially be in contact with children and/or vulnerable adults through their involvement in a Wrestling / Grappling activity.

Garda Vetting is just one element of a safe recruitment and registration process of the Irish Amateur Wrestling Association and should be considered as a preventative measure that is implemented for the protection of children and vulnerable adults. It will help The Irish Amateur Wrestling Association and their Clubs to better protect young people and vulnerable adults against adults with potential to cause harm.

The Irish Amateur Wrestling Association, requires all Coaches, Members (16+) and their affiliated clubs, who work or volunteer with Children and vulnerable adults, in wrestling and grappling activities to partake in the vetting process.

The Irish Amateur Wrestling Association also has a requirement to be re-vetted every 5 years. This requirement may change if any alteration to the legislation occurs.

Over the next 1 to 2 years the Garda Vetting Process will be changing due to the legislation. The Forms and procedures will be changed and additional information will be required. We will work together with the Garda Vetting unit, while we all learn this new process of Garda Vetting.

It is the responsibility of the Individual to ensure they are vetted in accordance with their position. With the Enactment of the National Vetting Bureau (Children and vulnerable persons) Act 2012. This responsibility will be a legal one.

Acceptability to work/volunteer in the Irish Amateur Wrestling Association is not assumed until the vetting process is completed and a confirmation letter has been received by the vetting applicant. You must be a Registered Member of Canoeing Ireland, to partake in the Garda Vetting Process.

Who is required to be Vetted?

All Members of the Irish Amateur Wrestling Association and/or their affiliated clubs who work or volunteer with Children and vulnerable adults age 16 and over.

These include; but are not limited to; Staff Members, Instructors, Coaches, Team Managers, Club Children's Liaison Officers, Designated Persons, Junior Officers, which works with or Volunteers with Children and vulnerable Adults.

Processing of Garda Vetting application:

The Irish Amateur Wrestling Association will only Process Garda Vetting forms of Registered Members of Canoeing Ireland. Individuals working with children/vulnerable adults are responsible for ensuring they meet the recruitment requirements by completing a Garda Vetting Application.

The Garda vetting Application will be sent in to The Irish Amateur Wrestling Association Garda Vetting Office by the individual wishing to be vetted. All forms are processed in the strictest confidence. Once the forms are reviewed and signed off by The Liaison Person, The Irish Amateur Wrestling Association, they will then be sent to the Garda Vetting Unit, Thurles, co Tipperary.

Processing of Garda Vetting Application forms returned from IAWA Garda Vetting Unit:

The original Garda Vetting Application form is returned from the Garda Vetting Unit to the IAWA Liaison Person. Once this application is returned from the Garda Vetting Unit and the application is complete (i.e a decision has been made), the photocopied form will be destroyed/shredded. The returned application form it is then reviewed by the Liaison Person.

The Irish Amateur Wrestling Association has three categories of decisions:

Accepted, Referred, Rejected. The Individual will then be sent a letter from The Irish Amateur Wrestling Association Stating that they have been Accepted, Referred or Rejected from being Vetted from The Irish Amateur Wrestling Association. It is the vetted individual's responsibility to show this letter to whom requires to see it.

Accepted: This allows the individual concerned to work with Children and Vulnerable adults within The Irish Amateur Wrestling Association. The vetting application does not contain any information to suggest why this individual should not be involved in Teaching, Coaching, Volunteering in wrestling or grappling.

Referred: This means: that there is concern, and consequently some clarifications are needed about information returned. Further investigation or clarification is required. The Irish Amateur Wrestling Association Liaison Person will contact / write to the individual and ask for explanation/clarification for the Specified Information given from the Garda Vetting Unit. This means that the Applicant may have a Offence, Conviction or Specified information that appears on their Garda Records that requires further clarification. Each case will be processed individually; case by case basis where an application is deemed referred. Special confidential advice may be sought. Once the case has been reviewed, the Applicant will receive a letter with the outcome.

The Irish Amateur Wrestling Association considers the following non-exhaustive list of offences to be particularly relevant, but not limited to:

- * Offences against the person, e.g.: Assault, harassment, coercion
- * Breaches in trust, e.g. fraud, theft, larceny
- * Offences against property e.g. arson, Armed Robbery
- * Drug related charges/ convictions
- * Domestic Violence
- * Offences against animals e.g. Abuse, Cruelty

Rejected: This means: that the individual is considered, not suitable to work or be engaged in wrestling or grappling activities with young people or vulnerable adults.

The applicant has specified information or conviction on their Garda record, which is listed under the Irish Amateur Wrestling Association non-exhaustive list to be reasonable grounds to refuse an individual access to working or volunteering with children or vulnerable adults.

This type of disclosure will automatically prohibit a person from being allowed to work with children or vulnerable adults within Canoeing Ireland.

The Irish Amateur Wrestling Association considers the following non-exhaustive list to be reasonable grounds to refuse an individual access to working or volunteering with children or vulnerable adults, but not limited to:

- * Any offence/Conviction of a sexual nature
- * Any offence/Conviction against child or of child abuse or pornography
- * Any offence/Conviction that causes gross bodily harm
- * Any offence/Conviction of Murder or manslaughter
- * An offence/Conviction of kidnapping
- * Any offence/Conviction or pattern of offences/Convictions that might cause concern for the well-being of children
- * Any Offences concerning abuse of a child that are deemed as chargeable for trial by the Director of Public Prosecutions

Appeals - Dispute Resolution Procedure:

Disputing Disclosed information:

This procedure is designed to address any instance in which an Applicant disputes the details contained in the relevant Garda Vetting Disclosure. This process may be activated by the Applicant. The Applicant must submit a letter in writing to the Liaison Person, stating the basis of their dispute. The Liaison Person will then resubmit the entire file to the Garda Vetting Unit for further checks. Once this outcome has been reviewed the Applicant will receive a letter stating the outcome of the dispute. This may change if any alternation to legislation occurs.

Sharing Vetting information with others

The Irish Amateur Wrestling Association at present will not share or release any Applicants Garda Vetting information to any other persons unless there is a clear and specific risk to children. Final Phase of Vetting the Irish Amateur Wrestling Association will inform each applicant individually by letter of their Garda Vetting application disclosure. It will be the Vetted person's responsibility to forward their letter to the relevant parties whom need verification of their Vetting Process.

Definitions:

Child- Means a person under the age of 18 year other than a person who is or has been married. As per the Children's First Bill