



## **Recruitment Policy and Child Protection Oversight**

**Leinster Open Sea** relies heavily on the time and commitment freely given by volunteers. Without this the opportunities for children to participate in the LOS open water swimming events would not exist. However, the LOS is also mindful of its commitment to “*safeguarding the well-being of its young swimmer’s*” as outlined in its Safeguarding Statement.

The Recruitment Policy document sets out how the need for and encouragement of volunteer participation in our events is balanced against the obligation to take all reasonable steps to ensure the well-being of our junior members. We trust that potential volunteers will appreciate the obligation on the club to satisfy itself that all those volunteering fully understand the role which they are taking on and the responsibilities attaching to that role. In addition, it is reasonable that those with substantial access to children in our care provide the kind of information that is essential in assessing somebody’s suitability for quite responsible positions.

We hope that potential volunteers will provide any requested information in the overall spirit of the LOS’s commitment to safeguarding children. Similarly, staff employed or contracted by the club will be expected to provide the necessary information and to give the required undertakings regarding their dealings with club members.

LOS will ensure that Garda Vetting of staff and volunteers will be completed in accordance with the Child Protection policy. References will be checked prior to appointments and the relevant Code of Conduct will be signed by staff/volunteers involved in junior swimming activities. Also Safeguarding Training will be completed within a suitable timeframe as appropriate to the role involved.