



**WATERPARK R.F.C.**  
Ballinakill, Waterford.

## **Waterpark Rugby Football Club Recruitment & Selection Policy.**

***Waterpark RFC will take all reasonable steps to ensure that all employees, volunteers, coaches and adults working with young people are suitable and appropriately qualified.***

***Recruitment and selection procedures will apply to any employees, volunteers, coaches and all persons with substantial access to young people, whether paid or unpaid.***

***A decision to appoint a Leader is the responsibility of Waterpark RFC and not of any one individual within the club. The relevant committees should ratify all recommendations for appointment.***

Waterpark RFC will use the following as a suitable procedure:-

- The responsibilities of the role and the level of experience/qualifications required should be drawn up and clearly stated.
- Before taking on the role or before being appointed, voted or nominated to a position which brings any Volunteer, Coach, Employee etc. in contact with young people they should be made aware of the Child Welfare Policy Document as it relates to young people and any related guidelines within this document. This involves newly recruited volunteers, paid personnel and all volunteers assigned by Waterpark RFC for that season.
- New and existing Youth and Minis Leaders will sign the Declaration of Intent.
- All Youth and Minis Leaders are required to be Garda Vetted.
- New leaders should fill in an Application Form, giving names of two referees who will be contacted verbally.
- All new volunteers should undergo an induction, this can be done in an informal manner. Following this, a probationary period is advisable.
- Adequate supervision should always be provided and a Youth Leader should not work alone.

Waterpark RFC will make every effort to manage and support appointed Volunteers, Coaches, Employees etc. and provide coaching, first aid and Child Welfare and Protection Awareness Courses to aid them in their role.