

Irish Amateur Wrestling Association
Child Protection Policy

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Section 1

Irish Amateur Wrestling Association Protection Policy

Irish Amateur Wrestling Association Protection Policy

Introduction

Sport can have a very powerful and positive influence on young people. Not only can it provide opportunities for personal enjoyment and development, it can also help to develop valuable qualities such as self-esteem, leadership, teamwork and hopefully a lifelong passion for their chosen sport.

The IAWA Child Protection Policy is an integral component of the Irish Amateur Wrestling Association overall Code of Ethics & Conduct which includes all of the Irish Amateur Wrestling Association policies and procedures relating to ethics, conduct, disciplinary and appeal procedures.

Irish Amateur Wrestling Association Ethos in relation to Young People

All young people should be treated in an equitable and fair manner irrespective of age, gender, religion, race, ability, social or ethnic background, or political persuasion, and have the right to protection at all times from physical, emotional or sexual abuse.

The Irish Amateur Wrestling Association is committed to creating a child-centered ethos within its organization, which ensures that participation, competition and specialization are kept in their appropriate place. The Irish Amateur Wrestling Association is committed to maintaining the highest possible standards of behavior and conduct at all Irish Amateur Wrestling Association activities, competitions and events.

All those involved in the Irish Amateur Wrestling Association are expected to respect the rights, dignity and worth of every person, treating everyone equally. In particular, they must be aware of the special needs of young people and the need to maintain their well-being. All those involved in the Irish Amateur Wrestling Association have a responsibility to ensure that every young person involved in wrestling or its different disciplines are able to participate in an enjoyable and safe environment and to be protected from any form of abuse.

Duty of Care

The Irish Amateur Wrestling Association is committed to ensuring that all wrestling activities, whether recreational or competitive, organized under the auspices of the Irish Amateur Wrestling Association or in clubs affiliated to the Irish Amateur Wrestling Association, operate to the highest standards and in an environment that promotes safety, equality, and fairness. The Irish Amateur Wrestling Association accepts that it has a duty of care to take all reasonable steps to ensure the safety of any person involved in wrestling activities run by the Irish Amateur Wrestling Association and its affiliated clubs and to support all individuals placed in a “duty of care” situation through their involvement in the promotion, organization and development of wrestling activities. The Irish Amateur Wrestling Association will maintain an ongoing risk assessment policy that will contribute to ensuring that the Irish Amateur Wrestling Association makes every effort to minimize all risks involved at all participation levels within the Irish Amateur Wrestling Association. All instructors / coaches, event organizers, and clubs should have a clear understanding of operating with an appropriate code of ethics, awareness of what their “duty of care” is, and how this duty relates to their position of being responsible for others

Child Protection Policy Statement

For the purposes of this policy any person under the age of 18 years is considered a **child / young person**. The term **adult** includes any person over 18 years whether a participant, athlete, instructor, coach, official, employee, or anyone operating in a voluntary capacity within the Irish Amateur Wrestling Association.

The key principles underlying the IAWA Child Protection Policy are:

Responsibilities

The Irish Amateur Wrestling Association will:

1. Promote the health and welfare of young people by providing opportunities for them to take part in wrestling activities, whether these activities are recreational or competitive.
2. Respect and promote the rights and aspirations of young people;
3. Support procedures which recognize that adults have a duty of care to young people; to safeguard their well-being; and to protect them from poor practices;
4. Recruit, train and supervise adults so as to encourage the adoption of best practices to safeguard and protect young people from poor practices and abuse, and adults against false allegations;
5. Require adults to adopt and abide by the IAWA Child Protection Policy which forms an integral component of the Irish Amateur Wrestling Association Code of Ethics & Conduct;
6. Aim to ensure that young people who take part in any Irish Amateur Wrestling Association activities are able to do so in a fun and safe environment and are protected from neglect, bullying and any form of physical, emotional or sexual abuse;
7. Respond to any allegations appropriately;
8. Review and evaluate the IAWA Child Protection Policy on a regular basis.

Principles

The guidance given in the following procedures is based on the following principles:

1. An adult has a moral and statutory duty for the care, custody, and control of any young person under the age of 18 under their supervision;
2. A young person's welfare is paramount;
3. All young people involved in wrestling, whether recreational or competitive, should expect protection from poor practices and abuse, whatever their age, culture, disability, gender, language, racial origin, religious belief and sexual identity;
4. All incidents of poor practice or suspicion of poor practice and allegation or suspicion of abuse will be taken seriously and responded to swiftly and appropriately;
5. Every young person who takes part in wrestling activities under the auspices of the Irish Amateur Wrestling Association should be able to do so in a fun and safe environment, and be protected from neglect, bullying and any form of physical, emotional or sexual abuse;
6. All young people should expect appropriate management and support with regard to their involvement in wrestling;

7. It is the responsibility of statutory authorities to determine or not if serious abuse has taken place, but it is everyone's responsibility to report any concerns;
8. Confidentiality should be upheld in line with data protection legislation.
9. All those involved in the management of young people whilst involved in wrestling have a duty to ensure that they are:
 - allowed access to wrestling in a way that is appropriate for their age and ability;
 - instructed or coached by appropriately qualified instructors / coaches;
 - not required to take part in so many competitions or training sessions that their well-being is threatened;
 - not subjected to physical, verbal or racial abuse from any source;
 - not subjected to bullying or undue pressure from any source;
 - encouraged to achieve their full potential at all levels.

Review

The IAWA Child Protection Policy will be regularly monitored and reviewed:

1. In accordance with changes in legislation and guidance on the protection of young people or changes within the Irish Amateur Wrestling Association;
2. Following any issues or concerns about the protection of young people within the Irish Amateur Wrestling Association; or
3. At least annually.

Monitoring and review of the IAWA Child Protection Policy are within the remit of the Irish Amateur Wrestling Association Board of Management who will take advice from the IAWA National Child Protection Officer and the relevant Irish Amateur Wrestling Association Technical Committees.

Assent

All individuals whether a participant, athlete, coach, official, employee, or anyone operating in a voluntary or professional capacity within the Irish Amateur Wrestling Association must agree to abide by the IAWA Code of Conduct for the Protection of Young People as outlined in the IAWA Child Protection Policy. All such individuals by virtue of their involvement in wrestling run under the auspices of the Irish Amateur Wrestling Association are deemed to have assented to and as such recognize and adhere to the principles and responsibilities embodied in this IAWA Code of Conduct.

Section 2

Recruitment, Employment, and Deployment of Staff and Volunteers

Recruitment, Employment, and Deployment of Staff and Volunteers

Introduction

All reasonable steps should be taken to ensure unsuitable people are prevented from working with young people. It is essential that the same procedures are used consistently for all posts whether paid or voluntary, full-time or part-time.

Recruitment by the Irish Amateur Wrestling Association Affiliated Clubs

It is recognized that there are many individuals within the Irish Amateur Wrestling Association and its affiliated clubs who have worked with young people in a voluntary capacity for many years. Whilst it is not being suggested that these individuals should now have to undergo a comprehensive recruitment process, it is considered in the best interests of clubs, club management, and volunteers themselves to undergo some level of the screening as outlined in the IAWA Volunteer Recruitment Procedure.

Any individual within a club not currently working with young people and who wishes to move to a post with substantial access to young people should undergo the IAWA Volunteer Recruitment Procedure or alternatively a club volunteer recruitment procedure which is in line with the IAWA Volunteer Recruitment Procedure should be implemented.

Recruitment by the Irish Amateur Wrestling Association Technical Committees

The recruitment of individuals by the Irish Amateur Wrestling Association Technical Committees to work directly with young people, in whatever capacity, must adhere strictly to the IAWA Volunteer Recruitment Procedure.

Recruitment by the Irish Amateur Wrestling Association

The recruitment of individuals by the Irish Amateur Wrestling Association to work directly with young people in a voluntary capacity will adhere strictly to IAWA Volunteer Recruitment Procedure.

All Irish Amateur Wrestling Association staff are recruited in compliance with the recruitment policy outlined in the Irish Amateur Wrestling Association HR Handbook.

IAWA Volunteer Recruitment Procedure

Advertising

If any form of advertising is being used to recruit individuals whether paid or voluntary, it should reflect the:

1. Key responsibilities of the role;
2. Level of experience and/or qualification required;
3. The club / technical committee's open and positive stance on child protection and equal opportunities.

Pre-Application Information

Pre-application information sent to interested or potential applicants should contain:

1. A job description, including roles and responsibilities;
2. A person specification (e.g. stating qualifications and/or experience required);
3. An application form.

Recruitment Application Forms

All applicants, whether for paid or voluntary, full-time or part-time positions, should complete an application form. An application form should be designed to elicit all the necessary information. See Appendix I for an example of Recruitment Application Form. A minimum of two written references should be taken up, only when the position has been offered to an applicant.

Short-listing

Short-listing by a designated committee should be made for each post in accordance with the application form and the relevant person specification.

Interview, disclosure and induction

A formal interview is always required for positions involving working with young people. The interview should be carried out according to acceptable protocol and recommendations.

All staff, paid and voluntary, should undergo a formal induction in which;

1. Their qualifications / experience are substantiated;
2. They are reminded that they have agreed to abide by the Code of Conduct outlined in IAWA Child Protection Policy and they may face disciplinary action if there is an allegation that the Code has been broken;
3. The expectations, roles, and responsibilities of the position are clarified.
4. Child protection policy and implementation procedures are explained and training needs established;
5. If practicable, the new recruit should be mentored by an experienced person.

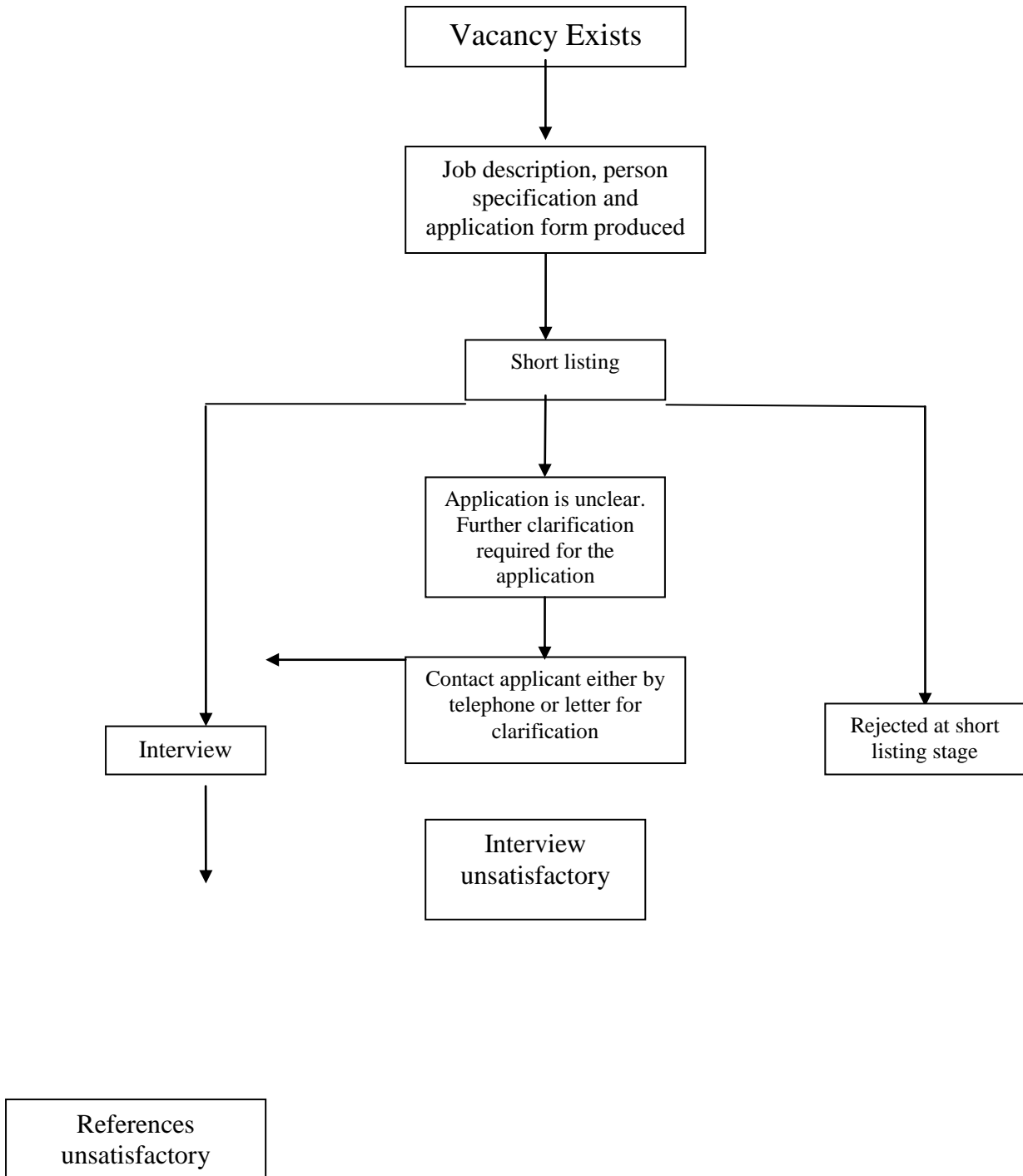
Training

Checks are only part of the process to protect young people from possible poor practices and/or abuse. Appropriate training will enable individuals to recognize their responsibilities with regard to their own good practice and the reporting of suspected poor practice / concerns of possible abuse.

Monitoring and appraisal

At regular intervals (or following a particular programme), the opportunity should exist to receive formal (e.g. through an appraisal) or informal feedback, to identify training needs and set new goals. Clubs / committees should be sensitive to any concerns about poor practice or abuse and act on them at an early stage following the guidelines in this document.

Vacancy Flowchart



Section 3

Promoting Good Practices with Young People

Promoting Good Practice with Young People

Good Practice Guidelines

All personnel should be encouraged to demonstrate exemplary behavior in order to protect themselves from false allegations. The following are common sense examples of how to create a positive culture and climate.

Good Practice means:

1. Always working in an open environment (e.g. avoiding private or unobserved situations and encouraging an open environment);
2. Treating all young people equally, and with respect and dignity;
3. Always putting the welfare of each young person first, before winning or achieving goals;
4. Maintaining a safe and appropriate distance;
5. Making wrestling fun and enjoyable and promoting fair play;
6. Ensuring that if any form of manual / physical support is required, it is provided openly and according to recommended guidelines. Young people should always be consulted and their agreement gained;
7. Keeping up to date with technical skills and qualifications within wrestling;
8. If groups have to be supervised in changing rooms try to ensure that parents/teachers/coaches/officials work in pairs;
9. Ensuring that if mixed teams are taken away, they are always accompanied by a male and female adult, and parents if possible;
10. Ensuring that at residential events, adults do not enter children's rooms or invite children into their rooms. If an adult is working in a supervisory capacity, they should only enter children's rooms when accompanied by another adult;
11. Being an excellent role model – this includes not smoking or drinking alcohol in the company of young people and promoting a healthy diet;
12. Giving enthusiastic and constructive feedback rather than negative criticism;
13. Recognizing the developmental needs and capacity of young people – avoiding excessive training or competition and not pushing them against their will;
14. Securing parental consent in writing to act in loco parents. See Appendix I for an example of a Parental Consent Form.
15. Keeping a written record of any injury that occurs, along with the details of any treatment given and ensuring that parental consent has been obtained for any emergency first aid and/or other medical treatment required;

16. Requesting written parental consent if club officials are required to transport young people in their cars / vehicles.

Changing Rooms

If participants / athletes need to use changing rooms, ideally they should be supervised at all times by two adults. The ideal situation should be that adults should not change or shower at the same time using the same facility as participants / athletes. If you are involved in a mixed gender group, ideally separate facilities should be available. If a young person is uncomfortable changing or showering in public no pressure should be placed on them to do so. Encourage them to do this at home. Opposite sex adults must not be present in the changing rooms whilst participants /competitors are getting showered or changed. Under no circumstances should photographic equipment be used in the changing room environment. This includes cameras, video cameras and mobile phones with photographic capabilities, etc.

Treatment of young people

It is recommended that no young person should receive treatment where the young person is on his/her own. It is strongly recommended that all treatment procedures should be “open”, i.e. the door remains open, and parents are invited to observe treatment procedures. Where strict medical confidentiality is to be observed then the parents of the young person should be invited to attend. It is recommended that treating an area of the body which is potentially embarrassing to a young person a suitable consenting adult acting as a chaperone should be present. It is important to maintain medical confidentiality and patient dignity at all times. Prior to medical treatment being carried out on a young person, parental consent in written form must be sought where appropriate. It is recommended that treatment procedures are fully explained to the young person and **verbal consent** is given before they are carried out.

Practices to be avoided

The following should be avoided except in emergencies. If cases arise where these situations are unavoidable they should only occur with the full knowledge and consent of someone in charge at the club or the young person’s parents. For example, a young person sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a young person up at the end of a session.

- Not spending excessive amounts of time alone with children away from others
- Never taking children to their home.
- Not administering First Aid involving the removing of children’s clothing unless in the presence of others.
- Using saunas, laxatives and fluid and food restriction just prior to a weigh-in, wrestlers would experience loss or sapping of strength. This practice also causes a loss of sodium or potassium salts from the body.
- Sharing a room with a child / young person

Practices never to be sanctioned by coaches / volunteers

The following will never be sanctioned:

- Engaging in rough, physical or sexually provocative games, including horseplay
- Sharing a bath or shower with a child / young person
- Allowing or engage in any form of inappropriate touching or making sexually suggestive comments to a child / young person, even in fun
- Allowing children / young people to use foul, sexualised or discriminatory language unchallenged
- Reduce a child / young person to tears as a form of control
- Allow allegations made by a child to go unchallenged, unrecorded or not acted upon
- Undertake personal care for children / young people.
- Ensure that only officials of the same sex manage weigh-ins and monitor dressing rooms to avoid embarrassment for the young wrestler
- Invite or allow children to stay with you at your home, unless as part of a pre-arranged tournament hosting agreement or as a friend of my own child. But always with parents permission.
- Mismatching of opponents. (Follow the guidance within the rule book for the matching of children).
- Engage in inappropriate training for example 'endurance' or 'stamina' training such as long distance runs at a pace that causes extreme fatigue and distress.
- The practice of forcing fluid restriction in underage competitors is unacceptable and would risk the health of a young wrestler merely to "make the weight."

Coaches / Volunteers have a right to:

- Access ongoing training and information on all aspects of leading / managing activities for youths, particularly on Safeguarding
- Support in the reporting of suspected abuse
- Access to professional support services
- Fair and equitable treatment by the IAWA
- Be protected from abuse by children / youths, other adult members and parents
- Not to be left vulnerable when working with children

Any misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the designated person. Persistent breach of the code will result in dismissal from the club. Dismissals can be appealed by the coach / volunteer with final decisions taken by the IAWA.

Emergency Action/First Aid

All coaches, club directors and members should be prepared with an action plan in the event of an emergency and be aware of First Aid Procedures. This will include

- Access to First Aid equipment
- Telephone contact if the participant is a minor
- Telephone contact to the Emergency Services

It may sometimes be necessary for adults to do things of a personal nature for young people. These tasks should only be carried out with the full understanding and consent of parents and the participants / competitors involved. There is a need to be responsive to a person's reactions. If a person is fully dependent on you, talk to him/her about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing, or where there is physical contact, lifting or assisting a young person to carry out particular activities.

Avoid taking on the responsibility for tasks for which you are not appropriately trained. If any of the following incidents should occur, you should report them immediately to another colleague and make a written note of the event. Parents should also be informed of the incident:

1. If you accidentally hurt a participant / competitor;
2. If he/she seems distressed in any manner;
3. If a participant / competitor misunderstand or misinterpret something you have done.

Relationships of trust

It is recognized that genuine relationships do occur between the different levels of within a group but that no intimate relationship should begin whilst an adult is in a “position of trust” over them. The power and influence that an older adult has over someone involved in an activity cannot be over-estimated. If there is an additional competitive aspect to the activity and the older person is responsible for the young person’s success or failure to some extent, and then the dependency of the younger person upon the older will be increased. It is therefore vital for adults to recognize the responsibility they must exercise in ensuring that they do not abuse their position of trust.

Guidelines for use of photographic equipment at wrestling events

There is evidence that some people have used sporting events as an opportunity to take inappropriate photographs or film footage of young and disabled sports in vulnerable positions. See Section 8 for guidelines for the use of photographic equipment at wrestling events.

Section 4

Recognition of Poor Practice, Abuse and Bullying

Recognition of Poor Practices, Bullying and Abuse

Poor Practice

Allegations of poor practice often relates to situations where the behavior of an adult or another young person is inappropriate and may be causing concern to a young person. In the application of this policy, poor practice includes any behavior of a child protection nature, which contravenes the IAWA Child Protection Policy, infringes an individual's rights and/or is a failure to fulfill the highest standards of care. Poor practice is unacceptable in the Irish Amateur Wrestling Association and will be treated seriously and with appropriate action.

Abuse and Neglect

Even for those experienced in working with child abuse, it is not always easy to recognize a situation where abuse may occur or has already taken place. Staff and volunteers within the Irish Amateur Wrestling Association, whether in a paid or voluntary capacity, are not expert at such recognition; however, they do have a responsibility to act if they have any concerns about the behavior of someone (an adult or another young person) towards a young person and to follow the procedures in this document. Somebody may abuse or neglect a young person by inflicting harm, or failing to act to prevent harm. Young people may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by a stranger.

Definitions of Abuse

Neglect – is when adults fail to meet a young person's physical and/or psychological needs, resulting in a serious impairment of the young person's health or development. It may also include refusal to give young people love, affection and attention. An example of neglect in a wrestling context could include an instructor / coach not ensuring young people are safe, exposing them to unnecessary risk of injury, or excluding them within the group.

Physical Abuse – is when adults physically hurt or injure young people by hitting or otherwise causing physical harm to a young person. Examples of physical abuse in wrestling may be when the nature and intensity of training and competition exceeds the capacity of the young person; or where drugs are used to enhance performance.

Emotional Abuse – is the persistent emotional ill treatment of a young person such as to cause severe and persistent adverse effects on the young person's emotional development. It may involve conveying to young people that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on young people. It may involve causing young people to feel frightened or in danger by being constantly shouted at, threatened or taunted which may make the young person nervous or withdrawn. Emotional abuse in wrestling may occur if young people are subjected to constant name-calling, sarcasm, bullying or unrealistic pressure to perform consistently to high expectations.

Sexual Abuse – is when young people are abused by adults who use young people to meet their own sexual needs. This could include full sexual intercourse, masturbation, oral sex, or fondling. Showing young people pornographic material (books, videos, pictures) or talking to young people in a sexually explicit manner is also a form of sexual abuse. In sport, coaching techniques that involve physical contact with young people could potentially create situations where sexual abuse may go unnoticed. The power of a coach over young athlete, if misused, may also lead to abusive situations developing.

Indicators of Abuse

Indications that a young person may be abused include the following:

1. Unexplained or suspicious injuries such as bruising, particularly if situated on a part of the body not normally prone to such injuries.
2. An injury for which the explanation seems inconsistent.
3. The young person describing what appears to be an abusive act involving him / her.
4. Someone else (a young person or adult) expressing concern about the welfare of another young person.
5. Unexplained changes in behavior (e.g. becoming very quiet or withdrawn, or displaying sudden outbursts of temper).
6. Inappropriate sexual awareness.
7. Engaging in sexually explicit behavior.
8. Distrust of adults, particularly those with whom a close relationship would normally be expected.
9. Having difficulty in making friends.
10. Being prevented from socializing with other young people.
11. Displaying variations in eating patterns including overeating or loss of appetite.
12. Losing weight for no apparent reason.
13. Becoming increasingly dirty or unkempt.

It should be recognized that the above list this is not exhaustive and the presence of one or more of the indicators is not proof that abuse is actually taking place.

Bullying

It is important to recognize that in some cases of abuse it may not always be an adult abusing a young person. It can occur that the abuser may be a young person, for example in the case of bullying. Bullying may be seen as deliberately hurtful behavior, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Although anyone can be a target of bullying, victims are typically shy, sensitive and perhaps anxious or insecure. Sometimes they are singled out for physical reasons – being overweight, physically small, having a disability or belonging to a different race, faith or culture.

Bullying can be defined as repeated aggression be it verbal, psychological, physical conducted by an individual or group against others. It is behavior that is intentionally aggravating and intimidating and occurs mainly in social environments such as schools, clubs, and other organizations working with young people. It includes behaviors such as teasing, taunting, threatening, extortion, and behavior by one or more children against a victim.

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to young people, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self harm).

The competitive nature of sport makes it an ideal environment for the bully.

The bully in sport can be a:

1. Parent who pushes too hard;
2. Coach who adopts a “win at all costs” philosophy;
3. Player / competitor who intimidates inappropriately;
4. Club official who places unfair pressure on a person;
5. Spectator who shouts abuse.

How would you know if a child is being bullied?

Most bullies operate using furtiveness, threats and fear. Bullying can therefore only survive in an environment where the victim does not feel empowered to tell someone who can help or in which it is not safe to do so. The following indicators are signs that a young person might be getting bullied.

- Reluctance to come to a venue or take part in activities.
- Physical signs (unexplained bruises, scratches or damage to belongings).
- Stress caused illness - headaches, and stomach aches which seem unexplained.
- Fearful behavior.
- Frequent loss or shortage of money with vague explanations.

- Having few friends.
- Behavioral changes such as not eating reduced concentration and/or becoming withdrawn, clingy, depressed, reluctant to go to school, training or sport club.
- Attempting suicide or hinting at suicide.
- Anxiety.
- A drop off in performance at school or standard of wrestling.

Who should deal with bullying?

While the more extreme forms of bullying would be regarded as abuse and consequently reportable to the statutory authorities, dealing with bullying behavior in the context of wrestling can normally be resolved by an instructor / coach / club management.

How can it be prevented?

- Ensure that all members follow a code of conduct, which promotes the right and dignity of each member.
- Deal with any incidents as they arise.
- Use a whole group policy or “no blame approach”, i.e. not “bullying the bully” but working with bullies and the group of young people helping them to understand the hurt that they are causing and so make the problem a “shared concern” of the group.
- Reinforce that there is “a permission to tell” culture rather than “might is right”.
- Encourage young people to negotiate, co-operate and help others, particularly new or different children.
- Offer the victim immediate support and put the “no blame approach” into operation.
- Never tell a young person to ignore bullying.
- Never encourage a young person to take the law into their own hands and beat the bully at their own game.
- Tell the victim there is nothing wrong with them and it is not their fault.

What is the “No Blame Approach?”

Step 1 - Interview with the victim

If you find there has been an incident of bullying, first talk to the victim. At this stage find out who was involved and what the victim is now feeling. The following questions and approach should be adopted:

- Was it verbal or physical or intimidation?
- How hurt is the victim?
- Was it with his/her own peer group?
- Assure the victim that his/her name will not come out in the investigation
- Actively listen

Step 2 - Meet with all involved

Arrange to meet with all those involved; this should include some witnesses, those who may have colluded, those who joined in and those who initiated the bullying.

- Have a minimum of six to eight in the group - keep the numbers controllable.
- Make a point of calling a special meeting.
- Ensure the severity of the topic is understood by all.
- Speak only of the hurt caused in general terms with no reference to the victim.
- Play on the conscience of all - ask questions like: How would you feel? Would you like it done to you?

Step 3 - Explain the problem

The distress being caused as a result of the bullying incident is explained. At this stage the details of the incident or the allocation of the blame is not discussed. Explain the feeling of loneliness, feeling left out, rejected, laughed at. Try asking questions:

- Would they like if it happened to them?
- Someone here in this group was bullied by someone with this group what could we do to see it does happen again?
- Listen, watch out for reactions, and pick up on any without isolating anyone

Step 4 - Share the responsibility

Explain what steps / controls may have to be introduced to prevent further incidents and how everyone will lose out as a result. Ask the group for their ideas. At this stage the group is encouraged to suggest ways that would make the victim feel happier. All positive responses are noted. Use phrases like “if it were you” to encourage a response. Listen to all suggestions and note them.

Leave it to them

Now the problem has been identified, solutions suggested, the problem is now handed over to the group to solve. Arrange to meet again soon e.g. in a week’s time. Pass responsibility over the group and give a timeframe which something must be done.

Meet them again

Meet each member of the group, including the bully, discuss how things are going, who is doing what and check if there have been other incidents. This allows for continual monitoring and also keeps all involved in the process. Again enforce the idea of the “team” looking after each other at regular intervals to ensure it is known that bullying or intimidating behavior will not be tolerated.

Section 5

Club Children Liaison Officer

Club Child Liaison Officer

Introduction

The welfare and protection of children and young people should be the concern of all adults at all times. In the context of a club, the welfare and protection of young people is the responsibility of all club members irrespective of their role within the club. Each club should accept this as part of their responsibility and duty of care to young people if it accepts young people as members of their club.

Any club affiliated to the Irish Amateur Wrestling Association that includes young people as part of its membership should designate a person as that club's Child Liaison Officer. This person should have responsibility for liaising with the Management Committee on issues relating to child safety, welfare, and protection. A club may appoint more than one Club Child Liaison Officer to cater for particular age groups and genders if this is considered appropriate.

Each club should have clear procedures for responding to concerns expressed in relation to child safety, welfare and protection issues. All club members, children, parents/guardians should be aware of the procedures to be followed to report concerns and to whom within the club such concerns should be reported to. These procedures should be consistent with the procedures outlined in the Irish Amateur Wrestling Association Child Protection Policy and the Irish Sports Council's Code of Ethics & Good Practice for Children's Sport.

The Club Child Liaison Officer should be the link between young people and adults within a club and should be responsible for monitoring and reporting to the Club Management Committee on how club policies, activities, structures, etc. impact on young people within the club.

The Club Child Liaison Officer therefore needs to be perceived as being approachable, discrete, have good communication and listening skills, and a sound understanding of child protection issues and policies.

The Club Child Liaison Officer needs to be and to be seen to be fully supported by the Club Management Committee. The Club Child Liaison Officer should have a formal non elective position on the Club Management Committee. Preferably the appointment of the Club Child Liaison Officer should be done in consultation with the juvenile members of the club and their parents / guardians. The Club Child Liaison Officer should be formally introduced to the juvenile members of the club in an appropriate forum.

The focus of Club Child Liaison Officer should be child centered and have as their primary objective the establishment of a child centered ethos within the club. The Club Child Liaison Officer should act as the first point of contact for anyone within the club (staff, volunteer, parents or children) who might have a concern about a child, about poor practices, or possible incidents of abuse.

The Club Child Liaison Officer does not need to be a child protection "expert" and specifically does not have responsibility for investigating or validating child protection concerns. The Club Child Liaison Officer also has no counseling or therapeutic role. These roles are fulfilled by the statutory authorities.

It is, however, possible, that child protection concerns might be brought to the attention of the Club Child Liaison Officer. In this event, it is essential that correct procedures are followed i.e. that reports are passed on immediately to the designated person within the club (generally the Chairperson) who has the responsibility of reporting to the statutory authorities.

Club Child Liaison Officer - Job Description

The following outlines the core knowledge, skills, and tasks for the role of Club Child Liaison Officer.

Knowledge: (To be made available by the Club Management Committee through Irish Amateur Wrestling Association)

- Basic knowledge of core legislation and government guidance.
- Basic knowledge of the roles and responsibilities of the statutory authorities.
- Local arrangements for managing child protection and reporting procedures.
- Poor practice and abuse – behavior that is harmful to children.
- The Irish Amateur Wrestling Association role and responsibilities to safeguard the welfare of young people.
- Irish Amateur Wrestling Association's policy and procedures related to safeguarding young people.
- Core values and principles underpinning practice.
- Awareness of equity issues and child protection.

The Club Child Liaison Officer should have the following skills:

Basic administration - maintain records.

Basic advice and support provision to the Club Management Committee.

Child focused approach.

Communication and interpersonal skills.

Ability to promote Irish Amateur Wrestling Association's policy, procedures and resources.

Ability to provide information from local resources. (Doctors, Police, Emergency Services)

Tasks:

- Assist the Club Management Committee fulfill its responsibilities to the Irish Amateur Wrestling Association to safeguard young people at club level.
- Be the first point of contact with the Irish Amateur Wrestling Association National Child Protection Officer.
- Implement the Irish Amateur Wrestling Association reporting and recording procedures.
- Maintain contact details for local social services and know how to obtain local child protection guidelines.
- Promote the Irish Amateur Wrestling Association's best practice and Child Protection Policy within the club.
- Sit on the club's management committee when young peoples' issues are to be discussed.
- Promote and ensure confidentiality is maintained.
- Promote anti-discriminatory practices.

The Club Child Liaison Officer through the Club Management Committee should fulfill the following general functions:

□ Promote awareness of the Irish Amateur Wrestling Association Child Protection Policy and the Irish Sports Council's Code of Ethics and Good practice for Children's Sport in Ireland within the club and particularly among children and their parents / guardians. This can be achieved by the production of club information leaflet, the establishment of children's/age-group specific notice board, and by regular induction and information meetings for young people and their parents/guardians.

- Influence policy and practice within the club in order to prioritize young peoples' needs.
- See that young people know how to make concerns known to appropriate adults or agencies.
- Act as an advisory resource to instructors, coaches, and team managers on best practices.
- Report regularly to the club management committee.

Each club needs to decide how best to fulfill the above functions and tasks according to their own situation. Each club is different but there are common elements when focusing on the involvement of young people.

A Club Child Liaison Officer should continually monitor club policies in relation to young people and check that all activities are safe and enjoyable.

Each club needs to be aware of any issue that might cause young people harm whilst in their care. This may range from a simple injury due to faulty equipment or an unsafe facility. In some cases neglect is more serious, and may result in a breach of a child's rights.

The Club Child Liaison Officer should advise the Club Management Committee of the need for an activities safety statement in relation to the club's activities and ensure that there are policies in relation to adequate supervision, travelling with young people, recruitment and selection of team managers, instructors and coaches,.

The Club Child Liaison Officer should advise the Club Management Committee that the following documents / policies exist and are operational:

- Policy Statement
- Code of Conduct
- Disciplinary Procedures
- Bullying Policy
- Safety Statement
- Recruitment & Selection Procedures
- Reporting Procedures

Section 6

Responding to Disclosure, Suspicions and Allegations

Responding to Disclosure, Suspicions and Allegations

Responding to disclosures of Poor Practice, Bullying or Harassment

If you are told or you become aware through observation that a young person is being or has been subjected to poor practice, bullying or harassment within your club you should immediately contact your Club Child Liaison Officer.

In the event that your club does not have a Club Child Liaison Officer you should immediately contact the Irish Amateur Wrestling Association National Child Protection Officer.

Or

If you are told or you become aware through observation that a young person is being or has been subjected to poor practice, bullying or harassment directly through involvement in an activity organized and run under the auspices of the Irish Amateur Wrestling Association you should immediately contact the Irish Amateur Wrestling Association National Child Protection Officer.

There is no time limit to the submission of allegations or incidents of a child protection nature.

1. In the event that the incident of poor practice, bullying or harassment is alleged to have taken place within the club environment then the Club Child Liaison Officer must immediately report to the board of management of the club who will make a decision on how the allegation is to be dealt with. A decision will also be made with regard to the suspension of the individual concerned, pending the outcome of an internal or external enquiry. The Club Board of Management should inform the Irish Amateur Wrestling Association National Child Protection Officer of all confirmed incidents of poor practice, bullying or harassment.
2. In the event that the incident of poor practice, bullying or harassment is alleged to have taken place directly through involvement in an activity organized and run under the auspices of the Irish Amateur Wrestling Association then the National Child Protection Officer will bring the issue to the attention of the Irish Amateur Wrestling Association Executive who will make a decision on how the allegation is to be dealt with. A decision will also be made with regard to the suspension of the individual concerned, pending the outcome of an internal or external enquiry.

Responding to disclosures of Serious Abuse

If you are told or you become aware through observation that a young person is being or has been subjected to serious abuse you should immediately contact your Club Child Liaison Officer. In the event that your club does not have a Club Child Liaison Officer or the Club Child Liaison Officer cannot be contacted nor is the subject of the allegation you should then report the matter as soon as possible to the most senior officer holder in the club, normally the chairperson. The chairman of a club is considered the most appropriately designated person to contact statutory authorities where there is a suspicion or allegation of serious abuse.

If the chairperson has reasonable grounds for believing that the child has been abused or is at the risk of abuse the chairperson should make a report to the statutory authorities who have the statutory responsibility to investigate and assess suspected or actual child abuse. In the case of emergency where the child appears to be at immediate and serious risk and the designated person is unable to contact a duty social worker, the Gardai should be contacted.

Under no circumstances should a child be left in a dangerous situation pending intervention by the statutory authorities.

If the designated person (i.e. the most senior member of the club management) is unsure whether reasonable grounds for concern exist or not, s/he should informally consult with the local health board. S/he will be advised whether or not the matter requires a formal report.

A designated person reporting suspected or actual child abuse to the statutory authorities should first inform the family of their intention to make such a report, unless doing so would endanger the child or undermine an investigation.

A report should be given by the designated person to the statutory authorities in person or by phone, and in writing.

The Protection for Persons Reporting Child Abuse Act, 1998 provides immunity from civil liability to persons who report child abuse "reasonably and in good faith" to the Health Board or the Gardai (See 5.13.1 - Irish Sport Code). The act also covers the offence of "false reporting".

The Role of the Health Boards

The Health Boards have a statutory duty to ensure the welfare of children. When a child protection referral is made, Health Board staff has a legal responsibility to make enquiries where a child who lives or found in their area is considered to be at risk of or actually suffering from significant harm.

This may involve talking to the young person and family and gathering information from other people who know the young person. Enquiries may be carried out jointly with the Gardai where a crime has been alleged.

The investigation of an allegation or suspension of child abuse is a matter solely for the statutory authorities.

Anonymous Complaints and Rumours

Anonymous complaints can be difficult to deal with but should not be ignored. In all cases the safety and welfare of young people are paramount. Any such complaints relating to inappropriate behavior should be brought to the attention of the Club Child Liaison Officer and the club chairperson. The information should be checked out and handled in a confidential manner.

Rumours should not be allowed to hang in the air. Any rumours relating to inappropriate behavior should be brought to the attention of the Chairman and checked out without delay.

How to respond to a disclosure from a young person about serious abuse

1. React calmly;
2. Listen compassionately and carefully - keep any questions to the absolute minimum, facilitating the child to tell about the problem.
3. Take what the child is saying seriously;
4. Remember the child has decided to tell about something very important and has taken a risk to do so.
5. Reassure the child;
6. If the nature of what the child is saying is unclear, use open, non specific questions such as "can you explain to me what you mean by that";
7. The child should be given some indication of what happen next. It should be kept in mind that the child may have been threatened and may feel vulnerable at this stage;
8. Reassure the young person, but
9. Carefully record the details.

Actions to be avoided - Do not

1. Make promises of confidentiality which might not be feasible in the light of subsequent developments;
2. Make a judgment or make negative comments about the alleged abuser;
3. Speculate or make assumptions;
4. Interview the child - do not probe for more information than is offered;
5. Allow your shock or distaste to show
6. Approach the alleged abuser.

Disciplinary Procedures

Generally in all situations involving an allegation of serious abuse the accused involved should be suspended pending the outcome of any investigation by the statutory authorities. The accused should be afforded an opportunity to respond to the allegation. His/her response should be noted and passed to the statutory authorities.

In all incidents the case will be referred to an IAWA Disciplinary Panel following completion of the statutory authorities' investigation.

Appeal and Reinstatement

The Irish Amateur Wrestling Association Appeals Procedure is available to anyone as part of natural justice. Any Appeals Panel will operate in accordance with the IAWA Disciplinary & Appeals Procedures.

Irrespective of the findings of the statutory authorities, an IAWA Appeals Panel will assess all individual cases to decide whether the person under investigation can be reinstated and how

this can be sensitively handled. This may be a difficult decision, particularly where there is insufficient evidence to uphold any action by the Gardai.

In such cases, an Irish Amateur Wrestling Association Appeals Panel must reach a decision based upon the available information, which could suggest that on a balance of probability it is more likely than not that the allegation is true. The welfare of young people should always remain paramount.

Records and Information

Information passed to the statutory authorities must be as helpful as possible, hence the necessity for making a detailed record at the time of the disclosure/concern.

Confidentiality

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a "need to know basis" only. This includes the following people:

1. Club Child Liaison Officer;
2. Parents of the person who is alleged to have been abused and only following advice from statutory authorities;
3. Person making the allegation;
4. Statutory authorities;
5. The Irish Amateur Wrestling Association National Child Protection Officer, members of an Appeals Panel;
6. Alleged abuser (and parents if the alleged abuser is a young person) only following advice from the statutory authorities.

Information should be stored in a secure place with limited access to designated people, in line with the Irish Amateur Wrestling Association Data Protection Policy.

Section 7

Child Protection Regulations

Child Protection Regulations

Child Protection

1. The Irish Amateur Wrestling Association agrees to adopt the Child Protection Policy and Procedures.
2. All individuals involved in wrestling through the Irish Amateur Wrestling Association at every level, including athletes, match officials, coaches, administrators, or club officials agree to abide by the code relating to the Irish Amateur Wrestling Association Child Protection Policy and all such individuals by participating or being involved in wrestling through the Irish Amateur Wrestling Association in one of the aforementioned roles or in a role which comes within the intended ambit of this paragraph and the Irish Amateur Wrestling Association Child Protection Policy generally, are deemed to have assented to and as such recognize and adhere to the principles and responsibilities embodied in the Code of Conduct for the Protection of Children.
3. Any act, statement, conduct or other matter that harms a child or children, or poses or may pose a risk of harm to a child or children, will constitute behavior that is improper and brings the sport into dispute.
4. In these regulations the expression “Offence” will mean any one or more of the offences which reasonably causes the Association to believe that the person accused of the offences poses or may pose a risk of harm to a young person.
5. Upon receipt by the Irish Amateur Wrestling Association of:
 - Notification that an individual has been charged with an Offence; or
 - Notification that an individual is the subject of an investigation by the Gardai, Social Services or any other authority relating to an Offence; or
 - Any other information which causes the Irish Amateur Wrestling Association to reasonably believe that a person poses or may pose a risk of harm to a child or children then the Irish Amateur Wrestling Association will have the power to order that the individual be suspended from all or any specific Irish Amateur Wrestling Association activity for such period and on such terms and conditions as it thinks fit.
6. In reaching its determination as to whether an order under Regulation 5 should be made, the Irish Amateur Wrestling Association will give consideration, inter alia, to the following factors:
 - Whether a young person may be at risk of harm;
 - Whether the matters are of a serious nature;
 - Whether an order is necessary or desirable to allow the conduct of any investigation to proceed unimpeded.
7. The period of an order referred to Regulation 5 above will not be capable of lasting beyond the date upon which any charge under the Rules of the Irish Amateur Wrestling Association or any Offence is decided or brought to an end.

8. Where an order is imposed on an individual under Regulation 5 above, the Irish Amateur Wrestling Association will bring and conclude any proceedings under the Disciplinary Rules of the Irish Amateur Wrestling Association against the person relating to the matters as soon as is reasonably practicable.

9. Where a person is convicted, or is made the subject of a caution in respect of an Offence, that will constitute a breach of the Rules of the Irish Amateur Wrestling Association and it will have the power to order the suspension of the person from all or any specific the Irish Amateur Wrestling Association activities for such a period (including indefinitely) and on such terms and conditions as it thinks fit.

10. For the purpose of these Regulations, the Irish Amateur Wrestling Association will act through an Irish Amateur Wrestling Association Disciplinary Panel.

11. Notification in writing or an order referred to above shall be given to the person concerned and/or any club with which he is associated as soon as reasonably practical.

Requirements for Clubs and Members

All clubs registered of the Irish Amateur Wrestling Association must include the following wording under a Child Protection heading within their club's rules:

“The (Name of Club) agrees to adopt the Irish Amateur Wrestling Association Child Protection Policy. All members are deemed to have assented to abide by the Irish Amateur Wrestling Association Child Code of Conduct for the Protection of Children and as such agree to adhere to the principles and responsibilities embodied in that Code.”

The following wording must be incorporated into all Club and the Irish Amateur Wrestling Association membership forms and all forms, contracts and/or terms of engagement regarding the appointment of coaches, officials and other individuals on a full time, part time or volunteer basis working directly with young people;

“I, (name) have assented to abide by the Irish Amateur Wrestling Association Child Protection Policy and as such agree to fully adhere to the principles and responsibilities embodied in the Irish Amateur Wrestling Association Code of Conduct for the Protection of Children”

Section 8

Irish Amateur Wrestling Association Code of Conduct for the Protection of Children

The Irish Amateur Wrestling Association Code of Conduct for the Protection of Children

This Irish Amateur Wrestling Association Code of Conduct for the Protection of Children applies to all those involved in the Irish Amateur Wrestling Association at every level. All such individuals have a responsibility to act according to the highest standards of integrity, and to ensure that the reputation of the Irish Amateur Wrestling Association is beyond reproach. Allegations of a child protection nature relating to the breaking of the Code of Conduct for the Protection of Children must follow the recommended reporting procedures.

All those involved in the Irish Amateur Wrestling Association respect the rights and choices of young people, treating everyone equally and sensitively regardless of their gender, ethnic origin, cultural background, sexual orientation, religion, or political affiliation. The Irish Amateur Wrestling Association is opposed to discrimination of any form and will promote measures to prevent discrimination, in whatever form, from being expressed.

The following codes of conduct must be adhered to at all times so the wrestling can be enjoyed by all young people.

Coaches

All Irish Amateur Wrestling Association Instructors and Coaches **MUST WORK** within the IAWA Child Protection Code. The Code should be used in conjunction with other Irish Amateur Wrestling Association policies and procedures. The term "Instructor / Coach" is taken to include all instructors and coaches whether they have achieved a recognized / accredited qualification or not.

Relationships

An Irish Amateur Wrestling Association Instructor / Coach are concerned with:

1. The safety, well being and protection of all young people in their charge, ensuring that all training and performing demands are not detrimental to the individual;
2. Encouraging independence though guiding participants / competitors to accept responsibility for their own behavior and performance with training and competition;
3. Ensuring their behavior is not misconstrued or open to allegations of favoritism, misconduct or impropriety, particularly where physical contact between instructor / coach and participant / competitor is necessary;
4. Ensuring participants / competitors and relevant people are aware of their qualifications and experience, respecting the rights of participants / competitors to choose to consent or decline to participate within coaching or competition situations;
5. Refraining from public criticism of other instructors / coaches / mat officials.

Integrity

An Irish Amateur Wrestling Association Instructor / Coach:

1. Abides by the rules of the Irish Amateur Wrestling Association;
2. Follows fair play and ethical guidelines;
3. Ensures all practices are suitable and relevant dependent upon the age, maturity, experience and ability of participants / competitors;
4. Promotes the prevention of and education on the misuse of performance enhancing drugs and illegal substances;
5. Must accurately present and evidence, upon request, details of their training qualifications and services;
6. If claiming an affiliation, sponsorship or accreditation with any organization should do so in a truthful and accurate manner;
7. Must declare, to the appropriate body, any criminal convictions.

Personal Standards

An Irish Amateur Wrestling Association Instructor / Coach must not attempt to exert undue influences and pressures in order to obtain personal benefit or reward.

Instructors / Coaches must display high personal standards that project a favorable image of the Irish Amateur Wrestling Association including:

1. Good personal appearance that projects an image of health, cleanliness and functional efficiency;
2. Refraining from smoking in the sporting environment;
3. Refraining from drinking alcohol to the extent that it:
 - Is obvious they have been drinking;
 - Affects their coaching competence;
 - Compromises a participant's / athlete's safety.

Competence

1. All instructors / coaches must be appropriately qualified as per the requirements of the Irish Amateur Wrestling Association.
2. Instructors / Coaches should regularly seek ways of increasing their personal and professional development.
3. Instructors / Coaches must be receptive to employing systems of evaluation that include self evaluation and also external in an effort to assess the effectiveness of their work.

Safety

Within the limits of their control Instructors / Coaches have a responsibility to:

1. Establish a safe working environment;
2. Ensure as far as possible the safety of the participants / competitors with whom they work;
3. Protect young people from harm or abuse;
4. Fully prepare their participants / competitors for activities and make them aware of their personal responsibility in terms of safety;
5. Ensure all activities undertaken are suitable for the experience and ability of the participants / competitors and in keeping with approved practices as determined by the Irish Amateur Wrestling Association.
6. Never force the losing of weight on the day of the scales.
7. Ensure that those who approach the scales to enter a competition, whether at club level, county, provincial or national or international championship level shall be fit to wrestle at their particular weight
8. Ensure the wrestler does not place themselves at risk by restricting their food (the energy source) and / or restriction of fluids which leads to a weakened and strength sapped wrestler unable to recover in time and hence not at his best when the contest begins.
9. Ensure a wrestler remains hydrated. Dehydration, a condition caused by too low a fluid intake can cause serious side-effects. Children and small adults are most susceptible to dehydration because of their small body mass and higher loss of water and electrolytes (salts) which is greater during exercise. Even mild dehydration can cause a loss of form i.e. a loss of 2 – 4lbs (1-2 kilograms) in the lower weights will cause a loss of ability. Sluggishness, slow reactions and no stamina with tiredness during rounds and a complete loss of energy in the last round will result. To avoid losing too much fluid during exercise it is best to drink regularly - up to 2 litres per day in addition to the wrestler's usual fluid intake.
10. Make Wrestling FUN

Complaints Procedure

Any individual or organization wishing to make a complaint against an Irish Amateur Wrestling Association Instructor / Coach, within the context of this Code should follow the procedure below:

1. Report the matter to the employer of the instructor / coach, and to the Irish Amateur Wrestling Association. ***NB (Employer in this instance refers to the organization that commissioned the instructor / coach to do the instructing / coaching whether this engagement is paid or unpaid).***
2. Complaints that refer to the protection of children should be dealt with in accordance with laid down in the Irish Amateur Wrestling Association Child Protection Policy.

Participants / Competitors

1. Treat everyone equally and sensitively regardless of his or her gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.
2. Know and abide by the rules and spirit of Wrestling
3. Avoid all forms of gamesmanship.
4. Accept the decisions of officials without questions or complaint (let your team manager or coach ask the necessary questions) and avoid words or actions which may mislead an official.
5. Respect officials at all times.
6. Give maximum effort and strive for the best possible performance during a match / event.
7. Learn to accept success and failure, victory and defeat with dignity and without excessive emotional displays.
8. Abide by the instructions of your coach and club officials.
9. Treat your team mates and opponents, coaches, club officials and match officials with respect and consideration at all times.
10. Do not attempt to improve individual performance by the use of banned substances or banned techniques.
11. Do not use foul, sexist or racist language at any time.
12. Work equally hard for yourself and your team.
13. Be a good sport, applaud all good performances, whether by your team or by the opponents.
14. Remember that the aim of sport is to have fun, improve your skills and feel good.
15. At the end of competition applaud and thank your opponents and match officials.

Parents

- Teach your child to treat everyone equally and sensitively regardless of his or her gender, ethnic origin or cultural background.
- Do not force an unwilling child to take part in wrestling activities or competition.
- Encourage your child to always to play by the rules and to respect competition officials.
- Young people are involved in organized sport for their enjoyment.
- Never ridicule, embarrass or shout at your child for making a mistake or losing.
- Teach your child that effort and team work are as important as victory, so that the result of each match is accepted without undue disappointment.
- Ensure your child's hygiene and nutritional needs are met.
- Support all efforts to ensure that verbal, physical and racist abuse does not exist within wrestling.
- Turn defeat into victory by helping young people towards skills improvement and good sportsmanship.
- Remember that young people learn best by example.
- Do not question publicly the judgment of officials and never their honesty.
- Recognize the value and importance of volunteer coaches and administrators.
- Insist on fair and disciplined play - do not tolerate foul play, cheating, foul, sexist or racist language.
- As a spectator you must never enter the field of performance.

Competition Officials

1. Must treat everyone equally and sensitively, regardless of his or her disability, gender, ethnic origin, cultural background, sexual orientation, religion, age or political affiliation.
2. Be consistent, objective, impartial and courteous when applying the rules of wrestling.
3. The Irish Amateur Wrestling Association advises that officials should not travel alone with young people (under the age of 18) to events. It is advised that you always have another adult with you at all times.
4. Use common sense to ensure that the spirit of the competition is not lost.
5. Encourage competitors to act within the rules and the spirit of wrestling.
6. Show patience and understanding towards novice competitors.

7. Do not be afraid to take decisions. An official should be fair and firm and must resist any possible influence from protests on the part of competitors, team officials or spectators
8. Show respect towards competitors and team officials.
9. Be honest and completely impartial at all times.
10. Refrain from requesting hospitality of any kind, or accepting any hospitality offered and considered to be excessive.
11. Always have regard to the best interests of wrestling , including when publicly expressing an opinion on an event or any particular aspect of it, including others involved in the event.
12. Do not tolerate foul, sexist or racist language from competitors and / or officials.
13. The powers of an official must be used with wise judgment and care. Authority and a firm approach must be combined with respect.
14. An official should show respect when speaking with competitors, even in the event of infringements.
15. In reports, an official should set out the true facts and not attempt to justify any decisions.
16. An official should refrain from publicly expressing any criticism of fellow officials.
17. An official should assist with the development of less experienced officials.

Club Officials

1. Must treat everyone equally and sensitively regardless of his or her gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.
2. Accept the special role that you have to play in the establishment of standards by setting a good example of behavior and conduct at all times.
3. Do not manipulate the rules in order to benefit you personally or your club.
4. Encourage all competitors and coaches to abide by the rules and spirit of wrestling.
5. Do not use foul, sexist or racist language,
6. Use your official position to take action against spectators who harass abuse or use foul, sexist or racist language towards performers, mat officials or coaches.
7. Ensure that proper supervision is provided by suitably qualified instructors, coaches and officials who are capable of promoting good sporting behavior and good technical skills.
8. Ensure all equipment and facilities meet safety standards.

9. Respect the rights of other clubs.
10. Show respect to mat officials, instructors, coaches, competitors and others involved in wrestling
11. Do not endeavor to influence the result of a match / event by any actions that are not strictly within the rules.
12. Remember sport is enjoyed for its own sake - play down the importance of awards.
13. Always have regard to the best interests of wrestling, including where publicly expressing an opinion of wrestling and any particular aspect of it.
14. Resist all illegal or unsporting influences, including banned substances and techniques.
15. Protect ethical principles.
16. Accept the final decisions of mat officials without protest.
17. Avoid words or actions that may mislead a mat official.

Away Situations

Transport

It is recognized that there are extra responsibilities taken on by instructors / coaches / leaders / managers and authorized volunteers when they travel with young people to events. This responsibility is even more onerous when overnight stays are involved.

Cars used to transport players / teams

Those who use their own vehicles to transport participants / athletes must ensure that they have adequate insurance cover and be careful not to carry more than the permitted number of passengers.

At events / competitions

- Avoid being alone with one participant / competitor (e.g. traveling to a venue or consulting / advising in closed off room – if necessary leave the door open and be in earshot of others).
- Avoid unnecessary physical contact outside the normal coaching, technical area.
- Remember casual comment can be open to misconstruction.

At residential events the following rules should apply:

- Adults should not enter a young person's room without first knocking. Adults should not share a room with young people. If the presence of an adult is needed there should be more than one child in the room. When children are sharing a room it should be of the same sex and age.
- All group socialization should take place in communal areas (i.e. no boys in girls' rooms and vice versa).

- Alcoholic drink, smoking or other illegal substances are forbidden to young people.
- The behavior of the group should at all times be such that the good name of the Irish Amateur Wrestling Association is upheld.
- There must be at least one authorized adult of each gender with a mixed party.
- Lights out times should be enforced.

A club / technical committee should develop and publicize policies regarding the collection of young people from activities. The policies should reflect the age, location, time and nature of the activity.

A club / technical committee should provide a timetable of activities at the beginning of a season and notify parents of any changes to this timetable in writing.

Parental consent should be sought if officials are required to transport young people in their cars.

Late collection

Late collections can present clubs / technical committees / instructors / coaches with difficult situations and guidelines for dealing with late collections should be drawn up and issued to parents. Guidelines should cover how to deal with late collections and include a contact number for parents during an activity that can be used to inform of late collections. Parents should also be asked to provide an alternative contact name / number.

Parents should be informed that it is not the responsibility of the club / technical committee / instructor / coach to transport young people in the event of them being detained.

All staff / volunteer should be informed they should:

- attempt to contact the parent in the event of late collection;
- check the contact number for any information regarding the young person;
- contact the alternative contact name / number;
- wait with the young person at the sport facility with wherever possible other staff / volunteers or parents;
- remind parents of the policy relating to late collection.

Staff / volunteers should avoid:

- taking the child home or to any other location;
- asking the child to wait in a vehicle or sport facility with you alone;
- Sending the child home with another person without parental permission.

Photographs/Images and online usage

There have been concerns about the risks posed directly and indirectly to young people through the use of photographs on sports websites. Photographs can be used as a means of identifying children when they are accompanied with personal information - this is X who likes music - this information can make a child vulnerable to an individual who may wish to “groom” that child for abuse. Secondly the content of the photo may be used or adopted for inappropriate use and there is evidence of this adapted material finding its way onto child pornography sites.

Sporting organizations and clubs need to develop a policy in relation to the use of images of player on their website. The sport will need to make decisions about the type of images they consider suitable and that appropriately represent their sport. They will want to ensure that parents support their policy. When assessing the potential risks in the use of images of players, the most important factor is the potential of inappropriate use of images of children.

Easy rules to remember are:

1. Avoid the use of first name and surname of individuals in a photograph. This reduces the risk in inappropriate, unsolicited attention from people.
2. If the player is named, avoid using their photograph;
3. Ask parental permission to use an image of a young person. This ensures that parents are aware of the way the image of their child is representing the sport. A parental Permission Form is one way of achieving this.
4. Ask for the player’s permission to use their image. This ensures that they are aware of the way their image is to be used to representing the sport. A Players Permission Form is one way of achieving this.

Photography/ Videoing at Events

There is evidence that some people have used sporting events as an opportunity to take inappropriate photographs of young sports people in vulnerable positions. If you are commissioning professional photographers or inviting the press to an activity or event it is important to ensure they are clear about your expectation of them in relation to child protection.

1. Provide a clear brief about what is considered appropriate in terms of content and behavior;
2. Issue the photographer with identification which must be worn at all times;
3. Inform participants and parents that a photographer will be in attendance at an event and ensure the consent to both the taking and publication of films or photographs;
4. Do not allow unsupervised access to participants on one-to-one sessions at events;
5. Do not approve / allow photo sessions outside the events without the permission of parents or guardians.
6. If parents or other spectators are intending to photograph or video at an event they should also be made aware of organizers expectations in relation to photography / videoing at events.

7. Performers and parents should be informed that if they have concerns they can report these to the organizers;
8. Concerns regarding inappropriate or intrusive photography should be reported and recorded in the same manner as any other Child Protection concern.

Glossary

Child: For the purposes of this policy any person under the age of 18 years is considered a **child / young person**.

Adults: The term **adult** includes any person over 18 years whether a player, athlete, coach, official, employee, or anyone operating in a voluntary capacity within the Irish Amateur Wrestling Association. All have a role to play in ensuring that procedures as described in the IAWA Child Protection Code are put in place, agreed, followed and reviewed on a regular basis. The principle leadership roles (some of which overlap) include the following:

- **Club / Organizations Officers:** President, Chairperson, Secretary, Treasurer and Committee Members are appointed to oversee club activities and the development of the club / organization.
- **Administrators:** While administrators may not be actively involved in children's sports, they may be involved in organizing activities and events.
- **Coach / Trainer:** A coach is a trainer who assists the young participant to develop his or her skills abilities in a progressive way.
- **Manager:** A manager is an individual who takes overall responsibility for a team or a group of sports people and who will often have a direct input into the nature and organization of the activity itself.
- **Mentor:** A mentor is an individual who undertakes an overseeing role with a group of children, often in co-operation with other mentors.
- **Selector:** A selector is an individual who has responsibility for the selection of children for teams and events.
- **Children's Officers:** Children's Officers are appointed within clubs to act as a resource for children and to represent them at Committee level.
- **Instructors:** Instructors are involved in the systematic development of the core skills and abilities, usually in a non - competitive context.
- **Officials:** An official is an individual charged with the responsibility of ensuring that the rules of an activity are adhered to in a formal way. This category includes referees, judges, umpires, etc.
- **Assistants:** Assistants are those people who provide back-up to any of the roles outlined in this section and often such assistants are involved on an intermittent basis (e.g. provision of lifts to competitions; checking equipment, etc.)

Statutory Authority Guidelines on Child Protection Children First

National Guidelines for the Protection and Welfare of Children, Department of Health and Children 1999 (IRL)

Our Duty of Care

These guidelines are based on The Children (Northern Ireland) Order 1995, Department of Health and Social Services and Public Safety.

Appendices

Junior Participant / Competitor Code of Conduct

Volunteer Recruitment Form

Consent Form

Sample Reporting Form

Junior Participant / Competitor Code of Conduct

The Irish Amateur Wrestling Association

The IAWA wishes to provide the best possible environment for all young people involved in wrestling. Young people deserve to be given enjoyable, safe sporting opportunities, free of abuse of any kind. These participants have rights, which must be respected, and responsibilities that they must accept. Young people should be encouraged to realise that they have responsibilities to treat other participants and sports leaders with fairness and respect.

Wrestling clubs for young people should offer a positive experience where they can learn new things in a safe and positive environment. The following are expectations young people have of other young people involved in boxing.

All junior participants / competitors are expected to:

- Remember in order to wrestle you must train regularly.
- Proper kit must be worn as directed by your instructor / coach.
- Train for your own enjoyment not to please parents, instructors or coaches.
- Give your friends a second chance if they make a mistake.
- Never train beyond your ability or place other participant / competitors in danger.
- Co-operate, respect and accept the requests and decisions of made by instructors, coaches, officials, event organizers and administrators.
- Show appropriate loyalty and be gracious in defeat.
- Be on time for training lessons and events or inform your instructor / coach if you are going to be late.
- Always compete to win but recognize that it is not the only aim. Participation is equally important.
- Avoid behavior that might inconvenience or upset others.
- Refrain from bullying, including using new technologies like chat room or texting.
- Be considerate to other participants / competitors / wrestlers.
- Take care of any equipment loaned to you - be responsible for caring for your own equipment and clothing.
- Do not leave sessions without the permission of your instructor / coach.
- Learn the rules of your sport and abide by them.

- In competition respect your opponents. Treat them as you would like to be treated.
- Do not use foul / vulgar language, or use unfair or bullying tactics to gain advantage of another opponent.
- Always behave in a manner that reflects the ethos of the Irish Amateur Wrestling Association and the IAWA Code of Ethics & Conduct.
- Alcoholic drink, smoking and/or illegal substances are forbidden at all wrestling activities.

Children / Young people have the right to:

- Be safe and happy in their chosen activity.
- Be listened to.
- Be respected and treated fairly.
- Privacy.
- Not be forced or encouraged to lose weight on the morning of the scales.
- Enjoy your sport in a protective environment.
- Be referred to professional help if needed.
- Be protected from abuse by other member or outside sources.
- Participate on an equal basis, appropriate to their ability.
- Experience competition and the desire to win.
- Be believed.
- Ask for help.

Any misdemeanours and general misbehaviours will be addressed by the immediate coach and reported verbally to the designated person. Persistent misbehaviour will result in dismissal from the club. Parents will be informed at all stages.

Dismissals can be appealed by the child / parent with final decisions taken by the club appeals committee.

Signature of Young Person _____

Printed name Young person _____

Signature of Parent/Guardian _____

Printed name of Parent/Guardian _____

Date _____

Volunteer Recruitment Form

First Name _____

Surname _____

Address

_____ + _____

Date of Birth _____

Sport Qualifications _____

Home Tel. No. _____

Work Tel. No. _____

Mobile Tel. No. _____

Email Address _____

Self Declaration

Have you ever been convicted of a criminal offence OR been the subject of a Caution or Bound over Order OR have you been ever asked to leave a sporting organization? If you have answered YES to this question we will discuss your application with you directly before processing this application further.

YES

NO

Are you a person known to any social services department as being an actual or potential risk to children or have you had a disciplinary sanction from a sport or other organizations' governing body relating to child abuse? If you have answered YES to this question we will discuss your application with you directly before processing this application further.

YES

NO

References

All volunteers are required to provide the names of two referees (non family/relative/friend), who have been known to the volunteer for at least two years, to provide a confidential reference.

Reference 1

Name _____

Address _____

Telephone _____

Reference 2

Name _____

Address _____

Telephone _____

Declaration

I understand that the Irish Amateur Wrestling Association has a Code for the Protection of Children and I confirm that I received a copy of this Code and have read and understood the Code. I recognize my responsibility to abide by this Code at all times. I can confirm that there is no reason why I should not have unsupervised access to young people.

Waiver and Release Statement

I understand that the information I have provided may be verified and I give permission to make enquires of nominated referees to determine my suitability as a volunteer. I confirm that I have read this Waiver and Release Statement, understand it and willingly agree to it. I confirm that the information I have provided is true and complete.

Signed by the above named individual_____

Date_____

Consent Form

Irish Amateur Wrestling Association
54, Elm Mount Rise,
Beaumont,
Dublin 9
01

Name & Date of Event / Activity

Name of Child

Date of Birth

Name of Family Doctor

Telephone Number

*Please give address of Name, Address and Contact Details of Parent /
Guardian. Also Name, Address and Contact Details of an Alternative
Contact.*

Name of Parent / Guardian

Address

Home Tel. No.

Work Tel. No.

Mobile Tel. No.

Email Address

Name of Alternative Contact

Relationship to Child

Address

Home Tel. No.

Work Tel. No.

Mobile Tel. No.

Medical

Please ensure that you detail any relevant medical history or medication.

Consent

- I have had the proposed activities/trip/event explained to me and agree to my child's participation.
 - I confirm to the best of my knowledge that my child's does not suffer from any medical condition other than those listed.
 - I consent to my child receiving medical treatment which in the opinion of a qualified medical Practitioner may be necessary.
 - I consent that my son / daughter traveling in any form of public transport, minibus or motor vehicle as deemed necessary by the organisers.
 - I agree to be at the proposed pick up / drop off point at the agreed times.
- Signed by the above named individual Date

Sample Reporting Form

For reporting Child Protection Concerns to a Health Board

Irish Amateur Wrestling Association

54, Elm Mount Rise,

Beaumont,

Dublin 9

01

Name of the Person completing Report

Date of the report

Address

Home Tel. No.

Work Tel. No.

Mobile Tel. No.

Relationship to the Child

Name of Child

Address

Date of Birth

Gender : Male / Female

Telephone Number

State whether you consider your report to indicate (a) suspected or actual child abuse or (b) need for family support,

Giving reasons

Physical

Abuse Emotional

Abuse Sexual Abuse

Neglect

Suspected

Actual

Report Details

Describe on a separate sheet as fully as possible the nature of the problem or incident being reported, giving details of times and dates of individual incidents, the circumstances in which they occurred, any other person who were present at him time and their involvement.

Describe (in detail) any risks to which the child/children in this situation is believed to be exposed. As far as possible, describe the state of the child's physical, mental and emotional well-being.

Has any explanation been offered by the child, and/or parents / guardian which would account for the currant problem or incident? (give details).

If child abuse is being alleged, who is believed to be responsible for causing it? Give name, address and telephone number.

How did this information come to your attention and what has prompted you to report your concern at this time?

What evidence of harm exists at present?

Are the child's parents / guardian aware that this concern is being reported to the health board? Yes No

Is there a need for urgent protective action at this point? Yes No

SIGNED