

PADEL TENNIS IRELAND

Safeguarding and Welfare

Policy

Padel Tennis Ireland take its responsibilities regarding the health, safety and wellbeing of its visitors seriously, and to this end it has adopted the policies below.

Policy Details

1. Policy statement

Padel Tennis Ireland Ltd is committed to prioritising the well-being of all children and adults at risk, always promoting safeguarding in our venue, including all programmes and events we run. This policy strives to minimise risk, deliver a positive Padel experience for everyone and respond appropriately to all safeguarding concerns/disclosures.

2. Use of terminology

Child: a person under the age of eighteen years.

Adult at risk of abuse or neglect: a person aged eighteen years or over who is, or may be, in need of community care services by reason of disability, age or illness; and is, or may be, unable to take care of, or unable to protect him or herself against abuse or neglect.

Safeguarding children: protecting children from abuse and neglect, preventing the impairment of children's health or development, ensuring that they grow up in circumstances consistent with the provision of safe and effective care, and taking action to enable all children to have the best life chances.

Safeguarding adults at risk: protecting adults from abuse and/or neglect. Enabling adults to maintain control over their lives and make informed choices without coercion. Empowering adults at risk, consulting with them before acting, unless someone lacks the capacity to make a decision, or their mental health poses a risk to their own or someone else's safety, in which case, always acting in his or her best interests.

3. Scope

This Policy is applicable to all staff, volunteers, coaches, and venue visitors. It is in line with national legislation.

Advice, guidance, and support on the use of this policy is available from any of the staff members of the venue.

4. Responsibility for the implementation of the Safeguarding Policy, Standards, Code of Conduct and Reporting Procedure

SAFEGUARDING IS EVERYONE'S RESPONSIBILITY: NOT RESPONDING TO A SAFEGUARDING CONCERN IS NOT AN OPTION.

- Our Venue Welfare Officer has overall accountability for this Policy and its implementation.
- Our Venue Welfare Officer is responsible for updating this Policy in line with legislative and venue developments.
- All individuals involved in/present at the venue are required to adhere to the Policy and Code of Conduct.

Where there is a safeguarding concern/disclosure:

- The individual who is told about, hears, or is made aware of the concern/disclosure is responsible for following the Safeguarding Reporting Procedure. Unless someone is in immediate danger, they should inform the Venue Welfare Officer or any of the staff members available.

Dependent on the concern/disclosure, a referral may be made to:

- An Garda Síochána in an emergency (999);

Cork Dedicated Contact:

**Tusla Child & Family Agency,
Unit 4A,
Floor 3,
North Point House,
North Point Business Park,
Cork,
T23 AT2P.**

Phone: 021 2373774

5. Breaches of the Safeguarding Policy, Standards, Code of Conduct and Reporting Procedure

Breaches of this Policy and/or failure to comply with the outlined responsibilities may result in the following:

- Disciplinary action leading to possible dismissal and legal action.
- Termination of current and future roles within Padel Tennis Ireland and roles in other venues, and other relevant associations.

Actions taken by staff, volunteers, officials, coaches inside or outside of the venue that are seen to contradict this Policy may be considered a violation of this Policy.

Where an appeal is lodged in response to a safeguarding decision made by the venue, the individual should adhere to the venue's Complaints Procedure.

6. Related policies and guidance

- Code of Conduct

Safe and Inclusive Code of Conduct

- Always prioritise the well-being of all children and adults
- Be a positive role model. Act with integrity, even when no one is looking.
- Help to create a safe and inclusive environment both on and off court and promote the Fair Play values: enjoy; respect
- Value and celebrate diversity and make all reasonable efforts to meet individual needs
- Keep clear boundaries between your professional and personal life, including on social media
- Check you have the relevant consent from parents/carers, children, and adults before taking or using photos and videos
- Ensure your own roles and responsibilities, and those of everyone you are responsible for, are clearly outlined and everyone has the information, training, and support to carry them out
- Where possible, do not be alone with a child or adult at risk

- Do not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such*

- Doing nothing is NOT an option: report all concerns and disclosures as soon as possible, following the Concern Reporting Procedure. If someone is in immediate danger, call An Garda Siochana (999)

*It is illegal to have a relationship with someone who is under 18 years old if you are in a position of trust; it is illegal to have a sexual relationship with anyone under the age of 16 whether they give consent or not.

The Code of Conduct should be interpreted in a spirit of integrity, transparency, and common sense, with the best interests of children and adults at risk as the primary consideration.

Safe and Inclusive Padel Standards

The Standards aim to set a minimum level of practice to promote and support safeguarding and equality in Padel. The Safe and Inclusive Padel Standards are intended to be used alongside this Policy and the Venue Code of Conduct.

Standard 1: We have Safeguarding and a Code of Conduct Policies that applies to all staff, volunteers, coaches, venue visitors and events.

- Everyone at Padel Tennis Ireland who works with children and/or vulnerable adults including coaches, admin team members and volunteers have read, understood, and follow the Safeguarding Policy, Standard, Code of Conduct and Reporting Procedure. All adult members and parents are made aware of these policies and where to find them.

- Our Safeguarding Policy and procedures are monitored and updated to keep them relevant to everyone in our venue and the programmes and events we run.

Standard 2: We empower children and adults to create safe and inclusive padel environments, both on and off court

- We support everyone to uphold the Fair Play values: enjoy; respect

- Information, resources, and guidance on how to stay safe, promote equality, diversity and inclusion and report concerns is easy to access, understand and implement. There is a Venue Welfare Officer or named person responsible for safeguarding and equality at our venue; their name and contact details are clearly displayed at the venue reception and on the Padel Tennis Ireland website under safeguarding.

- Children and adults are actively encouraged to report any concerns they have about themselves or others; those who report concerns are protected and supported.

Standard 3: We prioritise safe and inclusive recruitment, induction, training, and support.

- All applicable applications, interviews and references address safeguarding and equality requirements and attitudes
- All eligible staff and volunteers have a criminal records check
- All our coaches are Padel Federation of Ireland certified
- Our Venue Welfare Officer (or named person responsible for safeguarding and equality) has the relevant skills and training to undertake the role
- All our staff, volunteers, coaches, and venue visitors will be instructed how to access relevant information, guidance and resources.

Standard 4: We protect people's confidential information about safeguarding and equality.

- Confidential information relating to safeguarding and equality is stored securely, accessed, and processed securely and shared securely and appropriately.

Standard 5: We address safeguarding and discrimination concerns immediately, prioritising the wellbeing of children and adults at risk.

- All concerns, including on-line concerns (cyber-bullying, sexting, grooming and all other forms of online abuse) are recognised, reported, and responded to
- All safeguarding and discrimination concerns/allegations made regarding a venue member of staff, volunteer, coach, or visitor are reported to our Venue Welfare Officer (or named person responsible for safeguarding and equality) and may be reported to external authorities
- All concerns reported to the venue are reported immediately, following the Safeguarding Reporting Procedure
- We foster a collaborative approach to safeguarding across Padel Tennis Ireland and with affiliating partners.

This Policy, Code of Conduct and Standards is reviewed every two years [or earlier if there is a change in national legislation].

This Policy Code of Conduct and Standards is approved by:

Padel Tennis Ireland Ltd Board of Directors

Date: 12/10/2023

Venue Welfare Officer: Jeremy Coyle

Date: 12/10/2023

Concern Reporting Procedure

Anyone who is concerned about the well-being of a child/ adult at risk, or has a disclosure of abuse or neglect made to them must:

- Respond

If you have a concern about a child/adult at risk, or have a disclosure of abuse or neglect made to you (see appendix B) follow the indications below:

- Refer

If someone is in immediate danger:

1- Call An Garda Siochana (999)

2- Speak to our Venue Welfare Officer or Deputy

- Record

Write an objective account of the concerns immediately. Send it to our Venue Welfare Officer within 24 hours of the concern/disclosure. If appropriate to do so the Venue Welfare Officer will also forward it to the Padel Tennis Ireland Board of Directors and our affiliating partners.

Contact Details:

Venue Welfare Officer

Jeremy Coyle (Operations Director)

jeremy@padeltennisireland.ie

Appendix B: What to do if a disclosure from a child or adult at risk is made to you:

- Listen carefully and calmly to the disclosure.
- Reassure the child / adult that she / he is right to report the behaviour.
- Keep questions to a minimum – and never ask leading questions.

- Do not promise secrecy. Inform him/her that you must report your conversation to the Venue Welfare Officer (and An Garda Siochana in an emergency) because it is in his/her best interest.
- REPORT IT! If someone is in immediate danger call An Garda Siochana (999), otherwise talk to the Venue Welfare Officer.
- Once reported, the Venue Welfare Officer or Deputy will work with you to ensure the safety and well-being of the child / adult at risk.
- Do not allow personal doubt to prevent you from reporting the concern/disclosure.

Make certain you distinguish between what the person has said and the inferences you may have made. Your report should be sent to the contact you reported the concern to - the Venue Welfare Officer within 24 hours. The Venue Welfare Officer will store your report safely and securely.