



## Risk Assessment 2021 for Limerick Swimming Club

This Club operates as a provider of a relevant service to children and young people, under Section 11 (1) of the Children First Act 2015, where we are required to undertake an assessment of any potential for harm (referred to as 'risk') to a child while availing of our service.

This risk assessment considers the potential for harm to come to children and young people whilst they are in the care of our Club based on the risk of abuse and not general health and safety risk (covered under a separate H&S policy and risk assessment). The subsequent Child Safeguarding Statement 2021 (Section 11 (1b) Children First Act 2015) is based on this risk assessment and will be completed/updated following completion of this Risk Assessment 2021 document.

### Instructions for completion of this Risk Assessment

The risk assessment must be discussed and completed at Committee level and then signed by an Officer on the committee and the Club Children's Officer. The discussion, completion and subsequent signing must be recorded in the minutes of the meeting. The Secretary of the Club must upload a copy of the fully completed and signed Risk Assessment 2021 to the Club profile on the Membership database.

The risk assessment is completed under the following five headings:

**Potential risk of harm to children** – identified risks of harm to children whilst accessing activities in the Club

**Likelihood of risk** – the likelihood of the risk happening in the Club using Low, Medium or High as measures of risk

**Required Policy, Guidance and Procedure document** – policy/policies required to alleviate the risk identified

**Responsibility** – where the responsibility lies for alleviating the identified risk

**Further action** – where further action might be necessary to alleviate any risk ongoing

The policy, guidance and procedures refer to the Swim Ireland Safeguarding Policy 2019 and any other rules or policy guidance in place.

### Example for completion

Risk = Unauthorised photography & recording activities

Likelihood = Committee need to decide on level of risk L / M / H according to the activities in the

Required Policy etc = Photography & Filming Policy in place to alleviate the risk

Responsibility = Committee need to decide who in the club will take responsibility, suggestions are given

Further Action = Additional measures that might be needed to alleviate the risk, e.g. distribution of policy to members

Potential risk of harm to children	Likelihood of risk L-M-H	Required Policy, Guidance and Procedure document	Responsibility Club	Further action required ...
<b>CLUB &amp; COACHING PRACTICES</b>				
Lack of required qualification for role, e.g. coaching, team manager, CCO etc	L	<ul style="list-style-type: none"> <li>Recruitment</li> <li>Safeguarding Training policy</li> <li>Safeguarding Roles including responsibilities and role requirements for those working with young people</li> </ul>	Club Committee Head Coach Lead Team Manager	<i>Reviewed on ongoing basis</i>
Solo working or working without observer	L	<ul style="list-style-type: none"> <li>See policy section: Working with Young People</li> <li>Coach/teacher education</li> <li>Team Manager education</li> </ul>	Club Committee	<i>N/A Policy in place</i>
Unauthorised photography & recording activities	L	<ul style="list-style-type: none"> <li>Photography &amp; Filming policy</li> </ul>	Club Committee Person in charge	<i>N/A Policy in place</i>
Behavioural Issues	L	<ul style="list-style-type: none"> <li>Codes of Conduct for those working with young people</li> <li>Safeguarding Training policy</li> <li>Complaints &amp; Disciplinary procedures</li> </ul>	Club Committee Person in charge CDC	<i>N/A Policy in place</i>
Lack of gender balance amongst club personnel	L	<ul style="list-style-type: none"> <li>See policy section: Working with Young People</li> <li>Coach/teacher education</li> <li>Team Manager education</li> </ul>	Club Committee Head Coach Lead Team Manager	<i>N/A</i>
No guidance for travelling and away trips	L	<ul style="list-style-type: none"> <li>Travel/Away trip policy</li> <li>Safeguarding Training policy</li> </ul>	Club Committee	<i>N/A Policy in place</i>
Lack of adherence with misc. procedures in Safeguarding policy	L	<ul style="list-style-type: none"> <li>See Compliancy section in Safeguarding Policy</li> <li>Complaints &amp; Disciplinary procedures</li> </ul>	Club Committee Person in charge	<i>N/A Policy in place</i>
<b>RECRUITMENT</b>				
Recruitment of inappropriate people	L	<ul style="list-style-type: none"> <li>Recruitment policy</li> </ul>	Club Committee	<i>N/A Policy in place</i>
Lack of clarity on roles	L	<ul style="list-style-type: none"> <li>Recruitment Policy</li> <li>Safeguarding Roles including responsibilities - Safeguarding Training Policy</li> </ul>	Club Committee	<i>N/A Policy in place</i>

Potential risk of harm to children	Likelihood of risk L-M-H	Required Policy, Guidance and Procedure document	Responsibility Club	Further action required ...
Unqualified or untrained people in role	L	<ul style="list-style-type: none"> <li>Recruitment Policy</li> </ul>	Club Committee Person in charge	<i>N/A Policy's in place</i>
<b>COMPLAINTS &amp; DISCIPLINE</b>				
Lack of awareness of a Complaints & Disciplinary policy	L	<ul style="list-style-type: none"> <li>Complaints &amp; Disciplinary procedures</li> <li>Communications Policy</li> </ul>	Club Committee CDC	<i>N/A Policy in place and website has appropriate link</i>
Difficulty in raising an issue by child & or parent	L	<ul style="list-style-type: none"> <li>Complaints &amp; Disciplinary procedures</li> <li>Communications Policy</li> <li>Poor practice and Whistleblowing</li> </ul>	Club Committee CCO	<i>Reviewed on ongoing basis</i>
Complaints not being dealt with seriously	L	<ul style="list-style-type: none"> <li>Complaints &amp; Disciplinary procedures</li> <li>Poor practice and Whistleblowing</li> </ul>	Club Committee CCO CDC	<i>Reviewed on ongoing basis</i>
<b>FACILITIES</b>				
Unauthorised access to designated young people's areas e.g. changing rooms	L	<ul style="list-style-type: none"> <li>Working together section including Person on Duty Policy and Supervision Policy</li> <li>Coach/teacher education</li> <li>Poor practice and Whistleblowing</li> </ul>	Club Committee Person in charge	<i>N/A Policy in place</i>
Unauthorised departure from club activities	L	<ul style="list-style-type: none"> <li>Working together section including Person on Duty Policy and Supervision Policy</li> <li>Coach/teacher education</li> <li>Poor practice and Whistleblowing</li> </ul>	Person in charge	<i>N/A Policy in place</i>
Photography, filming or recording in prohibited areas	L	<ul style="list-style-type: none"> <li>Photography &amp; Filming policy</li> </ul>	Person in charge	<i>N/A Policy in place</i>
Missing or found child on site	L	Working together section including Person on Duty Policy and Supervision Policy	Person in charge	<i>Refer to policy and inform Gardai/PSNI</i>
Children sharing facilities with adults e.g. dressing room, showers etc.	L	<ul style="list-style-type: none"> <li>Working together section including Person on Duty Policy and Supervision Policy</li> <li>Poor practice and Whistleblowing</li> <li>Safeguarding policy 2019</li> </ul>	Club Committee CCO Person in charge	<i>N/A Policy in place</i>
<b>COMMUNICATIONS AND SOCIAL MEDIA</b>				
Lack of awareness of 'risk of harm' with members and visitors	L	<ul style="list-style-type: none"> <li>Child Safeguarding Statement and Risk Assessment of Harm</li> <li>Safeguarding Training Policy</li> </ul>	Club Committee CCO Person in charge	<i>Displayed Child Safeguarding Statement</i>

Potential risk of harm to children	Likelihood of risk L-M-H	Required Policy, Guidance and Procedure document	Responsibility Club	Further action required ...
		Communications Policy		
No communication of Child Safeguarding Statement or Code of Conduct to members or visitors	L	<ul style="list-style-type: none"> <li>Child Safeguarding Statement and Risk Assessment of Harm</li> <li>Codes of Conduct</li> <li>Communications Policy</li> </ul>	Club Committee	<i>Displayed Child Safeguarding Statement Link on website to Safeguarding policies.</i>
Unauthorised photography & recording of activities	L	<ul style="list-style-type: none"> <li>Photography &amp; Filming policy</li> </ul>	Club Committee Person in charge	<i>Reviewed on ongoing basis and Policy in place</i>
Inappropriate use of social media and communications by under 18's	L	<ul style="list-style-type: none"> <li>Communications Policy</li> <li>Codes of conduct</li> <li>Social Media Policy</li> <li>Away Trips Policy</li> </ul>	Club Committee	<i>Reviewed on ongoing basis and Policy in place</i>
Inappropriate use of social media and communications with under 18's	L	<ul style="list-style-type: none"> <li>Communications Policy</li> <li>Codes of conduct</li> <li>Social Media Policy</li> <li>Away Trips Policy</li> </ul>	Club Committee CCO Person in charge	<i>Reviewed on ongoing basis and Policy in place</i>
<b>GENERAL RISK OF HARM</b>				
Harm not being recognised	L	<ul style="list-style-type: none"> <li>Safeguarding Policy 2019</li> <li>Safeguarding Training</li> <li>Recognising and Reporting Child Abuse Policy</li> </ul>	Club Committee All Club personnel	<i>Reviewed on ongoing basis and Policy in place</i>
Harm caused by - child to child adult to child	L	<ul style="list-style-type: none"> <li>Safeguarding Policy 2019</li> <li>Safeguarding Training</li> <li>Recognising and Reporting Child Abuse Policy</li> </ul>	Club Committee All Club personnel	<i>Reviewed on ongoing basis and Policy in place</i>
General behavioural issues e.g. bullying	M	<ul style="list-style-type: none"> <li>Code of conduct</li> <li>Anti-bullying policy</li> <li>Complaints &amp; Disciplinary procedures</li> </ul>	Club Committee	<i>Reviewed on ongoing basis and Policy in place</i>
<b>REPORTING PROCEDURES</b>				
Lack of knowledge of organisational and statutory reporting procedures	L	<ul style="list-style-type: none"> <li>Recognising and Reporting Child Abuse Policy</li> <li>Poor practice and Whistleblowing</li> <li>Codes of Conduct</li> <li>Safeguarding Training Policy</li> <li>Coach/teacher education</li> </ul>	Club Committee CCO	<i>Reviewed on ongoing basis and Policy in place</i>
No Mandated Person appointed	L	<ul style="list-style-type: none"> <li>Safeguarding Roles including responsibilities</li> <li>Recognising and Reporting Child Abuse Policy</li> <li>Poor practice and Whistleblowing</li> </ul>	Swim Ireland	<i>See child safeguarding statement for contact details</i>

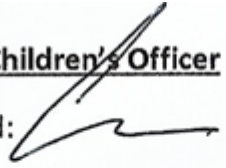
Potential risk of harm to children	Likelihood of risk L-M-H	Required Policy, Guidance and Procedure document	Responsibility Club	Further action required ...
		Child Safeguarding Statement and Risk Assessment of Harm		
<b>No DLP appointed</b>	<b>L</b>	<ul style="list-style-type: none"> <li>▪ Safeguarding Roles including responsibilities</li> <li>▪ Recognising and Reporting Child Abuse Policy</li> <li>▪ Poor practice and Whistleblowing</li> </ul> Child Safeguarding Statement and Risk Assessment of Harm	Club Committee	<i>CCO is DLP</i>
<b>Concerns of abuse or harm not reported</b>	<b>L</b>	<ul style="list-style-type: none"> <li>▪ Safeguarding Roles including responsibilities</li> <li>▪ Recognising and Reporting Child Abuse Policy</li> <li>▪ Poor practice and Whistleblowing</li> <li>▪ Child Safeguarding Statement and Risk Assessment of Harm</li> </ul> Safeguarding Training Policy	Club Committee CCO CDC	<i>All officers have received appropriate training and is reviewed on ongoing basis</i>
<b>Not clear who YP should talk to or report to</b>	<b>L</b>	<ul style="list-style-type: none"> <li>▪ Safeguarding Roles including responsibilities</li> </ul> Display the names of CCO/DLP and MP	Club Committee CCO	<i>Squad reps in place, CCO contact details on website and child safeguarding statement in handbook and on LSC board.</i>

This Risk Assessment 2021 has been discussed and completed by the committee of Limerick Swimming Club on 15 Sept 2021

Committee Member

**Club Children's Officer**

Signed:



Name: Cian McMahon

Date: 27/09/2021

Signed:

Name: Shirley Finnan

Date:

Role on Committee: Secretary