



Volunteer Recruitment Policy DLR Waves AFC 2023

Screening

- a. Each volunteer should have an informal interview with the 1st Team Manager and Management Committee
- b. For volunteers it is necessary to have Garda vetting before starting work with children. It is also necessary to have FAI or Sport Ireland Safeguarding 1 cert in Child Welfare and to have completed the Sports Ireland Covid Compliance training
- c. Coaches and team Managers are mainly selected from the parents/guardians on a team or can be selected as coaches based on their coaching experience.
- d. There should be clear role descriptions for every position within the Club.
- e. Each position should begin with a trial period so that both parties can re-evaluate the volunteering experience.

Induction:

- a. Each volunteer will have an induction meeting with the 1st Team Manager.
- b. Each volunteer should receive a list of names and contact details for key persons connected with the Club/League and associated with their work.
- c. Each volunteer should be provided with details of meetings, training and events that they will need to attend. Each volunteer should be provided with key dates for the year.
- d. Each new volunteer should be formally introduced to officials and other volunteers within the Club, in particular the Child Welfare officers. Each volunteer will know who to contact and the procedure to follow if they have any concerns regarding child welfare/incidents at the club or another club/league.
- e. Every new volunteer in the Club should have a ‘buddy’ ; ideally, the buddy would be someone who has done these particular tasks before.

f. Each new volunteer should be orientated - where equipment can be found, first aid kit, lights, etc.

g. Each new volunteer should receive training if required for their new tasks. Each coach is required to do the FAI coaching qualification PDP (Player development Pathway) as appropriate for the level they are coaching at.

h. Each coach will give the club reasonable commitment, reliability, punctuality, and adhere to child welfare policy and legislation. Each coach/volunteer will provide their details including Date of birth, phone and email to the club.

i. Every volunteer is covered by insurance while volunteering for the Club/League.

j. Chairperson/ 1st Team Manager/ Committee of the club will take time to get to know new volunteers.

k. Volunteers should be shown real recognition and gratitude for their volunteering.

Succession:

a. The club should actively encourage succession. Volunteers should be actively looking out for people to succeed them. The volunteer should inform the club when stepping back from the role and inform the club who is proposed to take over the role. Each coach will be able to say 'no' and leave without feeling guilty.

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