

Recruitment and Selection Policy for leaders working with young people

The Shooting Sports Association of Ireland (SSAI) will take all reasonable steps to ensure that leaders and shooting coaches working with young people are suitable and appropriately qualified.

Recruitment and selection procedures are therefore necessary and these procedures apply to all persons with substantial access to young people.

All adults taking responsibility for children in sport should undergo a recruitment process. The responsibilities of the role and the level of experience/ qualifications required should be drawn up and clearly stated and explained beforehand.

Volunteers should fill in an application form, giving names of two referees that can be contacted. (Sample application form attached). Where possible there should be an interview.

A probationary period is advisable.

There will be a "sign-up" procedure, whereby the newly recruited volunteers, agrees to abide by the Code of Ethics and Good Practice for Children in Sport and to the association's Code and policies.

Every effort should be made to manage and support appointed leaders. Adequate supervision should always be provided, a leader should not have to work alone.

A decision to appoint a leader is the responsibility of the association or individual club and not of any one individual within it. The association or club committee should ratify recommendations for appointment.