



WEXFORD FC

SES 1.04

Child and Youth Protection and Welfare Policy 2027

2027

Publication date	August 2026
Policy/strategy owner	Mikie Rowe - SES Officer
Supporting officer	Noel Martin - Community Officer
Review date	August 2027

Prepared for Wexford FC's 2027 Men's and Women's Club Licensing submissions.



1. Policy Aim

Wexford FC is committed to protecting, safeguarding and ensuring the welfare of children and youth players and to providing a safe environment when they participate in activities organised by the Club.

2. Safeguarding Framework

The Club's existing policy is based on a written risk assessment and procedures covering Club/coaching practices, complaints and discipline, reporting, facilities, recruitment, communications and general risk of harm. It references the Children First Act 2015 and national safeguarding guidance.

3. Core Procedures

- Management of allegations of abuse or misconduct by staff or volunteers against a child.
- Safe recruitment of staff and volunteers who work with children and young people.
- Access to safeguarding training and information, including identification of harm.
- Reporting child protection or welfare concerns to statutory authorities where required.
- Garda Vetting and verification of relevant qualifications for applicable roles.
- Induction and ongoing support for staff and volunteers working with young people.
- Periodic review of the written risk assessment and Child Safeguarding Statement.

4. Safer Recruitment

Recruitment should include role description/person specification, application, appropriate references, interview/selection, identity checks, Garda Vetting where applicable, qualification checks and right-to-work confirmation where applicable.

5. Reporting and Escalation

Any child protection or welfare concern must be handled under the Club's safeguarding procedures and applicable statutory/FAI requirements. Current named safeguarding contacts should be maintained separately and kept up to date.

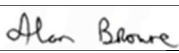
Implementation Action Plan and KPIs

Action	KPI / evidence	Target	Owner	Timing	Status / evidence ref.
Safeguarding risk assessment review	Signed/dated assessment	Review completed	Safeguarding lead	Annual	
Vetting/training compliance	Register	100% applicable personnel compliant	Safeguarding lead	Pre-season + ongoing	
Safeguarding induction	Induction record	All new relevant personnel	Safeguarding lead	On appointment	
Policy communication	Website/internal evidence	Policy accessible	Mikie Rowe / Safeguarding lead	By 31 Aug 2026	
Policy review	Dated review/Board record	Annual review	Safeguarding lead / Board	By Aug 2027	



Approval and Sign-off

This document has been approved at Board level and retained as licensing evidence.

Name	Role	Signature	Date
Mikie Rowe	SES Officer		17/08/26
Alan Browne	Club Licensing Officer		18/08/26
Tony Doyle	Chief Executive Officer		18/08/26

Publication: the approved strategy/policies will be communicated internally and published through the Club's website and appropriate Club channels. The public hyperlink has been inserted above.



SES Over-Arching Document

Wexford FC as a football club and gathering point for members of the local community is committed to doing our part in ensuring that Ferrycarrig Park and all locations that the club is active are welcoming and enjoyable environments for all members of the community.

We have set our goals and actions in these policy documents

1. Equality and Inclusion
2. Anti-Racism
3. Child & Youth Protection and Welfare
4. Football for All
5. Environmental Protection

These policy documents and associated appendices which will act as our clubs initial roadmap to build upon existing activities and behaviours within the club to becoming an example organisation within the communities we serve in relation to Equality & Inclusion, Anti Racism, Child protection, Football for all and Environmental protection.

SES officer Noel Martin has been appointed with full support from the board of Wexford FC to ensure that our FSR/SES roadmap and policies are communicated with club members, community and sponsoring organisations, suppliers and that these stakeholders are consulted and engaged at every opportunity which will enable the successful achievement of identified goals.

Policy documents will be made available to club members, sponsors and public on club website (WWW.WEXFORDFC.IE) and an awareness and engagement campaign to promote club FSR/SES activities will be put in place around Ferrycarrig Park on match days and club activity days over the course of the 2026 season.

The club will use all available avenues such as pre-match announcements, Social media, club member forums etc. to reinforce the clubs commitment to being an inclusive organisation.

Our appointed SES officer will work with club board and identified personnel throughout our organisation to ensure that all club activities are completed in accordance with requirements set out in Irish equality acts and FAI regulations.



3.0 Child & Youth Protection and Welfare

The FAI provides various sporting activities and opportunities for young people through participation in clubs, regional/provincial events and through our national teams.

Under the guidance and direction of the FAI and our County Committees, Wexford FC is committed to safeguarding children and by working under the guidance of our own Club Safeguarding Policies our staff, both volunteers and employed, working with our young people, throughout the organisation, seek to create a safe environment for young people to grow and develop.

Wexford FC written Risk Assessment document indicates the areas of potential risk of harm, the likelihood of the risk occurring, and gives the required policy, guidance or process documents require to alleviate these risks. The list of risks identified are contained in the following categories: Club and Coaching Practices; Complaints & Discipline; Reporting Procedures; Use of Facilities; Recruitment; Communications; and General Risk of Harm.

The Risk Assessment was undertaken in August 2026 and reviewed in August 2027

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, (the Children First: National

Guidance, and Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice).

In addition to our Risk Assessment document described above, there are further procedures that support our intention to safeguard children while they are availing of our activities.

Wexford FC has the following procedures in place as part of our Safeguarding

Policies:

- Procedures for the management of allegations of abuse or misconduct by staff or volunteers against a child availing of our activities
- Procedures for the safe recruitment of staff and volunteers to work with children in our activities
- Procedures for access to child safeguarding training and information, including the identification of the occurrence of harm
- Procedure for reporting of child protection or welfare concerns to Statutory Authorities
- The Mandated Person for Wexford FC is Martin Conway
- We recognise that implementation is an ongoing process. Our Club is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our activities.



Introduction

The purpose of this policy is to set out the minimum requirements of a recruitment process that aims to:

- Attract the best possible applicants to vacancies/roles;
- Deter prospective applicants who are unsuitable for work with children or young people;
- Identify and reject applicants who are unsuitable for work with children and young people.

Identification of Recruiters

- Subject to the availability of training, the Club will maintain a position in which at least one recruiter has successfully received accredited training in safe recruitment procedures.

Inviting Applicants

Advertisements for posts, whether in newspapers or on-line, will include the statement:

“The Club is committed to safeguarding children and young people.

Prospective applicants will be supplied, as a minimum, with the following:

- a) Job description and person specification;
- b) The Club's child protection policy;
- c) The Clubs recruitment policy (this document);
- d) The selection procedure for the post;
- e) An application form.

All prospective applicants must complete, in full, an application form.

Shortlisting and References

Short-listing of candidates will be against the person specification for the post • Where possible, references will be taken up before the selection stage, so that any discrepancies can be probed during the selection stage.

References will be sought directly from the referee. References or testimonials provided by the candidate will never be accepted.

Where necessary, referees will be contacted by telephone or email in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges. Where necessary, previous employers who have not been named as referees will be contacted in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.

Referees will always be asked specific questions about:

- a) The candidate's suitability for working with children and young people;
- b) Any disciplinary warnings, including time-expired warnings, that relate to the safeguarding of children;
- c) the candidate's suitability for this post
- d) Safer Recruitment Policy



The Selection Process

Selection techniques will be determined by the nature and duties of the vacant post, but all vacancies will require an interview of short-listed candidates.

Interviews will always be face-to-face. Telephone / Zoom interviews may be used at the short-listing stage but will not be a substitute for a face-to-face interview (which may be via visual electronic link).

Candidates will always be required to:

- to explain satisfactorily any gaps in previous roles; to explain satisfactorily any anomalies or discrepancies in the information available to recruiters;
- declare any information that is likely to appear on a DBS check
- demonstrate their capacity to safeguard and protect the welfare of children and young people.

Employment Checks

All successful applicants are required:

- a) to provide proof of identity
- b) complete or submit a Garda Vetting application form
- c) to provide actual certificates of professional / coaching qualifications, as deemed appropriate by the club
- d) to provide proof of their right to work in the Republic of Ireland (where applicable)

Induction

The club recognises that safer recruitment and selection is part of a larger policy framework for all members / staff. The Club will therefore provide ongoing training and support for all staff.

- a) All staff who are new to the Club will receive induction training that will include the Clubs safeguarding policies and guidance on safe working practices guidelines.
- b) Regular meetings will be held during the first 3 months from appointment with the officers of the club.



3.0 Appendix IV- Child & Youth Protection and Welfare Action Plan

Action	Timeline	Owner	Others Involved
Ensure hiring of staff is carried out in line with safeguarding procedures	Ongoing	Alan Browne	Board of Directors/Committee
Review Policy and procedures	6 months	Mikie Rowe / Noel Martin	Board of Directors/Committee