



## Guidelines

<b>Title:</b>	<b>Club Guidelines for athlete Volunteers with an Intellectual Disability</b>
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### Guidelines

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If a person with an Intellectual Disability applies to become a volunteer Clubs should consider the following guidelines and proceed in an inclusive and transparent manner, whilst keeping safety and welfare in mind.

There are many athletes who take on roles currently, either in their club or in mainstream sports, but may not be supported adequately or undergo the necessary checks for their positions. Special Olympics Ireland wants to ensure we are giving all potential volunteers opportunities to participate safely within all areas of our programmes, within the standards of our recruitment policy, and without discrimination.

### Questions to guide your consideration and process:

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**1. What is the role applied for:**

- What is the criteria for this role?
- Is it possible to adapt this role if needed?

**2. What additional supports are needed?**

Discuss with the applicant if they require any additional supports to enable them to carry out the volunteer role they would like to undertake. Document these and then consider if the club has the capacity to support these needs e.g. Additional volunteer support such as a mentor, facility suitability etc. (refer to Disability Inclusion Audit for clubs) you may need to consult with other club volunteers at this stage, if relevant e.g. the Head Coach

**3. Is any specific qualifications/training required to carry out the role applied for?**

Does the role require a specific qualification such as Coaching certificates or does it require a level of responsibility that would not be suitable for the applicant to undertake. This may be identified during training by the tutor e.g. safeguarding, coaching course.

**4. If undertaking the necessary qualifications/training for the role, is this available to the applicant in an accessible way that meets their needs?**

If not offered in a way that is accessible to the applicant the club should encourage them to contact the delivering body; the club may also do so on the applicant's behalf.



**5. Does the Club require a volunteer in the role the applicant would like to undertake?**

The Club should consider if there is currently a need for a volunteer to carry out the role the applicant would like to undertake. If not, then the Club should do their utmost to look for an appropriate alternative for the applicant. Whilst the club may not feel the role the applicant would like to undertake is appropriate, or needed at that time, it is important that applicants are encouraged to progress and reach their full potential in a safe and supported environment.

**6. Is the applicant remaining as an athlete or requesting to move solely into a volunteer role?**

If continuing as an athlete the Club should ensure that the athlete is briefed on the difference between the role of athlete and volunteer. If the athlete has a role as a coach/ volunteer they should also not be competing at the event/ time. They should understand that as an athlete they must adhere to the [Athlete Code of Conduct](#) and as a volunteer they must adhere to the [Volunteer Code of Conduct](#).

This guidance is to support the club and help identify any potential risks or any extra supports needed for an individual to take on a volunteer position. This does not discriminate on any grounds and should remain transparent at all stages. Special Olympics Ireland advocates for the encouragement of athletes to fully participate in all areas of the organisation and are available to support Clubs through the process to reach this goal.

## **Club Steps to guide your consideration and process:**

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1. Applicant applies to volunteer
2. Applicant completes online volunteer registration sign up via their athlete profile
3. Club receives notification of application
4. Consider the above guidelines
5. Agree any proposed support with the applicant in advance of proceeding to the next step
6. Applicant completes the current volunteer registration process
7. Implement the agreed supports
8. Review agreed supports in 3 months