

Irish Amateur Weightlifting Association

Cumann Amaiteireach Togail Mheachaine na h-Eireann

Trading as

Weightlifting Ireland

(Affiliated to the International Weightlifting Federation)

Health and Safety Policy

The Irish Amateur Weightlifting association (WEIGHTLIFTING IRELAND) is dedicated to promoting and developing the sport of Weightlifting through Fair play and ethical practice.



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1. Policy Statement

- 1.1 It is the policy of Weightlifting Ireland to ensure so far as is reasonably practicable, the safety health and welfare of :-
 - 1.1.1 It's members
 - 1.1.2 Members who train under the programmes it operates
 - 1.1.3 Competitors in events, demonstrations or publicity events
 - 1.1.4 Members of the public and others who attend the events it organises and to promote good health and safety practice in the coaching and training undertaken by its members.
- 1.2 As such, events will be run in compliance with current Irish and NI health and safety laws, Codes of Practice and through the promotion and dissemination amongst its members of current best practice in Weightlifting to ensure the health and safety of participants at all levels and in all capacities.
- 1.3 This will be achieved through continuing development, implementation, monitoring, review and where necessary revision of the framework, arrangements and procedures set out in this document.
- 1.4 There shall also be suitable insurance (risk mitigation) and safeguards put in place to ensure appropriate health and safety and welfare standards are upheld: This includes;
 - 1.4.1 Current licencing and vetting of qualifications & industry relevant certifications, to assess the competency and experience of all personnel seeking access to competition, training and association operations to work both independently in their capacity within the association, as well as in set tasks in continuous communication and guidance with the overall development strategy of weightlifting Ireland.
 - 1.4.2 We have thereby included risk abatement through an informed administrative, coaching and participant membership demographic, with controls in place to combine resources and minimise risk of injury through negligent or out of date practice.
 - 1.4.3 Consideration is given to provide suitably qualified members the selection and maintenance of insurance, professional indemnity (risk transference), and competency of the roles to be undertaken is suitably provided.
 - 1.4.4 In this regard, the avoidance of risk is continually integrated into the planning of the development structure as is risk allocation.
- 1.5 This policy and any risk assessment required to fulfil legal obligations will be subject to updating as necessary. The policy will be subject to a mandatory comprehensive review in accordance with the timescale as per the general foreword, from the date of signature of the board of directors, stored on the document management system of weightlifting Ireland.

2. Section 2

2.1 Arrangements For Managing And Implementing The Health & Safety Policy

2.1.1 It is the responsibility of Weightlifting Ireland at Executive Board level to ensure that Weightlifting Ireland is discharging the legal health and safety duties placed upon it. This shall be achieved through:-

2.1.1.1 Providing strategic direction to the Board of Directors in respect of health and safety matters

2.1.1.2 Ensuring the President and Coaching Director have all available the resources in terms of finance, time and people to implement any necessary actions to ensure that all legal responsibilities are discharged.

2.1.1.3 The preparation of sufficiently detailed progress reports of Weightlifting Ireland in achieving its strategic health and safety aims from relevant Directors and ancillary personnel.

2.1.2 As per article 2.1.1.3, reporting shall cover at least the following:-

2.1.2.1 Accident profile for athletes in development or international training pools for the year with details of major injuries & indications of trends.

2.1.2.2 Accident profile for insurance claims (both for injury treatment and for civil liability) for the year with details of any major injuries and major claims with indications of trends.

2.1.2.3 Information on any significant actions taken in respect of :

2.1.2.3.1 Ensuring health and safety of all members.

2.1.2.3.2 Athletes training at National and Regional Training Events.

2.1.2.3.3 Any events run by or on behalf of Weightlifting Ireland.

2.1.2.3.4 Promotion of good health and safety practice amongst coaches, clubs and members.

2.1.2.3.5 Information on any changes to health and safety legislation impacting on Weightlifting Ireland and its business and in outline how these have been dealt with or what further corrective action may be required.

2.1.2.3.6 Indication to the Boards of areas (if any) where further health and safety action may be required in the coming year (or years if a longer term programme is needed).

2.2 Management at Executive Board level

2.2.1 It is for the President and the Board members to ensure that attention is given to the Board's strategic direction, and that health and safety arrangements agreed within Weightlifting Ireland are implemented and operated effectively.

2.2.2 To assist the Executive Board to do this, health and safety issues will be a standing agenda item at all Executive Board meetings.

2.2.2.1 At the Executive Board meeting:

2.2.2.1.1 Relevant H&S personnel will update the board, should there be outstanding concerns from any previous reports.

2.2.2.1.2 Relevant H&S personnel will provide details of any legally reportable accidents in the interim from the previous board meeting, together with details of any significant health and safety actions taken in that same period.

2.2.2.1.3 Directors will be asked to comment on any health and safety related issues that may have arisen in their area of responsibility during the interim period.

2.2.2.1.4 The Executive Board will agree on any areas of action to be pursued

3. Section 3

3.1 Specific Duties & Responsibilities For Health & Safety Within Weightlifting Ireland

3.1.1 The H&S Director

3.1.1.1 The H&S director has overall day to day responsibility for health and safety matters and is the final arbiter on health and safety issues. The President will ensure that :-

3.1.1.1.1 Weightlifting Ireland has in place policies & arrangements to ensure legal health and safety duties are met;

3.1.1.1.2 Sufficient resources are made available by the executive board to discharge these duties;

3.1.1.1.3 A health & safety co-ordinator, reporting directly to the Board is appointed if no director fulfils this role.

3.1.1.1.4 Health and safety conditions and performance within Weightlifting Ireland is monitored.

3.1.1.1.5 Action is taken to deal with identified risks to health and safety.

3.2 Heads of Committees, Provincial Representatives and Club Reps

3.2.1.1 Heads of Committees, Provincial Secretaries and Club Secretaries are required to assist in the implementation of the Health and Safety policy by:

- 3.2.1.1.1 Being familiar with the health and safety policy and in particular the aspects relating to their areas of responsibility.
- 3.2.1.1.2 Ensuring members are aware of the provisions and requirements of the health and safety policy and any subsequent revisions.
- 3.2.1.1.3 Ensuring that members do not undertake work that is beyond their competency or for which there is not adequate facilities or equipment available.
- 3.2.1.1.4 Ensuring that members know and understand their safety duties, follow the associations procedures (e.g. for reporting of accidents) and observe safe working practices.
- 3.2.1.1.5 Maintaining any records of inspections and examinations or other duties of due diligence performed in conjunction with association business.
- 3.2.1.1.6 Ensuring all reported safety hazards within the sphere or area of responsibility are dealt with and where necessary reported to the board of directors. or if of particular significance to the association President.

3.3 Health and Safety Co-ordinator

3.3.1.1 The Health and Safety co-ordinator where so appointed is required to observe the following, if the board of directors have collectively assumed the responsibility of the coordinator, the rules below may substitute the term coordinator with board of directors, such duties as required by the board shall remain under their remit :-

- 3.3.1.1.1 Be familiar with the Associations health and safety policy, and support Board to ensure action is taken to ensure members are made aware of the Health and Safety policy and its requirements.
- 3.3.1.1.2 Ensure Risk Assessments exist for significant activities undertaken by Weightlifting Ireland and that these are reviewed and updated as necessary.
- 3.3.1.1.3 Liaise with Club Secretaries, provincial representatives and relevant bodies providing consultation and assist them in resolving any Health and Safety problems that may arise, proactively where possible.
- 3.3.1.1.4 Where necessary ensure routine safety checks are carried out of the various clubs who have availed of and agreed to be responsible for association equipment.
- 3.3.1.1.5 Ensure, where necessary in discussion with the Board of Directors, Provincial representatives and Club Secretaries that action is taken in respect of reported hazards or identified risks.
- 3.3.1.1.6 Ensure that good housekeeping standards are maintained within the clubs in trusted possession of weightlifting ireland equipment for use or storage

3.4 Members

3.4.1 All members are required to co-operate to ensure health and safety of other members, visitors, and representatives of Weightlifting Ireland or its stakeholders.

3.4.2 In particular members are required to:

3.4.2.1 Be aware of Weightlifting Irelands health and safety policy, procedures and arrangements and in particular those that apply to their areas of responsibility.

3.4.2.2 Bring to the attention of the Directors, Provincial Representatives and Club Secretaries and or the health and safety co-coordinator any equipment with defects that constitute a risk to health and safety.

3.4.2.3 Ensure that visitors are made aware of unavoidable risks.

4. Section 4

4.1 Health and Safety Documentation

4.1.1 Additional Health and Safety documents provide detailed information about health and safety policies and the health and safety actions that are to be followed by members.

4.1.2 These include all guidelines, recommended standards, coach and administrator licencing as well as the understanding of the provisions and directions of the handbook and how this applies to the individuals involved.

4.2 Monitoring of accidents and incidents:

4.2.1 The secretary shall keep a log of reportable accidents to determine trends and areas for improvement.

4.3 Investigation of accidents and incidents:

4.3.1 Weightlifting Ireland reserve the right to commence any investigations as may be appropriate regarding serious injuries or risks, for the purpose of implementing any lessons that can be learned and recommend any improvements that can be made to prevent (or minimise the likelihood) of reoccurrence.

4.3.2 Weightlifting Ireland will consider the findings of any such investigations at the next Board meeting after conclusion of the investigation.

5. Equipment Checking

5.1 All weightlifting equipment provided and used at clubs affiliated to weightlifting Ireland will be subject to inspection and examination as per the usage agreement between the club and weightlifting ireland.