

FÁS GARDA VETTING POLICY

Background

FÁS is a registered organisation with the Garda Central Vetting Unit (GCVU) which “makes criminal history vetting disclosures to registered organisations in respect of, inter alia, prospective employees, volunteers, students on placement and trainees who would have substantive, unsupervised access to both children and vulnerable adults”¹. This policy is concerned with FÁS’ role as a provider of training and employment programmes, in particular in relation to the eligibility and recruitment of potential participants or trainees working or training to work with children and/or vulnerable adults.

FÁS considers the following non-exhaustive list to be reasonable grounds to refuse an individual access to programmes involving the care of or contact with children or vulnerable adults:

- **The individual has been charged with, or have a conviction for, a sexual offence**
- **The individual has been charged with, or have a conviction for, an offence that relates to the ill treatment or neglect of children or vulnerable adults**
- **The individual has been charged with, or have a conviction for, the ownership, production, possession or distribution of child pornography**

While FÁS considers the following non-exhaustive list of offences to be particularly relevant, each case will be considered on a case by case basis regarding eligibility for care programmes:

- Offences against the person, e.g. assault, harassment, coercion
- Breaches in trust, e.g. fraud, theft, larceny
- Offences against property e.g. arson, armed robbery
- Drug related charges / convictions
- Domestic violence
- Offences against the state

A glossary of terms used in this Policy is set out in Forms and Documents Section.

¹ Minister for Justice, Equality and Law Reform (Deputy Brian Lenihan) PQ [5181/08]

Policy

FÁS is committed to the protection and welfare of children and vulnerable adults. As part of FÁS's Statement of Strategy 2006-2009 FÁS is committed to best practice in recruitment and selection procedures which include Garda vetting. Clearance to work or train to work with children and/or vulnerable adults is granted upon successful completion of the recruitment and selection process which shall include appropriate vetting checks with the Garda Central Vetting Unit (GCVU).

An individual cannot work or train with children unless they have been Garda vetted.

Individuals can, in certain circumstances, work with vulnerable adults whilst the Garda vetting process is ongoing, however, such individuals must be supervised.

Participation on relevant programmes is subject to a satisfactory outcome in accordance with FÁS Garda vetting procedures. The final decision, following receipt of information from the GCVU, is a matter for FÁS and/or the CE Sponsor (in the case of CE).