



University of Limerick Clubs and Societies

UL Sub Aqua Club

Safety Statement Academic

Year 2023 - 2024

1 Introduction

This safety statement is designed to set out the control measures that UL Sub Aqua Club (ULSAC) has in place to reduce the risk associated with its activities to the minimum that is reasonably practicable .

The document sets out the role of the Club's officers with respect to safety.

It also sets out the standards that UL Clubs and Societies require the Sub Aqua Club to adhere to.

The officers have overall responsibility for ensuring safety standards are high and that members are aware of these standards.

Officers should bring this document to the attention of their members and explain to them the basic safety rules that all members must adhere to when participating in club activities.

1.1 Role of the Diving Officer of the Club

The Diving Officer's role encompasses the position of Health and Safety Officer, and his/her responsibilities with respect to safety involve the following;

- Ensuring that all club members are familiar with the Safety Statement
- Ensuring that there are first aiders and appropriate first aid equipment available as required for club activities
- Ensuring that trip leaders are suitably experienced
- Ensuring that novices are well looked after
- Ensuring that all divers act within the limits of their training and experience
- Ensuring that relevant training is provided where necessary
- Ensuring that CFT and the UL STUDENT LIFE CSDO and CSLO are informed of any incidents or accidents as soon as possible after they occur
- Ensuring that all club members are aware of the actions to be taken in the event of an emergency while engaged in club activities

1.2 Role of the club member

- Clubs and Societies endeavour to offer their members a safe environment in which to participate in activities. The Officers will, to the best of their abilities, bring to the attention of members the risks associated with the activities. However members are expected to make themselves aware of hazards and to be responsible for their own health and safety.
- ULSAC is a branch of Comhairle F6-Thuinn (The Irish Underwater Council) and all members must be fully paid up members of both organisations in order to dive with

ULSAC. ULSAC members are covered by CFT dive insurance subject to successful completion of an annual fitness to dive test, annual medical self-declaration, and periodic medical examination by a general practitioner.

- They must not jeopardize the health and safety of other members through their own actions.
- Members are required to follow instructions given by Officers or Trip leaders
- Members should attend relevant training courses provided for them.
- They should raise any safety concerns that they have with an Officer or trip leader.
- Members should inform an Officer or trip leader of any relevant medical conditions that might impinge on their ability to participate or that might affect emergency first aid treatment.
- Members are responsible for obtaining as much information as possible about any planned activity, so as to be able to make an informed decision as to whether it is a suitable activity for them.

1.3 Communicating the contents of the Safety Statement

An administration seminar is held on an annual basis. The overall content of the Safety Statement will be dealt with at this seminar . At least one club officer must attend the seminar and inform other officers of the content as per the UL STUDENT LIFE requirement for Clubs & Societies.

2. Reporting of accidents

Accidents that occur as a result of the club activities or while a member is participating in the club activities must be investigated, recorded on UL Clubs and Societies accident report form (Appendix 1) and a copy sent to UL Clubs and Societies, Clubs & Societies Development Officer or Clubs & Societies Liaison Officer within 5 days of the accident occurring.

Members are insured against personal injury while participating in club activities . Non-members are not. UL Clubs and Societies will deal with claims that may arise. Officers must ensure members are signed up and in full compliance with the Clubs & Societies on-line membership registration process at www.ulwolves.ie

Accidents are defined as incidents where a person is injured to such an extent that they require first aid or other medical treatment (doctor, nurse, hospital visit).

2.1 Serious accidents and fatalities

Serious accidents or fatalities must be reported to the Clubs & Societies Development Officer, Paul Lee as soon as possible. If the C&S Development Officer is not available the General Manager, the President of the UL Student Life or the Clubs & Societies Liaison Officer must be notified.

2.2 Contact details

- Paul Lee, Head of Student Engagement, (w) 061-213477-(m) 086-0435307
- Martin Ryan, UL Student Life General Manager (w) 061 202325 - (m) 086-0435306
- Jack Scanlan, UL Student Life President (w) 061 202326 -
- Aisling Ryan, Clubs & Societies Coordinator (w) 061-234891- (m) 086-0435308

Additionally, near misses where personal injury, medical treatment or damage to property did not occur but were narrowly avoided should be reported to CFT using the online form found on CFT' s GoMembership site: <https://iuc.azolve.com/>

Diving accidents where there is personal injury or damage to any property not owned by the club or club members should be detailed on CFT's Incident Report Form CFT 305a -Accident Report Form, available on the website above and sent to

incident s@ diving.ie

or

Incidents Officer, 78A Patrick Street, Dun Laoghaire, Co. Dublin.

3 First aid

For activities where there is a risk of minor injury an officer of the club must be designated to maintain a suitable first aid kit. For activities where there is a higher risk of injury the club should have a designated trained first aider with each group. It is recommended that the following clubs have a trained first aider.

1 American Football	10 Kayak	20 Softball
2 Archery	11 Krav Maga	21 Soccer
3 Boxing (NEW)	12 Mountain Bike	22 Sub-Aqua
4 Drama	13 Outdoor Pursuits	23 Tae Kwon Do
5 Fencing	14 Parkour	24 Trampoline
6GAA	15 Rugby (Ladies)	25 Waterpolo
7 Hockey (Ladies)	16 Rugby (Men)	26 Windsurfing
8Judo	17 Rowing	
9 Karate (Shotokan)	18 Sailing	
	19 Skydiving	

Clubs/Societies should contact the Development Officer to arrange to participate in a first aid course. The first aid kit must be brought on trips away. The recommended contents of a travel first aid kit are given below however certain activities may require specialised contents.

Table 1: First Aid kit standard inventory Materials	First Aid Travel Kit Contents
Adhesive Plasters	12
Individually wrapped Triangular bandages	2
Safety Pins	2
Large Individually wrapped sterile Unmediated Wound Dressing (approx. 13x9cms)	1
Individually Wrapped Wipes	8
Paramedic Shears/scissors	1
Pairs of Latex Gloves	1
Additionally, where there is no clear running water, Sterile Eye Wash	1
Medical Oxygen + mask kit	1

The designated first aiders are all members who have completed the CFT Diver First Responder within the last two years: All instructors: Brian O'Leary, Alex Buda, Naomi Keogh, Sergey Belochapkine, Mark O'Leary, Laura Byrne
Also: Patrick Bartley, Rory Egan, Tariq El Masri, Anna Gietl, Sean Matthews, Aoife Vaughn-Witts

The officer in charge of the first aid kit is the Branch Diving Officer.

3.1 AED

The club Automated External Defibrillator (AED) shall be kept in the boathouse between club trips. It shall be the responsibility of the Diving Officer to ensure that the AED is kept charged.

New club members shall be instructed in the correct use of the AED during their trainee diver lecture series.

3.2 Oxygen

The club has several oxygen bottles equipped with masks for administration in an emergency. It shall be the responsibility of the Diving Officer to ensure that the oxygen bottles are kept in a state where they shall be ready for use where necessary.

New club members shall be instructed in the correct use of the club oxygen administration equipment during their trainee diver lecture series.

4 *Hiring of Transport*

When hiring minibuses or other vehicles for club outings only those named as drivers (with the appropriate driver's license) are insured to drive the vehicle. Other club members must not drive. Where possible only minibuses fitted with seat belts should be hired, check with the hire company beforehand.

4.1 Clubs & Society Vehicles Usage & Policy

The UL Student Life's Clubs & Societies Department currently own 3 vehicles for the purposes of enhanced service provision to aid and promote the development of Clubs & Societies activities.

The usage is governed by a protocol and associated forms. Information pertaining to the Vehicles regarding the license category, age restrictions, insurance requirements, towing restrictions and legislation refer to

- 1 See Appendix 3 Forms Re C&S Vehicles 1 -Vehicle Protocol
- 2 See Appendix 3 Forms Re C&S Vehicles 2- Committee Letter of Endorsement
- 3 See Appendix 3 Forms Re C&S Vehicles 3 - Additional Drivers Form
- 4 See Appendix 5 Clubs & Society Vehicle Information

What to do if the C&S vehicle breaks down

- If you have hazard warning lights, switch them on.
- Move your vehicle on to the hard shoulder. If you cannot do this, take whatever steps you can to warn other drivers of its presence.
- Always get out of your vehicle from the passenger side. Do not attempt to walk on the motorway.
- Get help quickly and do not leave your vehicle unattended for longer than necessary. Wait for help on the embankment side of the motorway.
- To avoid being hit by a passing vehicle, never work on your vehicle from the side that's exposed to traffic. If you can, drive farther off the road to a safe, well-travelled place, and try to reach into the trouble area from the front or the side that's away from traffic.
- If you are driving the Sprinter Van or the Minibus, display your warning triangle behind the vehicle.
- Use the roadside telephone or a mobile phone to tell the GardaL
- When rejoining the motorway, build up your speed first on the hard shoulder . Watch for a safe gap in the traffic before rejoining it.
- If you get a flat tire, do not attempt to change it unless you can get to the side of the road and the tire is on the side of the vehicle that's safely away from traffic.
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- **If you know that you're going to need roadside assistance, use your mobile phone to call AA Rescue Service 1800 66 77 88. UL C&S membership number is 6/S 164715**

4.2 Travelling abroad

When taking any of the vehicles to mainland Europe the club or society must take out AA 5* European Breakdown Cover

4.3 What Drivers must do at an accident or in an emergency

- If you are involved in an accident, you must stop your vehicle and remain at the scene for a reasonable time. If vehicles are blocking the roadway or posing a danger to other road users, the roadway should be marked and the vehicle should then be removed as soon as possible.
- If you are asked by a Gardai, you must give your name and address, the address where the vehicle is kept, the name and address of the vehicle owner, the vehicle's registration number and evidence of insurance, such as the name of your insurance company or a disc or motor insurance certificate. If there is no Gardai at the scene, you must give this information to any person involved in the crash or, if requested, to an independent witness.
- If you or another person is injured and there is no Gardai at the scene, the accident must be reported to the nearest Gardai station. If the accident damages only property and there is a Gardai in the immediate vicinity you must report it to the Gardai. If there is no Gardai available you must provide this information to the owner or the person in charge of the property. If, for any reason, neither a Gardai nor the owner is immediately available, you must give all relevant information at a Gardai station as soon as reasonably possible.
- At the time of the accident don't admit liability. Many people feel apologetic about accidents for which they are not responsible (aggression doesn't signify innocence either).
- Make a note of the name, address and insurance information (company & policy number) of the other people involved.
- Make a note of the registration numbers and positions of any vehicles. Obtain names of any witnesses and Gardai involved.

Tell the Students' Union about the accident as soon as possible by calling Paul 086 0435307 or Aisling 086-0435308

- The UL STUDENT LIFE C&S office requires an accident report form to be completed in every case.
- Where a person or persons are injured, the accident must be reported at the nearest convenient Gardai Station if no Gardai is present at the scene of the accident.
- Where damage to property only is involved it is not necessary to report the accident at a Gardai Station provided the driver gives necessary particulars as b) above to the person whose property has been damaged. If you are involved in an accident with a visiting motorist, report the accident to the Motor Insurers Bureau of Ireland, 39 Molesworth Street, Dublin 2. Telephone: (01) 676 9944.

5 *RH/8 Management*

The RHIB represents a significant health and safety concern for the club, as improper use could easily result in damage to property, injury or death. As such the following rules shall apply to the operation of the club RHIB:

- The RHIB shall normally be stored in the boathouse and must be secured when not in use. The keys shall be held by the equipment officer and the RHIB may only be used for dive trips or training approved in advance by the ULSAC committee under the control of an approved cox. (see below).
- The RHIB may only be used on a dive or training trips approved in advance by a 75% majority of the committee. An opposing vote by the DO, Chair, or Deputy DO will automatically reject the approval without appeal or recourse.
- The committee will maintain a register of approved coxswains and training establishments. Members of this register will be reviewed and reappointed annually on the basis of their contribution and conduct during the previous 12 months. The revised coxswains list will be put before the committee for approval.
- While the RHIB is underway, all persons on board must utilise a personal floatation device, except while preparing to start a dive. Dry suits and wet suits do not qualify as personal flotation devices.
- The RHIB may only be used to deploy and recover divers when in the charge of a CFT qualified coxswain or coxswain instructor. Trainee CFT coxswain's may only operate the RHIB when under the direct supervision of an experienced coxswain/ coxswain instructor and weather/ sea conditions are deemed suitable by the Diving Officer/ Deputy Diving Officer.
- When in control of the RHIB, the coxswain shall at all times correctly utilise the kill cords to ensure that the RHIB shall stop in the event that the coxswain is incapacitated.
- At all times while away from shore, a minimum of two persons shall be on the RHIB.
- When departing from shore, the coxswain shall inform the coast guard of the plan for the day via VHF.
- A minimum of 600 litres of oxygen are required to be present on the RHIB when departing shore. All attendees shall be made aware of the location of oxygen tanks prior to departure.
- A first aid kit shall be present on the RHIB during all diving activities.
- Fire extinguishers shall be present in the RHIB at all times, and all persons should be aware of their locations.
- The RHIB and trailer shall be thoroughly cleaned with fresh water after every dive trip to ensure reliability and longevity of these assets.
- The condition of the RHIB and trailer shall be continuously monitored and should be serviced where required as soon as possible. A report shall be made to the Boating Officer and Diving Officer following any incidents affecting the reliability of the RHIB.

6 *Hiring of venues*

If a venue (external to UL) is to be used by the club for its own activities or for events a club officer should ensure that there are sufficient trained security persons at the venue for the duration of the event (if required). The officer must clarify whether the venue will provide these or if they need to be supplied by the club. If there is any doubt about numbers of security the UL STUDENT LIFE Ents Committee should be consulted.

The club officer should also request the venue manager to sign the declaration set out in the form (Appendix 2). This form is a fire safety declaration of compliance with the relevant legislation and provides assurance to the club officers that the venue is safe from a fire safety perspective. This form is not required when clubs or societies are using conventional venues such as hotel function rooms and nightclubs but is needed when hiring halls, marquees and venues not usually used for large groups.

7 *Purchase of services*

Where a club uses the facilities of a service provider (e.g. windsurfing school, dive centre, outdoor pursuits centre) or equipment belonging to a service provider an officer of the club must ensure that the service provider has public liability insurance. A copy of the certificate of insurance should be obtained by an officer of the club prior to the use of the venue or equipment. A copy of the insurance certificate must be given to the Development Officer Paul Lee.

Ensure that the insurance policy wording does not exclude any of the activities that your club will be participating in. If the service provider cannot provide a certificate then the club should use an alternative service provider.

8 *Hiring in equipment to be used on campus*

If a club or society is hiring in equipment for use on campus such as bouncy castles or performers such as fire jugglers, the club's officers must first obtain permission from the Student's Union. Once permission is obtained the club must get an up-to-date copy of the service provider's insurance certificate. A copy of the insurance certificate must be sent to;

Cliona Donnellan, UL Buildings & Estates
Fax 202416
Phone ext. 2496

The equipment/event can only proceed if the event is given the go-ahead by UL's insurers through Cliona Donnellan.

9 *Safety checks on equipment owned by UL Student Life & club*

Equipment purchased by clubs/societies is the property of UL Student Life and must be returned to UL Student Life should the club cease to operate.

To ensure the safety of users UL Student Life requires club officers to carry out visual checks on all equipment whose use could have implications for health and safety, i.e. if the equipment was faulty or in poor condition it may adversely affect the health and safety of users. See Appendix 6.

Checks must be carried out at the start of the first term before the equipment is used and the checks must be formally documented. A copy of the visual inspection must be sent to the Development Officer, Paul Lee.

In the case of the club's compressors, checks and maintenance will be carried out on the schedule as defined by the manufacturers' guidelines.

10 *Loaning of equipment*

Club equipment or equipment belonging to the University must not be loaned to third parties who are not members of ULSAC. A club member must not borrow equipment for use by third parties even if the club member is present or in the group using the equipment.

11 *Using electrical equipment*

11.1 Risks

There are a number of risks associated with electrical equipment.

- If you damage electrical equipment, for example a cable, then bare live wires may be exposed.
- Apparatus may be wrongly connected so that outside metal parts become live.
- Even equipment which does not have a mains power supply itself can become dangerous. For example, some audio systems have loudspeakers with terminals at dangerous voltages.
- Electrical equipment that overheats can cause fire.

11.2 Precautions

- Maintenance, inspection and repair should only be carried out by someone who is suitably qualified.
- Do not rely on other people's equipment being in a safe condition or properly connected. Check before you use it.
- Do not connect or use incompatible items of equipment.
- Use a residual current device (RCD) on the power supply to instruments, audio equipment and any other equipment which club members use. If the RCD trips it is a sign that there is a fault that could be dangerous. Do not ignore the warning. Have it checked and get the fault fixed by a competent person.

12 Training of leaders/instructors and ratio of experienced persons to novices

Where the club is affiliated to a national body, governing body or federation the requirements of that body must be adhered to.

As of the date of this safety statement, the CFT requirements of instructor/trainee ratios are detailed in Table 2 below. These rules are subject to review by the CFT Technical Committee, and should be updated at least annually to ensure current best practice is observed. CFT Operating Procedures Manual document reference CFT 413 contains the current rules. A current version of this document is in Appendix 7.

Table 2: CFT maximum approved depths and buddy guidelines

Grade	Limits	Minimum buddy	Ratio Leader : number in group
Try-a-dive	5 metres max	Instructor	1 : 1
Try-a-dive between 14 & 18 years	5 metres max	Instructor who has signed child protection sign-off doc.	1 : 1
Trainee	First dive	Instructor	1 : 1
	First 5 dives, 10 metres max	Instructor	1 : 2
Trainee between 14 & 18 years	First dive	Instructor who has signed child protection sign-off doc.	1 : 1
Trainee between 14 & 18 years	First 5 dives, 10 metres max	Instructor who has signed child protection sign-off doc.	1 : 2
Trainee diver	30 metres max NB 30m dives must not be done until all other dives are logged.	Advanced Club Diver or Instructor where any dive has any element of instruction.	1 : 2
Trainee diver between 14 & 15 years	Dives to 20 metres max	Instructor who has signed child protection sign -off doc	1 : 2
		Club diver	
Club diver	30 metres	Club diver	1:2

	30-45meters	Leading Diver	1:2
	50 metres	Extended Range instructor (During Extended Range course)	1:1
Leading diver	45 metres	Club diver	1:1
	50 metres	Extended Range instructor (During Extended Range course)	1:1
Extended range Diver	50 metres.	Extended Range Diver	1:1
Nitrox Diver	1.4 pp02 MOD e.g. 40% MOD 25 metres	Trainee	1:2
Any night dive or low visibility dive		With the Diving Officers Permission.	1:1
Junior Snorkeller (6-13)	No weight belt	Snorkel Instructor/Leader	1:5
Senior Snorkeller (14-18)	Weight belt may be worn	Senior Snorkeller	1:5
Snorkel leader/Instructor		Junior Snorkeller	1:5

- In the case of a Trainee Diver* diving, where the more qualified diver is not an instructor, the allocation of buddies will be at the discretion of the Diving Officer.

13 Trip Guidelines

13.1 Trips in Ireland (day and longer) where club members may be involved in potentially hazardous activities

Club officers must leave contact details with a designated responsible person before setting out on any trip, giving the destination and estimated time of return. The club officer should contact the designated person on return of the club members. In the event that a problem arises the designated person should be instructed to contact the appropriate authorities and the SU. A risk assessment in writing must be produced for trips involving hazardous activities.

Prior to departure on any diving trip, the UL sports administrator must be informed of the names and details of the club members attending.

Contact details for the UL sports administrator are as follows:

Name : Neasa O'Donnell

Email : neasa.odonnell@ul.ie

Phone:086-8524938

13.2 Definition of a Club dive trip

A "club dive trip" is defined as any dive trip in which ULSAC resources are used. This includes use of the RHIB, trailer, SU vehicles and all club-owned dive equipment by any member of the dive party or expedition. All Club dive trips require the permission of the club's Diving Officer (DO) in advance and all notifications and reports must be completed as set out herein.

Exceptions relating to the use of club equipment on non-club trips by ULSAC members can be made by the ULSAC committee without precedent.

13.3 Definition of Private Dive Trips

A "private dive trip" is defined as any dive trip in which one or more members of ULSAC chose to dive outside the confines of club diving constraints. Normally, no club equipment is to be used on such trips and air fills of privately owned tanks will only be allowable at the discretion of the Committee. CFT Club Instructors are NOT permitted to undertake training activities during such. The club will accept no liability for such dive trips. If members are reported to be using this opportunity to act in a dangerous or irresponsible manner, disciplinary actions, as set out in section 8 of the constitution, may be considered by the committee.

13.3.1 Use of Club equipment for private trips:

Any club member may apply to the committee for permission to borrow club equipment for the purpose of private diving trips. The loan of club equipment may be granted at the discretion of the Committee.

13.4 Trip Organisation Timeline

The DO shall be kept informed of any club dive activities throughout the organization process in accordance with Table 3 below.

Table 3 - Information to be submitted to BDO

Normal Club Activity		Activity at regular club site for experienced divers as arranged with the DO	
48 Hrs	Ask permission of DO, supply planned location and time window, weather forecast, list of participants, and planned activities.		
12 Hrs	Supply final details of trip on the provided Domestic Expedition Form. Send to DO, Deputy DO, and Sports Administrator.	12 Hrs	Notify DO, supply planned location, weather forecast, list of participants, and planned activities on the provided Domestic Expedition Form.
	Trip preparations. Use the checklist provided for a domestic expedition.		Trip preparations. Use the checklist provided for a domestic expedition.
Immediately after end of diving activities	Inform home contact and DO of safe return of all divers.	Immediately after end of diving activities	Inform home contact and DO of safe return of all divers.

13.5 General diving rules

While on a club trip as defined above, all of the following rules must be adhered to at all times {Any CFT rules not listed here are to be adhered to as well)

- Where safety is concerned and the rules set out in this document or in any CFT Guidelines do not give sufficient guidance, the Diving Officer or, in their absence, the Deputy Diving Officer will have the sole right to provide guidance.

- Trainees and qualified divers must adhere to CFT rules and regulations with respect to depth limits and suitably qualified dive buddies as set out in CFT Operating Procedures Manual : CFT 403 (Appendix 7).
- Divers can only dive beyond their qualification under appropriately qualified supervision.
- At least one delayed SMB must be carried per buddy pair. It is advised that every diver carries his/her own delayed SMB. When diving off a boat, it is recommended that an SMB be used whilst ascending.
- Prior to all diving activities a CFT Risk Assessment shall be performed. The identified risks shall be reduced to an acceptable level with appropriate control measures.
- Risks and control measures shall be communicated to all members partaking in the activity.
- Under ordinary circumstances, club resources shall only be used by ULSAC members. An exception to this rule may be granted in the case of an emergency or to facilitate inter-club events/training at the discretion of the committee.
- Members shall always dive with properly maintained dive gear which is in a good state of repair.
- The use of alcohol within a period of 24 hrs prior to any dive should be extremely modest. If suspicions arise of a member having drunk too much, the member can be told they cannot dive.
- Trip organisers are encouraged to maintain a shore marshal sheet providing details of dives undertaken during a trip including diver names, dive times, depths, and air consumption.
- The DO or their representative shall have the right to check member's computers to check the dive details.

13.6 Training specific rules:

- Lectures, pool, and open water training may only be carried out by CFT Club Instructors and above.
- Training shall be provided in a safe, positive and constructive way.
- Training shall be progressive.
- Pool training progress shall be recorded by the instructor and logged by the Training Officer/Dive Officer.
- Only once all pool training assessments have been successfully completed by the trainee shall open water dives take place.

13.7 Foreign Trips (Outside the island of Ireland)

It is MANDATORY to inform the Clubs and Societies Development Officer (Paul.Lee@ul.ie) and the Clubs & Societies Liaison Officer (Aisling .M.Ryan@ul.ie) in the case of a foreign trip AND the **UL** Sports Administrator (Neasa .odonnell @ul.ie) with regard to all Club trips.

1. An itinerary is required in advance of all trips outside of the island of Ireland. The itinerary must include
2. Flight/Ferry information, and accommodation phone numbers and a daily schedule of the planned activities
3. The contact details of the Event coordinators while abroad and the person/people designated to be responsible for First Aid (where possible)
4. In Case of Emergency (ICE) contact details must be provided by every participant to the Event Co- Coordinators, and provided to the CSDO (and Sports Administrator where applicable) at least a week in advance of the planned trip
5. Ensure the Clubs & Societies Travel Insurance Policy Number is brought which is available from CSDO, Clubs & Societies Liaison Officer or UL Student Life Secretary General in advance of the trip

As per the Health & Safety Statement ensure contact details are available to Event Coordinators for the following

- UL Student Life Clubs and Societies Development Officer **086-0435307**
- UL Student Life President, 061 202326
- Clubs & Societies Coordinator 086-0435308
- the UL Sports Administrator (in the case of a Club event) **086-8524938**

13.7.1 1 Additional Foreign Trip checklist information

1. Check if a visa is required and make the necessary arrangements with your members
2. Check if vaccinations are required and make the necessary arrangements with your members
3. Collect passport details for all participants and check if all passports are valid until at least 3 months after the trip. Some countries may require passports to be valid for e.g. 6 months after the planned return date.

4. Certain activities require separate insurance to Clubs & Societies main insurance policy for the activities to be undertaken i.e. skydiving, sub-aqua, and the details of these policies must be known to members and CSDO in advance of trips.

5. To avoid unnecessary complications arising from theft and loss of passports while abroad members should have a backup record of their passport either via a photocopy or scanned copy of their passport and that could be left with a family member. In the event of theft or loss this record should assist greatly in and ability to repatriated members

13.8 First Aid Criteria:

1. Ensure adequate First Aid Kits and/or supplies will be present.
2. Ensure First Aid Kits are fully stocked.
3. Ensure competent, certified First Aider(s) will be present if required as per Health & Safety Statement.
4. Ensure First Aid incidents are recorded, and an incident report is completed as per the Health & Safety Statement for future reference and risk management. All incident reports must be provided to the CSDO
5. Inform all participants of who is responsible for First Aid for the trip/event.
6. Ensure that in case of emergency contact details for local and/or appropriate emergency services are known to all participants.

13.9 Safety Criteria:

1. Ensure adequate Safety Equipment will be present if applicable to the activity.
2. Ensure all Safety Equipment is in good working order.
3. Ensure competent, certified Safety person/people will be present.
4. Ensure only qualified members use specialist equipment
5. Inform all participants of who is responsible for Safety for the trip/event.
6. Perform a risk assessment for the locations of all activities

13.10 Trip organisation checklist

Prior to the trip

- Check weather forecast
- Obtain permission from DO
- Check availability of suitably trained club members depending on activity planned (suitably experienced divers, coxswains, instructors)
- Obtain permission from Treasurer if a club contribution is sought
- Obtain permission Equipment Officer for the use of club equipment
- **Fill** bottles

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- Check availability of gear
- Once you have permission to organise the trip
- Invite club members
- Verify ULSAC and CFT membership, and qualification level for all attendees
- Collect deposits from participants
- Organise transport (members' cars, SU vehicles)
- Send trip details (Members in attendance, destination, roles of members, emergency contact information) to the DO, Deputy DO, Sports Administrator (currently Neasa O'Donnell). **For overseas trips this information is also sent to the Clubs and Societies Development Officer (currently Paul Lee) and includes the following info in addition: Detailed itinerary, next of kin details, at contact details for at least three participating members.**

Closely before the trip

- Check weather forecast to ensure that conditions are suitable for activities being undertaken
- Collect gear

After each day of diving

- Contact DO and home contact immediately after the last dive
- Record details of dives undertaken

After trip

- Bring back gear and rinse thoroughly
- Report any damage or loss to the Equipment Officer
- Finalise finances with members attending
- Finalise financial forms and forward to Treasurer
- (Large/recurring trips) Update trip handover document and submit to Secretary for keeping

14 Bullying & Harassment

Clubs and societies of UL Student Life do not tolerate bullying. Bullying is repeated aggression, verbal, psychological or physical, conducted by an individual or group against another person or persons. Isolated incidents of aggressive behaviour, while to be condemned, and should not be described as bullying. Only aggressive behaviour that is systematic and ongoing should be regarded as bullying. Sanctions will be taken against those found to be in breach of the policy. Club or society members should contact the Clubs & Societies Development Officer for assistance on this issue. (See Bullying & Harassment Policy Appendix 4)

15 Annual Review of Safety Statement

At the start of the first term the officers of the club should review the contents of its own safety statement and ensure that the contents are still relevant to the activities of the society/ club . If the club is participating in additional activities that may have safety implications the officers should draw up a policy to state how the club is going to minimize the risk associated with those activities .

For example if the Windsurfing Club decided to branch out into kite surfing then the additional activity should be dealt with.

The names of those designated to look after first aid kits, etc should be changed. A new copy of the Safety Statement should be produced and dated with the current academic year clearly printed on the cover. A copy of the revised Safety Statement must be given to the Development Officer, Paul Lee. The receipt of funding from the SU is contingent on the receipt of an up-to-date Safety Statement.

16. COVID-19 PROTOCOLS.

This section is a fluid document which may be subject to changes and updates based on best practice and guidelines. This section should be followed in conjunction with guidelines issued by the Irish Government, Diving Ireland and UL Student Life (Clubs and Socs)

16.1 Dive Officer/Dive Officer of the Day Awareness.

1. Know the Symptoms.

<ul style="list-style-type: none">- High Temperature- Shortness of Breath- Difficulties Breathing- Cough	Risk to Club and Club Members Mitigated by	<ul style="list-style-type: none">- Self Declaration- Self Isolation- Vigilance by All Club Members.
---	--	--

2. Preventing the Spread.

<ul style="list-style-type: none">- Wash Your Hands- Cover Your Mouth if Coughing or Sneezing.- Avoid Touching Your Face.- Keep Surfaces Clean- Stop Shaking Hands or Physical Contact- Keep a Safe Distance	Provided on-site for by	<ul style="list-style-type: none">- Adequate and frequent hand washing- Good personal etiquette Good- physical distancing- Regular cleaning
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16.2 Implement Club Controls.

1. Responsibilities

- Following normal procedures, all divers must notify the club Diving Officer (D.O.: Mark O'Leary) of their intent to dive. A Dive Officer of the Day (D.O.D.) will be assigned by the D.O. for any diving activities.
- The club will be appointing a COVID-19 Officer(s) to oversee club activities and ensure compliance with these guidelines and those supplied by the Irish Government, Diving Ireland and UL Student Life. They will be assisted and facilitated by the D.O.D.
- The D.O.D. will assign and record the dive pairs for the day. These pairs will be kept on file in case they are needed later for contact tracing purposes.

2. Documentation

- All members must have access to updated safety documentation; Safety Statement, Risk Assessments, etc. to reflect diving during C-19. This will be provided by email to all club members.
- A log of club equipment used and by whom must be kept. A whiteboard in the club boathouse is provided for this purpose. The D.O.D. should take a record (photo) of this completed log for future reference.

- c) All club members are to complete Covid Awareness Training provided by Sport Ireland. A link to this free course can be found here:
<https://www.sportireland.ie/covid19/course>
- d) All members engaging in any club activity, where you are in contact with any person, club equipment or inside a club facility must complete an online contact tracing form. A link to this form will be sent to all members. This form is to be submitted before any club activity or meeting.

3. Access to Boathouse

- a) Anyone displaying symptoms or living with a confirmed case should not present for diving or be allowed at the boathouse until the self-isolation period has passed.
- b) Prohibit unauthorised visitors from accessing the boathouse.
- c) If attending the boathouse in groups of more than 1, divers are not to park directly outside the boathouse, they are to park in the designated parking shown in the attached layout (Figure 1).
- d) When parking, divers are to take care to keep the appropriate distance (2m) from any other divers waiting to access the boathouses.
- e) Maximum occupancy will be applied to the boathouse facilities. A maximum of 2 people will be allowed in the boathouse at any one time, while also maintaining social distancing of 2m. A maximum of 1 person will be allowed in the equipment cage at any one time.



Figure 1: UL Boat House, safe parking marked in red

4. Equipment Use

Club Gear

- a) To facilitate social distancing and to allow for practicalities, 1 person will be assigned by the D.O.D. to fill air tanks at the compressor. Full tanks will be placed outside of the boathouse for collection by divers.

- b) Any equipment that is being used must be added to the equipment log along with its assigned member. Only the assigned member can use any item of equipment throughout the diving day or weekend.
- c) Before any equipment is assigned to members, all the club regulators must be sanitised. To achieve effective sanitising, all the club regs will be immersed in a prepared disinfectant solution bath (Suggested solution: 60ml Milton Fluid in 10L of water). They must remain in this solution for 15 minutes before a member can remove an item for use.
- d) Upon return to the boathouse after diving, all equipment must be first washed as per normal procedures and then the regs must be again immersed in the sanitising solution for 15 minutes before being hung up to dry.
- e) Sanitising solution can be re-used for up to 24 hours after being mixed before it must be replaced.

Personal Gear

- a) Where it is practical and possible, it is suggested that any members who store personal equipment in the club boathouse should remove their personal gear to be stored elsewhere. This is particularly suggested for any member who intends to carry out frequent dives in the coming weeks and months.
- b) Personal equipment, whether it is stored in the club boathouse or elsewhere, should be treated and sanitised on a regular basis to ensure no accidental cross-contamination has occurred during diving events.

5. Dive sites

- a) Activities at any dive site must follow the direction of Diving Ireland's "**Guidance for return to diving post COVID-19**". The most up to date version of this document can be found in the documents section of the Diving Ireland Members portal at www.diving.ie. The current version (26th June 2020) at time of writing is also attached to this document and will be updated as needed.
- b) If any member is currently suffering, or has suffered, from COVID-19, even if they showed no symptoms or had a mild case, they are **prohibited** from diving or snorkelling until more information becomes available from Diving Ireland's Medical Officer, the UKDMC and other relevant bodies.
- c) In the case of boat diving, there shall be a maximum of 10 members allowed on the boat at any one time. This will be increased when it is allowable under governmental guidelines.

6. Vehicle Use

- a) Single occupancy of vehicles is preferred.
- b) Where this is not an option, use the guides below (Figure 2) for most suitable seating arrangements.
- c) For contact tracing and limitation purposes, it is advised to try and ensure that the same members travel together if they are attending multiple dive events.

- d) After the use of shared vehicles or having other members in a personal vehicle it is important to clean the vehicle thoroughly, with emphasis put on areas that are most likely to have been touched as shown below (Figure 3).
- e) Keep windows at least partially open and (where possible) avoid using air conditioning.
- f) When transporting multiple sets of equipment, keep these and other personal items separate.

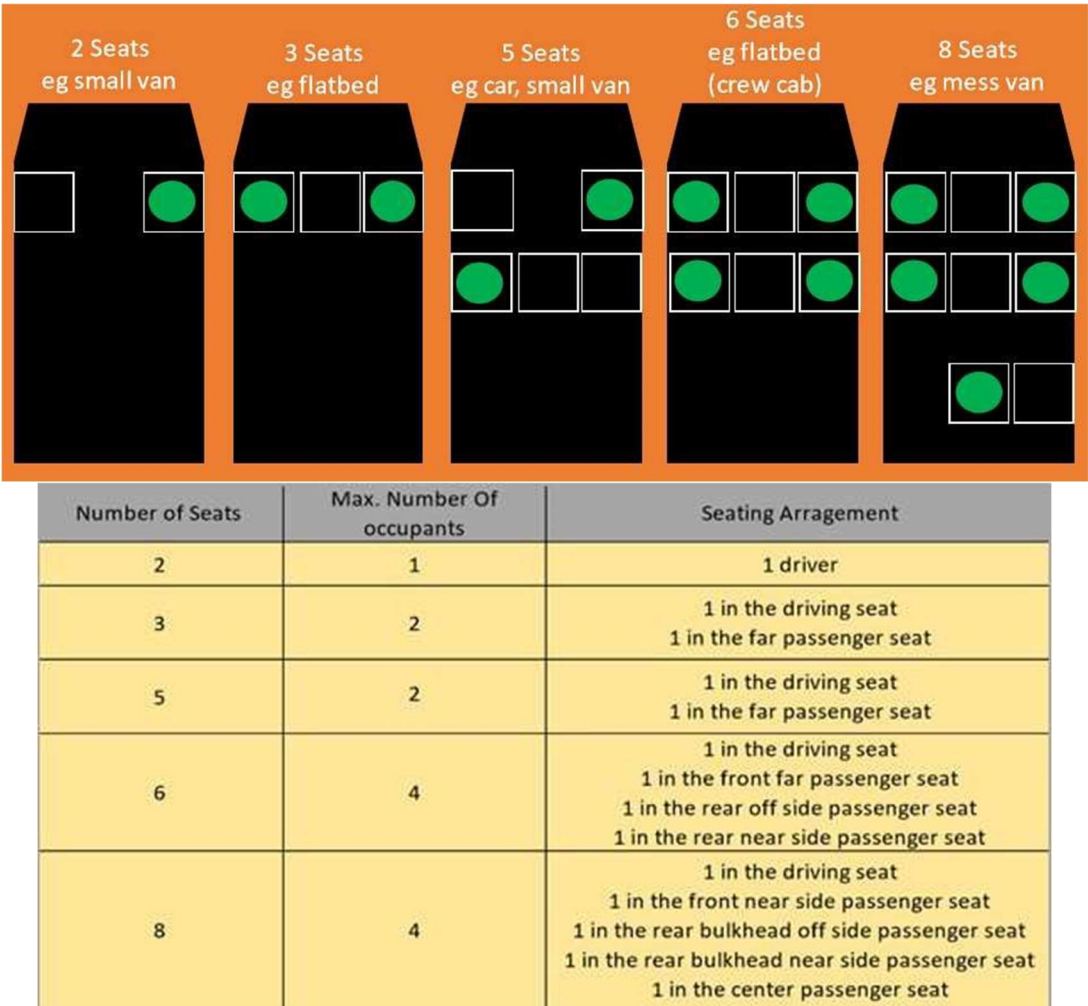


Figure 2: Vehicle Occupancy and Seating restrictions.



Figure 3: Areas of emphasis in vehicle cleaning.

7. Covid-19 Event Protocol:

UL Sub Aqua Club COVID-19 Protocol

The following serves as a guideline to follow if any of the following events occur before, during or after club activities and events; member feeling unwell before attending an event, member feeling/becoming unwell after an event or member feeling/becoming unwell after an event. These protocols should be followed in conjunction with guidelines issued by the Irish Government, Diving Ireland, Sport Ireland and UL Student Life (Clubs and Societies). This only applies to *in person* events and not virtually run events.

Before attending club events, **know the signs and symptoms of Covid-19.**

- Dry Cough
 - Difficulties Breathing
 - High Temperature/Fever
 - Shortness of Breath
 - Sudden Sharp/Sore Throat
 - Loss of Taste or Smell

The **spread of COVID-19 can be reduced and prevented** by the following.

- **Wash** your hands frequently with soap
- **Sanitize** your hands frequently
- **Cover** the nose and mouth when sneezing/coughing
- **Avoid touching** eyes, nose or mouth with unwashed hands
- **Clean** and disinfect frequently touched objects and surfaces
- **Stop** shaking hands and hugging – avoid physical contact
- Practice **social distancing**
- **Face masks/coverings** are to be worn indoors and outside up until the moment an individual is entering the water

a) If I am feeling/become unwell **before attending** a UL Sub Aqua Club event:

If you have any common symptoms of COVID-19, or any serious symptoms (difficulty breathing or shortness of breath, chest pain or pressure, loss of speech or movement):

1. **Self-isolate** (stay in your room)
2. Do **NOT** attend the event
3. Get a COVID-19 Test
4. Inform those you are living with that they must now **restrict their movements** (stay at home)
5. Inform the DOD/COD that you will not be attending the event if it is a booking event

Anyone who is a close contact, is displaying symptoms or is living with a confirmed case should not attend any in person club events or activities.

To get a free COVID-19 test you can:

- Phone a GP
- Book a test online
- Go to a walk-in test centre

b) If I am feeling/become unwell during a UL Sub Aqua Club event:

If you develop any common symptoms of COVID-19, or any serious symptoms (difficulty breathing or shortness of breath, chest pain or pressure, loss of speech or movement) during a club event:

1. **Self-isolate** (stay in your room/a safe location away from others)
2. **Inform** the attending COD (Covid Officer of the Day) immediately. The COD will take the necessary steps to **stop** the event and begin COVID-19 response protocol
3. The COD will locate your equipment (if any) used during the event and will begin the sanitisation process on equipment and high-touch areas
4. Do **NOT** continue engaging in the event
5. Continue practicing COVID-19 preventative measures (handwashing etc)
6. **Leave** the event and head straight home, while self-isolating as much as possible
7. Get a COVID-19 Test
8. Inform those you are living and have interacted with during the event with that they must now **restrict their movements** (stay at home)
9. **Inform** the COD, DOD and committee members of your COVID-19 test result as soon as you receive it
10. If you have a **positive** result, the COD, DOD and committee will begin further COVID-19 response protocol

Anyone who begins to feel unwell and displays symptoms of COVID-19 during club events and activities should not continue engaging in the event and should self-isolate, inform the COD and seek medical help immediately.

To get a free COVID-19 test you can:

- Phone a GP
- Book a test online
- Go to a walk-in test centre

c) If I am feeling/become unwell after attending a UL Sub Aqua Club event:

If you develop any common symptoms of COVID-19, or any serious symptoms (difficulty breathing or shortness of breath, chest pain or pressure, loss of speech or movement) within after a club event:

1. **Self-isolate** (stay in your room)
2. **Inform** the attending COD (Covid Officer of the Day) immediately. The COD will take the necessary steps and begin COVID-19 response protocol
3. Get a COVID-19 Test
4. Inform those you are living and have interacted with during the event with that they must now **restrict their movements** (stay at home)

5. **Inform** the COD, DOD and committee members of your COVID-19 test result as soon as you receive it
6. If you have a **positive** result, the COD, DOD and committee will begin further COVID-19 response protocol

Anyone who begins to feel unwell and display symptoms of COVID-19 after club events and activities should not attend further events and should self-isolate, inform the COD and seek medical help immediately. If you test positive for COVID-19 after a club event, the HSE will work with the Sub Aqua COD and Committee to engage in contact tracing.

To get a free COVID-19 test you can:

- Phone a GP
- Book a test online
- Go to a walk-in test centre

d) If I am a close contact:

If you are a close contact of a person that tests positive for COVID-19 (coronavirus) and you are *not fully vaccinated* you should not attend any in person club events and need to:

1. Do **NOT** attend any in-person club events or activities
2. Get a COVID-19 test
3. **Restrict your movements** (stay at home) for 14 days
4. You can stop restricting your movements when **both** apply:
 - You have a negative test (COVID-19 not detected) 10 days after you were last in contact with the person who tested positive.
 - You do not have any symptoms of COVID-19

Follow the advice on how to protect yourself and others from COVID-19. There is different advice if you:

- Have arrived in Ireland from abroad
- Are a close contact of a variant of concern
- If you are a close contact and you have received a COVID-19 vaccine

You may attend club events and do not need to restrict your movements or be tested for COVID-19 if it is more than:

- 7 days after your 2nd Pfizer-BioNTech dose
- 14 days after your 2nd Moderna dose
- 14 days after the Janssen vaccine
- 15 days after your 2nd AstraZeneca dose

But you may not get the same level of protection from the vaccine as other people if you:

- Are immunocompromised due to disease or treatment
- Have cancer
- Have chronic kidney disease

A member of the HSE contact tracing team will advise you on what you need to do when they phone you.

8. General

- a) As always, it is the responsibility of all divers to ensure everyone is acting in a responsible manner, not just the D.O./D.O.D./COVID-19 Officer. Please study these additional protocols carefully. If you see any diver acting outside these guidelines for whatever reason, please do not be afraid to speak up. Safety is our priority.
- b) Each dive site and dive group is unique in its hazards, strengths and weaknesses. Be as practical as possible while remembering that it is not acceptable for a COVID19 restriction to increase our risk while diving.

16.3 Foreign / International Travel

In accordance with Government policy, the Department of Foreign Affairs continues to advise against non-essential travel overseas.

As a club follow all guidelines in relation to foreign travel. Club activities are deemed non-essential and as such no foreign / international trips are to be organised until such a time as deemed safe to do so by the Department of Foreign Affairs, Diving Ireland and UL C&S.

Updated Travel Advice can be found here: <https://www.dfa.ie/travel/travel-advice>

Appendix 1 SU Accident Report Form

SU Accident Report Form

(to be filled on by an officer of the club and the person suffering the injury, copy to be sent to SU as soon as possible)

1. Club:
2. Name of injured person:
3. Student id no./Staff id:
4. Term time address:
5. Home address:
6. Phone no.:
7. Date of accident:
8. Location of accident
9. in UL(state where):
10. on trip(state where):
11. Witness 2 Name:
12. Term Address:
13. Home address:
14. Phone:
15. Witness 2 statement:

SU Use only

Insurance company notified: Yes/No

Date:

Signed:

Appendix 2 Fire Safety Declaration of Compliance

Fire Safety Declaration of compliance

I declare on behalf of _____ that the venue is in compliance with Fire Safety in Places of Assembly (Ease of Escape) Regulations, 1985 and with the Code of Practice for the Management of Fire Safety in Places of Assembly. Numbers entering the premises will be controlled by the venue management.

Manager or authorized person

Date _____

Vehicle Protocol (Re C&S Vehicles)

1. All drivers must fill out the "Additional Drivers Form" **annually** . This must be accompanied by a photocopy of the proposed drivers, driving license (front AND back cover)
2. A Statement of Insurance is required from applicant drivers from their Insurance Company for a minimum period of 12 consecutive months (this may incorporate time as a provisional license holder but a full license required for inclusion on ULSU vehicles)
3. The information as per (1) & (2) is to be presented to the Clubs & Societies Development Officer (CSDO/CSLO) by a member of the core committee of the relevant club with an **annual** letter from the committee to verify in writing that you as a committee are putting forward your nominee's for the vehicles on behalf of your club for that particular year. The letter must contain the signatures of the core committee on the bottom.
4. If the vehicle(s) are taken away overnight - they have to be cleaned (i.e. power washed) on the outside AND the inside (i.e . vacuumed/ polished) before being returned
5. If the vehicle(s) are taken away on a day trip only the inside has to be cleaned unless the vehicle(s) are very noticeably dirty on the body of the vehicle (perhaps due to being off-road in a field)
6. The "Driver Checklist of Clubs & Societies Vehicles" book must be returned with the keys and completed in full to the Clubs & Societies Development Officer or the Students Union before close of business or within the first two hours of start of business (9am-11am).
7. In the event of damage to the vehicle the Clubs & Societies Development Officer must be notified in person or via email immediately on return
8. The fuel tank must be returned full
9. Failure to comply with .fill.points (3), (4), (5),(6) & (7) will result in an automatic disqualification of your club/societies very next booking and that date will be made available to other Clubs & Societies
10. Notice of Cancellation of bookings requires a minimum of a full working days notice failure to comply will incur a fine of €50 on each occasion

UL Sub Aqua Club - Safety Statement 2021 - 2022

11. Failure to return the bus to campus after an event will incur a fine of €50 on each occasion, except where prior permission from CSDO has been obtained.
12. Vehicles must be returned to the Schrodinger Car Park or the staff car park immediately opposite the Schrodinger and placed as close to CCTV camera as possible. Do NOT park the Vehicles in obscure area's and/or behind obstructions
13. Expulsion/Suspension/Annual approval of drivers and or clubs/societies will be determined by the Clubs & Societies Executive. Speeding and/or reckless driving and/or persistent poor driving may result in Expulsion or Suspension of driver and/or club. The Clubs & Societies Executive will determine on a case by case basis .
14. Proficiency Letter Provided by Nesson School of Motoring to ULSU for all drivers of Mercedes Sprinter. Those involved in any incident or accidental damage subject to Clubs & Societies Executive Approval may also be required to undergo further proficiency testing.
15. Requirement for the clubs/societies to progress to the D license category-limit the number of B license holders per C&S . Cap the B license and unlimited D license .
16. Damage to vehicles through bad driving/negligence will be at 100% cost to the offending club
17. All new drivers must sign the vehicle protocol
18. Club Committee Approval of Drivers is required annually

Signature of Driver:_____ Date:_____

Name:_____

C&S Committee Letter of Endorsement (as per Vehicle Protocol)

Date XX-XX-XX

To the Clubs & Societies Executive:

The University of Limerick **NAME OF CLUB OR SOCIETY** committee wish to endorse the following person(s) as our nominated drivers for the Academic Year **XXXX** to drive on behalf of our **CLUB OR SOCIETY**

1. Mr/Ms [Please stipulate which of the vehicles they are qualified to drive or if it's all three I.e. Ford Transit 15per - Mercedes Sprinter - Toyota Land Cruiser]
2. Mr/Ms [Please Stipulate which of the vehicles they are qualified to drive or if it's all three I.e. Ford Transit 15per - Mercedes Sprinter - Toyota Land Cruiser]

We agree to abide by the Vehicle Protocol Policy as specified by the Clubs & Societies Council.

Names	Title of Core Committee Position
-------	----------------------------------

1.

2.

3.

4.

5.

Appendix 4 Clubs & Society's Bullying & Harassment Policy

The Clubs and Societies are voluntary social, recreational and leisure clubs that run activities for students and staff of the University of Limerick and other membership's categories to enjoy in their leisure time. We envisage that those in the Club will treat each other with respect and dignity at all times. All members are expected to conduct themselves in appropriate manner at all times and must not engage in any form of bullying or harassment.

All members of the University of Limerick Clubs and Society's must comply with this policy and appropriate measures will be taken against members who disregard this policy and act in an inappropriate manner. Appropriate disciplinary action, including termination of membership, will be taken against any member who violates this policy.

The policy applies to all members of clubs and societies, members of the Student's Union and any other parties involved in the clubs/societies whether in the University of Limerick or off site whilst engaged in the activities of Clubs & Societies. The policy applies to harassment not only by fellow members but also by a customer or other club/University contact to which a member might reasonably expect to come into contact within the course of their club membership. Bullying/ harassment within the clubs and societies will not be tolerated by the University of Limerick Student's Union under any circumstances. This policy provides for prompt, fair, confidential and effective redress for targets of bullying/harassment.

1 Definitions:

1.1 Harassment

Harassment is defined as any act of conduct which is unwelcome and offensive, humiliating or intimidating on a discriminatory ground including spoken words, gestures, or the production, display or circulation of written material or pictures. Harassment in relation to the nine discriminatory grounds (race, religious belief, age, sexual orientation, disability, marital status, membership of the Traveling community, gender and family status), is prohibited within the Clubs and Societies. Harassment of any kind will not be condoned by the Clubs and Societies Executive. Any members who are found to have engaged in harassment on any of the grounds will face disciplinary action up to and including expulsion from the Club.

1.2 Sexual Harassment

Sexual Harassment is defined as all unwelcome and sexually, or otherwise on the gender ground, offensive, humiliating or intimidating actions involving acts of physical intimacy, spoken words, gestures or the production, display or circulation of written material or pictures, or requests for sexual favours. Sexual harassment is prohibited by the Clubs

and Societies Executive. Any members who are found to have engaged in sexual harassment will face disciplinary actions up to and including expulsion from the Club.

1.3 Bullying

Bullying is repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the Club and/or in the course of club activities, which could reasonably be regarded as undermining the individual's right to dignity. An isolated incident of the behaviour described in this definition may be an affront to someone's dignity but, as a once off incident, is not considered to be bullying. Bullying can include conduct offensive to a reasonable person, e.g. oral or written slurs, physical contact, gestures, jokes, displaying pictures, flags/emblems, graffiti or other material which state/imply prejudicial attitudes which are offensive to fellow members.

2 Procedures:

There is both an informal and formal procedure to deal with the issue of bullying/harassment within the clubs and societies. It is our aim that any investigation that takes place will be completed as quickly as possible.

2.1 Informal Procedure:

It is often preferable for all concerned that complaints of bullying or harassment are dealt with informally whenever possible. While in no way diminishing the issue or the effects on individuals, an informal approach can often resolve matters more effectively. As a general rule therefore, an attempt should be made to address an allegation of bullying/harassment as informally as possible by means of an agreed informal procedure. The objective of this approach is to resolve the difficulty quickly and effectively, with the minimum of conflict and stress for the individuals.

- a) Any member who believes he or she is being bullied/harassed should explain clearly to the alleged perpetrator(s) that the behaviour in question is unacceptable. In circumstances where the member finds it difficult to approach the alleged perpetrator(s) directly, he or she should seek help and advice, on a strictly confidential basis, from a fellow member of the Club. The fellow club member can be a support for the complainant in approaching the alleged perpetrator to explain the reasons they feel they are being bullied or harassed.

It is recognised that it may not always be practical to use the informal procedure, particularly where the harassment/ bullying is of a very serious nature.

2.2 Formal Procedure:

If an informal approach is inappropriate or if, after the informal stage, the bullying/harassment persists, the following formal procedures should be invoked: -

- a) The complainant should make a formal complaint, in writing, to the Club committee detailing precise details of actual incidents of bullying/harassment; for example, state the name of the alleged perpetrator, the nature of the complaint, dates and times of when the incidents occurred, witnesses, and any action that the complainant may already have taken, if any.
- b) The alleged perpetrator(s) should be notified in writing that an allegation of bullying has been made against them. They should be given a copy of the complainant's statement as soon as is practicable and advised that they shall be afforded a fair opportunity to respond to the allegation(s), within specified time limits. No outcome regarding the complaint will be made until a full and fair investigation has taken place.
- c) Before commencing an investigation, the Club committee may take the decision to exclude the alleged perpetrator from any Club activities while the investigation is ongoing if it is deemed appropriate. This in no way implies any wrong doing on the part of the perpetrator but will be taken as a cautionary measure to prevent exacerbating the situation between the complainant and the alleged perpetrator.
- d) The Club committee will appoint two members of the committee who will be tasked with investigating the complaint. They will prepare clear terms of reference which outline the background to the complaint, who should be interviewed through the course of the investigation and the timeline in which to resolve the complaint.
- e) Meetings will be arranged with the complainant, the alleged perpetrator and any named witnesses. All will be asked to respond to the complaint and detail their version of events. Both parties and witnesses have the right to be accompanied by a representative at all meetings. Meeting notes will be taken and once committed to type must be signed by the relevant person who was interviewed as a true and accurate reflection of the discussion.
- f) Those investigating will prepare a report of their findings and submit it to the Clubs/Societies committee for a final decision. The two committee members who have taken part in the investigation should not make a decision regarding the outcome.

- g) Once a decision has been made, the complainant and the alleged perpetrator must be informed as soon as is practicable.
- h) If the complaint is upheld, the Club committee will instigate the Clubs and Societies Disciplinary Procedures. Actions taken can include expulsion from the Club.
- i) If the complaint is not well founded, both parties should be brought together by the Club committee and a mediation process should be implemented to ascertain whether both members can move on and continue to partake in the club/societies activities .
- j) If the complaint is discovered to be malicious or vexatious, the Club committee may instigate the Clubs and Societies disciplinary procedures against the complainant.
- k) Retaliation of any kind against the member for complaining may also constitute bullying/harassment and is a serious disciplinary offence.

2.3 Appeals Process

If either party is unhappy with the outcome of the investigation, both parties have the right to appeal to the Clubs and Societies Executive Committee within 5 working days of the findings being issued. A party who wishes to appeal the outcome should put the reason for the appeal in writing and address it to the Student's Union President.

Upon receiving the appeal letter, the Clubs and Societies Executive Committee will appoint two members of the Committee to hear the appeal. They may choose to conduct further investigations or implement a new investigation. A decision regarding the outcome should be taken within ten working days of receiving the appeal.

3 Statutory Rights:

Members are obliged to exhaust all internal procedures prior to making a complaint to a third party . Using the above complaints procedure, does not affect a member's right to make a complaint under the relevant legislation, i.e. Employment Equality Act 1998, Health and Safety Legislation, or other appropriate industrial relations legislation.

4 Confidentiality:

All individuals involved in the procedures referred to above should maintain strict confidentiality on the subject. All involved will be reminded of this throughout the investigation process.

Appendix 5 Clubs & Society Vehicle Information

Licence Category	Description	Minimum Age & Other Requirements	ULSU C&S insurance requirements	Full driving licence - required	History previous accidents, penalty points	Insurance	Proficiency lesson required.	Letter of endorsement from Club or society committee e
B	Vehicle with seats for up to 8 passengers and max weight of 3500kg	17 by law,	20 by ULSU insurers	YES	Full honest declaration -must inform C&S liaison officer Michelle of any accidents &/or penalty points	Provide evidence of 2 years insurance	Must complete proficiency lesson or supply evidence of previous experience driving an automatic vehicle for approval to drive landcruiser or been insured to drive a similar sized vehicle to the sprinter.	The University of Limerick NAME OF CLUB OR SOCIETY committee wish to endorse the following person(s) as our nominated drivers for the Academic Year XXXX to drive on behalf of our CLUB OR SOCIETY.
D1	Minibus,	21 / Full B	23 by ULSU	YES	Full honest	Provide	See above	See above

	maximum passenger accommodation 16 seats	Licence	insurers		declaration -must inform C&S liaison officer Michelle of any accidents &/or penalty points	evidence of 2 years insurance		
EB	Combinations of vehicles with drawing vehicle in category Band where the design gross vehicle weight of the trailer is greater than 750kg.	17 years	20 by ULSU insurers	YES	Full honest declaration -must inform C&S liaison officer Michelle of any accidents &/or penalty points	Provide evidence of 2 years insurance	See above	See above
EDI	Combination of vehicles with drawing vehicle in category D1 having a combined design	21 years	23 by ULSU insurers	YES	Full honest declaration -must inform C&S liaison officer	Provide evidence of 2 years insurance	See above	See above

	gross vehicle weight not exceeding 12,000kg and where the design gross vehicle weight of the trailer is greater than 750kg.				Michelle of any accidents &/or penalty points			
--	---	--	--	--	---	--	--	--

Toyota Landcruiser 04DL 6287 Mercedes Sprinter 07LK 5463 Ford Transit
minibus 02LK2256

Full B Licence Dimensions: width 2.2m, height 1.95m & length 4.9m

Full B Licence DGVW 3500kg ULW 2620KG Dimensions:

height 2.85m, width 2.4m length 7.2m Full DI Licence

Towing a Trailer Legislation

<http://www.rsa.ie/en/RSA/Vehicles-and-Legislation/Vehicle-Standards/Trailers/>

Trailers

Trailers are classified by their weight when they are carrying a load, which is called the Design Gross Vehicle Weight (DGVW) or maximum mass.

Trailer categories:

- **01 Trailers**= DGVW less than 0.75 tonnes. This includes small car trailers.
- **02 Trailers**= DGVW between 0.75 and 3.5 tonnes. This includes larger trailers, horseboxes and most caravans.
- **03 Trailers**= DGVW between 3.5 and 10 tonnes.

- **04 Trailers**= DGVW over 10 tonnes. This includes heavy trailers and articulated or semi-trailers.

1 Driving Licence requirements

The licence required will depend on what type of towing vehicle you are driving, i.e., whether you are using a car, a truck or a bus.

2 Towing an 01 or an 02 trailer with a car, 4x4 or a small van

With an ordinary category B licence, a person can

- tow a trailer of up to 0.75 tonnes DGVW, with a vehicle with a DGVW of up to 3.5 tonnes and seating for up to eight passengers (apart from the driver). The combination weight cannot exceed 4.25 tonnes.
- Tow a trailer exceeding 0.75 tonnes DGVW, provided that the DGVW of the trailer does not exceed the un-laden weight of the towing vehicle, and the maximum combination weight does not exceed a total of 3.5 tonnes.

With an EB license, a person can

- tow a trailer exceeding 0.75 tonnes DGVW, with a vehicle with a DGVW of up to 3.5 tonnes and seating for up to eight passengers (apart from the driver) provided that the manufacturer's rated towing capacity for the towing vehicle is not exceeded.

3 Brake requirements

3.1 For 01 Trailers (DGVW not exceeding 0.75 tonnes)

01 trailers with a single axle are not obliged to have brakes provided that their DGVW is less than half the DGVW of the towing vehicle.

01 trailers that have a DGVW greater than half of the DGVW weight of the towing vehicle or that have two or more axles must have brakes fitted.

3.2 For 02 Trailers (DGVW between 0.75 & 3.5 tonnes)

All 02 trailers must also have brakes fitted. The braking system must include a parking brake.

If the 02 trailer does not have an automatic breakaway device that activates its brakes should it become detached from the vehicle, then it must be fitted with a secondary coupling consisting of a chain or wire rope.

Towing a trailer with the Ford Transit Minibus 02 LK 2256 (Representative Vehicle if registered before 01/01/2004)

A combination made up of a category ED1 test vehicle with a trailer, capable of a speed of at least 80km/h. The trailer used shall have a gross vehicle weight of at least 1,400 kg. and have internal dimensions of at least 2.4metres by 1.2 meters

Appendix 6 Equipment Check Form

Equipment Check Form (to be completed for equipment that may pose a health and safety risk if in poor condition, e.g. boats, trailers, protective equipment, harnesses etc)

Club: _____

Officer carrying out check : _____

Equipment description	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Item 11	Item 12	Item 13	Item 14

Date check carried out: _____

Tick box if item is satisfactory (for each type of equipment there may be several items e.g.

Corrective actions required

Action taken

Signed_____

Date actions completed_____

If items are unsafe or pose a risk to health and safety please take them out of circulation and clearly mark on them that they are not to be used.

A copy of this checklist must be sent to the Development Officer, Paul Lee.



DIVE BUDDIES, GRADES AND MAXIMUM DEPTHS

Please see tables below for minimum grade of your dive buddy to allow you to dive within CFT/IUC. Please note that you must have a buddy to dive.

Read across the top row and select the dive qualification that you have. Then read the first column to select the grade that your buddy is. Where the two qualifications intersect on the grid that is the max depth to which you are permitted to dive.

Example 1: I am a Club diver; my buddy is also a club diver. We can dive together to a max of 30 metres.

Example 2: I am an Instructor and my buddy is a Trainee. We can dive together to a max of 10 Meters.

		I am a...									
		Beginner "Try a Dive"	Trainee	Diver *	Club Diver **	Advanced Club Diver	Leading Diver *** National Diver ****	Instructor	Nitrox Diver	Advanced Nitrox Diver	Extended Range Diver
My buddy is a...	Beginner "Try a Dive"	No Dive						5 M Max (3) 1:1	No Dive unless Instructor 5 M Max (3) 1:1		
	Trainee							10 M Max (3) 1:1	No Dive unless Instructor 10 M Max (3) 1:1		
	Diver *							30 M Max 1:2	No Dive unless minimum Club Diver 25 M Max (1) 1:2 or minimum Advanced Club Diver 30 M Max (2) 1:2		
	Club Diver **			25 M Max (1) 1:2	30 M Max (1) 1:2	45 M Max (1) 1:2			30 M Max (5) 1:2 45 M Max (6) 1:2		
	Advanced Club Diver			30 M Max (1) 1:2							
	Leading Diver *** National Diver ****			30 M Max (2) 1:2							
	Instructor	5 M Max (3) 1:1	10 M Max (3) 1:1	30 M Max							30 M Max (5) 1:2 45 M Max (6) 1:2 50 M Max (4) 1:1

1. No element of instruction, pleasure dive only.
2. If element of instruction, buddy must be an Instructor (grade and/or speciality)
3. If aged between 14 and 18 years old, must be an Instructor who has signed child protection sign-off doc
4. Only during Extended Range Diver course and with an Extended Range Instructor
5. Club Diver or Advanced Club Diver with Nitrox Specialities
6. Leading Diver, National Diver with Nitrox Specialities, or Instructor Nitrox Specialities/Grades



In the case of Nitrox and Technical diving, please see attached grid tables for minimum grade of your dive buddy to allow you to dive within CFT/IUC. Please note that you must have a buddy to dive.

Read across the top row and select the dive qualification that you have. Then read the first column to select the grade that your buddy is. Where the two qualifications intersect on the grid that is the max depth to which you are permitted to dive.

I am a...		Nitrox Diver	Advanced Nitrox Diver	Extended Range Diver	Nitrox Instructor	Advanced Nitrox Instructor	Extended Range Instructor
My buddy is a...	Nitrox Diver	25 M Max (1) 30 M Max (2) 45 M Max (3) 1:2					
	Advanced Nitrox Diver	45 M Max 1:2					50 M Max (4) 1:1
	Extended Range Diver	50 M Max 1:1					50 M Max 1:1
	Nitrox Instructor						50 M Max (4) 1:1
	Advanced Nitrox Instructor						
	Extended Range Instructor	50 M Max (4) 1:1		50 M Max 1:1	50 M Max (4) 1:1		50 M Max 1:1

Example 1: I am a club diver with advanced nitrox qualification, my buddy is an extended range diver. We can dive together to a max of 45 metres.

1. 25 metres maximum if one of the diver is a Diver1 *
- NB: A Nitrox Diver * cannot dive with another Diver1 * without supervision of at least a Club Diver **
2. 30 metres maximum if one of the diver is a Club Diver ** or an Advanced Club Diver **
3. 45 metres maximum if all divers are at least Leading Divers
4. Only during Extended Range Diver course and with an Extended Range Instructor

Divers with qualifications obtained from other dive training organisations joining CFT/IUC are covered to dive to the depth of their certifying organisations qualification. A maximum depth of 50 meters applies to all grades and qualifications as per the medical commission directive. Suitably qualified technical divers diving to depth greater than 50 metres must make their own separate medical and insurance arrangements. Divers must register their qualifications with CFT/IUC head office.



Diving Ireland

Guidance for return to diving post COVID-19

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Dated:	26/06/2020

ROADMAP FOR RESUMPTION OF DIVING ACTIVITIES IN THE REPUBLIC OF IRELAND

The Government of Ireland published a “Roadmap for reopening Society and Business on Friday 1st May.

While there is ongoing community spread of COVID-19, governmental and international guidance provides information to help reduce the risk. Diving as an activity, with adequate controls in place, presents a low risk of COVID-19 contraction. As always, a risk assessment approach to planning and conducting diving activities should be adopted considering COVID-19 as an additional hazard in that process.

Normal diving safety protocols remain in place.

Some additional controls will help reduce the risk of COVID19. For diving activities, the following issues need to be considered:

1. Minimising the risk of someone contracting COVID-19 so far as reasonably practicable.
2. Minimising the risk of diving incidents so far as reasonably practicable taking into consideration that it is not acceptable for a COVID19 restriction to increase our risk while diving.
3. Minimise the potential for incidents so far as reasonably practical to reduce pressure on Rescue and other frontline services .
4. Limit diving to divers of minimum Diver 1* and crossovers from other agencies.
5. All levels of snorkelling allowed.

The basis for returning to diving and snorkelling activities in line with Government recommendations will be to extend this threat and risk assessment process so that equal priority is now given to minimising the risk of accidental transmission of the Covid-19 virus. To accomplish this aim, dive briefings must now include specific information on how to reduce the risk of the spread of COVID -19 during diving and boat activities.

It is proposed to develop this document in line with the timescale of lifting restrictions. The document will be updated as the restrictions are eased going forward. This plan is based on **Phase 1** , **Phase 2** and **Phase 3** of the current government roadmap .



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Fundamental principals in making a decision to dive or snorkel

- You must comply with current and updated government COVID-19 restrictions and ensure that your diving and snorkelling activities remain low risk.
- You must take personal responsibility for your decisions.
- You must have a plan in place for self-rescue.
- If you are currently suffering from any of the symptoms of COVID-19 or you have received in hospital treatment for COVID-19 **AVOID DIVING OR SNORKELLING** until more information becomes available on the medical implications for diving post infection by the virus.
- Clubs may place added restrictions on activities if their committee deems it to be appropriate.
- Clubs with premises should follow DAN and national guidelines on their use during the COVID-19 emergency.
- Clubs with fixed compressors should follow DAN and manufactures guidelines for their use during the COVID-19 emergency.
- Clubs shall designate a member or officer responsible for ensuring compliance with COVID -19 guidance.



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PHASE 1 CURRENTLY May 18 th			
Activity	Travel Restrictions and Distancing	Basis of activity from Government document	Diving Ireland special considerations
Shore Diving /Snorkelling resumes	Within 5 km of your home 2 Meters distancing	<p>Open outdoor public sports amenities (e.g. Pitches, tennis courts, golf courses etc) where social distancing can be maintained</p> <p>Permit people to engage in outdoor sporting and fitness activities, either individually or in very small groups (maximum 4 people), where social distancing can be maintained and where there is no contact.</p>	<ul style="list-style-type: none">• When planning dives or snorkels, please be aware of government COVID-19 guidelines at the time.• Prepare a risk assessment for diving which considers COVID-19 and diving risk.• Assemble your gear prior to arriving at the dive site.• Conduct briefings and buddy checks while maintaining social distancing.• Do not share or loan equipment between divers.• Do not orally inflate BCD or wings except in an emergency.• Ensure you have a personal supply of hand sanitising gel.• It is preferable to use suits that can be self-donned. Where this is not possible divers should adhere to government recommendations on masking and hand hygiene. Divers and others from the same family units should support each other in these situations where possible.• Kit up and remove your equipment post dive without the assistance of your buddy• Do not drift dive in strong currents without an assured exit point.• Limit depth to 12 M until chamber availability is assured
Public health rationale: Recognises need to balance social distancing with physical, cultural and social needs, to support mental and physical health and wellbeing. The public health rationale is to lift restrictions in such a way as to protect the ability to maintain social distancing prerequisite, thereby limiting the transmission rate and protect the capacity of the health system to cope with the inevitable increase in disease. This will be done where the visiting population density can be minimised. Restrictions on sporting, entertainment, culinary and cultural sites to be relaxed on phased basis linked to ability to maintain social distance, with emphasis on sport and exercise in the initial and early phases, and social aspects in the later phases.			



Diving Ireland

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PHASE 2 CURRENTLY June 8 th			
Activity	Travel Restrictions and Distancing	Basis of activity from Government document	Diving Ireland special considerations
Boat Diving Resumes	Stay Local: You may travel within your own county, and up to 20 kilometres from your home if crossing county boundaries. Continue to avoid unnecessary journeys 2 M social Distancing	Meeting other people: You may meet up to 6 people from outside your household both indoors and outdoors for social gatherings. Organised outdoor exercise, sporting, cultural or social activities of up to 15 people may take place	<p style="text-align: center;">BOAT PREPERATION</p> <ul style="list-style-type: none">● Assess the boat capacity to maintain social distancing and mark the diver stations with tape.● Remove any unnecessary material not needed for safety reasons.● Remove any buckets previously used for rinsing masks etc.● Have hand sanitiser available on board.● Try and liase with other clubs in your area to coordinate diving activities and reduce the risk of involvement of rescue services in a breakdown at sea. <p style="text-align: center;">OPERATIONAL CONSIDERATIONS</p> <ul style="list-style-type: none">● Assemble all of your gear prior to boarding the boat including closing suits as per normal procedures. See guidance provided in Phase 1 for shore diving.● Protect masks, snorkels etc in a bag and cover second stages in a Ziploc or similar bag until ready for use.● Avoid the use of saliva to defog a mask and preferably use defogging products.● Only rinse masks in open water.● Use protective masks at all times in a boat as droplets may travel further in the wind.● Avoid touching anyone else's equipment.● Dive conservatively and avoid mandatory decompression diving for the initial period of returning to diving.



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			COX'N CONSIDERATIONS <ul style="list-style-type: none">• The Cox'n should wear face protection when interacting with divers. Ideally a full visor should be used.• Make sure distancing rules are also respected when divers enter and exit the water. This includes distance to the Cox'n.• When divers surface remind them to clear any mucus and rinse their face in open water clear of the boat.• Divers should retain and breathe from their regulator and use their mask while handing their weightbelt to the Cox'n.• Divers should then remove their buoyant SCUBA and either secure it to the boat with bungee or allow it to float free for later recovery.• Divers should then recover their own SCUBA equipment while retaining their mask on their face.• Continue to maintain good oronasal hygiene and etiquette for the return trip to shore.• Do not pressure clean or hose clean the boat immediately post dive to avoid possible spreading of contamination.
Public health rationale: Recognises need to balance social distancing with physical, cultural and social needs, to support mental and physical health and wellbeing. The public health rationale is to lift restrictions in such a way as to protect the ability to maintain social distancing prerequisite, thereby limiting the transmission rate and protect the capacity of the health system to cope with the inevitable increase in disease. This will be done where the visiting population density can be minimised. Restrictions on sporting, entertainment, culinary and cultural sites to be relaxed on phased basis linked to ability to maintain social distance, with emphasis on sport and exercise in the initial and early phases, and social aspects in the later phases.			



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PHASE 3 CURRENTLY June 29 th			
Activity	Travel Restrictions and Distancing	Basis of activity from Government document	Diving Ireland special considerations
All Diving activity and training returns	No further travel restrictions Face coverings are recommended for public transport, retail outlets, and other places where it is difficult to maintain social distancing. 2 M social Distancing	Indoor gatherings of up to 50 people when conducted in line with public health advice are permissible. Outdoor gatherings of up to 200 people when conducted in line with public health advice are permissible Sporting activities may recommence Including:— Close contact sports	All diving and training activities including initial diver training may recommence. National examinations including the 2020 Instructor exam will recommence
<p>Public health rationale: As our country is reopened in a controlled, measured way personal responsibility will be more important than ever. We are asking everyone to consider four things before making a decision about doing something and at all times to evaluate the risk. These four things are: Distance, Activity, Time and Environment.</p> <p>Distance: Always try to stay 2 metres apart from someone else if possible.</p> <p>Activity: Wash your hands regularly, wear a face covering on public transport or in a crowded indoor space</p> <p>Time: The amount of time you spend with a person or group increases your risk</p> <p>Environment: Always bear in mind that a closed, poorly ventilated indoor space is much riskier than being outdoors.</p> <p>Taking personal responsibility means not entering a place if you see it is packed. It means leaving somewhere, even if you are having a good time, if you have been there for too long. It means exercising judgement and self-control for your own sake, but also for the collective good.</p>			



Diving Ireland

Guidance for return to diving post COVID-19

Form No.: CFT/CVD
Issue No.: 03
Dated: 26/06/2020

PHASE 4 CURRENTLY July 20 th			
Activity	Travel Restrictions and Distancing	Basis of activity from Government document	Diving Ireland special considerations