

Child Welfare Policy Filey Sailing Club

Introduction

The aim of Filey Sailing Club is to create a safe and welcoming environment for children and young people, both on and off the water, where they can have fun and develop their skills and confidence.

Child abuse is an emotive subject and every organization working with children should be aware. Representatives of Filey Sailing Club have drawn up this policy. The principles underpinning this policy are that:

- The child's welfare is paramount.
- All children whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity, have the right to protection from abuse.
- All suspicions and allegations of inappropriate behavior will be taken seriously and responded to swiftly and appropriately.
- For the purposes of this document anyone under the age of 18 years will be considered as a child or young person.

Policy

Recruitment procedures / instructors

All instructors will be expected to complete a self-disclosure form. It is normal practice to seek two references for any candidate applying for a position potentially involving contact with young people. Exception: Many of the instructors and helpers on site will be known personally to the organization. These are usually members of Filey Sailing Club who have been sailing and training at the club for many years. In such cases it may be unnecessary to seek two references.

The RYA does not consider it appropriate to seek police checks for all staff and volunteers; however, photocopies of qualifications including first aid certificates will be required by the club.

New volunteers will be made aware of this policy and be expected to comply with the policies and practices therein.

Physical Contact

Physical contact is inevitable when teaching sailing but should always be appropriate to the situation.

Examples:-

- An occasional hand on top of the students hand on the tiller helping the student to steer.
 - An arm around the shoulder to reassure a young nervous student.
 - It is not appropriate for an instructor or helper to hold hands with a student or take advantage of their position to become overly friendly with a student.
- FSC recognizes that relationships may develop between staff and students but staff should be aware of the potential danger of such a relationship.

Changing Rooms

- It is normal practice for all sailing club members to use the changing rooms at any one time at FSC.
 - It is not normally appropriate for any volunteers, club members or guests to enter the opposite sex changing room
 - Exception: however, in an emergency e.g. a life threatening situation an instructor may enter the opposite sex changing rooms after calling for help and giving due warning of his or her approach.
- If there is concern that a student has had a blow to the head they should be supervised in the changing room whilst changing. The instructor may do this (if of the same sex) or by another student who is capable of raising the alarm should an emergency occur.

Bullying

it is often necessary to shout instructions to students. In itself this may not constitute bullying. Any allegations of bullying will be taken seriously by the committee who will take steps to ensure that it is brought to a stop.

Education and awareness

A copy of this child protection policy will be displayed on the notice board

Dealing with a possible complaint/potential abuse

All complaints will be treated seriously and investigated.

All complaints must be reported to: - The Commodore or Ann Tyndall Tel. 01723 512727

Complaints will be investigated by an appropriate person e.g. the above although outside bodies such as North Yorkshire County Council or the RYA may be involved also.

Appropriate action will be taken. This may include:-

- Discussion and no further action,
- Further training,

- Written warning,
- Dismissal for gross misbehavior or negligence
- Reporting to appropriate authorities with a view to criminal proceedings.

The outcome of the investigation will be recorded. The records will be stored securely by the sailing club and only be available to officers of the sailing club, Social Services and the Police where appropriate.

Concerned about a child?

Anyone with concerns about the welfare of a child could discuss concerns with a committee member in confidence - then if you still have concerns make a referral to Social Services.

Review Procedure

The policy will be reviewed yearly as an agenda item of a committee meeting, normally prior to the sailing season commencing. Any amendments will be made as appropriate, in line with any further guidance or recommendations.

This document was prepared by Ann Tyndall, the named child protection person for Filey Sailing Club, May 2007.