



SAFEGUARDING AND WELFARE POLICY

1. POLICY STATEMENT

Tees Rowing Club (TRC) follows the policies and a guideline provided by British Rowing and considers the welfare of all children and vulnerable adults to be paramount, and further recognises and accepts the responsibility to safeguard and promote the interests and well-being of all personnel within the club. TRC aims to give all athletes (regardless of their age, gender, disability, culture, ethnic origin, colour, religion or belief, social status or sexual orientation), a safe environment in which to enjoy rowing free from harm or abuse, with the confidence that any concern will be appropriately received. Some children and vulnerable adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.

TRC, which is based at the River Tees Watersports Centre (RTWC), also follows the safeguarding guidelines of the Tees River Users Trust (TRUT) which manages the use of the RTWC. All members of TRC and its visitors should be aware that the premises are used by other organisations that are not affiliated to British Rowing.

2. SCOPE

This policy statement applies to all individuals associated with TRC, and all such persons must follow the policies, procedures and guidelines defined in this document.

This policy applies to all children from unborn up to the age of 18 years. It applies to all Junior members of TRC. A Junior is defined by British Rowing as a competitor who is aged 18 on the 31 August preceding the date of the competition.

The policy also applies to vulnerable adults who need safeguarding from harm.

3. PURPOSE

- a) To safeguard and promote the wellbeing of all children and vulnerable adults associated with TRC, both on and off the water, to keep them safe and to practice the sport of rowing in a way that protects them.
- b) To reassure parents or nominated carers that children and vulnerable adults are as safe on and off site.
- c) To ensure all Club members understand the reasonable steps that will be taken to protect children and vulnerable adults from harm, discrimination and/or degrading treatment and to respect their rights, wishes and feelings.
- d) To raise awareness amongst members, any employees, volunteers and anyone else involved with TRC so that they know what to do if they have a concern for another's welfare on and off site.
- e) To define how all suspicions and allegations of poor practice or abuse will be taken seriously, and responded to appropriately in accordance with current procedures.
- f) To protect club members, employees and volunteers, including parents, by giving them guidelines to avoid placing themselves in situations where they are open to allegations which could seriously damage their lives and careers.
- g) To ensure good practice is followed by adhering to the policies and guidelines of British Rowing for safeguarding and welfare.

4. TRC AIMS TO KEEP CHILDREN AND VULNERABLE* ADULTS SAFE

We will seek to keep children and vulnerable adults safe by:

- a) Valuing, listening to and respecting them Appendix A highlights BR's advised response to a disclosure of abuse;
- b) Appointing a Club Welfare Officer;
- c) Adopting British Rowing's safeguarding policies and procedures for children and vulnerable adults, and developing TRC specific policies and guidelines where appropriate to help us deal effectively with any safeguarding issues that do arise;
- d) Ensuring all those involved with TRC recognise and understand their responsibilities for safeguarding children and vulnerable adults. This includes protecting them from physical, emotional and sexual abuse as well as neglect. Examples can be seen in Appendix B;
- e) Using the safeguarding procedures to share concerns and relevant information with agencies who need to know;
- f) Ensuring that all those who work with children or vulnerable adults are aware of their role and responsibilities, and encourage them to take advantage of training opportunities either within TRC itself or via British Rowing;
- g) Encouraging coaches to gain appropriate coaching qualifications from British Rowing;
- h) Ensuring that all relevant persons who have regular contact with children or vulnerable adults undertake a full Disclosure and Barring Service (DBS) check. If in doubt it is the responsibility of the Club Welfare Officer to ensure such persons are checked out. Note the DBS check replaces the Criminal Records Bureau check (CRB);
- i) Ensuring that TRC has a written constitution and club rules, which include what is acceptable and proper behaviour for all members and of which safeguarding is one part;
- j) Ensuring that all rowers, parents and carers will sign to accept the constitution and rules upon joining the club;
- k) Raising awareness about safeguarding and why it matters, and if safeguarding issues arise in the club, will consider meeting with rowers to discuss the issue openly and constructively;
- l) Using appropriate procedures to manage any allegations against staff, members, volunteers and others appropriately;
- m) Ensuring that TRC has effective complaints and whistleblowing measures in place;
- n) Ensuring that TRC provides a safe physical environment by applying health and safety measures in accordance with the law and regulatory guidance;
- o) Recording and storing information professionally and securely, and within the parameters of the Data Protection Act, 2018.

5. DEFINITIONS

Please refer to the British Rowing Safeguarding and Protecting Children Policy, and related guidance notes. Within England, there is a legislative framework to safeguard children and vulnerable adults through the Children Act 1989 (as amended by section 53 of the Children Act 2004) and the Safeguarding Vulnerable Groups Act 2006.

*** Vulnerable Adult:** A person, 18 years or over, who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation. No Secrets- definition based on that set out in the 1997 Consultation paper: "Who Decides?" Issued by the Lord Chancellor's Department.

In respect of sporting activity a person is regarded as a vulnerable adult under the Vetting and Barring Scheme when they are:

- Receiving any form of medical care or therapy, such as being treated by a physiotherapist
- Receiving a service or participating in an activity that is specifically targeted at people with age-related needs or disabilities.

6. RELATED POLICIES, PROCEDURES AND GUIDANCE

This policy statement should be read alongside the following:

- The policies and guidelines of British Rowing for safeguarding and welfare, including
 - British Rowing Safeguarding and Protecting Children Policy
 - Safeguarding Adults at Risk
 - WG 1.1 Model Anti-Bullying Policy for rowing clubsWG 1.13 Advice and support for junior rowers
 - WG 1.14 Vulnerable Adults: How to record concerns of abuse
 - WG 1.15 Dealing with allegations of bullying of Vulnerable Adults
 - WG 1.2 Report form for recording concerns and referrals
 - WG 3.7 Physical Contact in Rowing
 - WG 5.1 Photography and Use of Imagery
 - WG 5.2 Information Sharing
- **The constitution, rules and policies of TRC including:**
 - TRC Safeguarding and welfare policy
 - TRC Whistleblowing Policy
 - TRC Anti-bullying Policy
 - TRC Safeguarding: Guidance on reporting a concern
 - TRC Grievance and Disciplinary Procedure
 - TRC Guidance for keeping children safe, including trips away.

7. RECOMMENDED MINIMUM LEVELS OF AWARENESS AND TRAINING

Within the club environment everyone has a responsibility to be aware of the Safeguarding & Protecting Children Policy, understand what good and poor practice are and know what to do if they have a concern. All club members and volunteers should have access to the policy document at the club or be made aware that it can be accessed through the British Rowing website. See following table for recommended levels of awareness.

Role	Read British Rowing Safeguarding and Protecting Children Policy	British Rowing Safeguarding and Protecting Children Workshop or equivalent. (Consider if refresher training is required after three years)	CPSU 'Time to Listen' CWO course
Club Welfare Officer (CWO)	Yes	Yes	Yes
Junior coaches	Yes	Yes	
Club residents	Yes		
Club Senior Officers	Yes	Yes	
Volunteer/Parent helper	Yes		

Competition organiser	Yes	Yes	
Umpire /race official	Yes	Consider if regular contact with children	
Club employees (if any)	Yes	Consider if regular contact with children	

TRC Committee will review this policy following the acknowledgement of British Rowing policy updates, and after any occurrences of poor practice, or at least once every three years.

Date of review: June 2020.

See Appendix – next page

APPENDIX A: RESPONDING TO A DISCLOSURE OF ABUSE

You may have concerns about abuse or poor practice because:

- you see it happening;
- someone reports it to you;
- a child approaches you directly; or
- you are concerned a child may be being harmed, or at risk of being harmed.

If a child says or indicates that they are being abused, or you have concerns about their welfare you should:

- react calmly and listen to what they have to say;
- do not take notes when the child is speaking so that you can show you're really listening to them;
- don't ask questions unless you need to clarify information; if you need to do so, only ask open questions (who, when, where, what, how);
- tell them they are not to blame and that it was right to speak up. Reassure them;
- do NOT promise to keep what they have told you secret – explain that to resolve the problem it will be necessary to inform other people as appropriate;
- take what they say seriously;
- recognise that there may be inherent difficulties in interpreting what is said by someone who has a speech disability and/or differences in language;
- explain what you will do next to prioritise their safety and well-being (who you will inform, how they will be supported);
- follow the TRC Concerns procedure record all information using the Reporting Concerns form talk to Club Welfare Officer if you are personally affected by the concern/disclosure.

APPENDIX B: EXAMPLES OF CHILD ABUSE AND NEGLECT

Examples of child neglect:

- a coach not keeping children safe by exposing them to undue cold, heat or the unnecessary risk of injury e.g. allowing rowers under their supervision to train or race inappropriately clothed for the prevailing conditions
- a parent consistently leaving a child without adequate provisions e.g. food, water, clothing, sun protection

Examples of child physical abuse:

- a coach disregarding the individual requirements of each child's growing body or needs when setting a training programme e.g. allowing 14 year olds to undertake hour-long, continuous ergos
- an older child using his/her physical strength to hurt or intimidate a younger child

Examples of indicators of child sexual abuse:

- a coach engaging in unnecessary and inappropriate physical contact e.g. massaging the shoulders of the rowers suggestively
- a coach making suggestive comments to their rowers an inappropriately close relationship developing between a rower and a coach

Examples of child emotional abuse:

- a parent or coach subjecting a rower to constant criticism, name-calling, sarcasm, bullying or racism

a parent or coach putting a rower under unrealistic pressure in order to perform to high expectations