

WWYSA SAFEGUARDING POLICY STATEMENT

1. **General.** WWYSA is committed to safeguarding, from physical, sexual or emotional harm, neglect or bullying, children taking part in its activities. We recognise that the safety, welfare and needs of the child are paramount and that all children, irrespective of age, disability, race, religion or belief, sex, sexual or gender identity or social status, have a right to protection from discrimination and abuse.
2. For the purposes of this policy anyone under the age of 18 should be considered as a child. All members of the Association should be aware of the policy.
3. **WWYSA Welfare Officer.** The WWYSA Welfare Officer is:
Mrs Katrina Platt
07843 440 082
welfare@wwysa.org.uk
4. **Association Volunteers.** All Association volunteers whose role brings them into regular contact with young people will be asked to provide references. The Association's Welfare Officer and those regularly instructing, coaching or supervising young people will also be asked to apply for an Enhanced Criminal Records Disclosure, with Barred List check if appropriate.
5. **Training.** Those working with young people will receive appropriate training, an induction covering safeguarding procedures, and have access to the RYA's full Safeguarding and Child Protection Guidelines.
6. **Good Practice.** All members of the Association should follow the good practice guidelines attached and agree to abide by the Association's Code of Conduct and the RYA Racing Charter contained in the Racing Rules of Sailing. In particular:
 - Those working or volunteering with young people should be aware of the guidance on recognising abuse (see the RYA's Appendix A (actually at Appendix 2 to this policy)).
 - Adults are requested not to enter the showers and changing rooms at times when children are changing before or after junior/youth training or racing. If this is unavoidable it is advised they are accompanied by another adult.
 - The Association will seek written consent from parents/carers before taking photos or video of a child at an event or training session or publishing such images. Parents and spectators should be prepared to identify themselves if requested and state their purpose for photography/filming. If the Association publishes images of children, no identifying information other than names will be included. Any concerns about inappropriate or intrusive photography or the inappropriate use of images should be reported to the Association's Welfare Officer.
7. **Concerns.** Anyone who is concerned about a young member's or participant's welfare, either outside the sport or within the Association, should inform the Association's Welfare Officer immediately, in strict confidence. The Association's Welfare Officer will follow the attached procedures.
8. **Disciplinary Action.** Any member of the Association failing to comply with the Safeguarding policy or any relevant Codes of Conduct may be subject to disciplinary action.

Appendices:

1. Good practice guide for instructors and all volunteers.
2. RYA Appendix A – What is child abuse?
3. Reporting procedures.
4. Safeguarding and Child Protection Referral Form.

Good Practice Guide for Instructors and all Volunteers

1. This guide¹ only covers the essential points of good practice when working with children and young people. You should also read the organisation's Child Protection Policy and Procedures which are available for reference at all times.

- Avoid spending any significant time working with children in isolation.
- Do not take children alone in a car, however short the journey.
- Do not take children to your home as part of your organisation's activity.
- Where any of these are unavoidable, ensure they only occur with the full knowledge and consent of someone in charge of the organisation or the child's parents.
- Design training programmes that are within the ability of the individual child.
- If a child is having difficulty with a wetsuit or buoyancy aid, ask them to ask a friend to help if at all possible.
- If you do have to help a child, make sure you are in full view of others, preferably another adult.
- Restrict communications with young people via mobile phone, e-mail or social media to group communications about organisational matters.
- If it's essential to send an individual message, copy it to the child's parent or carer.
- Avoid using personal email addresses - committee members and instructors in charge should use their WWYSA email address.
- Do not allow young sailors to follow or be friends on your personal social media accounts.

2. You should **never**:

- Engage in rough, physical or sexually provocative games.
- Allow or engage in inappropriate touching of any form.
- Allow children to use inappropriate language unchallenged, or use such language yourself when with children.
- Make sexually suggestive comments to a child, even in fun.
- Fail to respond to an allegation made by a child; always act.
- Do things of a personal nature that children can do for themselves.

3. It may sometimes be necessary to do things of a personal nature for children, particularly if they are very young or disabled. These tasks should only be carried out with the full understanding and consent of the child (where possible) and their parents/carers. In an emergency situation which requires this type of help, parents should be fully informed. In such situations it is important to ensure any adult present is sensitive to the child and undertakes personal care tasks with the utmost discretion.

¹ Based on RYA guidance, revised Dec 16.

RYA Appendix A – What is child abuse?²

1. **General.** Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (including via the internet). They may be abused by an adult or adults, or another child or children.
2. **Physical** abuse may involve adults or other children inflicting physical harm:
 - By hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating.
 - Giving children alcohol or inappropriate drugs.
 - In sport situations, physical abuse might also occur when the nature and intensity of training exceeds the capacity of the child's immature and growing body.
3. **Emotional** abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve:
 - Conveying to a child that they are worthless, unloved or inadequate.
 - Not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate.
 - Imposing expectations which are beyond the child's age or developmental capability.
 - Overprotection and limitation of exploration and learning or preventing the child from participating in normal social interaction.
 - Allowing a child to see or hear the ill-treatment of another person.
 - Serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger.
 - The exploitation or corruption of children.
 - Emotional abuse in sport might also include situations where parents or coaches subject children to constant criticism, bullying or pressure to perform at a level that the child cannot realistically be expected to achieve. Some level of emotional abuse is involved in all types of maltreatment of a child.
4. **Sexual** abuse involves an individual (male or female, or another child) forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening, to gratify their own sexual needs. The activities may involve:
 - Physical contact (eg. kissing, touching, masturbation, rape or oral sex).
 - Involving children in looking at, or in the production of, sexual images.
 - Encouraging children to behave in sexually inappropriate ways or watch sexual activities.
 - Grooming a child in preparation for abuse (including via the internet).
 - Sport situations which involve physical contact (eg. supporting or guiding children) could potentially create situations where sexual abuse may go unnoticed. Abusive situations may also occur if adults misuse their power over young people.
5. **Neglect** is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may involve a parent or carer failing to:
 - Provide adequate food, clothing and shelter.
 - Protect a child from physical and emotional harm or danger.
 - Ensure adequate supervision.
 - Ensure access to appropriate medical care or treatment.
 - Respond to a child's basic emotional needs.
 - Neglect in a sport situation might occur if an instructor or coach fails to ensure that children are safe, or exposes them to undue cold or risk of injury.

² Revised Feb 2018. Based on the statutory guidance 'Working Together to Safeguard Children'.

6. **Child sexual exploitation** is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity in exchange for something the victim needs and wants (eg. attention, money or material possessions, alcohol or drugs), and/or for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been exploited even if the sexual activity appears consensual. Child sexual exploitation can also occur online without involving physical contact.

7. **Extremism** goes beyond terrorism and includes people who target the vulnerable - including the young - by seeking to: sow division between communities on the basis of race, faith or denomination; justify discrimination e.g. towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

8. **Bullying**³ (including online bullying, for example via text or social media) may be seen as deliberately hurtful behaviour, usually repeated or sustained over a period of time, where it is difficult for those being bullied to defend themselves. The bully is often another young person. Although anyone can be the target of bullying, victims are typically shy, sensitive and perhaps anxious or insecure. Sometimes they are singled out for physical reasons – being overweight or physically small, being gay or lesbian, having a disability or belonging to a different race, faith or culture.

Bullying can include:

- Physical pushing, kicking, hitting, pinching etc.
- Name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals.
- Posting of derogatory or abusive comments, videos or images on social network sites.
- Racial taunts, graffiti, gestures, sectarianism.
- Sexual comments, suggestions or behaviour.
- Unwanted physical contact.

The acronym STOP – Several Times On Purpose - can help you to identify bullying behaviour.

9. **Recognising Abuse.** It is not always easy, even for the most experienced carers, to spot when a child has been abused. However, some of the more typical symptoms which should trigger your suspicions would include:

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries.
- Sexually explicit language or actions.
- A sudden change in behaviour (eg. becoming very quiet, withdrawn or displaying sudden outbursts of temper).
- The child describes what appears to be an abusive act involving him/her.
- A change observed over a long period of time (e.g. the child losing weight or becoming increasingly dirty or unkempt).
- A general distrust and avoidance of adults, especially those with whom a close relationship would be expected.
- An unexpected reaction to normal physical contact.
- Difficulty in making friends or abnormal restrictions on socialising with others.

It is important to note a child could be displaying some or all of these signs, or behaving in a way which is worrying, without this necessarily meaning that the child is being abused. Similarly, there may not be any signs, but you may just feel that something is wrong. If you have noticed a change in the child's behaviour, first talk to the parents or carers. It may be that something has happened, such as a bereavement, which has caused the child to be unhappy.

³ Not included in 'Working Together' but probably more common in a sport situation than some of the other forms of abuse described above.

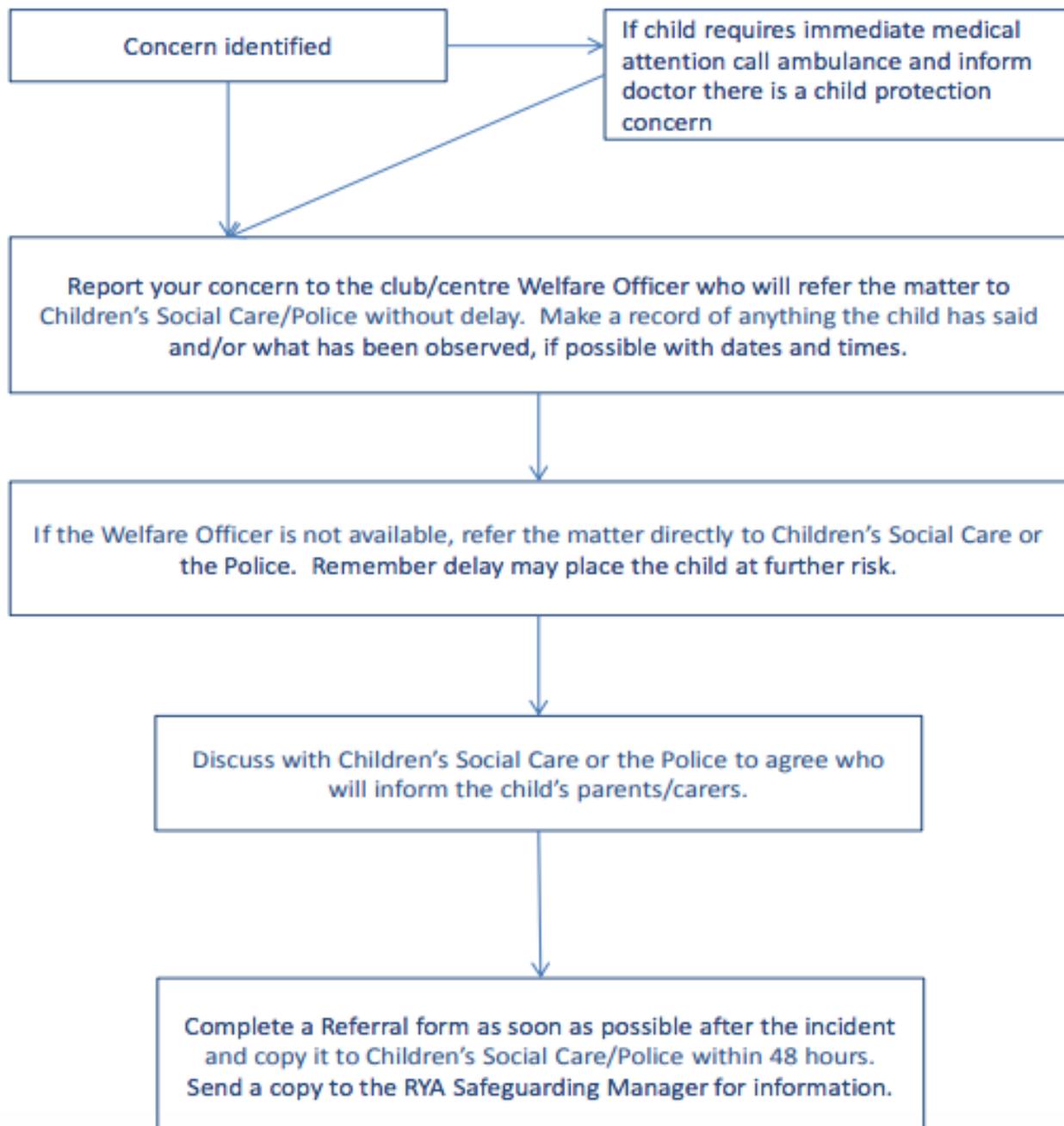
10. **If you are concerned.** If there are concerns about sexual abuse or violence in the home, talking to the parents or carers might put the child at greater risk. If you cannot talk to the parents/carers, consult your organisation's designated Welfare/Safeguarding Officer or the person in charge. It is this person's responsibility to make the decision to contact Children's Social Care Services or the Police. It is NOT their responsibility to decide if abuse is taking place, BUT it is their responsibility to act on your concerns.

Reporting Procedures

1. Anyone who is concerned about a young member's or participant's welfare, either outside the sport or within the Association, should inform the Association's Welfare Officer immediately, in strict confidence.
2. A complaint, concern or allegation may come from a number of sources: the child, their parents, someone else within your organisation. It may involve the behaviour of one of your volunteers or something that has happened to the child outside the sport, perhaps at home or at school. Children may confide in adults they trust, in a place where they feel at ease.
3. An allegation may range from mild verbal bullying to physical or sexual abuse. If you are concerned that a child may be being abused, it is NOT your responsibility to investigate further BUT it is your responsibility to act on your concerns and report them to the appropriate statutory authorities.
4. A RYA referral form must be completed as soon as possible.
5. All information must be treated as confidential and only shared with those who need to know. The Association's Welfare Officer will liaise with the Principal (unless they are the subject of the allegation).
6. If the allegation or suspicion concerns someone within WWYSA, only the child's parents/carers, the person in charge of the organisation i.e. the Principal (unless they are the subject of the allegation), the relevant authorities and the RYA Safeguarding and Equality Manager should be informed (see flowchart 2).
7. If the alleged abuse took place outside the sport, the Police or Children's Social Care will decide who else needs to be informed, including the child's parents/carers. It should not be discussed by anyone within the organisation other than the person who received or initiated the allegation and, if different, the person in charge i.e. the Principal. (See flowchart 1)
8. If, at any stage, there is uncertainty as to what to do, contact the RYA's Safeguarding and Equality Manager on 023 8060 4104 or the NSPCC free 24-hour helpline 0808 800 5000.
9. Details of Children's Social Care departments and emergency duty teams are listed on local authority websites and in local phone books. If you are unable to find the appropriate contact number, call the RYA's Safeguarding and Equality Manager or, if a child is at immediate risk, the Police.

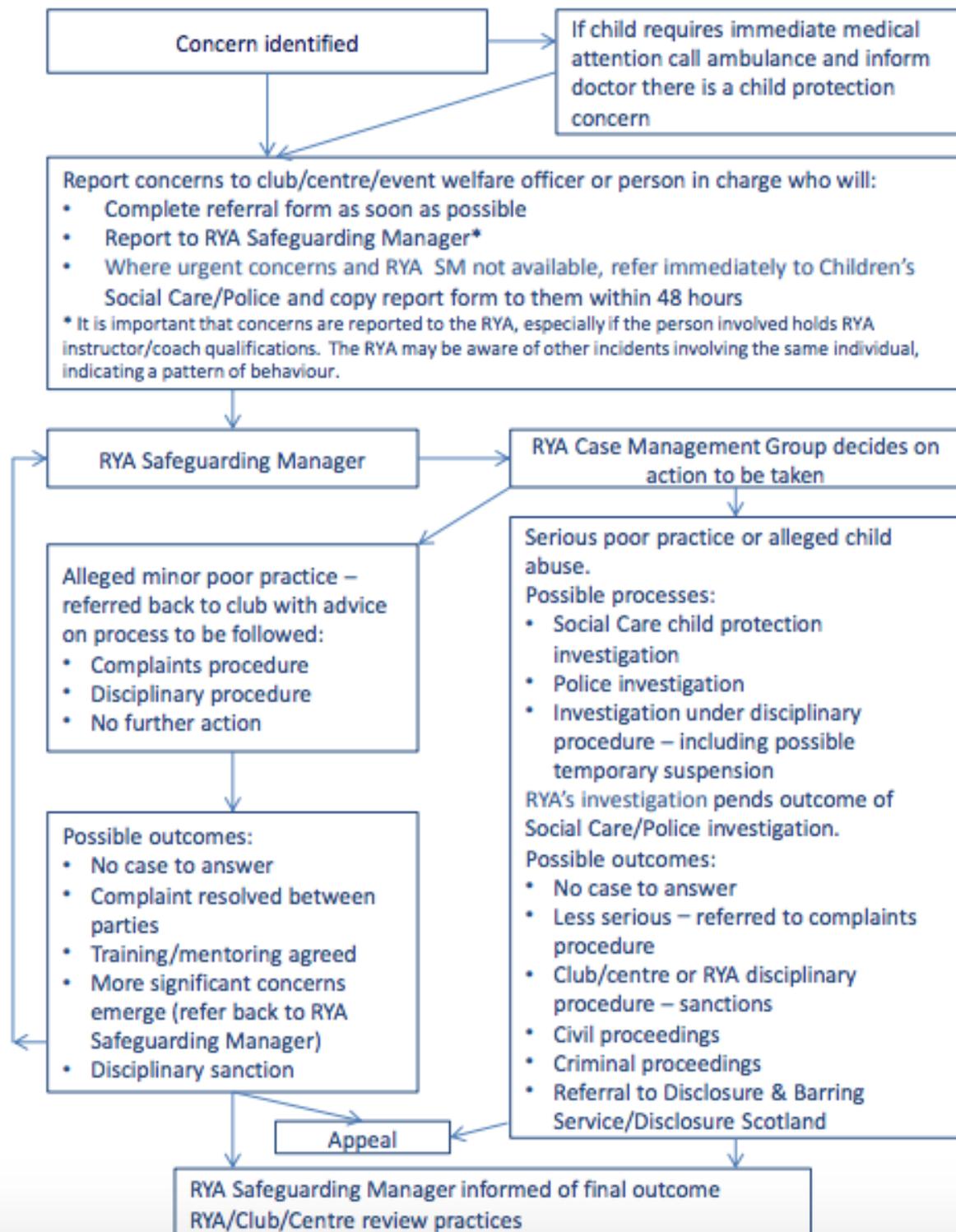
Flowchart 1

Reporting procedures Concern about a child outside the sport environment



Flowchart 2

Reporting procedures
Concern about the behaviour of someone at a club/centre



Safeguarding and Child Protection Referral Form⁴

Date and time of incident	
Name and position of person about whom report, complaint or allegation is made	
Name and age of child involved	
Name of club or organisation (if relevant)	
Nature of incident, complaint or allegation (continue on separate page if necessary).	
Action taken by organisation (continue on separate page if necessary)	
If Police or Children's Social Care Services contacted, name, position and telephone number of person handling case	
Name, organisation and position of person completing form	
Contact telephone number and e-mail address	
Signature of person completing form	
Date and time form completed	
Name and position of organisation's child protection/welfare officer or person in charge (if different from above)	
Contact telephone number and e-mail address	

This form should be copied, marked 'Private and Confidential', to the RYA Safeguarding and Equality Manager, Jackie Reid, RYA House, Ensign Way, Hamble, Southampton, SO31 4YA, e-mail safeguarding@rya.org.uk and to the statutory authorities (if they have been informed of the incident) within 48 hours of the incident.

⁴ Revised Dec 2016