

GYLLYNGVASE SURF LIFE SAVING CLUB

WELFARE POLICY

Introduction

It is intended that our Welfare Policy and Procedures will become living, working documents that we intend coaches, officials, administrators, athletes, parents and other individuals will adopt.

The policy states not only what our values are but also what we define as acceptable within our sport. This document serves to demonstrate our responsibility as volunteers within the sport. The policy and procedures also demonstrate the need to determine what good standards are.

While the content of the welfare policy and procedures hope to develop a sense of awareness as well as procedural guidance for volunteers in relation to child protection, it is essential that the key principles contained here are recognised as being founded on key principles of equality and social justice for all in our sport. These principles extend to all who take part in athletics irrespective of gender, disability, vulnerable persons, sexual orientation, race, ethnicity religion and political view.

The Welfare Policy is a document which promotes further action in all of these areas. It serves to guide all in the sport and those from outside the sport as to the strength and robustness of the duty of care that the sport has for all those involved

Those reading the document should be aware that while the central focus is the identification of one of the more vulnerable groups in the sport (i.e. children) the document also serves to outline policies and procedures, which could equally apply to all.

We will promote the welfare of the child as the paramount consideration in all activities and events and we will encourage and support children and young people to express their views about matters that affect them. We will promote working in partnership with parents and people with parental responsibility. With support from our Governing Bodies, we will undertake a regular review of welfare information and procedures to ensure compliance with changes in legislation, guidance and best practice.

Roles and Responsibilities

It is everyone's responsibility to ensure the welfare of all within the sport.

It is the responsibility of Committee Members and regular volunteers to comply with the Welfare Policy within this document.

Policy statement

We believe that everyone involved in our club should thrive, fare well and enjoy safety, security and protection from abuse, maltreatment or misconduct. Every individual involved in events is responsible for upholding this view.

We also recognize that we have a responsibility to ensure the highest standard of care to all (including children) involved.

We will endeavor to : -

- accept the moral and legal responsibility to implement procedures to provide a duty of care for all people (including children) within the sport, safeguard their well-being and protect them from abuse
- respect and promote the rights, wishes and feelings of people taking part in athletics including young people, disabled and/or vulnerable adults
- recruit, train and supervise its employees and volunteers to adopt best practice in all equality issues, to safeguard and protect young people from abuse, and themselves against false allegations
- require staff/volunteers to adopt and abide by our Governing Bodies Welfare Policy and Procedures, Athletics Codes of Conduct and Investigatory, Grievance, Disciplinary and Appeals procedures.
- respond to any allegations appropriately and implement the appropriate disciplinary and appeals procedures.

Therefore, it is our intention that our club will ensure the **highest possible standards of safety and welfare** for participants of all

ages and others engaged in activities and events, especially children and vulnerable adults

The main principles underpinning this policy are:

Safety – the welfare of the participant will always be paramount

Equality – the right of everyone involved in athletics to equitable treatment, regardless of age, sex, race, religion, ability, sexual orientation or social background, will be upheld

Responsiveness – all allegations or suspicions of abuse or violations of athlete welfare will be taken seriously and acted upon appropriately and speedily. Those found to be spreading malicious or false allegations will be disciplined according to the relevant procedures

Consent – those with parental responsibility will be consulted if it becomes necessary to invoke investigatory the procedures.

Fairness - the human rights of staff, coaches, athletes or volunteers facing allegations will be embodied in disciplinary and appeals procedures

This policy recognises and builds on legal and statutory definitions of a child. (A child is defined as being under the age of 18 years.)

Adults looking after children in the absence of the person with parental responsibility have to take reasonable care in all circumstances, regardless of the age of the child.

- 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 incidents of suspicious poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All children have a right to participate in athletics in an enjoyable and safe climate.
- Young athletes have a right to expect appropriate management, support, personal and social development with regard to their involvement in all levels of athletics.

- It is the responsibility of the child protection experts to determine whether or not abuse has taken place but it is everyone's responsibility to report any concerns.
- Confidentiality should be upheld in line with the Data Protection Acts 1984 and 1998, and the common law of confidentiality.