

LEANDER CLUB

SAFEGUARDING POLICY

1. POLICY STATEMENT

Everyone who participates in rowing should be able to take part in an enjoyable and safe environment and be protected from abuse and poor practice to ensure they have a truly positive and enjoyable experience. At Leander Club (“Leander” or “the Club”) we are committed to safeguarding all those involved with the Club.

The purpose of this policy is to set out that commitment which is centred around the following key principles:

- Everyone has a right to enjoy sport free from all forms of abuse, exploitation and poor practice.
- The welfare of the child is paramount and if there is any situation where there is a conflict between the welfare of a child and an adult the child’s interests will take precedence.
- Everyone has the right to protection from harm regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, or socio-economic background.
- Everyone has the right to a safe, athlete-centred experience in rowing.
- Everyone, both children and adults, should be encouraged to fulfil their potential equitably and in a happy, fair and supportive environment.
- Everybody has a responsibility to support the care and protection of each other.
- Leander has a duty of care to children and adults who take part in rowing and rowing activities.
- Everyone involved in rowing should promote a culture of integrity, accountability, teamwork and inclusivity.

2. SCOPE AND PURPOSE

This Policy applies to everyone involved with Leander which includes Members, staff, volunteers, and guests. Leander is of the view that safeguarding is everyone’s responsibility.

As set out in the Safeguarding Regulations, Leander will take action against anyone who is suspected of breaching this policy the applicable Codes of Conduct or anyone who poses or may pose a risk of harm. Under those Safeguarding Regulations we will impose appropriate safeguarding measures where they are necessary.

3. WHAT IS SAFEGUARDING

Safeguarding is the proactive steps and measures taken to protect everyone involved in rowing, aiming to prevent harm, promoting wellbeing and responding effectively to incidents.

Safeguarding is not the sole responsibility of any one individual or organisation; it is a shared responsibility. Safeguarding includes recognising, preventing and responding to abuse, bullying and online abuse as well as recruiting the right people to work in rowing and promoting a culture of sportsmanship and integrity.

Child protection is the reactive response to children at risk of or suffering harm. Taking proactive steps such as adopting safer recruitment principles and training staff will help to mitigate the risk of individuals suffering harm from abuse.

Safeguarding Adults at Risk is different in some respects from safeguarding children or other vulnerable individuals but from the perspective of sport, the important point is for everyone to treat everyone with respect and dignity. If there is a possibility that an individual is an Adult at Risk (either as a victim or a perpetrator) it is suggested that advice is sought. This Policy will set out some basic principles to be followed and considered when dealing with an adult related concern.

It should also be recognised that, particularly in sport, it is not just Adults at Risk that can be at risk of harm. Adults more widely can find themselves in situations where they might be subjected to forms of abuse, particularly in circumstances where there is an imbalance of power in a relationship, for example between a coach and an athlete.

Annex One of this policy sets out further details of the main areas of harm, including abuse, harassment and neglect.

4. CHILDREN AND ADULTS

A child is anyone under the age of 18 years of age.

An adult is anyone 18 years or older

An Adult at Risk is an adult who has care and support needs, is experiencing or is at risk of abuse or neglect and because of their care and support needs cannot protect themselves against actual or potential abuse or neglect.

5. IMPLEMENTATION

Leander's approach to safeguarding follows that set out by the National Governing Body for rowing, British Rowing and it understands the need for there to be a joined up and comprehensive approach to safeguarding across the sport.

Leander will proactively promote sportsmanship, integrity and inclusivity across all areas of the club and this will be driven not only by having policies and procedures that recognise the

importance of safeguarding but also by ensuring that safeguarding is embedded across all decision making. The Committee will lead on this approach, promoting a culture of listening and understanding and they will ensure that this is followed throughout the Club.

Leander will also ensure that appropriate training and education is provided to Members, staff and volunteers to ensure everyone understands their reporting responsibilities and roles within the Club.

This policy sits alongside other relevant policies, including the Whistleblowing Policy and the Safeguarding Regulations. The Safeguarding Regulations set out the process by which any safeguarding concern is dealt with by the Club.

6. HOW TO REPORT A CONCERN.

If anyone involved with the Club in any way has a concern that is or might relate to safeguarding, they are encouraged to report it immediately. Any concerns should be raised at <https://www.britishrowing.org/reporting-a-concern/>

In the event that you have a concern that is of a serious nature you should call the Police as a priority. You should also notify the Club.

7. INFORMATION SHARING

Information sharing is an essential element in ensuring that safeguarding operates effectively. However, it is also important to understand that the confidential nature of the information. In particular the following considerations will be central to any information sharing:

- Necessary – is the information necessary to keep a child or an adult safe.
- Proportionate – how much information needs to be shared.
- Relevant – Only information that is relevant to the situation and required to make decisions will be shared. That information will only be shared with relevant people.
- Accurate – all information shared must be factually correct and evidence based.
- Timely – information should be shared in a timely fashion, avoiding delay but ensuring the information is correct.
- Secure – information should be shared and stored securely and correctly recorded.

Leander will ensure that all information is shared correctly and will only share it where they believe sharing is required.

Leander works closely with British Rowing and is aligned in the approach to safeguarding taken by British Rowing. As a result, where necessary in the interests of safeguarding, Leander will share information with British Rowing.

Leander will also ensure that where appropriate, necessary information will be shared with statutory bodies and organisations, including:

- The Police
- Children's Services
- Local Authority Designated Officers (LADOs)
- Disclosure and Barring Service.

8. EQUALITY

Leander endorses the principle of equality and will strive to ensure that everyone who wishes to be involved in with the Club:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socio-economic status or sexual orientation.
- can be assured of an environment in which their rights, dignity and individual worth are respected and, in particular, that they are able to enjoy rowing without the threat of intimidation, victimisation, harassment or abuse.

Leander operates an Equality, Diversity and Inclusion policy and abides by the terms of that policy.

9. POLICY REVIEW

This Policy is the responsibility of the Committee and will be reviewed on an annual basis to ensure that it aligns with the position of British Rowing and any statutory changes.

ANNEX ONE

Definitions of Abuse, Harassment and Neglect

Abuse

Abuse may be sexual or physical violence, emotional abuse or neglect.

Physical abuse

Physical abuse is when someone is physically hurt for example, kicking, hitting, pushing, burning and any other non-accidental harm likely to inflict pain. Examples of physical harm in sport are:

- if the nature and intensity of training or competition exceeds the capacity of the child's immature growing body;
- where athletes are encouraged to use drugs or harmful substances to enhance performance or delay puberty;
- if athletes are made to perform a movement they do not have the skill to execute and this causes an injury;
- if athletes are required to participate when injured;
- if athletes are punished by doing excessive cardio exercises; and
- if sanctions used by coaches involve inflicting pain.

Sexual abuse or violence

Sexual abuse or violence is when an individual is forced or persuaded to take part in sexual activities. This may involve physical contact or non-contact activities and can happen online or offline. Sexual abuse or violence has immediate and long-term impacts on a child's physical, mental and emotional wellbeing, behaviour, development and personal relationships. In sport and activity settings, coaching techniques which involve physical contact can create situations where sexual abuse can be disguised.

An abusive situation can develop if a person in a position of authority, such as a coach, misuses their power with either an adult or a child. Grooming is a term used when an adult in a position of trust uses contacts made within sport and pursued through other routes, such as social media, have been used to manipulate and use children for abuse. Those who want to sexually abuse children can also groom adults, particularly where they are in a position of trust or there is an imbalance of power in order to create opportunities for abuse to take place.

Adults at Risk may experience sexual abuse or violence where they have not given consent to the activity or there is a lack of capacity to give consent. It can also be where the Adult at Risk has been coerced into behaving in a way that they do not want to by an individual in a position of trust.

Sexual harassment

Sexual harassment is any unwanted sexual behaviour that makes someone feel upset, scared, offended or humiliated, or is meant to make them feel that way. Employers have duties under the Equality Act 2010 to prevent sexual harassment of its “workers”.

Position of Trust

In the UK it is now a criminal offence for adults who operate in a Position of Trust to have sexual contact or sexual relationships with children who are over the age of consent (16) but who are still between the ages of 16-18. In these circumstances a Position of Trust applies to someone who is a coach or an instructor.

Emotional abuse

Emotional abuse is the emotional maltreatment of a child or adult, which is severe and has a persistent negative effect on the child’s emotional development or an adult’s wellbeing. This type of abuse is often part of another type of abuse being perpetrated at the same time. It is often referred to as bullying. Adults may bully each other or children and children may bully each other.

Emotional abuse in sport may be perpetrated by coaches, staff and volunteers, as well as by one towards another. This can take the form of:

- subjecting a someone to repeated criticism, sarcasm, name calling or racism
- ignoring or excluding a child or adult intending to cause distress
- pressuring an athlete to perform to unrealistically high expectations (this is particularly dangerous where children are expected to perform beyond the sporting expectations of their age)
- excessive weighing of athletes
- making a child or adult feel like their value or worth is dependent on their sporting success
- bullying behaviour towards another adult or child.

Neglect

Neglect is not meeting a child or Adult at Risk’s basic physical or psychological needs and can be physical, educational, emotional or medical. Each type of neglect can have a long-lasting impact on a child's health and development. Examples of neglect in a sporting environment include:

- failing to ensure athletes are safe;
- exposing athletes to undue cold, heat or extreme weather conditions without ensuring adequate clothing or hydration;
- exposing athletes to unnecessary risk of injury by ignoring safe practice guidelines within the sport;
- failing to ensure the use of safety equipment as required by the sport;
- requiring athletes to participate when injured or unwell;

- not seeking medical or first aid attention; and
- not responding appropriately when a concern is raised.

Adults at Risk - Additional Type of Abuse – Financial or Material Abuse.

When considering an Adult at Risk there is an additional type of abuse which is financial or material abuse.

An Adult at Risk may be blackmailed or coerced by requiring financial or material payment in return for benefits - for example including them in a particular crew or competition. Another example may be charging an Adult at Risk more than the standard fee for participation in an activity or event.

ADDITIONAL INFORMATION

Further Information

Further information on abuse and neglect is available from NSPCC
<https://learning.nspcc.org.uk/child-abuse-and-neglect>

Further information on British Rowing and Safeguarding is available at
<https://www.britishrowing.org/knowledge/safeguarding/>