

**Nottingham Rowing Club**

Welfare Policy

**Note**: The Term ‘Child’ and ‘Young Person’ describe any person under the age of 18. References to ‘parents’ should be read as parents and carers inclusively.

**Our Statement**

Our organisation acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and British Rowing requirements.

Nottingham Rowing Club recognises that the welfare and interest of children are paramount in all circumstance.
It aims to ensure that all children:

* Have a positive and enjoyable experience of sport at Nottingham Rowing Club in a safe and child centred environment
* Are protected from abuse whilst practicing in rowing or outside of the activity

We acknowledge that some children are more at risk of abuse, particularly those with protected characteristics, for example, a child with a disability, or of a particular race, religion or belief, ethnic background, sex, sexual orientation, socio-economic background, or those in care. Children who are at risk of feeling or being isolated due to their ability are also considered to be at risk of being more vulnerable. We take reasonable and appropriate steps to safeguard their welfare.

**Our Policy**

**What we’ll do:**

As part of our safeguarding policy, we will:

* Promote and prioritise the safety and wellbeing of children and young people
* Value, listen to and respect children
* Ensure robust safeguarding arrangements and procedures are in operation
* Adopt safeguarding best practice through our policies, procedures, and code of conduct for staff and volunteers
* Ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify, and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
* Provide effective management for staff and volunteers through supervision, support, training, and quality assurance measures so that all staff and volunteers know about our policies, procedures and behaviour codes and follow them confidently and competently
* Ensure appropriate action is taken in the event of incidents or concerns of abuse and support is provided to the individual(s) who raise or disclose the concern
* Ensure that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored
* Record and store information securely, in line with data protection legislation and guidance.
More information about this is available from the Information Commissioner’s Office
* Prevent the employment or deployment of unsuitable individuals by recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
* Appoint a nominated safeguarding lead, for children and young people, a deputy and a lead trustee/board member for safeguarding
* Develop and implement an effective online safety policy and related procedures
* Share information about safeguarding and good practice with children and their parents via leaflets, posters, group work and one-to-one discussions
* Make sure that children, young people and their parents know where to go for help if they have a concern

The policy and procedures will be widely promoted and are mandatory for everyone involved in Nottingham Rowing Club. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal or exclusion from the organisation.

**Monitoring**

This policy will be reviewed a year after development and then every three years, or in the following circumstances:

* Changes in legislation and/or government guidance
* As required by the local safeguarding partnership, UK sport and/or home county sports councils and British Rowing
* As a result of any other significant change or event.

This policy was last reviewed on: **06/10/2022**

Signed: **Louise Townrow (Club Welfare Officer)**

**Contact details**

**Our Safeguarding/Welfare Officer**

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**In a safeguarding emergency, where a young person is at immediate risk of harm, call 999**