



## Welfare Policy

HCC is fully committed to safeguarding the wellbeing of its members. All members should show respect and understanding for the rights, safety and welfare of others, and conduct themselves in a way that reflects the principles of the HCC.

We believe that taking part in paddling should be a positive and enjoyable part of children's and vulnerable adults lives and to achieve this we adhere to the following principles and practices.

- The child's and vulnerable adult's welfare is the first consideration
- Anyone under 18 is classed as a child
- All children and vulnerable adults, regardless of age, any disability they have, gender, racial origin, religious belief and sexual identity have a right to be protected from abuse
- All suspicions and allegations of abuse will be taken seriously, responded to swiftly and handled appropriately

### IN PRACTICE

- HCC coaches should follow the British Canoeing Code of Ethics
- HCC coaches and helpers working with young people and vulnerable adults should adhere to the British Canoeing Child Protection and Harassment Policy. The Club will follow the guidance of the policy in the event of any concerns or allegations
- HCC will ensure that coaches working with young people and vulnerable adults undertake a screening procedure, currently a DBScheck.
- All HCC members are made aware of the HCC Rules and Guidelines
- HCC will require completion of a HCC medical questionnaire for young and vulnerable adult paddlers. Information from this will be made known to coaches where deemed appropriate and/or necessary
- HCC will only use British Canoeing qualified/updated coaches – unqualified coaches can only work alongside a qualified coach. HCC will encourage and support helpers to gain qualifications and assist coaches to stay updated.
- HCC will adopt and regularly review a Safety Policy and maintain fit-for-purpose risk assessments
- HCC will identify a welfare officer whose role it is to deal with any issues concerning members' welfare, child protection and harassment. Anyone with concerns with respect to Welfare including child abuse or harassment should contact the Welfare Officer. If the Welfare Officer is unavailable they can contact the HCC Chairperson or any Committee member. Alternatively, they can contact the British Canoeing Child Protection and Harassment Officer, Social Services or NSPCC (see Club notice board)
- The Club will review this policy annually.

The Current Welfare Officer is:-



Diane Warren

Email [welfareofficer@haylecanoecub.co.uk](mailto:welfareofficer@haylecanoecub.co.uk)

Telephone - 07919428530