



Safeguarding Children, Young People and Adults at Risk

Policy and Guidelines

Version 1

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Dee Sailing Club is committed to safeguarding all children, young people and adults at risk taking part in its activities, from abuse and harm and ensuring their wellbeing. The club recognises that the safety, welfare and needs of children, young people and adults at risk are paramount and that any person, irrespective of their age, disability, race, religion or belief, marital status, sex, gender identity, sexual orientation or social status, has a right to protection from discrimination and abuse.

The club takes all reasonable steps to ensure that, through safe appointment of its volunteers and permanent contractors, appropriate operating procedures are adhered to and followed to provide a safe and fun environment to children, young people and adults at risk taking part in club events and activities. The club recognises that it has a legal responsibility to safeguard children, young people and adults at risk, including due regard to the need to prevent people from being drawn into extremism and terrorism.

The club is committed to minimising risk and supporting programmes, events and individuals to deliver a safe, positive and fun boating experience for everyone by creating a welcoming environment, both on and off the water, where everyone can have fun and develop their skills and confidence. The club will treat everyone with respect, celebrate their achievements, listen to their views and experiences and provide opportunities for all to fulfil their potential and be their authentic selves.

Dee Sailing Club

- . Recognises that safeguarding of vulnerable groups is the responsibility of everyone, not just those working directly with them.
- . Carries out safe recruitment practices when appointing flag officers, trainers, contractors and volunteers in roles involving close contact with vulnerable groups.
- . Responds swiftly and appropriately to all complaints and concerns about poor practice or suspected abuse, referring to external agencies as necessary.
- . Will post its safeguarding policy on the website to anyone wishing to access it.
- . Regularly reviews safeguarding procedures and practices in the light of experience or to take account of legislative, social or technological changes.
- . Will cooperate where necessary with multi- agency investigations and enquiries relating to serious case reviews involving children, young people and adults at risk, if there is an association with the sport.

This policy refers to anyone under the age of 18 as defined by the Children Act 1989 and The Children (Northern Ireland) Order 1995 and anyone aged 18 or over who is an 'Adult at Risk', who is in need of care or support, and who, because of those

needs, is unable to always safeguard themselves as defined by the Care Act 2014. The act defines adults at risk as those aged 16 years and over who:

- are unable to safeguard their own wellbeing, property, rights or other interests
- and are at risk of harm
- and because they are affected by disability, mental disorder, illness or physical or mental infirmity, are more vulnerable to being harmed than adults who are not so affected

The Equality Act 2010 makes it unlawful to treat someone either unfavourably or less favourably than other people in a range of areas including the provision of services and employment on grounds that they propose to start, have started, or have completed a process to change their gender. It is no longer necessary for the individual to have any medical diagnosis, be opting for surgery, or other medical intervention to be protected; it is sufficient if they decide to live as a member of the opposite sex.

The Gender Recognition Act 2004 (GRA) allows trans people (aged over 18) to change their legal gender. The Act gives trans people the right to obtain a new birth certificate, affording them recognition of their acquired gender in law for all purposes. The Act also includes important measures to protect privacy.

Dee Sailing Club is committed to equality of opportunity for trans people throughout its membership and recruitment of contractors. It will not tolerate discrimination, victimisation or harassment on the basis of a person's gender identity, gender expression or trans status. The Club seeks to provide a supportive environment for all its members regardless of race, gender, sexual orientation or religion, and to create a culture and environment where members are able to thrive.

Definitions

'Trans' or 'transgender' describes people whose gender identity differs from their sex assigned at birth. They are umbrella terms covering people who:

- are intending to undergo, are undergoing, or have undergone gender reassignment at any stage;
- identify as having a gender different from that which they were assigned at birth and are planning or have had medical interventions such as hormones or surgery;
- identify as having a gender different from that which they were assigned at birth, but who are not planning any medical intervention; and/or,
- are non-binary – that is, they are not solely male or female. They may define themselves as both, neither or something entirely different. They may or not have medical interventions to align their body with their non-binary gender identity.

These are not mutually exclusive alternatives.

'Transitioning' is the process undertaken by a trans person in order to bring their gender presentation into alignment with their gender identity. This often involves dressing differently, using a different name and pronoun (eg she, he or they) and changing official documentation. It may involve various types of medical or surgical treatment, although this is not the case for all trans people.

Dee Sailing Club is committed to ensuring that transgender people are treated with respect and dignity and that it does not discriminate unlawfully.

When referring to transgender issues members should use appropriate terminology to reduce the risk of inappropriate language causing offence or distress.

Changing facilities, toilets and other single sex facilities

Trans people are entitled to use single sex facilities in accordance with their gender identity. For non-binary people, this might mean using gender-neutral or accessible facilities, or using a combination of different facilities. However, trans people will never be required to use gender neutral toilets unless they wish to do so.

Discrimination and abuse

Dee Sailing Club has a zero-tolerance approach towards discrimination and harassment based on gender identity, gender expression or gender history. Inappropriate behaviour or language may constitute discrimination, harassment, bullying or victimisation. Discrimination including harassment, third party harassment and victimisation are covered by the Equality Act 2010. Flag Officers are responsible for taking timely action where misconduct occurs on the grounds of a members gender identity, in line with the harassment policy. This will be monitored and followed up.

The Gender Recognition Act gives anyone applying for or holding a Gender Recognition Certificate particular privacy rights. It is a criminal offence to pass on information acquired about someone's gender recognition, without the consent of the individual affected.

The Equality Act 2010 (England, Scotland and Wales) protects against discrimination because of gender reassignment in employment and service delivery. It bans direct and indirect discrimination and victimisation. The Act makes clear that it is not necessary for people to have any medical diagnosis or treatment to gain this protection; it is a personal process of moving away from the gender assigned at birth to the correct gender.

People discriminated against because they are wrongly perceived to be trans, or who are discriminated against because of their association with trans people or issues, are also protected.

Safe guarding team: Commodore, Vice Commodore, Honorary Secretary, Honorary Membership Secretary, Rear Commodore Sailing.
Availability 0900 to 1700 Saturday to Sunday.

Urgent enquiries: LADO, Police, Children's Services, Adult Services have been contacted or need to be contacted. If a child or adult at risk is in immediate danger or a crime has been committed, contact the appropriate emergency services

