



# **East Anglia Youth Rowing Safeguarding Policy**

**Version 1.1**

**Last updated: March 2025**

**Next review date: October 2025**

## East Anglia Youth Rowing Safeguarding Policy

The safety and welfare of young people in our East Anglia Youth Rowing programme are the responsibility of everyone involved in the programme. The following roles and responsibilities are defined:

**Programme Manager:** The Programme Manager is responsible for the effective implementation of the programme's safeguarding policies and procedures.

**Designated Safeguarding Lead:** The Designated Safeguarding Lead (DSL) has overall responsibility for safeguarding within the programme, and they will have undertaken training to manage any safeguarding concerns.

- The EAYR Programme Director, Sam Richardson, is also the organisation DSL and can be contacted at [program.director@eayr.org](mailto:program.director@eayr.org)

**Safeguarding Trustee:** The Safeguarding Trustee provides oversight of safeguarding procedures, risk assessment, and an alternative route through which concerns regarding staff and volunteers, including the Programme Manager/DSL, can be made.

- The EAYR Safeguarding Trustee is Sebastian Walker and can be contacted at [seb.walker@eayr.org](mailto:seb.walker@eayr.org)

**All staff and volunteers:** All members of staff and unsupervised volunteers must undergo an Enhanced DBS check and receive training in safeguarding children before working with young people.

### Policy Statement

East Anglia Youth Rowing programme is committed to:

- Ensuring that all young people are treated with respect and dignity.
- Providing a safe environment where young people can participate in rowing activities.
- Identifying and managing any risks to young people in our care.
- Promptly and effectively responding to any concerns about the welfare of young people.
- Working in partnership with parents, carers, and other agencies to promote the welfare of young people.

### Procedures

#### Governance

All Directors of East Anglia Youth Rowing, and non-executive Board Members fulfilling trustee duties, (whether working online or in person) must take reasonable steps to protect from harm people who come into contact with the organisation.

This includes:

- people who benefit from EAYR's work
- staff
- volunteers
- other people who come into contact with EAYR through its work

Trustees will report safeguarding matters to the relevant agencies (such as the police, social services or Ofsted) according to the EAYR Safeguarding Allegation Reporting Procedure, and take responsibility for taking action to address any concerns.

In addition, EAYR will name a Safeguarding Trustee to lead on these matters.

### Recruitment and Selection

The programme manager will ensure that all members of staff and unsupervised volunteers undergo an Enhanced DBS before working with young people. They will also ensure that they receive appropriate training on safeguarding children before beginning work.

### Staff and Volunteer Conduct

All members of staff and volunteers must follow the programme's code of practice when working with young people. The programme has established disciplinary procedures to address concerns about staff and volunteer conduct.

### Reporting Safeguarding Concerns

All members of staff and volunteers must report any concerns about the welfare of young people to the Designated Safeguarding Lead, who will follow the programme's safeguarding procedures.

### Confidentiality

All members of staff and volunteers must maintain confidentiality when dealing with safeguarding concerns. Any information shared will only be on a need-to-know basis and will be kept in accordance with data protection regulations.

### Whistleblowing

All members of staff and volunteers have a duty to report any concerns about the conduct of other staff or volunteers to the Designated Safeguarding Lead. The programme will investigate and take appropriate action.

### Child Protection

In the event of a safeguarding concern or allegation, the programme will follow appropriate procedures with relevant agencies to protect the welfare of young people.

### Collaboration with Partner Schools



East Anglia Youth Rowing and its partner schools uphold clear communication channels for the regular discussion of safeguarding policies, procedures, and best practices. Collaborating on training and resources, online materials, training sessions, and workshops ensures all parties are aware of relevant safeguarding standards. Conducting joint risk assessments with partner schools enables identification of safeguarding gaps, allowing for the development of strategies to address these concerns. Sharing information about safeguarding incidents or concerns helps ensure appropriate action is taken, and a coordinated response is implemented. East Anglia Youth Rowing and partner schools will develop a formal partnership agreement to outline roles and responsibilities, reporting and responding procedures, and arrangements for monitoring and evaluating effectiveness of safeguarding practices.

#### Collaboration with Partner Clubs

East Anglia Youth Rowing also collaborates with Partner Clubs to identify shared Risk Assessment, Safeguarding and reporting policies.

#### Conclusion

East Anglia Youth Rowing programme is committed to creating a safe environment for young people to participate in rowing activities. All members of staff and volunteers must adhere to this policy and work together to safeguard young people and promote their welfare.