

STANDARD OPERATING PROCEDURE

Waterford Harbour Sailing Club

SOP No: WHSC 005.02

SOP Title: Child Safeguarding

SOP Number WHSC 005.02

SOP Title Child Safeguarding Procedure

| | NAME | TITLE | SIGNATURE | DATE |
|------------|-----------------|-------------------------|-----------------|---------|
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Effective Date:

28/05/23

Revision History**Revision 01**

- Draft Document

Revision 02

- Updated to due committee change, addition of procedure for managing trips away and risk assessment review.

Waterford Harbour Sailing Club Safeguarding Policy

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WHSC CHILD SAFEGUARDING STATEMENT

Waterford Harbour Sailing Club (WHSC) is a sailing club located in Dunmore East Harbour, Co. Waterford. The club offers members including young people opportunities to participate in sailing, through sailing courses, race training, fun sailing, and competitive club competitions as well as participation in National level competitions.

WHSC is committed to safeguarding children by working under the guidance of Irish Sailing and Sport Ireland, with our staff and volunteers working with our young people throughout the organisation and seek to create a safe environment for young people to grow and develop.

WHSC's written Risk Assessment document indicates the areas of potential risk of harm, the likelihood of the risk occurring, and gives the required policy, guidance or process documents required to alleviate these risks.

The Risk Assessment was undertaken on Saturday 1st April 2023.

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, (the Children First: National Guidance, and Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice).

WHSC has the following procedures in place as part of our Safeguarding Policies:

- Procedures for the management of allegations of abuse or misconduct by staff or volunteers against a child availing of our activities
- Procedures for the safe recruitment of staff and volunteers to work with children in our activities.
- Procedures for access to child safeguarding training and information, including the identification of the occurrence of harm
- Procedure for reporting of child protection or welfare concerns to Statutory Authorities

All procedures listed are available upon request.

WHSC's Children's Officer is Tara McGee

We recognise that implementation is an ongoing process. WHSC Sailing club is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our services.

This Child Safeguarding Statement will be reviewed by 29th May 2024

Signed:

Date: 7th April 2023

On behalf of WHSC

For queries on this Child Safeguarding Statement, all relevant concerns, allegations, complaints and their outcomes should be notified to WHSC's Club Children's Officer, Tara McGee at 086-8519068 / taradmcgee@gmail.com

RISK ASSESSMENT

This Sailing Club written Risk Assessment document indicates the areas of potential risk of harm, the likelihood of the risk occurring, and gives the required policy, guidance or process documents require to alleviate these risks. The list of risks identified and procedures to manage these risks are contained in the following categories:

| Risk Identified | Procedure in place to manage risk identified |
|--|---|
| <p>Club and Coaching Practices</p> <ul style="list-style-type: none"> — Lack of coaching qualification. — Supervision issues. — Unauthorised photography & recording activities. — Behavioural Issues. — Lack of gender balance amongst coaches — No guidance for travelling & away trips — Risk of harm of sexual abuse of a child by a volunteer/member of staff while away on an overnight trip — Lack of adherence with misc. procedures in Safeguarding policy | <ul style="list-style-type: none"> — Junior Sailing Procedure — Training Matrix / Safeguarding 1 — Photography & Use of Images policy — Code of Conduct / Safeguarding 1 / Complaints & Disciplinary policy — Junior Sailing Procedure — Safeguarding policy. — Safeguarding policy. — Safeguarding Policy / Complaints & disciplinary policy |
| <p>Complaints & Discipline</p> <ul style="list-style-type: none"> — Lack of awareness of a Complaints & Disciplinary policy. — Difficulty in raising an issue by child & or parent — Complaints not being dealt with seriously | <ul style="list-style-type: none"> — Complaints & Disciplinary procedure — Complaints & Disciplinary procedure — Complaints & Disciplinary procedure |

Risk Assessment contd...

| | |
|---|--|
| <p>Reporting Procedures</p> <ul style="list-style-type: none"> — Lack of knowledge of organisational & statutory reporting procedures — No DLP appointed. — Concerns of abuse or harm not reported. — Not clear who YP should talk to or report to. | <ul style="list-style-type: none"> — Reporting procedures/policy / Members Code of Conduct — Reporting procedures/policy — Reporting procedures/policy / Child Safeguarding Level 1 — Post the names of CCO, DLP and Mandated person |
| <p>Use of Facilities</p> <ul style="list-style-type: none"> — Unauthorised access to designated children’s play & practice areas & to changing rooms, showers, toilets etc.... — Unauthorised exit from children’s areas. — Photography, filming or recording in prohibited areas. — Missing or found child on site. — Children sharing facilities with adults e.g. dressing room, showers etc... | <ul style="list-style-type: none"> — Junior Sailing Procedure — Training Matrix — Social Media Policy — Club Safety Statement. — Safeguarding policy. |
| <p>Recruitment</p> <ul style="list-style-type: none"> — Recruitment of inappropriate people. — Lack of clarity on roles. — Unqualified or untrained people in role. | <ul style="list-style-type: none"> — Junior Sailing procedure and recruitment |

Risk Assessment contd...

Communications

- | | |
|---|--|
| <ul style="list-style-type: none"> — Lack of awareness of 'risk of harm' with members and visitors. — No communication of Child Safeguarding Statement of Code of Behaviour to members of visitors. — Unauthorised photography & recording of activities. — Inappropriate use of social media & communications by under 18's — Inappropriate use of social media & communications with under 18's. | <ul style="list-style-type: none"> — Child Safeguarding Statement / Training Policy. — Child Safeguarding Statement (display) / Members code of Conduct — Social Media policy — Members Code of conduct — Members Code of conduct |
|---|--|

General Risk of Harm

- | | |
|---|---|
| <ul style="list-style-type: none"> — Harm not being recognised. — Harm caused by: Child to Child. Coach to Child. Volunteer to Child. Member to Child. Visitor to Child. — General behavioural issues. — Issues of Bullying. — Vetting of staff/volunteers. — Issues of Online Safety | <ul style="list-style-type: none"> — Safeguarding policy / Child Safeguarding Training. — Safeguarding policy / Child Safeguarding Training — Members Code of Conduct — Anti-Bullying policy. — Junior Sailing Procedure — Social Media policy. |
|---|---|

This Risk Assessment was undertaken on 1st April 2023

POLICIES AND PROCEDURES

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, (the Children First: National Guidance, and Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice). In addition to our Risk Assessment document described above, there are further procedures that support our intention to safeguard children while they are availing of our activities.

WHSC has the following procedures in place as part of our Safeguarding Policies:

- Procedures for the management of allegations of abuse or misconduct by staff or volunteers against a child availing of our activities.
- Procedures for the safe recruitment of staff and volunteers to work with children in our activities.
- Procedures for access to child safeguarding training and information, including the identification of the occurrence of harm.
- Procedure for reporting of child protection or welfare concerns to Statutory Authorities.
- Procedure for maintaining a list of the persons (if any) in the relevant service who are mandated persons.
- Procedure for appointing a relevant person (Club Children's Officer).

Please note that all procedures listed are available on request.

Ciarán Murphy is the relevant person for Irish Sailing Association, and he is also a mandated person as set out in the Children First Act 2015. Ciarán can be contacted on 087 8800744.

Implementation

We recognise that implementation is an ongoing process. Our club is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our activities.

Please note the following:

- That all volunteers and staff have been furnished with a copy of this statement.
- This statement is available to parents/guardians, the Agency & members of the public on request.
- This statement will be displayed in a prominent place by the Club.

The Waterford Harbour sailing Club Child Safeguarding Plan including all policies and procedures is available on request or at the following webpage for download at www.WHSC.ie

This Child Safeguarding Statement will be reviewed on 29/05/2024

Signed: _____ **Date:** _____

(By the Club Children's Officer (Relevant Person) On behalf the Club)

Name: _____ **Phone no:** _____

APPENDIX A – CHILD SAFEGUARDING (WHSC 005)

Introduction to Safeguarding.

The enactment of the Children First legislation raises specific requirements that all people responsible for working, coaching or generally engaging with children on a regular basis (“regular” defined as 4 times within 1 month or 1 night residential) are required to be educated on creating a child centred approach, recognising abuse and knowing what to do in response to a disclosure and your own legal obligations. Sport Ireland has designed a suite of Courses to ensure all sporting bodies are appropriately trained to comply with this Law and is called Safeguarding Training. The details of the three stages of training are outlined here as follows:

1. Safeguarding 1 - Child Welfare & Protection Basic Awareness Course

All Instructors, Coaches, Children’s Officers and Designated Liaison Persons (DLP) must complete an Irish Sailing or LSP (if over 18yrs) 3-hour Child Welfare & Protection Basic Awareness Course. This course educates participants on the implementation of best practice in protecting the welfare of children involved in sport.

2. Safeguarding 2 - Club Children’s Officer (C.C.O)

A person appointed to the Club Children’s Officer position in a club must have completed safeguarding 1 (Child Welfare & Protection Basic Awareness workshop) and should complete the Club Children’s Officer Safeguarding 2 workshop. This course will help the *Club Children’s Officer* to carry out the function of their role in the club and support the implementation of best practice in the club.

3. Safeguarding 3 - Designated Liaison Person (D.L.P.)

A person appointed to the Designated Liaison Person position in a club must have completed the Child Welfare & Protection Basic Awareness Course and should complete the Designated Liaison Person Safeguarding 3 workshop. A club may appoint the same person to both the CCO and DLP positions however best practice advises that they are kept as separate roles.

Club Roles

Club Children's Officers

Club Children's Officers should be child centred in focus and have as the primary aim the establishment of a child centred ethos within the club. S/he is the link between the children and the adults in the club. S/he also takes responsibility for monitoring and reporting to the Club Management Committee on how club policy impacts on young people and Sports Leaders.

Designated Liaison Person

Every club/organisation should designate a person to be responsible for dealing with any concerns about the protection of children. The Designated Liaison Person is responsible for reporting allegations or suspicions of child abuse to TUSLA Child and Family Agency and/or An Garda Síochána. It is recommended that this person is a senior club person. However, if there is difficulty identifying a separate individual to take this role, the Club Children’s Officer can be appointed as Designated Liaison Person once the club/organisation is clear about the responsibilities of each role. The organisation’s child protection policy and procedures should

include the name and contact details of the Designated Liaison Person and the responsibilities attached to the role.

Further Information

Safeguarding Revalidation

The first Safeguarding 1 course a person attends must be the 3hr Classroom based course and this is valid for 5 years. This is the same for an Irish Sailing Instructor and / or Club Volunteer / Staff member. A person can attend another SG1 Classroom Course or do the Sport Ireland Online Refresher Course which will revalidate their Safeguarding Certificate for 5 more years.

Other Safeguarding Courses:

Irish Sailing accepts other Sport Ireland Face to Face Classroom / Online Face to Face courses and Sport Ireland Online Refresher Courses (after initial attended class/online course) that can be run by Local Sport Partnerships, other Sport Ireland affiliated NGBs and Scouting Ireland Stage 3 Code of Ethics Courses.

Irish Sailing will accept Occupational Safeguarding Courses such as for Care workers in TUSLA, Physical Education Teachers in Dept of Education and Nursing in Dept. of Health where there is a valid certificate shown. However, we recommend that people should attend their Sport Specific Training Courses provided by Irish Sailing as best practice to understand the nuances of sailing in Ireland.

Irish Sailing cannot not accept RYA Safe 'n Fun Online courses or Tusla Online Courses as the primary course.

Safeguarding for Assistant Instructors

The enactment of the Children First legislation raises specific policy issues with regard to the role of Assistant instructors in Training Centres. In order to ensure Irish Sailing Training Centres are compliant with the legislation the following policies are recommended.

Assistant Instructors age 15yrs – 17yrs

Assistant instructors in this age group are generally preparing for their instructor training course. They must only work under the direct supervision of a qualified instructor and should never be left in charge of or responsible for the students. In this context they are not required to be Garda Vetted or complete Safeguarding 1

Assistant Instructors age 18yrs +

All Assistant Instructors aged 18yrs+ must be Garda Vetted and have completed Safeguarding 1. It is important to highlight that they are not qualified instructors and must still work with a fully qualified instructor who is responsible for the training and supervision of the students.

Managing trips away

If your activities involve use of off-site facilities or staying away from home overnight, consideration should be given to the following:

- Safe methods of transport.
- Adequate insurance to cover all aspects of the trip.
- Written parental consent (for each individual trip).
- Any information about the children/young people which may be relevant to staying away overnight, e.g. allergies, medical problems, additional needs, etc.;

- Number of workers/volunteers required to adequately supervise children/young people at all times.
- Appropriate and well supervised sleeping arrangements.
- Respect for the privacy of children and young people in dormitories, changing rooms, showers and toilets.

The following guidance is for workers/volunteers who are involved in organising residential/day trips away for children/young people.

- Planning and documentation
- Ensure permission forms are signed and received from parents/guardians prior to departure.
- Ensure that all necessary medical forms are filled out detailing medical conditions, allergies and/or procedures that may need to be looked after during the trip.
- Ensure you have adequate insurance cover for the trips and activities involved.
- Follow proper recruitment procedures when selecting workers/volunteers to go on the trip, allowing enough time for Garda vetting, police checks and reference checks which may be outside Irish jurisdiction.
- Ensure that all workers/volunteers have received adequate child safeguarding training and are aware of the organisation's guiding principles and child safeguarding procedures.
- Ensure that emergency contact phone numbers for parents/guardians are documented and available at all times.

Accommodation

- In the planning stage check the proposed sleeping arrangements for participants, employees/volunteers, and other support personnel.
- Ensure that single-gender dormitories/rooms are used for children/young people.
- Ensure that only children/young people of similar age share sleeping accommodation.
- Ensure all workers/volunteers have a list of all the children/young people's accommodation allocation.
- Adults should never enter children's/young people's rooms without knocking first.

Preparing participants and programme

- A Code of Behaviour for the children/young people should be signed by the parents/guardian.
- Ensure one worker/volunteer is appointed group leader; they will have various responsibilities including making a report following the trip.
- There should be a plan for communication with parents/guardians and participants to inform them of travel and accommodation details, activities, special requirements, medical requirements, special dietary needs, and any other necessary details. This can take the form of meetings, WhatsApp group or written correspondence.

Emergency procedures

- Children/young people should be under reasonable supervision at all times and should never leave the venue or go unsupervised without prior permission.
- Bring a medical/first aid kit with you.
- For foreign trips, in particular, it is advisable to have an agreed contact person in the organisation who will be able to respond to emergencies if they occur at any time of the day or night. This may involve liaising with parents/guardians in difficult situations that can be hard to do over the phone. This person should ideally be a senior member of the organisation and be responsible for the trip or activity and should have the full contact details of the group and the full itinerary for the trip.

Monitoring and evaluation

- Monitoring and evaluation should be carried out with the participants, employees, and volunteers.
- Carry out a full and final evaluation which should be a real exercise to learn from.
- Review your risk assessment from the planning process to see if there are any areas that need to be addressed.
- Make sure there is a system for keeping records and reports during the trip.

Safeguarding Training Course Schedules

Irish Sailing has an extensive Safeguarding Training Programme. Courses are scheduled throughout the off season on a provincial basis and can also be ran on request for a Club or affiliated Organisation. Details of all these courses and scheduled dates are available on www.sailing.ie or schedule a course from Irish Sailing Training Office at - 01 2710114 or training@sailing.ie

Contact

If you have a specific query regarding Safeguarding, please contact WHSC Children's Club Officer: taradmcgee@gmail.com 086-8519068 or Irish Sailing National Children's Officer: ciaran.murphy@sailing.ie 087-88007744

APPENDIX B - ANTI-BULLYING POLICY (POLICY 004)

What is Bullying?

Bullying can be defined as repeated aggression be it verbal, psychological, physical or cyber conducted by an individual or group against others.

It is behaviour that is intentionally aggravating and intimidating and occurs mainly in social environments such as online, schools, clubs and other organisations working with children and young people. It includes behaviours such as teasing, taunting, threatening, hitting and extortion behaviour by one or more children against a victim.

The acronym **STOP** – **S**everal **T**imes **O**n **P**urpose - can help you to identify bullying behaviour.

How would you know if a child is being bullied?

All bullies operate using furtiveness, threats and fear. Bullying can therefore only survive in an environment where the victim does not feel empowered to tell someone who can help or in which it is not safe to do so.

The following indicators are warning signs that a young person might be getting bullied ...

- Reluctance to come to a venue or take part in activities.
- Physical signs (unexplained bruises, scratches, or damage to belongings).
- Stress-caused illness – headaches, and stomach aches which seem unexplained
- Fearful behaviour (fear of walking to a meeting, going different routes, asking to be driven).
- Frequent loss of, or shortage of, money with vague explanations.
- Changes in behaviour (withdrawn, stammering, moody, irritable, upset, distressed)
- Attempting suicide or hinting at suicide.
- Anxiety (shown by nail-biting, fearfulness, tics).

There are other possible reasons for many of the above

Who should deal with bullying?

While the more extreme forms of bullying would be regarded as physical or emotional abuse and are reported to the health board or An Garda Síochana, dealing with bullying behaviour is normally the responsibility of all Leaders within this club / organisation.

How can it be prevented?

- Ensure that all members follow the code of conduct, which promotes the rights and dignity of each member.
- Deal with any incidents as they arise.
- Use a whole group policy or 'no-blame approach', i.e., not 'bullying the bully' but working with bullies and the group of young people, helping them to understand the hurt they are causing, and so make the problem a 'shared concern' of the group, (see below).
- Reinforce that there is 'a permission to tell' culture rather than a 'might is right'.
- Encourage young people to negotiate, co-operate and help others, particularly new or different children.
- Offer the victim immediate support and put the 'no blame approach' into operation.
- Never tell a young person to ignore bullying, they can't ignore it, it hurts too much.

What is the 'No Blame' Approach?

Step 1 – Interview with the victim

If you find that there has been an incident of bullying, first talk to the victim. At this stage find out who was involved and what the victim is now feeling. Try asking the following questions:

- Was it verbal or physical intimidation?
- How hurt is the victim?
- Was it within his/her own peer group?

- Ensure the victim that his/her name will not come out in the investigation.
- Actively listen.
-

Step 2 – Meet with all involved.

Arrange to meet with all those involved; this should include some bystanders, those who may have colluded, those who joined in and those who initiated the bullying.

- Have a maximum of six to eight in the group – keep the number controllable.
- Make a point of calling a ‘special’ meeting.
- Ensure the severity of the topic is understood by all.
- Speak only of the hurt caused in general terms with no reference to the victim.
- Play on the conscience of all – ask questions like: How would you feel? Would you like it done to you?

Step 3 – Explain the problem

The distress being suffered as a result of the bullying incident is explained. At this stage the details of the incident or the allocation of the blame is not discussed. Explain the feelings of loneliness, feeling left out, rejected, laughed at.

Try asking questions:

- Would they like it if it happened to them?
- “Someone here in this group was bullied by someone within the group, what could we do to see it does not happen again?”.
- Listen, watch out for reactions, and pick up on any without isolating anyone.

Step 4 – Share the responsibility

Explain what steps / controls may have to be introduced to prevent further incidents and how everyone will lose out as a result.

Step 5 – Ask the group for their ideas.

At this stage, the group is encouraged to suggest ways that would make the victim feel happier. All positive responses are noted. Use phrases “if it were you” to encourage a response. Listen to all suggestions and note them.

Step 6 – Leave it to them.

Now the problem has been identified, solutions suggested, the problem is now handed over to the group to solve. Arrange to meet again in a week’s time. Pass responsibility over to the group and give a time frame within which something must be done.

Step 7 – Meet them again.

Each member of the group, including the bully, discuss how things are going, who is doing what and have there been other incidents. This allows for continual monitoring and keeps all involved in the process.

Again, enforce the idea of the ‘team’ looking after each other at regular intervals to ensure it is known that bullying or intimidating behaviour will not be tolerated.

APPENDIX C – DISCIPLINARY, COMPLAINTS & APPEALS PROCEDURES

Introduction

Each club / centre should ensure that it has adequate disciplinary, complaints and appeals procedures in place. It is important to note that the investigation of suspected child abuse is the responsibility of the Statutory Authorities and should not be undertaken by Club Children's Officers/ Designated Liaison Person's or other organisation/club Sports Leaders. The standard reporting procedure outlined in the Statutory Authorities guidelines should be followed by each sailing club/ training centre and adhered to by its members and staff.

Recommended Procedures

A quality sailing club/training centre will operate on the basis of good practice to include a complaints/appeals procedure similar to the following:

A code of conduct reflecting a child centred ethos should be drawn-up, widely disseminated and returned from and applied to all instructors, coaches, volunteers and members.

Each club/training centre on receiving a complaint, should appoint a disciplinary committee to resolve problems relating to the conduct of its members. This should include bullying.

The complaint should be in writing to the Secretary or Club Children's Officer and should be responded to within 5 working days.

The committee should consist of a representative from the Executive Committee, the Club Children's Officer and ordinary registered members of the club. If the complainant is under 18 years of age, correspondence should be addressed to the parents/ carers and invited to partake in the process.

If the complaint involves suspected abuse or a criminal offence the children's officer/designated person should be consulted, and the disciplinary committee disbanded. The statutory authorities will then be informed.

The disciplinary committee should review any relevant paperwork and hold any necessary meetings with all parties to proceed with complaints into any incident of suspected misconduct that does not relate to child abuse. It should, as soon as possible, inform the Executive Committee of the progress of the disciplinary process. This should be done within 10 working days.

The disciplinary committee should furnish the individual with the nature of the complaint being made against him/her and afford him/her the opportunity of providing a response either verbally or in writing, but usually at a meeting with the disciplinary committee. It is advised to take onboard any information that witnesses can give from both parties of the complaint.

Written confidential records of all complaints should be safely and confidentially kept in compliance with GDPR and club procedures should be defined for the possession of such records in the event of election of new officers.

Where it is established that an incident of misconduct has taken place, the disciplinary committee should notify the member of any sanction being imposed. The notification should be made in writing, setting out

the reasons for the sanction. If the member is under 18 years of age, correspondence should be addressed to the parents/ carers.

Appealing Procedure

If the member against whom the complaint was made is unhappy with the decision of the disciplinary committee s/he should have the right to appeal the decision to an appeals committee (independent of the disciplinary committee). Any appeal should be made in writing within 10 days of the decision of the disciplinary committee. The chairperson of the appeals committee should be a member of the Management Committee. The appeals committee should consult with the Club Children's Officer in relation to issues of child welfare and codes of conduct.

The appeals committee should have the power to confirm, set aside or change any sanction imposed by the disciplinary committee.

If any party is not satisfied with the outcome the matter can be referred to the governing body Irish Sailing.

However, efforts to resolve the issue at local level should be exhausted before the National Governing Body is engaged in attempts to resolve the matter.

To make an appeal to Irish Sailing it must be in writing and addressed to:

Ciarán Murphy

National Children's Officer

Irish Sailing

3 Park Road, Dun Laoghaire, Co. Dublin

ciaran.murphy@sailing.ie

APPENDIX D – WHSC ACCIDENT / INCIDENT LOG

Details of Accident / Incident Classify as an Accident or Incident _____

Date and time of event: Date: _____ Time (24hr) _____

Location: _____

Recorded by: _____ Date: _____

Instructor _____ Group _____

Describe the injury or incident:

Were there any witnesses? _____ If so, give names and contact details:

Was anyone injured?

Name: _____ Age: _____ M / F ____ Phone: _____

Address: _____

If a number of people injured, then record their details on overleaf and indicate so here or attach additional forms

Treatment Details (circle as appropriate)

| | | | | |
|---|-----------|----------------|-----------------|----------------------------------|
| None | First Aid | Referred to GP | E.R. Outpatient | Hospital Stay, # of nights _____ |
| Specify First Aid given: | | | | |
| Name of WHSC person delivering treatment: | | | | |

Action taken:

Immediate Action to make situation safe:

List people notified of event (Parents, Safety Officer, JO, etc):

Signed & Dated by:

Senior Instructor / Coach / Leader: _____

Junior Organiser / Safety Officer: _____

Action Required to Prevent / Reduce risk of re-occurrence

Signed & Dated Safety Officer _____

Signed & Dated (Commodore) _____

APPENDIX E - OTHER WHSC DOCUMENTS IN REFERENCE

PROCEDURES and SOP's

WHSC 001 - WHSC Documents List and Control Process

WHSC 002 - Safety Statement and operations manual

WHSC 003 - Safety Boat operations

WHSC 004 - Concussion Procedure

WHSC 005 – Child Safeguarding

WHSC 006 - Training Matrix

WHSC 007 - Safeguarding Training Plan

JS 001 - Junior Sailing SOP

POLICIES:

Policy 001 - Boat maintenance Policy

Policy 002 - Club Dinghy Usage Policy

Policy 004 - Anti-bullying Policy

Policy 005 - Members Code of Conduct Policy

Policy 006 – Social Media Policy

