



## **WELSH SEA ROWING ASSOCIATION POLICY ON GOOD PRACTICE IN ROWING PARTICIPANT WELFARE AND CHILD PROTECTION**

### **Corporate Policy**

*The WSRA will make all efforts to prevent discrimination and other unfair treatment against any of its members or users of its activities regardless of race, gender, religion, sexual orientation, age, physical disability (unless unsafe) or offending background that does not create a risk to children and vulnerable adults.*

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All clubs will follow the WSRA set policies and procedures as outlined in Appendix 2.

All clubs with junior members (under 18 years of age) will appoint a Welfare/Child Protection Officer who will ensure compliance with the WSRA Good Practice in Rowing Policy. The Welfare/Child Protection Officer must be CRB checked and should attend a Child Protection Workshop. This person will not normally be involved with the activities of the junior members e.g. should not be involved with their coaching.

Club members who have significant access to junior members must be CRB checked and should attend a Child Protection Workshop. The WSRA will ensure that CRB information will be kept confidential and in accordance to the requirement of the Data Protection Act.

The Club Welfare/Child Protection Officer will be responsible for ensuring that anyone who has significant access to young people within the club is suitable for that role and has been vetted as described above. All club members, including juniors and parents of junior members, should be made aware of the Clubs Welfare/Child Protection Officer.

## **WELSH SEA ROWING ASSOCIATION - Appendix 1**

### **RECRUITMENT OF MEMBERS TO WORK WITH CHILDREN AND VULNERABLE ADULTS**

#### **Background**

The recruitment of Offenders Act 1974 was introduced to ensure that ex-offenders who have not re-offended for a period of time since the date of their conviction are not discriminated against when applying for membership.

The Act allows that ex-offenders are no longer legally required to disclose to organizations convictions that have been spent.

However in order to protect certain vulnerable groups within society there are large numbers of roles that are exempted from the Act and additionally include working with children and vulnerable adults.

In such cases the WSRA is legally entitled to ask applicants for details of all relevant convictions.

## **WELSH SEA ROWING ASSOCIATION - Appendix 2**

### **Code of Practice**

The WSRA written Equal Opportunities and Recruitment of ex-offenders Code is made available to all applicants for membership.

The WSRA actively promotes equality of opportunity and welcomes applicants from anyone.

Applicants for membership with criminal records should be treated according to their merits and in conjunction with any special criteria for their role e.g. caring for children and vulnerable adults, which de-bars some in this category.

The WSRA will ensure that the appropriate people within the Association have been suitably trained to identify and assess the relevance and circumstances of offences concerning working with children and vulnerable adults.

A Criminal Records Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the role concerned. For all those working with or intending to work with children or vulnerable adults a Disclosure is required and this must be made known to those concerned.

When Disclosure is necessary the WSRA will require the club to ascertain details of any appropriate criminal record before Disclosure process is begun. The applicant will have to complete a Disclosure form and send it to the WSRA designated person. Such information will be strictly confidential and only be disclosed to those who need to be aware of it.

Clubs will ensure that an open and measured discussion takes place with the appropriate person on the subject of any offences or other matter revealed by the applicant and /or through Disclosure, if undertaken that might be relevant to working with children or vulnerable adults.

If a serious criminal record is revealed in relation to working with children or vulnerable adults the WSRA designated person will consult the clubs responsible Officer concerning a decision to reject or accept the applicant. The clubs responsible Officer will advise the applicant.

The WSRA will require clubs to make every applicant wishing to work with children or vulnerable adults and therefore subject to Disclosure aware of the Criminal Record Bureau Code of Practice and make a copy available on request.