

1. POLICY STATEMENTS:

1a. General Health and Safety Policy Statement

We, the Junior sail, race coaching & racing section of the GYC, recognise our responsibility for the health, safety and welfare of all those involved in sail training, race coaching and racing activities. We also accept responsibility for the health and safety of other people who may be involved with, or affected by, our activities. This responsibility will form an integral part of our activities.

Our policy is to provide and maintain for all the participants, instructors and helpers:-

- Safe and healthy conditions.
- Equipment which is safe, well maintained and without risks to health.
- Safe access to and from our operating areas.
- Such information, instruction, training and supervision as is necessary to ensure the health and safety of all during participation with our training and racing activities.

All participants, instructors and helpers have a responsibility to take reasonable care for their own health and safety and that of other persons who may be affected by their actions. Participants have a duty to co-operate with their instructors and to comply with safety procedures outlined in this manual.

Health and Safety is our first priority for all involved with sail training, race coaching and racing at GYC. We aim to comply fully with both the spirit and the letter of relevant legislation, including the Health & Safety at Work (General) (Guernsey) Ordinance 1987 including all amendments. We do this by following best practice in managing the risks to be as low as reasonably practicable.

Health and Safety Policy Statement

Members should be reminded by instructors before sail training, race coaching and racing sessions that sailing and all activities on water are always potentially hazardous. Instructors and volunteer helpers have an obligation to act at all times in a manner that will not endanger themselves, GYC members, the general public or the rescue services that may be called to assist.

Close attention should be paid to all safety warnings and instructions given by instructors and officers of the GYC. The GYC may not be liable for injuries caused through negligent action.

Participants are to take primary responsibility for their own safety and the safety of those around them. If they are in any doubt about the safety of any activity in which they are taking part, students should immediately seek guidance from their instructor, the Senior Instructor or the Principal.

1b. Risk Assessments

The Principal/Chief Instructor will conduct an annual review of the risks associated with sail training, race coaching and racing. Reassessment should take place under the following circumstances:

- A change in legislation.
- A change in control measures.
- Any significant change in sailing instruction techniques, safety boat procedures, new equipment and technology, etc.
- Whenever the original assessment is no longer valid or could be improved.
- Should an accident or incident occur.

A Site Specific Risk Assessment can be found in appendix A;

An On the Day of Sailing Risk Assessment should be completed prior to sailing taking place (see appendix B)

1c. Safeguarding of children

Policy Statement

It is the policy of the GYC to guard and protect all children and vulnerable people involved in any activity with the GYC. For the purposes of this policy anyone under the age of 18 should be considered as a child. All instructors and helpers should be aware of the policy.

Safeguarding Officer (SO)

The GYC SO is: Sarah-Jane McGrath

e-mail: safeguarding@gyc.org.gg

Alternatively, reports can be made to the Rear Commodore Junior Sail or the GYC Commodore.

Volunteers

GYC may require volunteers and instructors to be DBS checked. This will be administered by the SO (data protection applies) and a list of checked persons will be retained by the GYC.

Good Practice

All members of the GYC should follow the **Safeguarding of children Good Practice Guide** (see appendix C). Adults are requested not to enter the showers and changing rooms at times when children are changing. If this is unavoidable it is advised that they are accompanied by another adult.

The GYC is required to seek written consent from the child and their parents/guardians before taking photos or video or publishing such images. Parents and spectators should be prepared to identify themselves if requested and state their purpose for photography/filming. If the GYC publishes images of children, no identifying information other than names will be included. Any concerns about inappropriate or intrusive photography or the inappropriate use of images should be reported to the SO, the Rear Commodore Junior Sail or the GYC Commodore.

Communications

Communications regarding sailors under the age of 18 are conducted through their parents / carers.

Communications to qualified instructors, age 14+ and under 18 remain by default via the parent / carer.

In some cases the parents may prefer or agree that contact be made directly with the young instructor as they gain independence, or for practical reasons. In this case, a designated adult coordinator, or if necessary a lead instructor, may communicate directly to a young instructor.

Guidelines for such communications are :

- A parent/carer should be copied in on every communication sent.
- Emails should be sent using a GYC email address if possible.
- Communications must relate only to organisational matters, not for social or personal contact; and must avoid using over-familiar language.
- Under 18's must **not** be included on any Whatsapp groups or similar, nor messaged via social media.

Concerns

Anyone who is concerned about a young member's welfare, either outside the sport or within the GYC, should inform the SO immediately, in strict confidence. If this is not possible then the Rear Commodore Junior Sail or the GYC Commodore should be informed.

Any member of the GYC failing to comply with the Safeguarding of children policy may be subject to disciplinary action.

1d. GYC Equality policy



GUERNSEY YACHT CLUB LBG

EQUALITY POLICY

Objectives

- To make boating in all its forms an activity that is genuinely open to anyone who wishes to take part.
- To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
- To ensure that our programmes and activities are accessible to all, including those who have been under-represented in the past.

Policy Statement

Guernsey Yacht Club is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, instructors, coaches, competitors, officials, volunteers and employees are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment.

Implementation

- The GYC will offer an experience to participants that is friendly, welcoming and open to all.
- Appointments to voluntary or paid positions within the GYC will be made on the basis of an individual's skills and experience and the competencies required for the role.
- The GYC will work to ensure all our activities are accessible to people from all communities. In particular the GYC will relax regulations in relation to RYA Training schemes and GYC coaching which may inhibit the performance of candidates with special needs, provided that the standard, quality and integrity of the schemes assessments are not compromised.
- The GYC will provide the necessary education and training so that all members are aware of this policy and our commitment to equality.
- The GYC reserves the right to discipline any of its members or employees who practise any form of discrimination in breach of this policy.