



## **Exmouth Watersports Ltd** **Policies**

- SEND
- Safeguarding
- Equal Opportunities

### **SEND (Special Educational Needs and Disability)**

Exmouth Watersports Ltd aims to promote an inclusive environment where ALL people, whatever their needs can learn and develop in a happy, safe, caring and educational environment. Exmouth Watersports Ltd recognises the [Equality Act 2010](#).

It is the aim of Exmouth Watersports Ltd to include all individuals where possible in all aspects of activities on offer. We aim to adapt our routine, activities and environment to allow all individuals to participate fully and reach their full potential.

Exmouth Watersports Ltd will encourage recognition of the value of each individual and will not discriminate on the basis of ethnicity, culture, gender, age, religion or ability. All individuals will be given the opportunity to develop to their full potential and a positive identity.

Individuals will be asked to disclose any special needs they have and where necessary a Exmouth Watersports Ltd staff member will telephone them to discuss their specific requirements. Due to the nature of the company, Health & Safety requirements and taking into account staff / child supervision requirements, it may not always be possible to accommodate specific needs. Each case will be treated individually.

Supervision logistics will be adapted according to the special needs of individual in the group.

Revised February 2021.



## **Safeguarding Policy Statement**

### **This statement has been drawn up in accordance with RYA Safeguarding and Child Protection Policy and Guidelines (revised 2016)**

Exmouth Watersports is committed to safeguarding, from physical, sexual or emotional harm, neglect or bullying, children taking part in its activities. We recognise that the safety, welfare and needs of the child are paramount and that all children, irrespective of age, disability, race, religion or belief, sex, sexual or gender identity or social status, have a right to protection from discrimination and abuse.

For the purposes of this policy anyone under the age of 18 should be considered as a child. All members of staff should be aware of the policy.

The named Safeguarding Officer for Exmouth Watersports Ltd is David Coulson-Lowes (Director of Watersports). In his absence the Safeguarding Officer is John Morgan (director)

All staff whose role brings them into regular contact with young people will be asked to provide references. The Safeguarding Officer and those regularly instructing, coaching or supervising young people will also be asked to apply for an Enhanced Criminal Records Disclosure, with Barred List check if appropriate.

### **Good Practice**

All members of staff should follow the good practice guidelines to be found in RYA

### **Safeguarding and Child Protection Policy and Guidelines (revised 2016)**

Exmouth Watersports Ltd will seek written consent from the child and their parents/carers before taking photos or video during a lesson/event or training session or publishing such images. Parents and spectators should be prepared to identify themselves if requested and state their purpose for photography/filming. If the Exmouth Watersports Ltd 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 Safeguarding Officer.

### **Concerns**

Anyone who is concerned about a young person's welfare, should inform the Safeguarding Officer immediately, in strict confidence.

The Child Protection Officer will follow the procedures outlined in RYA Safeguarding and Child Protection Policy and Guidelines (revised 2016) - Flowcharts 1 and 2.

Any member of staff failing to comply with the Safeguarding policy and any relevant Codes of Conduct may be subject to disciplinary action under their employment terms and conditions.

Revised February 2021



## **Equal opportunity statement**

No Instructor, prospective instructor, helper or student shall receive discriminatory treatment on the grounds of their sex, marital status, disability, race, nationality or ethnic origin, or be disadvantaged on any grounds by conditions or requirements that cannot be shown to be justifiable. Exmouth Watersports recognises the [Equality Act 2010](#).

Revised February 2021.