



Code of Practice for Members

North East Fly Casting Club is fully committed to safeguarding and promoting the well-being of all its members. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others.

Members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with *Adam Brougham, Secretary*.

As a member of *North East Fly Casting Club*, you are expected to abide by the following code of practice:

- All members must respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity.
 - Never use inappropriate, foul or abusive language, irresponsible behaviour, including behaviour that is dangerous to yourself or others, acts of violence, bullying, harassment and physical and sexual abuse
 - Act with dignity and display courtesy and good manners towards others
 - Never engage in any inappropriate or illegal behaviour
 - Members must pay any fees for training or events promptly.
 - Junior members are not allowed to smoke whilst representing the club at events or competitions.
 - Junior members are not allowed to consume alcohol or drugs of any kind on the club premises or whilst representing the club.
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Child Protection Policy Statement

Responsibilities: NEFCC will

- accept the moral and legal responsibility to implement procedures to provide a duty of care for young people, safeguard their well-being and protect them from abuse
- respect and promote the rights, wishes and feelings of young people
- recruit, train and supervise our volunteers so as to adopt best practice to safeguard and protect young people from abuse, and themselves against allegations
- require volunteers to adopt and abide by the Child Protection Policy and Procedures which incorporate the NEFCC Code of Conduct and Ethics
- respond to any complaints about poor practice or allegations of abuse.

Principles: The guidance given in the full procedures is based on the following principles:

- this policy recognises and builds on the legal and statutory definitions of a child
- a young person is recognised as being under the age of 18 years (Children's Act 1989 definition)
- an adult has the moral and statutory duty for the care, custody and control of any child under the age of 18 under their supervision
- the child's welfare is paramount
- all young people, whatever their age, culture, any disability they may have, gender, language, racial origin, religious belief and sexual identity have the right to protection from abuse
- all incidents of poor practice or suspicions of poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- all young people have the right to participate in the sport of angling in an enjoyable and safe environment
- young people have the right to expect appropriate support in accordance with their personal and social development with regard to their involvement in the sport of angling
- it is the responsibility of the child protection experts and agencies to determine whether or not abuse has taken place but it is everyone's responsibility to report any concerns
- confidentiality should be upheld in line with the Data Protection Act 1998 and the Human Rights Act 2000.

Working in partnership with young people, their parents and other agencies is essential to ensure the protection of young people. Although the NEFCC and the angling governing bodies recognise the statutory responsibility of Children's Social Care Services to ensure the welfare of young people and work with the Local Safeguarding Children's Board (LSCB) to comply with its procedures, child protection has a broader remit within the sport of angling. All those involved in the management of young people in the sport of angling have a duty to ensure that they are:

- allowed access to the sport in a way that is appropriate for their age and ability
 - coached and trained by appropriately qualified staff
 - not required to participate in so many competitions, or to attend training sessions, as to become a threat to their well-being
 - not subjected to any form of discriminatory abuse from any source
 - not subjected to bullying or undue pressure from any source
 - encouraged to achieve their full potential at all levels
 - instructed how to behave around water-based venues
 - afforded respect, confidentiality and privacy in a competing and training situation and any other angling environment.
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Equity policy statement

This club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

*"Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.
It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society."*

The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.



NEFCC Vulnerable Adults Policy

Mission

“North East Fly Casting Club is committed to ensuring the protection of vulnerable adults through the development and implementation of effective policies and best practice. Members of the Management Committee and volunteers recognise and accept the responsibility to develop and raise awareness of the issues involved in working with vulnerable adults.”

Definition

The broad definition of a vulnerable adult is a person:

‘Who is eighteen years of age or over, and who may be in need of community care services by reason of mental or other disability, age or illness, and who is or may be unable to take care of him/herself, or unable to protect him/herself against significant harm or exploitation.’

(„Who Decides“:1997, Lord Chancellor“s department)

Objectives

- To provide an environment in which vulnerable adults feel safe and valued
- To ensure that Management Committee members and volunteers take responsibility to protect vulnerable adults from harm at all times
- To elect a member of the Management Committee as the designated representative for all Vulnerable Adult matters, and to identify appropriate training opportunities for that member.
- To develop and adopt a set of guidelines/code of conduct for working with vulnerable adults, which all members, staff and volunteers are aware of and adhere to
- To exercise a *Duty of Care* and, when necessary, share information and/or concerns in a confidential manner with the appropriate outside agency e.g. The Angling Trust, Social Services.
- To ensure that all volunteers who work with, or have responsibility for vulnerable adults are subject to checks through the Disclosure and Barring Service (DBS) where applicable.
- To ensure recruitment of volunteers includes a minimum of one character references to support an application.
- To develop a time specific induction period when all new volunteers are introduced to guidelines for working with Vulnerable Adults and policy and procedures.
- To ensure volunteers are supervised during a designated probationary period with ongoing regular supervision opportunities.
- To review and update this policy and practice annually.



Abuse

Abuse may be defined as the wrongful application of power by someone in a dominant position. It involves an imbalance of power and exploitation without a full and informed consent. Abuse can take several different forms and may be a single act or repeated acts.

- **Physical abuse**
Includes hitting, slapping, kicking, pushing, withholding or misuse of medication.
- **Sexual abuse**
Includes sexual assault and rape, or sexual acts where the vulnerable person has not (or could not give) given consent or was forced into consenting.
- **Psychological abuse**
Includes threats of harm, emotional abuse, humiliation, verbal abuse, intimidation, coercion, harassment, withdrawal of support, isolation and deprivation (physical and sensory).
- **Material / financial abuse**
Includes fraud, theft, exploitation, financial transactions, misappropriation e.g. willed inheritance, property, benefits and possessions.
- **Neglect & Acts of Omission**
Includes ignoring physical care and medical needs, withholding basic living requirements e.g. adequate nutrition, safe and warm environment, withholding necessary medication and failure to provide access to appropriate health and social care services and / or educational services.
- **Discrimination**
Includes harassment and/or exclusion because of race, creed, culture, ability, gender and any slur deemed offensive and abusive.

Volunteers Code of Conduct

- Volunteers treat vulnerable adults with respect and sensitivity at all times.
- Volunteers must ensure that the safety and dignity of those vulnerable adults in their care is maintained at all times.
- It is the duty of volunteers to ensure that vulnerable adults in their care are aware that there are designated members of staff to help them with any worries and/or difficulties.
- All volunteers should be made aware of the Vulnerable Adults Policy, and the Duty of Care, during induction and of the procedure to follow for reporting possible / alleged cases of abuse or harm.



Sharing Information

- ♦ If volunteers have concerns about the possible abuse of a vulnerable adult, or where a disclosure has been made, this must be reported to a member of the committee as a *Duty of Care* responsibility.
- ♦ An accurate written record of concerns, disclosures and any related incident(s) must be made by the volunteer using an appropriate incident form.
- ♦ The designated committee member will liaise with the relevant agencies and forward the record of concern for information. A copy should be kept on file to which designated committee members *only* have access.

It is important for volunteers to avoid making assumptions and discussing concerns indiscriminately.

Confidentiality, and respect for the vulnerable adult(s) involved, is of the utmost importance.

Volunteer recruitment

- Volunteers who wish to work with vulnerable adults where applicable will be required to complete a Disclosure & Barring Service check.
- As part of the recruitment process, volunteers will be required to complete an application form, supply one character reference and attend for interview (Panel must consist of two or more people, which includes a member of the Management Committee)
- Volunteers will have a supervised probationary period of three months with regular supervision thereafter.

Induction & Training

Volunteers will complete an induction period that will include training in:

- Guidelines for working with Vulnerable Adults
- Guidelines on the process for recording concerns / disclosures
- Policies and procedures

Monitoring

This policy will be reviewed annually by the Management Committee to ensure it remains fit for purpose.

This policy was adopted by North East Fly Casting Club Management Committee on 4th January 2013 and was reviewed and amended on 19th October 2019.