

Safeguarding Policy – Adventure Northumberland Limited

Adventure Northumberland Limited

The Hut, Windyside Hill, Craster, Northumberland NE66 3SS

Version 1.0 – Issued 01/10/2025

Introduction

Adventure Northumberland is committed to safeguarding the welfare of all participants, particularly children, young people, and vulnerable adults, who take part in our watersports activities. We recognise our duty of care and are dedicated to creating a safe, positive, and inclusive environment for schools, families, and youth groups.

This policy outlines the responsibilities of our staff and volunteers in protecting participants from harm and ensuring their safety while enjoying our watersports programmes.

Our Commitment

- To prioritise the safety and wellbeing of all participants.
- To provide watersports activities in an environment that is fun, inclusive, and free from abuse or neglect.
- To ensure staff and volunteers are trained, supported, and clear on safeguarding procedures.
- To work in partnership with schools, parents, guardians, and relevant agencies.

Code of Conduct for Staff and Volunteers

- Act as positive role models at all times.
- Treat every participant with dignity and respect.
- Maintain professional boundaries – never form inappropriate relationships with participants.
- Ensure at least two members of staff are present when supervising groups, particularly with children and young people.

- Use clear, age-appropriate language and avoid inappropriate jokes or banter.
- Take extra care when providing physical support, such as helping participants into buoyancy aids, wetsuits, or boats.
- Never use personal phones or cameras to take photos of participants. Only company-approved devices may be used with prior consent.
- Immediately report any concerns, suspicions, or allegations of abuse following company procedures.

Watersports-Specific Safeguarding Practices

- All watersports activities will follow recognised safety standards and be risk assessed.
- Buoyancy aids, helmets, and appropriate equipment must always be worn.
- Participants will be supervised by qualified instructors with current safeguarding and first aid training.
- Clear safety briefings will be provided before entering the water.
- Instructors will maintain safe adult-to-child ratios appropriate for each activity.
- Separate changing facilities will be provided for children, young people, and adults wherever possible.
- Staff will avoid being alone in changing areas with participants.

Responsibilities of Adventure Northumberland

- Recruit staff and volunteers safely, using references and enhanced DBS checks where required.
- Provide safeguarding training as part of staff induction and ongoing development.
- Ensure all incidents, disclosures, or suspicions of abuse are recorded and reported to the Designated Safeguarding Officer (DSO).

- Respond quickly and appropriately to safeguarding concerns, involving statutory agencies where necessary.
- Review safeguarding procedures annually or following significant incidents.

Responsibilities of Participants and Parents

- Parents/guardians must provide emergency contact information and disclose any relevant medical or behavioural needs.
- Schools and group leaders must provide staff to support supervision alongside Adventure Northumberland instructors.
- Participants must follow safety rules and respect staff, volunteers, and fellow participants.

Reporting Concerns

All safeguarding concerns must be reported immediately to the Designated Safeguarding Officer (DSO):

Name: [To be assigned]

Role: Designated Safeguarding Officer, Adventure Northumberland

Contact: [Insert phone/email]

If the DSO is unavailable, concerns should be reported to the Deputy Safeguarding Officer or a Company Director. In emergencies, contact should be made with Northumberland Children's Services or the Police.

Review

This Safeguarding Policy will be reviewed annually, or sooner if required by legislation, best practice, or after any safeguarding incident.

Signed: _____

Position: Director, Adventure Northumberland

Date: 01/10/2025