



ENGLAND
ROWING

Trials Welfare Policy

Home International Rowing Regatta, 2025

TEAMWORK | OPEN TO ALL | COMMITMENT

Contents

1. Introduction	1
2. Objectives	2
3. Responsibilities of the ERSMT	2
4. Responsibility of Clubs	3
5. Reporting structure for concerns or allegations at competition	4
6. Medical Provision	6
7. Security	6
8. Missing Persons	6
9. DBS checks, access to young people or their contact details	7
10. Photography and Publicity	7
11. Live Streaming	7
12. Monitoring	8

1. Introduction

The England Rowing Senior Management Team (ERSMT) for the England HIRR Trials believes that the welfare and wellbeing of all participants is paramount, whether as competitors or as spectators and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and British Rowing requirements. It acknowledges that everyone, regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, or socio-economic background, has equal rights to safety and protection and that special measures are required to protect children and young people and adults at risk.

All suspicions, concerns and allegations of harm will be taken seriously and responded to swiftly and appropriately.

2. Objectives

2.1. This Policy Statement aims to ensure that all participants:

- 2.1.1. Have a positive and enjoyable experience of sport at England HIRR trials in a safe environment;
- 2.1.2. Are protected from abuse whilst attending and participating at England HIRR Trials;
- 2.1.3. Are protected from abuse whilst in the care of England Rowing.

2.2. The England Rowing HIRR Trials policy and procedures will be widely promoted and are mandatory for everyone involved in these events. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from Trials events and future British Rowing competitions both virtual, indoor and on water.

3. Responsibilities of the ERSMT

3.1. As part of our safeguarding policy the ERSMT will:

- 3.1.1. Promote and prioritise the safety and wellbeing of participants, officials, volunteers and spectators;
- 3.1.2. Ensure all personnel understand their roles and responsibilities with respect of safeguarding and welfare and have undertaken appropriate training;
- 3.1.3. Ensure all personnel dealing with minors in rowing are aware of the British Rowing Safeguarding Children and Young People Policy;

- 3.1.4. Ensure all personnel dealing with adults at risk in rowing are aware of the British Rowing Safeguarding and Protecting Adults Policy;
 - 3.1.5. Ensure the Trials Safety Advisor is aware of this Policy Statement and Safety plan;
 - 3.1.6. Ensure appropriate action is taken in the event of welfare incidents/concerns of abuse and that support is provided to the individual(s) who raised or disclosed the concern;
 - 3.1.7. Ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored;
 - 3.1.8. Take all reasonable measures to prevent the employment/deployment of unsuitable individuals;
 - 3.1.9. Ensure robust safeguarding arrangements and procedures are in operation. A designated Trials Welfare Officer will be appointed for each event and is responsible for receiving and managing any concerns/reports with the appropriate bodies (British Rowing, Local Authorities, the NSPCC and/or the Police).
- 3.2. The Welfare Officer for the Trials Event 2025 is shown below and can be contacted using the telephone number/email provided. This contact number will be posted on the competition website and they can be contacted via any event official during the event as well. The appointed officer is:

Trials Event	Welfare Officer	Contact Details
ENGLAND HIRR Trials 2025	Lucy McNulty	07903 055177 safeguarding@englandrowing.org

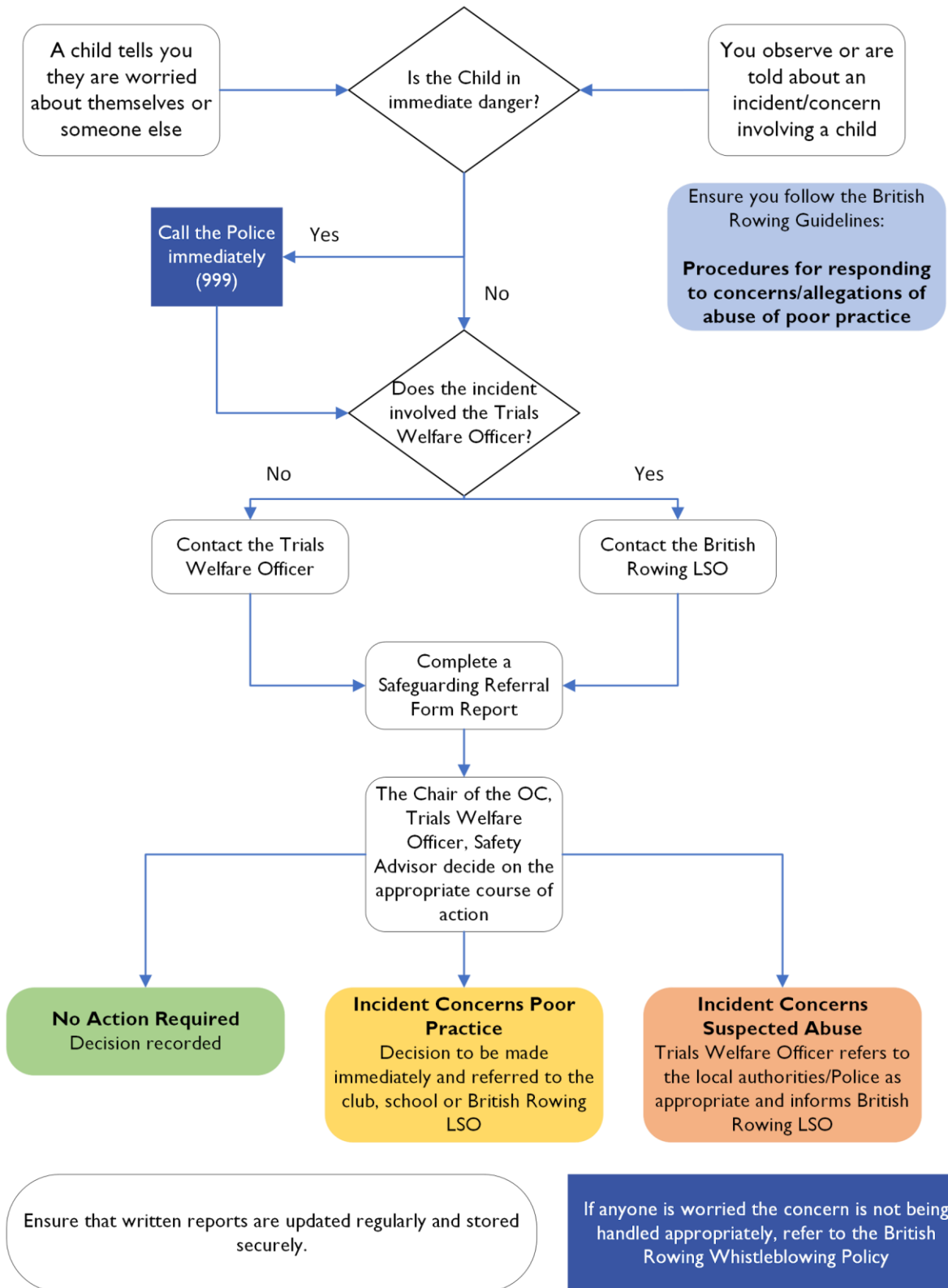
- 3.3. To report an allegation or concern, please contact the Welfare Officer via safeguarding@englandrowing.org, or complete the online Safeguarding Referral Form which can be found [here](#).
- 3.4. The only personnel who may have substantial, unsupervised access to children are listed below. These volunteers will be asked to provide the date and number of their enhanced disclosure from the Disclosure and Barring Service (DBS). Where no such disclosure exists, individuals can obtain a DBS through British Rowing. It must be noted that the ERSMT will require one to be produced before the event:
- 3.4.1. Members of the First Aid providers
 - 3.4.2. The Trial Welfare Officer

4. Responsibility of Clubs

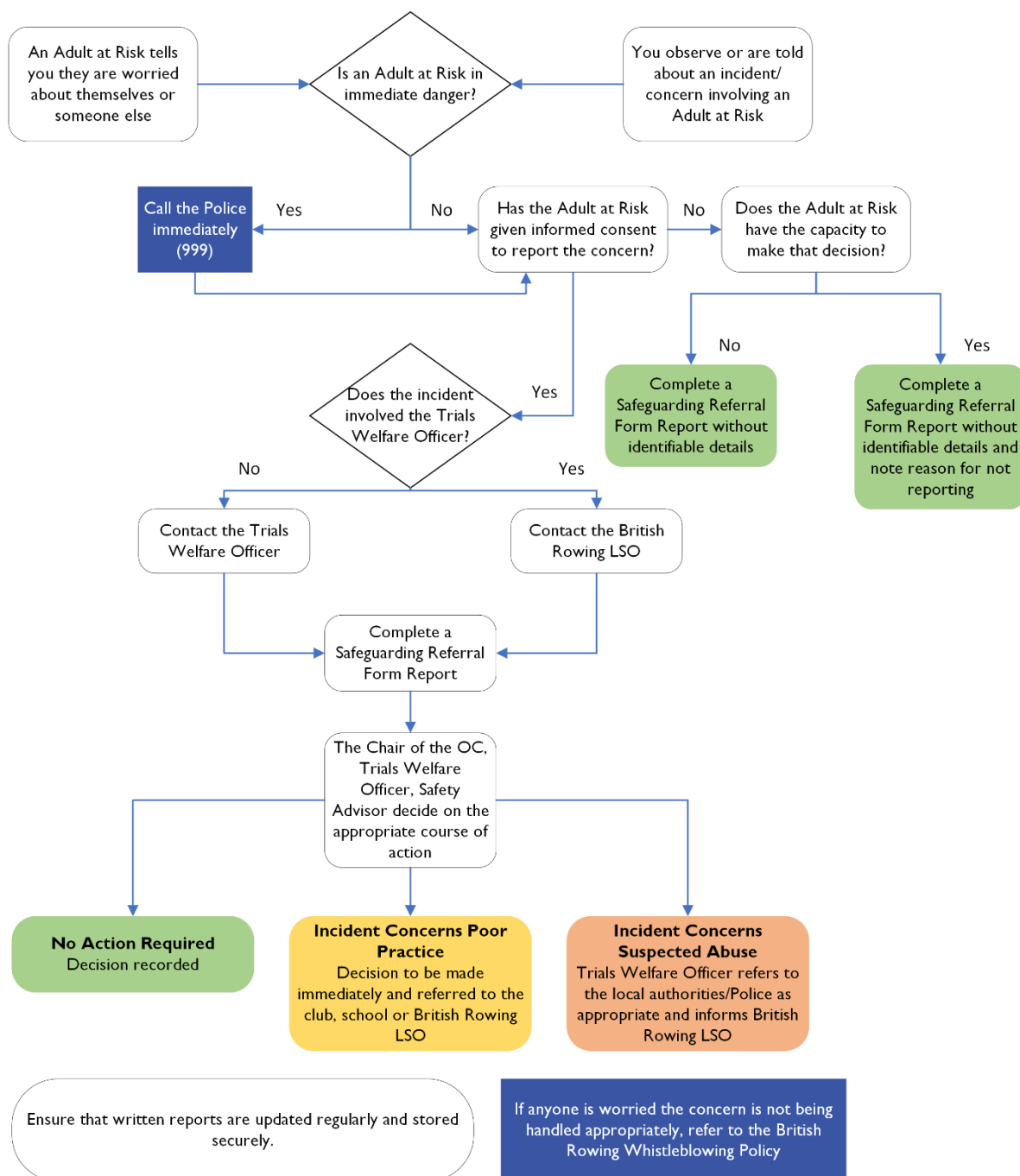
- 4.1. It is a condition of entry to England HIRR Trials that any crew that includes junior athletes or adults at risk shall be accompanied by a named coach or responsible adult. The named coach or responsible adult, who must be over the age of 18, must be named on the entry form and a current mobile telephone number for that person must be provided. If a substitute coach or responsible adult comes to the competition, they must contact the Trial Welfare Officer and register their mobile telephone number.
- 4.2. Each named coach or responsible adult is responsible for the welfare, safety and appropriate supervision of their crew or entered athlete and is always expected to know the whereabouts of all their athletes during the competition. They must have the appropriate safeguarding approvals arranged by their Club Welfare Officer. See [Safeguarding Handbook 3: Section 8 transporting children and young people for guidance](#).
- 4.3. All participants and coaches must abide by the British Rowing Rules of Racing and Codes of Conduct, as well as the BR Safeguarding Policy and are expected to demonstrate good sportsmanship and conduct at all times. These can be found here: www.britishrowing.org/about-us/safeguarding

5. Reporting structure for concerns or allegations at competition

5.1. Reporting procedures concerning a Child:



5.2. Reporting procedures concerning an Adult at Risk:



6. Medical Provision

- 6.1. All first aiders will be sent a copy of this Policy Statement and be given the contact details for the Trials Welfare Officer.
- 6.2. In an emergency the Race Committee/Safety Advisor/Welfare Officer should contact the emergency services using 999.

7. Security

Volunteers and Officials may be briefed on exercising vigilance for anything suspicious e.g. someone unknown to the crews hanging around or tampering with equipment; people taking pictures near the changing facilities.

8. Missing Persons

- 8.1. If an individual has been missing for more than 20 minutes, contact the Trials Welfare Officer and/or the Trials Safety Advisor. This may be performed via any official.
 - 8.1.1. If an individual goes missing during an event, the following procedure will be applied:
 - 8.1.2. If a child has gone missing, officials must ensure that all other children continue to be supervised appropriately while a search for the child concerned is carried out;
 - 8.1.3. The initial report must be reported to the Trials Welfare Officer;
 - 8.1.4. The Trials Welfare Officer will request all available officials to conduct a search of the surrounding area allocating each individual to a specific area;
 - 8.1.5. Radio communication should convey a description of the individual. If the missing individual is a child, do not include their full name;
 - 8.1.6. Request all those searching to report back within a short time, dependent on the size of the area being searched;
 - 8.1.7. If the individual cannot be found after a search of the immediate surroundings, contact the individual's emergency contact, or if a child is missing, contact their parents to advise them of the concern and reassure them that everything is being done to locate the individual/child;
 - 8.1.8. Make a note of the circumstances in which the individual has gone missing and where they were last seen and prepare a detailed physical description of the

- individual, to include their hair and eye colour, approximate height and build and clothing they were wearing, as this will be required by the police;
- 8.1.9. Report the concern to the police if the search is unsuccessful and no later than 20 minutes after the initial missing person report if the search is ongoing;
 - 8.1.10. Follow police guidance if further action is recommended and maintain close contact with the police;
- 8.2. Ensure all officials involved including the emergency contact, parents, searchers, and police are notified, if at any stage the individual or child is located.

9. DBS checks, access to young people or their contact details

- 9.1. ERSMT will carry out the role of Entries Secretary for this event. Therefore, everyone who will have access to personal details, including that of young people, will have gone through the safer recruitment process.
- 9.2. Any personnel who do not have a valid DBS must not have unsupervised contact with minors.

10. Photography and Publicity

- 10.1. The ERSMT recognises that at a sports event such as the HIRR Trials many parents and other supporters will wish to take photographs and all participants should be aware of this.
- 10.2. The ERSMT may approve photography by commercial organisations and these professional photographers will be asked to display a badge to the effect that they are permitted to take photographs.
- 10.3. The ERSMT will provide the professional photographers with a copy of British Rowing Photography Policy which they are expected to sign and follow.
- 10.4. A copy of the British Rowing Photography Policy will be available on the British Rowing webpage: <http://www.britishrowing.org/about-us/safeguarding/guidance-documents>.

11. Live Streaming

- 11.1. The purpose of any live streaming must be to promote a positive image of rowing, and its competitors, officials and spectators. Live streaming should promote the inclusivity

and diversity of rowing, and it is important that we reduce any opportunities which could be open to misinterpretation or abuse.

11.2. The ERSMT will ensure that any company engaged for the purpose of livestreaming provides the Trials Welfare Officer with an up-to-date safeguarding policy which also takes into consideration:

11.2.1. Positioning of cameras: this must respect the dignity of any individual

11.2.2. Promote safety: cameras should be redirected away from incidents to avoid any footage which could later be kept and used for the purpose of cyber-bullying.

11.3. In accordance with British Rowing's [Online Safety and Social Media Policy](#), competitors using a webcam to contribute to live-streaming should ensure:

11.3.1. Your location cannot be identified;

11.3.2. Use of language and body language is respectful and appropriate for spectators of any age;

11.3.3. The location is a communal or outdoor space such as a study or dining room and never a bedroom or other private space;

11.3.4. You are appropriately dressed with full rowing kit;

11.3.5. Unwanted or inappropriate imagery and personal items (such as family photographs) are not visible. Remember that mirrors (or even windows) can display items or family members you are not expecting to be seen;

11.3.6. No family members, particularly children are visible.

11.4. At the England HIRR Trials there will be no official live streaming of competitors.

12. Monitoring

12.1. This policy will be reviewed a year after development and then every three years, or in the following circumstances:

12.1.1. Changes in legislation and/or government guidance;

12.1.2. As required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and British Rowing;

12.1.3. As a result of any other significant change or event.