



Dive Ability Limited

Registered with the Charity Commission of England and Wales (Registered Charity No. 1143653)

Welfare of Vulnerable People Policy Guidelines

The Trustees of Dive Ability Limited ("Dive Ability") wish to assure parents and guardians that all reasonable precautions will be taken to ensure the safety and well being of young children, juveniles and vulnerable adults who participate in the activities of the Charity. Accordingly, it is our policy that people convicted of criminal acts of a sexual or violent nature against, or otherwise involving either children or any adult may not be members of the organisation and that, in particular, such persons will not have contact with Dive Ability members in any form whatsoever. Additionally, Dive Ability has a set of clear guidelines setting out "best practice" to provide a safe and encouraging environment in which all members and guests may participate without fear of harm. These guidelines are available upon request and are on the web-site.

The Children Act 1989 indicates that anyone who has care of children should "do what is reasonable in all circumstances for the purpose of safeguarding or promoting the child's welfare".

The Care Standards Act 2000 indicates that anyone who has regular contact in the course of his or her duties and who regularly cares for, trains supervises or is in sole charge of vulnerable adults is also under a duty of care to safeguard or promote the vulnerable adults welfare.

These procedures and guidelines have been produced by Dive Ability as a result of increased awareness of a general social problem rather than an increase in malpractice within our sport and stem from the following principles:

- The welfare of vulnerable members, both adults and children, is the first consideration.
- All members have the right to be protected from bad practice, neglect, bullying and all forms of emotional and physical abuse.
- Suspicions and allegations of inappropriate behaviour will be taken seriously and responded to swiftly and appropriately
- It is the duty of all members suspecting inappropriate behaviour and actions to act on any concern.
- As defined in the Children Act 1989, anyone under the age of 18 years should be considered as a child for the purposes of this Policy
- As defined in the Care Standards Act 2000 a Vulnerable Adult is a person aged 18 or over and has a condition of the type (i) a learning or physical disability, (ii) a physical or mental illness, chronic or otherwise, including an addiction to alcohol or drugs; or (iii) a reduction in physical or mental capacity.
- To treat all members fairly, equitably and without prejudice.
- Not to participate in or tolerate behaviour that frightens, degrades, embarrasses, demoralizes or negatively affects a member's self esteem
- Not to tolerate acts of aggression
- Photography - Members should be aware that the recording of photographic images might be inappropriate.
- The members of Dive Ability should not discriminate on the grounds of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion.

Awareness of these issues, and the adherence to these simple guidelines, will help maintain professionalism and safeguard good practice, secure the protection of both the vulnerable and those responsible.