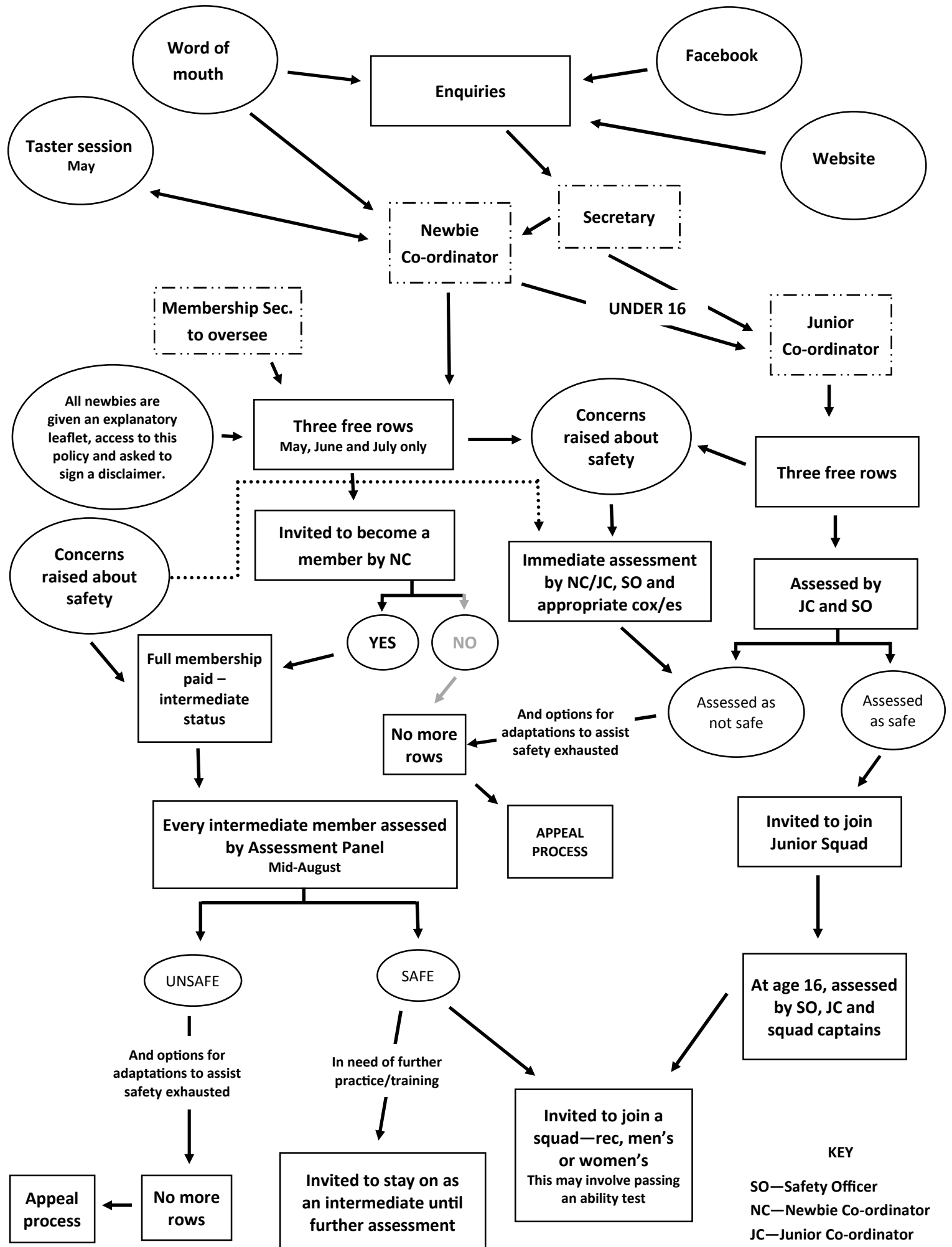


New rowers and safety - the IPGC draft policy



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The following must be taken in conjunction with the Newbie Rowers and Safety Policy flow diagram.

WELCOMING NEW ROWERS

IPGC welcomes new rowers. We go to significant lengths to welcome new people to our Club, including a taster session in May each year and newbie and intermediate rowing sessions during the summer. We have developed this policy (illustrated by the flow chart overleaf) to describe the process by which we welcome new rowers, offer them rowing sessions, assess safety and guide them, when possible, towards our competitive and social squads.

THE ASSESSMENT PROCESS

Safety is our primary concern and it is essential that all rowers are assessed to be safe both rowing and moving kit. Rowing is a potentially dangerous sport and rowers need, as a minimum requirement, to be able to lift and manoeuvre heavy kit, such as the oars, be able to get into and out of the boat safely, and be able to understand and act upon the instructions of the coxswain. There also needs to be confidence that, in an emergency, any individual will be able to keep themselves safe.

With this in mind, we will assess all intermediate members in the second week of August. Those conducting the assessment will be the newbie co-ordinator (in the case of rowers over the aged of 16) and the junior co-ordinator (in the case of rowers aged 16 and under). They will be joined by the coxes who have coxed the individual concerned and the safety officer. The assessment will take the form of verbal reports from the individual listed above and will be held in private. Safety will be considered not only in terms of the safety of the specific individual but also the safety of others in the boat will have to be considered as well as members of the public. The meeting may also need to take into account potential damage to the Club's own equipment and also the risk of damage to other boats, and equipment in the harbour and elsewhere.

If an individual is considered to be unsafe, the meeting will consider whether there are any adaptations to practice, or kit which the club could introduce to help the individual be safer. Or whether their any changes to what the individual does to improve safety. If it is felt that there are no possible such changes, the individual will have to be recorded as not being safe to row.

The meeting will be minuted to the extent that a list of all those assessed will be recorded as either being considered safe or unsafe.

At these meetings, the captains/co-ordinators or the squads may be present to make decisions about which squad an individual is invited to join. This, however, is not part of the assessment process.

It is extremely rare for any individual to be found to be unsafe. However, any individual who is deemed not to be sufficiently safe to row, will be invited to attend a meeting with the assessment panel who will explain the process and the decision. This will be minuted, including the reasons for why the decision has been taken and discussion of any potential adaptations which have been tried or deemed not possible. The individual will be given a copy of these minutes within seven days of the meeting.

Extraordinary assessment panels will take place when serious safety concerns are raised (by coxswains, captains/co-ordinators, the safety officer or other rowers) about an individual. This panel can take place by telephone, email or face-to-face meeting within seven days of the concern being raised. If the concern is thought to be sufficiently serious by any Board member, the rower will not be able to row until the panel has made a decision.

RIGHT TO APPEAL

The decision of the assessment panel is final. However, if the individual feels that there adaptation which could be made to practice or kit have not been considered already by the assessment panel, these can be submitted in writing to the Chair of the Club's board or the Welfare Officer within 28 days of the meeting with the assessment panel. These ideas will then be considered in full by the full Club Board at their next scheduled meeting. The individual will then be informed of the Board's decision within seven days of the meeting. This decision will be final and will not be considered by the assessment panel or the Board again unless there are significant changes in circumstances (eg. an individual's broken leg heals).

During the appeal process, the individual will not be permitted to row.

REFUNDING MEMBERSHIP FEES

The membership fee is intended to cover our core costs the biggest chunk of which is our annual insurance bill, as well as our mooring and equipment costs. If a member leaves the Club during the membership year, we are not able to give any refund of membership fees paid. However, in the unusual event that we have to ask an intermediate member to leave because they are not suited to rowing on safety grounds, we are prepared to negotiate a refund as long as the individual covers the time during which they were rowing at a rate of £10 per month. Thus, someone rowing in May, June and July, would be asked to contribute £30 to cover the costs of them rowing for three months and the remainder of their membership fee could be refunded if they so wish.

ROWING SUBS

Every adult IPGC rower pays £1 each time they row. This is a contribution to the wear and tear costs on our equipment. We do not ask newbie rowers on their first three rows to pay these subs, but will ask all intermediate rowers and squad members aged 16 and older to pay each row.

This policy is subject to change at any time by the IPGC Board. An up-to-date version can be found on the www.ilfracombepilotgigclub.org website.