

# CVSS

## Sailing for People with Disabilities

### Positive Behaviour Policy (Including Bullying and the Use of Physical Restraint)

#### 1. The Context of the CVSS positive behaviour policy

Sailors and paddlers typically visit CVSS for a 1hour sailing session each week. Many visit with parents/carers/teachers who maintain responsibility for the sailor (please understand “paddler” as well as sailor when a reference to sailor appears) whilst they are on site until he/she is on a CVSS craft. When sailors attend for “exceptional day” sailing events they are accompanied by parents/assistant/friends who are responsible for assisting them on site. Disabled sailors who attend alone do not have the need for behavioural support.

CVSS promotes access to sailing for all our sailors and positive behaviour in all CVSS to ensure that sailing is fun and safe.

There are some CVSS rules adherence to which are essential for ensuring the safety of sailors and site users and must be enforced (e.g. All CVSS sailors who are independently mobile must wear buoyancy aids/life jackets whilst they are on site. Sailors who are not independently mobile must wear buoyancy aids/life-jackets when they sail or canoe, are in proximity to the water watching sailing or preparing to sail. Carers must wear buoyancy aids when they sail/canoe, when they are in proximity to the water and when they are supervising their group sailing.) .

CVSS provides sailing and katanuung for a range of people with disabilities in the age range 3 -94 years. The disabilities of our sailors include physical, sensory, learning, behavioural, emotional difficulties, conditions on the autistic spectrum and disabilities arising from trauma, physical and mental health and ageing. The application of the CVSS behaviour policy will reflect the age, understanding, adjustment and circumstance of any sailor.

Some sailors come to CVSS with organised groups supervised by carers/teachers who have specific behaviour policies for each member of their group. CVSS will endeavour to work with them

to promote the well-being of each sailor within the context of developing positive behaviour.

CVSS must provide a safe environment for sailors, carers/parents and volunteers and other facility users in which sailing and associated activities can be carried out enjoyably. Safety needs may, at times, require inventions that cannot be subject to prior discussion with sailors/carers/parents /teachers.

CVSS expects all members, parents/carers and visitors to behave in a socially responsible manner and to

- ❖ Treat everyone with kindness and respect
- ❖ Act with thought and consideration to others
- ❖ Behave courteously, being polite and helpful at all times
- ❖ Be friendly and co-operative
- ❖ Be honest and truthful
- ❖ Treat property with respect

CVSS has responsibility to endeavour to ensure that members, parents and carers and visitors desist from

- ❖ Making unkind or offensive comments
- ❖ Behaving in a racist, sexist or homophobic manner
- ❖ Using foul or unacceptable language
- ❖ Being rude or aggressive
- ❖ Shouting
- ❖ Using physical aggression
- ❖ Damaging property
- ❖ SMOKING ON SITE
- ❖ Vapourising on site -“vapeing”

## **2. Personal Hygiene**

CVSS seeks to maintain the health of it's sailors and volunteers. In order to do so sailors/paddlers/ assistants/group leaders/ volunteers are advised that Bury Lake (like all inland waters) may carry water born diseases (including Weils Disease).

All are advised

- To use the hand sanitizer before and after sailing
- To avoid trailing hands in the water and then sucking hands /fingers
- To shower if they have become immersed in lake water

- That if sailors take toys on board boats that these should be washable and that carers should ensure they are washed after sailing.

CVSS do not, in general, take any responsibility for the personal care of sailors (this is the responsibility of carers who are required to remain on site). Hygiene is, therefore, in this respect the responsibility of those carers who will follow the rules and regulations laid down by their organisations.

Should CVSS be required to assist they will wash their hands before and after contact and follow the advice of the sailor or carer.

For related information see CVSS Health and Safety Policy.

### **3. Bullying and Harassment**

CVSS does not tolerate bullying or harassment and recognises the damaging effects of all forms of bullying.

All members of the CVSS are dedicated to establishing and maintaining an environment, in which everyone can enjoy sailing and/or help others to enjoy sailing, develop new skills and feel safe and secure.

We recognise that some CVSS members may have challenging behaviours that can be directed towards others and we are committed to helping with these problems.

#### **What is bullying?**

Bullying is a deliberately aggressive, habitual, hurtful behaviour causing pain or embarrassment to others.

- It is an abuse of relative power
- It is often repeated over a period of time
- It is difficult for those being bullied to defend themselves
- It can take on many different forms and can be physical, verbal or indirect
- It can be planned and organised or it can happen suddenly and spontaneously
- It can be carried out by individuals or groups

#### **Bullying may include:**

- Any form of physical violence such as, hitting, punching, kicking, pushing, spitting

- Making aggressive, intimidating gestures or intruding into someone's personal space
- Interfering with someone's property by stealing, hiding, damaging or destroying it
- Making violent threats, using offensive names or insulting someone or his family
- Telling lies, spreading rumours or making up stories about someone
- Picking on someone or putting them down, belittling their ability and achievements
- Making abusive or degrading remarks about someone's race, culture, religion or social background
- Making sexually suggestive or insulting comments
- Ganging up on someone or hurtfully excluding them from a group or activity
- Ridiculing someone's appearance
- Forcing someone to do anything against their will

### **Issues**

- Some CVSS sailors may have challenging behaviours and could be violent. In general we would not expect to see such behaviours at CVSS .If such behaviour occurs toward their carers, other CVSS sailors, volunteers or other persons on site we would expect the sailors' carers to become involved in the management of the incident. Such behaviour may not be bullying if it is not done with the intention of causing harm to that person in particular – if they are simply the unfortunate recipient of the problems the person is experiencing and expressing at that time.
- Bullying implies a degree of forethought, and of malice. It has to be directed deliberately at a person and with the intent to hurt or harm that person with physical abuse or verbal insult. Bullying is unacceptable and CVSS will work with volunteers, carers, parents and teachers as well as sailors to make CVSS a bullying free zone.

### **Preventing bullying**

CVSS will seek to prevent bullying by making volunteers aware of the bullying policy and encouraging them to

- Be positive models in words and actions at all times
- Be observant of signs of distress and suspected incidents of bullying

- Take steps to help victims and act so as to remove them from further risk
- Deal with all incidents promptly and according to the policy

This requires all **CVSS** to:

- Refuse to be involved in any bullying situation
- Report incidents of bullying to the leader of the day /shore officer/appropriate trustee/chairman

### **Physical Restraint**

- It is expected that physical restraint will be rarely used at CVSS on or off shore. Safety requirements may mean that physical restraint will be used. In all cases minimal restraint will be used to achieve a safe outcome.
- CVSS expects that if a sailor is KNOWN to have behaviour patterns that present significant health and safety risks that CVSS will be informed by the parent/carer/teacher introducing the person to CVSS. (The Shore Officer / leader must be advised that a person with such difficulties is sailing during the relevant session). A “risk assessment” of likely difficulties during that session can then be carried out. A history of behavioural difficulties will not in itself preclude sailing with CVSS.

### **On Shore**

- Restraint will only be used if other strategies (talking/communicating with the person, diffusion and other management strategies) have failed; there is a health and safety threat to the person, other sailors, volunteers, parents/carers or other facility users; if there is an immediate health and safety risk and the person is not responding to communication and other strategies.
- It is anticipated that parents/carers/teachers will be involved in the “diffusion” process and will administer physical restraint if they consider it necessary. CVSS will become involved if parents/carers/teachers indicate that they require support or if the situation is an “emergency”

### **On the Water**

#### **In Double Seat Access Boats**

- A sailor with known behavioural difficulties that result in significant health and safety risks will usually sail in a double

boat with a parent /carer/teacher who is known to them and is familiar with their personal behaviour management plan

- When such a sailor is on the water the Shore officer will inform the leader of the day who will advise safety boat crew to pay particular attention to the boat the focus sailor is in. Additional safety measures may be taken if they are considered necessary (whistle given to carer, radio given to carer, additional safety boat on water)
- If a sailor with behavioural difficulties sails with a CVSS volunteer, that volunteer will be briefed. If they feel the sailor's behaviour is not controlled whilst sailing is taking place, and the sailor does not respond to communications concerning appropriate behaviour, they will return to the jetty and sailing will cease.
- There may be circumstances where a sailor exhibits clearly dangerous behaviour- e.g. trying to stand up or get out of the boat, grabbing the boom etc- the CVSS will attract the attention of the safety boat and may need to restrain the sailor (for example to avoid the sailor exiting the boat), but may make the judgement that the sailor jumping into the water is "the safest option" given the availability of safety boats and that the sailor is wearing a buoyancy aid.
- Some sailors may exhibit behaviours such as nipping etc. CVSS volunteers may be willing to act as buddy sailors with sailors with such behavioural difficulties but this is a decision for each volunteer. CVSS volunteers are not expected to experience physical harm whilst on duty.
- There may be circumstance when "non-physical" behaviours by a sailor may cause offence/psychological disturbance to a buddy. This should be reported to the leader via the safety boats and appropriate action will be taken.

### **In Single Seat Access boats**

- Some sailors may have the sailing skills to sail alone and also show behaviour which poses a health and safety risk. The leader will decide whether the sailor can continue sailing or needs to be removed from the water.

### **"Naughty Behaviour"**

- Sailors may at times become involved in "naughty" but potentially dangerous behaviour whilst sailing e.g. bumping

and barging other boats. The problems of this behaviour will be explained to them and if the behaviour ceases no further action will be taken. If they do not comply a graduated response will occur e.g. heightened supervision by the safety boat, action by the safety boat such as separation from the fleet, return the boat to the jetty by towing.

- “Naughty behaviour” will not usually result in a sailor being permanently excluded from CVSS sailing unless it is persistent and a significant Health and Safety risk.

### **Standing up in the Boat/ getting out of the Boat when the boat is NOT moored at the jetty**

- CVSS sailors who sail in a single boat normally have a sufficient level of understanding to comply with the rules “you stay in the Boat” “you do not stand up in the Boat when it is on the lake”. However since some of our sailors have learning/emotional difficulties these behaviours may happen.
- The immediate CVSS response will be to deploy a safety boat (s) to ensure the safety of the sailor and ensure the craft is not a danger to other water users.
- If the sailor is in the water the most appropriate man over board retrieval procedure will be used unless it is deemed more appropriate to allow the sailor to swim to shore
- The sailor’s needs, in terms of health and safety, will then be dealt with and an appropriate discussion (using signing or pictorial aids if required) of the behaviour and its consequences will take place. Sanctions may be applied by the carer/parent/teacher if appropriate.
- CVSS will not usually permanently exclude a sailor from sailing because of an event such as those above but may do so, in discussion with the sailor, parent/ carer/teacher if health and safety concerns are not resolved.

### **Katakanus**

The above procedures will apply to paddlers using CVSS Katakanus