



## Safeguarding Policy

Safeguarding policies for sport federations are crucial to ensure the well-being and safety of participants, particularly children and vulnerable individuals.

The Royal Malta Yacht Club is committed to creating a safe and positive environment for all participants involved in Sailing (in any form). We believe that every individual, especially children and vulnerable individuals, have the right and equal opportunity to participate in our sport to the full extent of their own ambitions and abilities free from harm or abuse and without regard to their age, sexual orientation, gender, disability, religion, race, or socio-economic status. This policy outlines our commitment to safeguarding and provides guidelines for preventing, reporting, and responding to any safeguarding concerns.

### **PURPOSE**

The purpose of this policy and associated procedures is to provide clarity to ALL on how they should engage with children when working for, on behalf of, or in partnership with Royal Malta Yacht Club. It is also to help us make sure that employees, volunteers and other representatives are protected. It is intended to help us to have a common understanding of safeguarding issues, develop good practice across the diverse and complex areas in which we operate and thereby increase accountability in this crucial aspect of our work. Any breach of this policy will be treated as a disciplinary matter, which may result in immediate termination of employment or contract, withdrawal of volunteer status, and reporting to the police, relevant regulatory authority or other body as appropriate.

### **Definitions:**

- a. Child: Any individual who has not yet attained the age of majority as established at law in Malta.
- b. Vulnerable Individual: Any person who, due to their age, disability, or other circumstances, may be at increased risk of harm or abuse.

*Abuse* – to be understood in the broadest sense as a violation of an individual's human and civil rights by any other person or persons. It can take the form of physical, psychological, financial or sexual abuse, neglect or negligent treatment or commercial



or other exploitation, resulting in actual or potential harm to the health, survival, development or dignity of a vulnerable person.

**Key Principles:**

- a. The welfare of children and vulnerable individuals is paramount.
- b. All participants have the right to be treated with respect and dignity.
- c. Safeguarding is everyone's responsibility.

**Code of Conduct:**

- a. All participants, including athletes, coaches, officials, volunteers, parents and staff members, must adhere to the code of conduct.
- b. The code of conduct outlines expected behaviours, including appropriate language, respect for boundaries, and prohibition of abusive behaviour, bullying, discrimination, or harassment.

**Reporting and Responding to Concerns:**

- a. A Designated Safeguarding Officer (DSO) will be appointed by the Royal Malta Yacht Club to oversee safeguarding matters and act as the main point of contact for reporting concerns.
- b. Clear reporting procedures must be in place, outlining how and to whom any safeguarding concerns should be reported.
- c. All reports will be taken seriously, treated confidentially, and responded to promptly in accordance with the relevant legal and statutory requirements.
- d. Support will be provided to the person raising the concern, as well as to the affected individual(s).

**Raising and responding to concerns**

The Royal Malta Yacht Club places a mandatory obligation on all employees, volunteers, contractors and partners to report concerns, suspicions, allegations and incidents which indicate actual or potential abuse or exploitation of vulnerable people.

It is not the responsibility of the employees to decide whether or not abuse has taken place, concerns must be raised with the department / event manager and notified to the DSO, who will initiate and supervise the procedure for investigating and dealing with suspected or actual incidents of abuse.

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Any person may report any suspected violations of the Code of Conduct or otherwise indicate actual or potential abuse or exploitation of vulnerable people to the department / event manager and/or DSO as appropriate.

The DSO will initiate and supervise the procedure for investigating and dealing with the report. At a minimum the DSO will ensure that a prompt and thorough investigation into all reported incidents is undertaken and determine what appropriate action shall be taken, if necessary, including but not limited to disciplinary action and/or referral to the relevant statutory authority if required. Where the department / event manager is the subject of an investigation, the DSO will lead the case directly.

**Ratified by Committee on 09/09/2025**

**Signed By**

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Simon Xuereb  
**DSO**

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Amata Camilleri  
**Hon. Secretary**

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Mark Napier  
**Commodore**