



Isle of Man Orienteering.

## **Health and Safety Policy**

Isle of Man Orienteering is committed to providing a healthy and safe environment for all participants. Officers and participants are included in the category of participants throughout all policies.

We recognise that the successful management of health and safety contributes to the overall performance of your orienteering experience. The organisation considers health and safety from a risk benefit perspective.

### ***We are committed to:***

1. Compliance with all relevant statutory requirements and expect our participants to do the same.
2. Developing a positive risk benefit analysis culture, which is under ongoing review throughout the organisation.
3. Making available training and equipment, together with information necessary to ensure the health and safety of participants.
4. Ensuring that all participants are kept fully aware of their responsibilities under this policy and that effective committee meetings exist.
5. Systematically identifying potential hazards and controlling risks, in all areas of our operation.
6. Every officer having a responsibility for his or her own safety and for the safety of others, and a duty to follow a risk benefit approach to activities.

**Officers and helpers have read and understood policies and assessments relating to activities and risk benefit analysis. These are discussed annually, as well as following injury, accidents or serious occurrences.**

All policies Reviewed and Approved at the Annual General Meeting held on 02nd November 2022



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## **Safeguarding and Promoting Welfare Policy**

Isle of Man Orienteering is committed to demonstrating and promoting a safe environment for all participants across all aspects of activity and development.

Steve Parry (welfare officer) has responsibility for reporting safety and welfare issues, or potential abuse or neglect taking place during an activity with Isle of Man Orienteering.

Any participant or observer (including officers, supervisors, participants) may voice any concerns through contact with Steve Parry, who will then decide the appropriate next course of action. A written record will be kept.

Steve is contactable in person or via his email [ste.parry@hotmail.com](mailto:ste.parry@hotmail.com)

If the participant cannot communicate with Steve in a timely fashion, or if Steve is the subject of the suspicion/allegation, then the report must be made direct to Gill Higgins.

## **Equality Policy Statement**

Isle of Man Orienteering is committed to demonstrating and promoting equality, equal opportunity and inclusivity across all aspects of activity and development.

We respect the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, background, appearance or preferences.

Our commitment to equality continues to be implemented through the creation of wider opportunities and encouraging increased participation in sport and physical activity for everyone at all levels.

We are committed to all participants having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

All participants have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.