



Dear New Member or Parent/Guardian,

## **CONFIRMATION OF MEMBERSHIP OF CLYDESDALE ARC**

On behalf of Clydesdale Amateur Rowing Club, I warmly welcome you.

We are a welcoming and inclusive club who value your involvement. As you embark on your rowing journey we will support your ambitions. We aim to provide you with a level of support that matches your commitment - whether you are keen to compete, and we hope that many of you are, or wish to remain a recreational rower.

We hope that you will become an active and engaged member of the rowing community on the Green. Please take time to familiarise yourself with our club values and mission statement. These lie at the heart of everything we do and form the foundation of our commitment to increasing the diversity of our membership and support equality, equity and inclusion.

Our club is sustained by volunteering to ensure we can deliver all our activities. There are many opportunities to get involved so please consider some of the roles that require volunteer input and speak to your coach, me or other members for more information.

The following information is provided to ensure the safety, health and wellbeing of all club members with some specific points relevant to junior members and their parents/guardians. Please refer to our club website, Facebook page or notice board for any information which is not included here. If you have any questions in relation to the information provided, please speak to your (or your child's) coach or a committee member.

The following documents are included in this Welcome Pack:

- Club Information Notes
- Club Values and Code of conduct agreement
- Child and Vulnerable adult – policy and procedure
- Equality Policy
- Safety Policy



As members we agree to operate within the club's policies and values.

- List of committee members and relevant contacts/duties

The following documents are available on the website or by request:

- Club Constitution
- Parental Consent Form (for relevant events)
- Emergency Action Plan
- Privacy Policy

Please read the following carefully, it's practical and helpful information intended to help you settle into club activities. If explanation or clarification would help, please don't hesitate to contact me or any other committee member.

I look forward to meeting you!

Yours in sport,

***Stella Hawthorne***

[president@clydesdalearc.org.uk](mailto:president@clydesdalearc.org.uk)



## CLUB INFORMATION NOTES

### Typical Club Training Session Times

The club is at its busiest on weekend mornings. Here are the session times: 08.00 - 09.30; 09.30 – 11.00; 11.00 – 12.30; 12.30 – 2.00. These times are 30 minutes later in December and January. Your coach will tell you what times to attend. Please make sure you don't overrun your session time.

Weekday evenings are also popular training times. Juniors take priority between 4-6pm and seniors between 6-8pm. In winter, there is a club circuit training session on Tuesday nights. This is at the ARC Gym, Glasgow Caledonian University at 7.15pm.

### Access to the Boathouse

Junior members should not be in the boathouse unless an appropriate person (a coach or PVG cleared member) is at the boathouse.

Any member of the club over 16 can request a key, but a key brings with it certain responsibilities. An application form to become a key-holder is in the boathouse.

### Use of Boats and Equipment

All boats and club equipment are under the control of the Captain:

- Juniors and new members should check with their coach or the Captain before using any boats, oars, sculling blades or safety equipment. Weekends are busiest, and all boat requests should go via the Captain.
- Club bikes are for coaching use only.
- Checks in advance of an outing - are the boat and blades are in good condition with heel restraints and bow balls securely fastened.
- The boat should be lifted and carried safely, correctly placed on the trestles and tied down – if you require assistance, please ask.
- Do not attempt to carry more than you are comfortable with.
- Boats should always be washed after an outing and dried. Cloths, liquid soap and water buckets can be found inside the boathouse next to the double exit/entry doors.
- Any damage should be reported to the coach or clubmaster immediately.
- Members should only use club weights if instructed to do so by their coach.
- Ergometers should be cleaned after every use.

### Membership Renewal

Your membership runs from July to June. You can pay by standing order throughout the year. If paying in a lump sum, please do so by the AGM at the end of October at the latest. We ask that members pay their subscription by monthly standing order if they can. Please contact [secretary@clydesdalearc.org.uk](mailto:secretary@clydesdalearc.org.uk) for the account details.



## Conduct and Behaviour

It is expected that members and visitors treat others with respect and behave appropriately at all times. This is while at the boathouse and when representing the club at events and regattas.

All members are expected to adhere to the policies and code of conduct of the Club.

## Clothing / kit required

It is important to wear the right clothing while rowing:

- Wear light layers and leggings in winter, including a hat when very cold. The idea is that layers can be removed or replaced as you heat up and cool down.
- Clothing should be close fitting to avoid catching the oars which could cause a capsize.
- In warmer weather, an all in one or shorts and t-shirt will be sufficient. A cap and/or sunglasses are recommended in sunshine and sunscreen for sun protection.
- Always bring a bottle of water.
- A change of clothing and footwear, including a towel should always be brought to a water session.
- The river is not always clean. You should wash their hands thoroughly after every water session.

DO NOT wear loose clothes which could get stuck in your slide or catch your oars, bulky fleeces that can absorb water and become heavy when wet. Don't wear clothes that restrict movement when rowing, e.g. denims. Never wear wellingtons in the boat. They can be dangerous if you end up in the water. No football colours are allowed.

When racing at a regatta, club colours must be worn. These are a blue 'one piece'. This can be worn on its own or with a white long or short sleeved t-shirt underneath. You can buy club rowing kit. Order forms are on the wall just outside the gym area in the boathouse. You can also order online at the Clydesdale ARC [website](#).

You don't need to spend much money on kit for rowing. We have kit for training and competition available for members to use so please let us know through your coach if that is helpful for you.

## Racing/ Regattas

A racing calendar of all Scottish Rowing Events can be found in the Scottish Rowing website and at the link [here](#). Your coach will let you know what events the club will be attending. Entries are made via the Entries Secretary. Most events have an entry fee. You need to pay this before the event. A contribution to boat transport costs will be needed too.



## **CLUB VALUES AND CODE OF CONDUCT AGREEMENT**

### **ALL MEMBERS AND PERSONNEL REPRESENTING THE CLUB WILL:**

1. Adopt and display the club values of:

- Solidarity
- person-centred openness
- fun and diverse
- open and welcoming
- supportive and respectful
- fulfilment

2. Progress the West Boathouse mission statement which:

Aims to open up the sport of rowing and the Clyde to all by removing barriers. By doing this people can enjoy and share the social, physical and psychological benefits of being part of a diverse river community. This will celebrate the past while working for the future.

3. Place the well-being and safety of the members above all considerations, including developing performance.

4. Comply with club rules and policies and the rules of any competition in which they participate.

5. Operate without discrimination on the grounds of age, gender, marital status, sexuality, employment status, social class, colour, race, ethnic or national origin, religious belief or disability.

6. If receiving coaching, be coached by club approved and/or recruited coaches. This excludes any additional coaching programmes provided by the relevant Governing Bodies of Sport.

7. Encourage performers to obey the spirit of the rules and fair play at all times. And observe the authority and decisions of all officials.

8. Ensure that all activities, training and competition programmes are appropriate for the age, maturity, experience and ability of the individual performer.

9. Treat opponents with respect.

10. Present evidence of relevant qualifications upon request.

11. Follow the requirements of the Club's Privacy Notice when handling personal data.

12. Seek ways of increasing personal and professional development.

13. Abide by the Club's policies and procedures



## **POLICY AND PROCEDURE – CHILDREN AND VULNERABLE ADULTS**

### **Policy**

CARC follows the Child Wellbeing and Protection Policy of its Governing Body, which is Scottish Rowing. This can be found [here](#).

Clydesdale Amateur Rowing Club is fully committed to safeguarding the welfare of all children and vulnerable adults. It recognises its responsibility to promote safe practice and protect children and vulnerable adults from harm, abuse and exploitation.

All members and volunteers will: welcome difference and diversity; and respect the rights of children, young people and vulnerable adults.

### **Procedures**

Clydesdale Amateur Rowing Club will:

1. Make sure that members understand their obligations to protect children and vulnerable adults from harm, abuse and exploitation.
2. Develop best practice in relation to the recruitment of all members;
3. Make sure that all members understand their responsibility to adhere to the standards and procedures detailed in the Code of Conduct agreement and the Child Protection Procedures.
4. Make sure that all members understand their obligations to report care or protection concerns about a child/vulnerable adult or a member's conduct towards a child/vulnerable adult. This should be reported to the Welfare Officer at [welfare@clydesdalearc.org.uk](mailto:welfare@clydesdalearc.org.uk). Further information is available in the boathouse.
5. Make sure that all procedures relating to the conduct of members are carried out fairly and consistently.
6. Make sure that the Welfare Officer understands their responsibility to refer any protection concerns. This will be to the statutory child protection agencies (i.e. Police and/or Social Work).
7. Provide opportunities for all members to develop their skills and knowledge. Particularly in relation to the care and protection of children and young people.
8. Make sure that children/vulnerable adults are enabled to express their ideas and views on a wide range of issues.
9. Make sure that parents/carers can be involved in the work of the organisation. And that they have access to all policies, and guidelines.
10. Keep up-to-date with current practice in the care and protection of children/vulnerable adults.
11. Make sure training times are scheduled so that at any one-time changing accommodation is used by either juniors or adults.
12. Ensure that all coaches follow its policies and procedures. Only coaches who are approved and/or recruited by the Club will coach members. This excludes any additional coaching programmes provided by the relevant Governing Bodies of Sport.

All Members will:

1. Play their part in helping to develop a club where everyone matters. And everyone is treated equally, and with respect and dignity.
2. Always put the care, welfare and safety needs of a child/vulnerable adult first.



3. Respect a child/ vulnerable adult's right to be involved in making choices and decisions which directly affect them.
4. Listen attentively to any ideas and views a child/vulnerable adult wants to share with you.
5. Respect a child/vulnerable adult's culture (for example their faith and religious beliefs).
6. Respect a child/ vulnerable adult's right to privacy and personal space.
7. Respond sensitively to children/vulnerable adults who seem anxious about participating in certain activities.
8. Contact the club's Welfare Officer – [welfare@clydesdalearc.org.uk](mailto:welfare@clydesdalearc.org.uk) immediately if you suspect that a child/vulnerable adult is experiencing bullying or harassment.
9. Be aware of the vulnerability of some groups of children/vulnerable adults to being isolated and hurt, especially those from more marginalised backgrounds.
10. Ensure that when you are working with children/vulnerable adults you are at least within sight or hearing of other adults.
11. Listen carefully to any child/vulnerable adult who tells you (sometimes through drawings and behaviour as well as words) that they are being harmed. Report what you have discovered immediately to the Welfare Officer.
12. Report immediately any suspicion that a child/vulnerable adult could be at risk of harm or abuse.
13. Never dismiss what a child/vulnerable adult tells you as lies or exaggeration.
14. Never underestimate the contribution that you can make to the development of safe communities for children/vulnerable adult.

You should not:

1. Exaggerate or trivialise another member's concerns about a child/vulnerable adult.
2. Ignore an allegation or suspicion of abuse in the hope that it will either 'go away' or that 'someone else will deal with it'.
3. Discuss personal issues about a child/vulnerable adult or their family with other people. Only the Welfare Officer should be approached.
4. Make derogatory remarks or gestures.
5. Allow a child/vulnerable adult to be bullied or harmed by anyone in the organisation.
6. Allow the use of swearing or use sexualised language unchallenged.

You must never:

1. Engage in sexually provocative games, including horseplay.
2. Allow others to, or yourself engage in, touching a child/vulnerable adult in a sexually provocative manner.
3. Make sexually suggestive comments to or in hearing of a child/vulnerable adult, even in fun.
4. Engage in rough or physical contact unless it is permitted within the rules of a game or sports activity.
5. Form inappropriate emotional or physical relationships with children/vulnerable adults.
6. Harass or intimidate a child or other member because of their age, 'race', gender, sexual orientation, religious belief, socio-economic class or disability.
7. Invite or allow children/vulnerable adults to stay with you at your home.



## EQUALITY POLICY

### Policy

CARC follows the Equality Policy of its Governing Body, which is Scottish Rowing. This can be found [here](#).

CARC is committed to the principles of equality and giving everyone an opportunity to participate. As well as our legal obligations we will take positive action to remove barriers to taking part. This is a key part of our West Boathouse mission statement and club values.

We will ensure that members, coaches and volunteers with protected characteristics (under the Equality Act 2010) are protected from discrimination in relation to those characteristics. These are listed below:

- age;
- disability;
- gender identity or intersex status;
- marriage or civil partnership (in employment only);
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

All members and coaches are expected to be aware of their responsibilities in relation to treating everyone equally, in particular the characteristics protected by the Equality Act 2010.

We will ensure that everyone has equal opportunity to participate. This is at all levels and in all roles, whether as a beginner, participant, elite performer, or as a coach, manager, employee, administrator or official.





## **SAFETY POLICY**

### **1. General Information**

1.1 Clydesdale Amateur Rowing club recognises and implements the British Rowing RowSafe Guide and Scottish Rowing's Water Safety Code and Guidelines. The Committee, through advice received from the Club Water Safety Advisor, will take all possible steps to ensure that the Club remains compliant with the British Rowing RowSafe Guide and Scottish Rowing's Water Safety Code and Guidelines.

1.2 All club members have a responsibility for their own safety as well as the safety of other water users.

1.3 All club members have a responsibility to assist the committee and the Water Safety Advisor to ensure that the club remains safe and to improve safety standards within the club.

1.4 Each club member has a Duty of Care to ensure their actions both on and off the water are conducted in a manner that does not compromise the safety of others.

1.5 Each member of the club must:

- Complete a capsized drill and swim test as soon as possible.
- Any adult who cannot swim and has not signed a declaration must wear a buoyancy aid (life jacket). Any junior who cannot swim must wear a buoyancy aid at all times.
- Wear appropriate clothing.
- Wear a lifejacket when coxing and when driving the safety launch.
- Know the navigation rules of the river.
- Record any incident in the incident log and report it to Scottish Rowing.
- Read and be aware of the content and recommendations contained within the British Rowing RowSafe Guide and Scottish Rowing's Water Safety Code and Guidelines.

1.6 The committee reserves the right to take disciplinary action against any member(s) who act in an irresponsible or unsafe manner on or off the water. This right applies to members using their own equipment as well as those using club equipment.

### **2.0 Equipment Safety**

2.1 All members should report any unsafe or damaged equipment immediately to the Water Safety Advisor and Boat Master. The Boat Master will then make an assessment of the equipment and take the necessary steps to repair their safety.

2.2 The Water Safety Advisor will undertake periodic safety inspections, including audits of water equipment, lifejackets and gym equipment. Any issues will be reported to the Boat Master.

2.3 Equipment from one boat will not be taken to remedy deficiency or damage to another.

2.4 All boats (whether club boat or private) need the following before they can go out on the water:

- Bow Ball - securely fitted, no cracks or splits



- Heel restraints - in good condition and not frayed, heels only come up so far above the stretcher to allow full movement
- Steering Equipment - check rudder cables are free and have full movement, check for frayed cable
- Rudders and fins - check rudder and fin are not bent, free and full movement of rudder
- Riggers - secure and operating freely
- Oars and scull – no damage, buttons are secure and properly set
- Hatch Covers - secure and watertight

### **3.0 Launches and Equipment**

3.1 Launch drivers will wear lifejackets at all times whilst on the water.

3.2 Only qualified drivers and those deemed suitable by the committee and Water Safety Advisor will be eligible to drive the safety launch.

3.3 The safety launch, with the engine attached, should always be on the water when junior and novice crews are rowing.

3.4 No member, other than those deemed suitable should be in the safety launch when it is afloat on the water.

3.5 The safety launch should always be equipped with the following to ensure that it is in line with the British Rowing RowSafe Guidelines:

- A First Aid kit
- A throw line or grab line
- Toolkit and spares for the engine (if necessary)
- Safety knife
- Safety blankets (minimum of 9)
- Spare rope
- Anchor and line appropriate for conditions
- Kill cord for the launch engine
- Boathook
- Paddle

### **4.0 Specific Safety Procedures For The River**

4.1 The club Water Safety Advisor will advise crews on the safety of the river conditions and has the right to stop crews from boating if the crew or equipment is deemed unsuitable for the conditions.

4.2 River conditions and weather can change rapidly and without warning – crews must be prepared to abandon an outing at any time if the conditions deteriorate once they are on the water and should then return to the boathouse by the safest route.

4.3 All crews must return to the clubhouse and get off the water in the event of a lightning storm – if a lightning strike hits the water, it will travel along the surface in all directions. People have been killed or injured by direct or indirect strikes while in or on the water, boats, docks, piers, or while fishing.



## **5.0 River Navigation**

- 5.1 Boats should be launched and returned to the steps facing upstream.
- 5.2 Boats should head upstream on the north bank (i.e. the side of the boathouse) and downstream on the south bank.
- 5.3 Boats going upstream should use the north arch of each bridge with the exception of Dalmarnock and Rutherglen bridges where the north arch should be used unless impractical.
- 5.4 Boats going downstream should give way to faster crews going downstream.
- 5.5 Boats going upstream should give way to crews going downstream.
- 5.6 Boats must start to turn prior to the steps located on either side of the river at the boathouse.
- 5.7 Rowing is not allowed without the presence of an authorised member.
- 5.8 The most senior committee member present has the sole responsibility as to whether it is safe for boats to take to the water.
- 5.9 Do not attempt to turn your boat around on a bend, or under a bridge.
- 5.10 No rowers are allowed beyond the corner at the top of the 5km Belvedere straight.
- 5.11 All rowers should familiarise themselves with river hazards – see sign on the boathouse door.

## **6.0 Rowing Away At Events**

- 6.1 It is the responsibility of individuals and crews to ensure that they are aware of any local navigation rules and dangers.
- 6.2 It is the responsibility of all members to ensure they have read all safety guidelines and competitor instructions for any race meeting and to follow the risk assessment and guidelines set down by event organisers.
- 6.3 When boats are towed the trailer driver remains in charge of the vehicle and trailer in accordance with road traffic laws in the relevant country and has the absolute right to refuse to tow or require changes to the boat loadings.
- 6.4 Prior to each trip the driver must check the tyres (including spare), lights, projection markers and the security of the load, jockey wheel and brakes.
- 6.5 Trailer drivers should always carry a passenger to help with navigation, manoeuvring and any emergency.
- 6.6 Always be aware of the dangers of high winds and icy road conditions when driving the trailer.

## **7.0 Experience**

- 7.1 No beginners or juniors should go out unaccompanied at any time. A senior member, or preferably a coach, should always accompany them.



7.2 No Novice / inexperienced coxes should cox inexperienced crews – ensure that novice crews have an experienced and competent cox and that novice coxes are trained in an experienced and competent crew

7.3 Coaches and captains should ensure that novice coxes and steers are appropriately briefed as to the safety policy, circulation pattern and given suitable instruction and supervision when on the water. It should not be assumed that an experienced rower is necessarily an experienced steer or cox.

7.4 Coaches of Learn to Row or similar ‘taster’ events should be aware of the limitations of absolute beginners and ensure that the conditions are appropriate for their outings.

## **8.0 Temperature**

8.1 Crews are reminded that, especially during the winter months, the risk of hypothermia from wearing insufficient clothing or with inexperienced crews not moving vigorously enough to generate sufficient body heat is a real danger. Ensure that you are all wearing several thin layers of appropriate clothing, preferably with a waterproof garment on top. Coxes, especially, should be well protected; including hats and gloves (preferably waterproof). If layers are removed during the outing they should be put back on as you return to the boathouse to ensure you do not chill while waiting to disembark.

## **9.0 First Aid Kit**

9.1 A First Aid Kit containing plasters, sterile dressings and eyewash is located on top of the cupboards in the kitchen. There is also another one located in the launch box.

## **10.0 Use Of Club Single Rowing Boats**

10.1 Beginners should use Alden’s until they are deemed safe to use fine singles by the Safety Advisor or a Coach.

10.2 Individuals who are competent enough to go out in singles unattended should note their names and the time they launched in the safety book attached to the safety board by the main entrance to the club. It is also advised that they inform someone (not necessarily a club member) of their movements.

## **11.0 Water Borne Disease**

11.0 The water we row upon is not clean and is not suitable for drinking as it may contain dangerous organisms and bacteria that can harm human health.

11.1 Members are always advised to:

- Cover any open cuts or wounds with plasters and bandages so that they do not become infected with dirty water.
- Thoroughly wash your hands after an outing on the water, especially before you eat or drink anything.
- Only drink from your own water bottle.
- Do not throw your coxswain or other rowers in the water.
- Always wear suitable footwear when boating, especially if it is necessary to wade into the water.



- Always wash down boats and equipment after it had been used to avoid contamination.
- Keep oar handle clean, especially if they have been contaminated with blood.
- Wash and dry any contaminated clothing before reuse.
- Visit your doctor if you begin to feel unwell after possible contact with dirty water.

## **12.0 Weill's Diseases – Leptospirosis**

12.1 The risk of contracting Leptospirosis from recreational water is very small, however the serious nature of the disease is such that we must be aware of the dangers and should take simple precautions to reduce the risk of infection.

12.2 Leptospirosis is an infection caught through contact with infected animal urine (mainly from rodents, cattle or pigs).

12.3 The causal organism can enter the body via cuts or abrasions of the skin or, the lining of the nose, mouth, throat or eyes. If flu-like symptoms develop shortly after contact with the water (1-3 weeks) then your doctor should be contacted and advised of the circumstances of exposure.

## **13.0 Blue-Green algae – Cynobacteria 12**

13.1 Cynobacteria are commonly found in fresh and brackish water during mid to late summer. In favourable, stable conditions, blooms may form. Algal scums accumulate downwind on the surface of lakes and slow moving water. Toxins produced by large blooms have caused the death of sheep and dogs and skin and other disorders in humans, although no particular illness has been identified that can be linked with Blue-Green algae.

## **14. Gastro-Intestinal Illness**

14.1 The use of inland water will never be risk free and it is essential that users are aware of the risk involved in using a particular stretch of water. Assessing the risks posed by water quality is difficult as conditions can vary substantially in a very short space of time. In general, the health risk will depend on the number and proximity of sewage effluent discharges in any particular body of water.

14.2 Many organisms causing gastro-intestinal illnesses (e.g. Salmonella) can be found in water contaminated with sewage and extra precautions should be taken when rowing on floodwater and water known, or suspected, to contain sewage



## LIST OF COMMITTEE MEMBERS, DUTIES AND CONTACTS

The Committee are elected from the membership and are all volunteers. Any member is entitled to attend a committee meeting, usually on the first Thursday of the month, in the boathouse. If you would like to attend, please let the secretary know.

 <p><b>Honorary President</b> Gordon Simpson</p>	<p><b>MAIN DUTIES: Honorary President</b></p> <ul style="list-style-type: none"><li>● Provide background overview to committee activities</li><li>● Fulfil ceremonial functions</li><li>● Provide advice with benefit of extensive experience of sport in Scotland.</li><li>● Support longer term development of club.</li></ul>
 <p><b>President</b> Stella Hawthorne</p>	<p><b>MAIN DUTIES: President</b></p> <ul style="list-style-type: none"><li>● Manage the executive committee and the affairs of the club</li><li>● Oversee decisions taken by the executive committee and sub committees</li><li>● Oversee the work of club personnel</li><li>● Support club development</li></ul> <p><b>president@clydesdalearc.org.uk</b></p>
<p><b>Vice-President</b> Vacancy</p>	<p><b>MAIN DUTIES: Vice-President</b></p> <ul style="list-style-type: none"><li>● Assists the work of the President</li><li>● Deputises in the absence of the President</li></ul>



**Captain**

Rosie Upstill-Goddard

**MAIN DUTIES: Captain**

- Provides and administers a suitable equipment usage policy inc. boat allocation.
- Supports regatta entries secretary
- Provides a monthly report to the committee.
- Maintain the list of future equipment purchases.

**[captain@clydesdalearc.org.uk](mailto:captain@clydesdalearc.org.uk)**



**Flag-Captain**

Stephanie Smith

**MAIN DUTIES: Flag-Captain**

- Assists the work of the Captain
- Deputises in the absence of the Captain

**[flagcaptain@clydesdalearc.org.uk](mailto:flagcaptain@clydesdalearc.org.uk)**



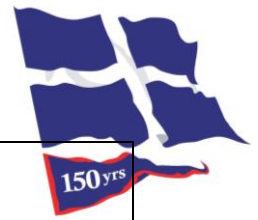
**Honorary Clubmaster**

Michael Colgan

**MAIN DUTIES: Honorary Club Master**

- Organise Maintenance & upkeep of the boat fleet and boat house
- Organise transport of equipment as required.
- Maintain list of approved key holders.





**Honorary Treasurer**  
Graham Gibb

**MAIN DUTIES: Honorary Treasurer**

- Manage club finances
- Prepare end of year accounts
- Ensure Subscription fees are paid by members

[treasurer@clydesdalearc.org.uk](mailto:treasurer@clydesdalearc.org.uk)



**Honorary Secretary**  
Lorraine Jones

**MAIN DUTIES: Honorary Secretary**

- Club communications
- Administer club databases and records
- Take responsibility for meeting procedures, including the agenda and minutes

[secretary@clydesdalearc.org.uk](mailto:secretary@clydesdalearc.org.uk)




**Safety Officer**  
Ellie Upstill-Goddard

**MAIN DUTIES: Safety Officer**

- Maintain club safety policy and procedures
- Communications to members on safety matters.





 <p><b>Welfare Officer</b> Becky Toal</p>	<p><b>MAIN DUTIES: Welfare Officer</b></p> <ul style="list-style-type: none"><li>• Maintain effective policies and procedures to safeguard children and vulnerable adults.</li><li>• Key contact for anyone needing support or guidance in this area.</li></ul> <p><b>welfare@clydesdalearc.org.uk</b></p>										
<p><b>Honorary Assistant Secretary</b> Vacancy</p>	<p><b>MAIN DUTIES: Hon. Assistant Secretary</b></p> <ul style="list-style-type: none"><li>• Assists the work of the Secretary</li><li>• Deputises in the absence of the Secretary</li></ul> <p><b>assistantsecretary@clydesdalearc.org.uk</b></p>										
<p><b>Committee Members</b></p> <table border="0"><tr><td data-bbox="185 1205 384 1469"></td><td data-bbox="395 1205 619 1469"></td><td data-bbox="675 1205 842 1469"></td><td data-bbox="911 1205 1102 1469"></td><td data-bbox="1153 1205 1326 1469"></td></tr><tr><td data-bbox="201 1496 352 1597">Laura Baxendale</td><td data-bbox="411 1496 603 1529">Les Johnston</td><td data-bbox="699 1507 818 1574">Andrew Marshall</td><td data-bbox="903 1507 1110 1541">Caitlin Forsyth</td><td data-bbox="1182 1496 1326 1563">Fraser MacIntyre</td></tr></table>							Laura Baxendale	Les Johnston	Andrew Marshall	Caitlin Forsyth	Fraser MacIntyre
Laura Baxendale	Les Johnston	Andrew Marshall	Caitlin Forsyth	Fraser MacIntyre							
<p><b>MAIN DUTIES: Committee Members</b></p> <p>Assist and support numerous activities: Communication – Club Development – Safety – Event Organisation – Social – Fundraising – Coaching – Logistics etc.</p>											

**Non-Committee Volunteers:**

Webmaster: Stephen Walker: [webmaster@clydesdalearc.org.uk](mailto:webmaster@clydesdalearc.org.uk)

Social Events Co-ordinators: Amy Nolan & Michael Colgan