



INTERNATIONAL SAIL TRAINING AND TALL SHIPS CONFERENCE
2018

SESSION 1C

PROTECTING TRAINEES – A DISCUSSION
FORUM



TRAINEE PROTECTION



This Session

Thank you for attending this session

The aim of this session is to help Sail Training International support its member organisations, NSTOs and the Sail Training Community to further develop it's processes and procedures that ensure the protection of all who participate in our programs.

This forum session is designed to obtain feedback from you as to the existing policies and procedures already in place, share these practices and identify where more work can be done to help you protect those in your care.

What do we
do?

Our aim is to provide unique experiences at sea that are;

- Engaging,
- Life Changing
- Character Building
- Educational
- Community Related
- Inclusive
- Life Expanding



What do we
do?

And we are obliged to do ensure it is;

- Safe
- Respectful
- Inclusive
- Relevant
- Well governed
- Secure

But sometimes, despite best effort accidents,
and incidents occur that we cannot foresee.



What is Trainee Protection

The protection of trainees from incidents involving;

- Harassment,
- Abuse,
- Bullying,
- Other negative activity

That may in the nature of;

- Sexual,
- Physical,
- Mental,
- Emotional,
- Discrimination,
- Authority.



What is Trainee Protection

An incident could be caused by

- Inappropriate interactions
- Inappropriate use of substances such as alcohol
- Misinterpretations of interactions by one or both parties.

And could be considered an incident if one or more parties deem it to be;

- Offensive, Upsetting, Disturbing
- Intimidating, Threatening
- Unwelcome,
- Repetitive,



When do we
need to think
about this?

- We must consider the protection of our trainees
- Pre / Post / During a Voyage
 - STI Races
 - Host Port Events (on and off the ship)
 - Anywhere trainees are under the care of the organisation in question.
 - On, or off, the vessel.



Who is responsible for this?

Everyone involved in an activity is responsible for the safety and wellbeing of everyone else including;

- Staff
- Crew
- Trainees
- Volunteers
- Members of the Public.

Whilst it is everyone's responsibility to be aware, your organisation may have delegated roles (eg ship's captain, counsellor, watch leader, XO) who role it is to oversee, and act accordingly.



How do we protect Trainees?

Every organisation has a way to protect those who engage with their program.

What procedures do you have in place to protect your trainees?

Task: 10 minutes

Discuss with your colleagues what measures you have in place to support and protect your trainees on and off the ship?

On the sheets provided around the room list as many of these as possible processes you have in place.



How do we protect Trainees?

For example do you have:

- Crew and Trainee Code of Conduct
- Crew Background checking processes
- Defined Roles and Responsibilities
- Crew Training and Education programs
- Clear definition of acceptable relationships
- Safe reporting mechanism for those who experience an incident
- Counselling / Support network for potential victims and alleged accused.
- Legal representation pathway if required
- Regular review of procedures
- Incident recording processes



If an incident
occurs

I'd like to call upon the delegates to share some of their processes and procedures.

If an incident occurs to someone participating in one of your programs either on or off the ship what do you do?

What international, national, regional, governmental, support services can you call upon to support the alleged victim and the alleged offender?

- Legally?
- Emotionally / Mental Wellbeing?
- Financially?



Step 1

Defined Roles and Responsibilities: Does each member of your organisation have clearly defined roles and responsibilities relating to preventing and responding to a trainee protection incident?

Is there;

- A go-to person to report the incident?
- Someone who records the details of the incident?
- Someone who supports those involved?
- Someone who notifies the respective contacts?
- Someone who notifies the appropriate authorities?
- Someone who follows up with those involved?



Step 2

Crew Background checking processes: Do you have an international, national, regional, local checking requirement for your staff and crew?

For example: Some staff who work with those under 18 must have a nationally recognised Working With Children Check (conducted by the Police)

What does your organisation do to background check employees?



Step 3

Crew and Trainee Code of Conduct: This is document signed by both staff, crew and trainees that clearly outlines their roles and responsibilities and articulates such things as;

- How they will interact with each other,
- Limits of interactions,
- Appropriate levels of relationships,
- Appropriate use of substances such as Alcohol,
- Acceptable levels of physical contact,
- Awareness of situations,
- Handling disagreements,
- Appropriate use of power and authority.



Step 4

Crew Training and Education programs.

Induction and ongoing training programs for staff and crew on;

- Identifying and responding to situations that could lead to an incident
- Strategies to minimise risks of incidents
- Cultural, ethical and legal considerations
- Developing equal and respectful relationships



Step 5

Safe reporting mechanism for those who experience an incident.

A process on board or on shore where details of an incident are recorded and those responsible for action are notified as soon as possible.

This could be to help organisations

- Understand incident causes
- Assist with any legal cases
- Identify areas for future training
- Develop incident history



Step 6

Counselling / Support network for potential victims and alleged accused.

Confidential networks of professionals who are trained in working with those who are alleged victims of an incident as well as those who may be alleged offenders.

Networks provide ongoing support and provide feedback to the organisation and legal agencies where possible and appropriate.



Step 7

Legal representation pathway if required

Should an incident occur there should be an identified legal pathway in order to;

- Investigate the claim appropriately.
- Protect the interests of the victim and the organisation.
- Allow the alleged offender an opportunity for defence
- Resolve the matter according to the applicable laws.



Step 8

Regular review of procedures

Ongoing process of review to determine;

- If information is up to date and relevant.
- Update on changes to legislation.
- Update on Code of Conduct.
- Improvements from previous incidents.
- Implementation of new strategies.
- Maintain currency.
- Provide up to date training for staff and crew.



Step 10

Share your experiences

The more we talk about incidents that occur

- The easier it becomes to work through them.
- The wider the support network becomes
- The more we educate those around us
- Number of incidents decreases.

Remember we are here to support each other.



What Next

Thank you for your input

Representatives from Sail Training International will take your feedback and the information that you have shared and from it we will develop support documentation that can be used by the Sail Training Community to help develop or strengthen their trainee protection processes.

Together we will ensure Sail Training remains safe for all those who participate for years to come.



