



## **WELFARE POLICY**

### **Welfare is the responsibility of our whole club.**

Fleet and Crookham Athletics Club believe that everyone who takes part in athletics is entitled to participate in an enjoyable and safe environment. We are committed to establishing and implementing policies and procedures to ensure a safe athletics environment.

As such we have adopted and fully support the UK Athletics (UKA) Welfare Policy 2009 entitled "Safeguarding and protecting children and vulnerable adults in athletics"

This policy can be viewed in full at [www.englandathletics.org/page.asp?section=458&sectionTitle=Guidance+documents+and+resources](http://www.englandathletics.org/page.asp?section=458&sectionTitle=Guidance+documents+and+resources)

We believe that all young people and vulnerable adults are entitled to a duty of care and to be protected from abuse while in our custody.

UK Athletics States:

### **Policy Statement**

UK Athletics Limited, England Athletics Limited, Welsh Athletics Limited, Scottish Athletics Limited and Athletics Northern Ireland fully accept their legal and moral obligations to provide a duty of care, to protect all children and vulnerable adults and safeguard their welfare, irrespective of age, impairment, gender, racial origin, religious belief and sexual identity.

The welfare of the child or vulnerable adult is paramount.

All children and vulnerable adults have the right to protection from abuse.

All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.

All individuals involved in athletics understand and accept their responsibility to report concerns to the appropriate officer.

Fleet and Crookham Athletic Club will promote working in partnership with parents and people with parental responsibility to encourage and support children and young people to express their views about matters that affect them. We will undertake a regular review of welfare information and procedures to ensure compliance with changes in legislation, guidance and best practice.

### **The Key principles of our policy**

The following key principles underpin our approach to safeguarding and protecting children, young people and vulnerable adults:

We fully accept our legal and moral obligations to provide a duty of care, to protect all children and vulnerable adults and safeguard their welfare, irrespective of age, impairment, gender, racial origin, religious belief and sexual identity.

In all that we do, the welfare of the child or vulnerable adult is paramount

All children and vulnerable adults have the right to protection from abuse.

All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.

All individuals involved in our club understand and accept their responsibility to report concerns to our Welfare Officer, or where appropriate to the Chair of the Club.

In order to meet this obligation we will:

Follow our agreed procedures to safeguard the wellbeing of all participants and protect them from abuse.

Ensure all young people and vulnerable adults who take part in our activities are able to participate in a safe and fun environment.

Respect and uphold the rights, wishes and feelings of young people, and/or vulnerable adults.

Recruit, train and supervise volunteers to adopt best practice in safeguarding and protecting children, young people and vulnerable adults from abuse, and themselves from false allegations.

Require volunteers to adopt and abide by our Welfare Policy and Procedures and Codes of Conduct

Respond to any allegations appropriately and implement the appropriate complaints, child protection, disciplinary and appeals procedures

Review our policies regularly.

## Scope

Athletics stakeholders be it Clubs and Child Protection/Welfare Officers, coaches, parents/carers, sponsors, media, training organisations, events organisers, local authorities, UKA staff or the actual athletes themselves etc. need to respond to and be accountable to the four main dimensions of athlete welfare and protection by:

- 1) **Recognising and referring** to the appropriate agency anyone who has been subjected to poor practice, abuse or misconduct by someone else, whether inside the Club domain (by an adult volunteer, or another athlete member) or outside the Club domain (e.g. family or peer group);
- 2) **observing and encouraging good practice** when working with athletes in order to avoid perpetrating poor practice, abuse or other types of misconduct;
- 3) **taking precautions** to avoid false allegations against themselves;
- 4) **safeguarding the good name and integrity of the sport of athletics.**

## Abuse

Abuse can occur wherever there are young people or vulnerable adults. There are four main types of abuse:

Physical abuse. This includes being hit, kicked, shaken or punched, or given harmful drugs or alcohol.

Emotional abuse. This is the persistent emotional ill treatment of a person such as to cause severe and persistent adverse effects on a individual's emotional development. This includes being called names, being threatened or being made to feel worthless.

Sexual abuse. This is where children and/or vulnerable adults are used by adults or other children to meet their own sexual needs. This includes being touched inappropriately or where the individual feels threatened or uncomfortable, sexual innuendo, being asked or forced to have sex or being exposed to images of a sexual nature.

Neglect. This is when an individual is not looked after properly, including having no place to stay, or not enough food to eat, or clothes to keep them warm. It also includes when a child's or vulnerable adults safety is not considered or medical attention is not sought immediately when it is required.

Bullying and racism are also forms of abuse. Bullying is deliberate harmful behaviour, usually repeated over a period of time. It includes hitting, threatening violence, taking property or name calling and deliberately humiliating or ignoring the person. Bullying between children typically takes place when adults are not present, such as in a changing room or on the way to or from a meeting. Racist behaviour may take the form of bullying when references are made to ethnic origin, skin colour or religious belief.

Concerns about abuse or harm may be raised in many different ways to a range of individuals involved with Fleet and Crookham AC. These concerns may arise due to:

- An individual disclosing that they are being abused;
- The behaviour of an adult towards a child or vulnerable adult; or
- A number of indicators observed in a child or vulnerable adult over a period of time.

If you have a concern about a child as a volunteer or club member, it is not your responsibility, or that of Fleet and Crookham AC, to decide whether a concern constitutes abuse.

However, it is your responsibility to report any concerns about the welfare of a child and/or vulnerable adult.

**Welfare Officer:** The Club has a Welfare Officer who is a serving member of the committee to provide advice at all levels of Club decision making in order to promote best practice in child welfare and protection. Any concerns over child welfare/protection should be referred to the Welfare Officer:

**Criminal Record Bureau (CRB) Checks :** All adults working with juniors (under 18's) must have completed a CRB Check

**First Aiders:** The Club will ensure that a trained first aider is on hand at every training session and at every event hosted/attended by the Club. First aid kits will be kept up to date and will be on hand at every training session and event hosted/attended by the Club.

**Dropping off and Picking Up Junior Athletes:** Anyone with the responsibility for dropping off a junior athlete at the Club should not leave them until their presence has been noted by a Club official with responsibility for them at the particular event/training session.

**Safety and security:** Any child wishing to leave a session for any reason e.g. to leave early or to go to the toilet should register the fact, prior to doing so, with the Club official responsible for them at the time.

A copy of this welfare policy can be found on the Fleet and Crookham AC Club Website.