

Lewes Athletic Club – Welfare Policy Statement (Incorporating Child Protection)

Lewes Athletic Club aims to ensure, that everyone involved in athletics should thrive, fare well and enjoy safety, security and protection from abuse, maltreatment or misconduct. It is the Club's policy therefore to ensure that, every individual involved with the club or concerned with athletics events and programmes is responsible for upholding this belief.

Lewes Athletic Club also recognise that they have a responsibility to ensure the highest standard of care to all (including children) involved in athletics. To this end Lewes Athletics Club will take all necessary steps to ensure the welfare of all those involved in athletics (including children).

Lewes Athletics Club will:

- accept the moral and legal responsibility to implement procedures to provide a duty of care for all people (including children) within the sport, safeguard their well-being and protect them from abuse
- respect and promote the rights, wishes and feelings of people taking part in athletics including young people, disabled and/or vulnerable adults
- recruit, train and supervise its employees and volunteers to adopt best practice in all equality issues, to safeguard and protect young people from abuse, and themselves against false allegations
- require staff/volunteers to adopt and abide by the Athletics Welfare Policy and Procedures, Athletics Codes of Conduct and Investigatory, Grievance, Disciplinary and Appeals procedures.
- respond to any allegations appropriately and implement the appropriate disciplinary and appeals procedures.

The club will also:

- Promote adherence to the Welfare policy through providing education, training and information
- Under take Criminal Records Bureau Checks on all coaching staff and later all officials and volunteers when this becomes necessary.
- Develop good practice guidance in relation to recruitment, selection, training of coaches, officials and volunteers
- Appoint a Welfare and a Child protection Officer
- Establish protocols in relation to UKA welfare policies
- Produce information material for those involved with Lewes Athletics Club

Aims of UKA Athletics Welfare Policy:

The following information sets out the key aims of the 'Athletics Welfare' policy. It also explains the principles that underpin this policy that should be observed by everyone within the community of athletics. It will be the responsibility of Lewes Athletic Club to ensure that it has in place approved procedures that will guarantee the effective implementation of this policy.

AIMS

The aims of Athletics Welfare' policies are to:

1. ensure the **highest possible standards of safety and welfare** for all athletes of all ages and others engaged in UK Athletics activities and events, especially children and vulnerable adults
2. Embed a process of **continuous improvement** in its ongoing work on welfare in the sport
3. work with its partners to ensure that **quality assured training** is offered to all staff and volunteers engaged in UK Athletics programmes, either directly or through the appropriate agencies such as the NSPCC, the CPSU, SCUK, Sports Councils, UKSI and Home Country Governing Bodies
4. Adopt and promote **good practice** in the welfare and protection of athletes and other athletics personnel
5. Demonstrate **ethical standards of leadership** and behavior in all its work

PRINCIPLES

The main principles underpinning this policy are:

1. **Safety** – the welfare of the athlete will always be paramount.
2. **Equality** – the right of everyone involved in athletics to equitable treatment, regardless of age, sex, race, religion, ability, sexual orientation or social background, will be upheld.

3. **Responsiveness** – all allegations or suspicions of abuse or violations of athlete welfare will be taken seriously and acted upon appropriately and speedily. Those found to be spreading malicious or false allegations will be disciplined according to the relevant procedures
4. **Consent** – those with parental responsibility will be consulted if it becomes necessary to invoke the procedures that accompany 'Athletics Welfare' **Compliance with the statutory system in each of the HC's (see abbreviations on page 1)** – UK Athletics and HC's will operate within the law, including guidelines and rules set down by the CRB, CRBS and PECS and the Home Office. UK Athletics will work in partnership with Social Services/Work Departments, Police Child Protection Units, ACPCs, CPCs, the CPSU, Children First and other relevant agencies in order to ensure compliance with this policy.
5. **Fairness** - the human rights of staff, coaches, athletes or volunteers facing allegations will be embodied in disciplinary and appeals procedures

This policy recognises and builds on legal and statutory definitions of a child.

1. The distinction between ages of consent, civil and criminal liability are recognised but in the pursuit of good practice in the delivery and management of athletics a child is recognised as being under the age of 18 years.
2. Adults looking after children in the absence of the person with parental responsibility have to take reasonable care in all circumstances, regardless of the age of the child.
3. The child's welfare is paramount.
4. All children, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
5. All incidents of suspicious poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
6. All children have a right to participate in athletics in an enjoyable and safe climate.
7. Young athletes have a right to expect appropriate management, support, personal and social development with regard to their involvement in all levels of athletics.
8. It is the responsibility of the child protection experts to determine whether or not abuse has taken place but it is everyone's responsibility to report any concerns.

9. Confidentiality should be upheld in line with the Data Protection Acts 1984 and 1998, and the common law of confidentiality.

SCOPE

Athletics stakeholders need to respond to 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* sport (by another staff member or athlete) or *outside* sport (such as the 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.**
The procedures adopted by partner athletic organisations should *assist* with safe practice with respect to all four dimensions of welfare in the sport.

The 'golden rule' for all involved in athletics in relation to welfare and protection is that it is not your responsibility to judge whether or not a welfare violation has taken place but it is your responsibility to act on any concerns you may have.

CLUB POLICY NOTICE

Lewes Athletics Club is committed to the underlying principals of the UKA Welfare and Policy procedures.

A copy of the Athletics Welfare Policy and Procedures are held by the club Welfare Officer. These documents are open to any person associated with Lewes Athletic Club should they wish to view them.

Alternatively, they can be accessed via the internet at the following address:

<http://www.ukathletics.net/about-us/policies/welfare/>

To assist with implementation Lewes Athletic Club has appointed a Club Welfare Officer. The Club Welfare Officer will act as a first point of contact for any person who has a concern about child welfare and protection. They will also be a member of the Club Committee.

The UKA documents cover some 75 pages and are very detailed. Lewes Athletics Club will seek to ensure that over time all aspects of the policy are implemented or understood.

However, as a priority, the Club will be focusing on a number of key areas:

1. Criminal Records Bureau checks on all Coaches.
2. Providing a safe coaching environment.
3. Providing appropriate transport arrangements (where ever possible)
4. Communication with parents/guardians.
5. To raise awareness at a club level in respect of Welfare and Child Protection issues.

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