



## CLC STRIDERS RUNNING CLUB

### WELFARE POLICY

CLC Striders is committed to ensuring that all members can participate in club activities in an enjoyable and safe environment. All children and adults at risk are entitled to a duty of care and to be protected from abuse. This document outlines the club's approach, responsibilities and policy & procedures to safeguarding of children and adults at risk.

CLC Striders commits to the England Athletics safeguarding policies in their entirety:

- [Safeguarding and protecting children in athletics](#)
- [Safeguarding adults in athletics](#)

Additional information is included below, to support all club members, parents and carers, Coaches, Leaders, Guide Runners, Volunteers and Committee members, to apply these policies.

### Welfare Officer contact details

- Matt Ashman – [secretary@clcstriders-runningclub.co.uk](mailto:secretary@clcstriders-runningclub.co.uk)
- Amelia Mullins – [secretary@clcstriders-runningclub.co.uk](mailto:secretary@clcstriders-runningclub.co.uk)

### Definitions

A definition of the roles described throughout this document are included below:

- Coaches: Club members who have an EA Coaching qualification (CiRF).
- Run leaders: Club members who have completed the Leader in Running Fitness (LiRF) course.
- Guide Runner: an individual who supports a visually impaired person by guiding them whilst running
- Parent Helpers: Any responsible parent, person with parental responsibility, or other supporter working or volunteering for the club

All Coaches and Run Leaders undertake Safeguarding in Athletics training on an bi-annual basis run by England Athletics.

A child is defined as anyone under the age of 18, in line with the UK and UN legal definition of a child.

### Roles and responsibilities

All Committee Members, Coaches, Leaders and members of the club have responsibility to uphold the welfare policies and procedures, to adhere to good practice and to respond to any suspected breaches.

The safeguarding policy will be actively promoted to club members and is published on the club's website.

### **Statement of good practice**

The club will adhere to the accepted ethical framework for best practice outlined in Safeguarding and protecting children in athletics and Safeguarding adults in athletics, both available from England Athletics.

Any club member that is concerned these standards are not maintained, or about poor practice or possible abuse should report this immediately as outlined in section 9 of this document.

### **Welfare**

CLC Striders Running Club takes the welfare of its members very seriously. We are obliged through our affiliation to UK Athletics and England Athletics to implement the policies and procedures that they have established.

### **Club Welfare Officers**

The Club Welfare Officer (CWO) will listen confidentially<sup>1</sup> to any issue that may arise, and endeavor to support your individual needs and wellbeing. If you have any queries or concerns, we encourage you to contact our Club Welfare Officer and discuss your concern(s) directly with them.

The current Club Welfare Officers are Matt Ashman or Amelia Mullins who are available to offer help and advice.

You can contact either of the CWOs by emailing [secretary@clcstriders-runningclub.co.uk](mailto:secretary@clcstriders-runningclub.co.uk). Alternatively speak to one of the CWOs at training.

### **Welfare – what it means**

The Club aims to create an environment where you feel safe and are able to participate in club events without being subject to any form of harassment, bullying, verbal or physical abuse or excessive pressure.

Welfare covers a wide range of issues such as safeguarding and protecting children, anti-bullying, equality, poor practice in coaching and disciplinary and grievance matters. The Club's Codes of Conduct and procedures for dealing with child protection concerns and other welfare issues are in line with those outlined in the UKA Welfare and Child Protection policy which we have adopted; this can be viewed here.

<https://www.uka.org.uk/governance/welfare-and-safeguarding/guidance-documents-and-policy/>

### **Welfare – what we expect from our members**

It is everyone's responsibility to ensure the safety and enjoyment of all those who participate in club activities. If you deem the actions of a member towards another member to be

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<sup>1</sup> In order to provide the support for your needs and well-being, the information shared with a Welfare Officer may be shared with other Welfare Officers and/or the Committee, but only on a need to know basis. Exceptions are also made, for example if you may present a danger of violence to others; or if there is a reasonable suspicion that you are likely to harm yourself unless protective measures are taken

inappropriate, please discuss your concerns with a member of the committee or contact the Club Welfare Officer (CWO) directly so the committee can discuss any action (if any) that needs to be taken.

### **Welfare – what we expect from our coaches / run leaders**

Coaches and run leaders are responsible for ensuring all members adhere to this policy to ensure the safety and enjoyment of those participating in club activities. Appendix 1 provides detail of the Code of Conduct for Coaches.

### **Disclosure, allegation or concern**

Any person with information of a disclosure, allegation or concern about the welfare of a child or vulnerable adult must immediately report to the Club Welfare Officer (CWO) who will refer the matter to UK Athletics' Child Protection Liaison Officer or Home Country lead welfare officer, as appropriate. 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.
- a number of indicators observed in a child or vulnerable adult over a period of time indicating abuse may have taken place or they are at risk of a form of exploitation.

In the event that the CWO is unavailable, please contact a Committee member who will make contact with the CWO.

If the UKA CPLO nominated deputy or Home Country CPO is unavailable, you should take responsibility and seek advice from either the NSPCC helpline (0808 800 5000) or Multi-agency Safeguarding Hub (see number below)

If you have concerns that a child/young person or vulnerable adult is at risk of immediate harm, you should call the Multi-agency Safeguarding Hub with immediate effect. This ensures that all appropriate agencies (police, social care, education etc.) are informed of any risks or concerns relating to that child/young person and that action may be taken swiftly.

The number for the Multi-agency Safeguarding Hub is **0345 155 1071**

- Affiliated Bodies
- UK Athletics
- England Athletics

This policy is intended to inform CLC Striders Running Club members of best practice with regards Safeguarding and Child Protection and make them aware of what the club does to safeguard the welfare of its members and what action members can take themselves in the event of concerns.

The UKA policy(s)( see below) must always be adhered to and the above guidance is intended to be reflective of this but does not replace or act as a substitute for it.

<https://www.uka.org.uk/governance/welfare-and-safeguarding/guidance-documents-and-policy/>

### **Breaches of this Policy**

If any member or individual associated with CLC Striders in any capacity, feels there have been breaches in the codes of conduct or this safeguarding policy, they should discuss with the Club's Welfare Officer.

If the matter is not resolved, any individual involved at any level of the sport of athletics can raise concerns with UK Athletics for investigation as outlined in the [EA Whistleblowing policy](#).

#### **Related policies and procedures**

- Club Constitution
- Safeguarding Policy
- Codes of Conduct
- Club Grievance and Disciplinary Policy
- Club Inclusion Policy
- Club Social Media Policy

#### **Useful contact**

- Matt Ashman - Club Secretary and Welfare Officer ([secretary@clcstriders-runningclub.co.uk](mailto:secretary@clcstriders-runningclub.co.uk))
- Amelia Mullins – Welfare Officer ([secretary@clcstriders-runningclub.co.uk](mailto:secretary@clcstriders-runningclub.co.uk))

**Updated and approved by the CLC Striders Committee – 7 November 2023**

## Appendix 1 – Code of Conduct for Coaches / run leaders

As a responsible athletics Coach you will:

- Respect the rights, dignity and worth of every athlete and others involved in athletics and treat everyone equally.
- Place the welfare and safety of the athlete above the development of performance.
- Be appropriately qualified including obtaining Disclosure and Barring Service (DBS, formerly CRB) clearance, update your licence and education as and when required by UKA and adhere to the terms of the coaching licence.
- Ensure that activities you direct or guide are appropriate for the age, maturity, experience and ability of the individual athlete.
- At the outset clarify with athletes exactly what it is that is expected of them and what athletes are entitled to expect from you.
- Never try to recruit, either overtly or covertly, athletes who are already receiving coaching. If approached by an athlete receiving coaching refer immediately to the coach currently providing coaching support.
- Cooperate fully with others involved in the sport such as technical officials, team managers, other coaches, doctors, physiotherapists, sport scientists and representatives of the governing body in the best interests of the athlete.
- Consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances.
- Encourage and guide athletes to accept responsibility for their own performance and behaviour.
- Develop appropriate working relationships with athletes based on mutual trust and respect.
- Do not exert undue influence to obtain personal benefit or reward.
- A Coach MUST strictly maintain a clear boundary between friendship and intimacy with athletes and do not conduct inappropriate relationships with athletes. Relationship with athletes can cause significant problems for other team members, raising concerns of favouritism and/or victimisation should the relationship later end.
- It is strongly recommended that you do not allow intimate relationships to develop between yourself and athletes coached by you aged over 18 years. As a responsible Coach, when participating in or attending any athletics activities, including training/coaching sessions and competition events you will:
- Act with dignity and display courtesy and good manners towards others.
- Avoid swearing and abusive language and irresponsible behaviour including behaviour that is dangerous to yourself or others, acts of violence, bullying, harassment and physical and sexual abuse.
- Challenge inappropriate behaviour and language by others.
- Be aware that your attitude and behaviour directly affects the behaviour of athletes under your supervision.
- Never engage in any inappropriate or illegal behaviour.
- Avoid destructive behaviour and leave athletics venues as you find them.
- Not carry or consume alcohol to excess and/or illegal substances.
- Avoid carrying any items that could be dangerous to yourself or others excluding athletics equipment used in the course of your athletics activity. In addition, Coaches should follow these guidelines on best coaching practice, in particular with young athletes or with vulnerable adults.
- Avoid critical language or actions, such as sarcasm which could undermine an athlete's self-esteem.
- Always explain why and ask for consent before touching an athlete.

- Report any suspected misconduct by other coaches or other people involved in athletics to the Club, Regional, National or UKA Welfare Officer as soon as possible.