



HAWKINGE HURRICANES WELFARE POLICY

FEBRUARY 2016

It is the policy of Hawkinge Hurricanes Running Club (HHRC) to ensure that everyone who takes part in running events organised or promoted by HHRC should be able to participate in a fun and safe environment and be protected from all forms of abuse including neglect, physical, sexual and emotional abuse. The Welfare Policy explicitly focuses on children and young people, but the principles and codes of conduct apply to everyone as we are an adult group.

Key Principles:

- All runners whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Anyone under the age of 18 years is considered as a child for the purposes of the policy.
- In all activities and decisions involving juniors the welfare of the child is paramount.
- Adults working with juniors should be aware of and always adhere to good practice.
- Working in partnership with children and their parents/carers is essential for safeguarding children.
- All coaches, volunteers and Adult members of HHRC have a duty to report any concerns to the Club Welfare Officer.
- Coaches and Volunteers will be 'signposted' to the appropriate documentation and support made available to ensure that they are able to implement this policy effectively.
- Coaches and Volunteers need to be aware of the measures they must take to prevent them from being the subject of false allegations.
- HHRC recognises and is committed to working within the framework laid down by the Local Safeguarding Children Board.

Role of HHRC Officers and Committee

- To accept that all Officers, Committee Members, Coaches and Volunteers have a duty to respond to any indications and allegations of abuse in the club.
- To be ready to challenge and put right undesirable practice.
- To implement as appropriate any recommendations made by governing bodies, in particular, UK Athletics (UKA) and England Athletics (EA).
- To respect the confidentiality of all parties involved where allegations of abuse have been raised.

Role of HHR Welfare Officer

- To advise and support the club officers and committee to implement welfare policies and procedures and to support the club to adhere to codes of conduct and good practice.
- To ensure that all club coaches/helpers/volunteers have completed a volunteer reference form or complied with a volunteer recruitment process and assist in this process as appropriate and to ensure that all coaches/officials/volunteers have completed an Enhanced Level Criminal Records Bureau check (DBS).
- To respond to suspected breaches of the Welfare Policies and Procedures that may be referred to them, in accordance with the Welfare Procedures and, to advise and support other club officers or committee members how to respond appropriately in accordance with the Procedures.
- Should report any concerns about child abuse to local children's social care services or police immediately. If the Welfare Officer is not available, the person with concerns should report the matter to the local children's services County triage team
- Any concerns about child abuse should also be reported by HHRC Welfare Officer to both the UKA Welfare Officer and the EA Welfare Officer and inform them what action has been taken.
- The Welfare Officer should have attended appropriate Safeguarding and Protecting Children Training. Online training provided by Educare – *'protecting Vulnerable adults'*.
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Codes of Conduct

The Codes of Conduct describe good ethical conduct and practice for all involved in the sport of running.

HHRC Club Officials and Committee Members should:

- Consider the well-being and safety of runners before the development of performance
- Promote the positive aspects of running · Display consistently high standards of behaviour
- Ensure that all activities are appropriate to the age, ability and experience of those taking part
- Implement recommendations and follow guidelines of UKA and EA
- Take action to amend bad practice
- Respond to any indication of abuse and maintain confidentiality of any junior involved in incidents or cases and of any adults, unless disclosure is required or recommended.

Runners should:

- Treat others with the same respect and fairness that you wish to receive

- Uphold the same values away from running as you do when engaged in running.
- Thank those who help you to participate in running
- Respect diversity amongst fellow runners
- Act with dignity at all times
- Challenge anyone whose behaviour falls below the expected standards of welfare in HHRC members code of conducts

SAFETY IN RACES, Adult specific:

- Enter races only if you have the experience and skills (e.g. navigational) necessary for the particular race obeying the Rules for Competition and complying with any safety requirements, including specified clothing and equipment, if you see someone in trouble, help them, even if it costs you the race if you retire, following the organiser's retirement procedure.

Coaches should:

- Respect the rights, dignity and worth of every athlete and treat everyone equally, regardless of background or ability
- Place the welfare and safety of the runner above the development of performance
- Coaches to follow code of conduct

Leaders should:

- Respect the rights, dignity and worth of every athlete and treat everyone equally, regardless of background or ability
- Place the welfare and safety of the runner above the development of performance
- Coaches to follow code of conduct

Assistant Leaders should:

- Respect the rights, dignity and worth of every athlete and treat everyone equally, regardless of background or ability
- Place the welfare and safety of the runner
- Be guided by qualified coach / Leader
- Coaches to follow code of conduct

HOW TO RAISE CONCERNS:

- if you have any concerns either about yourself or another member of the group in the 1st instance please contact the Club Welfare Officer on the bottom of this document If the concern is about the welfare officer it should be raised with the Head Coach contact at the bottom of this document. In any either instances please provide as much information as you are able to including dates times and the names of any witnesses. In any event we would encourage you to raise anything you are uncomfortable or concerned about especially in relation to vulnerable people. Please do note that the welfare officer will discuss all issues with the head Coach as appropriate with the exception of when the concern is about the head coach, in which case he will contact Run England / UK Athletics.

CONTACTS:

WELFARE OFFICER – Mrs Marie Brazier

07717790781

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HEAD COACH - Mrs Samantha Miller

07711 995267

sam@hawkinghurricanes.com

References:

UK Athletics - Safeguarding and Protecting Children and Vulnerable Adults. Policy and Procedures Document. 2013. This document states the welfare policy of UKA. www.ukathletics.org.uk

England Athletics Club Welcome Pack Template. This document provides codes of conduct for athletes and all groups supporting athletes and running athletics.

S T O R M I N G