



## **Athletics Welfare**

### **Principles**

- ❑ **Safety** – The welfare of athletes and others involved in athletics will always be paramount.
- ❑ **Equity** – 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.
- ❑ **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.
- ❑ **Consent** – Parents/carers or those in *loco parentis* will be consulted if it becomes necessary to invoke the 'Athletics Welfare' procedures.
- ❑ **Compliance with the statutory system** – The club will operate within the law, including guidelines and rules set down by the Criminal Records Bureau and the Home Office. The club will work in partnership with all relevant agencies in order to ensure compliance with this policy.
- ❑ **Fairness** - The human rights of staff, coaches, athletes or volunteers facing allegations will be embodied in disciplinary and appeals procedures.

### **Scope**

All people involved in athletics need to respond to four main dimensions of athlete welfare and protection by:

- ❑ 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);
- ❑ observing and encouraging good practice when working with athletes in order to avoid perpetrating poor practice, abuse or other types of misconduct;
- ❑ taking precautions to avoid false allegations against themselves;
- ❑ safeguarding the good name and integrity of the sport of athletics.

*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.*

### **The responsibility of the Management Committee**

The committee will ensure that where a report of bad practice or child abuse came to the attention of the club, it will be investigated or referred to the appropriate organisation e.g.UKA, the Police or Social Services.

The Club Management Committee may then nominate a group responsible for the overseeing of any allegation of abuse, by a member of the club, on another member. This group should consist of at least three persons, not including a Child Officer for the club.

The group would have the power to permanently exclude any member from the club where sufficient evidence is available to support such exclusion.

The committee could insist on further training be attended by the person responsible, where it is shown that the incident occurred due to inappropriate training methods.

The safety of the child is paramount. The committee have the responsibility to ensure good practice is followed in all areas.

The committee will allow an appeal against exclusion at a time and date designated, within 28 days of the exclusion decision. This appeal can be presented in written form or in person. The relevant governing body will be notified of the result of the appeal.

### **Codes of Conduct for our Sport**

Colchester and Tendring Athletic Club members, visitors and others involved with Athletic activities are asked to comply with the current Governing body and club guidelines as appropriate. Members sign in agreement when completing their membership form, Coaches and Officials also sign in agreement when completing an application form to help in those positions.

The Governing body for athletics in the United Kingdom is UK Athletics with some areas devolved to the relevant home country body ie England Athletics. The current policy documents are to be found in the Governance section on the UK Athletics website and itemized below. Copies of these documents and details of the Coaches and Officials qualifications are also held by the Club Secretary.

#### *Under Welfare and Safeguarding:-*

UKA Child Safeguarding Policy 2021, UKA Adult safeguarding Policy 2021, UKA 'Code of Conduct for Athletics Clubs'

UKA 'Code of Conduct for Coaches', UKA 'Code of Conduct for medical officers, physiotherapists, masseurs', UKA 'Code of Conduct for Team Managers', UKA 'Code of Conduct for Athletes', UKA 'Code of Conduct for Contractors, Employees, Volunteers or Track Managers', UKA 'Code of Conduct for parents/people with parental responsibility', UKA 'Code of Conduct for Technical Officials'

Other documents giving advice on dealing with poor practice may also be found in the above location.

#### *Under Governance and Policies the following documents can be found:-*

The UKA 'Equality Policy' UKA 2010.

Guidelines for the use of photographic and video images of children / young people under the age of 18. UKA 2009.

#### *England Athletics Documents: Under Disability on the England Athletics website*

England Athletics Inclusion Policy 2010 Other documents for competition organizers can be found here too.

*CATS Documents:-*

Code of Conduct for Juniors, Code of Conduct for Supporters, Training away from Club Venues  
England Athletics Club Standards and Compliance Officer contact information:  
welfare@englandathletics.org or call 07920 532553

**Committee Statement:**

Colchester and Tendring Athletic club will adhere to all Governing body Codes of Practice and guidelines as required by its membership of those bodies.

<b>Date</b>	<b>Version</b>	<b>Status</b>
07/03/2023	V1.0	Approved, Chair Welfare Officer (KS) & CATCOM