



Camberley & District Athletic Club

Founded March 1954. Affiliated to UKA, EA, SEAA, SCAA & SPFA

WELFARE POLICY

Camberley and District Athletic Club is fully committed to continually developing, supporting and providing a safe environment for everyone within the Club. The policy, procedures and subsequent implementation strategies within the Welfare Policy convey our core values and recognize the need to determine good standards and promote best practice.

As such we have adopted and are fully signed up to the policies as laid down in the UK Athletics (UKA) Welfare policy and procedures.

We have given particular consideration to Child Protection and have expanded on the provisions of this part of these policies that are specific to our needs and way of working.

Comprehensive details can be referred to in the UK Athletics Welfare Policy and Procedures document entitled "Safeguarding Children Policy 2018."

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

Extract from 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 safeguard their welfare, irrespective of age, disability, ethnicity, gender identity, religion or belief, sex or gender and sexual orientation.

- The welfare of the child is paramount.
- All children 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.



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Camberley & District Athletic Club will promote the welfare of the child as the paramount consideration in all matters activities and will encourage and support children to express their views about matters that affect them. We will promote working in partnership with parents and people with parental responsibility. With support from our Governing Body – UKA and their partner agencies, we will undertake a regular review of welfare information and procedures to ensure compliance with changes in legislation, guidance and best practice.

We recognise that:

- There is a distinction between ages of consent within civil and criminal liability but for the purposes of the policy a child is recognised as being under 18 years.
- Adults looking after children in the absence of the person normally with parental responsibility have to take reasonable care in all circumstances regardless of the age of the child.
- The child's welfare is paramount.
- All children, irrespective of age, disability, ethnicity, gender identity, religion or belief, sex or gender and sexual orientation have the right to protection from abuse.
- All incidents of suspicious poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All children have the right to participate in athletics in an enjoyable and safe environment.
- Young athletes have the right to expect appropriate management, support, personal and social development with regard to their involvement in all levels of athletics.
- It is the responsibility of the child protection experts to determine whether or not abuse has taken place but it is everyone's responsibility within/associated to the Club to report any concerns.



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- Confidentiality should be upheld in line with the Data Protection Act 2018 (which includes GDPR) and the common law of confidentiality in respecting Human Rights.

We will:

- Provide and enforce procedures to safeguard the wellbeing of all participants and protect them from abuse.
- Respect and promote the rights, wishes and feelings of young people, disabled and or vulnerable adults.
- Recruit, train and supervise officials and volunteers to adopt best practice to safeguard and protect children from abuse, and themselves against false allegations or misinterpretation of actions.
- Require officials and volunteers to adopt and abide by the Athletics welfare Policy and procedures (incorporating Child Protection), code of conduct and the relevant grievance, investigatory and disciplinary procedures.
- Respond to any allegations appropriately and implement the complaints, disciplinary and appeals procedures when necessary.

Athletics stakeholders be it Clubs and Child Protection/Welfare Officers, coaches, parents/carers, sponsors, media, training organisations, event 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;



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3. Taking precautions to avoid false allegations against themselves;
4. Safeguarding the good name and integrity of the sport of athletics.

The 'golden rule' for all those 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.

Breaches of Welfare

There are many different types of misconduct that adversely affect someone's welfare. However, these usually have the result of victimising one or more persons. Of particular concern to UKA and our Club are welfare violations that affect children and vulnerable adults. Such violations include child abuse, harassment or abuse, extortion, fraud, cheating and inappropriate use of photographs. In addition to causing personal harm, any misconduct is likely also to bring the sport of athletics into disrepute.

Factors that Promote or Undermine Welfare

Factors that promote welfare...

- Self-respect/self esteem
- Independence/autonomy play
- Self-awareness /Self-fulfilment
- Attention/interest
- Pastoral support enhancing
- Support and friendship
- Thorough risk assessment
- Equal treatment
- Trust and co-operation
- Shelter and warmth
- Food and nutrition
- Rest, sleep and recuperation



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Factors that undermine welfare...

- Abuse of trust/power
- Fraud, cheating, blackmail and unfair behaviour
- Stress arising from unrealistic expectations
- Misrepresentation, plagiarism, libel or slander
- False or malicious allegations
- Doping, misuse of performance substances, alcohol or drugs
- Bullying and intimidation
- Favoritism/bias of any kind
- Discrimination and inequality related to (dis)ability, class, race, sex, culture and social class
- Privacy and dignity
- Sexual, racial or homophobic harassment, initiation rituals or abuse
- Neglect or failure to provide sustenance, career or social support
- Overtraining or undue pressure leading to burn out, eating disorders, osteoporosis, overuse injuries, body image distortion, injury or self harm or premature retirement.

Actions

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:

Current Welfare Officer: Mrs Bryony Ashworth – Tel: 07748725249

Photography: No one is permitted to take photography/film or video at events without registering their intent with the promoter of the event to do so. Details required are:

- Name and address of the person using the camera
- Names of subjects if specific (usually child's/children's names)
- The reason or use the images are being intended to be put to



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- Signed declaration that the information provided is valid and that the images will only be used for the purposes given.

Similar restrictions apply to professional and amateur photographers – details of which should be determined from the policy folder. Appendix 2.

Within the Club, photography or video will not be used for training purposes, advertising, press coverage or the club website use without the permission of the individuals concerned, their parents or those with parental responsibility for them. Only images of athletes in suitable dress will be used to reduce the risk of inappropriate use. Identifying the athlete expressly with both forename and surname will be avoided to reduce inappropriate use or unsolicited attention. All athletes and guardians are responsible for ensuring that inappropriate images of club athletes are not used on social network sites.

Expertise: No one is permitted within the Club to take a training session without having completed at a minimum the UKA Athletics Level 1 Coaching Award.

Disclosure & Barring Service (DBS) Checks and Self Declaration Forms: In order for anyone to be left with the responsibility and sole supervision of one or more athletes they will be required to have obtained an Enhanced Disclosure from the Disclosure and Barring Service before this can take place.

All volunteer helpers at events will be required to complete a self-declaration form compliant to UKA standards and DBS requirements.

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.

Clothing: Parents/ people with parental responsibility and athletes themselves have responsibility for ensuring they turn up to training and events with appropriate clothing as instructed and advised by the Club.

Dropping off: Anyone with the responsibility for dropping off a child/children 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.



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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, Policy for Handling Misconduct, Code of Conduct for Parents/Guardians and Junior Club Rules can be found in the club house and on the club website: <http://www.camberleyathletics.org.uk>