



Stilton Striders Running Club

Safeguarding and Welfare Policy and Code of Conduct

This pack is given to all new athletes, coaches and volunteers within the club. It is imperative that it is read and all appropriate codes of conduct are abided by. If you feel in any way that others within the club are not following these codes of conduct you should contact the Welfare Officer as soon as possible.

As part of your application to join the club you will be asked to sign up to these codes of conduct.

Welfare Officers: Diane Underwood (roadrunner2uk@yahoo.co.uk / 07771 661611)

Katie Hateley (hateleykatie@hotmail.com / 07958 395509)

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1 Aim of the Policy

Our aim is to create an environment in which young athletes (children) and their parent(s), Guardian, responsible adult, carer, closest relative; can feel confident that our running club:

- Provides a safe, enjoyable and wholesome setting for all participants in the sport of athletics.
- Supports and offers advice to every athlete, coach, helper, official and officer of the club in order to protect them from neglect, exploitation and abuse
- Responds to all suspicions and allegations of abuse against young athletes and follows them up appropriately in accordance with this policy and those laid out by UK Athletics Child Protection and Athlete Welfare guidelines and procedures.
- Further information on safeguarding children is available on the UK Athletics web page

<http://www.englandathletics.org>

2 Introduction

It is the policy of UK Athletics to ensure that every child or young person who takes part in athletics should be able to participate in a fun and safe environment and be protected from neglect and physical, sexual and emotional abuse.

The key principles that underwrite this policy are:

- Anyone under the age of 18 years should be considered as a child for the purposes of this document.
- The child's welfare is paramount.
- All children whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
- All suspicious and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Clubs and other organisations will be provided with the appropriate documentation and support to ensure they are able to implement the policy.
- To ensure that adults working with children are also provided protection and are aware of the best practice so they can be protected from wrongful allegations.
- Working in partnership with children and their parents/carers is essential for the protection of the child

Definitions

The term child abuse is used to describe ways in which children are harmed, usually by adults and often by those they know and trust. There are four main types of child abuse, though a child may experience more than one kind at any one time in his/her life.

Physical Abuse - Occasions when parents, adults or other children deliberately inflict injuries on a child or knowingly do not prevent such injuries. It includes injury caused by hitting, shaking, squeezing, burning, biting or using excessive force and giving children alcohol, inappropriate drugs or poison and attempts to suffocate or drown them. Physical abuse may also be deemed to occur if the nature and intensity of training disregards the capacity of the child's immature and growing body or predisposes the child to injury resulting from fatigue or overuse.

Emotional Abuse - Occasions when adults fail to show children due care and attention. There is also the abuse of trust - threats, sarcasm, taunts or shouting at a child causing him/her to lose self-confidence or self-esteem and become nervous or withdrawn. These may also occur when an adult repeatedly ignores or fails to respond to a child's efforts or progress or places the child under unrealistic pressure to perform to high expectations constantly.

Neglect - Occasions where adults fail to meet a child's essential needs, such as adequate clothing, food, warmth and medical care. It also includes occasions where an adult leaves a child alone without proper supervision or does not ensure that the child is safe or exposes them to undue extremes of temperature or risk of injury.

Sexual Abuse - Occurs when males and females use children to meet their own sexual needs. Examples include forcing a child to take part in sexual activity, fondling or exposure to pornographic material. This also includes suggestions that sexual favours can help (or refusal can hinder) a career.

The inappropriate use of photographic material taken at sporting events is an area of abuse that is increasing and all those involved within the sport should be aware of this.

All forms of bullying, both verbal and physical from other children, are also abuse and there is a requirement for all within the sport to ensure

that there are sufficient mechanisms to allow children to report instances of bullying.

Identifying Abuse

Dealing with child abuse is rarely straightforward. In some cases a child's disturbed behaviour, or an injury, may suggest that the child has been abused. In many situations however, the signs will not be clear cut and decisions about what action to take can be difficult.

Possible signs include:

- Uncharacteristic changes in the child's behaviour, attitude and commitment e.g. becoming quiet and withdrawn, or displaying sudden outbursts of temper
- Track side gossip
- Bruises and injuries not typical of the sport or injury for which the explanation seems inconsistent
- Signs of discomfort and pain
- Reluctance to remove tracksuit, or shower
- The child becomes increasingly dirty or unkempt
- The child loses weight for no apparent reason
- Nervousness when approached or touched
- Fear of particular adults - especially those with whom a close relationship would normally be expected
- The child wishes to switch to another coach without a reasonable explanation
- Inappropriate sexual awareness
- Children who are always alone and unaccompanied and/or are prevented from socialising with other children
- Children who are reluctant to go home.

It must be recognised that the above list is not exhaustive and the presence of one or more indicators is not proof that abuse is actually taking place.

It is not the responsibility of those working in athletics to decide that child abuse is occurring, but it is a responsibility to follow through on any concerns.

3 Code of Conduct for Stilton Striders Running Club

As a responsible running club we will:

- Adopt national welfare policies and procedures, adhere to the club's codes of conduct and respond to any suspected breaches in accordance with the welfare procedures.
- Appoint Welfare Officers and ensure that they are provided with appropriate training to act as first point of contact for concerns about welfare issues.
- Ensure that all coaches and volunteers operating within the club hold appropriate qualifications including DBS and coaching licences appropriate to the groups that are being coached /competing.
- Ensure that coaches attend recommended training in welfare and safeguarding all children, athletes and vulnerable athletes.
- Liaise appropriately with all relevant groups to ensure that good practise is maintained.
- Ensure that information is available at the club regarding contact details for local services, Police and NSPCC.
- Ensure that club coaches and volunteers always act responsibly to others including younger members.
- Respect the rights, dignity and worth of every club member involved with Stilton Striders and treat everyone equally.
- Constantly promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age–inappropriate substances.
- Always challenge inappropriate behaviour and language by others.
- Place welfare and safety of the athlete above other considerations including the development of performance.
- Report any suspected misconduct by coaches or other people involved in Stilton Striders Running Club to the club, Regional or England Athletics Welfare Officers as soon as possible.

4 Coaches code of conduct.

Coaches should follow these guidelines on best coaching practise with young athletes or with vulnerable adults:

- Avoid language or actions, such as sarcasm which could undermine athletes' self-esteem.
- Avoid spending time alone with young athletes unless clearly in the view of others to protect yourself and the young athlete. In certain circumstances such as coaching elite athletes, or one-to-one coaching sessions, parental/guardian consent **MUST** be sought and obtained prior to sessions taking place. The parent/guardian must be informed of the training venue and emergency contact numbers must be made available to both parties.
- Avoid taking young athletes alone in your car.
- Never invite a young athlete alone into your home.
- Always explain why and ask for consent from the parents/guardian before touching an athlete.
- Work in same sex pairs if supervising changing areas.
- Respect the right of young athletes to an independent life outside of the club.
- Report any accidental injury, distress, misunderstanding or misinterpretation to parents/guardians and Welfare Officers as soon as possible.
- Report any suspected misconduct by other coaches or other people involved to the club, Regional, National or England Athletics Welfare Officers as soon as possible.

5 Code of conduct for parents/people with parental responsibility.

- Respect the rights, dignity and worth of every athlete and coach and treat everyone equally.

- Constantly promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances.
- Never place undue pressure on children to perform, participate or compete.
- Check out the qualifications and licenses of people who are coaching, volunteering or offering a service.
- Take an interest in your child's participation.
- Know exactly where your child will be and who they are with at all times. Ensure the club has the current emergency contact details for you.
- Ensure your child is properly and adequately attired for the training session/event, including appropriate clothing for possible weather changes.
- Never make assumptions about your child's safety.
- Inform your child's coach of any illness, injury or disability that needs to be taken into consideration.
- If your child is being taken home by another parent, please inform the coach. Also deliver and collect your child punctually to and from the coaching session/event. Please inform a member of the coaching staff if there is an unavoidable problem. The club is unable to act as a 'babysitting service'.
- If your child needs to take any medication ensure that you are at the training session or competition.
- Ensure your child's nutritional needs are met, listen to the advice offered by the coach in relation to what food and hydration is required.

- Report any concerns you may have regarding your child's or any child's welfare to the club Welfare Officer. (This does not affect your right to contact your local social services or the police if you feel it is necessary.)
- Act with dignity and courtesy towards others.
- Avoid swearing, abusive language and irresponsible behaviour or acts of violence, bullying, harassment and physical or sexual abuse.
- Always challenge inappropriate behaviour and language by others.
- Be aware that your attitude and behaviour directly affects the behaviour of your child and other athletes.
- Not carry or consume alcohol or illegal substances.
- Act with consideration, showing respect to others coaches, other parents and other Stilton Striders athletes.
- Refrain from acting in a way that may put your safety or others at risk.

6 Young person's code of conduct

A young person is deemed a young person if they under the age of 18 years of age:

- Wear appropriate footwear and clothing.
- Pay attention to and act upon coaches/leaders instructions at all times during a coaching session.
- Leave mobile phones in your coat pocket or kit bag and only use in the case of an emergency.
- Avoid swearing, abusive language and irresponsible behaviour or acts of violence, bullying, harassment and physical or sexual abuse.

- Act with dignity and courtesy towards others.
- Notify a responsible adult if you have to go somewhere informing them of where you are going, why and when you will return.
- Never accept lifts in cars or invitations into homes on your own without the prior knowledge and consent from your parent/guardian.
- If at any time you are upset about the way you have been treated or spoken to by the coach/volunteer, other parents or your fellow athletes please report to your parents/guardian, coach or the club Welfare Officer as soon as possible.
- Report any suspected misconduct by coaches or other people at training sessions or competitions to your coach or the Welfare Officer.
- Never engage in any inappropriate or illegal behaviour.

7 USEFUL CONTACTS

NSPCC **0808 800 500**

CHILDLINE **WWW.CHILDLINE.ORG.UK**

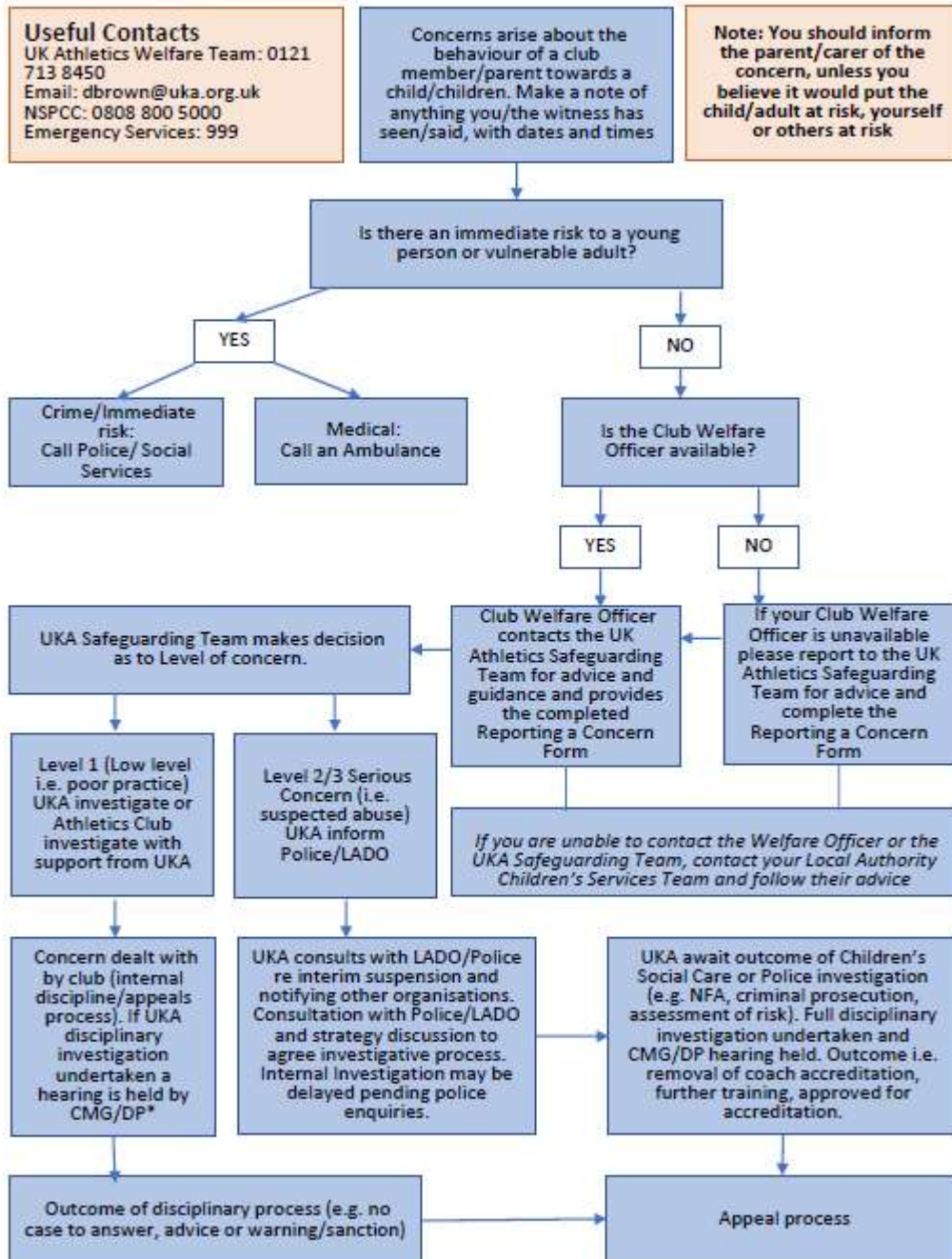
UK ATHLETICS **WWWCHILDPROTECTION@UKA.ORG.UK**

TEL:0161 223 4246

8 Appendix - Reporting a Safeguarding Concern

Reporting a Safeguarding Concern within the Athletics Environment

How to respond to allegations against a volunteer or another young person within the Athletics Environment



*CMG (UKA) – Case Management Group
 *DP (EA) – Disciplinary Panel

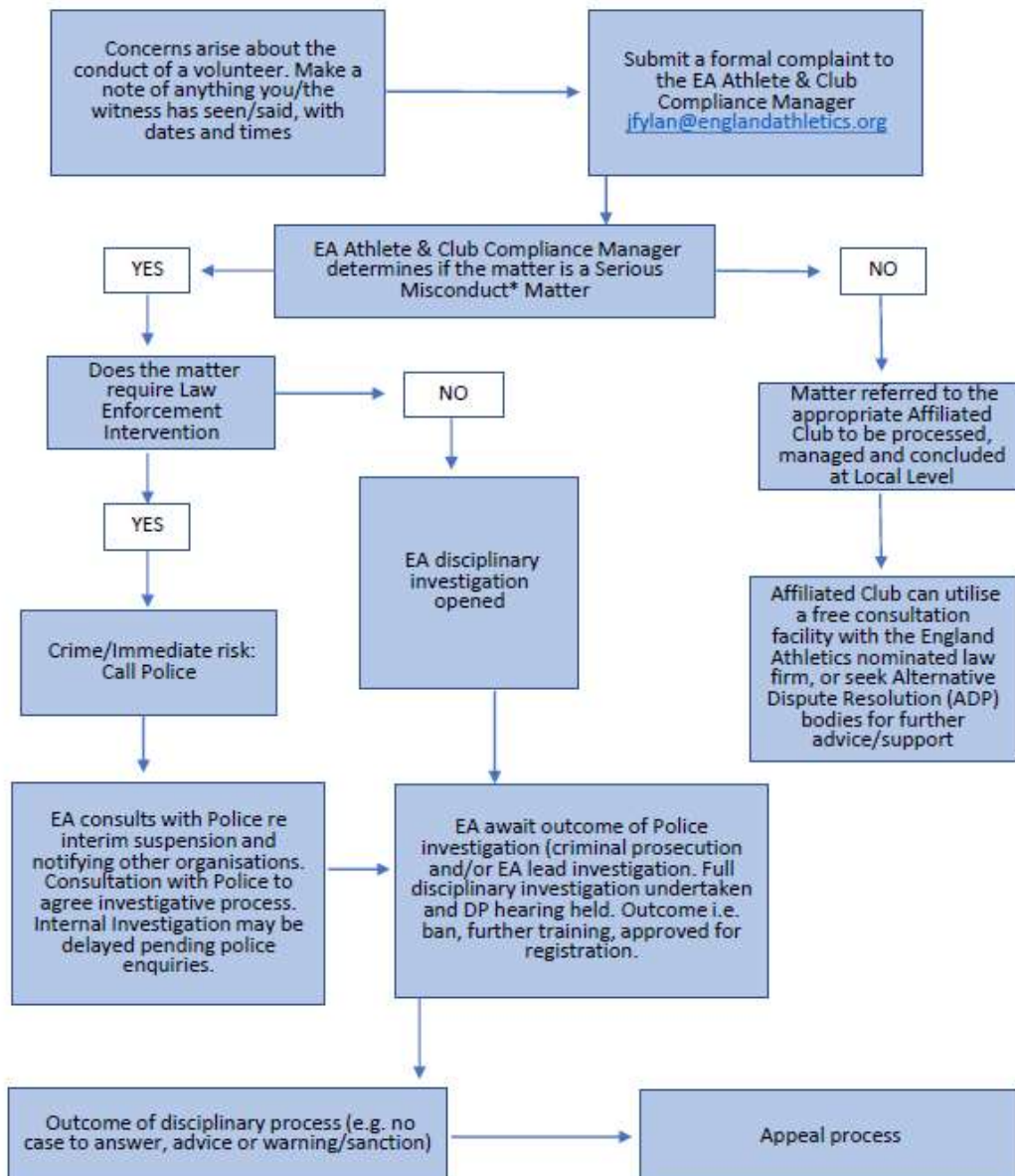
9 Appendix - Reporting Serious Misconduct

Reporting a Serious Misconduct Concern within the Athletics Environment

How to report allegations against a volunteer within the Athletics Environment



Useful Contacts
 EA Compliance Team: 0121 713 8450 (option 3)
 Email: jfylan@englandathletics.org
 Emergency Services: 999



*DP (EA) – England Athletics Disciplinary Panel

* Serious Misconduct – Defined as matters of criminality for the purpose of EA National Disciplinary Policy