



# Cheltenham & County Harriers

## Child Safeguarding & Welfare Policy

Revision History	Version Ref.	Review by;	Summary of changes
09/08/22	v0.1	Secretary	Draft Child Safeguarding & Welfare Policy
20/03/2024	v0.2	MF	Update to Welfare Officers details

## **Introduction**

Cheltenham & County Harriers ('CACH') believes that everyone involved in athletics should enjoy their participation and development in safety and security and with protection from abuse, maltreatment or misconduct. Every individual involved in athletics events and programmes is responsible for upholding this belief.

## **Policy Statement**

### **1. Cheltenham & County Harriers;**

- 1.1. accepts the moral and legal responsibility to implement procedures to provide a duty of care for all people (including children) within the sport, safeguard their well-being and protect them from abuse
- 1.2. respects and promotes the rights, wishes and feelings of people taking part in athletics including young people, disabled and/or vulnerable adults.
- 1.3. ensures its staff and volunteers are carefully selected and adopt best practice in all equality issues, to safeguard and protect young people from abuse, and themselves against false allegations.
- 1.4. requires staff/volunteers to read, adopt and abide by the Safeguarding and Welfare Policy.
- 1.5. responds swiftly and appropriately to any allegations and implements the relevant investigatory, disciplinary and appeals procedures.
- 1.6. reviews the effectiveness of this Welfare Policy and activities each year at the Annual General Meeting.
- 1.7. mandate that coaches, team managers and committee members complete relevant safeguarding trainings and encourage officials to do so as well.

### **The role of the club is to:**

- 1.8. appoint or identify at least one Club Welfare Officer (CWO) who will take specific responsibility for welfare issues and act as the main point of contact for individuals.
- 1.9. support the Club Welfare Officer in attending any local or regional course held by the appropriate organisations on the practical implementation of the policy.
- 1.10. accept that all officers and committee members have responsibilities for upholding the policy and procedures and for responding to any suspected breaches of it.
- 1.11. ensure that, if the Club learns that a volunteer has been convicted of abuse, then it will refuse help from that person who has been so convicted.
- 1.12. wherever possible involve children and parents in the development of policies, procedures, codes of conduct and the general implementation of welfare.
- 1.13. amend poor practice (see Codes of Conduct – available on CACH website).
- 1.14. implement appropriate recommendations from UKA relating to welfare and/or child protection.
- 1.15. through the club CWO, or a member of the Committee in the absence of the CWO, inform the social services without delay if a concern about child abuse is

identified. If the concern is about the CWO, then the person with concerns or being informed of them should immediately contact the local social services or the police and then inform the UKA Welfare Officer.

- 1.16. ensure that contact details for social services, the police and NSPCC are made available to all club organisers, coaches and officials.
- 1.17. maintain confidentiality of the those disclosing, those accused of misconduct and any alleged victims.
- 1.18. for general misconduct cases (non-welfare) appoint a disciplinary panel, operate this in accordance with the England Athletics Serious Misconduct Concern Flowchart.
- 1.19. refer disciplinary cases in relation to athletics welfare to the UKA welfare team.
- 1.20. refer other disciplinary cases to a panel as appropriate.

## **2. The role of the Club Welfare Officer is to:**

- 2.1. implement the Welfare Policy on behalf of the Club
- 2.2. receive and advise on reports or disclosures from club members
- 2.3. work with UKA and partners when requested to ensure the DBS process is in place
- 2.4. initiate action, ensuring that all appropriate persons have been contacted
- 2.5. keep the confidentiality of information on any matters referred but make them available to the UKA Welfare Officer, Social Services or the Police as necessary
- 2.6. maintain up to date knowledge of welfare and child protection issues with support from UKA
- 2.7. refer all media enquiries about suspected or reported abuse or poor practice to UKA.
- 2.8. Ensure staff/volunteers/officials undertake appropriate safeguarding training.

## **3. Other Relevant Documents (available on our website):**

- UKA – Reporting a SG concern Flowchart
- EA – Serious Misconduct Concern Flowchart
- UKA and EA – Whistleblowing Flowchart
- CACH Adult Safeguarding and Welfare Policy

## **4. CACH Safeguarding and Welfare Officer details:**

Derrick Lord - 07917 835548

Carolyn Morgan - TBC

## **5. Other Safeguarding Contacts**

If you cannot contact someone within the organisation or feel that your concerns are not being dealt with properly you can contact: ·

Sue Wilson - UK Athletics [safeguarding@uka.org.uk](mailto:safeguarding@uka.org.uk)

Abbie Cranage - England Athletics [welfare@englandathletics.org](mailto:welfare@englandathletics.org)

Richard Ayling – Club Support Officer for Avon - [rayling@englandathletics.org](mailto:rayling@englandathletics.org)