

CARNEGIE HARRIERS ATHLETE WELFARE POLICY (incorporating Child Protection)

(Adapted from the Welfare Policy of UK Athletics working in partnership with Scottish Athletics Limited.)

The principles contained in this document are founded on key principles of equality and social justice for all in our sport. These principles extend to all who take part in athletics irrespective of gender, disability, sexual orientation, race, ethnicity, religion and political view. The Welfare Policy therefore serves as a guide for all in the sport, and those from outside the sport, on the duty of care that the sport has for all those involved in athletics throughout the UK.

This Welfare Policy is primarily intended to develop a sense of awareness of child protection in club members as well as provide guidance on how to act if there is a concern that a child is being mistreated. However, the principles and duty of care apply equally to all club members, irrespective of age or sex.

Principles

In terms of this policy, a child is recognised as being under the age of 18 years.

- Adults looking after children in the absence of the person 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, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity 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 a right to participate in athletics in an enjoyable and safe environment.
- Young athletes have a 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 to report any concerns.
- Confidentiality should be upheld in line with the Data Protection Acts 1984 and 1998, and the common law of confidentiality.

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.

It is everyone's responsibility to ensure the welfare of all in the sport.

CODE OF CONDUCT FOR MEMBERS

Carnegie Harriers expects that all parent members who bring junior members to training sessions and/or race meets will:

- Take responsibility for the child's welfare during training/racing
- Not place undue pressure on children to perform, participate or compete
- Take an active interest in their child's participation
- Attend training and competitions whenever possible
- Know exactly where their child will be at all times and who they are with
- Inform those leading training sessions of any illness or disability that needs to be taken into consideration
- Report any concerns about their child's welfare or treatment to the club's Child Protection and Welfare Officer

Carnegie Harriers expects that all senior members of the club will:

- Treat others with the respect and fairness that they would like to receive themselves
- Uphold the same values off the field as when engaged in athletic activities
- Show patience with those who are less able or talented, and respect diversity in others
- Challenge anyone whose behaviour falls below the expected standards of Scottish Athletics and the club
- Speak to the club's Child Protection and Welfare Officer immediately if there is a concern that any member of the club is the subject of discrimination or unfairness
- Have a care for the needs and requirements of any younger or more vulnerable members of the club

For club members this means that you should be aware of your behaviour and language at all times, but particularly when children are present. You should take care not to put yourself into any situation where your conduct could be misconstrued or challenged. Finally, you should raise any concerns you may have about member welfare with either the Child Protection and Welfare Officer or, in their absence, any member of the Committee.

ROLE OF THE CHILD PROTECTION AND WELFARE OFFICER

- Is trained to act as a first port of call in cases of concern about athlete welfare
- Liaises appropriately with other key persons, including parents/carers, officials, coaches and sports scientists, to ensure that good practice is followed in maintaining athletes' welfare
- Carries out the duty of care within relevant legislation and government guidance
- Ensures that club officials and volunteers always act responsibly and set an example to younger members

For 2012/2013, this position is held by:

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