

ACCRINGTON ROAD RUNNERS
WELFARE POLICY



This policy document applies to all members of the club. It is imperative that you read and abide by these guidelines. If you feel that others within the club are not following this policy please contact one of our two Welfare Officers :-

Dave Savage - davearrwelfare@gmail.com

Katharine Gregson - katharinearrwelfare@gmail.com

as soon as possible. They can be spoken to in person on at Tuesday training if you prefer.

Accrington Road Runners (The Club) believe that everyone involved in The Club should feel welcome and valued, free from abuse, bullying and harassment.

Our “golden rule” at the club is that any concerns members may have are reported and acted upon appropriately. Whilst it is not a members responsibility to judge whether or not a welfare violation has taken place, it is their responsibility to act on any concerns they may have.

All are entitled to a duty of care and to be protected from abuse. Accrington Road Runners has adopted the UKA Adult and Child Safeguarding Policy (<https://athleticsni.org/download/files/Adult-Safeguarding-Policy.pdf>) ()and is welfare compliant with England Athletics guidance.

The Club committee will :

1. Appoint two Welfare Officers.
2. Ensure all Welfare Officers and qualified run leaders and coaches operating within the club hold appropriate DBS clearance.
3. Ensure all volunteers and officers uphold the Members Code of Conduct and always act responsibly.
4. Recruit and train volunteer run leaders and coaches to ensure best practice in all equality and safeguarding issues.
5. Respond to allegations appropriately and implement, as necessary, the Grievance and Discipline Procedures disciplinary and appeals procedures.

All Club members will :

1. Act with dignity and display courtesy and good manners towards others
2. Avoid swearing and abusive language
3. Avoid irresponsible behaviour including that which is dangerous to yourself or others including acts of violence, bullying or harassment.
4. Challenge inappropriate behaviour and language by others.

5. Report any concerns or suspected cases of misconduct by any member of the Club to a Welfare Officer.
6. Will follow Safeguarding Procedures. Particular where junior and / or vulnerable adults are concerned. With particular reference to one to one contact. Therefore, juniors and / or vulnerable adults must ALWAYS run as part of a group with their accompanying adult, as far as is possible this adult will hold DBS clearance. Group members need to be mindful of the presence of a junior or vulnerable adult member and ensure they are never in a one on one situation with them.
7. At all times act in the best interests of the club.

Statement with reference to 16 - 17 year olds - Junior Members

At the request of their primary care giver 16 - 17 year olds can become members of the Club. This is possible because the Club has adopted UKA Child Safeguarding Policy and Procedure. The salient points of which mean :-

- The junior must have a running mentor - this can be a family member or a Club member, as far as possible someone with DBS clearance.
- Under no circumstances must training or coaching sessions or assistance with travel arrangements take place on a 1 to 1 basis.
- His / Her primary care giver must be included in any electronic communication that would go to all other club members. (Including their running group WhatsApp)
- The junior's mentor should have regular contact with the primary care giver.
- Group dynamics should take account of the presence of a junior.
- All club members have a duty of care toward junior members. Any concerns regarding their wellbeing, either within the Club or elsewhere, including signs of abuse, should be reported to a Welfare Officer.

Policy history and review information

This policy will be reviewed biannually

Action	Date	Meeting	Review date	Secretary
First adopted	22/10/2021	AGM	10/2022	<i>Pam McCullagh</i>
Reviewed	05/09/2022	committee meeting	09/2024	<i>Pam McCullagh</i>