

Glossopdale Harriers Welfare Policy

The Club believes that everyone involved in running should enjoy safety, security and protection from abuse, maltreatment or misconduct. Every member of the Club is responsible for upholding this belief.

The Club recognises that we all have a responsibility to ensure the highest standard of care to all involved in running.

Principles

Safety – the welfare of the athlete will always be paramount

Responsiveness – all allegations or suspicions of abuse or violations of athlete welfare will be taken seriously and acted upon appropriately and speedily

Equality – the right of everyone involved in athletics to equitable treatment, regardless of age, sex, race, religion, ability, sexual orientation or social background, will be upheld

Fairness – The human rights of all members facing allegations will be embodied in disciplinary and appeals procedures

The 'golden rule' for all Club members 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.

Glossopdale Harriers will:

- Implement the EA Safeguarding Code of Conduct to safeguard the well-being of all members and protect them from abuse.
- Respect and promote the rights, wishes and feelings of all members of the Club.
- Require qualified coaches and leaders to adopt and abide by the athletics welfare policy and procedures, athletics codes of conduct and investigatory, grievance, disciplinary and appeal procedures.
- Ensure that the Welfare Officers are appropriately trained (through EA) to carry out their roles.
- Respond to any allegations appropriately and implement the appropriate disciplinary and appeals procedures.

Club Welfare Officers Details

Kate Bowden is the Club Welfare Officer [katebowden09@gmail.com] with responsibility for:

- Dealing with concerns or complaints that may arise related to Club members **in confidence** and responding in an appropriate way to such matters, including seeking advice and support from England Athletics to resolve the issue if necessary
- The promotion of the Club's "Code of Conduct" to all members
- Supporting the correct accreditations of club members involved in activities (eg. DBS checks, run leader qualifications) as appropriate