**HART ROAD RUNNERS WELFARE POLICY**

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**Welfare is the responsibility of our whole club.**

Hart Road Runners believe that everyone who takes part in athletics is entitled to participate in an enjoyable and safe environment. We are committed to establishing and implementing policies and procedures to ensure a safe athletics environment.

We believe that all athletes (and volunteers in our club) are entitled to a duty of care and to be protected from abuse while in our custody. The welfare of the athletes is paramount. All athletes have the right to protection from abuse.

All individuals involved in our club understand and accept their responsibility to report concerns to our Welfare Officer, or where appropriate to the Chair of the Club. To meet this obligation we will:

* Follow England Athletics procedures to safeguard the wellbeing of all participants and protect them from abuse.
* Ensure all athletes who take part in our activities are able to participate in a safe and fun environment.
* Respect and uphold the rights, wishes and feelings of individuals.
* Recruit, train and supervise volunteers to adopt best practice in safeguarding and protecting individuals from abuse, and themselves from false allegations.
* Require volunteers to adopt and abide by our Welfare Policy and Procedures and Codes of Conduct
* Respond to any allegations appropriately and implement the appropriate complaints, child protection, disciplinary and appeals procedures
* Review our policies regularly.

Clubs and Welfare Officers, coaches, parents/carers, sponsors, media, training organisations, events organisers, local authorities, UKA staff or the actual athletes themselves etc. need to respond to and be accountable to the four main dimensions of athlete welfare and protection by:

* recognising and referring to the appropriate agency anyone who has been subjected to poor practice, abuse or misconduct by someone else, whether inside the Club domain (by an adult volunteer, or another athlete member) or outside the Club domain (e.g. family or peer group);
* observing and encouraging good practice when working with athletes in order to avoid perpetrating poor practice, abuse or other types of misconduct;
* taking precautions to avoid false allegations against themselves;
* safeguarding the good name and integrity of the sport of athletics.

Concerns about abuse or harm may be raised in many different ways to a range of individuals involved with Hart Road Runners. These concerns may arise due to:

* An individual disclosing that they are being abused;
* The behaviour of an adult towards a child or adult; or
* A number of indicators observed in a child or adult over a period of time.

If you have a concern about a club member or participant at a club event or training session, it is not your responsibility, or that of Hart Road Runners, to decide whether a concern constitutes abuse. However, it is your responsibility to report any concerns about the welfare of a member or event attendee.

Welfare Officers: The Club has three Welfare Officers to promote best practice in member welfare and protection. If you have any concerns regarding member welfare/protection please refer them to the Welfare Officers so they can deal with them promptly and sensitively.