

Welfare Policy

1. Definitions

AGM means the Annual General Meeting held annually on or around the end of September each year.

Committee means the Club Committee

Club means Striders of Croydon.

Club Rules means the rules with which the Club is governed and run by.

Code of Conduct means the code of conduct by which all Members are bound by and should adhere to at all times

Committee Members means Members elected annually to the Committee, and who serve for the period from the adjournment of the AGM at which they are elected or Members co-opted to replace them during the year in the case of resignation until the adjournment of the following AGM, or the Term of the Committee, except as otherwise provided in the Club Constitution and Rules.

Members means those members of the Club who are maintained in the membership database of the Club and who have paid the annual Club subscription.

Welfare Policy means the welfare policy dated on or about the date of this policy document.

Welfare Officer means those person(s) elected as a welfare officer as stated under Clause 6 of this Welfare Policy.

2. Scope & Purpose

a) The object of Striders of Croydon is the promotion of community participation in healthy recreation by the provision of facilities for athletics.

Striders of Croydon aim to create an inclusive, safe and enjoyable environment where Members feel able to participate in club events without being subject to any form of harassment, bullying, verbal or physical abuse or excessive pressure.

We aim to create an environment where Members feel comfortable in either challenging inappropriate behaviour or raising issues and concerns with fellow Members or one of our Welfare Officers.

b) The purpose of the Club's **Welfare Policy** is to ensure that all Members' welfare is safeguarded at all times whilst they are both a Member of and/or train with the Club. This Welfare Policy is linked to the **Club Rules, Code of Conduct** and is closely linked with the welfare policies of the organisations which the Club is affiliated with under Clause 5(d)

3. What is Welfare?

a) Welfare can cover a wide range of issues, including but not limited to:

- Safeguarding and protecting of children and adults;

- Anti-bullying;
- Equality;
- Harassment;
- Disciplinary and grievance matters

b) The Club takes the welfare of its Members very seriously and will not tolerate any breaches of its Welfare Policy by any of its Members. Any action taken will be in accordance with this Welfare Policy and the Club Rules.

4. Responsibilities of the Club

a) Through the Club's Welfare Officer(s) and Committee, the Club will ensure the Welfare Policy is implemented and complied with by all Members at all times, to adhere to good practice and to respond to any suspected breaches.

b) The Club will take appropriate action where it has been determined by the Welfare Officer(s) in conjunction with the Club's Committee that there has been a breach or suspected breach of its Welfare Policy (in accordance with its Club Rules).

c) The Club must have at least one Welfare Officer at all times (preferably two - one male and one female). These will be appointed by the Club's Committee. The Welfare Officer(s) should at all times have an open line of communication with the Club's Committee should the need arise to raise any matters of concern, suspected or actual breaches.

d) If one or both Welfare Officers step down, then suitable replacements will be chosen and appointed by the Club's Committee within 30 days. Clause 6 of the Club's Welfare Policy and website will be updated accordingly.

e) The Club's Committee will ensure that the appointed Welfare Officer(s) are comfortable in the roles they have agreed to undertake and are made aware of and have the opportunity to attend appropriate training courses as recommended by the governing bodies with which the Club is affiliated to under Clause 5c).

f) The Club must check and continue to check that it complies with the welfare policies as set out herein and by the governing bodies with which the Club is affiliated with and advise of any changes to policy and process where required.

5. Who does the Welfare Policy apply to?

a) The Club's Welfare Policy applies and should be adhered to all times by existing Members, whether they be an athlete or a qualified coach or session leader. The Club's Welfare Policy should be adhered to at all times in conjunction with the Club's Code of Conduct.

b) All Members of the Club who have concerns in relation to the welfare, safety and wellbeing of fellow Members can raise their concerns either verbally or in writing directly to either or both of the Club's Welfare Officer(s). Any communication or information provided will be held in strictest confidence. The reporting Member though is not responsible for deciding or determining whether or not there is a breach or suspected breach of the Club's Welfare Policy. **This will be the responsibility**

of the Club's Welfare Officer(s) in conjunction with the Club's Committee (where necessary and appropriate)

c) The main organisations that the Club is affiliated with are: i) England Athletics ("EA"); ii) UK Athletics ("UKA"); and iii) British Triathlon Federation ("BTF")

6. Club Welfare Officers

a) The Club's current Welfare Officers as of the date of this Welfare Policy are Selena Wong and Stuart Hills. Their contact details can be found below:

Welfare Officer 1: Selena Wong - selenawong@hotmail.com

Welfare Officer 2: Stuart Hills – ipaddy4me@gmail.com

7. Roles and Responsibilities of the Welfare Officer

a) The roles and responsibilities of the Welfare Officer(s) are to:

- To be a first point of contact for members regarding concerns about welfare issues.
- To be a first point of contact for members to refer any concerns they may have about the welfare of their fellow member(s) or any suspected breaches of our Welfare Policy (contained under the Club Rules point 12 and accompanying Appendix A)
- To listen confidentially to any issues that may arise and endeavour to support members individual needs and wellbeing.
- To make discreet contact with any member(s) whose welfare has been raised as a concern and make them aware that the Welfare Officer is there to support them. This may require referring the issue to another Welfare Officer and/or the Club Chairman so that an appropriate response and action can be taken in accordance with its Welfare Policy and Club Rules
- To contact club members to appropriately and sensitively assist in resolving any issues where there is genuine misunderstanding rather than misdemeanour.
- To have, at all times, an open line of communication with the Club's Committee should the need arise to raise any matters of concern, whether suspected or actual breaches of the Club's Welfare Policy
- Together with the Club's Committee, ensure that the Club's Welfare Policy is reviewed and updated (where necessary) at least once a year
- Contact the EA, UKA or BTF welfare officer(s) for guidance if in doubt about deciding upon the appropriate response and course of action to resolve the situation
- Advise and support the Club's Committee to implement its Welfare Policy together with its Code of Conduct and good practice as outlined in its Club Rules.
- Ensure that all session leaders, qualified Club coaches and Welfare Officers have completed the necessary DBS checks where there is known to be contact (direct or indirect) with children

- Ensure that all session leaders, qualified Club coaches and Welfare Officers are aware of and agree to abide by the Code of Conduct for club coaches and leaders as recommended by UK Athletics, England Athletics and the British Triathlon Federation.

b) The Welfare Officer(s) though are not responsible for and will not:

- Actively identify Members with welfare related issues or diagnose the specific issue unless they have had relevant training and/or have the relevant professional qualifications to do so;
- Discuss any welfare related concerns raised with other Club Members except as otherwise stated in Clause 7;
- Make any decisions or respond to welfare issues referred to them on their own without first referring it to either another Welfare Officer and/or the Club Chairman strictly on a “need to know basis” only so that an appropriate response can be made;
- Be personally liable for any support, help or guidance provided to those Members whose welfare has been referred to them;

c) Full and further details of the roles and responsibilities of a Welfare Officer as stipulated by England Athletics can be found in the APPENDIX under the title “Welfare Officer – EA Roles & Responsibilities”.

8. Confidentiality and sharing of information and disclosures

a) All information or disclosures provided to the Club’s Welfare Officer(s) will be treated in the strictest of confidence;

b) In certain situations, or circumstances, where there is, including but not limited to, a suspicion of self-harm/abuse, violence against others or putting other Members in harm or potential danger, the Welfare Officer(s) have / has the discretion to share such information with the other Welfare Officer(s), or the Club’s Committee but strictly on a “need to know basis only”.

9. Grievance and Disciplinary Process

a) If any Welfare matter or issues raised or reported by Members is determined by the Club’s Welfare Officers, in conjunction with the Club’s Committee, to be either a breach of the Club’s Welfare Policy or Club Rules, then the disciplinary procedure as stated under the Club Rules (Rule 12 and Appendix A) will be followed.

Related Documents

Club Rules

[.../club-rules/](#)

Appendix to Rule 12

[.../Striders Rules Appendix](#)

Useful links

England Athletics Welfare

<http://www.englandathletics.org/clubs--community/club-management/welfare---it-is-everyones-responsibility>

UK Athletics Welfare

<http://www.uka.org.uk/governance/welfare-and-safeguarding/guidance-documents-and-policy/>

British Triathlon Safeguarding

<https://www.britishtriathlon.org/about-us/safeguarding>

Welfare Officer – EA Roles & Responsibilities

<http://www.englandathletics.org/shared/get-file.ashx?id=2128&itemtype=document>

UK Athletics Code of Conducts

Athletes: <http://www.uka.org.uk/EasysiteWeb/getresource.axd?AssetID=147426&type=full>

Coaches: <http://www.uka.org.uk/EasysiteWeb/getresource.axd?AssetID=147427&type=full>

Club Affiliations

The main organisations the Club is affiliated with are

UK Athletics (UKA): <http://www.uka.org>

England Athletics (EA): <http://www.englandathletics.org>

British Triathlon Federation (BTF): <http://www.englandathletics.org>