



Welfare Policy Sparkhill Harriers

Welfare covers a range of issues including:

- safeguarding and protecting children and vulnerable adults,
- anti-bullying,
- equality,
- poor practice in coaching and
- disciplinary and grievance matters.

It encompasses policies and procedures to set out minimum standards of expectations, such as codes of conduct, procedures to follow for dealing with child protection concerns, other welfare issues or complaints, and to ensure that Sparkhill Harriers meets its statutory responsibilities to safeguard and protect children, young persons and any vulnerable adults. Welfare is essential to ensure the safety and enjoyment of athletes, coaches, officials and volunteers. It is everyone's responsibility to ensure the welfare of all those who participate in athletics.

Sparkhill Harriers will operate within the welfare policies and procedures established by England Athletics working in partnership with UKA.

Welfare Co-coordinator Role & Welfare Team

Sparkhill Harriers will appoint a Welfare Coordinator to act as the lead Welfare Officer for the club supported by a Welfare Team of at least three other club members (two male and two female members). These posts will be appointed via The Club Committee. However ALL club officers and committee members have responsibility to uphold the welfare policies and procedures, to adhere to good practice and to support the club Welfare Officer to respond to any suspected breaches. This is NOT the sole responsibility of the Welfare Officer.

The EA Child Protection Referral forms will be used by the club to record and report any concerns to the appropriate body. Under the Welfare Policies and Procedures, if there is any concern about child abuse the Welfare Co-ordinator should be informed immediately. If

s/he is not available, the person with concerns should report the matter to any other member of the Welfare Team.

The members of the Welfare Team should have attended Safeguarding and Protecting Children Training such as the Time to Listen Training for Club Welfare Officers within the last 3 years. Information about this training and advice, support and information about the welfare responsibilities of athletics clubs and welfare officers can be obtained from the England Athletics Welfare Officer.

Disclosure and Barring Service (DBS) Checks

It is essential that everyone in Sparkhill Harriers who has significant contact with children to have been subject of a Disclosure and Barring Service (DBS) check (which has replaced the CRB check). Following the revision of the Disclosure Barring Service (DBS) process, the EA Welfare team will issue forms in house (rather than the previous practice of directing volunteers to the DBS - formerly known as the CRB).

It is the responsibility of the Welfare Coordinator to ensure that all relevant club members have undergone DBS checks and s/he will maintain a database to ensure compliance and the updating of checks in a timely manner.