



# Helm Hill Runners Welfare Policy



It is the policy of Helm Hill Runner (HHR) to ensure that everyone who takes part in running events organised or promoted by HHR should be able to participate in a fun and safe environment and be protected from all forms of abuse including neglect, physical, sexual and emotional abuse. The Welfare Policy explicitly focuses on children and young people, but the principles and codes of conduct apply to everyone.

## Key Principles

- All runners whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Anyone under the age of 18 years is considered as a child for the purposes of the policy.
- In all activities and decisions involving juniors the welfare of the child is paramount.
- Adults working with juniors should be aware of and always adhere to good practice.
- Working in partnership with children and their parents/carers is essential for safeguarding children.
- All coaches, volunteers and Adult members of HHR have a duty to report any concerns to the Club Welfare Officer.
- Coaches and Volunteers will be 'signposted' to the appropriate documentation and support made available to ensure that they are able to implement this policy effectively.
- Coaches and Volunteers need to be aware of the measures they must take to prevent them from being the subject of false allegations.
- HHR recognises and is committed to working within the framework laid down by the Local Safeguarding Children Board.

## Role of HHR Officers and Committee

- To accept that all Officers, Committee Members, Coaches and Volunteers have a duty to respond to any indications and allegations of abuse in the club.
- To be ready to challenge and put right undesirable practice.
- To implement as appropriate any recommendations made by governing bodies, in particular, UK Athletics (UKA) and England Athletics (EA).
- To respect the confidentiality of all parties involved where allegations of abuse have been raised.

## Role of HHR Welfare Officer

- To advise and support the club officers and committee to implement welfare policies and procedures and to support the club to adhere to codes of conduct and good practice.
- To ensure that all club coaches/helpers/volunteers have completed a volunteer



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reference form or complied with a volunteer recruitment process and assist in this process as appropriate and to ensure that all coaches/officials/volunteers have completed an Enhanced Level Criminal Records Bureau check (CRB).

- To respond to suspected breaches of the Welfare Policies and Procedures that may be referred to them, in accordance with the Welfare Procedures and, to advise and support other club officers or committee members how to respond appropriately in accordance with the Procedures.
- Should report any concerns about child abuse to local children's social care services or police immediately. If the Welfare Officer is not available, the person with concerns should report the matter to the local children's services County triage team on: 03332401727.
- Any concerns about child abuse should also be reported by HHR Welfare Officer to both the UKA Welfare Officer and the EA Welfare Officer and inform them what action has been taken.
- The Welfare Officer should have attended appropriate Safeguarding and Protecting Children Training.

## Codes of Conduct

The Codes of Conduct describe good ethical conduct and practice for all involved in the sport of running.

### HHR Club Officials and Committee Members should:

- Consider the well-being and safety of runners before the development of performance
- Promote the positive aspects of running
- Display consistently high standards of behaviour
- Ensure that all activities are appropriate to the age, ability and experience of those taking part
- Implement recommendations and follow guidelines of UKA and EA
- Take action to amend bad practice
- Respond to any indication of abuse and maintain confidentiality of any junior involved in incidents or cases and of any adults, unless disclosure is required or recommended.

### Runners should:

- Treat others with the same respect and fairness that you wish to receive
- Uphold the same values away from running as you do when engaged in running.
- Thank those who help you to participate in running
- Respect diversity amongst fellow runners
- Act with dignity at all times
- Challenge anyone whose behaviour falls below the expected standards of welfare in



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running as defined by UKA and EA.

- SAFETY IN RACES, Adult specific: Enter races only if you have the experience and skills (e.g. navigational) necessary for the particular race obeying the Rules for Competition and complying with any safety requirements, including specified clothing and equipment, if you see someone in trouble, help them, even if it costs you the race if you retire, following the organiser's retirement procedure.

## **Juniors specifically should:**

- Notify a responsible adult if you have to go somewhere
- Not respond if someone seeks private information, unrelated to running e.g. home life
- Use safe transport or travel arrangements
- Avoid destructive behaviour and leave fell running areas as you find them
- Never engage in illegal or irresponsible behaviour
- Tell parents, carers or the Club Welfare Officer immediately if anything makes you concerned or uncomfortable or if you suspect a club mate has suffered from misconduct by someone else.

## **Parent/carers should:**

- Check out the people who are coaching or managing your child
- Take an active interest in your child's participation whilst not placing undue pressure on them to perform, participate or compete
- Attend training and races whenever possible
- Assume responsibility for the safe transportation of your children to and from events and training activities
- Ensure that your child does not take unnecessary valuable items to training or races
- Know where your child will be and who they are with
- Return a Parental Consent Form to the Club/Coach/Junior Coordinator, providing contact details, and relevant medical information
- Inform your child's coach of any illness or disability that needs to be taken into consideration for running
- Provide any necessary medication that your child needs for the duration of any trips or club night training sessions.
- Report any concerns you have about your child's welfare/treatment to Club Welfare Officer
- Never make assumptions about your child's safety.

## **Coaches should:**

- Respect the rights, dignity and worth of every athlete and treat everyone equally, regardless of background or ability
- Place the welfare and safety of the runner above the development of performance



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- Encourage and guide runners to accept and take responsibility for their own behaviour and performance
- Review your coach training documentation on welfare at intervals, including factors that promote welfare and factors that undermine welfare, and reflect on your own performance in this area as a coach
- Make sure you are appropriately qualified for activities that you coach and update your licence and education as and when required by UK Athletics
- Ensure that activities you direct or guide are appropriate for the age, maturity, experience and ability of the runner
- With junior groups ensure that a minimum 1:12 ratio is adhered to at all times
- Clarify with runners (and where appropriate their parents or carers) exactly what is expected of them and what they are entitled to expect from you
- Place the welfare and safety of the runner above the development of performance
- Respect the rights, dignity and worth of every runner and treat everyone equally, regardless of background or ability
- Never try to recruit, either overtly or covertly, runners who are already receiving coaching
- Co-operate fully with other colleagues (e.g. coaches, officials, team managers, sport scientists, doctors, physiotherapists, governing body staff) in the best interests of the runner
- Consistently promote positive aspects of the sport (e.g. fair play) and never condone rule violations or the use of prohibited or age-inappropriate substances
- Consistently display high standards of behaviour and appearance
- Develop appropriate working relationships with runners (especially under 18s), based on mutual trust and respect
- Not exert influence to obtain personal benefit or reward
- Strictly maintain a clear boundary between friendship and intimacy with runners and not conduct inappropriate relationships with runners
- Never do for a runner something that they can do for themselves (In the case of some runners with disabilities or vulnerable adults tasks of a personal nature may be requested or necessary. In such cases, the full understanding and consent of the parent or carer should be sought and the individual's autonomy and dignity should be respected.)
- Encourage and guide runners to accept and take responsibility for their own behaviour and performance
- Consistently promote positive aspects of the sport, such as fair play, and never condone rule violations or the use of prohibited or age-inappropriate substances
- Avoid all behaviours that provide a bad example to others (e.g. abusive language, bullying, harassment, physical or sexual abuse)
- Challenge inappropriate behaviour or language by others
- Avoid the development of intimate relationships between yourself and athletes



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coached by you

- Avoid critical language or actions, such as sarcasm, that undermine an athlete's self-esteem
- Avoid taking a young athlete alone in your car
- Never invite a young athlete alone to your home
- Never engage in physically or sexually provocative games, including horseplay or share a bedroom with a child
- Always explain why and ask for consent before touching a runner
- Work in same-sex pairs when supervising changing areas
- Ensure that parents/carers know about and have approved in advance if taking young runner away from the usual training venue
- Respect the right of young runners to an independent life outside running
- Avoid spending time alone with a junior unless clearly in view of others
- Report any accidental injury, distress or misunderstanding or misinterpretation (including if a junior appears to have been sexually aroused by your actions). A brief written report of such incidents should be submitted to the Welfare Officer as soon as possible and parents/carers notified. An incident report form is available
- Report similarly any suspected misconduct by other coaches or other people involved in running.

## References:

UK Athletics - Safeguarding and Protecting Children and Vulnerable Adults. Policy and Procedures Document. January 2010. This document states the welfare policy of UKA.  
[www.ukathletics.org.uk](http://www.ukathletics.org.uk)

England Athletics Club Welcome Pack Template. This document provides codes of conduct for athletes and all groups supporting athletes and running athletics.  
[www.englandathletics.org](http://www.englandathletics.org) (under Clubs - Welfare)