

## WELFARE AND WELLBEING POLICY STATEMENT

### Welfare and Wellbeing

Styal Running club takes the welfare and wellbeing of its members very seriously. Whilst Styal Running club believe that the welfare is the responsibility of everyone at the club, we have 2 designated officers who will endeavour to ensure we hold ourselves to the highest standards.

The Welfare Officers will have a visible participative role in the club to ensure you know who they are and you will be contactable if you have any concerns or queries.

We are obliged through our affiliation to various governing bodies to implement the policies and procedures that they have established.

The Welfare Officers will listen confidentially\* to any issue that may arise, and endeavour to support your individual needs and well-being. If you have any queries or concerns, we encourage you to contact one of the Welfare Officers, Louisa McNair or Chas Lowthian, and discuss your concern directly with them.

Styal RC has both a male and female welfare officer however you may approach either officer for support. They can be reached at [StyalRCwelfare@gmail.com](mailto:StyalRCwelfare@gmail.com)

Where Welfare Officers are unavailable and you feel the matter is pressing or urgent please get in touch with a member on the Committee (details on the website.)

### Welfare - What does it look like

The Club aims to create an environment where you feel safe and are able to participate in club events without being subject to any form of harassment, bullying, verbal or physical abuse.

Welfare covers a wide range of issues such as safeguarding and protecting children & vulnerable Adults, anti-bullying, equality, poor practice in coaching and disciplinary and grievance matters. The Club's Codes of Conduct and procedures for dealing with child protection concerns, other welfare issues or grievances will be dealt with on a case by case situation overseen by the secretary and committee members. The grievance policy of the club is set out in part 10 of the club constitution <http://www.styalrunningclub.co.uk/assets/2016/06/Styal-Constitution.doc>

### Welfare – What we expect from our members

It is everyone's responsibility to ensure the safety and enjoyment of all those who participate in club events. We want Styal Running Club to have a welcoming and friendly atmosphere. Club members must adhere to the club rules and respect the rights, dignity and worth of every club member and others involved in athletics and treat everyone equally. Styal Running club expect members to promote positive aspects of the sport such as fair play and never condone rule violations. Members where they feel comfortable challenge inappropriate behaviour and language by others or report it to the welfare officers.

Strict adherence to these values must be maintained when representing the club at events and races.

### Children\*\* and Vulnerable Adults

Any person with information of a disclosure, allegation or concern about the welfare of a child (\*\*although the membership of the club is 18 years and over, we are a family club and children will be welcome at social gathering which remain under the umbrella of a club event) or vulnerable adult must immediately report to one of the Welfare Officers who will refer the matter to UKA's CPLO, Home Country lead welfare officer or the police, as appropriate.

These concerns may arise but are not limited to:

- an individual disclosing that they are being abused
- the behaviour of an adult towards a child or vulnerable adult
- A number of indicators observed in a child or vulnerable adult over a period of time.

### Fundamentals of the Role

1. Reporting: - Serious Safeguarding concerns to the UK Athletics Lead Safeguarding Officer - Criminal issues to the England Athletics Club Compliance Manager - Urgent matters to the local Children's Services or Police. Less serious welfare issues are managed together with the Welfare officer and members of the committee, ideally using mediation to help resolve the issue in the first instant

2. Club Volunteers: - All volunteers in the Club go through a recruitment process: - Asking for references - Completed DBS checks - Learning about their skillset and experience.

3. Policies and Procedures: - Ensure that the Welfare Policy set out by UK Athletics and the guidance from England Athletics is implemented by the club to safeguard the membership. Support the Inclusion Policy.

### Supporting information

Safeguarding policy: Styal RC has adopted the UKA Welfare and Safeguarding Adults policy. The latest version can be viewed [here](#)

### Inclusivity

Styal RC are committed to inclusivity; please see our Inclusion Policy for more information. Please feel free to discuss any matters relating to this with the welfare officers or any committee member.

### Contact details:

StyalRCwelfare@gmail.com (this is only accessed by the club welfare officers and the club secretary)

July 2023