

Welfare Policy Hermitage Harriers Running Club

Policy Statement:

- Hermitage Harriers Running Club believe that everyone involved in athletics should thrive, fare well and enjoy safety, security and protection from abuse, maltreatment or misconduct.
- Every individual involved in Hermitage Harriers Running Club is responsible for upholding this belief.

Hermitage Harriers Running Club also recognise that they have a responsibility to ensure the highest standard of care to all (including children and/or vulnerable adults) involved in athletics.

Welfare Policy:

The 'golden rule' for all involved in athletics in relation to welfare and protection is that it is not your responsibility to judge whether or not a welfare violation has taken place but it is your responsibility to act on any concerns you may have

Hermitage Harriers Running Club will:

- Accept the moral and legal responsibility to implement procedures to provide a duty of care for all people (including children) within the sport, safeguard their well-being and protect them from abuse.
- Respect and promote the rights, wishes and feelings of people taking part in athletics including young people, disabled and/or vulnerable adults.
- Recruit, train and supervise its employees and volunteers to adopt best practise in all equality issues, to safeguard and protect young people from abuse, and themselves against false allegations.
- Require staff/volunteers to adopt and abide by the athletics welfare policy and procedures, athletics codes of conduct and investigatory, grievance, disciplinary and appeal procedures.
- Respond to any allegations appropriately and implement the appropriate disciplinary and appeals procedures.

Principles:

- **Safety** – The welfare of the athlete will always be paramount.
- **Equality** – The right of everyone involved in athletics to equitable treatment, regardless of age, sex, race, religion, ability, sexual orientation or social background, will be upheld.
- **Responsiveness** – All allegations or suspicions of abuse or violations of athlete welfare will be taken seriously and acted upon appropriately and speedily. Those found to be spreading malicious or false allegations will be disciplined according to the relevant procedures.
- **Consent** – Those with parental responsibility will be consulted if it becomes necessary to invoke the procedures that accompany 'Athletics Welfare'
- **Fairness** – The human rights of staff, coaches, athletics or volunteers facing allegations will be embodied in disciplinary and appeals procedures.