



Welfare Policy

“It is everyone’s responsibility to ensure the welfare of all those who participate in athletics.”

The aim of Cambridge Harriers is to create an environment that is safe and inclusive for all members participating in Athletics in order for them to achieve their potential in running, walking, jumping, throwing, coaching, officiating, or supporting those who do.

Cambridge Harriers has adopted, and endorses, the principles of England Athletics Welfare Policies and Procedures, which incorporate Child Protection Procedures.

We take welfare matters very seriously and work with England Athletics and other organisations to ensure that we have the right systems in place to deal with matter relating to the welfare of our members and those around us.

Welfare is essential to contribute to good practice within the sport, develop performance and to ensure the safety and enjoyment of athletes, coaches, officials, and volunteers.

Where appropriate, all matters relating to welfare will uphold confidentiality rights in line with the Data Protection legislation. Response to suspicions or allegations of abuse should be appropriate and in accordance with England Athletics guidelines & procedures, and involve the appropriate agencies, i.e. social services, NSPCC, Police.

It is the responsibility of the child protection experts to determine whether, or not, abuse has taken place, but it is everyone’s responsibility to report any concerns.

Cambridge Harriers take welfare matters very seriously. Should you have any issues relating to the welfare of any club member, please contact a Welfare Officer who are responsible to the club board.

The club welfare officers are:



Irene Olaleye

Email: irene_olaleye@yahoo.com



Ian McCarthy

Email: ianmccarthy56@hotmail.com

The Welfare Officers will:

- Assist the club to fulfil its responsibilities to safeguard children and vulnerable adults at club level,
- Assist the club to implement its safeguarding children and vulnerable adults plan at club level,
- Be the first point of contact for everyone where concerns about a children’s or vulnerable adults’ welfare, poor practice or abuse are identified,
- Receive, record, and pass on to the England Athletics Child Protection officer, any concerns relating to the welfare of young people and vulnerable adults,
- Maintain contact details for the local children’s social care department, the police and local safeguarding children board,
- Be responsible for and promote the club’s code of conducts within the club,
- Represent welfare on the club’s committee were necessary,
- Ensure adherence to the club’s safeguarding children training and support the registration of all personnel involved in activities for young people with the club/organisation (DBS checks),
- Ensure appropriate confidentiality is maintained,
- Promote anti-discriminatory practice.

Links to useful documents

[UKA Child Safeguarding Procedures](#)

[UKA Safeguarding Regulations](#)

[UKA Adult Safeguarding Procedures](#)

[UKA Codes of Conduct](#)