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|  | **Cardiff Athletics** |  |

**Cardiff Athletics Safeguarding and Protecting Children in Athletics Policy**

1. Cardiff Athletics acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18 engaged in any club athletics activity. We subscribe to The Welsh Athletics and UKA Safeguarding and Protecting Children in Athletics – Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

2. The key principles of The UKA Safeguarding and Protecting Children in Athletics Policy are that:

• The child’s welfare is, and must always be, the paramount consideration

• All children and young people have a right to be protected from abuse regardless of their age, gender, disability, race, sexual orientation, faith or belief

• All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately

• Working in partnership with other organisations, children and young people and their parents/carers is essential.

 We acknowledge that every child or young person who plays or participates in Athletics should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. Cardiff Athletics recognises that this is the responsibility of every adult involved in our club.

3. Cardiff Athletics has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that UKA Safeguarding and Protecting Children in Athletics Regulations applies to everyone in Athletics whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper on club tours, athletics coach, club official or medical staff.

4. We endorse and adopt Welsh Athletics and UKA Responsible Recruitment guidelines for recruiting volunteers and we will:

• Specify what the role is and what tasks it involves

 • Request identification documents

• As a minimum meet and chat with the applicant(s) and where possible interview people before appointing them

• Ask for and follow up with 2 references before appointing someone

• Where eligible require a criminal record check with enhanced DBS with Barring List Check in line with current UKA policy and regulations.

All current Cardiff Athletics members working in eligible roles, with children and young people - such as managers and coaches are required to hold an in-date UKA accepted Enhanced DBS with Barring List check as part of responsible recruitment practice1.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Cardiff Athletics guidance will be sought from Welsh Athletics. It is noted and accepted that Welsh Athletics and UKA will consider the relevance and significance of the information obtained via the BDS Process and that all suitability decisions will be made in accordance with legislation and in the best interests of children and young people.

It is accepted that Welsh Athletics and UKA aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of ‘grooming’ within Athletics.

5. Cardiff Athletics has appointed Two Club Welfare Officers in line with Welsh Athletics and UKA role profile and required completion of the Child Protection in Sport & Active Leisure and the Preventing Bully Courses. The post holders will be involved with Welfare Officer training provided by Welsh Athletics and/or UKA. The Club Welfare Officers are the first point of contact for all club members regarding concerns about the welfare of any child or young person. The Club Welfare Officers will liaise directly with Welsh Athletics Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of Respect, poor practice and abuse amongst club members.

6. We acknowledge and endorse the Welsh Athletics and UKA identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club. If bullying does occur, all athletes or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officers in cases of serious bullying the Welsh Athletics Welfare Officer may be contacted.

7. Codes of conduct for Athletes, Parents/ Spectators, Officials and Coaches have been implemented by Cardiff Athletics. In order to validate these codes of conduct the club has clear actions it will take regarding repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by Welsh Athletes and UKA in more serious circumstances.

8. Reporting your concerns about the welfare of a child or young person. Safeguarding is everyone’s responsibility if you are worried about a child it is important that you report your concerns – no action is not an option.

i. If you are worried about a child then you need to report your concerns to the Club Welfare Officer.

 ii. If the issue is one of poor practice the Club Welfare Officer will either:

 • deal with the matter themselves or

 • seek advice from the Welsh Athletics Welfare Officer

iii. If the concern is more serious – possible child abuse, where possible, contact Welsh Athletics Welfare Officer first, then immediately contact the Police or Children’s Social Care.

iv. If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your Club Welfare Officer know what action you have taken, they in turn will inform Welsh Athletics Welfare Officer.

v. If at any time you are not able to contact your Club Welfare Officer or the matter is clearly serious then you can either:

• contact Welsh Athletics Welfare Officer directly

• contact the Police or Children’s Social Care

• call the NSPCC 24-hour Helpline for advice on 0800 800 5000 or text 88858 or email help@nspcc.org.uk

9. Further advice on Safeguarding Children matters can be obtained from:

1. Cardiff AAC Welfare Officers

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| Mel Gregory | Tel: | Email: office@cardiffaac.org |
| Mark Gold | Tel: | Email: office@cardiffaac.org |

2. Welsh Athletics Welfare Officer

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| Mr Steve Jones | Tel: 0779 224 2153 | Email: equalityandsafeguarding@welshathletics.org |