



Child Protection Policy

POLICY STATEMENT

In line with the Amateur Athletic Association of England (AAA), Newbury Athletic Club (NAC) has adopted a Child Protection Policy. It is the policy of NAC to safeguard the welfare of all children participating in the activities of the club by protecting them from neglect and physical, sexual, and emotional abuse.

KEY PRINCIPLES

1. Anyone under the age of 18 is considered a child for the purpose of this document.
2. The child's welfare is paramount.
3. All children regardless of age ability, gender, culture, language, racial origin or religious belief and /or sexual identity have the right to protection from abuse.
4. All allegations and suspicions of abuse will be taken seriously and responded to swiftly and appropriately.
5. Working in partnership with children and their parents/carers is essential for the protection of the child.
6. NAC have recognised the statutory responsibilities of Social Services to ensure the welfare of children and it is committed to working with Local Area Child Protection Committees and to comply with their procedures.

DEFINITIONS

The term abuse is used to describe ways in which through the misuse of power by adults or peers, children may be harmed.

Neglect: e.g. Failure to meet a child's basic needs (e.g. food, clothes). Constantly leaving a child alone and unsupervised. Failure to be aware of, or ignore, an injury and failure to arrange for its treatment.



Physical Abuse: e.g. When adults physically hurt or injure a child, give them alcohol, inappropriate drugs or other substances.

Sexual Abuse: e.g. Abuse by males and/or females to gratify their own sexual desires. In sport this may be the result of coaches or older performers involving young performers in any form of sexual activity (e.g. sexual language, touching or relationships).

Emotional Abuse: e.g. Persistent lack of affection. Constant over-protection. Constant verbal abuse. Criticism, bullying by coaches, parents or peers. Coaches failing to respond to the child's efforts and/or progress.

ROLES

For effective implementation of this policy all officials of NAC (including officers, helpers and coaches) must work in partnership, each with a role to ensure the protection of children in their care.

THE ROLE OF NAC IS AS FOLLOWS:

1. To appoint a Child Protection / Welfare Officer.
2. To accept that ALL officers, committee, helpers and coaches have responsibilities in this area and be prepared to respond to any indication of abuse.
3. To vet all persons employed in a "child care" position as defined in the Protection of Children Act 1999 and against the Protection of Children Act List.
4. To supplement this Policy with guidance and procedures.
5. To be ready to amend bad practice.
6. To implement any recommendations of our Home Country Governing body and UK Athletics relating to this area.
7. To maintain CONFIDENTIALITY of the child and the accused.



ROLE OF THE CHILD PROTECTION / WELFARE OFFICER

1. To ensure all NAC helpers, officials and coaches to be employed in a “child care” position are vetted via the Criminal Records Bureau and complete an NAC application form.
2. To receive and advise on reports from other NAC members.
3. To keep records of such reports.
4. To initiate action, ensuring all appropriate persons have been contacted.
5. To attend training courses.
6. To organise and issue briefing material on child protection policy and procedure to NAC members, coaches and helpers.
7. To report to the Executive Committee on a regular basis.
8. To obtain reports and comments from officials, coaches and helpers on the ease of implementation of the policy.

ROLE OF THE NAC OFFICIALS, COACHES AND HELPERS

1. Abide by the NAC CP policy at all times.
2. To read any briefing materials supplied by the Child Protection / Welfare officer and attend briefing sessions when asked to do so.
3. If a performer wishes to talk about someone’s behaviour they find disturbing, listen carefully and make a note of what was said as soon as possible after the event.
4. Report concerns to the Child Protection / Welfare officer.
5. Maintain confidentiality - both of the child and the accused. Only share information on a need to know basis and if it will help the performer.
6. Always put the welfare of the performer first.
7. Treat all young/disabled performers equally, and with respect and dignity.



MONITORING OF THE POLICY

It will be the responsibility of the NAC Executive Committee to monitor the policy by:-

1. Receiving regular reports of cases brought and their outcome **from the Child Protection / Welfare Officer.**
2. Receiving details of comments from officials, coaches and helpers on a regular basis about the ease of implementation and the effect of the policy. These shall be obtained by the Child Protection / Welfare officer and reported to the Executive committee at each committee meeting.
3. Revising the policy as and when necessary



Equity Policy

Newbury Athletic Club (NAC) is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment, ridicule and abuse. All club members have a responsibility to oppose discriminatory behaviour and promote inclusivity and equality of opportunity.

Definition of 'sports equity' (as per Sport England):

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

Roles:

For effective implementation of this equity policy all officials of NAC (including officers, helpers and coaches) must work in partnership, each with a role to ensure equality for all club members.

The role of NAC is as follows:

1. To appoint a Welfare Officer.
2. To accept that all officers, committee members, helpers and coaches have responsibilities in the area of Sports Equity and be prepared to respond to any indication of inequality.
3. To respect the rights, dignity and worth of every person, and treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
4. To deal with any incidence of discriminatory behaviour in a serious manner, according to club disciplinary procedures.
5. To understand what being inclusive in athletics really means and requires, and to ensure we are fully prepared to deliver inclusivity.

The role of the welfare officer:

1. To receive and advise on reports of intimidating or discriminatory behaviour from other NAC members.
2. To keep records of such reports.
3. To initiate action, ensuring all appropriate persons have been contacted.
4. To report to the Executive Committee on a regular basis.

The role of NAC officials, coaches and helpers:

1. To abide by the Equal Opportunities policy at all times.
2. If an athlete wishes to talk about someone's behaviour which they find inappropriate, to listen carefully and make a note of what was said as soon as possible after the event.
3. Report any concerns to the Welfare Officer.



4. Maintain confidentiality of all persons involved. Only share information on a need to know basis.
5. Be ready to welcome and accommodate athletes of different abilities and disabilities when the opportunities arise.



Welfare Policy

General Role Responsibilities

The AAA of England and UK Athletics are developing a comprehensive welfare plan for everyone involved in the sport. In the interests of best practice in athletics Newbury Athletic Club has agreed to adopt the following principles as suggested by UK Athletics. Becoming a member of Newbury Athletic Club is an important step in your athletics career. We want it to be a rewarding and enjoyable experience.

The club will do its best to:

- Ensure that the athlete's health, welfare and safety is the primary consideration in everything we do.
- Ensure that the club officers and volunteers will always act responsibly and set a good example to younger members.
- Help club officials to adopt national policies and codes of good practice, in relation to athlete welfare.
- Appoint a Child Protection Officer, who will act as the first port of call in cases on concern. Liaise with other key persons (parents, coaches, team managers, schools) to ensure that best practice is followed in athlete welfare.
- Carry out our duty of care within the Human Rights act and other related legislation and government guidance.
- Ensure that all coaches operating within our club are suitably qualified.
- Ensure that all our helpers are police vetted to work with children.
- Ensure appropriate Insurance cover

Our coaches will:

- Respect the rights, dignity and worth of every athlete and treat everyone equally regardless of ability.
- Place the athlete's welfare and safety above the development of performance.
- Develop appropriate working relationships with athletes, based on trust and mutual respect.
- Encourage athletes to accept responsibility for their own behaviour and performance.



- Be appropriately qualified and update their licence when required by UK Athletics.
- Ensure that activities are appropriate for the age, maturity, experience and ability of the individual.
- Clarify with athletes and, where appropriate, parents exactly what is expected of them and what performers are entitled to expect in return.
- Co-operate with other colleagues in the best interests of the athlete.
- Promote the positive aspects of the sport and never condone rule violations or the use of prohibited substances.
- Display high standards of behaviour and appearance.

For athletes, becoming a member of this club involves:

- Playing within the Rules, respecting the Officials and their decisions.
- Promptly paying an annual subscription and any fees for training or events.
- Attending training regularly (at least once per week).
- Arriving on time for training and competitions; inform your Coach or Team Manager if delayed.
- Wearing suitable kit as required by your Coach or Team Managers
- Keeping your coach informed of any problems or injuries you may have which affect your athletics.
- Supporting your club in competition whenever possible.
- Following the safety rules of the club.
- Treating your fellow athletes with respect.
- Setting a good example to younger athletes.
- Remembering that athletics is a team sport, encourage your teammates. Every team member is important.

Parents and Carers should:

- Talk to club staff about any questions they may have.
- Treat our coaches courteously.
- Respect the knowledge of the coaches.



- Ensure that you have all the details you require when your children are going to an away match. Reinforce the club's policies on safety and fair play.
- Ensure that your children understand the club's safety procedures "Safety rules at an athletics ground."
- If you or your child is unhappy about anything, talk to us, don't just stop attending.



Health & Safety Policy

Policy Statement

Newbury AC is committed to a safe environment for all athletes, officials, coaches and volunteers. We will promote standards of health, safety and welfare within athletics and will ensure compliance with all relevant statutory provisions.

The role of NAC is as follows:

1. To ensure that suitable and sufficient risk assessments are carried out on all training facilities and locations.
2. To implement rules and guidelines in accordance with all current statutory provisions, taking all reasonable and practical measures to avoid risk.
3. To ensure all coaches and officials are aware of these rules and enforce them at all times.
4. Continuous improvement will be sought through regular reviews.
5. A basic visual check should be performed by coaches before every session, and any unusual risks identified, with appropriate actions communicated to all athletes, coaches and officials of how to mitigate the risk.

The role of athletes and parents is as follows:

1. To abide by instructions given by the coach at all times.
2. To take all appropriate actions not to put yourself or any others in danger.

A full and complete list of safe practice guidelines for track, field and road running is not given here, but the general principles and key points **that EVERYONE should be aware of** are covered by the following headlines:

Track & Field:

- Always listen to and follow instructions from your coach.
- Track athletes should never cross the infield, always walk/run around the track.
Don't forget that a Javelin, Hammer or Discus can be VERY dangerous.
- Never attempt vertical jumps (high jump or pole vault) alone.
- Be constantly aware of other track users.



Road Running:

- Be visible to others
- Be constantly aware of other road users, and be prepared to give way or stop.
- Never leave the group without informing someone of your intention.
- Never allow another runner to be left alone, unless they have expressed their desire to do so.