

Oxford University Athletic Club

CLUB SAFEGUARDING POLICY

Including UKA and HCAF Code of Conduct

POLICY AIMS

- Establish clear lines of communication for any child/adult protection issue.
- Avoid confusion for instructors, officials, clubs and members.
- Ensure everyone who works with or around children, young people and/or vulnerable adults is aware of the laws that aim to protect them from harm.

SAFEGUARDING POLICY STATEMENT

OUAC DUTY OF CARE

OUAC recognises that sport can and does have a very powerful and positive influence on children and vulnerable adults. Not only can it provide opportunities for enjoyment and achievement; it can also develop valuable qualities such as self-esteem, leadership and teamwork. These positive effects can only take place if sport is in the right hands – in the hands of those who place the welfare of all children and vulnerable adults first and adopt practices that support, protect and empower them.

Most children and vulnerable adults happily and safely participate in sport under the watchful and concerned care of dedicated instructors and club members. However, the reality is also that abuse does take place in sport and in some cases, members have been convicted. Everyone has a legal and moral responsibility to protect children and vulnerable adults in sport from abuse.

OUAC recognises its duty of care towards children and vulnerable participants and can help to protect them from abuse.

PRINCIPLES

OUAC recognises that:

- The welfare of children and vulnerable adults is the primary concern.
- All children and vulnerable adults whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
- It is the responsibility of the protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility to report any concerns.
- All incidents of suspicious poor practice and allegations should be taken seriously and responded to swiftly and appropriately.

SUMMARY OF RESPONSIBILITIES

Oxford University Athletic Club:

- Accepts the moral and legal responsibility to implement procedures to provide a duty of care for children and vulnerable adults, safeguard their wellbeing and protect them from abuse.
- Respects and promotes the rights, wishes and feelings of children and vulnerable adults.
- Recruits, trains and supervises its members to adopt best practice to safeguard and protect children and vulnerable adults from abuse and themselves against false allegations.
- Requires members to adopt and abide by this Safeguarding Policy and guidelines included in the UK Athletics Safeguarding Policies.
- Coaches should abide by these guidelines.
- Responds to allegations appropriately and implement the appropriate disciplinary and appeals procedures.

Oxford University Athletic Club will:

- Appoint a Lead Welfare Officer and additional Welfare Officers who shall undertake the required training (Table 1). They shall also be registered with England Athletics as the Lead Welfare Officer/Welfare Officer.
- Ensure all members, coaches, officials, volunteers and other people associated with the Club are made aware, accept and sign the Club Safeguarding Policy, as well as, any relevant UKA or England Athletics Policies (e.g., Athletes Code of Conduct, Officials Code of Conduct, UKA Child Safeguarding Policy).
- Ensure all coaches are registered with England Athletics and have completed the required training and undergo a DBS check.

Lead Welfare Officer	Additional Welfare Officer
UKA DBS check Safeguarding in Athletics Child Welfare course Adult Welfare course	UKA DBS check Safeguarding in Athletics Either: Child Welfare course OR Adult Welfare course

Table 1: Welfare Officer required training

It is intended that all members working with children, young people and vulnerable adults will receive training to assist them in the recognition of abuse, the referral process, sensible working practices, and to identify 'appointed persons' within England Athletics and at club level, whom staff can contact about child protection issues.

CONTACT DETAILS

Should you have any queries relating to this policy, please contact any of the following:

Contact Phone/Email

<i>UKA safeguarding: Angus Macdonald</i>	safeguarding@uka.org.uk ; 07920 532552
<i>Sports Federation Safeguarding Officer: David White</i>	david.white@sport.ox.ac.uk ; 07780 693388

<i>Lead Welfare Officer: Thomas Renshaw</i>	thomas.renshaw@st-hughs.ox.ac.uk
<i>OUCCC Welfare Officer</i>	https://ouccc.org.uk/committee
<i>OUAC Welfare Officer</i>	https://ouac.org/committee

If you should have any concerns about the immediate safety of a child or vulnerable adult, refer to pages 10-11 of the aforementioned document, but you should REACT IMMEDIATELY; Children's Services and Police are always available. Expert advice can also be provided by the NSPCC Helpline on 0808 800 5000 or Childline on 0800 1111.

UKA AND HCAF CODE OF CONDUCT

This Club Safeguarding Policy is supported by the United Kingdom Athletics (UKA) and Home Country Athletics Federation (HCAF) Safeguarding Code of Conduct which is summarised below and can be downloaded from the England Athletics website.

The Club has adopted this policy and as such must:

- adopt the UKA and HCAF Child Safeguarding Policy and Child Safeguarding Procedures, and ensure they are displayed prominently on websites and social media pages
- adopt the UKA and HCAF Adult Safeguarding Policy and Adult Safeguarding Procedures, and ensure they are displayed prominently on websites and social media pages
- adopt the UKA and HCAF Codes of Conduct and ensure they are signed up to by those working and volunteering in regulated roles, parents/carers and athletes
- adopt the UKA and HCAF procedures for managing safeguarding concerns

- adopt a disciplinary process for managing misconduct cases
- appoint a minimum of one Lead Welfare Officer in line with UKA guidelines and role description for Club Welfare Officers
- ensure that all coaches and volunteers are recruited safely and are operating appropriately within the club environment (i.e. that they hold appropriate up-to-date qualifications and licences, have undertaken a satisfactory criminal record check, and are adhering to the safeguarding policies, terms and conditions of their licence and the relevant codes of conduct)
- ensure that coaches, technical officials and club officers attend recommended safeguarding training every three years
- adopt an induction process for new members that includes agreeing and signing up to the codes of conduct, safeguarding policies, discipline policy, anti-bullying policies and other relevant information
- liaise appropriately with parents/carers, officials, coaches, UKA, the relevant HCAF and other relevant people/organisations to ensure that good practice is maintained
- maintain a register of safeguarding training attended and criminal record checks completed relevant to club members, and share this register with the HCAF when asked
- ensure that contact details for Club Welfare Officers and relevant agencies are openly displayed in club environs and on club websites, and made available to anyone who requires them
- ensure that club officers and volunteers act responsibly and set an example to others, especially younger members
- respect the rights, dignity and worth of every club member and others involved in athletics
- develop an environment that promotes the wellbeing and safety of athletes above other considerations, including the development of performance
- consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances
- accept that all office bearers and committee members have a responsibility for safeguarding children's wellbeing and protecting them from harm, and are prepared to respond to any concerns of abuse or poor practice
- challenge and change poor practice
- implement any recommendations of UK Athletics or the relevant HCAF
- promote an environment where all concerns can be raised without fear of victimisation or reprisal
- ensure that everyone volunteering or working with children or adults at risk at their club attends relevant safeguarding training every three years.

UKA AND HCAF DOCUMENTS

SAFEGUARDING POLICIES AND PROCEDURES

Child Safeguarding Policy

<https://www.englandathletics.org/clubhub/resource/child-safeguarding-policy/>

Child Safeguarding Procedures

<https://www.englandathletics.org/clubhub/resource/child-safeguarding-procedures/>

Adult Safeguarding Policy

<https://www.englandathletics.org/clubhub/resource/adult-safeguarding-policy/>

Adult Safeguarding Procedures

<https://www.englandathletics.org/clubhub/resource/adult-safeguarding-procedures/>

UKA CODES OF CONDUCT

UK Athletics and HCAF Children and Young People Code of Conduct

UK Athletics and HCAF Club Welfare Officer Code of Conduct

UK Athletics and HCAF Coaches Code of Conduct

UK Athletics and HCAF Parent and Carer Code of Conduct

UK Athletics and HCAF Senior Athletes Code of Conduct

UK Athletics and HCAF Technical Officials Code of Conduct

UK Athletics and HCAF Volunteer Code of Conduct