



Bourton Roadrunners

Safeguarding policy and code of conduct

Safeguarding policy statement

1. BRR has read and agreed to implementing the UKA and HCAF Safeguarding Policy and is committed to ensuring that all members can participate in club activities in an enjoyable and safe environment. All children and adults at risk are entitled to a duty of care and to be protected from abuse.
2. We collectively acknowledge that safeguarding is everybody's responsibility, and we are committed to the prevention of abuse and neglect through safeguarding the welfare of all adults and children involved in our sport. We recognise that health, wellbeing, ability, disability and need for care and support can affect a person's resilience.
3. We recognise that some people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people's lives.
4. We recognise that there is a legal framework within which sports need to work to safeguard adults who have needs for care and support, and for protecting those who are unable to take action to protect themselves.
5. We will act in accordance with the relevant safeguarding adult legislation and with local statutory safeguarding procedures. Actions taken by BRR will be consistent with the principles of adult and child safeguarding, ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult or child concerned.
6. BRR will have safeguarding as an agenda item at least one committee meeting each year when the Club Welfare Officer will update the committee on safe recruitment, licence checks and any concerns.
7. Our designated Club Welfare Officer is also assisted by a nominated DBS Verifier for the Club.
8. Resources to enable BRR to implement safeguarding policies and procedures are available on the [England Athletics website](#).

Adult safeguarding

9. Most adults are able to live their lives safely and free from harm. However, for some, there may be times when, for a variety of reasons, their ability to keep themselves safe and protect their wellbeing and rights is compromised.

10. BRR is committed to safeguarding adults in line with relevant national legislation, and relevant national and local guidelines. We will safeguard adults by ensuring that our activities are delivered in a way which keeps all adults safe. We will develop a culture of zero tolerance of harm to adults, which necessitates:

- the recognition of adults who may be at risk and the circumstances which may increase risk
- knowing how adult abuse, exploitation or neglect manifests itself
- being willing to report safeguarding concerns. This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised activities, in the community, in the person's own home and in any care setting

11. BRR is committed to best safeguarding practice and to uphold the rights of all adults to live a life free from harm from abuse, exploitation and neglect. The purpose of this policy is to demonstrate our commitment to safeguard adults and to ensure that everyone involved in our sport is aware of:

- the legislation, policy and procedures for safeguarding adults
- their role and responsibility for safeguarding adults
- what to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within the organisation

12. Safeguarding adults is compliant with United Nations directives on the rights of disabled people and commitments to the rights of older people. It is covered by:

- The Human Rights Act 1998
- The Data Protection Act 2018
- General Data Protection Regulations 2018

13. The practices and procedures within this policy are based on the relevant legislation and government guidance:

- The Care Act 2014 (England) Care and Support Statutory Guidance (especially Chapter 14) 2014

14. According to the Act, an adult at risk is an individual aged 18 years and over who:

- (a) has needs for care and support (whether or not the local authority is meeting any of those needs) and
- (b) is experiencing, or at risk of, abuse or neglect and
- (c) as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect

15. Categories of adult abuse and harm include:

- Physical
- Sexual
- Emotional / psychological / mental
- Neglect and acts of omission
- Financial or material abuse
- Discriminatory
- Organisational / institutional
- Self-neglect
- Domestic abuse (including coercive control)
- Modern slavery

16. Many other pieces of UK legislation also affect adult safeguarding. These include legislation about different forms of abuse and those that govern information sharing.

17. Adult safeguarding legislation creates specific responsibilities for local authorities, health authorities and the police to provide additional protection to adults at risk from abuse and neglect. When a local authority has reason to believe there is an adult at risk, they have a responsibility to find out more about the situation and decide what actions need to be taken to support the adult. The actions that need to be taken might be by the local authority (usually social services) and/ or by other agencies; for example, the police and health authorities. In athletics, we may need to act as part of safeguarding an adult; for example, to use the disciplinary procedures in relation to a member of staff or volunteer who has been reported to be harming a participant in our sport. The local authority role includes having multi-agency procedures which coordinate the actions taken by different organisations.

18. Being able to live free from abuse and neglect is a key element of wellbeing. The legislation recognises that any actions taken to safeguard an adult must take their whole wellbeing into account and be proportionate to the risk of harm.

19. The concept of 'person-centred safeguarding' means engaging the person in a conversation about how best to respond to their situation in a way that enhances their involvement, choice and control, as well as improving their quality of life, wellbeing and safety. The adult's views, wishes, feelings and beliefs must be taken into account when decisions are made about how to support them to be safe.

20. There may be many different ways to prevent or reduce the risk of further harm. Working with the person will mean that actions taken help them to find the solution that is right for them. Treating people with respect, enhancing their dignity and supporting their ability to make decisions also helps promote people's sense of self-worth and supports recovery from abuse. If someone has difficulty making their views and wishes known, then they can be supported or represented by an advocate. This might be a safe family member or friend of their choice, or a professional advocate (usually from a third sector organisation).

21. Detailed information about additional vulnerabilities faced by adults at risk can be found in the [UKA/HCAF Adult Safeguarding Policy](#).

Child safeguarding

22. All concerns, allegations or reports of poor practice/abuse relating to the welfare of children and young people will be recorded and responded to swiftly and appropriately in accordance with the club's Safeguarding Policy. The Club Welfare Officer is the lead contact for all members in the event of any safeguarding or child protection concerns.

22. This policy addresses the following forms of harm:

- practice concerns
- wellbeing concerns
- child abuse

Practice concerns

23. A practice concern is behaviour that falls short of abuse but which nevertheless harms or places someone at risk of harm, or has a negative and adverse effect on the safety and wellbeing of children. Practice concerns include any behaviour, act or omission by members of staff, coaches, volunteers, officials, or a club and its members, that may contravene this policy, or any associated procedures and guidelines, in particular the codes of conduct.

24. This policy, along with the codes of conduct and disciplinary regulations, promotes and supports the maintenance of healthy and positive relationships between those in positions of trust, such as coaches, and the young people in their care. However, the inherent power imbalance in coach/athlete relationships can be exploitative and where this happens it can impact on a child's wellbeing and/or lead to abuse. Therefore, this policy addresses any practice that may be considered an abuse of a position of trust. In addition, it would be considered as an abuse of a position of trust if an athlete is coerced or indoctrinated with attitudes to training, drugs and cheating, or social, political and religious views (radicalisation) which go against societal norms or the rules of the sport.

25. Further examples of practice concerns may include but are not restricted to:

- coaches who continually break rules, ignore recognised good practice guidelines, breach the codes of conduct, or the terms and conditions of their UKA licence
- individuals engaging in behaviours and practices that are known to be risk factors in cases of abuse
- continuing with a session or activity when there is a heightened risk to the group or athlete's wellbeing and safety
- coaches leading activities for which they are not trained, insured or licensed
- a club not responding appropriately to a child wellbeing or protection concern

Wellbeing concerns

26. Whilst most children's needs will be met by their parents and carers, it is acknowledged that participation in sports can support and promote a child's wellbeing. Government policy in all parts of the UK recognises that sports clubs and their staff and volunteers are often significant role models and trusted people in children's lives. They are therefore well placed to identify when a child's wellbeing and health is, or is at risk of, being adversely affected by any matter, and to act in the child's best interests.

27. A wellbeing concern can be identified in different circumstances. For example:

- a child may reveal that they are worried, anxious or upset about an incident or set of circumstances, either within or outside of athletics
- you may have noticed a change in a child's behaviour, demeanour or developmental progress
- you may have concerns about the impact on a child of an incident or set of circumstances, either within or outside of the sport
- you may have concerns for a child's physical or mental health. There are of course other factors which can impact on a child's wellbeing. Government policy and guidance varies across the UK, so please refer to the HCAF's website for specific welfare and wellbeing guidance

Child abuse

28. There are four well established categories of abuse:

- physical
- sexual
- emotional
- neglect

Detailed descriptions of the four main categories of abuse, along with information about additional vulnerabilities faced by some children and young people, can be found in [Appendix 2. UKA/HCAF Child Safeguarding Policy](#).

Safeguarding code of conduct

29. The UK Athletics (UKA) and the Home Country Athletics Federations (HCAF) Codes of Conduct set out national standards of conduct for all clubs, coaches, officials, volunteers and athletes in the sport.

30. The 2021 revised codes take account of developments in national policy, guidance and practice. Every club, club member and anyone undertaking a relevant role must agree to abide by the codes of conduct either when they join a club as part of the club application process, or when they renew their club membership or UKA licence.

31. The purpose of a code is to clarify:

- what behaviours are acceptable and unacceptable
- the standards of practice expected
- the basis for challenging and improving practice

31. BRR has read and agreed to implementing the UKA and HCAF Safeguarding Code of Conduct and will ensure all members agree to the relevant code of conduct for Senior Athletes, Children and Young People under 18, Parents/Carers.

32. All concerns, allegations or reports of poor practice/abuse relating to the welfare of children and young people will be recorded and responded to swiftly and appropriately in accordance with the club's Safeguarding Policy. The Club Welfare Officer is the lead contact for all members in the event of any safeguarding or child protection concerns.

Code of conduct: senior athletes (including coaches)

33. As a responsible athlete, a Club member will:

- abide by the UKA and the HCAF Child Safeguarding Policy and Child Safeguarding Procedures
- abide by the UKA and the HCAF Adult Safeguarding Policy and Adult Safeguarding Procedures
- respect the rights of every athlete, coach, technical official and others involved in athletics and treat everyone equitably
- uphold the same sporting values away from sport as when engaged in athletics
- participate within the rules of the sport, respect decisions of coaches and officials, and demonstrate respect towards fellow athletes
- cooperate fully with others involved in the sport such as coaches, technical officials, team managers, doctors, physiotherapists, sport scientists and representatives of the governing body in their best interests and those of other athletes
- consistently promote positive aspects of the sport and never condone rule violations

or the use of prohibited substances

- anticipate and be responsible for their own needs, including being organised, having the appropriate equipment and being on time
- inform their coach of any other coaching that they are seeking or receiving
- act with dignity and display courtesy and good manners towards others
- in no way undermine, put down or belittle other athletes, coaches or practitioners
- avoid swearing and abusive language whilst in athletic venues, at club functions and events, or when as part of a team/squad
- never engage in any inappropriate or illegal behaviour
- challenge and report inappropriate behaviour and language by others
- not misuse or abuse sporting equipment and venues
- not carry or consume alcohol or illegal substances while training or competing in athletics
- maintain strict boundaries between friendship and intimacy with a coach or official
- use safe transport or travel arrangements

34. Club members understand that if they do not follow the code, action can be taken by the club, in line with the BRR grievance and disciplinary procedures.

Code of conduct: children and young people (under 18 years)

35. As a child or young person under 18 years, they have the right to:

- be safe and protected
- be listened to
- be respected and treated fairly
- be believed
- ask for help
- be coached by someone who has the right qualifications

36. As a young athlete, they will respect the code of conduct and will:

- be friendly and supportive to other athletes
- keep themselves safe
- tell their coach if they are ill or injured
- report inappropriate behaviour or risky situations to an adult
- compete fairly and respect other athletes and officials
- respect the rules of the club
- behave and listen to all instructions from coaches and officials
- take care of equipment owned or provided by the club or training facility
- not use bad language or take part in inappropriate or illegal behaviour
- not bully anyone or pressure them to do things they do not want to, including

online

- in no way undermine, put down or belittle other athletes, coaches or practitioners
- keep to agreed timings for all club activities
- tell their parents/carers where they are or if they are going to be late
- not use their mobile phone during training, competitions or in changing rooms
- not carry or consume alcohol or illegal substances while training or competing in athletics
- use safe transport or travel arrangements

37. Children and young people have their own codes of conduct and should be clear about their club's expectations in terms of acceptable behaviour and conduct. It can be beneficial to ask children in their group/team to discuss and agree what the consequences of breaking these codes should be for them. This may be done at the start of the year, before a trip away from home, or as part of a training event. Club members understand that if they do not follow the code, action can be taken by the club. Additionally, the club will always inform parents/carers if a young person breaches the code of conduct.

Code of conduct: parents/carers

38. As a responsible parent/carer of an athlete aged under 18, they will:

- abide by the UKA and the HCAF Child Safeguarding Policy and Child Safeguarding Procedures
- abide by the UKA and the HCAF Adult Safeguarding Policy and Adult Safeguarding Procedures
- demonstrate respectful behaviour at all times
- set a good example and encourage their child to learn the rules of the sport and compete within them at all times
- help their child to recognise good performance and not just results
- make athletics fun
- never force their child to take part in sport if they do not want to
- never punish or belittle their child for losing or making mistakes
- use correct and appropriate language at all times
- check the qualifications and licences of people who are coaching or managing their child, or offering a service connected to athletics such as physiotherapy, massage or nutritional advice
- know exactly where their child will be and who they will be with at all times
- assume responsibility for safe transportation of their child to and from training and competition
- return any necessary written consent forms to the club/team manager or appropriate person, including next of kin details, health and medical requirements before their child goes to any away events or trips

- provide any necessary medical information and medication that their child needs for training or trips away
- report any concerns about their child' s (or any other child' s) welfare to the Club Welfare Officer or National Welfare Officer. (This does not affect the parent/carer' s right to contact the local Social Services or the Police if they feel it is necessary)
- in no way undermine, put down or belittle athletes, coaches or practitioners.

39. Parents/carers understand that inappropriate pressure on children and poor behaviour of adult spectators can sometimes make children drop out of sport. Parents/carers accept that this code promotes good spectator behaviour, and understand that if they verbally abuse children, coaches or officials, action will be taken.