



Welfare Policy

1 Fife AC

Fife Athletic will adhere to the UK Athletics Welfare Policy.

The following is a summary of the main themes of the UK Athletics Welfare Policy. It is abstracted from the document **UK Athletics Welfare Policy**, a reference copy of which can be seen at: www.uka.org.uk/governance/welfare

A full statement of all relevant procedures is contained in the document **Athletics Welfare Procedures**, available on the same site.

2 Principles of the UKA Welfare Policy

The main principles underpinning this policy are:

- **Safety** – the welfare of the athlete will always be paramount
- **Equality** – the right of everyone involved in athletics to equitable treatment, regardless of age, sex, race, religion, ability, sexual orientation or social background, will be upheld
- **Responsiveness** – all allegations or suspicions of abuse or violations of athlete welfare will be taken seriously and acted upon appropriately and speedily. Those found to be spreading malicious or false allegations will be disciplined according to the relevant procedures
- **Consent** – those with parental responsibility will be consulted if it becomes necessary to invoke the procedures that accompany ‘Athletics Welfare’
- **Compliance with the statutory system in each of the Home Countries** – UK Athletics and Home Countries will operate within the law, including guidelines and rules set down by the Criminal Records Bureau, Criminal Records Bureau (Scotland) and Pre-Employment Consultancy Service and the Home Office. UK Athletics will work in partnership with Social Services/Work Departments, Police Child Protection Units, Area Child Protection Committees, Child Protection Committees, the Child Protection in Sport Unit, Children First and other relevant agencies in order to ensure compliance with this policy
- **Fairness** - the human rights of staff, coaches, athletes or volunteers facing allegations will be embodied in disciplinary and appeals procedures

This policy recognises and builds on legal and statutory definitions of a child.

- The distinction between ages of consent, civil and criminal liability are recognised but in the pursuit of good practice in the delivery and management of athletics a child is recognised as being under the age of 18 years;
- adults looking after children in the absence of the person with parental responsibility have to take reasonable care in all circumstances, regardless of the age of the child;
- the child's welfare is paramount;
- all children, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse;
- all incidents of suspicious poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately;
- all children have a right to participate in athletics in an enjoyable and safe climate;
- young athletes have a right to expect appropriate management, support, personal and social development with regard to their involvement in all levels of athletics;
- 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;
- confidentiality should be upheld in line with the Data Protection Acts 1984 and 1998, and the common law of confidentiality.

3 Scope

Athletics stakeholders need to respond to four main dimensions of athlete welfare and protection by:

- **recognising and referring** to the appropriate agency anyone who has been subjected to poor practice, abuse or misconduct by someone else, whether *inside* sport (by another staff member or athlete) or *outside* sport (such as the family or peer group);
- **observing and encouraging good practice** when working with athletes in order to avoid perpetrating poor practice, abuse or other types of misconduct;
- **taking precautions to avoid false allegations** against themselves;
- **safeguarding the good name and integrity of the sport of athletics.**

The procedures adopted by partner athletic organisations should assist with safe practice with respect to all four dimensions of welfare in the sport.

The golden rule for all involved in athletics in relation to welfare and protection is that it is not your responsibility to judge whether or not a welfare violation has taken place but it is your responsibility to act on any concerns you may have.

This summary is taken from the Document UK Athletics Welfare Policy; the full document can be accessed from the website www.uka.org.uk/governance/welfare