



# Corby AC Safeguarding & Welfare Policy

## Introduction

At Corby Athletic Club, we believe it is everyone's responsibility to ensure the welfare and safety of all those involved in athletics. Most people engaged in the sport do so voluntarily and for the love of athletics, and we are committed to providing a safe, inclusive, and enjoyable environment for all members, regardless of age, background, or ability.

We have adopted and endorse the UK Athletics (UKA) and England Athletics (EA) welfare policies and child protection procedures. These principles are embedded in our own policies, which are available on request. All members, coaches, volunteers, and parents are expected to uphold these standards.

To view the UKA and EA safeguarding policies and procedures, please visit: [https://www.uka.org.uk/governance/safeguarding\\_2021/](https://www.uka.org.uk/governance/safeguarding_2021/)

## Club Welfare Officers (CWOs)

Our Welfare Officers are the first point of contact for any welfare or safeguarding concerns:

- **Gemma Conlon**
- **Tracey Shepard**
- **Lin Farrow**

All officers are DBS checked and trained to deal with concerns confidentially and in accordance with UKA/EA guidelines. To contact them directly please email - [corbyacwelfare@gmail.com](mailto:corbyacwelfare@gmail.com)

## Key Welfare Principles

### Safeguarding and Protecting Children

- The welfare and safety of children are always the top priority, ahead of performance or competition.
- Children and young people are encouraged to express their views on matters affecting them.
- Adults working with children must develop appropriate, trusting relationships with athletes, parents, and carers.
- All suspicions or allegations of abuse must be reported to a Welfare Officer and handled appropriately. External agencies such as Social Services, NSPCC, or the Police may become involved.

- Determining whether abuse has occurred is the role of child protection professionals. However, everyone has a responsibility to report concerns.
- Confidentiality must be maintained in accordance with the Data Protection Acts 1984 and 1998 and the common law of confidentiality.

## **Fairness and Protection of Adults**

- Adults working with children must be aware of good practice to protect themselves from wrongful allegations.

## **Equality and Inclusion**

- We are committed to eliminating discrimination and promoting diversity in athletics, regardless of gender, marital status, race, sexual orientation, religion, ethnic origin, nationality, social background, or political belief.

## **Bullying**

- Any form of bullying—physical, emotional, or sexual—is unacceptable. This includes aggression, hostility, or inappropriate behaviour toward fellow members. See our Anti-Bullying Policy for further guidance.

## **Disciplinary and Grievance Matters**

- Parents and athletes must be aware of how to raise concerns or make complaints. All matters will be handled fairly and in accordance with our disciplinary procedures.

## **Use of Photographic & Video Images**

- We adopt good practice guidelines to protect young people from inappropriate use of photographic and video imagery. Consent must be obtained where necessary.

## **Reporting Safeguarding Concerns**

### **Immediate Danger:**

- Call **999**.
- Inform a Club Welfare Officer as soon as possible.

### **Non-Urgent Concerns:**

- Do not investigate the issue yourself.
- Record the facts.
- Contact one of the Club Welfare Officers.

## **External Support Contacts**

- **Children's Social Services (Northants):** 0300 126 7000
- **Adult Social Services:** 0300 126 1000
- **Emergency Duty Team (Out of Hours):** 01604 626 938
- **NSPCC Helpline:** 0808 800 5000
- **Childline:** 0800 1111
- **UKA/EA Safeguarding Team:** 0121 713 8450 (Option 2)

## **Policy Visibility and Review**

Welfare Officers, Lin Farrows, Gemma Conlan and Tracey Shepard are available regularly at the track, in the club house and during road runners sessions. Other officials are also available to assist with concerns.

This policy is reviewed every three years or when required by changes in legislation or UKA/EA guidance.

**Last Reviewed:** May 2025

**Next Review Due:** May 2028

**Approved by:**

Lin Farrow - Welfare Officer  
 Gemma Conlan – Welfare Officer  
 Tracey Shepard – Welfare Officer  
 26th May 2025