



Coventry Godiva Harriers

The Role of the Club Welfare Officers

Coventry Godiva Harriers takes the welfare and wellbeing of its members very seriously. We are obliged through our affiliation to various governing body, namely UKA and England Athletics to implement policies and procedures that they have established.

Welfare- what it means

The Club aims to create an environment where everyone feels safe and is able to participate in club events without being subject to any form of harassment, bullying, verbal or physical abuse or excessive pressure.

Welfare covers a wide range of issues such as safeguarding and protecting vulnerable children and adults, anti-bullying, equality, poor practice in coaching and disciplinary and grievance matters. The Club's Codes of Conduct and procedures for dealing with safeguarding concerns, other welfare issues or grievances are detailed on the Club website.

Welfare- what we expect from our members

It is everyone's responsibility to ensure the safety and enjoyment of all those who participate in club events.

Who we are and what we do

The Club has two welfare officers who will listen confidentially to any issues that may arise and endeavour to support individual members and their wellbeing (including child members and their parent/legal guardian). If any individual has any queries or concerns, they will be encouraged to contact one of the welfare officers to discuss their concerns.

Your Club Welfare Officers are:

Job King and Jayne Mumford

They can be contacted via **Email:** welfare@coventry-godiva-harriers.co.uk

What we do

The Welfare Officer's role is to:

- Advise and support the club officers and committee to implement welfare policies and procedures and to support the club to adhere to codes of conduct and good practice.



- Ensure that all club coaches / helpers / volunteers have completed a volunteer recruitment process which includes volunteer reference forms and DBS checks (where required).
- The Welfare Officer should also ensure there is a process in place within the club for auditing DBS checks and UKA Licences of all relevant Coaches, Officials and Volunteers to ensure they are regularly updated (every three years).
- Respond to suspected breaches of the Welfare Policies and Procedures that may be referred to them, in accordance with the club's Welfare Procedures, and to advise and support other club officers or committee members on how to respond appropriately in accordance with the procedures.
- Report any concerns about child abuse to the UKA Lead Safeguarding Officer in the first instance. For out of office hours reports, please contact local children's social care services or the police immediately for advice if a child is at risk.
- Also see; England Athletics, video on the role of a welfare officer at; www.englandathletics.org