

## **Coventry Godiva Harriers Club Statement on the Summary Report following an investigation into safeguarding and welfare**

We want to inform you all that Angels Solicitors LLP has concluded its independent investigation into Coventry Godiva Harriers (CGH) practices and procedures relating to safeguarding and welfare. We have included on our Club website a copy of the Summary Report prepared by Andrew Smith QC who supervised the investigation.

Leading Counsel has made several recommendations and we want to assure all members that we have already started to act on these.

The report details the following recommendations in order to improve the Club's ability to implement and adhere to all relevant safeguarding and welfare policies and procedures. Outlined below are the actions we have taken so far in response to these recommendations.

### **Recommendation 1**

**There should be a clear identification of the roles of officers and/or Committee members with particular responsibility for safeguarding.**

- We believe that safeguarding is everyone's responsibility and therefore we now have role descriptions in place for all Committee members and officers. These role descriptions will be reviewed annually.
- All Committee members and officers have undergone mandatory Safeguarding Training as part of their role.
- There is now CGH Safer Recruitment policy and practice guidance in place.
- Two Welfare Officers have been appointed, (one male and one female), of which one has extensive Safeguarding experience.
- An effective and robust system is now in place for checking that DBS and Coaching Licences are up to date and that all Committee members and officers are keeping up to date with associated mandatory training.

### **Recommendation 2**

**There should be a clear identification throughout the Club as to the safeguarding and welfare policies being used. These policies should be subject to regular review and scrutiny.**

- There has been a wholesale review and updating of the Club's policies and procedures. All new and updated policies were agreed by CGH Committee and these policies can be found on the Club website.
- Committee members are familiar with the policies and will be integral to ensuring that these policies are embedded across the Club.
- The policies will be subject to annual review.

### **Recommendation 3**

**The Club should ensure that every Committee member and officer understands and accepts individual and collective responsibility for the implementation of safeguarding and welfare policies.**

- As part of the new role descriptions Committee members and officers agree to undertake mandatory Safeguarding training and are familiar with all safeguarding and welfare policies and procedures.
- Along with updating of the Club policies and procedures, we have also updated our Codes of Conduct and these can be found on the Club website. These codes outline the behaviours we expect our Committee, officers and members to adhere to.

### **Recommendation 4**

**The Club should engage in a broader review of its structures and policies and procedures to ensure that safeguarding and welfare matters are robustly addressed on a continuing basis.**

- The Club has undergone a review of existing structures and Club governance. There is a reconfigured committee which includes new Committee members with the required range of skills and expertise to ensure that safeguarding and welfare issues are managed accordingly.
- We are undertaking work to update our Club Rules and Constitution and the final version will be presented to the next Club AGM.

### **Recommendation 5**

**There should be clear identification of the division of responsibilities in the context of safeguarding and welfare matters between the Club, UK Athletics and England Athletics.**

- We are confident that with our reconfigured Committee that we have the right skills and level of expertise in order to make any required safeguarding and welfare decisions at this level. We have Committee members with assigned lead roles, who are interfacing with UKA and England Athletics in order to strengthen those liaison partnerships.
- We will work with UKA and England Athletics to support the implementation of any changes in the management of safeguarding at club level arising from the UKA independent review which reported in July 2020.

### **Recommendation 6**

**An environment should be created in which there is a greater, overt prominence given to matters of safeguarding and welfare.**

- We believe that the implementation of all the above actions will assist us in creating and developing the right organisational culture in which all our members feel safe, both in terms of safeguarding and their general welfare and emotional wellbeing.

If you have any questions about the findings of this report please contact our Club Welfare Officers: Job King or Jayne Mumford at; [welfare@coventry-godiva-harriers.co.uk](mailto:welfare@coventry-godiva-harriers.co.uk)