Herts Phoenix Athletic Club has a moral and legal obligation to ensure that young people participating in athletics at the club can do so in a safe environment. All coaches and volunteers must ensure that they give the highest standard of care to provide a secure place to train.

Herts Phoenix aim to protect children by following the Best Practice rules set out by UKA and England Athletics. This means: -

 • Being open and conducting all interactions with children in a public place and with appropriate consent.

• Avoiding situations where you are alone with one child

• If you must meet or coach one child ensure it is conducted in an open environment, and where full consent and emergency contact details have been provided.

• If you are travelling alone with a child gain appropriate consent, avoid consistently having one child alone with you in the car and never sharing a room on your own with a child,

• Challenging bullying, harassment, foul or provocative language or controlling behaviour that could upset individuals or reduce them to tears.

• Never ignoring bullying by parents, coaches or children. Listening to and supporting the person being bullied.

• Maintaining an appropriate relationship with children; this means treating people fairly, with respect and avoiding favouritism.

• Being friendly and open and ensuring that relationships are appropriate for someone in a position of power and trust.

• Respecting all athletes and helping them to take responsibility for their own development and decision making.

• Avoiding unnecessary physical contact. In certain circumstances physical contact is perfectly acceptable and appropriate, if it is not intrusive or disturbing to the athlete and that consent for contact has been given by the individual and appropriate parental consent.

• Being qualified and insured for the activities you are coaching and ensuring that your licence remains valid. Ensure that your practice is appropriate for the age and development stage of each athlete

All adults involved in the club (coaches, volunteers, and officials) will be subject to a number of checks to ensure their suitability of working with children. We are a friendly, open club and will not tolerate bullying or disruptive behaviour.

Parents and young people will be made aware and asked to give permission before any photos or videos are taken as part of the coaching programme or competitions.

Herts Phoenix Anti Bullying Policy

The club operates an anti-bullying policy that applies to all coaches, volunteers and athletes. We aim to promote tolerance and respect, including respect for difference and diversity. If there is a reported instance of bullying or a coach is made aware of bullying, or suspected bullying, the welfare officer should be informed or advice sought from the local or national governing body for sport. This needs to be dealt with as soon as possible and dealt with quickly to prevent further occurrences.

Any case of bullying will be dealt with sensitively and discreetly.

Coaches and volunteers should be aware that bullying can take many forms and could be physical, verbal, or emotional. They always need to use appropriate language to encourage and support athletes or engage with fellow coaches, parents or volunteers without aggression or sarcasm.

With the extended use of emails and social media it is suggested that coaches use sites that are private and not open to all. For athletes under 18 the parents contact details should be used.

Herts Phoenix club induction procedure will make athletes and parents aware of the anti-bullying policy and the Athlete/parent/coach agreement that is signed by each party has an agreement about respecting and valuing each individual.

Further advice may be sought from NSPCC child protection helpline

help@nspcc.org.uk or 0808 800 5000.

Herts Phoenix Athletic Club will ensure that the welfare of the child is paramount and will provide quality opportunities for young people making sure the activity is age and development appropriate.

Any suspicions and allegations of abuse will be taken seriously and responded to appropriately. All our coaches and volunteers have a responsibility to report concerns of abuse to the club’s Child Welfare Officer. The clubs Welfare Officer will pass details to the relevant authority.