

Welfare Officer Roles & Responsibilities

Welfare covers a range of issues such as anti-bullying, equity, poor practice in coaching and disciplinary and grievance matters. It encompasses policies and procedures to set out minimum standards of expectations, such as codes of conduct, other welfare issues or complaints, and to support the club in meeting its statutory responsibilities to safeguard and protect those involved with the club and its activities.

The Welfare Officer is a role outside of the committee to be held by two individuals (One Male and one Female) to serve to allow club members a line of communication outside of the committee for welfare concerns should they need it. The Officers will:

- Deal with confidential matters that may arise related to athletes and have an understanding approach to such matters;
- Promote codes of conduct to members;
- Respond to suspected breaches of the Welfare Policies and Procedures that may be referred to them, in accordance with the Welfare Procedures and, to advise and support other club officers or committee members how to respond appropriately in accordance with the Procedures;
- Report any concerns about [child] abuse to both the UKA Welfare Officer and the EA Welfare Officer and inform them what action has been taken;
- Recognise the difference between poor practice in adhering to club rules, and matters that would be seen as welfare issue.

Those elected as Welfare Officer will have to attend the appropriate England Athletics one day course, which the Club will fund.

We would also expect the successful candidates to stay in role for a minimum of one Club year April 1st to March 31st.