



Safeguarding and Protecting Children Policy

Reading Rascals is firmly committed to creating and maintaining a safe and positive environment for all young people to take part in Triathlon. It accepts its responsibility to safeguard the welfare of all young people and protect them from poor practice, abuse and bullying. Everyone who participates in Triathlon is entitled to participate in a safe and fun environment and to be given the chance to experience the feelings of enjoyment, challenge and achievement that are inherent to the sport.

Reading Rascals Coaches and personnel will follow the Good Practice and Code of Conduct outlined in Appendix's 1 and 2 to enhance the safeguarding of all it's members.

As a British Triathlon affiliated clubs are requested, we have appointed two Club Welfare Officers responsible for good practice and child protection; this officer must undergo a CRB/ISA check and attend Triathlon Specific Time to Listen training.

Reporting Procedures: Most children are abused by adults they know and trust; most sexual offences take place in the home of either the offender or victim. The child might disclose this to a trusted adult or you may notice signs that cause you concern. Any person with information of a disclosure, allegation or suspicion about the welfare of a child (poor practice or possible abuse) must immediately report this in one of the following ways:

- Immediately inform the club's designated Club Welfare Officer who will refer the matter to the British Triathlon Child Protection Officer (CPO).
- If the designated person is not available, if concern is about the Club Welfare Officer, or if no action is taken, you should make direct contact with the British Triathlon CPO.
- If the British Triathlon CPO is unavailable, you should take responsibility and seek advice from the NSPCC help line, the duty officer at the children's social care services or the police.

Informing Parents: Wherever possible, personnel concerned about the welfare of a child should work in partnership with parents. Therefore, in most situations, it would be important to talk to parents to help clarify any initial concerns. However, there are circumstances in which a young person might be placed at even greater risk if concerns are shared. In these situations or where concerns still exist, any suspicion, allegation or incident of abuse must be reported to the designated person as soon as possible.

Useful Contacts:

Reading Rascal Club Welfare Officer:	Kirsty Scott
Triathlon England:	01509 226159
NSPCC:	0808 800 5000

APPENDIX 1: BRITISH TRIATHLON – GOOD PRACTICE

All Reading Rascals coaches will always maintain high standards of practice as the junior athletes will look to them for guidance and hold you them as a role model. They also have a duty of care for the athletes they are coaching; and so, should always follow good practice guidance to ensure that the children are safeguarded as well as protecting themselves from any allegations.

Good practice includes:

- Endorsing triathlon as a fun and enjoyable sport and promoting fair play
- Treating all the athletes you coach equally; this means giving both the more and less talented in a group similar attention, time, respect and dignity.
- Keeping up to date with qualifications and operating within the level of their qualification
- Acting as a role model for the athletes, for example not smoking or drinking around the athletes and being mindful of your behaviour at club training sessions, events or social gatherings
- Never condone rule violations or the use of prohibited substances.
- Ensuring that training sessions are appropriate for the age, development, both physical and emotional, and experience of the athletes they are coaching
- Ensure training and competition schedules are based on the needs and interests of the child, not those of the parents, coaches, club, sponsors or the Home Nation. It is imperative that coaches monitor the overall training intensity and recovery times.
- It is strongly recommended that where single discipline coaches are responsible for devising training schedules for a triathlete, a lead coach is nominated to take with responsibility for monitoring the overall training intensity and liaising with the other assistant coaches.
- Ensuring that the athletes wellbeing is paramount and recognising that performance comes after this
- Enabling young people to assist in making decisions which relate to them
- Maintain a safe and appropriate relationship with athletes; it is inappropriate to have an intimate relationship with a young person.
- Not tolerating aggression
- Understanding the athletes you coach and not pushing them too hard and against their will and ability level.
- Providing feedback in a constructive and positive manner
- Encouraging young people to respect others including other athletes, officials, volunteers etc.
- Conduct all coaching and meetings in an open environment; avoid one-to-one coaching in unobserved situations.
- Build relationships based on mutual trust and respect in which young people are encouraged to take responsibility for their own development and decision-making. Avoid situations in which the coach or team manager uses their position and power to dictate what the triathlete should and should not do.
- Avoid unnecessary physical contact with young people; contact can only be made for safety reasons and where there is no other way of coaching the technique. Contact should be neither intrusive nor disturbing and the athlete's permission must be sought.
- Contact should be led by the child not the adult, for example when a child is distressed or celebrating a success.
- Communicate regularly with parents and involve them in decision-making and gain written consent for travel arrangements. Secure their consent in writing if the need arises to give permission for the administration of emergency first aid and/or other medical treatment.
- Be aware of any medical conditions, existing injuries and medicines being taken.
- Keep a written record of any injury or accident that occurs, together with details of any treatment given.
- Ensure you are qualified and up-to-date in first aid or that there is someone with a first aid qualification in attendance

APPENDIX 2: British Triathlon Code of Conduct for Club Officers and Volunteers

The essence of good ethical conduct and practice is summarized below. All British Triathlon and Home Nation Associations Club Officers and Volunteers must:

- Respect the rights, dignity and worth of all athletes, officials and volunteers at all times.
- Treat everyone equally regardless of age, sex, ethnic origin, religion, political persuasion, sexual orientation or physical disability.
- Consider the wellbeing and safety of participants before the development of performance.
- Develop an appropriate working relationship with performers, based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability and experience of those taking part.
- Promote the positive aspects of the sport (e.g. fair play).
- Display consistently high standards of behaviour and appearance.
- Follow all guidelines laid down by British Triathlon, the relevant Home Nation Association, and the relevant Triathlon Club.
- Hold the appropriate, valid qualifications and insurance cover.
- Never exert undue influence over performers to obtain personal benefit or reward.
- Never condone rule violations, rough play or the use of prohibitive substances.
- Encourage performers to value their performances and not just results.