



## SHETLAND AAC WELFARE POLICY

**Shetland AAC** will adhere to the UK Athletics Welfare Policy.

The following is a summary of the main themes of the UK Athletics Welfare Policy. It is abstracted from the document **UK Athletics Welfare Policy**, a reference copy of which can be seen at: <https://www.uka.org.uk/governance/welfare-and-safeguarding/guidance-documents-and-policy/>

A full statement of all relevant procedures is contained in the document **Athletics Welfare Procedures**, available on the same site.

### Principles of the UKA Welfare Policy

The main principles underpinning this policy are:

- **Safety** – the welfare of the athlete will always be paramount.
- **Equality** – the right of everyone involved in athletics to equitable treatment, regardless of age, sex, race, religion, ability, sexual orientation or social background, will be upheld.
- **Responsiveness** – all allegations or suspicions of abuse or violations of athlete welfare will be taken seriously and acted upon appropriately and speedily. Those found to be spreading malicious or false allegations will be disciplined according to the relevant procedures.
- **Consent** – those with parental responsibility will be consulted if it becomes necessary to invoke the procedures that accompany 'Athletics Welfare'.
- **Compliance with the statutory system in each of the Home Countries** – UK Athletics and Home Countries will operate within the law, including guidelines and rules set down by the Criminal Records Bureau, Criminal Records Bureau (Scotland) and Pre-Employment Consultancy Service and the Home Office. UK Athletics will work in partnership with Social Services/Work Departments, Police Child Protection Units, Area Child Protection Committees, Child Protection Committees, the Child Protection in Sport Unit, Children First and other relevant agencies in order to ensure compliance with this policy.
- **Fairness** - the human rights of staff, coaches, athletes or volunteers facing allegations will be embodied in disciplinary and appeals.

This policy recognises and builds on legal and statutory definitions of a child.