

# VSCC WELFARE POLICY

This welfare policy is intended to develop a sense of awareness and guidance for all those involved in the VSCC (Valley Striders Cycling Club). The policy is concerned about the welfare of everyone at the club irrespective of age, gender, race, disability, sexual orientation, ethnicity, religion, and political view. Everyone who is involved in the club is entitled to access an enjoyable and safe environment and to have the chance to experience the excitement, challenge and achievement inherent to the sport.

## Aims

The VSCC aims to be friendly, welcoming and inclusive and this policy reinforces this ethos by determining what good standards are, and by defining what is acceptable within our sport. To ensure this, the VSCC welfare policy will enable individuals to comply with codes of good practice.

## Roles and Responsibilities

It is everyone's responsibility to ensure the welfare of all within the sport. The VSCC Welfare Officer is responsible for ensuring that welfare concerns are met at club level and is the main contact with British Cycling and other agencies on these issues. We require our ride leaders, members and volunteers to abide by British Cycling welfare policy and procedures and associated codes of conduct.

## Policy Statement

VSCC believes that everyone involved in the club should be made to feel welcome and included. They should thrive, fare well and enjoy safety, security and protection from abuse, maltreatment or misconduct during participation in the club. Everyone involved in the club is responsible for upholding this belief. The club recognise that they have a responsibility to ensure the highest standard of care to all (including children) involved in cycling.

## VSCC will:

- Accept the moral responsibility to implement the British Cycling procedures to provide a duty of care for all people within the club, safeguard their well-being and protect them from abuse.
- Respect and promote the rights, wishes and feelings of people taking part in cycling including young people, disabled and/or vulnerable adults.
- Promote and implement appropriate policies and procedures to provide a duty of care for all people within the club, to safeguard their well-being and protect them from abuse. This will require ride leaders, volunteers, members, and parents/carers (where applicable) to adopt and abide by this welfare policy.
- Respond to any complaints or allegations appropriately and implement any appropriate remedial (or disciplinary) procedures.

## **This policy is based on the following main principles:**

- Safety – the welfare of participants will always be paramount, and everyone has the right to participate in cycling in an enjoyable and safe climate.
- Equality – the right of everyone involved in the club to be treated equally, regardless of age, sex, race, religion, disability, sexual orientation, or social background.
- Responsiveness – all complaints, allegations or suspicions of abuse or violations of member's welfare will be taken seriously and acted upon appropriately and swiftly.
- A child is recognised as someone under the age of 18 years.
- Adults looking after children in the absence of the person with parental responsibility must take reasonable care in all circumstances, regardless of the age of the child.
- Child protection is everyone's responsibility.
- Children have the right to express views on all matters which affect them, should they wish to do so.
- VSCC shall work in partnership with British Cycling and other relevant agencies to ensure compliance with this policy.
- Fairness – the human rights of ride leaders, volunteers or participants facing allegations will be respected.