

FODAC Trustee Meeting 27/01/16 1930 – 2200 hours

Present

Peter Compton

Rich Pegler

Dave Lucas

Stef Francis

Apologies

Wendy Lawrence

Meeting held for the specific purpose of discussing matters of junior welfare, the change in U11 junior training criteria and committee.

Junior Welfare

The document compiled by WO Kate Dennant listing breaches of welfare and club policy was discussed at length and each matter checked to ensure that it was either resolved or if further work was identified that this was allocated to the appropriate committee member and being addressed. It was acknowledged that considerable improvements have been made thanks to Kate's hard work and we will continue to support her in raising standards.

There are no outstanding complaints from any child or parent that have not been resolved.

There are no breaches of policy in how any historic complaint has been dealt with.

Improvement of coaching conduct and practices are ongoing and in hand with DL.

All coaches have DBS and DL will ensure they have all read and signed the code of conduct. ***Action DL**

Regular parent helpers will complete self declaration forms, no requirement for DBS or safeguarding as they will always be supervised / work with a qualified coach.

Occasional parental help without self declaration is accepted.

We will aim to have a coach to child ration of 1-12 we accept we may go over this on occasion and are happy with this. We agreed that although there is flexibility we should not dismiss this guidance / ratio.

Age group coaches will complete the EA on line Safeguarding E-learning package, as should the WO. *** Action for DL**

Only committee members with access to junior member's database or who coach / help regularly with the juniors need to complete the self declaration.

*** Action for RP**

Photography / social media, we will adopt EA's policy around this matter avoiding bureaucracy where possible and where club members should not be photographed or have pictures published on club sites then this will be adhered to.

No U13 will be allowed to join the club FB site, although not encouraged if a coach has a relationship with a child's family outside of the club and all parties

are happy for contact via FB then this will not be opposed as long as it's appropriate and parents are happy.

Risk Assessments will be checked and signed and dated or amended if required. There is no requirement for coaches to complete a written RA for every training session, we expect coaches to ensure the environment is safe and equipment fit for purpose and address it if not. ***Action for DL to sign off RA's and RP to inform KD**

More first aid trained coaches and run leaders are required. ***Action for RP to identify persons and arrange training.**

Children will be encouraged to inform coaches, parents or WO of any problems / concerns we will not operate a message box it's not necessary.

All junior coaching and welfare matters will be reported to and dealt with by DL. The Vice Chair will take welfare as a portfolio (currently RP).

The WO (currently KD) will be asked to attend committee meetings to provide an update on WO matters. KD is currently completing a piece of work around equality and disability.

General view is although some pieces of work are ongoing general governance is good for a small amateur club and the lower age groups within the juniors are thriving.

Changes to U11 Tuesday Training Criteria

PC explained that the criteria had been set after some research with other clubs across the region, this criteria is not unusual. The response had been positive 18 out of 24 children and parents have signed / will sign up and two parents have now come forward as coaching assistants. The outcome is better than expected.

RP raised concerns that the criterion was too specific around T&F and could have been more inclusive and 'softer'. PC said there could be flexibility and would support those who actively support the club. PC acknowledged the point made.

Should this change have gone before the committee before implementation?

Discussed and agreed no it shouldn't. Agreement of Head Coach required only. Coaching team must be given autonomy for managing their groups; the HC is on the committee and is the decision maker for this and future similar matters.

General Committee Current Status

RP raised concerns on behalf of the committee regarding club growth, the pace of change and impact of concerns from WO causing additional worry.

Actions

Vice Chair (RP) will own welfare portfolio.

WO will report to Head Coach only (DL)

WO will be asked to attend committee meetings to give regular updates.

DL will review the 0-5 and 5-10K groups at both Coleford and Lydney to ensure they are lead by a qualified leader and groups are manageable. He will provide a plan around these groups and where they fit in the club. Capping membership was discussed and agreed that this would not be done but would be monitored and reviewed. Concerns regarding adult numbers on the track on a Tuesday. As long as the session is planned for group work directed by ability this does not appear to be a problem.

Rich Pegler
Vice Chairman