Saunders Lakeland Mountain Marathon

Welfare Strategy and Structure 2027

Purpose

This document sets out the SLMM's welfare strategy and team structure for 2027. It covers all competitors and volunteers: welfare is not only about juniors, although the presence of junior competitors shapes parts of it. It is written to be consistent with the FRA Welfare Policy, the FRA Requirements for Race Organisers, and the UK Athletics welfare and safeguarding framework under which the FRA operates.

The SLMM supervision model

The SLMM's welfare environment differs from that of a club, a coaching session or an FRA junior camp, and our policy is designed for our situation rather than borrowed from theirs. Junior competitors (aged 14 to 17) may enter only as one half of a pair with a parent or authorised accompanying adult. That adult is responsible for the junior at all times throughout the weekend: on the courses, at the event centre and at the overnight camp. At no point does the event assume care of a junior in place of their accompanying adult. This is fundamentally different from settings where leaders or coaches take on responsibility for children, and it is the foundation on which the rest of this policy stands.

Strategy

Our approach follows the architecture of the FRA Welfare Policy: welfare is the umbrella, and safeguarding is one strand within it, handled by reporting to the professionals whose role it is.

- **We report, we do not adjudicate.** The FRA Welfare Policy directs those in voluntary positions to respond to safeguarding concerns in a manner that does not exceed their voluntary role, and to report all safeguarding issues to UK Athletics' professional safeguarding officers for advice and guidance. The SLMM follows that direction. The event does not investigate allegations, does not make independent judgements about individuals based on community information, and does not screen competitors. Where urgent action is needed to protect someone, the police or social services are contacted directly.
- **Parental responsibility is explicit and documented.** The FRA code for parents and carers already requires them to know where their child is and who they are with, to provide consent and medical information to the organiser, and never to make assumptions about their child's safety. Our entry conditions and consent form restate these responsibilities in unambiguous terms so that every accompanying adult accepts them in writing before the event.
- **Open entry with clear conditions.** Entry is open. The event does not ask for, record or act on any information or declaration regarding criminal convictions or sanctions, in line with legal advice obtained by the FRA; any concern of that nature brought to us follows the reporting route above. Beyond the professional credentials of the welfare and medical teams described below, the event does not vet competitors or volunteers, and our documentation says so plainly rather than implying screening that does not take place.

- **Welfare is for everyone.** The policy covers adults as well as juniors, including adults who consider themselves vulnerable. Any competitor or volunteer can raise a concern about their own or anyone else's welfare with the Welfare Officer at any point over the weekend.

Team structure

Welfare Officer: Shezana Fraser. Shezana is the first point of contact for all welfare matters and owns this policy in operation. She receives concerns from competitors, parents, and volunteers, decides the reporting route, and maintains the written record. Shezana is a retired GP with a GMC-regulated career that included mandatory safeguarding training throughout.

Second welfare contact: Iain Fraser. Iain, also a retired GP, is the alternative contact so that anyone raising a concern can choose to speak to a man or a woman, in line with UK Athletics good practice. Iain is separately the event's Safety and Emergency Officer. Holding welfare and safety in different hands is deliberate: in a serious incident both functions may need to run at the same time, and this structure allows that. During any live safety incident, welfare matters rest solely with Shezana. If a concern involves either welfare contact, or anyone would prefer not to raise it with them, it can be taken instead to the Race Organiser (organiser@slmm.org.uk) or direct to the FRA Welfare Officer (welfare@fellrunner.org.uk).

Medical team. The paid medical team includes three enhanced-DBS-checked medics working under their provider's own regulatory and safeguarding framework, which the event holds on file. They are the professionally screened layer of the event team and the appropriate first responders where a welfare concern has a medical dimension.

The wider team. All volunteers are briefed before the event that welfare concerns of any kind are passed promptly to Shezana or Iain and are not acted on independently. This briefing is the whole-team welfare measure: everyone knows the route, nobody freelances.

The Welfare Officer's name and how to reach her over the weekend are published to competitors in the final details and displayed at registration and at the overnight camp.

Entry conditions and consent

- Online parental consent is completed at the point of entry for every junior. Where the accompanying adult is not the junior's parent or legal guardian, the parent or guardian's authorisation of that adult is uploaded as part of entry.
- The consent form states unambiguously that the accompanying adult is responsible for the junior at all times throughout the weekend, including the overnight camp, and that the event does not screen competitors or volunteers beyond the welfare and medical arrangements described in this document.
- The consent form includes photography consent, covering the event's official photography and the publication of images and names in results and reports, in line with the FRA photography policy for under-16s and 16-to-17-year-olds.
- Paper Form 1 disclaimers continue to be collected at registration.
- Entry conditions for pairs including a junior reference the additional requirements for MM events in the FRA Rules for Competition, including any expectations of previous relevant experience for the junior, the accompanying adult, or both.

Incidents and reporting

Any welfare incident or concern is recorded in writing by the Welfare Officer. Safeguarding concerns are reported to UK Athletics' safeguarding officers and to the FRA Welfare Officer for advice and guidance. An FRA Junior and Vulnerable Adult Incident Report Form, or an email containing the same information, is submitted to the FRA Welfare Officer within 7 days of any relevant incident. Separately, the Race Organiser reports to the FRA Secretary any incident requiring FRA action, likely to result in an insurance claim, or involving a casualty advised to seek hospital treatment. Where the police or social services are involved, the event provides information and takes no parallel action of its own.

Review

This policy is reviewed annually after the event, and immediately if the FRA's safeguarding review or UK Athletics guidance introduces new requirements for licensed events. The intention is that the SLMM's approach keeps pace with FRA policy.

Stephen Ross, Organiser