

Pregnancy and New Parent Support Policy

Purpose

This policy aims to provide inclusive, compassionate support to Clapham Pioneers members during pregnancy, early parenthood, or following pregnancy loss. The club recognises the significant physical, emotional, and logistical changes that may affect participation in training, competitions, and social activities, and we are committed to ensuring that members feel welcomed and supported throughout this time.

Eligibility

This policy applies to any member who:

- Has held a fully paid club membership in the preceding 12 months; and is:
 - Pregnant or recovering from childbirth;
 - A new parent (within 12 months of childbirth or legal adoption);
 - On maternity, paternity, or adoption leave;
 - Recovering from pregnancy loss (including miscarriage, stillbirth, or termination for medical reasons).
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Membership Options

Option 1: Reduced Membership – Full Access

Members who wish to retain full access to club services (including club races, England Athletics registration and associated perks) may apply for a **40% discounted membership** for the year under either of the following criteria:

- The member is pregnant on the 1 April membership renewal date;
- The member has given birth or adopted within the 12 months preceding 1 April.

Option 2: Frozen Membership – Social Access

Members who wish to take a step back from training or racing can opt to freeze their membership while remaining socially connected. This includes:

- Continued access to all club communications (WhatsApp groups, newsletters);
- Eligibility to attend social events and ad hoc member-only activities;
- Maintenance on the England Athletics system as a non-registered member;
- Option to pay-per-session for coached training (£1.50 per Tuesday/Sunday session);
- Ongoing inclusion in the club community.

Additional Support Measures

- The member has the option of having a check-in with one of the club's welfare secretaries three months post-birth, post-adoption, or post-loss to offer optional support and reintegration guidance.
- Members are encouraged to discuss any session modifications or needs with coaches in confidence.

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- Coaches and welfare officers will not share personal disclosures without explicit permission.
 - Club-led inclusive and low-impact activities will be promoted, such as:
 - Walks and pram-friendly events (e.g. Solstice Walk);
 - Inclusive pop-up summer sessions and meetups.
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Communication & Privacy

- Disclosure is entirely voluntary. No member is required to share their pregnancy or parenting status.
 - Members control who is informed, and how widely.
 - Verbal or WhatsApp consent is sufficient if a member would like this information shared discreetly with coaches or relevant organisers to support participation.
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Useful resources for members

- Useful resources
 - [NHS Pregnancy Guide](#)
 - [NHS Maternity and Paternity Leave Overview](#)
 - [NHS Coping with Pregnancy Loss](#)
 - Tommy's Charity – Pregnancy Health & Loss Support
 - [UK Athletics – Pregnancy Guidance for Athletes and Coaches](#)

April 2026



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Policy Review & Update

This policy will be reviewed and updated annually by the Committee or upon significant changes in membership needs, club structure, or relevant safeguarding guidance.

- Latest review – April 2026
- Next review – April 2027