



## *England Hockey's Safeguarding and Protecting Young People Policy*

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# **SAFEGUARDING AND PROTECTING YOUNG PEOPLE IN HOCKEY**

**Witney Hockey adopts England Hockey's Safeguarding and Protecting Young People in Hockey Policy and works in accordance with the following statement:**

### **Introduction**

Witney Hockey is committed to creating and maintaining a safe and positive environment for all young people involved in hockey. It accepts its responsibility to help safeguard the welfare of all young people and protect them from poor practice, abuse and bullying.

Every individual and organisation within the Hockey Family has a role and responsibility to help ensure the safety and welfare of young people. The Hockey Family is defined below.

Witney Hockey as a provider of opportunities for young people in hockey accepts that we are required to fulfil our duty of care, which means that we must do everything that can be reasonably expected of us to help safeguard and protect young people from any reasonably foreseeable harm.

All coaches, captains, volunteers involved with any young person within Witney Hockey Club, have successful DBS certificates.

### **Definitions:**

**Hockey Family** all individuals, clubs, associations and other organisations involved in any capacity in the game of hockey, and whether or not members of England Hockey. For the avoidance of doubt, this includes all players and anyone working within hockey (in a paid or voluntary capacity, and whether as an employee or on a self-employed or other work basis) including all coaches, umpires, referees and other officials.

**Young People** anyone under the age of 18.

### **Obligations under this policy:**

Everyone within Witney Hockey must act in accordance with:

- the general principles set out in this policy; and
- the principles set out in the particular policies below, together with the supporting good practice documents:
  - the recruitment of persons working with young people
  - the use of CRB checks in recruitment and employment
  - anti-bullying



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- taking and use of photographic and recorded images of young people;

Affiliation to England Hockey will evidence agreement of these obligations by the club and membership of Witney Hockey will evidence agreement by the Hockey Family.

Witney Hockey has in addition, adopted and implemented our own:

- Safeguarding and Protecting Young People (or Child Protection) policy which complies with the general principles set out in this policy; and

Everyone within Witney Hockey must also:

- abide by [England Hockey's Code of Ethics](#), which specifies conduct in relation to the safeguarding of young people within hockey, among other issues
- follow England Hockey reporting procedures where there are concerns relating to the safety or welfare of young people.

For clarity, policies, procedures and good practice relating to the safeguarding of young people in hockey need to be applied both in relation to activities for young people specifically and where young people may be involved within the adult game. For example, where players or umpires under 18 years of age are incorporated into adult team hockey.

### **England Hockey's role:**

As the national governing body, England Hockey will publicise and promote within hockey its Safeguarding Young People Policy, Procedures and Good Practice Guidance. It will also support its affiliated clubs and associations in adopting and implementing their own policies by producing template policies and procedures and through access to appropriate training and education opportunities.

England Hockey is committed to ensuring that concerns relating to the safety and welfare of young people in hockey are taken seriously and acted upon swiftly and appropriately. To achieve this, England Hockey has developed procedures for reporting concerns.

England Hockey recognises the roles and responsibilities of the statutory agencies in safeguarding young people and the responsibilities and expertise of the relevant agencies in determining whether young people have, or may have, been abused or otherwise harmed. England Hockey is committed to complying with the procedures of the Local Safeguarding Children Boards (LSCBs) <sup>1</sup>. Accordingly, England Hockey will

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<sup>1</sup> Local Safeguarding Children Boards (LSCBs) are the key statutory mechanism for agreeing how the relevant organisations in each local area will co-operate to safeguard and promote the welfare of children in the locality. The core membership of LSCBs is set out in the Children Act 2004, and includes local authorities, health bodies, the police and others. The objective of LSCBs is to



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work co-operatively with the relevant statutory agencies on matters relating to safeguarding young people and where England Hockey receives report of a concern, it will refer the matter to the relevant statutory agency where appropriate.

England Hockey is also committed to directly challenging conduct within hockey that is, or may be, harmful to young people. It may, therefore, instigate proceedings under its own Safeguarding and Protecting Young People Complaints and Disciplinary Regulations where concerns or complaints are raised (by sources internal or external to hockey) relating to the safety and welfare of young people. England Hockey will take action against any person or organisation within its jurisdiction whose conduct is found to have harmed a young person in hockey or whose conduct (within or outside hockey) poses or may pose a risk of harm to young people in hockey. England Hockey may also refer matters back to a club for resolution at club level where appropriate.

Witney Hockey will follow England Hockey's Reporting Procedures and will make all their members aware that they are subject to the above Regulations if there is a breach of the Policy.

### **General Safeguarding and Protecting Young People principles:**

- The safety and welfare of young people is paramount.
- All young people, regardless of age, ability, sex, race, religion or belief, ethnic origin, social status or sexual orientation have the right to be protected from harm.
- The rights, dignity and worth of all young people should always be respected.
- Witney Hockey wishes to promote a telling culture. Everyone within hockey must therefore report all concerns in accordance with England Hockey's reporting procedures.
- It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone in hockey's responsibility to report concerns,
- The roles and responsibilities of the statutory agencies in safeguarding young people must be recognised and the procedures of the Local Safeguarding Children Boards must be complied with.
- Any policy or procedure is only as effective as the ability and skill of those who operate it.
- Witney Hockey is committed to encouraging, and everyone within hockey must recognise and regard as essential, the effective and safe recruitment of all individuals working with young people in hockey.
- All those working in hockey, in a paid or voluntary capacity, must abide by England Hockey's Code of Ethics.

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coordinate and to ensure the effectiveness of their member agencies in safeguarding and promoting the welfare of children. They also provide education and training opportunities at local level.

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### **Guidance and legislation:**

The practices and procedures within this policy and documentation are based on the principles contained within UK and international legislation and Government guidance and have been designed to complement Local Safeguarding Children Boards procedures and take the following into consideration:

- The Children Acts 1989 and 2004
- The Protection of Children Act 1999
- The Police Act 1997
- The Rehabilitation of Offenders Act 1974
- Criminal Justices and Court Services Act 2000
- The UN Convention on the Rights of the Child
- Human Rights Act 1998
- The Data Protection Act 1998
- "Caring for the young and vulnerable" Home Office guidance for preventing the abuse of trust 1999
- "What to do if you are Worried a Child is being Abused" DOH 2006
- "Working Together to Safeguard Children" 2006, HM Government
- The Safeguarding Vulnerable Groups Act 2006

### **Changing Rooms / Showering:**

Whilst all members of Witney Hockey Club are welcome to use Wood Green shower/changing rooms, below are the club's policies to adhere to. If you believe these rules are not being adhered to, or are concerned about a young person's welfare and safeguarding, please raise concerns with the welfare officers (see details at the end of document).

- Players ages 10 and under must be supervised at all times by a member of staff of the same gender as the player.
- Adults working with young teams, including volunteers, coaches, umpires, or staff, should not change or shower at the same time when using the same facility as young players.
- Mixed gender teams have access to male and female changing facilities on the Wood Green premises.
- If any young person is uncomfortable when changing or showering in public, no pressure should be placed on them to do so. Encouragement to them to change and shower at home.
- Any young person with disability, are to be involved with their parents/carers, to decide on how to wash/access the toilet with support or assistance if required with their coach or member of the welfare team.



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- All coaches, captains, and relevant committee members, are DBS qualified. All captains are to monitor changing room/toilet facilities and ensure any young person member of Witney Hockey Club are kept safe. Any concerns should be raised to either captain, coach, or welfare member. (See contact details for welfare team at the bottom of document, or coach and captain on website).
- No mobile phones are to be used in changing rooms when members are changing or showering.

### **Transportation:**

Dropping off and collecting young people at the club/training session and games.

- The Coaches and staff will be responsible for young people during training session or games.
- It is the responsibility of parents/carers to transport their child/children to and from the club. It is not the club's responsibility.
- The Club must receive permission from parents/carers for young people to participate in all competitions and away fixtures.
- The Club will provide timetable/fixtures league at the beginning of the season.
- The Club requires emergency contact details for parents/carers.

### **Late Collection:**

If a parent/carer are late, the club will:

- Attempt to contact the parent/carer.
- Wait with the young person at the club, with wherever possible other staff or parents.
- If parents remain uncontactable staff will report the situation to Local Authority Children's Social Care Dept, or the Police.

Club Welfare Officer:

Jude Taylor

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