

SECTION ONE

SAFEGUARDING AND PROTECTING YOUNG PEOPLE IN HOCKEY POLICY



1. INTRODUCTION

1.1

England Hockey (EH) believes that all young people have the right to be safe and enjoy their involvement in hockey. We accept a responsibility to promote the welfare of young people and protect them from harm, in partnership with The Hockey Family.

1.2 EH defines The Hockey Family as all individuals, clubs, county and regional associations, leagues and other organisations involved in any capacity in the game of hockey, and whether or not they are 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. Parents and spectators at hockey events and activities are also deemed members of the Hockey Family, as are Commercial Partners.

1.3 Young people are defined as children that have not reached their 18th birthday.

1.4 This Safeguarding and Protecting Young People in Hockey Policy (the "Safeguarding Policy") applies to all employees of England Hockey and each member of The Hockey Family. The Safeguarding Policy sits alongside all other EH policies and regulations including, but not limited to, the Code of Ethics and Behaviour. Adherence to the Safeguarding Policy will be managed through the Safeguarding and Protecting Young People Complaints and Disciplinary Regulations ("Safeguarding Regulations").

2. PURPOSE OF POLICY

2.1 This Policy has been produced to promote the welfare of young people and protect them from harm. The Policy sets out the commitments made by England Hockey with regard to safeguarding young people and certain general principles and specific guidance that should be followed by The Hockey Family.

2.2 The Hockey Family should also be aware of, and ensure compliance with other relevant good practice guidance relating to young people, including:

- the recruitment of persons working with young people, including the use of Disclosure and Barring Service (DBS) checks in recruitment and employment



- anti-bullying
- taking and the use of photographic and recorded images of young people.
- communication with and supervision of young people
- social media guidance
- planning events, competitions, tours

2.3 All those playing or working in hockey, in a paid or voluntary capacity, must abide by England Hockey's Code of Ethics and Behaviour.

3. LEGAL REQUIREMENTS AND GOVERNMENT GUIDANCE

- 3.1 The practices, procedures, principles and guidance within this Safeguarding Policy and associated reporting procedures are based on the principles contained within UK and international legislation and government guidance with particular reference to the Protection of Freedoms Act 2012 and the requirements of the Disclosure and Barring Service (DBS) in relation to recruitment of those in regulated activity. The policy and procedures have been designed to complement Local Safeguarding Children Boards (LSCB) procedures.
- 3.2 England Hockey's reporting procedures are compliant with the framework as detailed in the Government Guidance 'Working Together to Safeguard Children 2013'.
- 3.3 England Hockey work with the NSPCC Child Protection in Sport Unit (CPSU) and is committed to maintaining and embedding safeguarding within EH.

4. POLICY OBJECTIVES / ENGLAND HOCKEY'S ROLE

- 4.1 As the national governing body, England Hockey will publicise and promote within hockey its Safeguarding Policy. We will also support affiliated clubs and associations within The Hockey Family in adopting and implementing their own policies. This support will include producing template policies and procedures and good practice guidance and by providing access to training and education opportunities.
- 4.2 England Hockey is committed to providing access to appropriate advice and support through England Hockey staff in the Ethics and Compliance Team and ensuring that concerns relating to the safety and welfare of young people in hockey are taken seriously and acted upon swiftly and appropriately. See England Hockey's Reporting Procedures.



“The club has a great atmosphere for development, everyone is welcoming and friendly.”

- 4.3 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 or are at risk of harm. England Hockey is committed to complying with the procedures of the Local Safeguarding Children Boards (LSCBs). Accordingly, England Hockey will work cooperatively 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.
- 4.4 England Hockey is also committed to directly challenging conduct within The Hockey Family 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 (Safeguarding Regulations (www.englishockey.co.uk/safe) 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, county or regional association, league or other relevant organisations, with advice and support as appropriate, for resolution where appropriate.
- 4.5 England Hockey is committed to encouraging, and supporting everyone within hockey to recognise and regard as essential, the effective and safe recruitment of all individuals working with young people in hockey.
- 4.6 England Hockey is committed to providing education and training opportunities for The Hockey Family in relation to safeguarding and protecting children.

5. GENERAL PRINCIPLES

The following general principles regarding safeguarding and protecting young people will be applied by England Hockey and should also be applied by everyone within The Hockey Family.

- 5.1 The safety and welfare of young people is paramount.
- 5.2 The views and opinions of young people are sought, considered and integrated into all aspects of hockey.
- 5.3 All young people, regardless of age, disability, gender reassignment, race (including ethnic origin, nationality and colour), religion or belief, sex (gender) and sexual orientation have the right to be protected from harm.
- 5.4 It is recognised that some young people have additional vulnerability, which may be due to disability, language, sexual orientation, culture or for the fact that they perform in an elite environment. It is therefore important to raise awareness of additional risks and address particular needs, as required – see Safeguarding Education and Training guidance document.
- 5.5 The rights, dignity and worth of all young people should always be respected.
- 5.6 Safeguarding is everyone's responsibility, but it is the responsibility of child protection experts to determine whether or not abuse has taken place. It is everyone's responsibility in hockey to report concerns.
- 5.7 Statutory agencies have a role in safeguarding young people and information should be shared with them as appropriate.

- 5.8 The Safeguarding Policy is only effective when The Hockey Family works in partnership to support the implementation, monitor and evaluate its progress.
- 5.9 For clarity, the Safeguarding Policy and any related 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.



6. ADDITIONAL GUIDANCE FOR CLUBS AND ASSOCIATIONS:

All affiliated clubs and associations are required to:

- 6.1 Adopt, implement, actively promote and monitor England Hockey's Safeguarding Policy, reporting procedures and good practice guidance (see Template One: Club Safeguarding Commitment).
- 6.2 Follow England Hockey's guidance on recruitment to roles that involve working with young people, including the use of Disclosure and Barring Service checks, to ensure compliance with relevant legislation.
- 6.3 Provide appropriate education and training to all those people who work with young people in hockey.
- 6.4 Actively disseminate this information to their members.

7. HOCKEY FAMILY RESPONSIBILITIES

Everyone within England Hockey and The Hockey Family must also comply with the following specific guidance:

- 7.1 Abide by England Hockey's Safeguarding and Protecting Young People in Hockey Policy, Procedures and Good Practice guidance, which specifies conduct in relation to the safeguarding of young people within hockey, among other issues.
- 7.2 Where appropriate take action to deal with minor issues or concerns at a local level, including challenging poor practice in relation to safeguarding of young people.
- 7.3 Seek advice from England Hockey Ethics and Compliance Team (see 8.3) when dealing with issues or concerns that are more complex than first perceived.
- 7.4 Follow England Hockey reporting procedures where there are concerns relating to the safety or welfare of young people.



8. FURTHER INFORMATION

8.1 England Hockey documents and guidance:

- Reporting Procedures
- Safeguarding and Protecting Young People Complaints and Disciplinary Regulations ("Safeguarding Regulations")
- Good Practice Guidance
- Code of Ethics and Behaviour

Can be found at www.Englandhockey.co.uk/safe

8.2 Statutory Agencies

There are a number of agencies that have a statutory role to play in the safeguarding and protection of children, these include:

Local Safeguarding Children Board (LSCB)

An agency with statutory power under the Children Act 1989. LSCB's are the key statutory mechanism for agreeing how the relevant organisations in each local area will cooperate to safeguard and promote the welfare of children in the locality.

The Police

Uphold the law, prevent crime and disorder and protect citizens.

Children's Social Care

duty to provide services to children 'in need' and duty to make enquiries where a child is likely to be or is suffering from significant harm.

NSPCC

Hold statutory responsibility under the Children Act 2004, develop practice and guidance and provide a mechanism for organisations to work together.

Contact details for the agencies listed above can be found at www.Englandhockey.co.uk/safe

8.3

ENGLAND HOCKEY ETHICS AND COMPLIANCE TEAM CONTACT DETAILS:

Responsibility for safeguarding in hockey falls with the Ethics and Compliance Team, who will be pleased to answer any questions or queries relating to any aspect of safeguarding and protecting young people:

- **Ethics and Compliance Manager (Lead for Safeguarding)** – contact for any child protection concerns
- **Ethics and Compliance Officer** – general safeguarding enquiries
- **Disclosure and Barring Service (DBS) Coordinator** – recruitment related queries

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