

Policy on Safeguarding and Protecting Young People in Hockey



General responsibilities of those within hockey

England Hockey is committed to creating and maintaining a safe and positive environment for all young people involved in hockey. It accepts a responsibility to help safeguard the welfare of young people and protect them from harm.

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.

In particular, all clubs and others providing opportunities for young people in hockey must accept that they are required to fulfil their duty of care, which means that they must do everything that can be reasonably expected of them to help safeguard and protect young people from any reasonably foreseeable harm.

Definitions

Hockey Family

All individuals, clubs, associations, and other organisations involved in any capacity in the game of hockey, 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.

Young people

Any people under the age of 18.

The Hockey Family's obligations

Everyone within the Hockey Family must act in accordance with:

- ▶ the general principles set out in this policy; and
- ▶ the principles set out in the particular policies below:
 - ▷ Recruitment, Selection and Retention of Persons with Access to Young People (pages 8–9)
 - ▷ The Use of CRB Disclosures (pages 10–11)
 - ▷ Anti-Bullying (pages 12–13)
 - ▷ Taking and Use of Photographic and Recorded Images of Young People (pages 14–15)
- ▶ together with the supporting good practice guidance available in Section 3.

All affiliated clubs and associations must, in addition, adopt and implement their own:

- ▶ Safeguarding and Protecting Young People (or Child Protection) Policy which complies with the general principles set out in this general policy; and
- ▶ particular policies which comply with the policies and principles set out above, together with the supporting good practice guidance.

Everyone within the Hockey Family must also:

- ▶ abide by England Hockey's Code of Ethics and Behaviour, 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.

How England Hockey can help

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, set out at Section 2 of this document.

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)¹. 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.

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.

¹ Local Safeguarding Children Boards (LSCBs) 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 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 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.

* Document available online at www.englishockey.co.uk/safe.

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
- ▶ England Hockey wishes to promote a TELLING culture – everyone within hockey must therefore report all concerns in accordance with England Hockey reporting procedures
- ▶ it is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility in hockey 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
- ▶ England 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 and Behaviour.

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 Justice 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.

