

## SAFEGUARDING AND PROTECTING YOUNG PEOPLE IN HOCKEY POLICY

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### 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 participants 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, players and other officials. Parents / legal guardians and spectators at hockey events and activities are also deemed members of the Hockey Family, as are commercial and education Partners.

**1.3** In England a child is defined as anyone who has

not yet reached their 18th birthday. Child protection guidance points out that even if a child has reached 16 years of age and is:

- living independently
- in further education
- a member of the armed forces
- in hospital; or
- in custody in the secure estate

they are still legally children and should be given the same protection and entitlements as any other child (Department for Education, 2018).

**1.4** For the purpose of this policy Safeguarding is defined as 'the action that is taken to promote the welfare of children and protect them from harm' NSPCC. Child protection is part of the safeguarding process. It focuses on protecting individual children identified as suffering or likely to suffer significant harm. This includes child protection procedures which detail how to respond to concerns about a child (the **Reporting procedures**).

**1.5** 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 or risk of harm, this includes physical and mental wellbeing. The Policy sets out the commitments made by England Hockey with regard to safeguarding young people and certain general principles and specific guidance that must be followed by The Hockey Family.

**2.2** Members of The Hockey Family must be aware of and comply with England Hockey's Safeguarding Policy, Safe Recruitment Policy, Reporting Procedures and Code of Ethics and Behaviour. England Hockey will provide good practice guidance and templates to support clubs / associations in creating a safe environment for young people.

### 3. Legal context, 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 the Children's Act 1989 & 2004 and the Government guidance 'Working Together to Safeguarding Children 2018'.

**3.2** The practice, procedures, principles and guidance within the Safe Recruitment Policy are based on the principles of 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.

**3.3** As a body funded by Sport England & UK Sport, England Hockey work with the NSPCC's Child Protection in Sport Unit (CPSU) to meet the 'Standards for safeguarding and protecting children in sport'. England Hockey is committed to the continued evolution of safeguarding best practice and the creation of a safer environment for all young people in hockey.

### 4. England Hockey's role and responsibility

**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 Welfare 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.

**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 statutory procedures of the Local Safeguarding agencies (previously 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.EnglandHockey.co.uk/safe](http://www.EnglandHockey.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.

<sup>1</sup> HM Government 'Working Together to Safeguard Children 2018' A guide to inter agency working to safeguard and promote the welfare of children.

<sup>2</sup> [DBS Eligibility Guidance](#)

## 5. Club/ Association responsibility

In line with England Hockey's Safeguarding 'Call to Action', all affiliated clubs and associations are required to:

**5.1** Adopt England Hockey's Safeguarding Policy and associated guidance.

**5.2** Have at least one named Welfare Officer, whose contact details are easily accessible to all club members and who has attended a 'Time to Listen' safeguarding workshop.

**5.3** Follow England Hockey's recruitment guidance by ensuring that their club/association is registered on England Hockey's DBS system, have at least one active DBS Verifier and that the club/association actively use the DBS system to complete DBS checks on the appropriate individuals.

**5.4** Ensure that all coaches/ individuals who work regularly with young people have appropriate safeguarding training.

**5.5** Understand and follow England Hockey's reporting procedures and disseminate this information to their members.

**5.6** Provide an environment that is positive, safe, engaging and inclusive. The welfare and wellbeing of young people must be paramount.

**5.7** Understand that safeguarding young people is everyone's responsibility, not just the Welfare Officer.

## 6. Hockey Family Responsibilities

England Hockey recognise that not everyone in hockey operates within a club / association. Those that do operate outside this structure must also comply with the following specific guidance:

**6.1** 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.

**6.2** Follow England Hockey reporting procedures where there are concerns relating to the safety or welfare of young people.

**6.3** Seek advice from England Hockey Ethics and Welfare Team (see 8.2) when dealing with issues or concerns that are more complex than first perceived.

**6.4** Provide appropriate education and training to all those involved in hockey related activities.

## 7. 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.

**7.1** The safety and welfare of young people is paramount.

**7.2** The rights, dignity and worth of all young people must always be respected.

**7.3** The views and opinions of young people are sought, considered and integrated into all aspects of hockey.

**7.4** All young people, regardless of age, disability, gender reassignment, race (including ethnic origin, nationality and colour), religion or belief, sex (gender), sexual orientation, marital and civil partnership and pregnancy and maternity have the right to be protected from harm.

**7.5** 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.

**7.6** The creation of a safe culture and environment will allow young people to thrive within hockey and feel supported should they need to raise any concerns.

In 'Working together to Safeguard Children 2018' children say they need:

- Vigilance: to have adults notice when things are troubling them
- Understanding and action: to understand

what is happening; to be heard and understood; and to have that understanding acted upon

- Stability: to help them develop an ongoing stable relationship of trust with those helping them
- Respect: to be treated with the expectation that they are competent rather than not
- Information and engagement: to be informed about and involved in procedures, decisions, concerns and plans
- Explanation: to be informed of the outcome of assessments and decisions and reasons when their views have not been met with a positive response.
- Support: to be provided with support in their own right as well as a member of their family
- Advocacy: to be provided with advocacy to assist them in putting forward their views
- Protection: to be protected from all forms of abuse and discrimination and the right to special protection and help if a refugee

**7.7** 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.

**7.8** Statutory agencies have a role in safeguarding young people and information should be shared with them as appropriate.

**7.9** In order to safeguard all young people, The Hockey Family must work in partnership to implement policies, respond to concerns and deliver best practice.

**7.10** For clarity, the Safeguarding Policies 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. This applies in all hockey environments, on and off the pitch.

## 8. Additional guidance for Clubs and Associations:

**8.1** England Hockey documents and guidance:

- Reporting Procedures

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

Can be found [here](#).

## 8.2 England Hockey Contacts

England Hockey Ethics and Welfare Team Contact details:

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

- Ethics and Welfare Manager (Lead for Safeguarding) – contact for any child protection concerns
- Ethics and Welfare Officer – general safeguarding enquiries
- Ethics and Welfare Administrator – recruitment related queries

**Tel:**

01628 897500

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