

DRHC Safeguarding and Protecting Young People in Hockey

Deeside Ramblers Hockey Club (DRHC) adopts England Hockey's (EH's) Safeguarding and Protecting Young People in Hockey Policy and works in accordance with the principles as set out below.

Links to EH's Safeguarding & Protecting Young People Policy and its comprehensive supporting documentation can be found on the EH website (www.englandhockey.co.uk/safe).

Links can also be found on the EH website EH's Code of Ethics and Behaviour (also titled 'Respect') (www.englandhockey.co.uk/respect).

All members of the club are expected to have made themselves aware of the requirements of these policies and to abide by them at all times. Breaches should follow the laid down reporting procedures including that within the club's Disciplinary Code and the integrated Code of Conduct that underpins it.

Introduction

DRHC 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 both on and off the pitch.

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

DRHC 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.

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 EH. 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 DRHC 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 guidance on best practice and practical advice as provided by EH:

- Care of Young People
- Safe Use of Social Networking Sites
- Supervision of and Communication with Young People
- Young People's Changing Facilities
- Transportation of Young People
- Planning of Trips
- Taking and use of photographic and recorded images of young people
- Safe recruitment of people working with Young People
- Safeguarding and Protecting Young People at a local level
- Implementing Anti-Bullying procedures at local level

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

DRHC in adopting and implementing EH's Safeguarding and Protecting Young People Policy has put in place processes and procedures which will enable the club to comply with the general principles as set out in EH's policy.

In addition everyone within DRHC must also:

- Abide by EH's Code of Ethics and Behaviour ('Respect') which inter alia specifies conduct in relation to the safeguarding of young people within hockey
- Follow EH 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, EH 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.

EH 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 EH have developed procedures for reporting concerns.

EH 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.

EH is committed to complying with the procedures of the Local Safeguarding Children Boards (LSCB)*. Accordingly, EH will work co-operatively with the relevant statutory agencies on matters relating to safeguarding young people and where EH receives report of a concern, it will refer the matter to the relevant statutory agency where appropriate.

EH is also committed, where appropriate, 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. EH 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. EH may also refer matters back to a club for resolution at club level where appropriate.

DRHC will follow EH'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
- DRHC wishes to promote an open culture. Everyone within hockey must therefore report all concerns in accordance with EH's 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 LSCB must be complied with.
- Any policy or procedure is only as effective as the ability and skill of those who operate it.
- DRHC 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 EH's Code of Ethics.

*Local Safeguarding Children Boards (LSCB) are the key statutory mechanism for agreeing how the relevant organisations 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 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.

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

Safeguarding Complaint Reporting Procedure

DRHC acknowledge that any complaint must be investigated fairly and impartially and that any person against whom a complaint is made must be given a fair opportunity to answer the complaint and then present any defence to it at a hearing accompanied by someone who may speak on their behalf.

The Safeguarding Complaint Reporting Procedure will mirror the procedure within the Club Disciplinary Code (also available in the Policy Centre). However, the investigation will be carried out by the Welfare/Safeguarding Officer and not by the Hon. Secretary as set out in the Club Disciplinary Code.

All other elements of the complaint handling procedure per the Club Disciplinary Code apply including the methodology, the conduct of the investigation, the hearing of the case, disclosure of the decision, and the right of appeal etc.

At any time the Welfare/Safeguarding Officer can refer the matter to outside agencies (e.g. police or local authority/social services) as they see appropriate and if complaints are to be dealt with externally then EH reporting procedures apply - visit EH website www.englishockey.co.uk/safe.

Contact details for the club’s Child Protection Officer & Welfare Officer

DRHC combine the responsibilities of Safeguarding, Child Protection, and Welfare (as described within this document and within the various applicable sections of the EH website) into the role of Welfare Officer.

The Club Welfare Officer is: **Beth Alvey**

She can be contacted as follows:

Email bef_a@yahoo.co.uk

Mobile 'phone – 07814 774098

In Beth's absence you should contact Dickie Wallis (Chair of the Junior Committee) either by mobile 'phone (07747 635857) or via email (Richard_b_wallis@yahoo.co.uk).

If neither is immediately available you should contact Howard Green on howard.green@gmail.com.