



# Wychwood Ladies Hockey Club

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

**Wychwood Ladies Hockey Club adopts England Hockey's 'Safeguarding and Protecting Young People in Hockey' policy and works in accordance with the following statement:**

### **Introduction:**

Wychwood Ladies Hockey Club is committed to creating and maintaining a safe and positive environment for all young people involved in hockey. The Club 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. The Club, as a provider of opportunities for young people in hockey, accepts that it is required to fulfil its duty of care, which means that it must do everything that can be reasonably expected 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 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, managers, umpires, referees and other officials.

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

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

Everyone within the Club must act in accordance with:

- The general principles set out in this policy; and
- The principles set out in Wychwood LHC Code of Conduct.
- The recruitment of persons working with young people.
- The use of DBS checks in recruitment and employment.
- Anti-bullying.
- 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 Wychwood Ladies Hockey Club will evidence agreement by the Hockey Family.

Everyone within this Club 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; and

- 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 will be applied both in relation to activities for young people specifically and where young people may be involved within the adult game.

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

- The safety and welfare of young people is paramount.
- All young people, regardless of age, ability, gender, 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.
- The Club 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'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.
- The Club is committed to encouraging that 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.

### **Bullying**

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical but it results in distress to the victim. Instances of bullying can occur not only between young people but also from adults to young people.

#### **Bullying can be:**

- Emotional: persistently being unfriendly, excluding, tormenting, and threatening gestures.
- Physical, pushing, kicking, hitting, punching or any use of violence.
- Racist: racial taunts or language, graffiti, gestures.
- Sexual: unwanted physical contact or sexually abusive comments.
- Homophobic: because of, or focusing on the issue of sexuality.
- Verbal: name-calling, sarcasm, spreading rumours, teasing.

It should be noted that bullying may not only occur through face to face contact. Increasingly, bullying may occur through other forms of communication i.e. internet, e-mail and text messaging.

Bullying of any kind is not acceptable in hockey and should not be tolerated by anyone within the Hockey Family, in particular any organisation providing hockey opportunities for young people. England Hockey wishes to promote a TELLING culture and anyone who knows, or suspects that

bullying is happening must take the matter seriously, and report it in line with England Hockey's Reporting Procedures. Any incident or concern of bullying must be acted upon swiftly.

### **Photographic and Recording Images**

Everyone within the Hockey Family should have an understanding of the issues relating to taking and use of photographic and recorded images of young people and England Hockey's policy on this.

Parents and young people have a right to decide whether young people's images are to be taken, and how those images may be used.

In accordance with good practice guidance for competition and tournaments, parents and young people must provide written consent for young people's images to be taken and used. There may be legitimate reasons for denying consent i.e. subject to legal restrictions.

A registration process should be used for photographers in accordance with the good practice guidance on the Taking and Use of Photographic and Recorded Images of Young People. This will help deter those wishing to take photographs or recorded images for inappropriate use.

Images should convey the best principles and aspects of hockey, such as fairness and fun.

Care should be taken to ensure that images are not sexual or exploitative in nature, nor open to obvious misinterpretation and misuse.

All images of young people should be securely stored to avoid inappropriate use.

In the case of images used on websites, particular care must be taken to ensure that no identifying details facilitate contact with a young person by a potential abuser.

Where used for coaching purposes, players and their parents should be made aware that this is part of the coaching programme and be clear of the purpose of filming as a coaching aid.

Suspected inappropriate taking of photographic or recorded images should be challenged and reported.

### **Responsibilities**

Claudia Kemsley (Welfare Officer) will ensure that the Safeguarding Policy is fully implemented and followed.

### **Information sharing and confidentiality**

We recognise that all matters relating to Child Protection are highly confidential.

The Welfare Officer will disclose any information about a player on a need to know basis.

All players must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.

The Welfare Officer and Captains must be aware that they cannot promise a child to keep secrets.

## **Record keeping/Reporting of concerns**

Any member of the club receiving a disclosure form from a young player, or noticing signs or symptoms of possible abuse, will complete a Cause for Concern form as soon as possible writing down exactly what was said, using the young player's own words as far as possible. All notes should be timed, dated and signed, with the name printed alongside the signature.

All records of a child protection nature should be passed to the welfare officer. These will be stored in a confidential file.

## **Complaints or concerns expressed by players, parents, coaches and umpires**

We recognise that listening to a young player is an important and essential part of safeguarding them against abuse and neglect. To this end any expression of dissatisfaction or disquiet in relation to an individual player will be listened to and acted upon in order to safeguard his/her welfare.

## **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

## **Contacts**

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