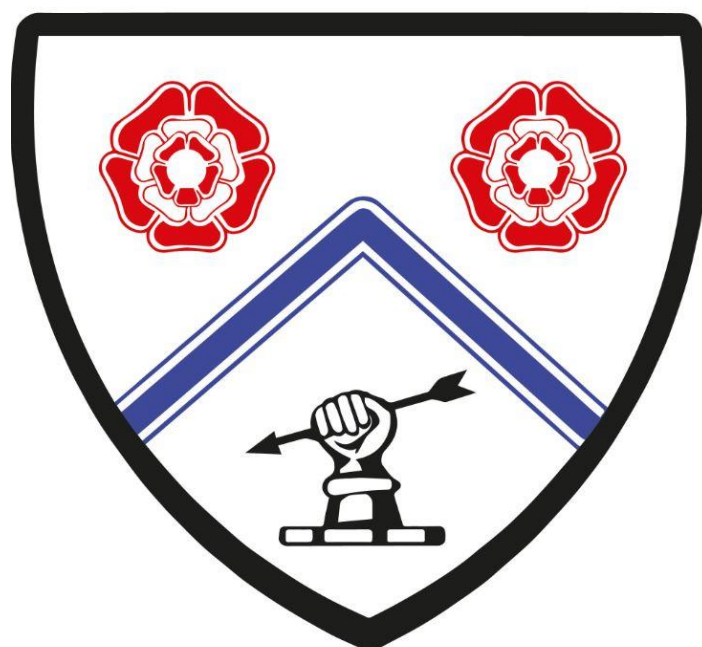


SOUTHAMPTON HOCKEY CLUB SAFEGUARDING POLICY FOR YOUNG PEOPLE



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Southampton Hockey Club adopts England Hockey's Safeguarding and Protecting Young People in Hockey Policy and works in accordance with the following statement:

1. INTRODUCTION

Southampton Hockey Club (SHC) 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.

This Safeguarding and Protecting Young People in Hockey Policy (the "Safeguarding Policy") applies to all employees of England Hockey (EH) 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 (the "Safeguarding Regulations").

Definitions:

The Hockey Family: 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 basis) including all coaches, umpires, refs and other officials. Parents and spectators at hockey events and activities are also deemed members of The Hockey Family, as are Commercial Partners

Young People: anyone under the age of 18.

2. PURPOSE OF THE SAFEGUARDING POLICY

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 EH with regard to safeguarding young people and certain general principles and specific guidance that should be followed by SHC.

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
- social media guidance
- planning events, competitions and tours

Everyone within SHC must abide by EH's Code of Ethics and Behaviour

3. LEGAL REQUIREMENTS AND GOVERNMENT GUIDANCE

The practices, procedures, principles and guidance within the 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 DBS in relation to recruitment of those in regulated activity. The policy and procedures have been designed to complement Local



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Safeguarding Children Boards (LSCB) procedures.

EH's reporting procedures are compliant with the framework as details in the Government Guidance "Working Together to Safeguard Children 2013".

EH work with the NSPCC Child Protection in Sport Unit (CPSU) and it's committed to maintaining and embedding safeguarding within EH.

4. ENGLAND HOCKEY'S ROLE

As the national governing body, EH will publicise and promote within hockey its Safeguarding Policy. It will support SHC, affiliated clubs and associations within The Hockey Family in adopting and implementing their policies. This support will include producing template policies and procedures and good practice guidance and by providing access to training and education opportunities.

EH is committed to providing access to appropriate advice and support through EH 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.

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 or at risk of harm Accordingly EH will work cooperatively 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 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 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 who 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 SHC, county or regional association, league or other relevant organisations, with advice and support as appropriate, for resolution where appropriate.

EH 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.

EH 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 EH and should also be applied by everyone within SHC.

- The safety and welfare of young people is paramount the views and opinions of young people are sought, considered and integrated into all aspects of hockey
- 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



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- 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
- The rights, dignity and worth of all young people should be respected
- Safeguarding is everyone's responsibility, but it is the responsibility of the child protection experts to determine whether or not abuse has taken place. It is everyone's responsibility in hockey to report concerns

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

The Safeguarding Policy is only effective when SHC working in partnership to support the implementation, monitor and evaluate its progress. □ 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

SHC are required to:

- Adopt, implement, actively promote and monitor EH's Safeguarding Policy, reporting procedures and good practice guidance (see Southampton Hockey Club Safeguarding Commitment)
- Follow EH's guidance on recruitment to roles that involve working with young people, including the use of the DBS checks, to ensure compliance with relevant legislation
- Provide appropriate education and training to all those people who work with young people in hockey
- Actively disseminate this information to its members

7. SOUTHAMPTON HOCKEY CLUB'S RESPONSIBILITIES

Everyone within EH and SHC must also comply with the following specific guidance:

- Abide by EH'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
- Where appropriate take action to deal with minor issues or concerns at local level, including challenging poor practice in relation to safeguarding of young people
- Seek advice from EH Ethics and Compliance Team when dealing with issues or concerns that are more complex than first perceived
- Follow EH reporting procedures whether there are concerns relating to the safety or welfare of young people

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