

Devizes Hockey Club

Safeguarding & Child Protection Policy & Guidance 2023 - 2024

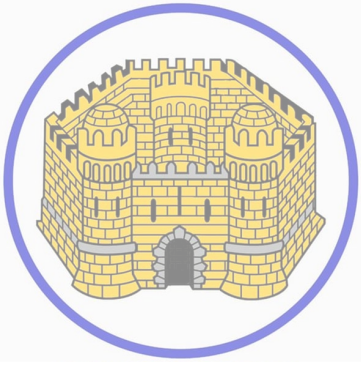
Supporting Documents (available on request):

England Hockey Safeguarding and Protecting Young People in Hockey Policy

England Hockey Safeguarding CWO Training Diagram

England Hockey Safeguarding Young People – Call to Action 2023-2024

England Hockey Good Practice when Working with Young People



Expectations of all England Hockey General Principles

The safety and welfare of young people is paramount

The rights, dignity and worth of all young people should always be respected

Safeguarding is everyone's responsibility, but it is the responsibility of child protection experts to determine whether abuse has taken place. It is everyone's responsibility in hockey to report concerns.

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.

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 in relation to activities for young people and where young people may be involved within the adult game.

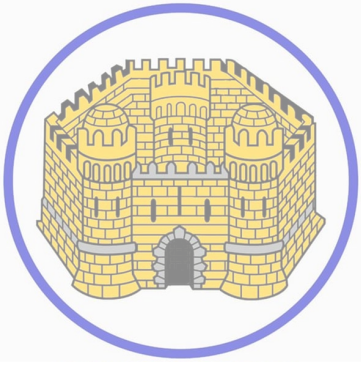
Reporting Concerns

If anyone notices a concern or hear something that's 'uncomfortable' please report it immediately to the lead coach or the Welfare Officer. This includes historic events. The Welfare Officer will keep a log of issues raised.

Safeguarding Contact: Rhiannon Lewis/Jennie Holloway

welfare@devizeshockey.co.uk

Concerns will be dealt with using a 3 tier system: DHC club level resolution, England Hockey advice and England Hockey intervention.



Issues Raised by Young People

Devizes Hockey Club (DHC) staff will use TED to support any issues raised by children and vulnerable adults in their care. DHC staff will:

Stay calm and listen carefully



Reassure them that they have done the right thing in speaking about it



Do not investigate or ask leading questions



Use TED questions:
Tell me what happened
Explain and/or
Describe



Never promise to keep what they have told you a secret



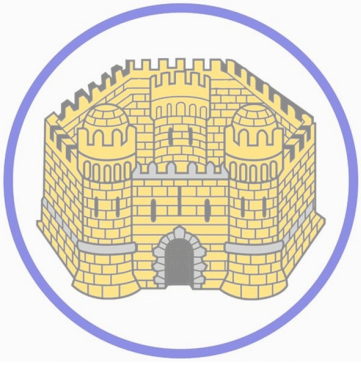
Make a written record of the issue/allegation in the child's own words which will be signed with time, date and record your position in the club



Inform the Welfare Officer as soon as possible

If you have concerns about a child and do not feel able to speak to staff at the club, please contact:

Wiltshire Multi-Agency Safeguarding Hub (MASH) 0300 456 0108



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

If you are concerned that a member of staff or adult in a position of trust poses a danger to a child, young person, or vulnerable adult, or that they might be abusing a child, young person or vulnerable adult, concerns should be reported to the Welfare Officer Immediately.

Position of Trust

DHC staff will be publicly open when working with young people. They will ensure that whenever possible that there is more than one adult present during activities with young people, or at least that they are in sight or hearing of other.

- DHC staff will not underestimate their influence on the young people they coach.
- DHC staff will not initiate hugs or pick children up. If a child offers a hug then staff will praise their efforts and show appreciation professionally.
- Manual support is rarely required in the sport of hockey. If an adult feels that it is necessary the reasons will be clearly explained to the young person, and if possible, parents/carers, and their consent gained. DHC staff are aware that any physical contact with a young person may be misinterpreted.
- DHC staff will challenged unacceptable behaviour or poor practice and report any allegations/suspicions of abuse.
- U18 volunteers (such as DofE) are also considered to be in a position of trust and must adhere to the safeguarding and child protection policies.



Toilets

Toilet visits are not the responsibility of the coaches or DHC staff. If the situation arises, seek head coach or find two parents to accompany the children to the toilet – staff will be advised not to go in.

- If it's a development or academy session, then the children will be sent in pairs.

Medication and First Aid

Parents are responsible for ensuring that coaches and staff are aware of all children who suffer medical conditions before the child starts training.

- DHC lead coaches will make sure in the first few weeks that this information is obtained and shared with relevant parties.
- Any medication that may be required during sessions should be handed in at the start of the session into a clear box with their name on (labels and pens should be available just in case).
- Only trained staff are to offer first aid. Untrained staff will call for another trained coach. Once aid is given, the accident form, found online, is to be completed – **this is for all instances of first aid.**



Communication

All young people will be treated with respect. Including the children of DHC staff and those you know well.

- DHC staff will communicate appropriately with everyone, all young people should have fun and enjoy every session/match. Parents are able to ask questions and comment on any aspect of training.
- DHC staff will demonstrate good conduct on and off the pitch so that others can follow.
- DHC staff will respect a young person's right to personal privacy. Encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour that they do not like.
- DHC staff will avoid friendships on any social media platform with people they coach who are U18. If staff need to contact the person, please contact parent/carer first, or as well as. If U18 and playing in a league, contact will be made to the parent/carer and player at the same time.
- Except for emergencies, no phones will be used on the pitch during coaching sessions.

Lifts to Fixtures or Training

- Coach/captain/umpires are not able to offer lifts to U18's
- In exceptional circumstances with parent's/carer's permission, if staff feel able to help, then U18's travel in the back of their car and where possible take another adult
- Parents/carers of other players are able to arrange lifts with other parents/carers, as long as everyone is aware who is driving and travelling and that your own child travels with you.



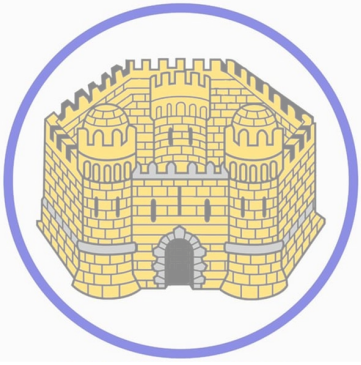
Drop off & Registration

Saturday mornings can be very hectic, especially at the start of the season. At least two adults are required to support with registration from 10 minutes before the session to 5 minutes after. We need to make sure all children are signed in and out to parents.

- Drop off and collections should happen on the pitch as we take responsibility from the pitch gate. If parents are late, please make sure the U18 remains by the pitch, and that two coaches, or adults, remain until the U18 is collected.
- It is vital DHC staff know who is in their care at each session. Parents are required to help ensure registration on arrival and departure.

Parent Helpers

- Parents are encouraged to help during session but will not be alone with any young people.
- DBS will need to be completed for any parent who wishes to become a regular helper.



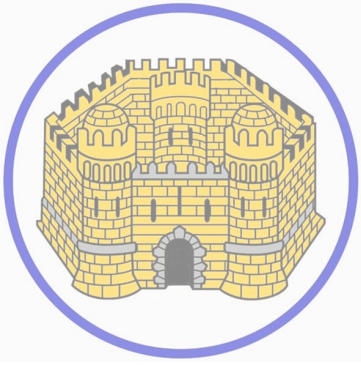
Safeguarding Young People with Additional Vulnerability (England Hockey)

The following young people may be additionally vulnerable:

- Deaf and disabled participants
- Young athletes from minority ethnic communities
- Those who do not speak English as a first language
- Elite athletes
- Young lesbian, gay, and transgender athletes

The reason that these young people have an increased vulnerability is:

- Increased likelihood of social isolation
- Few outside contact than other young people
- Dependency on other for practical assistance in daily living
- Impaired capacity to resist, avoid or understand abuse
- Speech and language to tell others what is happening
- Particular vulnerability to bullying



Sexual Activity

All members of the hockey family must be aware of the law relating to sexual behaviour and observe England Hockey's Code of Ethics and Behaviour.

- Sexual relationships between adults and children under the age of 16 are illegal
- Relationships between adults in a position of trust and young people over the age of 16 raise serious questions about the power imbalance (Sexual Offences Act 2003) and could constitute abuse of a position of trust.
- Inappropriate or criminal sexual behaviour committed by young people may result in disciplinary action as well as being investigated under local authority safeguarding procedures for children and young people who sexually abuse.

Parent Responsibility

In order to safely protect its young players, DHC asks that parents ensure they:

- Provide up-to-date emergency contact details
- Disclose any medical conditions
- Safely transport their children to and from the club
- Be respectful of the coaching staff, volunteers and umpires
- Manage their spectating behaviour
- Update the DHC of any personal changes that may impact on a young person's welfare



England Hockey Policies

Devizes Hockey Club adheres to England Hockey Policies and Procedures. For further information please click on the following links:

- [Safeguarding Policy](#)
- [Social Media Guidance](#)
- [Recognising Abuse and How to Report It](#)

If you have any safeguarding concerns, please speak to the DHC Welfare Officer. Should you have concerns that you would like to take outside of the club, please contact England Hockey directly.

England Hockey Contacts

Email: safeguarding@englandhockey.co.uk

Tel: 01628 897500

Address: England Hockey, Bisham Abbey National Sports Centre, Marlow, Bucks, SL7 1RR