



## Poole Hockey Club Safeguarding Policy

### Aims and purpose of policy

Poole Hockey Club is committed to creating and maintaining a safe and positive environment and accepts the responsibility to safeguard the welfare of all adults and young people involved in hockey.

This policy applies to all members of the hockey family, which includes players, coaches, umpires, parents/guardians, officials and members of the club.

Membership of Poole Hockey Club evidences agreement of all members of the hockey family to abide by this policy and procedures and to England Hockey's Code of Ethics and Behaviours.

This purpose of this policy is to promote the welfare and protect all members of the hockey family.

The policy is in line with legal context and requirements and government guidance including: The Children's Act 1989 & 2004, Working Together to Safeguard Children 2018 (updated 2020), The Protection of Freedoms Act 2012 and requirements of the Disclosure and Barring Service and The Care Act 2014.

Poole Hockey Club have adopted England Hockey's

- Safeguarding Young People Policy and Guidance March 2022 (Our Commitment to Safeguarding Young People is shown at Appendix A)
- Safeguarding Adults Policy and Procedures July 2017

The Club's Welfare Officer is SARAH BADLEY. The Welfare Officer can be contacted via Teamo and by email [welfare@poolehockeyclub.co.uk](mailto:welfare@poolehockeyclub.co.uk).

### Safeguarding Young People

Young people are defined as all people under the age of 18 years, regardless of whether they are living independently.

In line with England Hockey's Safeguarding 'Call to Action', we:

1. Have adopted England Hockey's Safeguarding Policy and associated guidance.
2. Have a named Welfare Officer, whose contact details are easily accessible to all club members and who has attended a 'Time to Listen' safeguarding workshop.
3. Follow England Hockey's recruitment guidance by ensuring that the club is registered on England Hockey's DBS system, have at least one active DBS Verifier and that the club actively use the DBS system to complete DBS checks on the appropriate individuals.
4. Ensure that all coaches/ individuals who work regularly with young people have appropriate safeguarding training.
5. Understand and follow England Hockey's reporting procedures and disseminate this information to our members.
6. Provide an environment that is positive, safe, engaging and inclusive. The welfare and wellbeing of young people must be paramount.
7. Understand that safeguarding young people is everyone's responsibility, not just the Welfare Officer.

We follow and apply all general principles of safeguarding young people as set out by England Hockey:



- The rights, dignity and worth of all young people must always be respected.
- 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), sexual orientation, marital and civil partnership and pregnancy and maternity have the right to be protected from harm.
- 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 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.
- 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.
- Statutory agencies have a role in safeguarding young people and information should be shared with them as appropriate.
- In order to safeguard all young people, The Hockey Family must work in partnership to implement policies, respond to concerns and deliver best practice.

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.

Details of specific procedures are given below.

### Conduct with young people

Adults within Poole Hockey Club will treat young people respectfully and appropriately. If members are concerned about another person's conduct with a child, they will report their concerns to the welfare officer.

Adults who work as club officers, coaches, umpires or team managers referred to below as 'leaders' are considered to be in positions of trust that means that adult is in a position of power and influence compared to the young person.

Leaders are expected to role model the appropriate conduct and behaviour.

Leaders must ensure appropriate boundaries with young people are maintained.

Leaders should consider their behaviour to avoid being seen to have favourites and any 1:1 communication with a young person (except via Temo that parents will see). It is against the law for leaders to engage in sexual activity of any kind with a person under 18.

### Bullying

Bullying behaviour towards club member is unacceptable and will be dealt with by the Club. Bullying behaviour between young people or towards young people will not be tolerated and should be reported to the welfare officer. Bullying is defined by England Hockey as behaviour that is repeated,



with an intent to hurt someone physically & emotionally and often aimed at certain groups such as race, religion, sex & gender or sexual orientation. All members should consider their own behaviour towards others and ensure that they are not unintentionally causing distress for others via their words or behaviour (including online). Coaches and other members working online must pay due regard to their and other members' behaviour towards young people during training and matches to ensure that young people feel safe.

#### Transport of young and vulnerable people

As Poole Hockey Club does not own its own transport, the following arrangements are in place for transport of young people.

Parents are expected to make arrangements for transporting their children to and from training.

Parents are encouraged to transport their own children to and from matches.

Parents can choose to give permission (via Teamo) for their child to be transported to and from matches in members' private vehicles. Where club-arranged transport is used to transport children, there must be two adults in the vehicle. All club-arranged transport will begin and end at Ashdown Leisure Centre. On return to Ashdown Leisure Centre, the adults will remain with the child until they are picked up by a parent.

Similar arrangements will be made for other people identified as vulnerable.

#### Photography of young people

The club cannot control photography by external parties.

Approved agents/Officers of the club may take images/videos during training and/or matches.

Consent to include images/videos of under 18s is sought from Parents/Guardians via Teamo.

Occasionally, the club may receive requests for students to take video of a game/training session for the purposes of a sport qualification. Parents will be asked for permission prior to the video being taken.

#### Communications

Poole Hockey Club uses the Teamo platform as its main form of communication. All members under 18 have their parent/guardian included on the app, who receive copies of all messages and under 18s contact details are not visible on Teamo except to members of the Executive.

Poole Hockey Club has a private Facebook group which is administered by Club Officers.

Reminders of Club events are sent out via email. Parents will receive copies of these emails.

Some teams also use Team WhatsApp Groups: these will not include under 18s.

#### Changing rooms

Poole Hockey Club and other clubs we are playing do not generally have facilities for young people to have separate changing/showering facilities. It is recommended that young people change at home prior to matches and shower on their return home. Team managers must be vigilant and manage any situations that may put a young person at risk.

#### First aid arrangements

Poole Hockey Club has multiple first aid trained members and first aid kits are available at training and at all matches.



## Social events

Social events will be notified to members via Teamo and email.

Poole Hockey Club will provide clear guidance for individual social events as to what age group they are open to, and whether alcohol will be served.

## Tours and overnight stays

Poole Hockey Club tours and overnight stays do not involve players under 18.

## Safeguarding Adults

All hockey clubs have a duty of care to anyone who is deemed to be vulnerable, which can include adults: these are referred to as adults at risk.

What is an adult at risk?

- An adult at risk, as defined by the Ann Craft Trust, is anyone over the age of 18 that:
  - Has needs for care and support (whether or not the local authority is meeting any of those needs)
  - Is experiencing, or is at risk of, abuse or neglect.
  - As a result of care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

All adults, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status have the right to be protected from abuse and poor practice and to participate in an enjoyable and safe environment.

We follow and apply all general principles of safeguarding young people as set out by England Hockey:

- We will seek to ensure that our sport is inclusive and make reasonable adjustments for any ability, disability or impairment, we will also commit to continuous development, monitoring and review.
- The rights, dignity and worth of all adults will always be respected.
- We recognise that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, for example those who have a dependency on others or have different communication needs.
- We recognise that a disabled adult may or may not identify themselves or be identified as an adult 'at risk'.
- We all have a shared responsibility to ensure the safety and well-being of all adults and will act appropriately and report concerns whether these concerns arise within hockey for example inappropriate behaviour of a coach or umpire, or in the wider community.
- All allegations will be taken seriously and responded to quickly in line with England Hockey's Safeguarding Adults Policy and Procedures.
- We recognise the role and responsibilities of the statutory agencies in safeguarding adults and is committed to complying with the procedures of our Local Safeguarding Adults Board: Bournemouth, Christchurch and Poole Adult Safeguarding Board.

## What to do if you have a concern about yourself or someone else

Any member of the hockey family who has a concern should report this as soon as possible to the Welfare Officer. If the Concern is about the Welfare Officer, it should be reported to the Chair of the



Club. (Alternatively, a concern about the Welfare Officer can be reported direct to England Hockey Ethics and Welfare Manager 01628 897500/07738 644171; [safeguarding@englandhockey.co.uk](mailto:safeguarding@englandhockey.co.uk)).

You may have a concern because:

- You are experiencing behaviours from others
- You see signs of abuse of harm in another person: for example, physical injuries, changes in behaviour, inappropriate sexual language/behaviour
- A person tells you/someone else is being abused, harmed or is at risk (disclosure)
- You see inappropriate behaviour, including behaviour which may breach England Hockey's Code of Ethics and Respect.

Listening to a disclosure can be difficult. It is important to remain calm and reassuring and to be clear with the person reporting that it is likely that the information will need to be shared, for example with the Welfare Officer. You may ask open questions for clarification only.

Tell the person what you will do next and whom the information will be shared with.

Report the incident to the Welfare Officer as soon as possible. A written account of any disclosure is extremely useful.

On receipt of the concern, the Welfare Officer will take appropriate action. This may involve reporting the concern to England Hockey. In some circumstances the Welfare Officer will seek advice from the Bournemouth, Christchurch and Poole Multiagency Safeguarding Hub. It is not the club's responsibility to decide if abuse, poor practice or bullying has taken place.

Where information needs to be shared, this will be carried out in line with England Hockey's Good Practice in Sharing Information.

All roles within the Club that require working with young people will require individuals (16 years and over) to complete an enhanced Disclosure and Barring Service (DBS) check conducted via England Hockey's DBS system that will be updated at least every 3 years.

All individuals working with young people will complete safeguarding training relevant to their role that will be updated at least every 3 years.