

Norwich Dragons Hockey Club Safeguarding and Protecting Young or Vulnerable People in Hockey

Norwich Dragons Hockey Club (NDHC) adopts England Hockey's Safeguarding and Protecting Young People in Hockey Policy and works in accordance with the following statement:

Introduction

NDHC is committed to creating and maintaining a safe and positive environment for all young and vulnerable people involved in hockey. It accepts its responsibility to help safeguard the welfare of all young and vulnerable people and protect them from poor practice, abuse and bullying.

Every individual at the Club has a role and responsibility to help ensure the safety and welfare of young and vulnerable people.

The Club, as a provider of opportunities for young and vulnerable 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 of it to help safeguard and protect young and vulnerable people from any reasonably foreseeable harm.

Definitions:

Young Person anyone under the age of 18.

Vulnerable Person is a person who requires support to enable or promote independent living and safe and active participation in the Community.

Obligations under this policy:

Everyone within NDHC 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 good practice document:
 - The recruitment of persons working with young and vulnerable people
 - The use of DBS (formerly CRB) checks in recruitment and employment
 - Anti-bullying
 - Taking and use of photographic and recorded images of young and vulnerable people;

Affiliation to England Hockey will evidence agreement of these obligations by the club and membership of NDHC will evidence agreement by all Club members.

Everyone within the Norwich Dragons Hockey Club must also:

- Abide by England Hockey's Code of Ethics which specifies conduct in relation to the safeguarding of young and vulnerable people within hockey among other issues
- Follow England Hockey reporting procedures where there are concerns relating to the safety or welfare of young and vulnerable people

For clarity, policies, procedures and good practice relating to the safeguarding of young and vulnerable people in hockey need to be applied both in relation to activities for young and vulnerable people specifically and where young and vulnerable 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.

NDHC will follow England Hockey'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 and Vulnerable People Principles:

- The safety and welfare of young and vulnerable people is paramount
- All young and vulnerable 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 and vulnerable people should always be respected
- NDHC 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
- NDHC 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 and vulnerable people in hockey
- All those working in hockey, in a paid or voluntary capacity, must abide by England Hockey's Code of Ethics

England Hockey's Role:

As the national governing body, England Hockey 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.

England Hockey 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, England Hockey has developed procedures for reporting concerns.

England Hockey 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. England Hockey is committed to complying with the procedures of the Local Safeguarding

Children Boards (LSCB's) ¹. Accordingly, England Hockey will work co-operatively with the relevant statutory agencies on matters relating to safeguarding young people and where England Hockey receives report of a concern, it will refer the matter to the relevant statutory agency where appropriate.

England Hockey 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. England Hockey 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. England Hockey may also refer matters back to a club for resolution at club level where appropriate.

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 Justices 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

¹ Local Safeguarding Children Boards (LSCB) are the key statutory mechanism for agreeing how the relevant organisations in 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.