

Welfare

For

~~DUMMIES~~

Hockey Players



Norwich Dragons
Hockey Club

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Cars

Ideally, Under-18's should not be transported 1-1 with an adult when arranged through the club.

In practice, this is not always possible, and Under-18's can travel 1-1 with an adult, if the following criteria are met:

- **No other reasonable options**
- **Written parent/carer permission (e.g. whatsapp message)**
- **The Under-18 sits in the back seat**

An adult may transport multiple Under-18's in their car without another adult present (i.e. they are not 1-1, but 1-2 or more), but best practice recommends this is also avoided unless necessary.

Lifts to training and games that are not organised by the club / team do not have to meet these criteria, however it is recommended, and decisions are made at both the adult driver's and parent/carer's discretion. No adult should be forced to transport an Under-18 if they are uncomfortable.

Changing rooms

Ideally, Under-18's playing in adult teams should have access to a separate changing space & shower facilities.

In practice, this is not possible at most venues, and so best practice is that Under-18's have as much privacy as possible within the shared space (e.g. an area round the corner if applicable).

Where only communal showers are available (e.g. at Magpies), Under-18's should not be in the showers at the same time as adults.

Adult players should ensure they are not left alone with Under-18's in the changing rooms at any time. Please ensure at least 2 adults remain until all adults are ready to leave.

Under-10's should be supervised at all times in changing rooms by 2 DBS-checked adults of the same gender.

Head injury guidance

In the event of a head injury, the player should leave the field of play and be assessed for a potential concussion. (See guidance on following page)

If the player is Under-18 and their parent/carer is not present to give consent, the player should not return to the field of play. (See below)

If a concussion is suspected, the player should not return to the field of play until they are able to be assessed by a medical professional.

If there is any doubt, the player should not return to the field of play.

It should be noted that the signs and symptoms of concussion can present at any time but typically become evident in the first 24-48 hours following a head injury.

Head injuries in children & young people

It is widely accepted under 18's with a suspected concussion should be managed more conservatively. This is supported by evidence confirming that children:

- **are more susceptible to concussion**
- **take longer to recover**
- **have more significant memory and mental processing issues**
- **are more susceptible to rare and dangerous neurological complications including death caused by a second impact syndrome**

For this reason, club policy is that following a head injury, however 'minor', an under 18 player may only return to the field of play with the consent of a present parent/carer.

Assessing for a concussion

Any one or more of the following visual clues can indicate a possible concussion:

- Dazed, blank or vacant look
- Lying motionless on ground / slow to get up
- Unsteady on feet / balance problems / falling over
- Loss of consciousness / unresponsiveness
- Confused / not aware of play or events
- Grabbing / clutching of head
- Convulsion
- More emotional / irritable

Presence of any one or more of the following signs and symptoms may suggest a concussion:

- Headache
- Dizziness
- Mental clouding / confusion / feeling slowed down
- Visual problems
- Nausea or vomiting
- Fatigue
- Drowsiness / feeling “in a fog“ / difficulty concentrating
- “Pressure in head”
- Sensitivity to light or noise

Failure to answer any of these questions correctly may suggest a concussion:

- “What venue are we at today?”
- “Which half is it now?”
- “Who scored last in this game?”
- “What team did you play last week / game?”
- “Did your team win the last game?”

If a player has signs of a possible concussion, they must be:

RECOGNISED AND REMOVED and IF IN DOUBT, SIT THEM OUT.

Language / banter

Whilst banter is commonly used in sport at all levels, it is imperative to understand when the line has been crossed. Excessive and repetitive teasing is a form of bullying.

Banter involves people with equal power, where there is no intent to cause harm and no hurt involved.

Banter becomes bullying when it is consistent or hurtful (even between peers) or when there is an imbalance of power (e.g. coach to player, captain to player, adult to Under-18).

Just because you think something is banter or a joke doesn't mean other people will - a joke is only a joke if both parties find it funny.

It is everyone's responsibility to create a kind and welcoming club culture - if you spot banter that risks getting out of hand, please raise the issue and/or redirect the conversation.

Social media

Most teams use whatsapp for communication. Where there are Under-18s in the team, their parent/carer should be included in the group chat.

Under-18s should not be contacted directly by adults without their parent/carer being copied into the message.

Adults in a position of trust (Coaches, Captains etc) should not accept friend/follow requests from Under-18s on social media platforms, and are advised to set their privacy settings to ensure Under-18s can't access their details.

Exceptions can be made where the adult has a 'professional' account that is separate to their 'personal' social media accounts.

There is obviously a grey area where relationships pre-date the adult being in a position of trust (e.g. long-standing family friends, previous team-mates etc.). Where this is the case, individual discretion is recommended, so it is not strictly necessary to remove any pre-existing Under-18 followers/friends, unless you feel uncomfortable and/or concerns are raised on the appropriateness of content.

DBS checks

Anyone in a position of trust in the club is required to have a DBS check. This includes Captains, Managers, Lead Coaches and Support Coaches, and committee roles such as Chair, Vice Chair, Welfare Officer, and Club Captains.

DBS checks must be completed every 3 years.

England Hockey does accept DBS checks done at other EH-affiliated clubs - head to englandhockey.co.uk/governance/safeguarding/safeguard/dbs and click on “England Hockey Portability Form” for instructions on how to transfer / update their records.

England Hockey can also now accept DBS checks registered on the update service - head to englandhockey.co.uk/governance/safeguarding/safeguard/dbs and click on “The Government DBS Update Service” for instructions on how to do this.

If you do not yet have a valid DBS check, the welfare officer(s) will get in contact with you - look out for an email from noreply@knowyourpeople.co.uk to start your registration process and upload your ID check documents.

Safeguarding training

Anyone in a position of trust in the club is required to complete safeguarding training. This includes Captains, Managers, Lead Coaches and Support Coaches, and committee roles such as Chair, Vice Chair, Welfare Officer, and Club Captains.

For supporting coaches, captains / managers, and committee members, the Safeguarding Awareness Module is the minimum requirement. This is a 30-minute e-learning course, completed in your own time. Head to

englandhockey.co.uk/deliver/coach/develop/coaching-courses/safeguarding-awareness-module

For lead coaches, a further level of training is required - Safeguarding in Hockey. This is a 2-hour online workshop - head to englandhockey.co.uk/safeguarding-in-hockey-workshop to book your course. It is strongly recommended, though not explicitly required, that anyone in a position of trust in the club also completes this higher level of training.

Both of these courses are FREE for members of an EH-affiliated club (i.e. members of Norwich Dragons!)

If you have completed safeguarding training as part of your job, or another voluntary organisation, we may be able to accept prior training as equivalent. Please send your certificate to the welfare officer(s).

Reporting concerns

The following are examples of concerns that may be raised:

- **Something a young person or vulnerable adult has said to you – a disclosure**
- **Signs or suspicions of abuse**
- **Observation of inappropriate behaviour**
- **Allegations made (including against other players, coaches, parents, spectators etc.)**
- **A breach of England Hockey's Code of Ethics and Behaviour (Respect)**

This list is not exhaustive

If you have a concern, please report it at the first opportunity to the welfare officer(s), with as much factual detail as possible (date, time, location, description of what happened, exact quotes, full names of those involved / witnesses)

Email: welfare@norwichdragonshc.co.uk

Avoid discussing your concern with anybody else.

The welfare officer(s) will review the report and decide on any actions or further reporting required.

Other useful info

England Hockey safeguarding page

englandhockey.co.uk/governance/safeguarding/safeguard

England Hockey code of conduct (RESPECT)

englandhockey.co.uk/governance/rules-and-regulations/discipline-and-misconduct/spirit-of-hockey

Mental Wellbeing

englandhockey.co.uk/governance/safeguarding/mental-wellbeing