



Derby Hockey Club Policy on Safeguarding and Protection

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

Introduction

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

Every individual and organisation within the Hockey Family has a role and responsibility to help ensure the safety and welfare of young people. The Hockey Family is defined below.

Derby Hockey Club as a provider of opportunities for young people in hockey accepts that we are required to fulfil our duty of care, which means that we must do everything that can be reasonably expected of us to help safeguard and protect young people from any reasonably foreseeable harm.

Definitions:

Hockey Family all individuals, clubs, associations and other organisations involved in any capacity in the game of hockey, and whether or not 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 or other work basis) including all coaches, umpires, referees and other officials.

Young People anyone under the age of 18.

Obligations under this policy:

Everyone within Derby Hockey Club 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:
 - o the recruitment of persons working with young people
 - o the use of CRB checks in recruitment and employment
 - o anti-bullying
 - o taking and use of photographic and recorded images of young people;

Affiliation to England Hockey will evidence agreement of these obligations by Derby Hockey Club, and membership of Derby Hockey Club will evidence agreement by the Hockey Family.

General Safeguarding and Protecting Young People principles:

- the safety and welfare of young people is paramount
- all young 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 people should always be respected
- Derby Hockey Club wishes to promote a telling culture; therefore everyone involved with Derby Hockey Club must report all concerns in accordance with England Hockey 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 are recognised and the procedures of the Derby and Derbyshire Safeguarding Children Board must be complied with
- all people working with young and vulnerable people in will be recruited in accordance with the Derby Hockey Club Policy on Recruitment, Selection and Retention of Persons with Access to Young People which includes the Policy on the use of Criminal Records Bureau checks an
- all those within Derby Hockey Club whether player, coach, umpire or other member, in a paid or voluntary capacity, must abide by England Hockey's Code of Ethics and Behaviour.

For clarity, policies, 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.

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 (LSCBs). 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 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.

Derby Hockey Club will follow England Hockey's Reporting Procedures and members should be aware that they are subject to the above Regulations if there is a breach of this Policy.