



**MAIDSTONE HOCKEY CLUB
POLICY
SAFEGUARDING AND PROTECTING YOUNG PEOPLE
IN HOCKEY**

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

Introduction

Maidstone Hockey Club is committed to creating and maintaining a safe and positive environment for all young people involved in hockey. The Club 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.

The Club, as a provider of opportunities for young 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 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, managers, umpires, referees and other officials.

Young People - anyone under the age of 18

Obligations under this policy:

Everyone within the 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: -
 - * The recruitment of persons working with young people
 - * The use of CRB checks in recruitment and employment
 - * Anti-bullying
 - * Taking and use of photographic and recorded images of young people;

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

Everyone within this Club must also:

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

For clarity - policies, procedures and good practice relating to the safeguarding of young people in hockey will be applied both in relation to activities for young people specifically and where young people may be involved within the adult game.

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.
- The Club 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.
- The Club 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 people in hockey.
- All those working in hockey, in a paid or voluntary capacity, must abide by England Hockey's Code of Ethics.

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

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Hockey – Key Docs/Policy - Safeguarding