



Child Safeguarding Policy Statement:

Mansfield Hockey Club acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best recognised practises.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:

- have a positive and enjoyable experience of sport at Mansfield Hockey Club in a safe and child centred environment
- are protected from abuse whilst participating in Hockey or outside of the activity.

Mansfield Hockey Club acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy Mansfield Hockey Club will

- promote and prioritise the safety and wellbeing of children and young people
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in Mansfield Hockey Club Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Monitoring

The policy will be reviewed a year after development and then maximum every year, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board, UK Sport and/or England Hockey.]
- as a result of any other significant change or event.



Introduction:

Mansfield Hockey Club has therefore adopted this Child Protection Policy (published by England Hockey) to ensure that the welfare and safety of children in the clubs care or custody is always the primary consideration.

Manfield Hockey Club:

- Is committed to providing an environment where children can learn about, participate in and enjoy SPORT free from harassment or abuse.
- Is committed to the delivery of the Child Welfare plan that will enable the club to accept moral and legal responsibility to implement procedures, to provide a duty of care for young people, safeguard their well being and protect them from abuse
- Will respond to any allegations appropriately and implement the appropriate disciplinary and appeals procedures
- Will respect and promote the rights, wishes and feelings of young people and disabled adults
- Will train and supervise coaches, players and volunteers to adopt best practise to safeguard and protect young people from abuse, and themselves against false allegations

This policy applies to any person or organisation involved in the care of children on behalf of the Club. A 'child' is defined as any person under the age of 18 years AND/OR anyone over 18 years who may be vulnerable by nature of impairment or disability.

Mansfield Hockey Club Child Protection Procedures:

If any member of the club or any parent/Carer of a junior member suspects that a child is being, or has been, abused, that person is requested in the first instance, to inform the Clubs Child Welfare Officer (CWO) in strict confidence.

If any junior member of the club feels that they have been abused, they should contact the CWO to discuss the matter in confidence.

The CWO shall then take the appropriate steps to resolve the matter. The CWO shall be entitled to call a meeting of the Club's Committee.

The committee is empowered to take whatever sanctions are deemed necessary to ensure the complaint is dealt with properly. These sanctions shall include the expulsion of the offender from the club.

Mansfield Hockey Club Best Practises:

Physical safety:

- Assessment of the possible risks to a young person in engaging in the activity with older (probably larger) competitors should be undertaken.
- It is not appropriate or safe to make judgments based solely on a young person's age. Rates of both physical and emotional development can result in significant differences. For example, the size, maturity or technical competence of one fourteen year old may be substantially different to another.
- While a comparatively well-built young person may be able to compete physically with older participants, they may struggle with other aspects of their involvement (e.g. the way in which the competitive ethos is expressed or demonstrated by adults, particularly in defeat; adult humour and other social aspects of the sport) in a way that adults may not.



Supervision:

- Ensure that adequate arrangements have been made for the young person to be supervised by an appropriate person before, during and after the game.
- Ensure a parent or guardian collects each young person following club training sessions and games. Always prevent leaving a young person alone following the sporting event, regardless of duration.
- Travel and changing arrangements should be considered to prevent a single adult travelling with young person without further adult supervision being present in the vehicle or changing area.

Codes of Conduct:

- All other participants, coaches and staff should understand the implications of young people being involved in the activity.
- All adults and young people should sign up to the club's codes of conduct that cover issues like appropriate language and appropriate behaviour

EMERGENCY CONTACT NUMBERS

NSPCC Helpline (24 hrs): 0800 800 5000

Childline: 0800 1111

Police Child Protection Team: 999

ENGLAND HOCKEY – SAFEGUARDING AND PROTECTING YOUNG PEOPLE IN HOCKEY

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

Introduction

Mansfield HC 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.

Mansfield HC 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:

www.mansfieldhc.co.uk

www.facebook.com/MansfieldHC



Everyone within Mansfield HC 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 Mansfield HC will evidence agreement by the Hockey Family

Everyone within the Mansfield HC 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
- 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 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 (LSCB's) . 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.



Mansfield HC 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 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
- Mansfield HC wishes to promote a telling / right to speak up 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
- Any policy or procedure is only as effective as the ability and skill of those who operate it
- Mansfield HC 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