

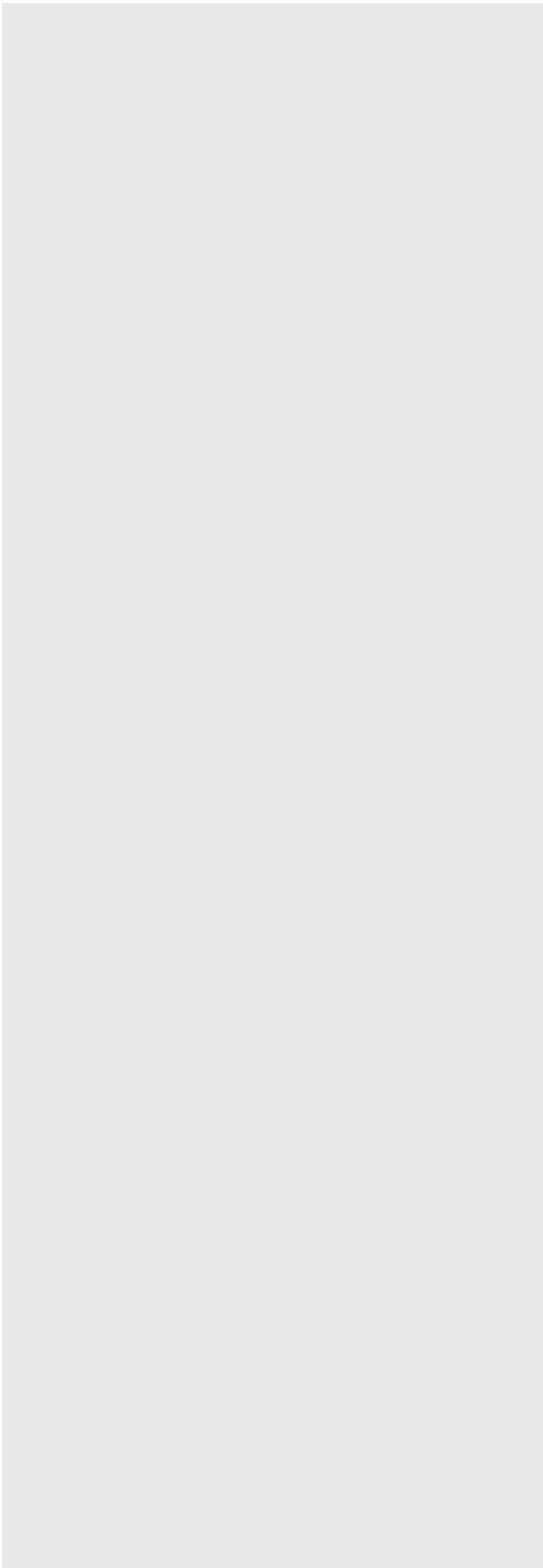


**SAFEGUARDING
YOUNG PEOPLE POLICY**

HOCI CYMRU
H O C K E Y W A L E S



Policy Owner: Director of Development and Participation
Policy approved by: Hockey Wales Board
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Hockey Wales would like to acknowledge and thank the following people for their advice and support in developing the new policy and guidance.

England Hockey for permission to reproduce content from SafeD - Safeguarding the Hockey Family, on which the Hockey Wales policy and procedures are based.

Helen Murdock, Hera Sports Consultancy.



SAFEGUARDING POLICY

1.SAFEGUARDING & PROTECTING YOUNG PEOPLE IN HOCKEY POLICY

- 1.1 Hockey Wales believes that all young people have the right to be safe and enjoy their involvement in hockey. We accept a responsibility to promote the welfare of young people and protect them from harm, in partnership with The Hockey Family.
- 1.2 Hockey Wales includes all individuals, clubs and regional boards, leagues and other organisations involved in any capacity in the game of hockey in Wales, and whether or not they are members of Hockey Wales. 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 and other officials. Parents and spectators at hockey events and activities are also deemed part of Hockey Wales, as are Commercial Partners.
- 1.3 Young people are defined as children that have not reached their 18th birthday.
- 1.4 This Safeguarding and Protecting Young People in Hockey Policy (the “Safeguarding Policy”) applies to all employees of Hockey Wales and all others mentioned above. The Safeguarding Policy sits alongside all other Hockey Wales policies and regulations including, but not limited to, the Code of Ethics. Adherence to the Safeguarding Policy will be managed through the Safeguarding and Protecting Young People Complaints and Disciplinary Regulations (“Safeguarding Regulations”).

2.PURPOSE OF POLICY

- 2.1 This Policy has been produced to promote the welfare of young people and protect them from harm. The Policy sets out the commitments made by Hockey Wales with regards to safeguarding young people and certain general principles and specific guidance that should be followed by all those involved with hockey in Wales.
- 2.2 Hockey Wales should also be aware of, and ensure compliance with other relevant good practice guidance relating to young people, including:
 - The recruitment of persons working with young people, including the use of Disclosure and Barring Service (DBS) checks in recruitment and employment
 - Anti-bullying
 - Taking and the use of photographic and recorded images of young people
 - Communication with and supervision of young people
 - Social media guidance
 - Planning events, competitions, tours
- 2.3 All those playing or working in hockey, in a paid or voluntary capacity, must abide by Hockey Wales’ Code of Ethics.

3.LEGAL REQUIREMENTS AND GOVERNMENT GUIDANCE

- 3.1 The practise, procedures, principles and guidance within this Safeguarding Policy and associated reporting procedures are based on the principles contained within UK and international legislation and government guidance with particular reference to the Protection of Freedoms Act 2012 and the requirements of the Disclosure and Barring Service (DBS) in relation to recruitment of those in regulated activity. The policy and procedures have been designed to complement Local Safeguarding Children Boards (LSCB) procedures by the Local Safeguarding Children Board (Wales) regulations 2006 and Wales Safeguarding Procedures.
- 3.2 Hockey Wales reporting procedures are compliant with the framework as detailed in the Welsh Assembly Guidance for Safeguarding Children: Working Together under the Social Services and Well-being (Wales) act 2014.
- 3.3 Hockey Wales work with the NSPCC Child Protection in Sport Unit (CPSU) and is committed to maintaining and embedding safeguarding within Hockey Wales.



4.LEGAL REQUIREMENTS AND GOVERNMENT GUIDANCE

- 4.1 As the National governing body of Hockey in Wales we will publicise and promote within hockey our safeguarding policy. We will also support affiliated clubs and associations within Hockey in adapting and implementing their own policies. This support will include producing template policies and procedures, good practice guidance and provide access to training and education opportunities appropriate to the environment.
- 4.2 Hockey Wales is committed to providing access to appropriate advice and support through Hockey Wales staff and ensuring concerns relating to the safety and welfare of young people in hockey are taken seriously and acted upon swiftly and appropriately. Please note: see Hockey Wales reporting procedures.
- 4.3 Hockey Wales 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 or are at the risk of harm. Hockey Wales is committed to complying with the procedures of the National Independent Safeguarding Board Wales. Accordingly, Hockey Wales will work cooperatively with the relevant statutory agencies on matters relating to safeguarding young people and where Hockey Wales receives report of a concern, it will refer the matter to the relevant statutory agency where appropriate.

- 4.4 Hockey Wales is also committed to directly challenge conduct that is, or may be, harmful to young people. It may, therefore, instigate proceedings under its own 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. Hockey Wales 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. Hockey Wales may also refer matters back to a club, league or other relevant organisations, with advice and support as appropriate, for resolution.
- 4.5 Hockey Wales is committed to encouraging and supporting everyone within hockey to recognise and regard as essential, the effective and safe recruitment of all individuals working with young people in hockey.
- 4.6 Hockey Wales is committed to providing education and training opportunities in relation to safeguarding and protecting young people.

5. GENERAL PRINCIPLES

The following general principles regarding safeguarding and protecting young people will be applied by Hockey Wales.

- 5.1 The safety and welfare of young people is paramount.
- 5.2 The Views and opinions are sought, considered and integrated into all aspects of hockey through various means, including through our Young Ambassadors programme as well as player pathway athletes.
- 5.3 All young people regardless of age, disability, gender reassignment, gender identity, ethnic origin, religion and belief and sexual orientation have the right to be protected from harm.
- 5.4 It is recognised that some young people have additional vulnerability which may be down to a protected characteristic or for the fact that they perform in an elite environment. It is therefore important to raise awareness of additional risks and address particular needs as required. Please note: see Safeguarding Education and Training guidance document.
- 5.5 The rights, dignity and worth of all young people should always be respected.
- 5.6 Safeguarding is everyone's responsibility but it is the responsibility of the child protection experts to determine whether or not abuse has taken place. It is everyone's responsibility in hockey to report concerns.
- 5.7 Statutory agencies have a role in safeguarding young people and information should be shared with them as appropriate.
- 5.8 The safeguarding policy is only effective when hockey works in partnership to support the implementation, monitoring and evaluation of the progress.
- 5.9 For clarity, the safeguarding policy and any related procedures and good practice relating to the safeguarding of young people in hockey needs 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.

6. ADDITIONAL GUIDANCE FOR CLUBS AND ASSOCIATIONS

All affiliated clubs and associations are required to:

- 6.1 Adopt, implement, actively promote and monitor Hockey Wales' Safeguarding Policy, reporting procedures and good practice guidance (see Template One: Club Safeguarding Commitment).
- 6.2 Follow Hockey Wales' guidance on recruitment to roles that involve working with young people, including the use of Disclosure and Barring Service checks, to ensure compliance with relevant legislation.
- 6.3 Provide appropriate education and training to all those people who work with young people in hockey.
- 6.4 Actively disseminate this information to their members.

7.HOCKEY RESPONSIBILITIES

Everyone within Hockey Wales must also comply with the following specific guidance:

- 7.1 Abide by Hockey Wales' Safeguarding Young People and Protecting Young People in Hockey policy, procedures and good practice guidance, which specifies conduct in relation to the safeguarding of young people within hockey, among other issues.
- 7.2 All clubs to have a designated Club Welfare Officer.
- 7.3 Where appropriate take action to deal with minor issues or concerns at a local level, including challenging poor practice in relation to safeguarding of young people.
- 7.4 Seek advice from Hockey Wales Lead Safeguarding Officer (see 8.3) when dealing with issues or concerns that are more complex than first perceived.
- 7.5 Follow Hockey Wales reporting procedures where there are concerns relating to the safety or welfare of young people.

8.FURTHER INFORMATION

8.1 Hockey Wales documents and guidance:

- Reporting Procedures
- Safeguarding and Protecting Young People Complaints and Disciplinary Regulations (“Safeguarding Regulations”)
- Good Practice Guidance
- Code of Ethics

8.2 Statutory Agencies

- National Independent Safeguarding Board
 - Providing support and advice to safeguarding boards, reporting on their adequacy and effectiveness to safeguard children (and adults) in Wales.
- Local Safeguarding Children Board
 - LSCB's are the key statutory mechanism for agreeing how the relevant organisation in each local area will cooperate to safeguard and promote the welfare of children in their locality.
- The Police
 - Uphold the law, prevent crime and disorder and protect citizens.
- Social Services
 - Duty to provide services to children ‘in need’ and duty to make enquiries where a child is likely to be or is suffering from
- NSPCC
 - Hold statutory responsibility under the Children Act 2004, develop practice and guidance and provide a mechanism for organisations to work together

8.3 Hockey Wales Lead Safeguarding Officer Contact Details:

Responsibility for safeguarding in hockey falls with the Lead Safeguarding Officer, who will be pleased to answer any questions or queries relating to any aspect of safeguarding and protecting young people:



SECTION 2 - RECOGNISING POOR

PRACTICE AND ABUSE

What is poor practice?

Poor practice is behaviour which contravenes the Safeguarding and Protecting Young People in Hockey policies, procedures and good practice guidance. Such behaviour could be intentional or accidental.

This includes behaviour which contravenes;

- Lack of background checks: Failing to conduct thorough background checks on coaches, volunteers, or staff working closely with children, which could potentially lead to individuals with problematic histories working within the youth hockey program.
- Inadequate training for coaches: Not providing sufficient training to coaches on child protection policies, first aid, and appropriate behavior when interacting with children during training sessions or games.
- Ignoring complaints or concerns: Disregarding or not taking seriously any complaints or concerns raised by children, parents, or staff members regarding the safety or well-being of the children participating in hockey.
- Hockey Wales Code of Ethics
- Hockey Wales Equality Policy
- Hockey Wales Safeguarding and Protecting Young People in Hockey Policy, Procedures and Good Practice Guidance.

All members have a responsibility to identify and address behaviour that contravenes the above guidance and policy. Hockey Wales offer advice and support in dealing with these matters

What is good practice

Hockey Wales strongly advises that all coaches, officials, and volunteers to uphold exemplary conduct to prevent misunderstandings between themselves and the children they work with, while also safeguarding themselves from false allegations. Examples of Best Practices in hockey are as follows:

- Conducting activities in an open environment, avoiding private or unobserved situations, and encouraging transparency (e.g., no secrets)
- Treating all children equally, with respect and dignity.
- Prioritising the well-being of each player over winning or achieving objectives.
- Recognising the developmental needs and capacities of children.
- Reporting any concerns during a session or in the facility of a Hockey facility to the welfare officer of the club.

1.CHILD ABUSE

Child abuse can and does occur inside and outside the family environment. It is not always easy, even for experts, to determine where abuse has occurred.

Staff and volunteers in hockey are not experts in recognition, however all adults working within hockey have a duty of care to be vigilant and respond appropriately to suspicions of poor practice, abuse or bullying. This does not mean that it is your responsibility to decide if a situation is poor practice, abuse or bullying but ***it is your responsibility to report your concerns.***

2. WHAT IS ABUSE?

Child abuse can and does occur inside and outside the family environment. It is not always easy, even for experts, to determine where abuse has occurred.

Child abuse can take various forms and can occur both within and outside the family environment, encompassing domestic abuse, sexual abuse, substance misuse, financial abuse, parental challenges, and other adversities. Identifying the specific location of abuse isn't always straightforward, even for professionals.

While staff and volunteers in hockey may not be experts in recognizing signs of abuse, all adults involved in the sport have a duty of care to remain vigilant and appropriately respond to any suspicions of poor practice, abuse, or bullying. It's crucial to clarify that it isn't solely the responsibility of individuals to determine whether a situation constitutes poor practice, abuse, or bullying, but it is their responsibility to report any concerns they may have.

3. EMOTIONAL ABUSE

The persistent emotional maltreatment of a child as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

In a hockey situation, emotional abuse may occur when coaches, volunteers or parents:

- Provide repeated negative feedback
- Repeatedly ignore a young player's efforts to progress
- Repeatedly demand performance levels above the young player's capability
- Over emphasise "a win at all costs" ethic

4.ABUSE BY NEGLECT

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development i.e. where a young person's essential needs for food, warmth and care (both physical and emotional) and supervision are not met.

In a hockey situation neglect may occur when:

- Young players are left alone without proper supervision
- A young player is exposed to unnecessary heat or cold
- A young player is not provided with necessary fluids for re-hydration
- A young player is exposed to an unacceptable risk of injury

5.PHYSICAL ABUSE

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

It also occurs when young people are given alcohol, or inappropriate drugs, or there is a failure to supervise their access to these substances.

In a hockey situation physical abuse may also occur when:

- Young players are exposed to exercise/training which disregards the capacity of the player's immature and growing body
- Young players are exposed to overplaying, overtraining or fatigue
- Any person exposes young players to alcohol and gives them the opportunity to drink alcohol below the legal age or fail to supervise access to alcohol
- Young players are provided with or encouraged to take prohibited substances including performance enhancing drugs
- Players continuing to train and play when injured

6.SEXUAL ABUSE

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

In a hockey situation sexual abuse may occur when:

- An adult uses the context of a training session to touch young people in an inappropriate sexual way
- Coaches, managers or volunteers use their position of power and authority to coerce young players into a sexual relationship
- Coaches or managers imply better progression of the player in return for sexual favours

7. BULLYING

Bullying is not, in theory, a type of child abuse, however it may be a significant factor in other types of child abuse and does have equally detrimental consequences for a child. Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical but it results in distress to the victim. Instances of bullying can occur not only between young people but also from adult to young person.

It should be noted that bullying may not only occur through face to face contact.

In a hockey situation, bullying may occur when:

- Young players are deliberately excluded from activities by coaches or other players
- Young people are unreasonably forced to do things that they do not want to do
- Young people are subjected to physical, verbal, emotional or sexual abuse
- Young people are subjected to abuse due to their race or sexuality
- Young umpires, coaches or players are subject to verbal abuse via social networking sites

Any illegal acts of bullying should be reported through Hockey Wales' reporting procedures and will be referred to external agencies for consideration.

Hockey Wales offer anti bullying guidance, available online: [HERE](#)

8. SIGNS AND INDICATORS

Indications that a young person may be being abused can be difficult to recognise even for the experienced. Some young people may have additional vulnerability due to their disability, language, culture, sexual orientation or due to the fact that they perform in an elite environment.

There are signs and indicators which could alert you to the fact that a child might be being abused, and these include:

- Unexplained bruising or injury particularly in unusual places
- An injury for which the explanation seems to be inconsistent
- Unexplained sudden changes in behaviour (i.e. withdrawn very quiet, sudden outbursts of temper or emotion)
- Inappropriate sexual awareness or language or engaging in sexually explicit behaviour
- Is prevented from socialising with other young people or has difficulty making friends
- Is distrustful of adults, particularly those with whom a close relationship would normally be expected (i.e. parents, coach, family friend)
- Displays variations in eating patterns (i.e. over eating or loss of appetite)
- Loss of weight for no apparent reason (the child may be trying to make himself/herself less sexually attractive)
- The young person becomes increasingly dirty or unkempt
- Something another young person has said which suggests a young person is being abused
- The young person describes an act or behaviour that appears to be abusive
- Doesn't want to attend training or club activities
- Changes their usual routine
- Begins being disruptive during sessions
- Becomes withdrawn, anxious, or lacking in confidence
- Has possessions "go missing"
- Becomes aggressive, disruptive or unreasonable
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Has unexplained cuts or bruises
- Is hungry (money/lunch has been stolen)
- Is bullying other young people or siblings
- Stops eating
- Is frightened to say what's wrong

This list is not exhaustive and the presence of one or more of these symptoms is not proof that abuse has taken place, but it should raise concerns. Changes in behaviour can be caused by changes at home or school, for example bereavement. Parents need to inform coaches and club welfare officer / trusted club officials if this is the case as a child's behaviour may be affected.

It is NOT your responsibility to decide if a situation is poor practice, abuse or bullying, but it IS your responsibility to share your concerns with a designated person i.e. Club Welfare Officer.



SECTION 3 – REPORTING PROCEDURES

The Government's guidance 'Working Together to Safeguard Children 2015', states that 'safeguarding is everyone's responsibility and sets out how individuals and organisations should work together to safeguard and promote the welfare of children.

Hockey Wales has developed policies, procedures and systems to manage concerns or allegations of poor practice and abuse against young people. Hockey Wales will always work in accordance with procedures as set out in the guidance.

The responsibility of all involved in hockey is to read, implement, monitor and evaluate the safeguarding policies, procedures and systems, so that in the event of a concern being raised a smooth process can be followed.

THIS SECTION IS DIVIDED INTO TWO PARTS:

1

RESPONDING TO CONCERNS

If a young person or adult has concerns, it is important that they are able to report them to someone at the club.

It is therefore important that the club members know how to respond and who will do this.

2

TAKING APPROPRIATE ACTION

Once a concern has been reported, it is important that appropriate action is taken. It will not be the clubs responsibility to decide if action needs to be taken, unless a child is at immediate risk of harm. It is, however the clubs responsibility to report the concerns appropriately in accordance with Hockey Wales' policies, procedures and systems.

MY CONCERN

All concerns and subsequent actions must be documented through MyConcern by the Club Welfare officer. Any further developments in the case should be promptly and chronologically updated on the platform



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1.RESPONDING TO CONCERNS

Concerns may be raised in response to the following: There are a number of reasons a person might need to report a concern:

- Something a young person has said to you
- Signs or suspicions of abuse
- Allegations made against a member of staff or a volunteer
- Allegations made about a parent, carer or someone not working within the sport
- Bullying
- A breach of the Code of Ethics
- Observation of inappropriate behaviour
- Anything which makes them uncomfortable based on inappropriate behaviour of an adult or changes in behaviour of a young person
- Behaviour being contrary to Hockey Wales Safeguarding and Protecting Young People in Hockey Policy and Procedures and Code of Ethics

It is important to note that even if an incident occurs outside the hockey environment, it should still be reported to Hockey Wales if the adult or young person concerned is involved in hockey. This is in accordance with standard practice in sport.

1.1 Always

- Stay calm
- Reassure the person reporting their concerns that they have done the right thing in telling you
- Keep an open mind
- Listen carefully to what is said and take them seriously
- Find an appropriate early opportunity to explain that it is likely that the information will need to be shared with others - do not promise to keep secrets
- Ask questions for clarification only, and at all times avoid asking questions that suggest a particular answer. To help you to do this, try to ask questions starting with tell me about, explain to me, describe
- Tell them what you will do next and with whom the information will be shared
- Report the incident to your Club Welfare Officer or Hockey Wales Lead Safeguarding Officer
- Record in writing what was said using the young person's own words as soon as possible, using the Hockey Wales Safeguarding Referral Form

1.2 Never

- Panic
- Make promises you cannot keep, including promises to keep secrets
 - Make a young person repeat the information unnecessarily
 - Question the detail of what the young person has shared
 - Delay in reporting to your Club Welfare Officer or Hockey Wales Lead Safeguarding Officer
 - Make assumptions
 - Approach the alleged abuser
 - Take sole responsibility for additional assistance in communicating with young individuals who express concerns, please refer to the list of organizations on page 26 for further support

2.DEALING WITH CONCERNS–WHEN TO INVOLVE HOCKEY WALES

It is really important to deal with issues swiftly and effectively, using the most appropriate people and level of support. The following examples highlight concerns and responses at the most appropriate level for the concern:

2.1 Scenario 1:

Incident dealt with at Club level

2.2 Concern

It is reported to your Club Welfare Officer (CWO) that a young player has received some text messages from other players in the team. The messages are derogatory about their playing ability. The text messages are read by your Club Welfare Officer who is in agreement as to their derogatory nature.

2.3 Response

Your Club Welfare Officer and coach agree they will speak generally to the whole team regarding respect and support of each other and highlight the benefits to their hockey if they build the team spirit and ultimately work more cohesively, bringing success as a team. The text messages are not specifically mentioned to the team but the young player is supported by your Club Welfare Officer and the messages are monitored. No further text messages are received. Information regarding the concern and the response are recorded on our MyConcern platform where the information is stored and held securely (See Hockey Wales guidance: 'Principles of Safe Data Storage').

2.4 Scenario 2:

Incident requiring advice from Hockey Wales



2.5 Concern

Your Club Welfare Officer receives information from several parents and young players about one of the coaches at the club, who has been putting their arm around the shoulders of some of the young players when talking to them about coaching, some of them feel uncomfortable about this. The coach is also regularly on his mobile phone during coaching sessions.

2.6 Response

Your Club Welfare Officer phones Hockey Wales Lead Safeguarding Officer for advice on how to handle this matter.

Hockey Wales Lead Safeguarding Officer advises your Club Welfare Officer to talk to the coach involved as soon as possible and explain what has been reported. The CWO should listen to the coach and establish their response.

The club should establish:

Why this behaviour is happening?

Is the coach inexperienced?

Does the coach understand the behaviour is not acceptable?

The coach states they don't realize this isn't acceptable, but, after discussion can understand why it might make people feel uncomfortable and why they need to have full concentration on the pitch at all times.

Your CWO states they take these matters seriously and inform the coach they will be monitoring future sessions. If the behaviour doesn't improve, the club will not continue employing the coach. The club and coach to review the situation in 3 months times, assuming no further incidents are reported in the meantime.

Club to ensure all coaches sign up to the 'Code of Ethics' and understand their responsibility to safeguard young people.

Club to host a coaches briefing at the beginning of the season to establish expectations, reporting procedures, give coaches an opportunity to ask questions, agree how to deal with certain situations i.e. managing challenging behaviour.

Your CWO should make a record of all conversations via our MyConcern Platform.

Assuming the coach's behaviour improves, club keeps records of incident. If behaviour doesn't improve, contact Hockey Wales again for further guidance



3.IMPORTANT REMINDERS

- Your Club Welfare Officer should be your first point of contact
- Club Welfare Officers should not deal with issues in isolation, they should receive support in dealing with issues by other trusted people (will vary according to organisation)
- Minimise the number of people that you share a concern with, only share information on a need to know basis.
- If in doubt - ask for advice from Hockey Wales Lead Safeguarding Officer
- Deal with incidents and concerns quickly - problems escalate when they don't get addressed

It is acknowledged that taking appropriate action is never easy and the discovery that a member of a club or colleague may be acting inappropriately, acting on unconscious bias, bullying or abusing a child will raise concerns

and emotional feelings for the person receiving the concern, and among other colleagues.

These emotions may evolve around feelings of:

- Doubt: Is it true?
- Guilt: Should I have known?
- Did I miss something?
- Did I have any suspicions?
- Should I have said something?
- Fear: Will others or I be suspected?
- What actions should be taken?
- Confusion: What will happen?
- What will be the effect?
- Concerns: What can I do to support all those people who may need support?
- How will it affect further relationships or contact with children?
- Are there systems in place to expose future situations?

These are natural responses but remember that the safety and welfare of young people is paramount.

• It is *NOT* the club's responsibility to decide if a child is being abused or poor practice has occurred.

Any concerns or allegations will be managed by Hockey Wales, with the club's cooperation and assistance.

• It IS your responsibility to report your concerns, not act on them

Speak to your Club Welfare Officer or Hockey Wales Lead Safeguarding Officer who will:

- Support you
- Listen to you
- Take all concerns seriously
- Act immediately within hockey's policies, procedures and systems
- Advise you what actions you need to take (if required)

REPORTING PROCEDURE: BEHAVIOUR OF STAFF MEMBER OR VOLUNTEER

CLICK HERE FOR THE INCIDENT REPORT FORM!

Concerns arise about the behaviour of a member of staff, coach or volunteer towards a child/children.
(e.g. suspicions or allegations of poor practice or possible abuse)

Individual alerted to concern reports to organisation / club / facility or event. Club Welfare Officer completes a report on our MyConcern platform as record to notify Hoci Cymru Lead Safeguarding Officer. If concern is involving the Club Welfare Officer then an incident report form is to be filled.

Safeguarding Lead Officer (if appropriate in consultation with Case Management Group and / or Children's Social Care, Police or LADO) determines the route for further action to be taken
(e.g. does the matter appear to be poor practice or possible abuse, and records actions taken and agree).

Poor Practice / Breach of Code of Conduct

Concern dealt with as misconduct issue using complaints / disciplinary procedures as appropriate (in consultation with Hoci Cymru).

Disciplinary investigation undertaken and hearing held.

Outcome of disciplinary process (e.g. no case to answer, advice or warning given, training / support required, other sanctions, or exclusion). Consideration of referral to DBS, if appropriate.

Disciplinary appeals process

Possible Child Abuse / Criminal Offence

In consultation with statutory agencies and LADO: Safeguarding LO consults with/refers to HR/Disciplinary lead/s re initiating disciplinary procedures, immediate temporary suspension (without prejudice), and notification of other organisations.

Disciplinary process initiated – investigation may be delayed pending outcome of statutory agencies' processes. Support from LADO.

Full disciplinary investigation undertaken and hearing held outcomes and possible appeal.

Safeguarding LO consults with/refers to Children's Social Care/Police and LADO and follows this up in writing within 24 hours.

Children's Social Care and/or Police hold Strategy Meeting (may include sports organisation rep) and agree investigation process

Outcome of Children's Social Care or Police investigation (e.g. NFA, criminal prosecution, assessment of risk etc.)

BEHAVIOUR OF ANOTHER TEAMS STAFF MEMBER, COACH OR VOLUNTEER

Concerns arise about the behaviour of a member of staff, coach or volunteer from another organisation towards a child/children.
(e.g. suspicions or allegations of poor practice or possible abuse)

Individual alerted to concern reports to organisation / club / facility or event. Club Welfare Officer completes a report on our MyConcern platform as record to notify Hoci Cymru Lead Safeguarding Officer. If the Club Welfare Officer is unavailable then an incident report form is to be filled.

Safeguarding Lead Officer (if appropriate in consultation with Case Management Group and / or Children's Social Care, Police or LADO) determines the route for further action to be taken
(e.g. does the matter appear to be poor practice or possible abuse, and records actions taken and agree).

Poor Practice / Breach of Code of Conduct

Inform subject of concerns of intention to pass information to Hoci Cymru Safeguarding Lead in line with safeguarding.

Contact Hoci Cymru Safeguarding Lead in and pass on concerns. Record actions and plans agreed. Follow up in writing within 24 hours, cc'ing the individual.

Possible Child Abuse / Criminal Offence

If matter appears urgent and indicates a high level of risk to child/ren, either contact Children's Social Care or Police direct to refer, or
Contact the safeguarding lead in the individual's employing/deploying organisation to pass on the information. Secure and record their commitment to refer to statutory agencies, and seek confirmation when this has been undertaken. If not agreed - contact statutory agencies directly.

Safeguarding Lead Officer records actions and plans agreed and follows up referrals in writing within 24 hours.

BEHAVIOUR OF CHILDREN AND YOUNG PEOPLE IN THE COMMUNITY

Member of staff, coach or volunteer made aware of concerns about child's welfare or safety.
(e.g. suspicions of bullying at school, allegations of abuse within the family etc.)

If child requires immediate medical attention arrange this and ensure that medic is informed that there may be a child protection concern or allegation.

Member of staff, coach or volunteer reports to/consults with organisation/club/facility or event Safeguarding Lead Officer, and completes the safeguarding incident report form and forwards a copy to the Safeguarding Lead.

Safeguarding Lead Officer sends written safeguarding report to Children's Social Care / Police within 24 hours, and considers need for support or advice for original referrer or others involved. Same report is to be submitted via MyConcern.

Safeguarding Lead Officer makes decision on immediate referral to or consultation with Children's Social Care or Police; records actions taken / agreed (including who will inform parents).



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4. HOW DO YOU REPORT THE CONCERNS?

It is important that information regarding the concerns is recorded properly and promptly. To assist with this process, Hockey Wales has developed a Safeguarding Referral Form which outlines the information that is required.

As soon as possible after concerns have been reported to you, complete this [Safeguarding Referral Form](#) and contact your Club Welfare Officer. In their absence, contact the Hockey Wales Lead safeguarding Officer on 07562 691681 or email: safeguarding@hockeywales.org.uk



5. WHO DO YOU REPORT THE CONCERNS TO?

If the Hockey Wales Lead Safeguarding Officer is not available, and a child is at immediate risk or in danger, you must avoid delay and seek advice from Social Services) and the Police.

You should report to Social Services or the Police in the area that the child lives (see Hockey Wales Reporting Procedures).

As soon as possible, inform the Hockey Wales Lead Safeguarding Officer and share the action taken to date.

5.1 For other situations, where a child is not at immediate risk or danger:

Working in an affiliated club or organisation

- You must report your concerns, or any information received to the Club Welfare Officer
- The Club Welfare Officer may seek advice or refer the matter to the Hockey Wales Lead Safeguarding Officer

Working in a school

- You must inform the designated teacher, who will follow their reporting procedures. Also advise the Hockey Wales Lead Safeguarding Officer for their information

If your concern is regarding the Club Welfare Officer, report directly to the Hockey Wales Lead Safeguarding Officer.

5.2 What happens next?

Statutory Agencies will follow procedures under The Children Acts 1989 & 2004, Welsh Assembly Government Guidance Safeguarding Children: Working Together Under the Children Act 2004.

Where a concern is reported to Hockey Wales and further action is required, the Hockey Wales Lead Safeguarding Officer and Hockey Wales Case Management Group will follow the Safeguarding and Protecting Young People Complaints and Disciplinary Regulations. These are available on request from Hockey Wales and on the Hockey Wales website www.hockeywales.org.uk. At all times Hockey Wales will support and communicate with the Club Welfare Officer where required in the management of the situation. In some circumstances it may be most appropriate for the matter to be handled at local level e.g. on matters relating to minor poor practice or bullying. If this is appropriate suitable guidance will be given by the Hockey Wales Lead Safeguarding Officer.



5.3 How will Hockey Wales respond?

The action taken by Hockey Wales will depend on the nature of the concern. In all cases the matter will be referred to the Hockey Wales Case Management Group.

In order to protect individuals it is likely that the Hockey Wales Lead Safeguarding Officer will conduct initial enquiries so that the Case Management Group can decide whether an investigation is appropriate and, if so, what form it should take.

The amount of contact between the people considering the issues and the whistleblower will depend on the nature of the matters raised, the potential difficulties involved and the clarity of the information provided. If necessary, further information will be sought from the whistleblower as part of the investigation process. When any meeting is arranged, the whistleblower has the right, if they so wish, to be accompanied by a friend or a person of their choice who is not involved in the matter to which the concern relates.

Hockey Wales will take steps to minimise any difficulties which individuals may experience as a result of raising a concern. For instance, if the whistleblower is required to give evidence in criminal or disciplinary proceedings, Hockey Wales will advise them about the procedure.

Hockey Wales accepts that the whistleblower needs to be assured that the matter has been properly addressed. Subject to legal constraints, they will receive information about the outcome of any investigation, and the action that is to be taken against those whose actions caused them concern. Also, if appropriate, what policy changes are to be made to minimise the possibility of a similar concern being raised in the future.

At the conclusion of the aforementioned procedures, an appeals process will be made available to ensure fair recourse for all involved parties. The appeals process will allow individuals to contest the decisions made by the Hockey Wales Case Management Group. This avenue will enable a comprehensive review of the case and decisions taken, providing an opportunity for reconsideration in cases where there are concerns about the handling or outcomes of the investigation.

5.4 How can the matter be taken further?

This policy is intended to provide individuals with a way in which they can raise concerns about the safety and welfare of any young person involved in any hockey activity under the jurisdiction of Hockey Wales. Hockey Wales hopes individuals will be satisfied that any child protection matter they raise has been considered properly. If they are not satisfied, and if they feel it is right to take the matter outside Hockey Wales, they should contact:

- Their Local Safeguarding Children's Board (LSCB)
- Their local Children's Social Care Dept (Social Services)
- Their local police

If they do take the matter outside Hockey Wales, they will need to ensure that they do not disclose prohibited confidential information. They must check this before they make contact.

5.5 Hockey Wales complaints procedure

What to do if you have a complaint about the way Hockey Wales has dealt with a Safeguarding Young People or Child Protection issue. Hockey Wales is committed to providing high levels of customer satisfaction. If you are not satisfied with the way Hockey Wales have handled a Safeguarding or Protecting Young People issue, please refer to the final section of the Complaints and Disciplinary Regulations.



6. INFORMATION SHARING

6.1 Good practice in sharing information

Some information that may need to be shared regarding a concern for the well-being of a young person may be personal and/or sensitive.

GOLDEN RULES OF SHARING INFORMATION

1. The Data Protection Act is not a barrier to sharing information, it provides a framework to ensure personal information is shared appropriately.
2. Be open and honest with the young person (and or their family where appropriate) about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
3. Seek advice if you are in any doubt. Advice could come from the Hockey Wales Lead Safeguarding Officer, NSPCC, Local Authority Children's Social Care Dept (Social Services) or the Police. It may be possible to gain the advice without disclosing the identity of the young person.
4. Share with consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgment, that lack of consent can be overridden in the interest of the young person. You will need to base your decision on the facts of the situation.
5. Consider safety and well-being: Base your information sharing decisions on considerations of the safety and well-being of the young person and others who may be affected by their actions.
6. Necessary, proportionate, relevant, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, share only with those people who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely.
7. Keep a record of your decision and the reasons for it - whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose. (Inform the Hockey Wales Lead Safeguarding Officer of your actions.)

6.2 Confidentiality:

- Every effort must be made to ensure that confidentiality is maintained when an allegation has been made and is being investigated
- Only tell individuals who need to know and can help to manage the concern

Confidentiality is essential and if maintained will ensure:

- The safety of the young person involved
- That action is taken to protect the young person
- That individuals involved in any complaint are protected from gossip and assumptions
- That individuals who have a complaint against them receive fair treatment, without prejudice or pre-judgment
- That all policies, procedures and systems can work to manage any situation quickly, professionally and effectively.

Impact if confidentiality is breached:

If confidentiality is breached the following can happen:

- The young person is put in danger either by further inappropriate action of any adult involved or other individuals who hear about any concern through rumours through lack of action
- Any investigation by either Hockey Wales or the statutory agencies may be invalidated by misinformation or rumours
- Individuals with a complaint against them may be victims of inappropriate behaviour from club members
- The policies, procedures and systems in place will not support or uphold any complaint or concern

4. USEFUL CONTACTS

ORGANISATION	CONTACT DETAILS	WEBSITE
Police (Child Protection Team)	999	
NSPCC (National Society for the Prevention of Cruelty to Children)	0808 800 5000 Free 24 hour helpline	www.nspcc.co.uk
Hockey Wales Lead Safeguarding Officer	07562 691681 safeguarding@hockeywales.org.uk	www.hockeywales.org.uk
Your Club Welfare Officer	Please contact your club for details	

The following organisations offer specialist support and advice for specific areas of abuse.

ORGANISATION	CONTACT DETAILS	WEBSITE
Childline	0800 1111	www.childline.org.uk
Child Protection in Sport Unit (CPSU)	02920 334975	www.thecpsu.org.uk
Kidscape (Helping to prevent bullying)	07496 682785	www.kidscape.org.uk
Bullying UK	0808 800 2222	www.bullying.co.uk
Child Exploitation Online Protection Centre	0870 000 3344	www.ceop.police.uk
British Association for Counselling and Psychotherapy	01455 883300	www.bacp.co.uk
Samaritans	0330 094 5717	www.samaritans.org
Mind	020 8215 2243	www.mind.org



FURTHER INFORMATION

For further information about any aspect of Hockey Wales Safeguarding Adults Policy and Procedures, please contact:

Hoci Cymru

Sport Wales National Centre, Sophia Gardens, Cardiff, CF11 9SW.

Telephone: **0300 300 3126** or email us at: **info@hockeywales.org.uk**

www.hockeywales.org.uk



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