

SAFEGUARDING

Safeguarding / Child Protection Statement of Principles

Sittingbourne HC is committed to keeping children and young people safe and free from harm or the risk of harm. We believe 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 England Hockey.

Safeguarding is everyone's responsibility. We all have a duty and responsibility to raise concerns about young people or the behaviour of adults, and persist until action is taken.

Under no circumstances should any staff member or volunteer inflict physical or psychological harm on a child. Assault of children is against the law. If any adult causes physical or psychological injury to or mistreats a child, they could be prosecuted for a criminal offence.

The safety and welfare of young people is paramount.

We strive for the creation of a safe culture and environment that will allow young people to thrive within hockey and feel supported should they need to raise any concerns.

Safeguarding Policy

Sittingbourne HC have adopted England Hockey's Safeguarding Policy and associated guidance.

The policy can be found [here](#).

The policy sets out how we keep children in our care safe. In particular, it explains that we have a named Club Welfare Officer; we actively use the DBS system to complete DBS checks on our staff and volunteers; that all staff and volunteers have undertaken appropriate safeguarding training; that we have clear systems in place for reporting concerns about a child or the conduct of an adult.

Key Safeguarding Contacts

The Club Welfare Officer is Nicole Ward and she should be the first point of contact for all safeguarding and welfare issues.

Club Welfare Officer

- Email: nicoleward15@hotmail.com
- Phone: 07756-100449

The England Hockey Ethics and Welfare Team:

Main email: safeguarding@englandhockey.co.uk

Alison Hogg - Ethics and Welfare Manager

Contact to report any safeguarding concerns.

- Email: alison.hogg@englandhockey.co.uk
- Phone: 01628 897500 / 07738 644171

Sara Davies - Ethics and Welfare Administrator

Contact to report any safeguarding and DBS concerns.

- Email: sara.davies@englandhockey.co.uk
- Phone: 01628 896834

What to do if you have a concern about a young person:

Please contact our Club Welfare Officer, Nicole Ward, emails or phone. (details available under Key Safeguarding Contacts Section above.

Sittingbourne HC adopts the England Hockey Reporting Procedures guidance, which can be found [here](#).

Key Safeguarding Issues

Sittingbourne HC believes that the safety, welfare and wellbeing of young people in our care is the overriding priority. Nothing is more important.

The England Hockey Safeguarding Policy, which we have adopted, sets out how we approach specific safeguarding issues that can put children at risk of harm. For example, peer-on-peer abuse, online safety or radicalisation and extremism.

Our view on selected safeguarding issues is given below:

Bullying / banter

Bullying is usually defined as behaviour that is: repeated, used with intent to hurt someone

physically or emotionally and often aimed at certain groups. We do not tolerate bullying in any form.

'Banter' "The playful and friendly exchange of teasing remarks" - 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. We will always intervene if that line is crossed.

Changing rooms

Any Sittingbourne HC staff/volunteer will not change or shower at the same time when using the same facility as young people.

Child-on-child abuse

All members of staff at Sittingbourne HC recognise that children are capable of abusing their peers. The club believes that abuse is abuse and it will never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up" and takes a zero-tolerance approach to abuse.

Mobile phones/cameras

There is a potential that mobile phones may be used inappropriately in changing rooms, resulting in inappropriate photography or filming, and we will be vigilant to such behaviour and uncompromising in our response.

Communication with young people

Sittingbourne HC will not communicate directly with U18s without gaining consent from a parent/guardian. We will not communicate with young people on matters not related to hockey.

What to do if you have a concern about an adult/staff/volunteer:

All adults who work with young people in hockey are in a position of trust which has been invested in them by parents, the sport and the young person.

This relationship can be described as one in which the adult is in a position of power and influence by virtue of their role and should be positive and professional. Positions of trust in hockey will include young leaders, coaches at all levels, captains, team managers, welfare officers, medical professionals, umpires and mentors (collectively called leaders).

A relationship between a young person and their leader is not one of equals, it gives power to the leader and with that comes responsibility, which must be used responsibly, both on

and off the pitch. This imbalance of power means understanding boundaries and respecting them is essential.

If you have concerns about the behaviour of any adult who works within the Sittingbourne HC you should contact our Club Welfare Officer, **Nicole Ward**, in the first instance.

Safeguarding Training Arrangements

In accordance with the England Hockey's Safeguarding Policy which we have adopted, all Sittingbourne HC coaches, volunteers and those who work regularly with our young people (juniors) undergo safeguarding training every 3 years.

Signage

We strive for the creation of a safe culture and environment that will allow young people to thrive within hockey and feel supported should they need to raise any concerns.

To support this, players, spectators, members and all those who visit our club facilities will see posters identifying our Club Welfare Officer and publicity promoting the safety and welfare of young people.