



Child Protection Policy Statement

Camberley and Farnborough Hockey Club believes:

- That the safety and welfare of children should always be of paramount importance, whatever circumstances
- A child regardless of age, ability, gender, racial origin, religious belief and sexual orientation has a right to be protected from abuse.
- The rights, dignity and worth of a child should always be respected.
- That everyone with a role in working with children has a moral and legal responsibility to safeguard and promote a child's welfare particularly when it comes to protecting children from abuse.
- That special care is needed in dealing with children whose age, inexperience or ability makes them particularly vulnerable to abuse.

Camberley and Farnborough Hockey Club:

- Has therefore adopted this Child Protection Policy to ensure that the welfare and safety of children in the clubs care or custody is always the primary consideration.
- 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
- Respond to any allegations appropriately and implement the appropriate disciplinary and appeals procedures
- Respect and promote the rights, wishes and feelings of young people and disabled adults
- Recruit, train and supervise employees and volunteers to adopt best practise to safeguard and protect young people from abuse, and themselves against false allegations
- Require staff and volunteers to adopt and abide by the clubs Code of Conduct, Equity, Child Welfare and Discipline policies 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.

Camberley and Farnborough 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 Club's 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 Management 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.

ENGLAND HOCKEY – SAFEGUARDING AND PROTECTING YOUNG PEOPLE IN HOCKEY

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

Introduction

Camberley and Farnborough 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. Camberley and Farnborough 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

refers to anyone under the age of 18 Obligations under this policy:

Everyone within Camberley and Farnborough Hockey Club must act in accordance with the

general principles set out in England Hockey's Safeguarding and Protecting Young People in Hockey Policy.

Everyone within Camberley and Farnborough Hockey Club must act in accordance with the particular policies below, together with the supporting good practice documents:

- The recruitment of persons working with young people
- The use of Disclosure and Barring Service (DBS) 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 Camberley and Farnborough Hockey Club will evidence agreement by the Hockey Family. Camberley and Farnborough Hockey Club has in addition, adopted and implemented our own Safeguarding and Protecting Young People (or Child Protection) policy which complies with the general principles set out in this policy; and everyone within the Camberly and Farnborough Hockey 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.
- Follow England Hockey's 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 (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 a 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.

Camberley and Farnborough Hockey Club 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
- Camberley and Farnborough Hockey 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
- Camberley and Farnborough Hockey 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