



Manx Hockey Association Safeguarding and Protecting Young People in Hockey Policy.

Introduction

Manx Hockey Association 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.

The Manx Hockey Association 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 reasonable foreseeable harm.

The Manx Hockey Association has adopted the England Hockey Board's safeguarding and protecting young people in hockey Policy – 'Proud to Protect – Safeguarding the Hockey Family', and this is the Manx hockey Association's and affiliated club responsibility under England Hockey Board's affiliation.

Statement

The Manx Hockey Association (MHA) is committed:

- That the safety and welfare of children should always be of paramount importance, whatever the circumstances.
- That everyone with a role in working with children has a moral 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 physical state makes them particularly vulnerable to abuse.

Definitions

Hockey Family – all members of the MHA, all individuals, players, coaches, managers and clubs involved within the Single System and Manx Youth Games and all people representing the MHA at any level.

Young People – anyone under the age of 18

Obligations under this Policy

Everyone within the Manx Hockey Association must act in accordance with:

- The general principles set out in this policy
- The principles set out in the particular policies below:
 - Recruitment and the use of CRB checks within the Manx Hockey Association
 - Anti-bullying
 - Taking and use of photographic and recorded images of young people



Everyone within the Manx Hockey Association must also:

- Abide by England Hockey Board Code of Ethics and behaviour, which specifies conduct in relation to the safeguarding of young people within hockey, among other issues.

The Association will keep up to date with good practice and adhere to the minimum operating standards as set out by England Hockey Board. The Association will also adhere to the following principles:

- The safety and welfare of young people and vulnerable adults is paramount
- Hockey should be fun and enjoyable, and fair play should be promoted
- All Young People, 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 all young people should always be respected
- It is the responsibility of the Manx Hockey Association and the associated clubs to report all concerns in line with the Manx Hockey Association / England Hockey Board reporting procedures
- The Manx Hockey Association is committed to encouraging the effective and safe recruitment of all individuals working with young people in hockey
- The Manx Hockey Association wishes to promote a telling culture. Everyone within hockey must therefore report all concerns in accordance with the Manx Hockey Association and England Hockey Board Reporting Procedures
- 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
- All those working in hockey, in a paid or voluntary capacity, must abide by England Hockey Board's Code of Ethics and Behaviour

Anti-Bullying

The Manx Hockey Association does not tolerate any form of bullying via any forms of communication and believes:

- Bullying of any kind is not acceptable within the hockey community and will not be tolerated
- Any incident or concern of bullying will be acted upon swiftly and dealt with accordingly

The Manx Hockey Association has adopted England Hockey Board's Anti Bullying Policy, which can be found at www.manxhockey.org/safeguarding And <http://www.englishockey.co.uk/page.asp?section=613§ionTitle=Policies>



Guidance and Legislation

Isle of Man Legislation

- The Children & Young Person Act 2001
- Race Relations Act 2004
- Disability Discrimination Act 2004
- Sex Offenders Act 2006
- Criminal Justice, Police and Courts Act 2007
- Human Rights Act 2001 and 2010
- Data Protection Act 2002
- United Nation Convention on the Rights of the Child

Isle of Man Guidance from Safeguarding Children's Board

- Working Together on the Isle of Man to Protect Children from Harm and Neglect (2010)
- Inter Agency Child Protection Procedures (2010)
- What to do if you are worried a child is being abused (Safeguarding Children Board 2009)

UK Legislation

- The Protection of Children Act 1999
- The Police Act 1997
- The Rehabilitation of Offender Act 1974
- Caring for the Young & Vulnerable – Home Office Guidance for Preventing Abuse of Trust 1999
- The Safeguarding Vulnerable Groups Act 2006



Reporting Procedures

Staff and volunteers within hockey are not expected to be experts in recognising any welfare issues, however everyone working within hockey on the Isle of Man have a duty of care to be vigilant and respond to suspicions of poor practice, abuse or bullying appropriately. It is the individuals' responsibility to respond and report any concerns.

Welfare Officer(s)

The MHA will appoint two Welfare Officers – 1 male and 1 female. Each club will also appoint their own Welfare Officer. The named Welfare Officers are to be the named point of contact for all club welfare officers via the MHA reporting procedures. The Welfare Officer is responsible for promoting good practice and keeping up to date with all new guidance as well as understanding the EHB's reporting procedures in case a concern is raised. The MHA WO must liaise with club welfare officers as and when is necessary.

CRB Officer

A CRB Officer will be appointed by the Manx Hockey Association. The CRB Officer will be responsible for all CRB checks undertaken for the Manx Hockey Association and affiliated clubs on the Isle of Man. The CRB Officer will adhere to the England Hockey Board CRB checking policy:

Minimum Operating Standards	Good Practice
Register with the EHB CRB service and conduct all CRB disclosures through the EHB	Use application forms
A person who regularly cares for, trains, supervises or is in sole charge of young people under the age of 18	Arrange club CRB evenings with all affiliated clubs
CRB disclosures to be conducted every 3 years	CRB database to be kept up to date and CRB officer to contact clubs / individuals as and when their CRB needs renewing

CRB and Protecting Children Guidance for Manx Hockey Association & Affiliated Clubs

Minimum Operating Standards

If in a position of trust over young people

Role	Read Policy	scUK Safeguarding Workshop	CRB Check	Signed Code of Ethics and Behaviour
Secretary	✓	✓	✓	✓
Welfare Officer	✓	✓	✓	✓
Junior Coaches	✓	✓	✓	✓
Senior Coaches	✓	✓	✓	✓
Junior Co-ordinator	✓	✓	✓	✓
Committee Members	✓			✓
Team Captains	✓	✓	✓	✓



Members		<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>
Umpires		<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Volunteers		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Parents		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Young People		<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>

NB: Each organisation needs to assess each role specifically and how it relates to working with young people.

The Manx Hockey Association recognises the importance of taking all reasonable steps when working with young people, in either a paid or unpaid position and adheres to the guidance outlined above. It is also the Manx Hockey Association's responsibility to promote these guidance notes to all affiliated clubs.

Responding to Concerns

The Manx Hockey Association recognises there are a number of reasons a person might need to report a concern:

- In response to something a young person has said to you – a disclosure
- In response to signs or suspicions of abuse
- In response to allegations made against a member of the MHA or a club member or volunteer
- In response to allegations made about a parent or someone not working within the sport
- In response to bullying
- In response to a breach of code of ethics and behaviour
- Observation of inappropriate behaviour
- In response to anything which makes them uncomfortable based on inappropriate behaviour of an adult or changes in behaviour of a young person
- In response to behaviour contrary to the EHB's Safeguarding and Protecting Young People in Hockey Policy and Procedures and Code of Ethics and Behaviour

All concerns reported must be recorded in writing using the England Hockey Board's Safeguarding Referral Form, which can be found at www.manxhockey.org/safeguarding Or www.englishockey.co.uk/safe to ensure that all information is recorded properly and promptly. **It is your responsibility to report your concerns, not to act on them.**

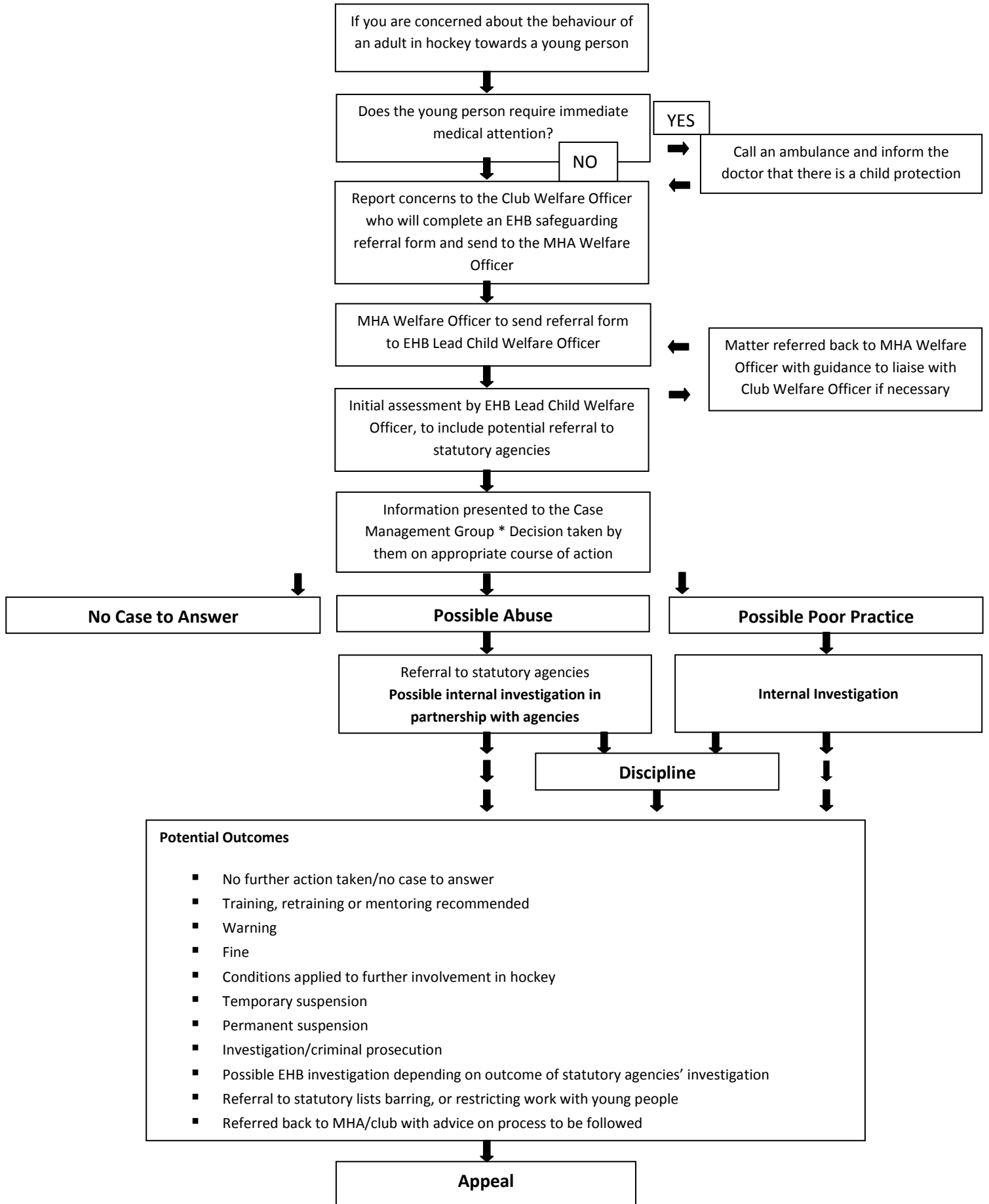
It is imperative that all concerns are reported in the first instance to the Manx Hockey Association Welfare Officer, if this is not possible then all concerns should be sent to England Hockey Board's Lead Welfare Officer as soon as possible:

Helpline: 01628 897500 or e-mail: childwelfare@englishockey.org

****It is important that the concern is reported as soon as possible and a referral form can be completed after the initial report.**

To assist in reporting any concerns either within or outside of the hockey environment on the Isle of Man please refer to the reporting concerns flowcharts.

Reporting Concerns of Possible Abuse WITHIN the Hockey Environment.





Reporting Concerns of Possible Abuse OUTSIDE the Hockey Environment.

If you are concerned that a young person could be being abused outside the hockey environment



If the young person requires immediate medical attention, call an ambulance and inform the doctor there is a child welfare concern



Report your concerns to your Club Welfare Officer who will refer the matter to the MHA Welfare Officer to refer the matter to the Local Authority Children's Social Care Department or the Police without delay. A record must be made of anything the child has said or what you have seen, with dates and times if possible



If the Club Welfare Officer is not available refer to MHA Welfare Officer or EHB Lead Welfare Officer. If either of these are not available refer to LA Children's Social Care Department or the Police without delay



Take advice from LA Children's Social Care Department or the Police whether it is appropriate to discuss the matter with parents



Complete an EHB safeguarding referral form, copy it to the relevant external agency and the MHA Welfare Officer and the EHB Lead Welfare Officer



Contact Details

Emergency

Organisation	Contact Details	Website
NSPCC Helpline (24 hrs)	0808 800 5000	www.nspcc.org.uk
EHB Lead Child Welfare Officer	T: 01628 897500 E: childwelfare@englandhockey.org Bisham Abbey National Sports Centre, Near Marlow, Buckinghamshire, SL7 1RR	www.englandhockey.co.uk
YOUR CLUB WELFARE OFFICER		
MHA Welfare Officers – Isle of Man	Kerry.penswick@gov.im , 01624 651572 Lesley Shimmin, the_shimmins@hotmail.com	www.manxhockey.org
Local Authority Children's Social Care Dept - IOM	01624 686179	
Police (child protection team)	In an emergency call 999	
Samaritans	08457 90 90 90	www.samaritans.org

Useful Contact Details – Help, support and advice

Organisation	Contact Details	Website
NSPCC – Child protection in sport unit (CSPU)	01162 34 7278	www.thecpsu.org.uk
NSPCC – 24 hr helpline	0808 800 5000	www.nspcc.org.uk
Victim support	0845 3030 900	www.victimsupport.org.uk

Useful Contact Details – Advice for children and young people

Organisation	Contact Details	Website
NSPCC	0808 800 5000	www.thereforeme.com
Don't hide it		www.donthideit.com
Childline	0800 1111	www.childline.org.uk
Kidscape	0207 730 3300	www.kidscape.org.uk www.bullying.co.uk