



Havant Hockey Club – Child Protection Policy

CHILD PROTECTION POLICY

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1.0 POLICY STATEMENT

Havant Hockey Club ('the Club' or 'HHC') has a duty of care to safeguard all children involved in the Club from harm. All children have a right to protection, and the needs of disabled children and others who may be particularly vulnerable must be taken into account.

HHC will endeavour to ensure the safety and protection of all children involved in the Club through adherence to this Child Protection Policy ('the Policy').



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The Policy, which conforms to England Hockey's Child Protection Policy except as noted in paragraph 1.7 below, is available at the Club website: www.havanthockeyclub.org.uk.

The Club expects high standards of conduct, both on and off the pitch, from all its members. Reference is made to the Club's disciplinary policy in this regard.

1.1 Status of Policy

The Policy was approved by the Executive of HHC on 29 May 2008 and came into effect that day.

1.2 Review

The Policy will be reviewed in accordance with changing regulations or when required.

1.3 Definitions used in the Policy:

- A 'child' is any person under the age of 18 years, and anyone over 18 years who may be vulnerable by nature of any impairment or disability (The Children Act 1989).
- A 'parent' includes parents and guardians.
- A 'senior member' is anyone aged 18 or over who is involved in the care of children in the Club, and people who are aged under 18 but are themselves involved in the care of children in the Club. This includes the relevant Club Executive, coaches, squad managers and trainers, whether employed or volunteers

1.4 Conduct and Child Protection Panel

The Executive will appoint senior members to a conduct and child protection panel ('the Panel') to consider and take appropriate action on all matters affecting conduct and child protection, including:

- The potential involvement of adults in junior hockey activities.
- Complaints.

Panel members have the right to refuse, suspend, or terminate (without refund of subscription) any player or member in the event of unacceptable behaviour or bad sportsmanship.

Panel members will have access to appropriate courses to ensure that they are properly trained for their role and are aware of current best practice in the area of conduct and child protection.



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1.5 Child Welfare Officer

The Executive will appoint a Child Welfare Officer ('CWO'), with the responsibility for acting as a focal point and keeping senior members aware of best practice.

The CWO will be a member of the Panel and act as secretary to Panel meetings.

The appointment is reviewed on an annual basis, or earlier in certain circumstances such as should the CWO leave the Club.

The current Club CWO is Chris Telling.

1.6 Contact Details

Club CWO (Chris Telling)	02392 483381
Club Captain (David Bartlett)	02392 376546
Hockey England CWO (Mike Joyce)	01908 544612
Hampshire Social Services	01962 847208
Hampshire Social Services Out-of-Hours	0845 600 4555
NSPCC – Child Protection Helpline	0808 800 5000
Childline	0800 1111
Havant Police Station	0845 045 4545

1.7 Exceptions to England Hockey's Child Protection Policy

HHC have adopted England Hockey's Child Protection Policy in its entirety, except as follows:

- Use of photographic equipment (Fact-sheet 15) See paragraph 4.

HHC have also gone beyond the recommendations of England Hockey in the following areas:

- All senior members must be CRB-checked.
- Its best practice guidelines say that at least one adult who has been CRB checked should be present at all times during activities involving children.
- The wearing of mouth-guards and carrying of shin-pads by children is compulsory.
- A Panel has been appointed and a complaints procedure put in place.



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2.0 PERSONS TO WHOM THIS POLICY APPLIES

The Children Act 1989 states that anyone who is involved in the care of children should 'do what is reasonable in the circumstances for the purpose of safeguarding or promoting the child's welfare'.

The Policy therefore applies to any person involved in the care of children in the Club.

2.1 Key Elements of the Policy:

- HHC has adopted the Policy to ensure that the welfare and safety of children in its care or custody is always the primary consideration.
- Is committed to providing an environment where children can learn about, participate in, and enjoy hockey, free from harassment or abuse.
- The safety and welfare of children should be of paramount importance, whatever the 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.
- 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.
- Special care is needed in dealing with children whose age, inexperience or ability makes them particularly vulnerable to abuse.
- All Club members have a responsibility to report concerns to the appropriate officer.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

It is recognised that senior members are not trained to deal with situations of abuse or to decide if abuse has occurred. Therefore, the procedures outlined within this Policy must be adhered to at all times.

2.2 Implications of the Policy

HHC accepts moral and legal responsibility to implement procedures to provide a duty of care for children, safeguard their well-being and protect them from abuse.

This means that HHC will:

- Respond to any allegations appropriately and implement the appropriate disciplinary and appeals procedures.
- Respect and promote the rights, wishes and feelings of children.
- Recruit, train and supervise senior members to adopt best practice to safeguard and protect children from abuse and themselves against false allegations.



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- Require senior members to adopt and abide by the England Hockey Conduct, Equity, Health & Safety, Coach Education Programme and Child Protection & Discipline Policies.

3.0 GOOD PRACTICE GUIDELINES

All senior members are expected to adhere to the following guidelines when dealing with child players. England Hockey's child welfare definitions and procedures are included in appendices 3 and 4, respectively.

3.1 General Good Practice:

- Always being publicly open when working with children.
- Always informing the CWO urgently of any concerns regarding the behaviour of any adult.
- Always being vigilant to the actions of adults towards children and of children amongst themselves
- Ensuring that there is at least one adult who has been CRB checked present at all times during activities involving children.
- Parents being responsible for their own child in the changing rooms.
- Treating all children equally, and with respect and dignity.
- Providing an example of good conduct for others to follow.
- Respecting a child's right to personal privacy, encouraging children and adults to feel comfortable, and caring enough to point out attitudes or behaviour they do not like.
- Remembering that one's actions, no matter how well intentioned, may be mis-interpreted by others.
- Recognising that special caution is required when discussing sensitive issues with children.
- Challenging unacceptable behaviour and reporting all allegations or suspicions of abuse to the CWO.
- Checking to ensure that all children wear mouth-guards and shinpads when playing hockey
- Always putting the welfare of each young person first, before winning.
- Creating a positive environment for training and competition.
- Not tolerating aggression and eliminating harassment and abuse.
- Giving enthusiastic and constructive feedback.
- Keeping abreast with technical skills, qualifications, insurance requirements, child protection guidelines and procedures, and first aid.
- Involving parents in supervisory roles where possible, preferably working in pairs.
- Gaining written parental consent to transport young players to and from training and matches.
- Explaining to a child (and if possible the child's parent) the need for manual support, although this rarely required in the sport of hockey.
- Recognising the developmental needs and capacity of children – avoiding



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- excessive training or competition and not pushing them against their will.
- Securing parental consent in writing for trained personnel to act in loco parentis, if the need arises, to administer emergency first aid and/or other medical treatment.
- Keeping a written record of any injury that occurs, along with the details of any treatment given.

3.2 Specific Good Practice Guidelines before Events (including Training, Home and Away Matches, Day Camps and any other Away Day Event)

The organisers of events should:

- Plan and prepare a detailed programme of activities for the children who are involved in the session.
- Obtain, in writing, parental consent to children joining an event. This should include completed medical and dietary consent forms.
- Give parents full information about an event, including details of the programme of events, the activities in which the children will be engaged and the supervision ratios.
- Collect all information about parents prior to the event, including telephone numbers on which the parents can be contacted at any time during the event.
- Nominate a responsible adult and inform parents of this person and their contact details.
- Check the facilities and surroundings being used to ensure that they are safe, well maintained and large enough to accommodate the number of players in attendance.
- Check that floodlighting if required is adequate.
- Check that changing and showering facilities are adequate.
- Be aware of the Standard Operating Procedure of the centre being used, including emergency facilities / telephone.
- Protect all children from the effects of the weather.
- Ensure that all children take appropriate kit (including goalkeepers) for the activity in which they are involved, in accordance with the England Hockey Health & Safety Policy.
- Be satisfied that those senior members who accompany group parties are fully competent to do so. Only qualified, experienced coaches should be used, and they should have adequate civil and third party liability insurance cover.

3.3 Specific Good Practice Guidelines During Events

- All children should have adequate breaks for the length of the day and the intensity of the practices/games.
- Children should not be put in physical danger through inappropriate grouping.



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- Adults should take care when participating in games with children.
- Children should not play more than is desirable for their age and/or ability.
- All children should be made aware of the importance of proper procedures for the intake of liquid and food for the activity in which they are engaged.
- Contact/medical information should be available for any child playing in an adult team.
- All children should be adequately supervised, preferably by two or more adults, and engaged in suitable activities at all times. They must not be left unsupervised at any venue whether it be indoors or out.
- In circumstances when planned activities are disrupted, e.g. due to adverse weather conditions or changed plans, organisers should have a number of alternative activities planned.
- Do not conduct meetings with children while they are changing
- Do not be alone in a changing room with children while they are changing or showering
- Do not deal with children's injuries without having a first aid certificate and another adult present
- Do not ask children to perform in training sessions or games whilst injured if by doing so they make the injury worse. Coaches should advise players to seek appropriate medical help or advice concerning injuries.
- Do not expose children to excessive extremes of weather during any session.
- Do not be alone with individual children in any situation particularly at the end of the sessions or in the dark.
- Do not offer to take children home or allow others to take them home without the specific permission of the parents.
- Do not supply or encourage under-age children to purchase or consume alcohol or banned substances of any sort or supply or encourage pornographic material. This is especially relevant to adult Club tours.

3.4 Specific Guidelines for Residential Events (in addition to all the above):

- All residential facilities should be adequate for the age and number of children.
- Children and supervising adults must sleep in separate rooms.
- Children should be encouraged to display high standards of behaviour, individually and as a group, recognising that their behaviour sets an example for the group.
- Do not shower with children under any circumstances.
- Do not visit children's rooms unnecessarily and never alone.
- Do not conduct individual meetings with children in their rooms.

3.5 Practices to be Avoided

The following should be avoided, except in emergencies:

- Spending excessive amounts of time alone with children away from others.



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- Taking children alone on car journeys, however short.
- Taking children to one's home where they will be alone with the driver.

If cases arise where these situations are unavoidable it should be with the full knowledge and consent of someone in charge in the Club or the child's parents. Examples might include if a child sustains an injury and needs to go to hospital, or if a parent fails to arrive to pick a child up at the end of a session.

3.6 Practices Never to be Sanctioned

Senior members of the Club should never:

- Engage in rough, physical or sexually-provocative games, including horseplay.
- Allow or engage in any form of inappropriate physical or verbal contact with a child
- Allow children to use inappropriate language unchallenged.
- Make sexually-suggestive comments to a child, even in fun.
- Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Do things of a personal nature for children that they can do for themselves.
- Invite or allow children to stay with one at one's home unsupervised.
- Allow bullying or bad behaviour by children.
- Allow oneself to be drawn into inappropriate attention-seeking behaviour, or make suggestive or derogatory remarks or gestures in front of children.
- Jump to conclusions about others without checking the facts.
- Either exaggerate or trivialise child abuse issues.
- Show favouritism to any child.
- Believe 'it could never happen to me'

3.7 Reporting an Accident or Incident

There are two cases that need to be reported:

- If a child is involved in an accident and is hurt, complete a Incident Report Form (see appendix 1).
- If a child seems distressed in any manner, appears to be sexually aroused by a senior member's actions, or misunderstands or misinterprets something said or done, report any such incident as soon as possible to another colleague and complete the External Body Incident Report form (see appendix 2).

In both of the above cases, the child's parent and the CWO must also be immediately informed.



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4.0 PHOTOGRAPHY

As part of the Parental Consent Form, HHC:

- Asks parents to register their intention to engage in video, zoom or close-range photography.
- Requests parents to decide whether photographs may be taken and used for training or publicity purposes or used on HHC's website (but without accompanying names).

The Club will monitor the use of photography at events and take appropriate action where it is felt necessary.

5.0 RECRUITMENT, EMPLOYMENT AND DEPLOYMENT OF STAFF AND VOLUNTEERS

5.1 Introduction

All reasonable steps must be taken to ensure unsuitable people are prevented from working with children. The same procedures should be adopted whether staff are paid or unpaid, full or part-time.

5.2 Pre-recruitment Checks

The following pre-recruitment checks should always be carried out:

5.2.1 Advertising

If any form of advertising is used to recruit staff, it should reflect the:

- Aims of the Club and where appropriate, the particular programme involved
- Responsibilities of the role
- Level of experience or qualifications required (e.g. experience of working with children is an advantage)
- The Club's open and positive stance on child protection.

5.2.2 Pre-application Information

Pre-application information sent to interested or potential applicants should contain:

- A job description including roles and responsibilities
- A person specification (e.g. stating qualifications or experience required).
- An application form.



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5.2.3 Applications

All applicants, whether for paid or voluntary, full- or part-time positions, should complete an application and self-declaration form, which should elicit the following information:

- Name, address and National Insurance Number (to confirm identity and right to work).
- Relevant experience, qualifications and training undertaken.
- The relevant governing body qualifications for coaching Club members (for all individuals running training sessions)
- Past career details or involvement in sport (to confirm experience and identify any gaps).
- Any criminal record.
- Whether the applicants are known to any social services department as being an actual or potential risk to children, a self-disclosure question to establish whether they have ever had action taken against them in relation to child abuse, sexual offences or violence.
- The names of at least two people (not relatives) willing to provide written references that comment on the applicant's previous experience of, and suitability for, working with children (previous employer).
- Any former involvement with the sport.
- The applicant's consent to criminal record checks being undertaken if necessary.
- The applicant's consent to abide by the Club's Code of Ethics and Conduct appropriate to the position sought (e.g. coach, official etc).

The form should also state that failure to disclose information or subsequent failure to conform to the Code of Ethics and Conduct will result in disciplinary action and possible exclusion from the Club.

5.3 Checks

All senior members must undergo a Criminal Records Bureau ('CRB') 'enhanced disclosure' check. A CRB check looks at the individual's past to ascertain whether or not he or she may be a threat to children.

The Panel is responsible for identifying senior members and the CWO for arranging their CRB checks.

A self-disclosure form has been adopted as part of the Club's Coaches/Helpers Register (registers are kept for all those with substantial access to children).

5.4 Interview and Induction

It may or may not be appropriate to conduct a formal interview. If it is, it should be carried out according to acceptable standards.



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All staff, paid or voluntary, will undergo a formal or informal induction in which:

- Their qualifications as a coach/official are substantiated
- They complete a profile to identify training needs/aspirations
- They sign up to the Club's Code of Ethics and Conduct
- The expectations, roles and responsibilities of the job are clarified (e.g. through a formal or informal work programme or goal-setting exercise)
- Child protection procedures are explained and training needs established.

5.5 Training

Checks are only part of the process to protect children from possible abuse. Appropriate training will enable individuals to recognise their responsibilities with regard to their own good practice and the reporting of suspected poor practice/concerns of possible abuse.

It is recommended that all senior members must be up to date, or receive training in:

- Child protection awareness (e.g. scUK workshop on Good Practice and Child Protection / NSPCC Educare Programme)
- First aid (e.g. scUK/BRC Emergency First Aid for Sport, St John or St Andrew's Ambulance First Aid qualifications)
- How to work effectively with children (e.g. scUK workshops on Working with Children, Coaching Children, Responsible Sports Coach)
- Child-centred coaching styles (e.g. scUK workshop Coaching Methods and Communication).

5.6 Monitoring and Appraisal

At regular intervals (or following a programme), all senior members should be given the opportunity to receive formal (e.g. through an appraisal) or informal feedback, to identify training needs and set new goals.

Managers should be sensitive to any concerns about poor practice or abuse and act on them at an early stage. They should also offer appropriate support to those who report concerns or complaints.

6.0 COMPLAINTS PROCEDURE

Adults or children with a complaint may approach the Panel directly or talk firstly to a squad manager, who will pass on the information to the Panel.

The names of current Panel members are as follows, but up-to-date information will be displayed prominently in the clubhouse and on the Club's website:



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Name	Home Phone	Mobile Phone
Jenny Bulled	02392 594743	07778 745838
Peter Nail	01489 578184	07913 853615
David Bartlett	02392 376546	07768 910624
Chris Telling	02392 483381	-

The Panel is responsible for considering the substance of complaints and for deciding on the appropriate response, not for determining whether or not abuse has taken place.

All complaints must be considered by a minimum of three Panel members who will determine the appropriate action to be taken. Where the Panel decides on disciplinary action, the Chairman of the Junior Section must first be consulted.

Those subject to disciplinary action have the right to appeal in writing to the Executive, which may cancel, increase or vary any penalty. Unless and until there are reasonable grounds for believing that a criminal offence may have been committed, the decision of the Executive will be final.

Information will be confidential and discussed only with people who may be able to help.

APPENDICES

- 1 Incident Report Form
- 2 External Body Incident Report Form
- 3 England Hockey Child Welfare Definitions
- 4 England Hockey Child Welfare Procedures



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INCIDENT REPORT FORM

APPENDIX 1

Please ensure that this form is completely legibly and is signed and dated.

Name and location of facility	
Full name of coach supervising the session	
Full name of the injured person	
Full address of the injured person	
Age of the injured person	
Date of accident	Time of accident
Nature of injury, including location on body	
Nature of any injuries/after-effects which developed later	
FULL details of the accident including; - how it happened; what activity was being performed; where it happened (if off pitch)	
Witness name(s) and address(es)	
Action taken:	
Police called: Yes / No	Ambulance called: Yes / No
Facility Manager informed: Yes / No	Facility accident book completed Yes / No
Parent informed Yes / No	
Details of first aid given	
Other actions?	

Section to be completed by Supervising Coach/Squad Manager

I confirm that the above details are correct and accurate to the best of my knowledge

Print Name	
Signature	
Date	



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**EXTERNAL BODY INCIDENT REPORT FORM
STRICTLY CONFIDENTIAL**

APPENDIX 2

Name of Club:	Havant Hockey Club	
Your Name:		
Your Position:		
Are you reporting your concerns or passing on those of somebody else? (give details).		
Brief description of what has prompted these concerns: include dates, times etc. of any specific incidents.		
What are the names, age, date of birth, parents'/carers' names and home address of the child/children involved?		
Have you spoken to the child/children and/or parent/carer of the child/children involved?		
If so, what was said?		
Has anybody been alleged to be the abuser? If so, give details.		
How does the alleged abuser know the child?		
Their Name:		
Their Position:		



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This report should be sent to the Club's Child Welfare Officer as soon as possible.

ENGLAND HOCKEY CHILD WELFARE DEFINITIONS

APPENDIX 3

3.1 The Difference Between Poor Practice and Abuse

Poor practice includes any behaviour that contravenes England Hockey's Policy on Ethics, Conduct and Discipline as constituted around the following:

- Rights – for example of the player, the parent, the coach, the official etc.
- Responsibilities – for example responsibility for the welfare of the players, the sport, the profession of coaching/umpiring, their own development.
- Respect – for example of other players, officials and their decisions, coaches, the rules.

Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by a stranger. Children can be abused by adults or other children. It is generally accepted that there are four main forms of abuse. The following definitions are taken from Sportscheck (NSPCC, July 2002)

3.2 Physical Abuse

Physical abuse 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 a carer feigns the symptoms of, or deliberately causes ill health to a child they are looking after. This situation is commonly described as factitious illness, fabricated or induced illness in children or 'Munchausen Syndrome by proxy' after the person who first identified the situation.

A person might do this because they enjoy or need the attention they get through having a sick child.

Physical abuse, as well as being a result of a deliberate act, can also be caused through omission or the failure to act to protect.

3.3 Emotional Abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve making a child feel or believe that they are worthless or uninvolved, inadequate or valued only insofar as they meet the needs of another person.

It may feature age- or developmentally-inappropriate expectations being imposed on children. It may also involve causing children to frequently feel frightened or in danger, or the exploitation or corruption of a child.

Some levels of emotional abuse is involved in all types of ill treatment of a



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child, though it may occur alone.

3.4 Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of, or consents to, what is happening. The activities may involve physical contact, including penetrative acts such as rape, buggery or oral sex or non-penetrative acts such as fondling.

Sexual abuse may also include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexual inappropriate ways.

Boys and girls can be sexually abused by males and/or females, by adults and by other children. This includes people from all different walks of life.

3.4 Neglect

Neglect is the persistent failure to meet a child's basic and/or physiological needs, likely to result in the serious impairment of the child's health or development. It may involve a parent or a carer failing to provide adequate food, shelter and clothing, leaving a young child home alone or the failure to ensure that a child gets the appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

It is accepted that in all forms of abuse there are elements of emotional abuse, and that some children are subjected to more than one form of abuse at any one time. These four definitions do not minimise other forms of maltreatment.

- Recent inter-agency guidance draws attention to other sources of stress for children and families, such as social exclusion, domestic violence, the mental illness of a parent or a carer, or drug or alcohol misuse. All of these areas may have a negative impact on a child's health and development and may be noticed by a Club caring for a child. If it is felt that any one of these areas adversely affects a child's well being, the same procedure should be followed.



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ENGLAND HOCKEY CHILD WELFARE PROCEDURES

APPENDIX 4

4.1 Recognising Child Abuse

Recognising child abuse is not easy, and it is not the responsibility of senior members to decide whether or not child abuse has taken place or a child is at significant risk. Senior members do, however, have a responsibility to act if they have a concern.

The following information is not designed to turn senior members into experts, but it will help them to be more alert to the signs of possible abuse.

4.1.1 Physical Abuse

Most children will collect cuts and bruises in their daily life. These are likely to be in places where there are bony parts of the body, like elbows, knees and shins.

Some children, however, will have bruising which can almost only have been caused non-accidentally. An important indicator of physical abuse is where bruises or injuries are unexplained or the explanation does not fit the injury, or when it appears on parts of the body where accidental injuries are unlikely, e.g. on the cheeks or on the thighs. A delay in seeking medical treatment, when it is obviously necessary is also a cause for concern.

Bruising may be more or less noticeable on children with different skin tones or from different racial groups and specialist advice may need to be taken.

The physical signs of abuse may include:

- Unexplained bruising, marks or injuries on any part of the body
- Bruises which reflect hand marks or fingertips (from slapping or pinching)
- Cigarette burns
- Bite marks
- Broken bones
- Scalds

Changes in behaviour, which could also indicate physical abuse:

- Fear of parents being approached for an explanation
- Aggressive behaviour or severe temper outbursts
- Flinching when approached or touched
- Reluctance to get changed, for example wearing long sleeves in hot weather
- Depression



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- Withdrawn behaviour
- Running away from home

Examples of physical abuse in sport could include when the nature and intensity of training and competition exceeds the capacity of the child's immature and growing body; where drugs are used to enhance performance or delay puberty.

4.1.2 Emotional Abuse

Emotional abuse can be difficult to measure, and often children who appear to be well cared for may be emotionally abused by being taunted, put down or belittled. They may receive little or no love, affection or attention for their parents or carers. Emotional abuse can also take the form of children not being allowed to play/mix with other children.

The physical signs of emotional abuse may include:

- A failure to thrive or grow, particularly if the child puts on weight in other circumstances, e.g. in hospital or away from the parents' care
- Sudden speech disorders
- Developmental delay, either in terms of physical or emotional progress

Changes in behaviour, which can also indicate emotional abuse, include:

- Neurotic behaviour, e.g. hair twisting, rocking
- Being unable to play
- Fear of making mistakes
- Self harm
- Fear of parent being approached regarding their behaviour

Examples of emotional abuse in sport could include constant criticism, name-calling, and sarcasm, bullying or unrealistic pressure to perform to high expectations consistently.

4.1.3 Sexual Abuse

Adults who use children to meet their own sexual needs abuse both boys and girls of all ages, including infants and toddlers.

Usually, in cases of sexual abuse it is the child's behaviour, which may cause one to become concerned, although physical signs can also be present. In all cases, children who talk about sexual abuse do so because they want it to stop. It is important therefore, that they are listened to and taken seriously.

The physical signs of sexual abuse may include:

- Pain or itching in the genital/anal areas
- Bruising or bleeding near genital/anal areas
- Sexually transmitted disease



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- Vaginal discharge or infection
- Stomach pains
- Discomfort when walking or sitting down
- Pregnancy

Changes in behaviour, which can also indicate sexual abuse, include:

- Sudden or unexpected changes in behaviour, e.g. becoming aggressive or withdrawn
- Fear with being left with a specific person or group of people
- Having nightmares
- Running away from home
- Sexual knowledge that is beyond their age or developmental level
- Sexual drawings or language
- Bedwetting
- Eating problems such as overeating or anorexia
- Self harm or mutilation, sometimes leading to suicide attempts
- Saying they have secrets they cannot tell anyone about
- Substance or drug abuse
- Suddenly having unexplained sources of money
- Not allowed to have friends (particularly in adolescence)
- Acting in a sexually explicit way towards adults

In sport, coaching techniques that involve physical contact with children could potentially create situations where sexual abuse may go unnoticed.

The power of the coach over young performers, if misused, may also lead to abusive situations developing.

4.1.4 Neglect

Neglect can be a difficult form of abuse to recognise; yet have some of the most lasting and damaging effects on children.

The physical signs of neglect may include:

- Constant hunger, sometimes stealing food from other children
- Constantly dirty or 'smelly'
- Loss of weight, or being constantly underweight
- Inappropriate dress for the conditions

Changes in behaviour, which may also indicate neglect, may include:

- Complaining of being tired all the time
- Not requesting medical assistance and/or failing to attend appointments
- Having few friends
- Mentioning their being left alone or unsupervised

The above list is not meant to be definitive but as a guide to assist you.



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It is important to remember that many children will exhibit some of these indicators at some time, and the presence of one or more should not be taken as proof that abuse is occurring.

There may well be other reasons for changes in behaviour, such as death or the birth of a new baby in their family, relationship problems with their parents/carers, etc.

Neglect in sport could include a teacher or coach not ensuring that children are safe, exposing them to undue cold or heat or to unnecessary risk of injury.

4.2 Responding to Poor Practice and Abuse

4.2.1 Responding to a Child

If a child says or indicates that he or she is being abused, or information is obtained that gives concern that a child is being abused, the person receiving this information should:

- Take what the child says seriously
- React calmly so as not to frighten the child
- Tell the child that he / she is not to blame and were right to tell
- Reassure the child, but do not make promises of confidentiality, which might not be feasible in the light of subsequent developments
- Keep questions to the absolute minimum to ensure a clear and accurate understanding of what has been said
- Make a full record of what has been said, heard and/or seen as soon as possible on the External Body Incident form and inform the Club's CWO must be informed immediately. A copy of the form is contained within the appendix.
- Ask the child if immediate protection is needed.

4.2.2 Responding to Suspicions or Allegations

- If anyone has concerns that abuse may have taken place, these should be directed to the Club's CWO, who shall report it to the EH CWO who will in turn report to Social Services, the police or the NSPCC and provide further guidance.
- A full record of what has been said, heard and/or seen including dates and times should be completed and forwarded to the Club's CWO.
- In urgent cases when the Club's CWO is not available, the EH Child Welfare Officer and/or local Social Services or the Police should be contacted directly.
- Social Services will always be happy to discuss, even hypothetically, any concerns a person may have about child protection matters and advise on whether it is necessary to make an official referral.

4.2.3 Allegations Against a Person Working within Hockey



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- It is important that anyone dealing with children should be aware that not all child abuse occurs within the extended family setting.
- It is essential that all responsible adults must be vigilant and aware that any inappropriate actions may lead to putting themselves at risk.
- All responsible adults should be aware that any allegations made against them will be taken seriously and will be investigated according to the steps outlined in this Policy.
- An individual against whom allegations or suspicions have been raised will be treated fairly and with respect, and is presumed to be innocent until judged to be otherwise.
- All allegations, suspicion, comment or complaint will be treated in the utmost confidence – this applies equally to the child, the person making the allegation or the person against whom the allegation is made.
- Should the Club be informed that an allegation of abuse has been made against an adult within their Club the EH CWO must be notified immediately.
- Should any person find themselves accused of any form of abuse they should contact the EH CWO for advice.
- Should any person involved with hockey suspect that a colleague is abusing a child this should be reported immediately to the Club's CWO and Social Services, the police or the NSPCC.