

MARKET HARBOROUGH HOCKEY CLUB
SAFEGUARDING AND PROTECTING
YOUNG PEOPLE IN HOCKEY



Market Harborough Hockey Club adopts England Hockey's Safeguarding and Protecting Young People in Hockey Policy ([England Hockey Safeguarding and Protecting Young People in Hockey Policy](#)) and works in accordance with the following statement:

Introduction

Market Harborough 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.

Market Harborough 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 anyone under the age of 18.

Obligations under this policy

Everyone within Market Harborough Hockey Club must act in accordance with:

- the general principles set out in this policy; and
- the principles set out in the particular policies below, together with the supporting good practice document:
 - The recruitment of persons working with young people
 - 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 Market Harborough Hockey Club will evidence agreement by the Hockey Family.

Market Harborough 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 Market Harborough 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 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 (LSCB's)¹.

Accordingly, England Hockey will work co-operatively with the relevant statutory agencies on matters relating to safeguarding young people and where England Hockey receives 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.

¹ Local Safeguarding Children Boards (LSCB) are the key statutory mechanism for agreeing how the relevant organisations in each local area will cooperate to safeguard and promote the welfare of children in the locality. The core membership of LSCBs is set out in the Children Act 2004, and includes local authorities, health bodies, the police and others. The objective of LSCBs is to coordinate and to ensure the effectiveness of their member agencies in safeguarding and promoting the welfare of children, they also provide education and training opportunities at local level.

Market Harborough 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
- Market Harborough 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
- All incidents involving young people should be reported to the club Welfare Officer (unless the incident involves the Welfare Officer in which case it should be reported to the Chair)
- Once an incident is reported it is the responsibility of the Welfare Officer to decide what action is necessary and to manage communication with parties involved
- 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
- Market Harborough 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 Justice 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

Designated Safeguarding Lead details

Welfare Officer: **Hannah Curtis**

Mobile Number: **07944 292783**

Email Address: **welfare@mhhockey.co.uk**

Whistleblowing Policy

If there is concern with regard to the behaviour of an adult towards a young person, MHHC’s policy is that these be shared with the England Hockey Ethics and Compliance Manager (safeguarding@englandhockey.co.uk, tel: 01628 897500).

All information received and discussed will be treated in confidence and only shared with those individuals who will manage and resolve the issue. Individuals can raise a matter of concern without fear of victimisation, or subsequent discrimination.

Recruitment Policy

Completed Disclosure and Barring Service (DBS) checks are mandatory at MHHC for all roles (whether paid or voluntary), where that individual will be working with U18’s or vulnerable adults. Current roles within the club which require DBS checks are Coaches, Captains and Committee Member roles. For new appointees, these checks must be completed before the appointment is confirmed and prior to the individual commencing employment or voluntary work at the club.

The cost of the DBS check is borne by the club and the applicant's data, required for verification, will be handled in accordance with data protection regulations.

Paid roles/volunteers may be required to undergo periodic DBS rechecks, especially when changing roles or responsibilities within the club, and prior to the expiry of their current certificate after 3 years.

MHHC, on the guidance of England Hockey, do not accept DBS checks performed outside of member hockey clubs unless the individual has signed up to the DBS Government Update Service and is enhanced with a child barred list check included. DBS checks completed via other member Hockey Clubs are portable and can be shared by using an England Hockey DBS Portability Form.

Current club members with relevant DBS certificate

- Hannah Curtis, Certificate date 16/12/2025
- Jo Bevan, Certificate date 13/07/2025
- James Webster, Certificate date 21/08/2024

- Ben Langdown, Certificate date 30/08/2024
- Philip Dickinson, Certificate date 06/09/2024
- Rachel Richardson, Certificate date 04/09/2024
- Bronwyn Wood, Certificate date 03/09/2024
- Ben Sleeman, Certificate date 01/11/2024
- David Standish, Certificate date 25/09/2025
- David Littlewood, Certificate date 13/10/2025
- Elin Mayes, Certificate date 07/09/2025
- Joshua Osborne, Certificate date 17/05/2025
- Owen Arthur, Certificate date 31/10/2025

Policy Review

This policy has been adopted by Market Harborough Hockey Club in April 2025 should be reviewed within 12 months of this date.