

SAFEGUARDING AND PROTECTING YOUNG PEOPLE POLICY

1. Introduction

1.1 Spencer Lynx (SL) follows and adheres to England Hockey's Safeguarding and Protecting Young People in Hockey Policy, as this is updated from time to time.

1.2 Spencer Lynx believes 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 The Hockey Family.

1.3 England Hockey defines **The Hockey Family** as all individuals, clubs, county and regional associations, leagues and other organisations involved in any capacity in the game of hockey, and whether or not they are members of England Hockey. For the avoidance of doubt, this includes all participants 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, players and other officials. Parents / legal guardians and spectators at hockey events and activities are also deemed members of the Hockey Family, as are commercial and education Partners.

1.4 In England a child is defined as anyone who has not yet reached their 18th birthday. Child protection guidance points out that even if a child has reached 16 years of age and is:

- living independently
- in further education
- a member of the armed forces
- in hospital; or
- in custody in the secure estate

they are still legally children and should be given the same protection and entitlements as any other child (Department for Education, 2018).

1.5 For the purpose of this policy Safeguarding is defined as 'the action that is taken to promote the welfare of children and protect them from harm' NSPCC. Child protection is part of the safeguarding process. It focuses on protecting individual children identified as suffering or likely to suffer significant harm. This includes child protection procedures which detail how to respond to concerns about a child (the **Reporting Procedures**).

1.5 This Safeguarding and Protecting Young People in Hockey Policy (the "**Safeguarding Policy**") applies to all employees, contractors, ambassadors and volunteers of Spencer Lynx and each member of The Hockey Family. The Safeguarding Policy sits alongside all other England Hockey policies and regulations adhered to by Spencer Lynx, including, but not limited to, the England Hockey Code of Ethics and Behaviour, and all other SL policies.

2. Purpose of Policy

2.1 This Policy has been produced to promote the welfare, of young people and protect them from harm or risk of harm, this includes physical and mental wellbeing. The Policy sets out the commitments made by Spencer Lynx with regard to safeguarding young people and

certain general principles and specific guidance that must be followed by The Hockey Family.

2.2 Members of The Hockey Family must be aware of and comply with England Hockey's Safeguarding Policy, Safe Recruitment Policy, Reporting Procedures and Code of Ethics and Behaviour.

3. Legal Context, Requirements and Government Guidance

3.1 The practices, procedures, principles and guidance within this Safeguarding Policy and associated reporting procedures are based on the principles contained within the Children's Act 1989 & 2004 and the Government guidance 'Working Together to Safeguarding Children 2018'.

3.2 The practice, procedures, principles and guidance within the Safe Recruitment Policy are based on the principles of The Protection of Freedoms Act 2012 and the requirements of the Disclosure and Barring Service (DBS) in relation to recruitment of those in regulated activity.

3.3 As a body funded by Sport England & UK Sport, England Hockey works with the NSPCC's Child Protection in Sport Unit (CPSU) to meet the 'Standards for safeguarding and protecting children in sport'. England Hockey is committed to the continued evolution of safeguarding best practice and the creation of a safer environment for all young people in hockey.

4. Spencer Lynx's Responsibility

4.1 Under this Policy, Spencer Lynx:

4.1.1. Adopts England Hockey's Safeguarding Policy and associated guidance.

4.1.2. Has at least one named Welfare Officer, whose contact details are easily accessible to all club members and who has attended a 'Time to Listen' safeguarding workshop.

4.1.3 Follows England Hockey's recruitment guidance by ensuring that their club/association is registered on England Hockey's DBS system, has at least one active DBS Verifier and that the club/association actively use the DBS system to complete DBS checks on the appropriate individuals.

4.1.4 Ensures that all coaches/ individuals who work regularly with young people have appropriate safeguarding training.

4.1.5 Understands and follows England Hockey's reporting procedures and disseminates this information to their members.

4.1.6 Provides an environment that is positive, safe, engaging and inclusive. The welfare and wellbeing of young people is paramount.

4.1.7 Understands that safeguarding young people is everyone's responsibility, not just the Welfare Officer.

4.1.8 Will ensure that one of the Spencer Lynx Trustees reviews and, as necessary, updates this policy every year.

5. Welfare Officer

5.1 Spencer Lynx's Welfare Officer is Julia Oldham and may be contacted by email at juliaoldham@me.com and/or by telephone on 07768 667074. If it is not possible to reach Julia, the Spencer Lynx Trustees may be contacted at SpencerLynxHockey@gmail.com.

6. General Principles

6.1 The following general principles regarding safeguarding and protecting young people will be applied by Spencer Lynx and should also be applied by everyone within The Hockey Family:

6.1.2 The safety and welfare of young people is paramount.

6.1.3 The rights, dignity and worth of all young people must always be respected.

6.1.4 The views and opinions of young people are sought, considered and integrated into all aspects of hockey.

6.1.5 All young people, regardless of age, disability, gender reassignment, race (including ethnic origin, nationality and colour), religion or belief, sex (gender), sexual orientation, marital and civil partnership and pregnancy and maternity have the right to be protected from harm.

6.1.6 It is recognised that some young people have additional vulnerability, which may be due to disability, language, sexual orientation, culture or for the fact that they perform in an elite environment. It is therefore important to raise awareness of additional risks and address particular needs, as required.

6.1.7 The creation of a safe culture and environment will allow young people to thrive within hockey and feel supported should they need to raise any concerns.

6.2 In 'Working together to Safeguard Children 2018' children say they need:

- Vigilance: to have adults notice when things are troubling them
- Understanding and action: to understand what is happening; to be heard and understood; and to have that understanding acted upon
- Stability: to help them develop an ongoing stable relationship of trust with those helping them
- Respect: to be treated with the expectation that they are competent rather than not
- Information and engagement: to be informed about and involved in procedures, decisions, concerns and plans
- Explanation: to be informed of the outcome of assessments and decisions and reasons when their views have not been met with a positive response.
- Support: to be provided with support in their own right as well as a member of their family
- Advocacy: to be provided with advocacy to assist them in putting forward their views
- Protection: to be protected from all forms of abuse and discrimination and the right to special protection and help if a refugee

6.3 Safeguarding is everyone's responsibility, but it is the responsibility of child protection experts to determine whether or not abuse has taken place. It is everyone's responsibility in hockey to report concerns.

6.4 Statutory agencies have a role in safeguarding young people and information should be shared with them as appropriate.

6.5 In order to safeguard all young people, The Hockey Family must work in partnership to implement policies, respond to concerns and deliver best practice.

6.6 For clarity, this Safeguarding Policy and any related 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. This applies in all hockey environments, on and off the pitch.

7. Responding to Concerns

7.1 Concerns may be raised in response to the following:

- Something a young person has said to you – a disclosure
- Signs or suspicions of abuse
- Allegations made against a member of staff or a volunteer
- Allegations made against a parent/legal guardian, carer or someone not working within the sport
- Bullying
- A breach of England Hockey's Code of Ethics and Behaviour (Respect)
- Observation of inappropriate behaviour
- Anything which makes them uncomfortable based on inappropriate behaviour of an adult or changes in behaviour of a young person
- Behaviour being contrary to England Hockey's Safeguarding and Protecting Young People in Hockey Policy and Procedures
- Receiving a call from a statutory agency ie Police, Children's Services
- Reading or hearing something of concern about a member of the Hockey Family in the media

This list is not exhaustive

7.2 If a concern is raised:-

- stay calm and reassure the person reporting their concerns that they have done the right thing in telling you.
- Keep an open mind.
- Listen carefully to what is said and take the person reporting it seriously. Tell them what you will do next and with whom the information will be shared.

7.3 Concerns should be reported as soon as possible to our Welfare Officer, Julia Oldham. She should be the first point of contact.

7.4 England Hockey has clear rules about reporting procedures and these can be found online at [EH Reporting Procedures](#)

8. Additional Guidance:

8.1 England Hockey documents and guidance:

- [Good Practice](#) Guidance
- [Recognising Poor Practice and Behaviour](#)
- [Safeguarding Referral Form](#)
- [Code of Conduct](#)
- [Safe Recruitment Policy](#)
- [Photography and Livestreaming Guidance](#)

8.2 England Hockey Contacts:

Responsibility for safeguarding in hockey falls with the Ethics and Welfare Team, who will be pleased to answer any questions or queries relating to any aspect of safeguarding and protecting young people:

- Ethics and Welfare Manager (Lead for Safeguarding) – contact for any child protection concerns
- Ethics and Welfare Officer – general safeguarding enquiries
- Ethics and Welfare Administrator – recruitment related queries

Tel: 01628 897500 **Email:** safeguarding@englandhockey.co.uk

Address: England Hockey, Bisham Abbey National Sports Centre, Marlow, Bucks SL7 1RR

8.3 Local Safeguarding Team:

The Local Authority Designated Officer for Wandsworth or Lambeth should be contacted **within one day** when there are concerns about a member of staff or volunteer who works with children and:

- Has behaved in a way that has harmed or may have harmed a child
- Has possibly committed a criminal offence against or related to a child
- Has behaved in a way that indicates they may pose a risk of harm to children.

Wandsworth: Anita Gibbons 07974586461 lado@wandsworth.gov.uk

Lambeth: 020 7926 4679 or 07720828700 lado@lambeth.gov.uk

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