

RICHMOND HOCKEY CLUB

Founded 1874

Astro: University of Westminster Sports Ground, Hartington Road, Chiswick, London, W4 3UH

www.richmondhockeyclub.com

CHILD PROTECTION AND WELFARE POLICY AND WHAT YOU CAN EXPECT FROM THE COACHES

Richmond Hockey Club adopts the Safeguarding and protecting Young People in Hockey Policy proposed by England Hockey which states:

- That the safety and welfare of children should always be of paramount importance, whatever the circumstance.
- A child, regardless of age, ability, gender, racial origin, religious belief and sexual orientation has a right to be protected from harm.
- 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 and must report all concerns in accordance with the EHB reporting procedures.
- That everyone with a role in working with children must recognise and regard as essential the effective and safe recruitment of all individuals (whether paid or voluntary) working with young people in hockey.

This policy applies to any person or organisation involved in the care of children in hockey. A "child" is defined as any person under the age of 18 years, and anyone over the age of 18 who may be vulnerable by nature of impairment or disability. 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".

At Richmond we are fortunate to have so many coaches and managers (overwhelmingly volunteers) to work with our young players each week and help them develop both technical skills and a sense of enjoyment from playing the game of hockey.

We recognise that whilst playing ability is at the heart of what we do, our responsibilities aside from the technical aspect of the game are equally important. We take player welfare and child protection very seriously and have developed our policies, guided by England Hockey, to ensure that the environment we provide is both safe and supportive for all our players.

We expect all our adult helpers to uphold the following principles at all times:-

- To act in the best interests of the players at all times, to only expose players to positive experiences and protect them from negative experiences whenever possible.
- To recognise the role we have in the all round development of players, not just technical development. We should not underestimate our role as mentor, confidante, and friend, particularly if developed over a number of years.
- To demonstrate 'exemplary behaviour' at all times to ensure players have only a positive role model to follow.

We also have the following expectations of all our coaches and managers:-

Personal Standards:

- To be smart and suitably dressed for the conditions.
- To only eat or drink in an appropriate manner whilst working with young players.
- Not to use any language (profanities, racist, intimidatory) that causes offence.
- To show good sportsmanship at all times, including towards other players, officials, parents and spectators.
- To be aware that everything we do should contribute towards providing a positive role model for the young players.

Responsibilities towards players:

- Ensure that the level of playing activity carried out is suitable for a player's age and ability.
- Be concerned about safety of playing environment and weather conditions.
- Ensure that players are supervised at all times whether at home or away fixtures.
- Confirm any transport arrangements to away fixtures with parents and ensure that on return, players are supervised until collected.
- Remind players of need to be suitably dressed for conditions, remove all jewellery and wear personal protection at all times.
- Be aware of players in group with significant medical needs; to have emergency contact details for all players available at all times.
- Ensure that any physical contact is appropriate and accepted by the young player.
- Respect the right of all players to be treated equally and fairly and to deal with any issues arising between players in a fair and even handed way.
- To protect players from any form of abuse and to inform the Club Welfare Officer of any concerns both inside or outside the hockey club environment.
- To be competent to deliver the level of coaching required. Attend Coaches meetings organised by the Director of Coaching, to make the most of opportunities to develop coaching skills and share good practice.