

1. Purpose

London Hockey Limited is committed to providing a safe, welcoming and inclusive hockey environment within the overall England Hockey framework for hockey and safeguarding.

For the purposes of this policy, Safeguarding young people is defined as: *'the action that is taken to promote the welfare of children and protect them from harm'* (NSPCC).

An Adult at Risk is defined as someone who is aged 18 or over and: (i) has needs for care and support (whether or not these needs are being met by a local authority); (ii) is experiencing, or is at risk of, abuse or neglect; and/ or (iii) as a result of their care and support needs, is unable to protect themselves from the risk of, or experience of, abuse or neglect.

This policy sets out how we strive to prevent and respond to safeguarding concerns involving young people (U18s) and adults at risk. This policy should be read in conjunction with the information on best practice available from England Hockey's website: [Safeguard](#), [Safeguarding and Protecting Young People in Hockey Policy](#), [Safeguarding Regulations](#) and codes of conduct including the [Spirit of Hockey](#).

2. Scope

The Policy applies to all London Hockey officers, officials and participants, be they directors, members, players (including all squad members), umpires and match officials e.g. managers, coaches, physios, and parents of juniors or spectators. It covers hockey activities, on and off pitch, including training, fixtures, tournaments, trips, online activity, and social events.

It also includes project delivery partners and, in particular, those involved with and helping to deliver London Hockey Futures.

3. Principles

- Welfare: the safety and wellbeing of young people and adults at risk is paramount
- Inclusivity: we uphold the Spirit of Hockey which includes respect, fairness, teamwork, fun and do not tolerate discrimination, bullying or harassment
- Risk aware: we put measures in place to prevent harm and respond quickly if concerns arise
- Active listening: we listen to young people and adults at risk, take concerns seriously and act without delay

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- Confidentiality: we record, store and share information lawfully and only with those who need to know to protect someone
- Partnerships: we work closely with England Hockey, our coaches, schools, facility providers and parents/ carers and, when necessary, local authority designated officers (LADO) and their teams.

It is the responsibility of safeguarding and child protection experts to determine whether or not a safeguarding breach and/or abuse has taken place.

It is everyone in hockey's responsibility to read and understand this policy and report any concerns as set out in this policy to a member of the Safeguarding team.

4. Roles & Responsibilities

The primary safeguarding responsibilities within London Hockey are:

Dawn Bonner Safeguarding Officer safeguarding@london.hockey

Mark Bennett Governance Director governance@london.hockey

- The Governance Director is the Safeguarding Designated Lead Officer and is appointed by London Hockey to oversee and promote welfare and safeguarding. They lead on implementation of policy, take overall responsibility for DBS verification and ensure safeguarding training is completed for those who need it. They will work closely with Chairs of Committee to ensure due diligence, including training checks (e.g. qualifications, first aid) for London Hockey positions with a safeguarding requirement are relevant and up to date.
- Safeguarding Officer: an individual appointed by London Hockey whose role is to be the first point of contact for reporting of concerns or issues. They will involve other London Hockey officers and the Governance Director as needed. They are active in promotion and implementation of welfare and safeguarding policies and practice.
- London Hockey Board: owns area safeguarding, develops and approves policy, and ensures implementation. Monitors London Hockey's compliance with England Hockey policy, guidance and codes of conduct.
- Project Committee: manages delivery and assures there is oversight from a safeguarding and welfare perspective on all activities. Records training, DBS and qualifications and ensures risk management is up to date and relevant. This will be a combination of Merton, Spencer and Wimbledon Hockey Club officers (respectively appointed) and Quick Start Hockey and Spencer Lynx. A member of the project committee will be responsible for local (project activity) safeguarding.

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5. DBS and Training

DBS Checks

All those working or volunteering regularly in a role that is in 'regulated activity' with anyone under the age of 18 or adults at risk must hold an enhanced DBS certificate. Regulated activity is defined by England Hockey and involves teaching, training, instructing, caring for or supervising children, or providing guidance / advice on wellbeing or driving a vehicle only for children. Activity that is frequent (once a week or more) or intensive (4 times in a month or more) qualifies.

All DBS checks must be renewed every three years. Whilst a DBS check is pending, the coach or volunteer must be supervised by someone who holds a clear enhanced DBS certificate. More information is available from [England Hockey](#).

Safeguarding Training

Those involved or responsible for safeguarding, should undertake England Hockey's online training which includes the "[Safeguarding Awareness Course](#)" and "[Safeguarding in Hockey](#)".

In addition, those with oversight and safeguarding contact responsibilities should have attended England Hockey "[Time to Listen](#)".

Project record

The Project Committee and London Hockey will agree on the creation and maintenance of a record of all who are DBS checked, their qualifications and relevant course attendance/s. This will be similar to that held by the London Hockey Junior Committee for its coaches etc. The responsibility for maintaining that record will sit jointly with the Governance Director and lead on the Project Committee.

As hockey almost entirely uses astroturf pitches, each project location should consider the relevance / applicability of the [London Hockey Juniors Risk Assessment](#) to each venue (as our Juniors do for theirs).

7. Recognising & Responding to Concerns

If anyone is considered to be in imminent danger, the person raising a concern must dial 999. Individuals witnessing a safeguarding concern should not try to intervene if it could put themselves in danger.

As soon as possible, all concerns must be reported to either the Project Safeguarding Lead, the Governance Director or the Safeguarding Officer.

It is the responsibility of individuals to report concerns. It is not their responsibility to determine if a safeguarding breach has occurred. That responsibility lies with London Hockey who will work with other safeguarding and child protection experts, notably England Hockey, local authority designated officer (LADO) teams and/or the Police as appropriate.

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For more urgent concerns, or should email be inaccessible, please contact the Governance Director by phone (Mark Bennett 07767 327533).

We are committed to providing easy and accessible reporting pathways and will work with individuals to meet their requirements. Those investigating will listen to concerns and make a record of these. They may also contact other participants in the activity or identified witnesses.

London Hockey is committed to ensuring all safeguarding concerns and/ or investigations are completely confidential and supporting those involved. Individuals who have raised a concern will be informed of how the concern is being responded to, where appropriate and necessary to do so.

8. Managing Allegations

London Hockey is committed to a fair review process in managing any and all safeguarding allegations. All concerns raised will be taken seriously and thoroughly investigated.

Any individual who has allegedly harmed a young person or adult at risk may be suspended without prejudice while enquiries (including those of England Hockey) progress. The decision to suspend an individual will be taken by London Hockey in discussion with the Project Committee.

If safeguarding concerns against an individual are upheld, and resolution/ risk management cannot be achieved via the implementation of recommendations or protective conditions, London Hockey reserves the right to instigate disciplinary proceedings.

Outcomes of safeguarding investigations will (unless exceptional circumstances apply) remain confidential to those parties involved.

11. Photography, Video & Social Media

London Hockey adopts England Hockey's photography and streaming guidance. London Hockey wants to promote positive use of images and video for hockey, however, the welfare of young people and adults at risk is always paramount. Any planned photography or videography, which could involve under-18s and/ or adults at risk, must first be subject to a consent process. Consent should be sought from parents/ carers of under-18s and/ or adults at risk. For non-members of London Hockey, consent must be sought on a case-by-case basis.

No private messaging via text, WhatsApp or social media between adults and under-18s should occur. Contact with U18s via text, WhatsApp or email should occur in a group format with a parent/guardian and the U18, and only after consent has been received to do this.

Imagery used for social media which contains under-18s or adults at risk should follow the same consent process.

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12. Changing Rooms, Transport & Trips

- Changing rooms: separate facilities should be used where possible; no photography to take place in the changing room and under-18s to be supervised by an adult. No adult should be alone in a changing room with an U18. If U18s are in the same changing room as adults there should be at least 2 safeguarding trained adults present at all times.
- Transport: London Hockey does not routinely arrange private lifts and where a parent or carer arranges transport, that is their responsibility to ensure that travel is safe.
- Where London Hockey organises travel, for example to cup games or tournaments, we adopt England Hockey's Safeguarding Good Practice Policy which includes ensuring that there is a welfare plan for the trip.
- Young people and adults at risk should not travel alone with an individual unless there is express written consent from a parent or carer. Young people should sit in the back of the car.

13. Medical, First Aid & Injuries

Qualified first aiders and stocked first-aid kits must be available at all training sessions and matches. Concussions and significant injuries are to follow recognised return-to-play guidance; injuries are recorded and reported as needed.

14. Bullying, Harassment & Poor Practice

London Hockey takes a zero-tolerance approach to bullying, discrimination, hate incidents and sexual harassment. Concerns can be raised with the Welfare Officer or the Chairman of the Board.

London Hockey subscribes to England Hockey code of conduct and Spirit of Hockey guide. More information can be found [here](#). For any disciplinary concerns, please refer to London Hockey's Disciplinary Policy.

Policy Owner and Review

Policy owner: Governance Director

Adopted: March 2026

Next review: April 2028