Reporting Safeguarding flowchart

What to do with an allegation, suspicion or disclosure of poor practice or harmful behaviour

Below is an example of how concerns could be dealt with, it is important to remember there are moving parts with safeguarding and actions can and do change.

Always seek advice from England Hockey if unsure of the next step

Always follow and refer to the 6R's for safeguarding of England Hockey. This will guide you through the correct process

Club Welfare Officer

England Hockey Safeguarding Team will asses any risks and consult with Statutory Agencies (where appropriate) to determine the route for further action

CONTACT EMERGENCY SERVICES IMMEDIATELY IF A CHILD/ADULT AT RISK IS IN DANGER OR IS INJURED

If concern is does not meet England Hockey threshold the CWO and Club may resolve the matter internally

- Improvement plan/ training/support
- Warning and guidance/mediation
- No further action

Report the concern to England Hockey

If there is a conflict of interest, concerns continue or no resolution

If concern is considered to be poor practice/misconduct

- Refer back to CWO/club for resolution with guidance
- England Hockey further investigation and involvement
- Disciplinary action (misconduct procedures)
- Further training/education/mentoring
- No further action

Without delay report to emergency services if an individual has/may have:

- Harmed a child/adult at risk;
- Committed a criminal offence against a child/adult at risk; or
- Presents a risk to children/adults at risk

Please inform England Hockey about the report at the earliest opportunity

Possible next steps

If the concern is considered to be potential abuse

- Formal Investigation by Police/Social Care (Statutory Process)
- LADO Consultation and Decision Making
- Disciplinary action (Policy Procedures)
- Criminal Prosecution (Police Process)
- Barring from working with children (DBS Process)
- England Hockey case management (statutory processes take precedence)

ENGLAND HOCKEY

safeguarding@englandhockey.co.uk