

Safeguarding Adults at Risk Policy

1. Policy Statement
2. Definition of Adults at Risk
3. Scope and Application
4. Safeguarding Principles
5. Safeguarding Responsibilities & Assurance
6. Legal and Governance Framework
7. Information Sharing and Reporting

Appendix:

Definitions

Links to Support

1 Policy Statement

- 1.1 This policy outlines England Hockey's (EH) approach to creating and maintaining fun and safe environments where Adults at Risk can thrive. EH seeks to lead the sport by collaborating with and empowering our community, and together we aim to deliver safer activity and welcoming environments for everyone.
- 1.2 All Adults at Risk involved in hockey have the right to be safe, respected, empowered and supported. Adults at Risk have the right to participate in hockey in a safe and welcoming environment, where their voices are heard and their choices are respected.
- 1.3 England Hockey (EH) recognises that safeguarding is a shared responsibility across hockey, and that Adults at Risk may need help or protection at different points in their lives, including those who may be more vulnerable due to disability, illness, trauma, coercion or life circumstances.
- 1.4 EH acknowledge that some Adults at Risk, including deaf and disabled or those from Black, Asian and minoritised ethnic communities, can be particularly vulnerable to abuse and EH accept the responsibility to take reasonable and appropriate steps to ensure their welfare.



- 1.5 EH acknowledges its legal and moral responsibility, and that of its member clubs and organisations, to safeguard all Adults at Risk involved in hockey. Whilst safeguarding is everyone's responsibility, within EH there is a team of individuals who have more specific responsibility in relation to safeguarding, namely our Board Champion, an Executive Director, our Head of Legal and Governance and our Safeguarding team who manage both reactive and proactive safeguarding.
- 1.6 This policy, supported by associated procedures, guidance and codes of conduct, sets out our commitment to preventing harm, responding to concerns, and ensuring that all participants are protected from poor practice, abuse and exploitation.
- 1.7 This policy operates in line with safeguarding legislation, national standards and guidance. EH will work in partnership with statutory agencies and specialist organisations to ensure best practice is implemented, monitored and maintained.
- 1.8 This policy sits alongside the EH Safeguarding Children and Young People Policy to support a consistent and continuous approach to safeguarding and wellbeing as Children transition into adulthood.

2 Definition of Adults at Risk

- 2.1 For the purpose of this policy, an Adult at Risk is defined in line with the Care Act 2014 as a person aged 18 years or over who:
 - 2.1.1 Has needs for care and support (whether or not those needs are being met)
 - 2.1.2 Is experiencing, or is at risk of abuse or neglect
 - 2.1.3 As a result of those care and support needs is unable to protect themselves from either the risk of, or experience of abuse or neglect.
- 2.2 The definition reflects safeguarding guidance provided by Ann Craft Trust and recognises that an adult may be considered at risk due to a range of factors, including physical or learning disabilities, mental health needs, long-term illness, age, or other circumstances that may affect their ability to protect themselves.
- 2.3 Being an Adult at Risk may be a temporary or permanent situation, and an individual's level of vulnerability may vary depending on their circumstances or environment.

3 Scope & Application

- 3.1 From the board to staff, EH places adult safety and wellbeing at the centre of its values and culture. As the National Governing Body for hockey in England, EH is responsible for promoting safe, welcoming and enjoyable environments for all Adults at Risk.
- 3.2 This policy applies to:
 - 3.2.1 All EH Board and staff members
 - 3.2.2 All Members and Connected Participants of EH



- 3.2.3 All individuals, clubs, associations and organisations delivering or participating in hockey under the jurisdiction of England Hockey, whether or not they are an EH Member, including players, coaches, umpires, officials, volunteers, and spectators.
- 3.3 EH will take proportionate and appropriate action against any individual or organisation found to be in breach of this policy, including through investigation, suspension or sanctions under the EH Disciplinary Regulations and EH Safeguarding Disciplinary Regulations.
- 3.4 EH welcomes concerns raised in good faith and will always treat them seriously. No action will be taken against anyone raising a genuine concern, even if it is later found to be unsubstantiated. However, malicious or deliberately false allegations may result in disciplinary action.
- 3.5 This policy should be read alongside:
 - 3.5.1 EH Safe Recruitment Guidance
 - 3.5.2 EH Safeguarding Reporting Procedures
 - 3.5.3 EH Spirit of Hockey - Code of Conduct
 - 3.5.4 EH Safeguarding Disciplinary Regulations
 - 3.5.5 EH Good Practice Guidance
 - 3.5.6 EH Poor Practice Guidance

4 Safeguarding Principles

- 4.1 EH and all those involved in hockey will uphold the following principles:
 - 4.1.1 The welfare of Adults at Risk is paramount
 - 4.1.2 All Adults at Risk have the right to be safe, respected, included and heard
 - 4.1.3 Everyone has a duty to recognise and report safeguarding concerns. Failure to report concerns in accordance with this policy, or our reporting procedures, or to a Club Welfare Officer, may result in disciplinary action.
 - 4.1.4 Adults in Positions of Trust must maintain clear, professional boundaries
 - 4.1.5 Low-level concerns, poor practice, and early indicators of potential harm must be recognised, recorded and addressed promptly to prevent escalation and to foster an effective safeguarding culture.
- 4.2 EH aligns with the principles of the Care Act 2014.

5 Safeguarding Responsibilities & Assurance

- 5.1 EH will:
 - 5.1.1 Reinforce the message that safeguarding is not optional and that everyone has responsibility to ensure Adults at Risk are safe in hockey.



- 5.1.2 Prioritise adult's welfare and ensure their voices inform decision-making
 - 5.1.3 Provide expertise, support and resources to help the sport maintain the highest level of safeguarding practice in all areas of sport.
 - 5.1.4 Ensure systems are in place to identify, record, review and respond to low-level safeguarding concerns, including monitoring for patterns of behaviour and escalating concerns where appropriate.
 - 5.1.5 Embed safeguarding through clear policies, procedures, codes of conduct and assurance activity
 - 5.1.6 Commit to share information about safeguarding and good practice via leaflets, posters, group work, forums and one-to-one discussions.
 - 5.1.7 Ensure all individuals in Positions of Trust complete mandatory safeguarding training and vetting, monitored through EH compliance processes
 - 5.1.8 Respond promptly and proportionately to all concerns, recording and managing cases in line with EH procedures and statutory guidance
 - 5.1.9 Refer matters to the Police or Adult Social Care when appropriate
 - 5.1.10 Maintain safe systems, including secure information handling and Disclosure and Barring Service (DBS) compliance
 - 5.1.11 Ensure strategic safeguarding leadership, and work collaboratively with Sport England, UK Sport and Ann Craft Trust
 - 5.1.12 Ensure all staff receive appropriate periodical safeguarding training.
 - 5.1.13 EH may, following a case-by-case assessment, publish or otherwise communicate the outcome of safeguarding-related disciplinary decisions where it considers this to be necessary and proportionate for safeguarding purposes. In reaching this decision, EH will balance the sensitivity of the matter with the need to protect participants, promote learning, and maintain confidence in safeguarding arrangements. All decisions will be consistent with UK GDPR Article 6 & 9 conditions.
 - 5.1.14 Any publication will be lawful, proportionate, and compliant with data protection and confidentiality requirements. Decisions relating to publication form part of EH's safeguarding risk-management function and do not constitute an additional sanction.
- 5.2 Clubs and Associations will:
- 5.2.1 Adopt and promote the EH Safeguarding Policy Adult at Risk
 - 5.2.2 Appoint at least one trained Welfare Officer who has completed the *Welfare Officer Training: Time to Listen* workshop (renewed every three years).
 - 5.2.3 Use the EH DBS system and follow safe recruitment requirements



- 5.2.4 Ensure individuals in Positions of Trust complete EH safeguarding training and Enhanced DBS checks every three years
- 5.2.5 Follow EH Reporting Procedures
- 5.2.6 Maintain safe, positive, welcoming and inclusive environments
- 5.3 Non-Member Participants involved in England Hockey activity, events, programmes or competitions, or acting under the jurisdiction or authority of England Hockey will:
 - 5.3.1 Comply with all EH safeguarding policies and procedures.
 - 5.3.2 Promote a safe and welcoming environment.
 - 5.3.3 Where working in a Position of Trust / Regulated Activity:
 - Complete EH safeguarding training (renew every three years).
 - Hold an Enhanced DBS check (renew every three years).
 - 5.3.4 Report safeguarding concerns immediately via EH Reporting Procedures.
 - 5.3.5 Ensure appropriate insurance and safeguarding provisions when delivering hockey tuition or competition independently. EH may request evidence where relevant.

6 Legal and Governance Framework

- 6.1 Statutory guidance takes precedence over this policy.
- 6.2 The relevant legislation includes:
 - 6.2.1 Care Act 2014
 - 6.2.2 Care and Support Statutory Guidance
 - 6.2.3 Mental Capacity Act 2005
 - 6.2.4 Safeguarding Vulnerable Groups Act 2006
 - 6.2.5 Protection of Freedoms Act 2012
 - 6.2.6 Domestic Abuse Act 2021
 - 6.2.7 Domestic Violence, Crime and Victims Act 2004
 - 6.2.8 Serious Crime Act 2015
 - 6.2.9 Modern Slavery Act 2015
 - 6.2.10 Sexual Offences Act 2003
 - 6.2.11 Equality Act 2010
 - 6.2.12 Human Rights Act 1998
 - 6.2.13 Data Protection Act 2018
 - 6.2.14 UK General Data Protection Regulation (UK GDPR)
 - 6.2.15 Police Act 1997
 - 6.2.16 Rehabilitation of Offenders Act 1974 (Exceptions Order)

7 Information Sharing and Reporting

- 7.1 All safeguarding concerns must be reported in accordance with EH's Safeguarding Reporting Procedures. Reports will be managed promptly, sensitively, and in compliance with statutory requirements.



- 7.2 The EH Safeguarding Team provides confidential advice, guidance, and support to anyone raising or managing safeguarding concerns. Information will only be shared where lawful and necessary to protect Adults at Risk, in line with the *Data Protection Act 2018* and *UK GDPR*.
- 7.3 EH has a legal duty to refer any individual working in Regulated Activity if there is evidence that they have harmed, or pose a risk of harming, Adults at Risk. Referrals will be made promptly and in accordance with statutory requirements, ensuring that individuals who pose a risk cannot continue in Regulated Activity.
- 7.4 All individuals delivering or participating in EH activities, events, programmes, or competitions, whether they are a Member or not, must follow the same reporting and referral procedures.
- 7.5 Where EH staff, volunteers or programmes are involved in activity at schools, colleges or universities, EH safeguarding procedures apply alongside each institutions own safeguarding framework. Concerns must be reported in accordance with EH Reporting Procedures.
- 7.6 EH operates in anticipation of forthcoming mandatory reporting legislation. Failure to report serious safeguarding concerns is considered a breach of this policy and may result in disciplinary action or referral to statutory agencies.
- 7.7 EH will review and update reporting procedures in line with statutory changes to ensure ongoing compliance and best practice.

Document Name	Safeguarding Adults at Risk Policy
Version	V3
Reviewed	2026
Department	Finance and Operations
Next review	2029



Appendix

Definitions

Adult	Any person aged 18 or over.
Adults at Risk	Has needs for care and support (whether or not the local authority is meeting any of those needs), and is experiencing, or is at risk of, abuse or neglect, and as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.
Adult Social Care	Local authority statutory services responsible for receiving referrals, assessing risk, and coordinating safeguarding actions for Adults at Risk.
Board / EH Board	The Board of Directors of England Hockey.
Child / Young Person	Anyone under 18 years of age, in accordance with UK law.
Children's Social Care / Children's Services	Local authority statutory services responsible for receiving referrals, assessing risk, and coordinating safeguarding actions for Children.
Club	A hockey organisation which is a Member of England Hockey, through which players, coaches, officials, and volunteers participate.
Connected Participant	Any individual participating in hockey activity under England Hockey's jurisdiction, including players, coaches, umpires, officials, staff, volunteers, contractors, parents/carers, and delivery partners.
DBS (Disclosure and Barring Service)	The government body responsible for criminal records checks and managing barred lists for people working or volunteering with Children and/or Adults at Risk.
England Hockey	The National Governing Body (NGB) for the sport of hockey in England.
EH Safeguarding Disciplinary Regulations	England Hockey procedures that govern the investigation and management of safeguarding-related conduct concerns.
EH Disciplinary Regulations	England Hockey procedures that govern the investigation and management of red cards and misconduct complaints.



EH Safeguarding Team	England Hockey staff responsible for safeguarding case management, advice, referrals, and implementation of EH safeguarding policy.
Enhanced DBS Check	A criminal record check that includes police information and, where relevant, barred list information, required for individuals in regulated or supervisory roles with Children and/or Adults at Risk.
LADO (Local Authority Designated Officer)	A statutory officer responsible for managing and overseeing allegations against adults working or volunteering with Children.
Member / Membership	Any individual, association, club, or organisation formally admitted to membership of England Hockey in accordance with its articles and membership rules.
Non-Member	Any individual, association, club, or organisation involved in hockey activity who is not a Member of EH or any EH Member body.
Parent / Carer	A person with parental responsibility or day-to-day care or support to a Child or Adult at Risk.
Position of Trust	A role in which an Adult has authority, supervision, or responsibility over another person, whether Children Person or Adult at Risk. This includes coaches, officials, welfare officers, and others in positions of influence within the sport. Abuse of a Position of Trust may constitute a criminal offence.
Regulated Activity	Specific roles or activities defined in law that involve close and unsupervised contact with Children and/or Adults at Risk and require an Enhanced DBS with barred list check.
Safeguarding	Actions to protect Children and/or Adults at Risk from abuse, neglect, and exploitation, prevent harm to their health or development, and ensure safe and effective care to enable positive outcomes.
Spirit of Hockey - Code of Conduct	England Hockey's Code of Conduct and behavioural values expected of all individuals involved in hockey.
Statutory Agencies	Public bodies legally responsible for safeguarding Children and Adults at Risk, including police, Children's Social Care, Adult Social Care, health services, and the Disclosure and Barring Service.



Volunteer

An individual who gives their time without financial reward (other than reasonable expenses) to support hockey delivery or governance.

Welfare Officer

The nominated person within a club, county/area, region, or England Hockey responsible for promoting safeguarding practice, supporting safe recruitment, and managing/reporting concerns.



Links to Support

Ann Craft Trust

www.anncrafttrust.org — Leading UK organisation for safeguarding Adults at Risk and safeguarding Adults at Risk in sport.

Child Protection in Sport Unit

www.thecpsu.org.uk — Guidance and best practice on safeguarding in sport.

NHS England

111 | www.nhs.uk — Advice and urgent support for health concerns.

Adult Social Care Services (Local Authority)

Contact via local council websites — Local authorities have statutory responsibility for safeguarding Adults at Risk.

Police (Emergency)

999 — If someone is in immediate danger.

Police (Non-emergency)

101 — To report a crime or safeguarding concern.

Samaritans

116 123 | www.samaritans.org — Confidential emotional support for anyone in distress.

Mind

0300 123 3393 | www.mind.org.uk — Advice and support for people experiencing mental health problems.

Shout

Text **SHOUT** to 85258 | www.giveusashout.org — Free 24/7 text support for anyone struggling to cope.

Togetherall

www.togetherall.com — Moderated online community offering peer support for mental health.

National Domestic Abuse Helpline

0808 2000 247 | www.nationaldahelpline.org.uk — 24-hour confidential support for victims of domestic abuse.

Women's Aid

www.womensaid.org.uk — Information, support services and safety planning.

Men's Advice Line

0808 801 0327 | www.mensadviceline.org.uk — Support for male victims of domestic abuse.

Modern Slavery Helpline

08000 121 700 | www.modernslaveryhelpline.org — Advice and confidential reporting of exploitation or trafficking concerns.

Victim Support

0808 168 9111 | www.victimsupport.org.uk — Free and confidential support for victims of crime.