



Safeguarding Disciplinary Panel Members

Volunteer Position

England Hockey is looking for volunteers to join its independent Safeguarding Disciplinary Panel. This role plays a vital part in ensuring our sport remains a safe and enjoyable environment for all of our participants.

What is England Hockey?

England Hockey is the National Governing Body for the sport of hockey in England. It is responsible for the management and development of the sport from grassroots to elite activities.

It has a membership comprising of over 800 clubs, 45 counties and 8 Areas. Approximately 140,000 individuals play regularly in the club system, approximately half of those are U18, with an estimated 15,000 playing at university / college. Over 15,000 coaches, umpires and officials are supported and developed by England Hockey.

More information on its activities can be found at www.englandhockey.co.uk

Safeguarding Young People and Adults in Hockey

England Hockey takes its responsibility to protect its participants extremely seriously and has policy and procedures in place to manage concerns.

All concerns are considered, assessed and managed proportionately. The Case Management Group (CMG) exists to manage those cases above a certain threshold. England Hockey staff along with CMG are responsible for investigating concerns, which, once the investigation is concluded, may be referred to the Safeguarding Disciplinary Panel for determination.

More information on safeguarding in hockey can be found at www.englandhockey.co.uk/safe



Safeguarding Disciplinary Panel – Purpose and Responsibilities

The Safeguarding Disciplinary Panel is independent from the CMG and consists of suitably qualified and experienced personnel with knowledge of safeguarding, regulatory frameworks, legislation and sport.

Panel members will be required to:

- Sit as an England Hockey Safeguarding Disciplinary Panel member when required.
- Support the Panel Chair in determining safeguarding complaints.
- Work collaboratively with other members to produce reasoned decisions.
- Consider appropriate sanctions in the event that a breach is found.
- Maintain a working knowledge of the England Hockey safeguarding procedures.
- Remain independent and impartial in all safeguarding matters.
- Notify England Hockey of any potential conflicts of interest.
- Maintain strict confidentiality in dealing with cases.

Person Specification

England Hockey is looking for panel members with a variety of related skills, knowledge and experience, to include:

1. Professional experience of safeguarding and child protection work in any of the following; police, social services, sport or statutory agencies.
2. Experience of safeguarding / child protection work in any environment (paid or voluntary) or experience of adult safeguarding / welfare.
3. A strong understanding of child protection law.
4. Excellent judgment and listening skills, with the ability to provide fair, balanced views.
5. Knowledge of formal and informal dispute resolution.
6. Exceptional sense of integrity, trust and confidence, with the ability to remain calm under pressure.
7. Clear and effective communication skills and a keen eye for detail.
8. An understanding and commitment to equal opportunities and equality, diversity and inclusion.



Commitment

The Safeguarding Disciplinary Panel will be convened as and when needed to review evidence and determine safeguarding and child protection concerns. It will handle the most sensitive and complex cases. This could take place face-to-face or online.

It is difficult to estimate how frequently a panel will be convened, but approximately 4 hearings take place each year, with the hearings rotated across the panel pool. It should be noted that whilst we anticipate each pool member being given the opportunity to sit on a panel this is determined by the number of cases being brought to a hearing annually.

Hearings take place on weekdays and may run for half a day. Hearings are online unless requested otherwise by the parties.

Prior to each hearing the panel will be provided with evidence which should be reviewed in preparation for the hearing. This may include both hard copy and audio files. Time therefore needs to be allocated for the review of this material.

All successful applicants will be required to sign a Non-Disclosure Agreement (NDA)

In order to support you in this role, England Hockey will cover all reasonable travel expenses, in line with England Hockey's expense policy and will provide training where appropriate for new panel members.

Application process:

To apply for this position please submit a CV and cover letter explaining your interest and suitability for the role to jason.wiltshire@englandhockey.co.uk. This should state:

- Your reasons for applying.
- What you think you would bring to the role with specific reference to your skills.
- Notice of any unavailability as a result of holiday or other commitments should we need to contact you.

If you wish to have an informal discussion about this role please contact Alison Hogg, Ethics and Welfare Manager on 07738 644171.

Applications will close Friday 18 April 2025.