



Kinross Hockey Club

Safeguarding Children and Young People Policy

Policy Statement

Our club is committed to safeguarding the wellbeing and protection of all children and young people involved in hockey. We aim to create a safe, welcoming, and inclusive environment where everyone is respected and protected from harm, abuse, or exploitation.

Definition: A child or young person is anyone under 18 years old.

Alignment: This template is based on the Scottish Hockey Safeguarding Policy. If your club makes changes, the Scottish Hockey policy always takes precedence, and clubs should refer to the governing body for guidance.

Principles

Our safeguarding approach is based on these key principles:

1. **Wellbeing First:** The wellbeing of children and young people is our top priority in all club activities and decisions.
2. **Equality:** All children, regardless of age, gender, ability, race, religion, or background, have the right to protection from harm.
3. **Shared Responsibility:** Safeguarding is everyone's responsibility—coaches, volunteers, parents, and players.
4. **Voice:** Children and young people should be listened to, respected, and involved in decisions that affect them.
5. **Partnership:** We work with parents/carers, Scottish Hockey, and other agencies to promote the wellbeing of children and young people.

Club Responsibilities

Our club will:

- **Policy:** Have a Safeguarding Policy in place that is reviewed annually.
- **Safeguarding Officer:** Appoint a Club Safeguarding Officer (SO) as the main contact for all safeguarding matters.
- **PVG Checks:** Ensure all volunteers and staff working with children are members of the PVG (Protecting Vulnerable Groups) Scheme and keep records up to date.
- **Training:** Provide appropriate safeguarding training for all relevant roles, including the SO, coaches, and volunteers.
- **Codes of Conduct:** Make sure everyone (coaches, volunteers, players, parents) signs and follows a code of conduct that sets out expected behaviour.
- **Reporting:** Respond to and report any safeguarding concerns promptly to the Club SO and/or Scottish Hockey's Safeguarding Team.
- **Safe Recruitment:** Follow safe recruitment practices for all volunteers and staff working with children.
- **Support:** Promote an environment where concerns can be raised without fear of victimisation or reprisal.
- **Record Keeping:** Keep confidential records of any safeguarding concerns and actions taken.

The Club Safeguarding Officer (SO)

Every club with junior/youth members must have a named SO who is visible and accessible to children, parents, volunteers, and staff.

The SO is responsible for:

- Promoting safeguarding and best practice within the club.
- Being the first point of contact for any safeguarding concerns or advice.
- Reporting concerns to Scottish Hockey's Safeguarding Team.
- Keeping safeguarding records confidential and up to date.
- Ensuring safe recruitment and PVG checks for all relevant roles.
- Making sure the club's safeguarding policy is available to all members.

- Signposting club members to relevant safeguarding training and resources.

The club SO has been trained in Child Wellbeing and Protection in Sport and Child Wellbeing and Protection Officer training with **sport**scotland and Children First.

Recognising and Responding to Concerns

Abuse can be physical, sexual, emotional, neglect, or bullying (including online/cyberbullying).

Signs of abuse may include unexplained injuries, changes in behaviour, fear of certain adults, or neglect of basic needs.

If you are worried about a child, or a child tells you something, report it to the Club SO or directly to Scottish Hockey's Safeguarding Team. Do not promise confidentiality – explain that you must share concerns with those who can help.

All concerns must be taken seriously and reported as soon as possible. The SO will follow Scottish Hockey's procedures for responding to concerns.

The wellbeing of the child is always the first priority. Support will be provided to anyone raising or affected by a concern.

Contacts

Club Safeguarding Officer

Emily Souter

Email: cwpokinrosshockey@gmail.com

Phone: 07903 155158

Scottish Hockey Safeguarding Team

Email: safeguarding@scottish-hockey.org.uk

Phone: +44 (0)7561 853471

External Support

Children First: 0800 28 22 33 (childrenfirst.org.uk/get-support)

Childline: 0800 11 11 (childline.org.uk/get-support)

NSPCC: 0808 800 5000 (nspcc.org.uk)

Police Scotland: 101

Policy Review

This policy will be reviewed regularly (at least every three years) and updated in line with Scottish Hockey guidance, changes in law, or best practice.

The club will also review the policy after any safeguarding incidents or concerns to ensure learning and improvement.

Note: This template is taken directly from the Scottish Hockey Safeguarding Children and Young People Policy. If your club makes any changes, the Scottish Hockey policy will always take precedence, and clubs should refer to the governing body for guidance.