

Child Protection Policy

Slough Jets Academy fully recognises its responsibilities for Child Protection. Our Policy applies to all staff and volunteers working in the club. The ethos of the club is to promote a positive, supportive and secure environment to give all players a sense of being valued.

We will establish a safe environment in which children can learn and develop, where they feel secure and are listened to.

We will ensure that children know that there are adults in the club whom they can approach if they are worried about anything.

We will develop and then implement procedures for identifying and reporting suspected procedures of abuse.

We will develop and then implement procedures where an allegation is made against a volunteer member of the club.

We will keep written records of concerns about children, even when there is no need to refer to the matter immediately.

We will ensure that all records are kept in a secure place, and retained for at least 25 years.

We will ensure that safe recruitment practices are always followed and that CRB checks are carried out on volunteers who work in the club and re-done every three years.

We will ensure that we have a designated person for child protection who has received appropriate training and support for this role.

We will ensure that every volunteer understands their responsibilities in being alert to signs of abuse and their responsibility in referring their concerns to the designated person responsible for child protection.

We will follow the recommended procedures and guidelines laid down by the English Ice Hockey Association on Protection of Children and Young Persons from Abuse and on Using Images of people: Photographs, Videos and Webcams, except where specified otherwise in the club's documentation of procedures.

CHILD PROTECTION PROCEDURES

The club will have a named person with a clearly defined role and responsibilities in relation to child protection.

If a player discloses that abuse has taken place, the coach or manager that has been informed of this should:

- Listen
- Stay calm and make no judgement about what you have heard.

- Take the child seriously
- Ask clarifications questions only if necessary (avoid asking them to repeat the information too often) - it is not your duty to investigate.
- Inform the child that they will need to tell the Head Coach/ designated person for child protection.

A record of what the child has disclosed should be taken as soon as possible, using the child's own words. The written account should be signed and dated by the child and the representative of the club.

A parent/manager must be present with the child during any interviews/consultations.

Referral may be made to relevant agencies or advice asked from the National Child Protection Officer of the English Ice Hockey Association.

ANTI-BULLYING POLICY

We are committed to providing a caring, friendly and safe environment for all our members so that they can participate in ice hockey in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our club. If bullying does occur, all club members or parents/carers should be able to bring it to our attention and know that incidents will be dealt with promptly and effectively.

Bullying is the use of aggression (physical or verbal) with the intention of hurting another person. Bullying results in pain or distress to the victim.

As a club we recognise that bullying can be:

Emotional – being unfriendly, excluding behaviour, sending hurtful messages via text/email, tormenting (hiding pieces of kit);

Physical – pushing, kicking, hitting, punching or any use of violence;

Racist – racial taunts, graffiti or gestures;

Verbal – name calling – sarcasm, spreading rumours, teasing.

Club Objectives

Bullying will not be tolerated.

As a club we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.

All club members, coaches, officials and parents/carers should have an understanding of what bullying is and have an appreciation of the signs and indicators of bullying.

All club members, officials and coaches should know what the club policy is on bullying, and what they should do if bullying arises.

Indicators that a child is being bullied include:

Says he/she is being bullied;

Is unwilling to go to training sessions;

Becomes withdrawn, anxious or lacking in confidence;

Feels ill before training sessions;

Have possessions that go "missing";

Is frightened to say what is wrong.

While these may indicate other problems, bullying should be considered a possibility.

Club procedures

Incidents of bullying should be reported to Team Manager in the first instance.

In cases of serious bullying, incidents should be referred to the Head Coach and the CPO for the club.

Parents/carers should be informed and asked to attend a meeting to discuss the problem.

The bullying behaviour or threats of bullying must be investigated and an attempt will be made to help the bully (bullies) change their behaviour.

If mediation fails and the bullying is seen to continue, disciplinary action may be taken.

Serious cases of bullying may be referred to the Police/Social services.

Prevention

The club has a written Constitution and Codes of Conduct that cover what is acceptable and proper behaviour for all members.

All club members and parent/carers will sign an acceptance of the relevant Rules and Code of Conduct on joining the club.

The person responsible for child protection will raise awareness about bullying and, if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.