



Child Safeguarding Statement

Hockey Ireland (HI) provides various hockey activities and opportunities for young people through participation in hockey at club, at interprovincial competition and through to the national teams.

The Munster Branch of Hockey Ireland (MBHI) provides opportunities for young people and their clubs to participate in fun hockey blitzes for Primary School children where the main aim is participation for fun whilst learning new skills and making new friends. A more structured youth league and cup competition is provided for U13 and U15 Boys and U14 and U16 Girls which develops their skills further, instilling a love of hockey and in line with the HI Player Pathway.

Waterford Hockey Club (WHC) is affiliated to HI and MBHI and it provides young people with opportunities to learn the sport of hockey from beginner to youth players who play at a high competitive level. We nurture this love of hockey through our coaching and umpiring programmes. WHC provides this opportunity so that each player can reach a level of skill to the best of their ability.

WHC is committed to safeguarding children and by working under the guidance of Hockey Ireland Safeguarding Policies, our volunteers who work with our young people, throughout the organisation, seek to create a safe environment for young people to grow and develop.

All young players in WHC up to U18, as well as those for whom there is a special need who play in the Ladies and Men's leagues and cups are included in this Safeguarding Statement.

WHC's written Risk Assessment document indicates the areas of potential risk of harm, the likelihood of the risk occurring, and gives the required policy, guidance or process documents required to alleviate these risks. The list of risks identified are contained in the following categories: Club and Coaching Practices; Complaints & Discipline; Reporting Procedures; Use of Facilities; Recruitment; Communications; and General Risk of Harm.

The Risk Assessment was undertaken on 23rd September 2020.

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, Children First: National Guidance, and TUSLA's Child Safeguarding: A Guide for Policy, Procedure and Practice (equivalent in NI). In addition to our Risk Assessment document described above, there are further procedures that support our intention to safeguard children while they are availing of our activities.

WHC has the following procedures in place as part of our Safeguarding Policies:

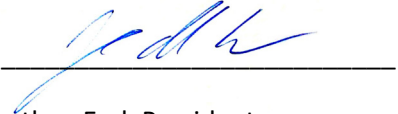
- Procedures for the management of allegations of abuse or misconduct by staff or volunteers against a child availing of our activities.
- Procedures for the safe recruitment of staff and volunteers to work with children in our activities.
- Procedures for access to child safeguarding training and information, including the identification of the occurrence of harm.
- Procedure for reporting of child protection or welfare concerns to Statutory Authorities.

The Mandated Person for HI is;
Dwyne Hill, National Children's Officer,
Email: nationalchildrensofficer@hockey.ie
Tel: (01) 716 3262.

The Mandated Person for MBHI and WHC is;
Shirley Moore, Munster Branch Children's Officer,
Email: childrensofficer@munsterhockey.com / shirleymooreoceanview@gmail.com
Mob: (087) 230 7450.

We recognise that implementation is an ongoing process. WHC is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children and young people safe from harm while availing of our activities.

This Child Safeguarding Statement will be reviewed in Sept 2022.

Signed:  Date: 23rd September 2020.
Jonáthán Earl, President. Phone No: (087) 230 0700.
President, Waterford Hockey Club.

For queries on this Child Safeguarding Statement, please contact Shirley Moore.

Children First Risk Assessment Document

This risk assessment considers the potential for harm to come to children whilst they are in the care of Waterford Hockey Club. This risk assessment precedes the Child Safeguarding Statement (Section 11 (1b) Children First Act 2015) which is developed following this risk assessment process. In accordance with the requirements of *Section 11 (1) of the Children First Act 2015 the risk is of abuse and not general health and safety risk (covered under a separate H&S policy and risk assessment)*.

Section 11 (1) of the Children First Act 2015 states that where a person proposes to operate as a provider of a relevant service, he or she shall, within 3 months from the date on which he or she commences as such a provider;

(a) Undertake an assessment of any potential for harm to a child while availing of the service (in this section referred to as a “risk”).

Please note that the page numbers referred to in this document are those of the ‘Hockey Ireland Code of Ethics’. Please see

www.waterfordhockeyclub.com/wp-content/uploads/Hockey-Ireland-Code-of-Ethics-21Oct2019.pdf

Potential risk of harm to children	Likelihood of harm happening; Low (L), Medium (M), High (H)	Required Policy, Guidance and Procedure document	Responsibility Club	Further action required ...
CLUB & COACHING PRACTICES				
Lack of coaching qualification	L	<ul style="list-style-type: none"> ▪ Recruitment and Selection policy 	Ensure all coaches undertake training. Recruitment and Selection Policy.	Coach training list available. Ongoing training and review each season.
Supervision issues	L	<ul style="list-style-type: none"> ▪ Supervision policy p.54 	Ensure that all youth coaching sessions have required number of coaches.	Remember Supervision Ratios; 1:8 for U12’s. 1:10 for over that age. Increased for travel & special need groups.
Unauthorised photography & recording activities	L	<ul style="list-style-type: none"> ▪ Photography and Use of Images policy 	Sign up all genuine photographers & videographers.	Ongoing vigilance.
Behavioural Issues	L	<ul style="list-style-type: none"> ▪ Code of Conduct ▪ Safeguarding 1 (min) 	Codes of Conduct (COC) issued annually for	Ongoing updates and at least on an annual basis.

Potential risk of harm to children	Likelihood of harm happening; Low (L), Medium (M), High (H)	Required Policy, Guidance and Procedure document	Responsibility Club	Further action required ...
		<ul style="list-style-type: none"> Complaints & Disciplinary policy p.14 & 53 	Coaches, Youth Players and Parents.	
Lack of gender balance amongst coaches	L	<ul style="list-style-type: none"> Supervision policy p.54 	Good balance of male to female ratios.	Ensure that at least 1 coach/parent same gender as team.
No guidance for travelling and away trips	M	<ul style="list-style-type: none"> Travel/Away trip policy p. 59 Child Safeguarding Training 	Travel Away Consent Form and Travel to Matches Procedure.	Ongoing updates including those with regards to Covid-19.
Lack of adherence with misc procedures in Safeguarding policy (i.e. mobile, photography, transport)	L	<ul style="list-style-type: none"> Safeguarding policy p.15 & p.54 to 71 Complaints & disciplinary policy p.54 	Youth members signed up with COC's and Photography Policy annually.	Ongoing and at least on an annual basis.
COMPLAINTS & DISCIPLINE				
Lack of awareness of a Complaints & Disciplinary policy	M	<ul style="list-style-type: none"> Complaints & Disciplinary procedure/policy p.54 Communications & Social Media policy 	Complaints and Disciplinary Procedure and Communications Policy in place.	Ongoing awareness needed if any issue has to be dealt with. Improving communications within club ongoing.
Difficulty in raising an issue by child & or parent Reason: Covered above	L	<ul style="list-style-type: none"> Complaints & Disciplinary policy p.54 Communications procedure 	Information relayed to Youths and Parents annually. Attendance of Club Children's Officer (CCO) to sessions.	Review the communication/responsibilities of the policy annually. Youth representatives on committee male and female.
Complaints not being dealt with seriously	L	<ul style="list-style-type: none"> Complaints & Disciplinary policy p.54 	Management Committee.	Ongoing review.

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REPORTING PROCEDURES				
Lack of knowledge of organisational and statutory reporting procedures	L	<ul style="list-style-type: none"> Reporting procedures/policy p.13 & 44 to 52 Coach education Code of Conduct 	Fully trained Designated Liaison Persons (DLP) and awareness of TUSLA/Gardai reporting procedures.	Ongoing training required.
No DLP Appointed	L	<ul style="list-style-type: none"> Reporting procedures/policy p.13 & 44 to 52 	DLP in place and identified.	Update training. Jonathan Earl awaiting training. Three trained DLP's in club fully trained.
Concerns of abuse or harm not reported	M	<ul style="list-style-type: none"> Reporting procedures/policy p.13 & 44 to 52 Child Safeguarding Training – Level 1 	DLP	Ongoing awareness and training. Follow Safeguarding reporting procedures.
Not clear who Young Person should talk to or report to	L	<ul style="list-style-type: none"> Post the names of CO & DLP 	Shirley Moore CO Jonathan Earl DLP. Coach. Names posted.	Update as required and post all on the website. Visit all teams during the season & notify.
FACILITIES				
Unauthorised access to designated children's play & practice areas and to changing rooms, showers, toilets etc.	L	<ul style="list-style-type: none"> Supervision policy p.54 Coach education 	Coach awareness and supervision.	Ongoing awareness.
Unauthorised exit from children's areas	L	<ul style="list-style-type: none"> Supervision policy p.54 Coach education 	Coach Awareness and Supervision.	Ongoing awareness.
Photography, filming or recording in prohibited areas	M	<ul style="list-style-type: none"> Photography policy and use of devices in private zones prohibited 	Coach.	Ongoing enforcement policy in private changing and wet areas.

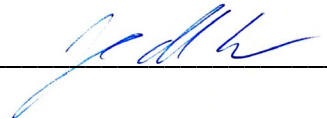
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Missing or found child on site	L	<ul style="list-style-type: none"> Missing or found child policy p.55 	Inform Coach, CO, DLP, Gardai, parents.	Ongoing awareness and supervision.
Children sharing facilities with adults e.g. dressing room, showers etc.	L	<ul style="list-style-type: none"> Safeguarding policy p.15 & 54 to 71 	Creating awareness on Senior Men's and Ladies teams especially for away matches.	Senior teams allow youths to change first. Ongoing reminding of suitable conversation and behavior.
RECRUITMENT				
Recruitment of inappropriate people	L	<ul style="list-style-type: none"> Recruitment and Selection Policy 	Recruitment and Selection Policy. CO.	Ongoing awareness and implementation of policy.
Lack of clarity on roles	L	<ul style="list-style-type: none"> Recruitment and Selection Policy 	Management Committee.	Job description for each role in club and put appropriate supervision in place.
Unqualified or untrained people in role	M	<ul style="list-style-type: none"> Recruitment and Selection Policy 	Management Committee to ensure that Recruitment and Selection Policy adhered to.	Check qualification at recruitment stage. Train candidates.
COMMUNICATIONS AND SOCIAL MEDIA				
Lack of awareness of 'risk of harm' with members and visitors	L	<ul style="list-style-type: none"> Child Safeguarding Statement Training 	Safeguarding Statement posted. Appropriate training. CO & DLP.	Post Child Safeguarding Statement & Risk assessment Document & update at least every two years. Updated 23/09/2020.
No communication of Child Safeguarding Statement or Code of Behaviour to members or visitors	L	<ul style="list-style-type: none"> Child Safeguarding Statement – display Code of Conduct Distributed and available online 	Youth Players, Parents & Coaches COC's issued annually & posted.	Update & post current COC's & Safeguarding Statement & Risk Assessment Document.

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Unauthorised photography & recording of activities	L	<ul style="list-style-type: none"> Use of Zoom or Close Range Photography & Video Equipment policy 	Policy and monitoring in place.	Ongoing updates.
Inappropriate use of social media and communications by under 18's	M	<ul style="list-style-type: none"> Communications & Social Media policy Code of conduct 	Create awareness with each group and explain consequences.	Ongoing awareness, issuing and posting of Codes.
Inappropriate use of social media and communications with under 18's	L	<ul style="list-style-type: none"> Communications & Social Media policy Code of conduct. 	Communication & Social Media Policy in place. Group messaging used.	Ongoing awareness.
GENERAL RISK OF HARM				
Harm not being recognised	L	<ul style="list-style-type: none"> Safeguarding policy p.15 & 54 to 71 Child Safeguarding Training 	Create awareness with coaches and parents.	Ongoing updates and training.
Harm caused by - child to child - coach to child - volunteer to child - member to child - visitor to child	L.	<ul style="list-style-type: none"> Safeguarding policy p.15 & 54 to 71 Child Safeguarding Training 	Safeguarding training and awareness with Coaches, Player and Parents.	Ongoing awareness, training and review.
General behavioural issues	L	<ul style="list-style-type: none"> Code of Conduct 	Take action early to 'nip in the bud'. Deal with issues as necessary by Management Committee.	Take disciplinary action where necessary. Sign Code of Conduct annually.

Explanation of terms used:

- **Potential risk of harm to children:-** these are identified risks of harm to children whilst accessing activities in the club.
- **Likelihood of harm happening:-** the likelihood of the risk occurring in the club measured by you as Low/Medium or High.
- **Required Policy, Guidance and Procedure document:-** indication of the policy required to alleviate the risk.
- **Responsibility:-** provider should indicate where the responsibility for alleviating the risk lies.
- **Further action:-** indicates further action that might be necessary to alleviate any risk ongoing.

This Risk Assessment document has been discussed and completed by Waterford Hockey Club on 23/09/2020.

Signed:  _____

Name: Jonathan Earl.

Role: President.

Date: 23rd September 2020.

Signed:  _____

Name: Shirley Moore.

Role: Club Children's Officer.

Date: 23rd September 2020.