



From the Ethics and Welfare Team: Have a Great 2019!



The Ethics and Welfare Team hope that you had a good Christmas break and a Happy New Year. We appreciate all of the hard work that you do as voluntary Welfare Officers to maintain England Hockey's standards of safeguarding at your clubs. We could not hope to deliver initiatives such as 'Call to Action' without the input and feedback we receive from you. Thank you for all of your work throughout 2018.

2018 was a busy year for the Ethics and Welfare Team. We delivered a Safeguarding Engagement Day during the Vitality Hockey Women's World Cup in London during the summer, which was attended by 67 Welfare Officers. A re-released 'Call to Action' initiative as part of the affiliation process took place in September and we also welcomed a new member to the team, Megan Orme-Smith, in November. We aim to continue to produce new and useful content for you in 2019 and look forward to hearing from you.

We wish you all the best for 2019 in and out of Hockey.



Establishing boundaries for those in positions of trust

Anyone working with under 18's in sport is considered to be in a position of trust. This is defined as anyone in a position that has responsibility for, or authority over, another person. While a majority of people in these positions use it responsibly, some use this to their advantage to exploit young athletes, especially those who are 16 and 17, the legal age of consent. The article below shows what can happen when a relationship between a young athlete and someone in a position of trust goes too far and the effect that it can have on the athlete.

It is important that clubs establish the boundaries that people working with under 18's are to keep to when working at the club. While it is currently not illegal for a coach to be in a sexual relationship with a 16 or 17 year old in their care, the government are currently looking to close this legal loophole. Despite this, those in a position of trust found to be breaching England Hockey's safeguarding standards will be investigated, which may lead to a suspension from the sport.

Clubs need to ensure that those working with under 18's, be it in a position of trust or not, clearly understand the boundaries of what is and is not acceptable around under 18's, including relationships. This can be done through face-to-face meetings, online contact or by writing it into your club's safeguarding standards. To see our current good practice guidance, please click the link below the article around Welfare Officer input. If you believe that someone is breaching their position of trust, please contact Alison Hogg.

[BBC Article](#)

Time to Listen Workshops

We are running workshops at Alderley Edge, Loughborough and Old Silhilians during February and March. To book a place, contact Stuart Thomas.

Time to Listen



Hockey Hub Online Vouchers Available

The Hockey Hub is where you can get access to England Hockey's Online Safeguarding Basic Awareness Course. Previously, the course had to be paid for individually. Now, the Hockey Hub has introduced a voucher system. This will allow clubs to pay in some money (e.g. £100), which will then be placed into an online voucher with a unique code. The code can then be sent out to other members of the club so that when they need to pay for the course, they can use the voucher instead of paying individually. You can buy a voucher for your club by logging into your Hockey Hub account. Once logged in, you will need to hover over your name in the top right corner of the page and select the 'Buy Voucher' option. Please note that it may take a few days for the voucher to activate. A link to the Hockey Hub can be found below.

[Hockey Hub](#)



Welfare Officer Input for Future Guidance

The Ethics and Welfare Team are always looking for ways to produce better guidance for our members to utilise. This means having to constantly update and rethink ways we can best present safeguarding information to you. We are planning to review our current good practice and are interested in hearing your feedback about what can be added and/or improved. We are also looking to relaunch our Welfare Officer Forum later in the year, which will allow you to speak with other Welfare Officers about their experiences. If you would be interested in being part of future conversations around England Hockey safeguarding guidance please contact a Megan Orme-Smith, whose details can be found at the bottom of this newsletter. We will contact you when we start the review process

[Good Practice Guidance](#)

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