



**SHEFFIELD UNIVERSITY
BANKERS HOCKEY CLUB**
SUBHC

Sheffield University Bankers Hockey Club Safeguarding Children Policy



Sheffield University Bankers Hockey Club

Policy Owner: SUBHC Vice Chair (2026–27 Season, Richard Kirtley)

Approved by SUBHC Committee: 01/09/2026

Signed: *Christina Woods* (SUBHC Club Chair Woman, Christina Woods)

Due for Review: 01/09/2027

Sheffield University Bankers Hockey Club

Safeguarding Children Policy

Statement from SUBHC's Executing Committee:

It is the desire of Sheffield University Bankers Hockey Club's (SUBHC) to uphold the highest levels of club governance that they can possibly achieve. As part of this we regularly undertake systematic reviews of our club policies. The publication of this policy is designed to demonstrate SUBHC's commitment to safeguarding, while also ensuring pertinent information is displayed to the club.

The below document outlines SUBHC's Children Safeguarding Policy.

If you have any questions relating to SUBHC's Safeguarding Children Policy, please feel free to contact the Club Vice Chair (Richard Kirtley) or Safeguarding Lead (Christina Woods) directly using the list of useful contacts at the end of this document.

Signed: *Christina Woods* Christina Woods, Club Chairman and Designated Safeguarding Lead

1. Purpose and Aims:

1.1 The purpose of Sheffield University Bankers Hockey Club's (SUBHC) safeguarding policy is to ensure every child who is a registered member of our club is safe and protected from harm. This means we will always work to:

- Protect children and young people at our club from maltreatment. **(A child or young person is defined as anyone who is under the age of 18.)**
- Prevent impairment of our children's and young people's mental and physical health or development.
- Ensure that children and young people at our club grow up in circumstances consistent with the provision of safe and effective care.
- Undertake that role to enable children and young people at our club to have the best outcomes.

1.2 This policy will give clear direction to all members of SUBHC including the Executive Committee, Coaches, Captains, Players, Umpires, Volunteers and Parents about expected behaviour and our legal responsibility to safeguard and promote the welfare of all children at our club.

1.3 Our club fully recognises the contribution it can make to protect children from harm and supporting and promoting the welfare of all children and young people who are registered at our club. The elements of our policy are prevention, protection and support.

1.4 We recognise that our safeguarding responsibilities are clearly linked to our responsibilities for ensuring that appropriate safeguarding responses are in place for children and young people who are absent from club for unexplained reasons.

1.5 This policy applies to the Executive Committee, Coaches, Captains, Players, Umpires, Volunteers and Parents

2. Our Ethos

2.1 The child's welfare is of paramount importance. Our club will establish and maintain an ethos where children and young people feel secure, are encouraged to talk, are listened to and are safe. Children and young people at our club will be able to talk freely to any member of the executive committee, coaches, or captains in our club if they are worried or concerned about something. All members of executive committee, coaches, or captains will reassure victims that they are being taken seriously and that they will be supported and kept safe. Victims will never be given the impression that they are creating a problem by reporting abuse, sexual violence or sexual harassment.

2.2 Everyone who encounters children and young people, and their families has a role to play in safeguarding children and young people. We recognise that members of our executive committee, coaches and captains play a particularly important role as they can identify concerns early and provide help for children and young people to prevent concerns from escalating. **All of our Executive Committee and members of the club involved in coaching, volunteering or playing hockey with children and young people are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned.** When concerned about the welfare of a child, our Executive Committee, and members of the club involved in coaching, volunteering, or playing hockey with children and young people must always act in the **best interests** of the child.

2.3 At SUBHC we ensure that safeguarding and child protection is at the forefront and underpin all relevant aspects of process and policy development. We operate with the best interests of the child at their heart.

2.4 Where there is a safeguarding concern, the child's wishes, and feelings are considered when determining what action to take and what services to provide. The systems we have in place are well promoted, easily understood and easily accessible for children and young people to confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.

2.5 All members of the Executive Committee, and members of the club involved in coaching, volunteering, or playing hockey with children and young people, through training and induction, know how to recognise indicators of concern, how to respond to a disclosure from a child and how to record and report this information. We will not make promises to any child, and we will not keep secrets. Every child will know what the adult will have to do with any information they have chosen to disclose.

2.6 Throughout the delivery of club organised events, sessions, and training, we will provide activities and opportunities for children and young people to develop the knowledge, values and skills they need to identify risks, including knowing when and how to ask for help for themselves and others to stay safe (this includes online).

2.7 At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and people from other agencies in line with Working Together to Safeguard Children (2018)

3. Roles and Responsibilities

Role	Name	Contact details
Designated Safeguarding Lead (DSL)	Christina Woods	07986 132885
Deputy Designated Safeguarding Lead (DDSL)	Joanne Woolley	07800 604467
Club Vice Chair	Richard Kirtley	07507 064553

3.1 It is the responsibility of the Executive Committee and every member involved in coaching, volunteering, or playing hockey with children and young people in our club to ensure that they carry out the requirements of this policy and, always, work in a way that will safeguard and promote the welfare of all of the children and young people at this club. This includes the responsibility to provide a safe environment in which children and young people can learn to play hockey.

The Governing Board

3.2 The Executive Committee of SUBHC is accountable for ensuring the effectiveness of this policy and our compliance with it. Although the Executive Committee takes collective responsibility to safeguard and promote the welfare of our children and young people, we also have a named Safeguarding Lead who champions safeguarding within the club.

3.3 The Executive Committee will ensure that:

- The safeguarding policy is in place and is reviewed annually, is available publicly via our club website and has been written in line with England Hockey guidance.
- The club contributes to inter-organisation working in line with Working Together to Safeguard Children (2018);
- A senior member of the club is designated to take the lead responsibility for safeguarding and child protection and that there is at least one deputy DSL(s) who is appropriately trained member to deal with any issues in the absence of the Designated Safeguarding Lead (DSL). There will always be cover for this role. The role will be evidenced explicitly in the role holder's job description.
- Procedures are in place for dealing with allegations against members of the club and volunteers in line with statutory guidance.
- They remedy without delay any weakness regarding our safeguarding arrangements that are brought to their attention.

3.4 The Executive Committee will receive a safeguarding report at bi-monthly committee meetings that will record any training that has taken place, the number of club members attending and any outstanding training requirements for the club. It will also record all safeguarding activity that has taken place, for example, meetings attended, reports written, training or induction given. It will not identify individual children and young people.

The Club Chairman

3.5 At SUBHC the Club Chairman is responsible for:

- Identifying a senior member of club members involved in coaching, volunteering, or playing hockey with children and young people from leadership team to be the Designated Safeguarding Lead (DSL).
- Identifying alternate members of the club to act as the Designated Safeguarding Lead (DSL) in his/her absence to ensure there is always cover for the role.
- Ensuring that the policies and procedures adopted by the Executive Committee, particularly concerning referrals of cases of suspected abuse and neglect, are followed by all members concerned.
- Ensuring that all members of the club and volunteers feel able to raise concerns about poor or unsafe practice and such concerns are addressed sensitively in accordance with agreed whistle-blowing procedures,
- Liaise with the DSL in the event of an allegation of abuse being made against a member of the club or a volunteer.

The Designated Safeguarding Lead (DSL)

3.6 The Designated Safeguarding Lead is a senior member of the club, from the Executive Committee who takes lead responsibility for safeguarding and child protection within our club. The DSL will carry out their role in accordance with the responsibilities outlined in Annex C.

3.7 The DSL will provide advice and support to other club members involved with coaching, volunteering, or playing hockey with children and young people on child welfare and child protection matters. Any concern for a child's safety or welfare will be recorded in writing and given to the DSL.

3.8 During periods where there are organised hockey activities the designated safeguarding lead and or a deputy will be available for members of the club to discuss any safeguarding concerns. If in *exceptional* circumstances, a DSL is not available on the club site in person, we will ensure that they are available via telephone and/or any other relevant media.

3.9 The DSL at SUBHC will represent our club at child protection and safeguarding training. Through appropriate training, knowledge and experience our DSL will liaise with England Hockey and other agencies where necessary, and make referrals of

suspected abuse to England Hockey, take part in strategy discussions and other interagency meetings, and contribute to the assessment of children.

3.10 The DSL will maintain records and child protection files ensuring that they are kept confidential and stored securely (see section 7 for more information.)

3.11 The DSL is responsible for ensuring that members of our club are aware of our policy and the procedure they need to follow. They will ensure that all members of our club have received appropriate child protection information.

3.12 We recognise that a child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour and mental health. The DSL will use the information that they hold about children and young people with a social worker to make decisions in the best interests of the child's safety, welfare and help promote positive outcomes.

4. Training and Induction

4.1 When coaches and volunteers join our club in a capacity where they are involved with children and young people they will be informed of the safeguarding arrangements in place. They will be given a copy of our club's safeguarding policy, will be made aware of the club's Code of Conduct, and told who our Designated Safeguarding Lead (DSL) and Deputy DSLs are.

4.2 Every new coach, player and volunteer involved in playing hockey with children and young people will receive safeguarding training during their induction period within six months joining the club. This programme will include information relating to signs and symptoms of abuse, how to manage a disclosure from a child (including reassuring victims that they are being taken seriously and that they will be supported and kept safe), how to record, the processes for referral to Children's Services and the statutory assessments under Section 17 and Section 47 as well as the remit of the role of the Designated Safeguarding Lead (DSL). The training will also include information about whistleblowing in respect of concerns about another adult's behaviour and suitability to work with children and young people. Club members involved in coaching, volunteering, or playing hockey with children and young people will also receive on-line safety training as this is part of the overarching safeguarding approach of our club. This training will be delivered in line with and in partnership with England Hockey.

4.3 All regular volunteers of our club who work with children and young people will be given a set of our safeguarding procedures; they will be informed of whom our DSL and alternate DSL contacts are and what the recording and reporting system is. (See Appendix 2).

5. Procedures for Managing Concerns

5.1 SUBHC adheres to child protection procedures that have been agreed by our governing body, England Hockey. Where we identify children and families in need of support, we will carry out our responsibilities in accordance with England Hockey procedures.

5.2 Every member of our club including, volunteers working with children and young people, are advised to maintain an attitude of '*it could happen here*' where safeguarding is concerned. When concerned about the welfare of a child, club members involved in coaching, volunteering, or playing hockey with children and young people should always act in the interests of the child and have a responsibility to act as outlined in this policy.

5.3 All members are encouraged to report any concerns that they have and not see these as insignificant. On occasions, a referral is justified by a single incident such as an injury or disclosure of abuse. More often however, concerns accumulate over a period and are evidenced by building up a picture of harm over time; this is particularly true in cases of emotional abuse and neglect. In these circumstances, it is crucial that club members involved in coaching, volunteering, or playing hockey with children and young people record and pass on concerns in accordance with this policy immediately to allow the DSL to build up a picture and access support for the child at the earliest opportunity. A reliance on memory without accurate and contemporaneous records of concern could lead to a failure to protect.

5.4 It is *not* the responsibility of club members to investigate welfare concerns or determine the truth of any disclosure or allegation. All members, however, have a duty to recognise concerns and pass the information on in accordance with the procedures outlined in this policy.

5.5 The Designated Safeguarding Lead (DSL) should be used as a first point of contact for concerns and queries regarding any safeguarding concern in our club. Any member of club members involved in coaching, volunteering, or playing hockey with children and young people or visitor to the club who receives a disclosure of abuse or suspects that a child is at risk of harm must report it immediately to the DSL or, if unavailable, to the alternate designated person. In the absence of either of the above, the matter should be brought to the attention of the most senior member of the club.

5.6 All concerns about a child or young person should be reported without delay and recorded in writing using the agreed system in the setting (see Appendix 1 for template). Records should include:

- a clear and comprehensive summary of the concern
- details of how the concern was followed up and resolved

- a note of any action taken, decisions reached and the outcome

5.7 Following receipt of any information raising concern, the DSL will consider what action to take and seek advice from England Hockey Safeguarding Teams as required. All information and actions taken, including the reasons for any decisions made, will be fully documented.

5.8 This action will include the creation of a Case Management Group (See Appendix 4) which will be convened to support the decisions and actions of the DSL. This is to ensure a thorough examination of the events has occurred, and to ensure that the DSL is not solely responsible for actions taken forwards.

5.9 All referrals will be made in line with England Hockey procedures.

5.10 If, at any point, there is a risk of immediate serious harm to a child a referral should be made to England Hockey immediately and, if necessary, the police. Anybody can make a referral in these circumstances. If the child's situation does not appear to be improving the club member with concerns should press for re-consideration by raising concerns again with the DSL. Concerns should always lead to help for the child at some point.

5.11 Members should always follow the reporting procedures outlined in this policy in the first instance. However, they may also share information directly with England Hockey, or the police if:

- the situation is an emergency, and the DSL or Deputy DSL is unavailable:
- they are convinced that a direct report is the only way to ensure the child's safety.

5.12 Any member of the club who does not feel that concerns about a child have been responded to appropriately and in accordance with the procedures outlined in this policy should raise their concerns with the Club Chairman or the DSL. If any member of club members involved in coaching, volunteering, or playing hockey with children and young people does not feel the situation has been addressed appropriately at this point should contact England Hockey Safeguarding Leads to air their concerns.

6. Specific Safeguarding Issues

Contextual safeguarding

6.1 At SUBHC we recognise that safeguarding incidents and/or behaviours can be associated with factors outside of the club environment and/or can occur between children and young people outside of the club. This is known as contextual safeguarding. It is key that all club members involved in working with children and young people understand the definition of contextual safeguarding and consider whether children and young people are at risk of abuse or exploitation in situations

outside their families. Through training we will ensure that club members involved in coaching, volunteering, or playing hockey with children and young people are aware that extra-familial harms take a variety of different forms and children, and young people can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence. When reporting concerns, club members involved in coaching, volunteering, or playing hockey with children and young people should include as much information and background detail as possible so the DSL can make a referral with a holistic view of the child. This will allow any assessment to consider all the available evidence and the full context of any abuse.

6.2 We recognise that children and young people with special educational needs and/or disabilities (SEND) can face additional safeguarding challenges, and these are discussed with club members involved in coaching, volunteering, or playing hockey with children and young people. These additional barriers can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration.
- children and young people with SEN and disabilities can be disproportionately impacted by things like bullying- without outwardly showing any signs; and
- communication barriers and difficulties in overcoming these barriers.

6.3 At SUBHC we recognise that a previously looked after child potentially remains vulnerable and all club members involved in coaching, volunteering, or playing hockey with children and young people should have the skills, knowledge and understanding to keep previously looked after children and young people safe. When dealing with looked after children and young people and previously looked after children and young people, it is important that all agencies work together, and prompt action is taken when necessary to safeguard these children and young people, who are a particularly vulnerable group.

Child Sexual Exploitation (CSE), Child Criminal Exploitation (CCE): County Lines and serious violence

6.4 At SUBHC we inform club members involved in coaching, volunteering, or playing hockey with children and young people to recognise that both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources. Victims can be exploited even when activity appears consensual, and it should be noted exploitation as well as being physical can be facilitated and/or take place online.

6.5 At SUBHC we recognise that Child Sexual Exploitation is a form of child sexual abuse, and this imbalance of power coerces, manipulates or deceives a child or young person into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator. Child sexual exploitation does not always include physical contact, it can also occur through the use of technology. We understand that some children and young people may not realise they are being exploited e.g. they may believe they are in a genuine romantic relationship.

6.6 At SUBHC we understand that criminal exploitation of children and young people is a geographically widespread form of harm that is a typical feature of county lines criminal activity. Drug networks or gangs groom and exploit children and young people and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns. Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for the purpose of transporting drugs.

6.7 We understand that children and young people can become trapped by this type of exploitation as perpetrators can threaten victims (and their families) with violence or entrap and coerce them into debt. They may be coerced into carrying weapons such as knives or begin to carry a knife for a sense of protection from harm from others. We will treat these children and young people as victims understanding that they have been criminally exploited even if the activity appears to be something they have agreed or consented to. We recognise the experience of girls who are criminally exploited can be very different to that of boys and that both boys and girls being criminally exploited may be at higher risk of sexual exploitation.

6.8 SUBHC members involved in coaching, volunteering, or playing hockey with children and young people are aware of the indicators and risk factors which may signal a child is vulnerable to or involved with serious violent crime. We make reference to the Home Office's Preventing youth violence and gang involvement and Criminal exploitation of children and vulnerable adults: county lines guidance for more information.

6.9 If a child is suspected to be at risk of or involved in county lines, a referral to the police will be made alongside consideration of availability of local services/third sector providers who offer support to victims of county lines exploitation.

So-called 'honour-based violence (including Female Genital Mutilation and Forced Marriage

6.10 At SUBHC we recognise that our club members involved in coaching, volunteering, or playing hockey with children and young people are well placed to identify concerns and take action to prevent children and young people from becoming victims of Female Genital Mutilation (FGM) and other forms of so-called 'honour-based' violence (HBV) and provide guidance on these issues through our safeguarding training. If club members involved in coaching, volunteering, or playing hockey with children and

young people have a concern regarding a child that might be at risk of HBV, they should inform the DSL who will activate local safeguarding procedures, using existing national and local protocols for multiagency liaison with police and children and young people's social care.

6.11 At SUBHC we recognise that forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. The Forced Marriage Unit has [statutory guidance](#) and [Multi-agency guidelines](#) and can be contacted for advice or more information: Contact 020 7008 0151 or email fmua@fco.gov.uk

Preventing radicalisation and extremism

6.12 We recognise that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society. At SUBHC, we will ensure that:

- Through information, club members involved in coaching, volunteering, or playing hockey with children and young people and volunteers have an understanding of what radicalisation and extremism is, why we need to be vigilant in club and how to respond when concerns arise.

Peer on peer abuse- Child on child sexual violence and sexual harassment

6.13 At SUBHC all club members involved in coaching, volunteering, or playing hockey with children and young people are trained so that they are aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to:

- bullying (including cyberbullying);
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- sexual violence and sexual harassment;
- upskirting;
- sexting (also known as youth produced sexual imagery); and
- initiation/hazing type violence and rituals.

6.14 We recognise that children and young people are vulnerable to physical, sexual and emotional abuse by their peers or siblings. Abuse perpetrated by children and young people can be just as harmful as that perpetrated by an adult, so it is important that all club members involved in coaching, volunteering, or playing hockey with children and young people volunteers remember the impact on both the victim of the abuse as well as to focus on the support for the child or young person exhibiting the harmful behaviour. We understand that abuse can occur in intimate personal

relationships between peers; and that consensual and non-consensual sharing of nudes and semi nude images and or videos (also known as sexting or youth produced sexual imagery) is a form of peer on peer abuse.

6.15 We understand, that even if there are no reports in our setting it does not mean it is not happening, it may be the case that it is just not being reported. We recognise that children and young people may not find it easy to tell club members involved in coaching, volunteering, or playing hockey with children and young people about their abuse and can show signs or act in ways that they hope adults will notice and react to. In some cases, the victim may not make a direct report, and this may come from a friend or a conversation that is overheard. Such abuse will always be taken as seriously as abuse perpetrated by an adult and the same safeguarding children and young people procedures will apply in respect of any child who is suffering or likely to suffer significant harm. Club members involved in coaching, volunteering, or playing hockey with children and young people must never tolerate or dismiss concerns relating to peer-on-peer abuse; it must never be tolerated or passed off as 'banter', 'just having a laugh' or 'part of growing up'. Doing this can lead to a culture of unacceptable behaviours, an unsafe environment for children and young people and in worst case scenarios a culture that normalises abuse leading to children and young people accepting it as normal and not coming forward to report it.

6.16 At SUBHC all club members involved in coaching, volunteering, or playing hockey with children and young people will reassure victims that they are being taken seriously and that they will be supported and kept safe. Victims will never be given the impression that they are creating a problem by reporting abuse, sexual violence, or sexual harassment. Nor will a victim ever be made to feel ashamed for making a report.

6.17 All club members involved in coaching, volunteering, or playing hockey with children and young people will understand that they should follow our safeguarding procedures for reporting a concern if they are worried about peer-on-peer abuse. The DSL will respond to any concerns related to peer-on-peer abuse in line with guidance outlined by England Hockey. We will ensure that all concerns, discussions, and decisions reached are clearly recorded and any identified actions are followed up.

6.18 We will work with other agencies including the police and Children's Social Care, as required to respond to concerns about sexual violence and harassment. We will seek consultations where there are concerns or worries about developmentally inappropriate or harmful sexual behaviour from the Harmful Sexual Behaviour (HSB) Team of South Yorkshire Police as required so that we ensure we are offering the right support to the child(ren).

6.19 Support will depend on the circumstances of each case and the needs of the child, it may include completion of risk assessments to support children and young people to remain in club whilst safeguarding other children and young people and the victim, delivery of early intervention in respect of HSB and/or referral to specialists who can offer support, counselling, guidance, and advice.

Modern Slavery

6.20 At SUBHC we understand that modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. Exploitation can take many forms, including sexual exploitation, forced labour, slavery, servitude, forced criminality and the removal of organs. We refer to the DfE guidance Modern slavery: how to identify and support victims for concerns of this nature.

Safeguarding responses to children and young people who go missing

6.21 At SUBHC, all club members involved in coaching, volunteering, or playing hockey with children and young people should be aware of the safeguarding responsibilities for children and young people who are missing without clear explanation, particularly on repeat occasions, to help identify the risk of abuse and neglect, including sexual abuse or exploitation, and to help prevent the risks of their going missing in future.

6.22 At SUBHC we adhere to the following procedures and processes to ensure there is an appropriate safeguarding response to children and young people who missing:

- An attendance register is taken at the start of each training session.
- We make every effort to contact parents and carers and follow up with the emergency contacts held;
- We hold at least two emergency contact numbers for each of the children and young people on our roll wherever possible.
- Club members involved in coaching, volunteering, or playing hockey with children and young people will alert DSLs to any concerns raised regarding children and young people who are absent from club.
- When removing a child from roll at the standard and non-standard transition points, we will inform the Local Authority in accordance with statutory requirements and pass on all safeguarding files.

Mental Health

6.23 At SUBHC all club members involved in coaching, volunteering, or playing hockey with children and young people are made aware, through training, that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. Our club members involved in coaching, volunteering, or playing hockey with children and young people are well placed to observe children and young people and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.

6.24 We understand that where children and young people have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. Therefore, through training, club members involved in coaching, volunteering, or playing hockey with children and young people are aware of how children and young people's

experiences, can impact on their mental health, behaviour and education. All club members involved in coaching, volunteering, or playing hockey with children and young people are aware that if they have a mental health concern about a child that is *also* a safeguarding concern, they should take immediate action by passing the information on to a Designated Safeguarding Lead.

Online Safety

6.25 At SUBHC Club all club members involved in coaching, volunteering, or playing hockey with children and young people are aware that technology is a significant component in many safeguarding and wellbeing issues. Children and young people are at risk of abuse online as well as face to face. We understand that in many cases abuse will take place concurrently via online channels and in daily life. We know that children and young people can also abuse their peers online, this can take the form of abusive, harassing, and misogynistic messages, the non-consensual sharing of indecent images, especially around chat groups, and the sharing of abusive images and pornography.

6.26 As part of the requirement for club members involved in coaching, volunteering, or playing hockey with children and young people to undergo regular updated safeguarding training, online safety training is also delivered.

6.27 At SUBHC we recognise that technology, and risks and harms related to the internet evolve and change rapidly. Therefore, we carry out an annual review of our approach to online safety, supported by a risk assessment (on at least an annual basis) that considers and reflects the risks that children and young people face in our setting.

Cybercrime

6.28 We understand that cybercrime is criminal activity committed using computers and/or the internet. It is broadly categorised as either 'cyber-enabled' (crimes that can happen off-line but are enabled at scale and at speed on-line) or 'cyber dependent' (crimes that can be committed only by using a computer).

6.29 If there are concerns about a child in this area, the designated safeguarding lead will consider a referral to the Cyber Choices programme which aims to intervene where young people are at risk of committing, or being drawn into, low level cyber-dependent offences and divert them to a more positive use of their skills and interests. It aims to intervene where young people are at risk of committing, or being drawn into, low level cyber-dependent offences and divert them to a more positive use of their skills and interests.

Children and young people with special educational needs and disabilities or physical health issues

6.30 At SUBHC we recognise that children and young people with special educational needs or disabilities (SEND) or certain health conditions can face additional safeguarding challenges such as

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition without further exploration;
- these children and young people being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children and young people;
- the potential for children and young people with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
- communication barriers and difficulties in managing or reporting these challenges.

6.31 We work to address these additional challenges and consider extra support and attention for these children and young people, along with ensuring any appropriate support for communication is in place.

7. Records and Information Sharing

7.1 If club members involved in coaching, volunteering, or playing hockey with children and young people are concerned about the welfare or safety of any child at our club, they will record their concern on the agreed reporting form (Appendix 1). Any concerns should be passed to the DSL without delay.

7.2 Any information recorded will be kept in a separate named file, in a secure cabinet if a paper system is used and not with the child's academic file. These files will be the responsibility of the DSL. Child protection information will only be shared within club based on 'need to know in the child's interests' and on the understanding that it remains strictly confidential.

7.3 Child protection information will be kept up to date. Each concern logged will include:

- a clear and comprehensive summary of the concern;
- details of how the concern was followed up and resolved;
- a note of any action taken, decisions reached and the outcome.

Records of concern, copies of referrals, invitations to child protection conferences, core groups and reports will be stored on the child's file whether an electronic or paper system is used. All our safeguarding records will include a chronology, contents front cover and will record significant events in the child's life.

7.4 If a child leaves our club, the DSL will contact the DSL at the new club and will ensure that the child protection file is forwarded to the receiving club. This will be within 5 days for an in-year transfer or within the first 5 days of the start of a season. We recognise

that not providing information as per the timescales can impact on the child's safety, welfare and educational outcomes.

7.5 We will retain evidence to demonstrate how the file has been transferred; this may be in the form of a written confirmation of receipt from the receiving club and/or evidence of recorded delivery.

7.6 Prior to a child leaving we will consider if it would be appropriate to share any additional information with the new club in advance to help them put in place the right support to safeguard this child.

8. Working with Parents and Carers

8.1 SUBHC is committed to working in partnership with parents/carers to safeguard and promote the welfare of children and young people and to support them to understand our statutory responsibilities in this area.

8.2 When new children and young people join our club, parents and carers will be informed that we have a safeguarding policy. A copy will be provided to parents on request and is available on the club website. Parents and carers will be informed of our legal duty to assist our colleagues in other agencies with child protection enquiries and what happens should we have cause to contact England Hockey Safeguarding.

8.3 We are committed to working with parents positively, openly, and honestly. We ensure that all parents are treated with respect, dignity, and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have permission, or it is necessary to do so to safeguard a child from harm.

8.4 We will seek to share with parents any concerns we may have about their child *unless* to do so may place a child at increased risk of harm. A lack of parental engagement or agreement regarding the concerns the club has about a child will not prevent the DSL making a referral to England Hockey in those circumstances where it is appropriate to do so.

8.5 In order to keep children and young person's safe and provide appropriate care for them, the club requires parents to provide accurate and up to date information regarding:

- Full names and contact details of all adults with whom the child normally lives;
- Full names and contact details of all people with parental responsibility (if different from above);
- Emergency contact details (if different from above);
- Full details of any other adult authorised by the parent to collect the child from the club (if different from the above).

The Club will retain this information on the child file. The club will only share information about children and young people and young people with adults who have parental responsibility for a child or where a parent has given permission and the club has been supplied with the adult's full details in writing.

9. Child Protection Conference

9.1 Children's Services will convene a Child Protection conference once a child protection enquiry under Section 47 of the Children Act 1989 has been undertaken and the child is judged to be at continuing risk of significant harm. A review conference will take place once a child has been made the subject of a Child Protection Plan in order to monitor the safety of the child and the required reduction in risk.

9.2 Club members involved in coaching, volunteering, or playing hockey with children and young people may be asked to attend a child protection conference or core group meetings on behalf of the club in respect of individual children and young people. Usually, the person representing the club at these meetings will be the Club Chairman or DSL. In any event, the person attending will need to have as much relevant up to date information about the child as possible; any club members involved in coaching, volunteering, or playing hockey with children and young people may be required to contribute to this process.

9.3 All reports for child protection conferences will be prepared in advance using guidance from England Hockey or the Local Children's Authority. The information contained in the report will be shared with parents before the conference as appropriate and will include information relating to the child's physical, emotional, and intellectual development and the child's presentation at club. To complete such reports, all relevant information will be sought from club members involved in coaching, volunteering, or playing hockey with children and young people working with the child in club.

9.4 Clearly child protection conferences can be upsetting for parents. We recognise that we may have more contact with parents than other professionals involved. We will work in an open and honest way with any parent whose child has been referred to Children's Services or whose child is subject to a child protection plan. Our responsibility is to promote the protection and welfare of all children and young people and our aim is to achieve this in partnership with our parents.

10. Safer Working Practice

10.1 All adults who encounter children and young people have a duty of care to safeguard and promote their welfare. There is a legal duty placed upon us to ensure that all adults who work with or on behalf of our children and young people are competent, confident and safe to do so.

10.2 All club members involved in coaching, volunteering, or playing hockey with children and young people will be provided with a copy of our club's Code of Conduct upon joining. They will be expected to know our club's Code of Conduct and policy for positive handling and carry out their duties in accordance with this advice. There will be occasion when some form of physical contact is inevitable, for example if a child has an accident or is hurt or is in a situation of danger to themselves or others around them.

10.3 If club members involved in coaching, volunteering, or playing hockey with children and young people are alone they will, wherever possible, be visible to other club members involved in coaching, volunteering, or playing hockey with children and young people. They will be expected to inform another club members involved in coaching, volunteering, or playing hockey with children and young people of their whereabouts in club, who they are with and for how long. Doors, ideally, should have a clear glass panel in them and be left open.

10.4 Guidance about acceptable conduct and safe practice will be given to all club members involved in coaching, volunteering, or playing hockey with children and young people during their induction. These are sensible steps that every adult should take in their daily professional conduct with children and young people. This advice can be found in 'Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings' (May 2019). All club members involved in coaching, volunteering, or playing hockey with children and young people are expected to carry out their work in accordance with this guidance and will be made aware that failure to do so could lead to disciplinary action.

11. Managing Allegations Against Club Members Involved in Coaching, Volunteering, or Playing Hockey with Children and Young People

Allegations that may meet the harms threshold

11.1 Our aim is to provide a safe and supportive environment which secures the wellbeing and very best outcomes for the children and young people at our club. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.

11.2 Allegations sometimes arise from a differing understanding of the same event, but when they occur, they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children and young people. We work to the thresholds for harm as set out in *'Working Together to Safeguard Children'* (2018) and *'Keeping Children Safe in*

Education, DfE (2021) below. An allegation may relate to a person who works / volunteers with children and young people who has:

- behaved in a way that has harmed a child, or may have harmed a child or young person and/or;
- possibly committed a criminal offence against or related to a child or young person and/or;
- behaved towards a child or young person in a way that indicates he or she may pose a risk of harm to children and young people; and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children and young people.

The 4th bullet point above recognises circumstances where club members involved in coaching, volunteering, or playing hockey with children and young is involved in an incident outside of the club which did not involve children and young people but could have an impact on their suitability to work with children and young people; this is known as transferrable risk.

11.3 At SUBHC we recognise our responsibility to report / refer allegations or behaviours of concern and / or harm to children and young people by adults in positions of trust who are not employed by the Club to England Hockey directly at alison.hogg@englandhockey.co.uk

These are adults such as those in the voluntary sector, taxi drivers, escorts, and fosters carers.

11.4 We will take all possible steps to safeguard our children and young people and to ensure that the adults in our club are safe to work with children and young people. When concerns arise, we will always ensure that the procedures outlined by England Hockey are adhered to and will seek appropriate advice. The first point of contact for club members involved in coaching, volunteering, or playing hockey with children and young people regarding concerns and/ or allegation is the DSL. Contact Details are as follows:

SUBHC Safeguarding Contacts:

Designated Safeguarding Lead (DSL): Christina Woods

Email Address: clubsafeguarding.subhc@gmail.com

Contact Number: 07986 132885

Deputy Designated Safeguarding Lead: Jo Woolley

Email Address: clubsafeguarding.subhc@gmail.com

Contact Number: 07800 604467

England Hockey Ethics and Welfare Team

Main Contact Email – safeguarding@englandhockey.co.uk

Alison Hogg – Ethics and Welfare Manager

Contact to report any safeguarding concerns.

Email – alison.hogg@englandhockey.co.uk

Phone – 01628 897500 / 07738 644171

Sara Davies – Ethics and Welfare Administrator

Contact to report any safeguarding and DBS concerns

Email – sara.davies@englandhockey.co.uk

Phone – 01628 896834

11.5 If an allegation is made or information is received about *any* adult who works/ volunteer in our setting which indicates that they may be unsuitable to work / volunteer with children and young people, the member of club members involved in coaching, volunteering, or playing hockey with children and young people receiving the information should inform the Club Chairman or DSL immediately. Should an allegation be made against the Club Chairman, this will be reported directly to England Hockey. If neither the Club Chairman or DSL is not contactable on that day, the information must be passed to and dealt with by a deputy DSL or, if still not possible, England Hockey.

In the event of allegations of abuse being made against the Club Chairman, the procedure described in 11.4 should be followed.

11.6 The Club Chairman or DSL will seek advice from England Hockey within one working day. No member of club members involved in coaching, volunteering, or playing hockey with children and young people or the governing body will undertake further investigations before receiving advice from England Hockey.

11.7 When working with people outside of the club (e.g. coaches, volunteers or people from other clubs), we inform these groups of our process for managing allegations against club members involved in coaching, volunteering, or playing hockey with children and young people and keep them up to date with any policy developments. Where concerns are raised about an individual and the club is not their employer nor their parent organisation, we recognise that we still have responsibility to ensure allegations are dealt with properly. To achieve this, we will liaise with relevant parties including England Hockey to determine a suitable outcome. Whilst the person from outside the club should be fully involved and co-operate with any enquiries from England Hockey, police and/or children's services, we recognise that the club will usually take the lead in investigating as we have direct access to any affected children and young people and other club members involved in coaching, volunteering, or playing hockey with children and young people to collect the facts.

11.8 Any member of club members involved in coaching, volunteering, or playing hockey with children and young people who does not feel confident to raise their concerns with the Club Chairman or DSL should contact England Hockey directly via email to

11.9 Further help and advice can be found at [Safeguarding \(englandhockey.co.uk\)](https://www.englandhockey.co.uk/safeguarding) where a list of useful information can be found. As well as this further national guidance can be found at: [Advice on whistleblowing](#). The [NSPCC whistleblowing helpline](#) is also available for club members involved in coaching, volunteering, or playing hockey with children and young people who do not feel able to raise concerns regarding child protection failures internally. Club members involved in coaching, volunteering, or playing hockey with children and young people can call: 0800 028 0285 – the line is available from 8:00am to 8:00pm, Monday to Friday or via e-mail: help@nspcc.org.uk.

11.10 The Club has a legal duty to refer to the Disclosure and Barring Service anyone who has harmed, or poses a risk of harm, to a child or young person, or if there is reason to believe the club member involved in coaching, volunteering, or playing hockey with children and young people has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of the club involved in coaching, volunteering, or playing hockey with children and young people at our club, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from England Hockey.

Concerns that do not meet the harm threshold

11.11 The term ‘low-level’ concern does not mean that it is insignificant, it means that the behaviour towards a child does not meet the thresholds as stated above. At SUBHC the ‘low level’ concern process is to consult with the DSL. At SUBHC we recognise a low-level concern to be something which is

- inconsistent with the club members code of conduct, including inappropriate conduct outside of work; and
- does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to England Hockey.

11.12 At SUBHC we promote an open and transparent culture in which all concerns about all adults working in or on behalf of the club are dealt with promptly and appropriately. Through training, club members involved in coaching, volunteering, or playing hockey with children and young people are made aware of what low level concerns are and understand the importance of reporting and these types of concerns in writing.

11.13 Club members involved in coaching, volunteering, or playing hockey with children and young people are expected to report low level concerns following the procedures outlined in paragraph 11.5 above. This includes when club members involved in coaching, volunteering, or playing hockey with children and young people self-refer, where, for example, they have found themselves in a situation which could be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards.

11.14 At SUBHC we understand the importance of recording low-level concerns and the actions taken considering these being reported. The records are kept confidential and stored securely. We will review the records we hold to identify potential patterns and act. Please note, where a child, parent/carer or club member makes an allegation of harm, this will not be considered as a 'low level' concern without consultation with England Hockey.

11.15 We recognise that low level concerns should not be included in references unless they relate to issues which would normally be included in a reference, for example, misconduct or poor performance. However, where a low-level concern (or group of concerns) has met the threshold for referral to the England Hockey and found to be substantiated, it should be referred to in a reference.

Case Management Groups:

11.16 In either case of a reported incident, be it above or below the harms threshold, a Case Management Group (see appendix 4) will be convened to support the actions of the DSL. This is to ensure a thorough examination of the events has occurred, and to ensure that the DSL is not solely responsible for actions taken forwards.

12. Relevant Policies

12.1 To underpin the values and ethos of our club and our intent to ensure that children and young people at our club are appropriately safeguarded the following policies are also included under our safeguarding umbrella:

- Safeguarding Adults
- Safeguarding Case Management Group Terms of Reference
- Anti-Bullying and Harassment Policy
- Social Media
- Equality, Diversity, and Inclusion Policy
- Safe activities risk assessments
- Code of Conducts
- Discipline Code
- Concerns, Complaints and Compliments
- Whistleblowing
- Data Protections Policy
- England Hockey 'SafeD' Policy and Guidelines. [Safeguarding Good Practice Guidance \(englandhockey.co.uk\)](https://www.englandhockey.co.uk/safeguarding-good-practice-guidance).

13. Statutory Framework

This policy has been devised in accordance with the following legislation and guidance:

- Working Together to Safeguard Children DfE (July 2018)
- Keeping Children Safe in Education DfE (2021)
- Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings (May 2019)
- What to do if you're worried a child is being abused DfE (March 2015)
- Information sharing: advice for practitioners providing safeguarding services DfE (July 2018)
- The Prevent duty: Departmental advice for schools and childcare providers DfE (June 2015)
- Mandatory Reporting of Female Genital Mutilation- procedural information Home Office (December 2015)
- Sexual violence and sexual harassment between children in schools and colleges DfE (July 2021)
- Child sexual exploitation: guide for practitioners DfE (February 2017)
- Mental Health and Behaviour in Schools DfE (November 2018)
- Data protection: toolkit for schools DfE (September 2018)
- Promoting the education of children with a social worker (June 2021)
- Preventing youth violence and gang involvement
- Criminal exploitation of children and vulnerable adults: county lines
- Relationships Education, Relationships and Sex Education (RSE) and Health Education

Nature of concern/disclosure
Please include where you were when the child made a disclosure, what you saw, who else was there, what did the child say or do and what you said.
Time & date of incident: Who are you passing this information to? Name: Position: [Ensure that if there is an injury this is recorded (size and shape) and a body map is completed] [Make it clear if you have a raised a concern about a similar issue previously]
Your signature: Time form completed: Date:

Time form received by DSL:

Action taken by DSL:

Referred to...?

Club Police England

Chairman Hockey

☐
☐
☐

Date:

Time:

Feedback given to...?

☐
☐
☐
☐

Person Who

Adult

Club

England

Reported Disclosure

Chairman

Hockey

Further Action Agreed:

e.g. Club to instigate an Early Help Assessment Plan, assessment by Children's Services

Full name:

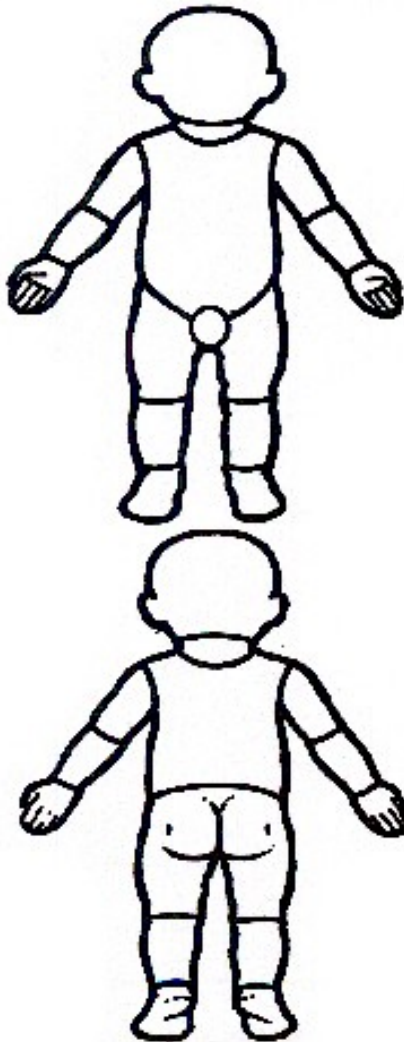
DSL Signature:

Date:

Body Map

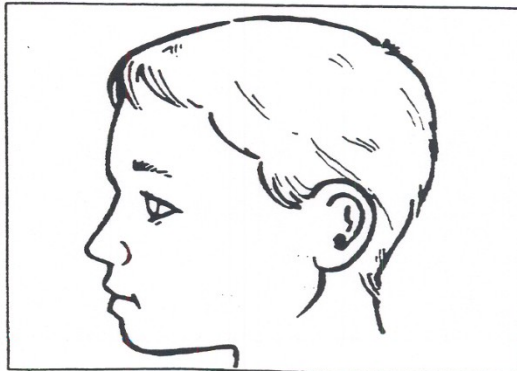
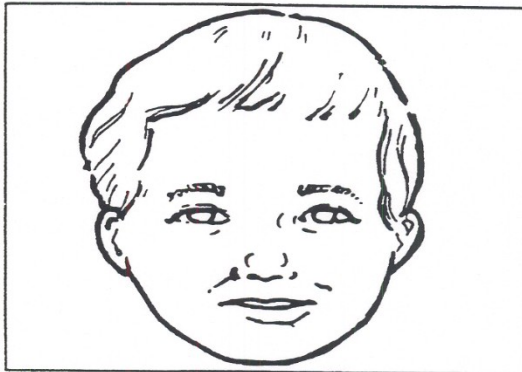
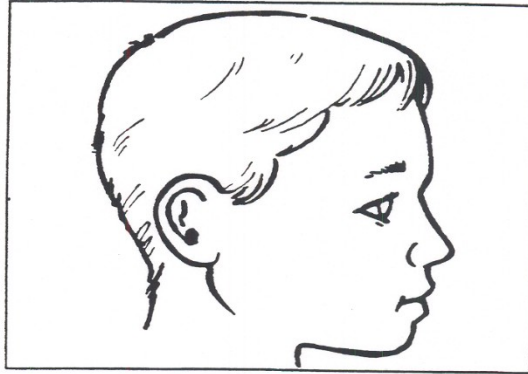
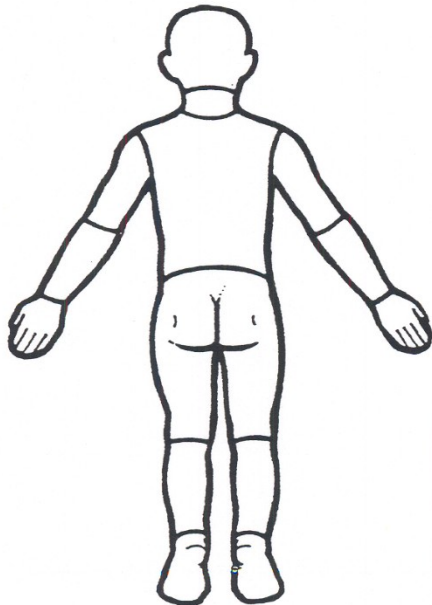
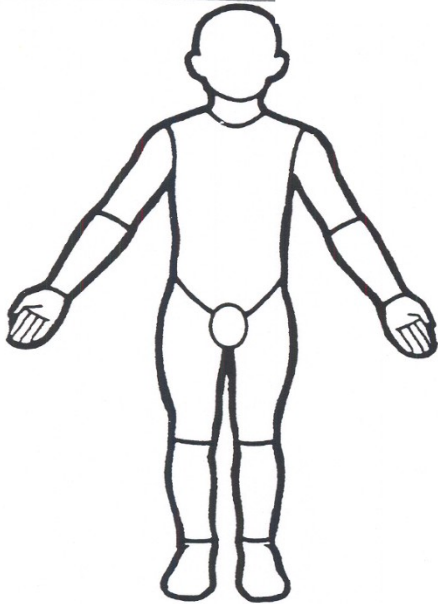
Indicate clearly where the injury was seen and attach this to the Recording Form

Young Child



Indicate clearly where the injury was seen and attach this to the Recording Form

Older Child



Appendix 2: Safeguarding Induction Sheet for new or existing club members involved in coaching, volunteering, or playing hockey with children and young people.

We all have a statutory duty to safeguard and promote the welfare of children and young people, and at our club we take this responsibility seriously.

If you have any concerns about a child or young person in our club, you must share this information immediately with our Designated Safeguarding Lead (DSL) or one of the alternate post holders.

Do not think that your worry is insignificant if it is about hygiene, appearance or behaviour – we would rather you told us as we would rather know about something that appears small than miss a worrying situation.

If you think the matter is very serious and may be related to child protection, for example, physical, emotional, sexual abuse or neglect, you must find one of the designated safeguard leads detailed below and provide them with a written record of your concern. A copy of the form to complete is attached to this and others can be obtained from the Club Vice Chair or DSL. Please ensure you complete all sections as described.

If you are unable to locate them ask a member of the executive committee to find them and to ask them to speak with you immediately about a confidential and urgent matter.

Any allegation or low-level concern about a club member involved in coaching, volunteering, or playing hockey with children and young people, a child's foster carer or a volunteer should be reported immediately to the DSL. If an allegation is made about the Club Chairman, you should pass this information to the DSL or England Hockey. The [NSPCC whistleblowing helpline](https://www.nspcc.org.uk/keeping-children-safe/whistleblowing/) is also available for club members who do not feel able to raise concerns regarding child protection failures internally. Club members involved in coaching, volunteering, or playing hockey with children and young people can call: 0800 028 0285 – line is available from 8:00am to 8:00pm, Monday to Friday or via e-mail: help@nspcc.org.uk.

The people you should talk to in club are:

SUBHC Safeguarding Contacts:

Designated Safeguarding Lead (DSL): Christina Woods

Email Address: clubsafeguarding.subhc@gmail.com

Contact Number: 07986 132885

Deputy Designated Safeguarding Lead: Jo Woolley

Email Address: clubsafeguarding.subhc@gmail.com

Contact Number: 07800 604467

England Hockey Ethics and Welfare Team

Main Contact Email - safeguarding@englandhockey.co.uk

Alison Hogg – Ethics and Welfare Manager

Contact to report any safeguarding concerns.

Email – alison.hogg@englandhockey.co.uk

Phone – 01628 897500 / 07738 644171

Sara Davies – Ethics and Welfare Administrator

Contact to report any safeguarding and DBS concerns

Email – sara.davies@englandhockey.co.uk

Phone – 01628 896834

www.englandhockey.co.uk/governance/duty-of-care-in-hockey/safeguarding

At SUBHC we strive to safeguard and promote the welfare of all our children and young people.

Appendix 3 – Case Management Groups

Case Management Groups comprise of a select number of individuals with identified and relevant skills, knowledge experience and/or status within the organisation and include at least one member with safeguarding adult expertise. The group's role and decision-making powers need to be embedded within the organisation's governance structure and be linked to related organisational functions such as codes of conduct, and the disciplinary policy and procedures.

The Executive Committee should receive regular reports from the Case Management Group summarising the cases that have been addressed and their outcomes, as well as any issues that require action by SUBHC e.g. changes to policy or procedures.

Case Management Groups should have clear terms of reference. They may be 'standing committees' who meet regularly or can be brought together as the need arises.

Case Management Group roles include:

- to ratify any actions already taken by Designated Safeguard Lead.
- to initially assess and agree immediate response to a safeguarding case (does there appear to be a case to answer?).
- to identify appropriate 'route' for case (e.g. internal/ disciplinary action alone or referral to statutory agencies plus internal/ disciplinary action).
- to decide the level (from local to national) at which the organisation will deal with the concern.
- to consider the need for temporary/ interim suspension order (some organisations' Case Management Group issue suspensions directly, while others can only make recommendations to their disciplinary group).
- to review progress of case(s).
- to identify/ communicate learning from cases.

Case Management Groups' membership includes:

- A designated Chair – **The Club Chairman (Christina Woods)**
- A secretary – **The Deputy Designated Safeguarding Lead (Joanne Woolley)**
- The Junior Development Officer – **Sam Chow**
- Members from parts of SUBHC where appropriate –
 - o **Emma Kirtley (Doctor)**
 - o **Sarah Fuller (Nurse)**
 - o **Chris Thomas (Doctor)**
- Co-opted independent safeguarding expertise from **England Hockey as Required.**

Appendix 4 – Sources of Information and Support

England Hockey Ethics and Welfare Team

Main Contact Email – safeguarding@englandhockey.co.uk

Alison Hogg – Ethics and Welfare Manager

Contact to report any safeguarding concerns.

Email – alison.hogg@englandhockey.co.uk

Phone – 01628 897500 / 07738 644171

Megan Orme-Smith – Ethics and Welfare Officer

Contact for general safeguarding queries.

Email – megan.orme-smith@englandhockey.co.uk

Phone – 01628 897545

www.englandhockey.co.uk/governance/duty-of-care-in-hockey/safeguarding

Action on Elder Abuse

A national organisation based in London. It aims to prevent the abuse of older people by raising awareness, encouraging education, promoting research and collecting and disseminating information.

Tel: 020 8765 7000

Email: enquiries@elderabuse.org.uk

www.elderabuse.org.uk

Ann Craft Trust (ACT)

A national organisation providing information and advice about adult safeguarding. ACT have a specialist Safeguarding Adults in Sport and Activity team to support the sector

Tel: 0115 951 5400

Email: Ann-Craft-Trust@nottingham.ac.uk

www.anncrafttrust.org

Men's Advice Line

For male domestic abuse survivors

Tel: 0808 801 0327

National LGBT+ Domestic Abuse Helpline

Tel: 0800 999 5428

National 24Hour Freephone Domestic Abuse Helplines

England
Tel: 0808 2000 247 www.nationaldahelpline.org.uk/Contact-us

Rape Crisis Federation of England and Wales

Rape Crisis was launched in 1996 and exists to provide a range of facilities and resources to enable the continuance and development of Rape Crisis Groups throughout Wales and England.

Email: info@rapecrisis.co.uk

www.rapecrisis.co.uk

Respond

Respond provides a range of services to victims and perpetrators of sexual abuse who have learning disabilities, and training and support to those working with them.

Tel: 020 7383 0700 or

0808 808 0700 (Helpline)

Email: services@respond.org.uk

www.respond.org.uk

Stop Hate Crime

Works to challenge all forms of Hate Crime and discrimination, based on any aspect of an individual's identity. Stop Hate UK provides independent, confidential and accessible reporting and support for victims, witnesses and third parties.

24 hours service:

Telephone: 0800 138 1625

Web Chat: www.stophateuk.org/talk-to-us/

E mail: talk@stophateuk.org

Text: 07717 989 025

Text relay: 18001 0800 138 1625

By post: PO Box 851, Leeds LS1 9QS

Susy Lamplugh Trust

The Trust is a leading authority on personal safety. Its role is to minimise the damage caused to individuals and to society by aggression in all its forms – physical, verbal and psychological.

Tel: 020 83921839

Fax: 020 8392 1830

Email: info@suzylamplugh.org

www.suzylamplugh.org

Victim Support

Provides practical advice and help, emotional support and reassurance to those who have suffered the effects of a crime.

Tel: 0808 168 9111

www.victimsupport.com

Women's Aid Federation of England and Wales

Women's Aid is a national domestic violence charity. It also runs a domestic violence online help service.

www.womensaid.org.uk/information-support