



## Surrey Hockey Umpires' Association

### Guidelines with regard to the Safeguarding and Protecting of Junior Umpires in Hockey

These guidelines been written by Surrey Hockey Umpires' Association (hereafter referred to as SHUA) when dealing with Junior Umpires under the age of 18 (hereafter referred to as Junior Umpires) and for the knowledge and understanding of the Junior Umpires' custodial parents, carers and guardians (hereafter referred to as Parents/Carers).

SHUA recognises that, when umpiring with, coaching or assessing Junior Umpires, it is the duty of the Parents/Carers (as laid out in the Safeguarding and Protecting Young Umpires in Hockey Policy) to be responsible for the care of their son or daughter during a hockey game or a hockey training session.

SHUA recognises that, in the vast majority of occasions, the Parents/Carers will be in attendance during a hockey game or a hockey training session and will be the primary carer of the Junior Umpire.

However, there may be times (e.g. if the Parents/Carers have gone to the car to retrieve an item or has gone to the toilet) or occasions (e.g. the Surrey Youth Games) when the adult responsible for the care of the Junior Umpire is not in attendance and the SHUA umpire/coach/assessor may become the primary carer of the Junior Umpire either temporarily or for the entire match or training session.

SHUA also recognises that the majority of its umpires, coaches and assessors have not been checked by the Disclosure and Barring Service (DBS) and these umpires, coaches and assessors may feel ill at ease with the responsibility of being the primary carer of the Junior Umpire.

In this instance, there are three things that need to be considered:

1. These guidelines have been written to help an umpire/coach/assessor if they do become the primary carer of the Junior Umpire. Please read these carefully together with the Safeguarding and Protecting Young Umpires in Hockey Policy which may be found in the Web Handbook and Downloads section on the SHUA website.
2. There is now an Act of Parliament (The Social Action, Responsibility & Heroism Act 2015) which may be found at <http://www.lawinsport.com/articles/item/what-the-new-social-action-responsibility-heroism-act-2015-means-for-sports-volunteers-and-ngbs> which will help to reduce any fears when becoming the primary carer of the Junior Umpire.
3. SHUA will support all umpires/coaches/assessors as long as they act in a manner that any prudent parent would.

Expectations of SHUA, the Parents/Carers and the Junior Umpire are to be found in the Safeguarding and Protecting Young Umpires in Hockey Policy which may be found in the Web Handbook and Downloads section on the SHUA website --- please read these as they will give an overall picture of what is expected.

The following guidelines have been written for the SHUA umpire/coach/assessor based on these expectations.

#### **Expectation --- dos**

- Keep a written record (soft copy acceptable) and inform the Parents/Carers & the Welfare Manager of any illness or injury sustained by a Junior Umpire whilst in the care of SHUA, plus the details of any medication or treatment given.
- To the best of your abilities, ensure that adults will take care when playing, spectating and training alongside Junior Umpires. Adults must always treat them with respect and dignity.
- To the best of your abilities, ensure that Junior Umpires are not left alone on the side line without guidance or supervision.
- Only allow the use of appropriate medication that has been provided by the Parents/Carers or purchased at the pharmacist.
- Put the Junior Umpires' welfare before the game.
- Use appropriate language at all time.
- Be vigilant regarding the use of cameras used to take photographs or video footage of Junior Umpires.
- Report any/all of the following to the Parents/Carers and the Welfare Manager:
  - If a Junior Umpire is injured

#### **Expectation --- don'ts**

- Do not change or shower at the same time as the Junior Umpires using the same changing room.
- And if Junior Umpires are uncomfortable changing or showering in public, no pressure will ever be placed on them to do so.
- Do not smoke in front of the Junior Umpire.
- If for some reason you are the primary carer of the Junior Umpire, do not allow a Junior Umpire under the age of 16 to smoke even if the parents/carer usually allow this.
- If for some reason you are the primary carer of the Junior Umpire, do not allow the Junior Umpire to purchase or drink any alcohol or any other intoxicants even if the parents/carer usually allow this.
- Do not allow the Junior Umpire to take illegal drugs or medication that has not been provided by the Parents/Carers or purchased at the pharmacist.

- or ill.
  - If a Junior Umpire appears distressed in any way.
  - If a Junior Umpire misunderstands or misinterprets something said or done
- Maintain a high level of communication with both the Parents/Carers and the Junior Umpire.

Disclosure by a Junior Umpire.

The Safeguarding and Protecting Young Umpires in Hockey Policy has the expectation that the Junior Umpire will inform someone if he/she is worried about anything --- especially if he/she believes that:

- he/she is being bullied
- he/she is being threatened
- an adult is making him/her do things that he/she knows are wrong
- someone is touching him/her and making him/her feel uncomfortable
- someone is constantly teasing him/her, shouting at him/her or kicking and punching him/her
- someone is making suggestive remarks or asking him/her to do things of a sexual nature
- someone is acting in a way which makes him/her feel lonely, upset, unsafe or embarrassed

Junior Umpires have been encouraged to speak out even though:

It can sometimes be difficult to speak to an adult about how you are feeling. You might think that an adult will not understand.  
**THEY WILL LISTEN.**  
 You may think that they will not believe you.  
**THEY WILL BELIEVE YOU.**  
 You may be scared that they will tell other people who you do not want to know.  
**THEY WILL ONLY TELL SOMEONE WHO CAN HELP.**  
 You might think they have not got time to talk to you.  
**THEY WILL ALWAYS MAKE TIME TO TALK.**  
 It's better to talk to someone. Ignoring your worries or concerns could make them worse. Talking to someone will begin to tackle your worries and concerns. You only have to share information that you want to share. Telling someone will begin to help you

But how do you act if the Junior Umpire discloses something to you?

- **Listen carefully** (It often takes years for a person to have the courage to disclose, a negative response endorses their feelings that they are valueless and that their experience is unimportant)

- **Don't ask leading questions** (a difficult one—basically don't put words into their mouths, just reassure, be sympathetic and listen. If a case goes to court it can be disregarded if the recipient of the disclosure has been deemed to lead the person disclosing!)
- **Record the conversation in the Junior Umpire's words** (as far as possible.) ( Note the time and date and email to Welfare Manager)
- **Take it seriously and assure the person that they are right to tell** ( A negative response from the recipient of the disclosure enforces the idea that the experience is unimportant and that they are valueless or to blame for the incident)
- **Explain what will happen next** (Don't make false promises. Explain that you will not discuss the disclosure with anyone else except the Welfare Manager. They may ask what will happen next. Explain that you do not know but reassure that it will be dealt with confidentiality and with sympathy)

This all sound rather onerous and although the chance of a Junior Umpire disclosing is very slim, we need to be aware of procedure in the event of it occurring.