

# Working With Young Umpires Guidance

February 2017



ENGLAND  
HOCKEY

All adults working within hockey have a duty of care to all young people (U18). This guidance is designed to maximise the enjoyment and wellbeing of Young Umpires taking part and to minimise the risks.

This document outlines Young Umpire Developer roles and their key safeguarding responsibilities to Young Umpires. Young Umpire Developers (YUD) refers to an Umpire Mentor, Umpire Coach or Umpire Manager.

All adults who work with young people in hockey are in a position of trust which has been invested in them by parents, the sport and the young person. These individuals are also bound by the England Hockey's (EH) policies, procedures and good practice guidance (SafeD) which are available [here](#).

YUD's have a responsibility to be vigilant and respond to suspicions of poor practice, abuse or bullying appropriately. All concerns about a young person or the behaviour of an adult towards a young person should be reported in line with England Hockey's (EH) safeguarding and protecting young people's [reporting procedures](#).

In all cases advice and guidance must first be sought from the Umpire Associations Welfare Officer.

Role	Responsibilities	Action
Young Umpire Mentor	<p>The mentor's responsibility is to keep the Young Umpire at the centre of the relationship and try to ensure that learning occurs.</p> <p>The Umpire Mentor must observe and assess the young umpire.</p> <p>Ensure Young Umpires are aware that they are in a position of trust.</p> <p>The Umpire Mentor must work within the England Hockey's Safeguarding and Protecting Young People Policy.</p> <p>All concerns must be reported in accordance with EH's <a href="#">reporting procedures</a>.</p>	<p>Listen to the Young Umpire's issues and problems.</p> <p>Ask 'How's it going?'</p> <p>Help the Young Umpire to work through problems.</p> <p>Ensure Young Umpires are carrying out good practice at all times.</p> <p>Ensure Young Umpires are aware of who their Welfare Officer is.</p>
Young Umpire Coach	<p>Umpire Coaches are responsible for the delivery of the programme and for the safety and welfare of all participants whilst on and off the pitch.</p> <p>If any welfare issues are reported to an Umpire Coach they should be reported <b>immediately</b> to the Umpire Association's</p>	<p>Discuss the Young Umpire's games / sessions - any problems encountered, giving positive feedback.</p> <p>Encourage the use of appropriate use of language.</p>

	<p>Welfare Officer.</p> <p>All concerns must be reported in accordance with EH's <a href="#">reporting procedures</a>.</p>	<p>Give Young Umpires the confidence to challenge inappropriate behaviour.</p>
<p>Young Umpire Manager</p>	<p>To ensure the event Welfare Plan is adhered to by both YUD's and Young Umpires</p> <p><b>Umpire Managers will be in loco parentis for each Young Umpire in their group.</b></p> <p>Umpire Managers are responsible for the welfare and protection of Young Umpires throughout the event both at the venue and at the event accommodation. Umpire Managers will be the first point of contact for any welfare issues which occur or are reported by a Young Umpire.</p> <p>It will be the Umpire Managers responsibility to escalate any concerns from either a Young Umpire or adult.</p> <p>All concerns must be reported in accordance with EH's <a href="#">reporting procedures</a>.</p>	<p>Make sure all consent forms are completed by a parent/guardian for Young Umpires who are U18 prior to the event.</p> <p>The Young Umpire Manager must be aware of any medical conditions or allergies and are responsible for ensuring measures are put in place to accommodate them.</p> <p>Umpire Managers must be available at all times for their Young Umpires to talk to regarding safeguarding and welfare issues.</p>

#### Club Match Responsibilities

This includes league matches and friendly matches in a club environment.

YUD's have a duty of care to ensure the welfare of Young Umpires is upheld throughout the duration of the match. In best case scenario's, the YUD will be a qualified Umpire Coach or Umpire with England Hockey.

A YUD should act as a chaperone for Young Umpires during matches. As a minimum requirement a chaperone can be a parent, guardian or other responsible adult not involved in the match.

Young Umpires can particularly be vulnerable when they are umpiring adult teams. For example Young Umpires may be exposed to more inappropriate language and behaviours in this setting. YUD's should challenge inappropriate behaviours through the team's manager or captain, which are targeted towards Young Umpires. All concerns **must** be reported to the local Umpire Associations Welfare Officer as soon as possible.

It is a YUD responsibility to ensure that the changing room arrangements for the Young Umpire follow the EH policies and procedures concerning U18's using adult changing facilities. Changing room guidance can be found [here](#).

#### Tournament / Festival Responsibilities (Includes the same responsibilities as above)

It is YUD's responsibility to ensure Young Umpires have an adequate amount of rest in-between matches; one way to achieve this is by ensuring adequate umpire appointments for these occasions.

YUD's are responsible for Young Umpires both on and off the pitch, so should arrange suitable supervision at all times.

Arrival and departure arrangements should be planned prior to the tournament, with YUD's only able to leave once all Young Umpires have been collected by their parent or guardian.

#### Training and DBS Checks

- It is highly recommended that YUD's should complete England Hockey's [online](#) basic awareness course, with Young Umpires being made aware for their own learning.
- YUD's who have regular responsibility for young people **must** have an up to date [DBS check](#). Please contact your local Hockey Umpiring Associations for more information.
- All Umpire Managers are strongly advised to attend a [Sports Coach UK \(scUK\) Safeguarding & Protecting Children People workshop](#). This training should be renewed on a three-yearly basis.

#### Best Practice

Safe Recruitment – DBS and Qualification checks should not be used in isolation when appointing any YUD's. They should be one part of the process to determine if someone is suitable to work with young people in these particular roles. EH's [Recruitment Guidance](#) provides a number of steps to ensure individuals working with young people in hockey, whether in a paid or unpaid capacity are suitable and appropriate for the role.

Training sessions – YUD's should always be publicly open when working with Young Umpires. They must ensure that whenever possible there is more than one adult present during activities with Young Umpires, or at least that they are in sight or hearing of others.

Communication – Parents/Guardians should be copied into all communications with Young Umpires and private messaging should be avoided at all times.

Social Media – While social networking can bring many advantages it is important for YUD's to take ownership of safeguarding young people online and take steps to ensure safeguarding policies, strategies and procedures to address safety issues. YUD's must read EH's '[Think Before You Post](#)' Guidance.

Alcohol – YUD's **who have a duty of care to Young Umpires** are not permitted to drink alcohol in their presence. Certain events will be dry events and this must be adhered to at all times. It is illegal for U18s to purchase and consume alcohol.

Code of Ethics and Behaviours - Everyone working within the hockey family is bound by England Hockey's [Code of Ethics and Behaviour](#). YUD's should be familiar with the Umpire specific section of this document.

Please visit England Hockey's [Best Practice Guidance](#) for more information on the topics above.

EH Safeguarding Team Contact Details:

**Alison Hogg** - [alison.hogg@englandhockey.co.uk](mailto:alison.hogg@englandhockey.co.uk) - report a concern

**Sam Hunt** - [sam.hunt@englandhockey.co.uk](mailto:sam.hunt@englandhockey.co.uk) - for general safeguarding enquiries

**Yasmin Dyer** - [yasmin.dyer@englandhockey.co.uk](mailto:yasmin.dyer@englandhockey.co.uk) - all DBS enquiries

**Safeguarding Team contact number:** 01628 897500