

## Working with Young People in MRHUA

As a member of MRHUA you may as an Umpire Colleague, Umpire Coach or Assessor, get involved in working with or helping young umpires.

Below are the do's and don'ts in relation to that possible scenario:

1. You should:

- ✓ Act as a positive role model
- ✓ Use positive comments to recognise effort and endeavour
- ✓ Be fully aware of and abide by England Hockey's Equity and Child Protection policies  
These can be found on the Equity, Ethics and Discipline section of the England Hockey website
- ✓ Be aware of the medical facilities available at the match or training venue

2. You Should never:

- ✗ Spend excessive (ANY) amounts of time alone with young people
- ✗ Take young people alone on car journeys, however short
- ✗ Allow young people to use inappropriate language unchallenged
- ✗ Make sexually suggestive comments to young people
- ✗ Allow bullying or bad behaviour by or towards young people
- ✗ Make derogatory remarks in front of young people

3. Reporting Procedures:

As an Umpire Colleague/Coach/Assessor in hockey, you are not expected to be an expert in recognition. However, you do have a duty of care to be vigilant and respond appropriately to suspicions of poor practice, abuse or bullying. This does not mean it is your responsibility to decide if poor practice, bullying or abuse has occurred; however it is your responsibility to report any concerns you might have.

3.1 You might need to report a concern:

- ✓ In response to something a young person has said to you
- ✓ In response to signs or suspicions of abuse
- ✓ In response to bullying
- ✓ Having observed inappropriate behaviour

3.2 If a young person reports a concern to you, you should always:

- ✓ Reassure any young person reporting concerns that they have done the right thing in telling you
- ✓ Keep an open mind
- ✓ Listen carefully to what is said and take the young person seriously
- ✓ Explain that the information will need to be shared with others
- ✓ Record in writing what was said, using the young person's own words
- ✓ Report the concern to your Association Welfare Officer or England Hockey