



## Appendix 1 – Hockey Risk Assessment & Child Safeguarding Statement

This risk assessment considers the potential for harm to come to children whilst they are in the care of Hockey Ireland and indicates the areas of potential risk of harm, the likelihood of the risk occurring and gives the required policies, procedures and guidance documents required to alleviate these risks. This has been discussed and signed by the Hockey Ireland board on the date below.

This risk assessment precedes Hockey Ireland's Child Safeguarding Statement (Section' 11 (1b) Children First Act 2015) and in accordance with the requirements of Section 11 (1) of the Children First Act 2015 (ROI) the risk is of abuse and not general health and safety risk.

***All policies/procedures listed below are in Hockey Ireland's Safeguarding Policy.***

Potential risk of harm to children	Likelihood of harm happening L-M-H	Required Policy, Guidance and Procedure document	Responsibility Club/National	Further action required ...
<b>CLUB COACHING AND PRACTICES</b>				
<b>Lack of coaching qualification</b>		<ul style="list-style-type: none"> <li>▪ Coach education policy</li> <li>▪ Recruitment policy</li> </ul>	Committee Head Coach	<i>Proof of qualification to be confirmed, Garda Vetting/AccessNI, SG1 Basic Awareness training</i>
<b>Inadequate Supervision</b>		<ul style="list-style-type: none"> <li>▪ Supervision policy</li> </ul>		<i>All activities involving children will have at least two leaders present</i>
<b>Unauthorised photography &amp; recording activities</b>		<ul style="list-style-type: none"> <li>▪ Photography and Use of Images policy</li> </ul>		<i>Parental consent is sought</i>
<b>Behavioural Issues</b>		<ul style="list-style-type: none"> <li>▪ Code of Conduct</li> <li>▪ Safeguarding Level 1 (min)</li> <li>▪ Complaints &amp; Disciplinary policy</li> </ul>		<i>Codes of conduct are signed by parents, leaders, children.</i>
<b>Lack of gender balance amongst coaches</b>		<ul style="list-style-type: none"> <li>▪ Coach education policy</li> <li>▪ Supervision/ratio policy</li> </ul>		<i>At least one adult of each gender with mixed parties</i>
<b>No guidance for travelling and away trips</b>		<ul style="list-style-type: none"> <li>▪ Travel/Away trip policy</li> <li>▪ Child Safeguarding Training</li> </ul>		<i>Staff, Coaches and volunteers are made aware of policy and sign their acceptance of same.</i>
<b>Lack of adherence with Safeguarding policy (i.e. mobile phones, photography, transport, physical contact)</b>		<ul style="list-style-type: none"> <li>▪ Safeguarding policy</li> <li>▪ Complaints &amp; disciplinary policy</li> </ul>		<i>Safeguarding policy &amp; COC sent to all staff and volunteers on a regular basis. Mandatory training</i>

Potential risk of harm to children	Likelihood of harm happening L-M-H	Required Policy, Guidance and Procedure document	Responsibility Club/National	Further action required ...
<b>COMPLAINTS &amp; DISCIPLINE</b>				
<b>Lack of awareness of a Complaints &amp; Disciplinary policy</b>		<ul style="list-style-type: none"> <li>Complaints &amp; Disciplinary procedure/policy</li> <li>Communications procedure</li> </ul>		<i>Safeguarding policy sent to all staff &amp; volunteers. Ongoing</i>
<b>Difficulty in raising an issue by child &amp; or parent. Reason: Covered above</b>		<ul style="list-style-type: none"> <li>Complaints &amp; Disciplinary procedure/policy</li> <li>Communications procedure</li> </ul>		<i>National Children's Officer details are on website and reporting procedures is designed in a flowchart which clubs should be encouraged to widely share along with HI including on regular social media posts.</i>
<b>Complaints not being treated seriously</b>		<ul style="list-style-type: none"> <li>Complaints &amp; Disciplinary procedure/policy</li> </ul>		<i>Ongoing review</i>
<b>REPORTING PROCEDURES</b>				
<b>Lack of knowledge of organisational and statutory reporting procedures</b>		<ul style="list-style-type: none"> <li>Reporting procedures/policy</li> <li>Code of Conduct</li> </ul>		<i>Safeguarding policy sent to all staff &amp; volunteers. NCO &amp; DLP In place Include in Safeguarding Training (L1)</i>
<b>No Mandated Person appointed</b>		<ul style="list-style-type: none"> <li>Statutory Reporting procedures/policy</li> </ul>	<b>Hockey Ireland level only</b>	<i>Hockey Ireland Mandated Person is listed on CSS</i>
<b>No Designated Liaison Person Appointed</b>		<ul style="list-style-type: none"> <li>Statutory Reporting procedures/policy</li> </ul>		<i>DLP in place and listed In GI policy Publicise identity of DLPs</i>
<b>Concerns of abuse or harm not reported</b>		<ul style="list-style-type: none"> <li>Reporting procedures/policy</li> <li>Child Safeguarding Training – Level 1</li> </ul>		<i>Include in Safeguarding Training (L1) Contact NCO, DLPs, MP(s)</i>
<b>Not clear who Junior/Young Person should talk to or report to</b>		<ul style="list-style-type: none"> <li>Post the names of NCOs, DLPs and MP</li> <li>Identify lead safeguarding person/child officer at tournaments/events.</li> </ul>		<i>Communicate across the organisation reinforcing at tournaments/training/away trips. Make known Children's officer at GI events Include in Safeguarding Training (L1)</i>

Potential risk of harm to children	Likelihood of harm happening L-M-H	Required Policy, Guidance and Procedure document	Responsibility Club/National	Further action required ...
<b>FACILITIES</b>				
Unauthorised access to designated youth practice areas and to changing rooms, showers, toilets etc.		<ul style="list-style-type: none"> <li>Supervision policy</li> <li>Coach education</li> </ul>		<i>Clarify responsibilities before session starts/ supervision at all times</i>
Photography, filming or recording in prohibited areas		<ul style="list-style-type: none"> <li>Photography policy and use of devices in private areas</li> </ul>		<i>Enforce policy in private changing areas</i>
Missing or found child on site		<ul style="list-style-type: none"> <li>Missing or found child policy</li> </ul>		<i>Refer to missing/found child policy - inform Gardai/PSNI if necessary</i>
Children sharing facilities with adults e.g. dressing room, showers etc.		<ul style="list-style-type: none"> <li>Safeguarding policy</li> </ul>		<i>Plan with management to create a suitable child centered environment in shared facilities - supervision</i>
<b>RECRUITMENT</b>				
Recruitment of inappropriate people		<ul style="list-style-type: none"> <li>Recruitment policy</li> <li>Vetting procedures</li> </ul>		<i>Ongoing review</i>
Lack of clarity on roles No role descriptions or inadequate role descriptions		<ul style="list-style-type: none"> <li>Recruitment policy</li> </ul>		<i>Check job description Put supervision in place</i>
Unqualified or untrained people in role		<ul style="list-style-type: none"> <li>Recruitment policy</li> <li>Safeguarding Training</li> </ul>		<i>Check qualification Ongoing review</i>

Potential risk of harm to children	Likelihood of harm happening L-M-H	Required Policy, Guidance and Procedure document	Responsibility Club/National	Further action required ...
<b>COMMUNICATIONS AND SOCIAL MEDIA</b>				
Lack of awareness of 'risk of harm' with members and visitors		<ul style="list-style-type: none"> <li>Child Safeguarding Statement</li> </ul>		<i>Communicate Child Safeguarding Statement / SG1 training</i>
No communication of Child Safeguarding Statement, Safeguarding Policy or Code of Conduct		<ul style="list-style-type: none"> <li>Child Safeguarding Statement – display</li> <li>Code of Conduct - distribute.</li> <li>Safeguarding Policy – make available</li> </ul>		<i>Child Safeguarding Statement /Code of conduct sent to all staff and volunteers Policy on website</i>
Unauthorised photography & recording of activities		<ul style="list-style-type: none"> <li>Photography and Use of Images policy</li> </ul>		Parental permission must be sought
Inappropriate use of social media and communications by an under 18's		<ul style="list-style-type: none"> <li>Communications policy</li> <li>Code of conduct</li> </ul>		Social media/communication policy Communications kept under regular review
Inappropriate use of social media and communications with under 18's		<ul style="list-style-type: none"> <li>Communications policy</li> <li>Code of conduct.</li> </ul>		Social media/communication policy Communications kept under regular review



Potential risk of harm to children	Likelihood of harm happening L-M-H	Required Policy, Guidance and Procedure document	Responsibility Club/National	Further action required ...
<b>GENERAL RISK OF HARM</b>				
Harm not being recognised		<ul style="list-style-type: none"> <li>▪ Safeguarding policy</li> <li>▪ Child Safeguarding Training</li> </ul>		<i>Ongoing</i>
<b>Harm caused by</b> <ul style="list-style-type: none"> <li>- child to child</li> <li>- coach to child</li> <li>- volunteer to child</li> <li>- official to child</li> <li>- member to child</li> <li>- visitor to child</li> </ul>		<ul style="list-style-type: none"> <li>▪ Safeguarding policy</li> <li>▪ Child Safeguarding Training</li> </ul>		Ongoing
General behavioural issues		<ul style="list-style-type: none"> <li>▪ Code of Conduct</li> </ul>		<i>Take disciplinary action where necessary Sign code of conduct</i>

Explanation of terms used:

- **Potential risk of harm to children** – these are identified risks of harm to children whilst accessing activities within Hockey Ireland.
- **Likelihood of harm happening** – the likelihood of the risk occurring is measured by you as Low/Medium or High.
- **Required Policy, Guidance and Procedure document** – indication of the policy required to alleviate the risk.
- **Responsibility** – provider should indicate where the responsibility for alleviating the risk lies.
- **Further action...** - indicates further action that might be necessary to alleviate any risk ongoing.

This Risk Assessment document has been discussed and completed by Hockey Ireland on 05/12/2025

Signed: 

Name: Niamh Byrne

Role: Chair of Hockey Ireland

Date: 10/12/2025



Signed:

Name: Anne McCormack

Role: National Children's Officer/Designated Liaison Person

Date: 05/12/2025



## Hockey Ireland Child Safeguarding Statement

Hockey Ireland is the National Governing Body for the sport of hockey on the island of Ireland, Hockey Ireland and its affiliated clubs provide various sporting activities and opportunities for children and young people through participation in clubs, regional/provincial events and through to our national teams. Organised events involve the provision of National championships and camps that in some instances require attendance at weekend events and overnight trips for clubs and their members both Nationally and Internationally.

Hockey Ireland is a voluntary led organisation that provides its members with opportunities to participate in the sport of hockey through, Leisure/Sportive and various disciplines, across all age grades including Junior Youth and Adult

### NGB Details:

- Name: Hockey Ireland
- » Sport: Field Hockey
- Location: Unit 6 Sports HQ2, Sport Ireland Campus, Snughborough Road, Blanchardson, Dublin 15
- « Activities: 11v11 Outdoors, Indoor Hockey, HockeyID, Camps and Fun Blitzes

**Section 2 - Hockey Ireland** is committed to safeguarding children by working under our Safeguarding Policy. Our staff, both volunteers and employed, working with our young people, throughout the organisation, seek to create a safe environment for young people to grow and develop within Hockey by adhering to the following principles:

- **Importance of childhood** - The importance of childhood should be understood and valued by everyone involved in Hockey.
- **Needs of the child** - All junior Hockey experiences should be guided by what is best for children. This means that adults should have a basic understanding of the emotional, physical and personal needs of young people.
- **Integrity in relationships** - Adults interacting with children in Hockey are in a position of trust and influence and must never abuse this position of trust. They should always ensure that children are treated with integrity and respect, and the self-esteem of young people is enhanced.
- **Fair Play** - All junior Hockey should be conducted in an atmosphere of fair play. Hockey Ireland will promote fair play, respect, ethics, integrity and safety throughout our organisation
- **Quality atmosphere & ethos** - Junior Hockey should be conducted in a safe, positive and encouraging atmosphere.
- **Competition** - Competition is an essential element of Hockey and should be encouraged in an age appropriate manner. A balanced approach to competition can make a significant contribution to the development of children, while at the same time providing fun, enjoyment and satisfaction. However competitive demands are often placed on children too early which results in excessive levels of pressure on them. Hockey leaders should aim to put the welfare of young people first and competitive standards second.
- **Equality** - All children should be valued and treated in an equitable and fair manner regardless of ability, disability, age, gender, sexual orientation, religion, social and ethnic background or political persuasion.

**Section 3 - Risk Assessment**

Hockey Ireland's written Risk Assessment document indicates the areas of potential risk of harm, the likelihood of the risk occurring, and gives the required policy, guidance or process documents required to alleviate these risks. The list of risks identified and procedures to manage these risks are contained in the following categories:

Risk Identified	Procedure in place to manage risk identified
<p><b>Coaching Practices</b></p> <ul style="list-style-type: none"> <li>➤ Lack of coaching qualification.</li> <li>➤ Supervision issues.</li> <li>➤ Unauthorised photography &amp; recording activities.</li> <li>➤ Behavioural Issues.</li> <li>➤ Lack of gender balance amongst coaches</li> <li>➤ No guidance for travelling &amp; away trips</li> <li>➤ Risk of harm of sexual abuse of a child by a volunteer/member of staff while away on an overnight trip</li> <li>➤ Lack of adherence with procedures in Safeguarding policy</li> </ul>	<ul style="list-style-type: none"> <li>➤ Coach education policy/Recruitment policy.</li> <li>➤ Supervision policy/Coach education policy</li> <li>➤ Photography &amp; Use of Images policy</li> <li>➤ Code of Conduct / Safeguarding 1 / Complaints &amp; Disciplinary policy.</li> <li>➤ Supervision policy.</li> <li>➤ Travel/Away trip policy / Child Safeguarding Training.</li> <li>➤ Travel/Away trip policy, Code of conducts for Hockey leaders and parents/supervision/recruitment policy</li> <li>➤ Safeguarding Policy /Recruitment Policy/Code of Conduct/ Complaints &amp; disciplinary policy</li> </ul>
<p><b>Complaints &amp; Discipline</b></p> <ul style="list-style-type: none"> <li>➤ Lack of awareness of a Complaints &amp; Disciplinary policy.</li> <li>➤ Difficulty in raising an issue by child &amp; or parent</li> <li>➤ Complaints not being dealt with seriously</li> </ul>	<ul style="list-style-type: none"> <li>➤ Complaints &amp; Disciplinary procedure/policy / Communications procedure.</li> <li>➤ Complaints &amp; Disciplinary procedure/policy / Communications procedure.</li> <li>➤ Complaints &amp; Disciplinary procedure/policy.</li> </ul>
<p><b>Reporting Procedures</b></p> <ul style="list-style-type: none"> <li>➤ Lack of knowledge of organisational &amp; statutory reporting procedures</li> <li>➤ No DLP appointed</li> <li>➤ Concerns of abuse or harm not reported.</li> <li>➤ Not clear who young people should talk to or report to.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Reporting procedures/policy / Code of Conduct.</li> <li>➤ Reporting procedures/policy.</li> <li>➤ Reporting procedures/policy / Child Safeguarding Training – Level 1</li> <li>➤ NCO and DLP names displayed and proactively promoted.</li> </ul>
<p><b>Use of Facilities</b></p> <ul style="list-style-type: none"> <li>➤ Unauthorised access to designated children's play &amp; practice areas &amp; to changing rooms, showers, toilets etc.....</li> <li>➤ Unauthorised exit from children's areas.</li> <li>➤ Photography, filming or recording in prohibited areas.</li> <li>➤ Missing or found child on site.</li> <li>➤ Children sharing facilities with adults e.g. dressing room, showers etc...</li> </ul>	<ul style="list-style-type: none"> <li>➤ Supervision policy / General Guidelines with Juniors.</li> <li>➤ Supervision policy / General Guidelines with Juniors.</li> <li>➤ Photography policy and use of devices in private zones.</li> <li>➤ Missing or found child policy.</li> <li>➤ Safeguarding policy/General Guidelines with Juniors</li> </ul>
<p><b>Recruitment</b></p> <ul style="list-style-type: none"> <li>➤ Recruitment of inappropriate people.</li> <li>➤ Lack of clarity on roles.</li> <li>➤ Unqualified or untrained people in role.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Recruitment policy/ AccessNI/NVB systems.</li> <li>➤ Recruitment policy</li> <li>➤ Recruitment policy.</li> </ul>

<p><b>Communications</b></p> <ul style="list-style-type: none"> <li>➤ Lack of awareness of ‘risk of harm’ with members and visitors.</li> <li>➤ No communication of Child Safeguarding Statement or Code of Conduct to staff/volunteers</li> <li>➤ Unauthorised photography &amp; recording of activities.</li> <li>➤ Inappropriate use of social media &amp; communications by under 18’s</li> <li>➤ Inappropriate use of social media &amp; communications with under 18’s.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Child Safeguarding Statement / Training Policy.</li> <li>➤ Child Safeguarding Statement (display) / Code of Conduct (distributed to all working with children). Proactive communication of GI values and safeguarding standards.</li> <li>➤ Photography &amp; Use of Images policy</li> <li>➤ Communications policy / Code of conduct/Social Media Policy/ Disciplinary policy.</li> <li>➤ Communications policy / Code of conduct/Social Media Policy/ Disciplinary policy.</li> </ul>
<p><b>General Risk of Harm</b></p> <ul style="list-style-type: none"> <li>➤ Harm not being recognised.</li> <li>➤ Harm not taken seriously.</li> <li>➤ Harm caused by: <ul style="list-style-type: none"> <li>○ Child to Child.</li> <li>○ Coach to Child.</li> <li>○ Volunteer to Child.</li> <li>○ Member to Child.</li> <li>○ Visitor to Child.</li> </ul> </li> <li>➤ General behavioural issues.</li> <li>➤ Issues of Bullying.</li> <li>➤ Vetting of staff/volunteers.</li> <li>➤ Issues of Online Safety</li> </ul>	<ul style="list-style-type: none"> <li>➤ Safeguarding policy / Child Safeguarding Training.</li> <li>➤ Safeguarding policy / Child Safeguarding Training/ Anti-Bullying policy/ Disciplinary policy.</li> <li>➤ Code of Conduct.</li> <li>➤ Anti-Bullying policy.</li> <li>➤ Recruitment policy / Vetting policy.</li> <li>➤ Social Media guidance</li> </ul>

The Risk Assessment was undertaken on 05/12/2025

#### **Section 4 – Procedures**

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, (the Children First: National Guidance, and Tusla’s Child Safeguarding: A Guide for Policy, Procedure and Practice). In addition to our Risk Assessment document described above, there are further procedures that support our intention to safeguard children while they are availing of our activities.

**Hockey Ireland** has the following procedures in place as part of our Safeguarding Policy:

- Procedures for the management of allegations of abuse or misconduct by staff or volunteers against a child availing of our activities.
- Procedures for the safe recruitment of staff and volunteers to work with children in our activities.
- Procedures for access to child safeguarding training and information, including the identification of the occurrence of harm.
- Procedure for reporting of child protection or welfare concerns to Statutory Authorities.
- Procedure for maintaining a list of the persons in Hockey Ireland who are mandated persons.

The Mandated/National Children’s Officer for Hockey Ireland is Anne McCormack.



#### **Section 5 – Implementation**

**We recognise that implementation is an ongoing process. Hockey Ireland is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our activities.**

Please note the following:

- That all staff have been furnished with a copy of this statement.
- This statement is available to parents/guardians, the Agency and members of the public on request.
- This statement will be displayed in a prominent place by Hockey Ireland.

**This Child Safeguarding Statement last reviewed on 5<sup>th</sup> December 2025.**

Name: Niamh Byrne	Name: Anne McCormack
Signed: 	Signed: 
Role: Chairperson	Role: CEO/National Children’s Officer (on behalf of Hockey Ireland)
Date: 10/12/25	Date: 5/12/25

For queries on this Child Safeguarding Statement, please contact the Relevant Person (NCO) Anne McCormack



**HOCKEY  
IRELAND**