



# Buxton Hockey Club

## Code of Conduct

Adopted: 3<sup>rd</sup> March 2017



### **Who does this apply to?**

Everyone! If you are a visitor, spectator or member of Buxton Hockey Club then the Code applies to you. Everyone involved in Buxton Hockey Club has a responsibility to be an ambassador for the club, to promote and maintain the image of the club, making sure that there is equal access and opportunity for all and that fairness and respect is upheld.

### **Code of Conduct**

**Respect the spirit of fair play in hockey.** This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.

**Players should make the effort to have a working knowledge of the rules of hockey and to be aware of recent rule changes.**

**Respect the rights, dignity and worth of others.**

**Conduct yourself in a manner that takes all reasonable measures to protect your own safety and the safety of others.**

**Promote the reputation of BHC and the sport.** Take all possible steps to prevent the reputation of these from being brought into disrepute. This includes derogatory comments on social media sites and the wider internet.

**Protect yourself and others involved in our game from abuse.** This could take the form of verbal or physical abuse and threatening or intimidating behaviour.

**Never use inappropriate language or gestures.** It is the responsibility of members that good manners and courtesy prevail towards the opposition, umpires, officials and everyone else at all times.

**Ensure any criticism is constructive.** We all want to hear how good we are and what we can work on – not be told how bad we are.

**Everyone has the right to enjoy our sport on their own terms.** Do not quantify someone else's enjoyment of our sport with your desires or commitment.

**Accept success and failure, victory and defeat, with dignity.**

**Help look after and maintain our Club Equipment.** All members have a responsibility to help maintain our equipment. Without it, none of us can enjoy or hockey.

**Set a positive example for others, particularly young participants and spectators.**

Anyone found to have breached this code will be subject to a disciplinary hearing where they may be suspended for a period set by the committee, which may also include a suspension of their training opportunities.

In order to protect the reputation of hockey in England, it must also be noted that members of BHC must be aware of, and abide by, the Code of Ethics and Behaviour document, titled '**Respect**', published by England Hockey (EH); including, but, not limited to, abiding by the EH Equality Policy and the EH Anti-doping Rules.

# Buxton Hockey Club Code of Conduct

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## 1. What is the code of conduct?

- 1.1 The Buxton Hockey Club Code of Conduct exists to protect everyone within the club, and outlines the behavior expected from all people within the Hockey 'Family' in Buxton.
- 1.2 As the National Governing Body, England Hockey is responsible for setting the standards and values that apply at every level. This Code of Conduct was produced to be a reflection of the England Hockey Code of Ethics and Behavior, *Respect*, which encapsulates all of the sporting, moral and ethical principles that hockey represents.
- 1.3 England Hockey defines hockey as "a sport for all. A family sport packed with passion, speed and respect. One that anyone can enjoy however they choose to participate – as a player, umpire, official, volunteer or a parent supporting on the sidelines."
- 1.4 However you choose to be involved in the game, you have a right to do it with enjoyment.

## 2. Who does this apply to?

- 2.1 If you are a visitor, spectator or member of Buxton Hockey Club then the Code applies to you. Everyone involved in Buxton Hockey Club has a responsibility to be an ambassador for the club, to promote and maintain the image of the club, making sure that there is equal access and opportunity for all and that fairness and respect is upheld.
- 2.2 This Code of Conduct allows Buxton Hockey Club, and by extension, England Hockey, to outline the values that we all believe in as a sport and gives us a mechanism to deal with any breaches with a consistent approach.
- 2.3 The content of this Code of Conduct applies to **all** involved with Buxton Hockey Club including, but not limited to; Players, Club Officials, Club Committee, Umpires, Coaches, visitors and spectators.

## 3. Terminology

- 3.1 Buxton Hockey Club – The Hockey club itself. May be referred to as 'BHC', or simply, 'The Club'.
- 3.2 Club Members – Members of Buxton Hockey Club; this includes, but is not limited to; Players, Club Officials, Club Committee, Umpires, and Coaches. May be referred to as 'Club Members', 'BHC Members', or simply, 'The Members'.
- 3.3 England Hockey – The Governing Body for all Hockey in England, parts of this document may refer to, or recommend reading, sections of the England Hockey Code of Ethics and Behavior document, titled 'Respect'. May be referred to as 'EH'.
- 3.4 Young People - There are many references to young people within this document and we define young people as persons under the age of **16**. It is important to remember that while some of the codes give guidance for activity that is exclusively for young people, most senior hockey teams also include young people. May be referred to as 'Juniors'.
- 3.5 Suitably Insured - EH provides guidance on suitable insurance for different individuals and groups as referenced in this document. This information is available on the EH website [www.englishockey.co.uk](http://www.englishockey.co.uk)
- 3.6 Expected minimum standards of behavior and conduct - The examples given in each code of behavior are not exhaustive, but are examples of behavior that is or is not acceptable.

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## 4. Expected minimum standards of behavior and conduct for All

- 4.1 Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- 4.2 Respect the rights, dignity and worth of others.
- 4.3 Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others. Never participate when under the influence of alcohol or drugs.
- 4.4 Promote the reputation of the sport, and BHC, and take all possible steps to prevent the reputation of these from being brought into disrepute. Accept success and failure, victory and defeat, with dignity. Set a positive example for others, particularly young participants and spectators.
- 4.5 Protect themselves and others involved in the game from verbal or physical abuse and threatening or intimidating behavior.
- 4.6 Never use inappropriate language or gestures. Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.
- 4.7 Abide by the EH Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
- 4.8 In order to protect the reputation of hockey in England, it must also be noted that members of BHC must be aware of, and abide by, the Code of Ethics and Behavior document, titled '*Respect*', published by England Hockey (EH); including, but, not limited to, abiding by the EH Equality Policy and the EH Anti-doping Rules.
- 4.9 Remember that young people participate in sport for their enjoyment, not yours.
- 4.10 Never ridicule or reprimand a young person for making a mistake or losing a competition.

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## **5. Expected minimum standards of behavior and conduct for Club Officers**

- 5.1 The content of this section is an extension of the General Code of Conduct and it applies to all Club Officers and volunteers involved with BHC.
- 5.2 All Club Officials and Staff have an essential role in upholding and implementing the BHC Code of Conduct, and by extension the EH Code of Ethics and Behavior. These individuals should aim to be:
  - Advocates of equality, fair play and safety in the practice and the administration of hockey.
  - Supporters of the EH's Code of Ethics and Behavior and communicators of the Code to the members of BHC.
  - Influential in driving hockey forward as a sport.
  - Influential in maintaining, and promoting, the reputation of BHC.
  - Open in the recruitment of individuals to work within BHC (either paid or unpaid).
- 5.3 Be honest, consistent, and act impartially, whilst maintaining a balanced view when dealing with matters that arise within the club.
- 5.4 Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to people being able to participate.
- 5.5 Respect the confidentiality between BHC, its Members and any related data at all times.
- 5.6 Have the participants' best interests at heart at all times – recognise when it is in the participants' best interests to be passed to other organisations.
- 5.7 Ensure that all participants are aware of their responsibilities under the Code of Behavior.
- 5.8 Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools.
- 5.9 Promote and encourage BHC Members, Club Officials, and Staff to act in accordance with the EH Safeguarding and Protecting Young People Policy, Procedure and Good Practice Guidance.

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## **6.0 Expected minimum standards of behavior and conduct for Club Coaches**

- 6.1 Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.
- 6.2 Respect confidentiality of participants and any related data at all times.
- 6.3 Have the participants' best interests at heart at all times and recognize when it is in the participants' best interests to be passed to other organizations.
- 6.4 Have an EH qualification / award / accreditation appropriate to the nature of the activity and the role being undertaken.
- 6.5 Have a valid First Aid – Emergency Aid Certificate, or ensure that appropriate first aid provision is available.
- 6.6 Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.
- 6.7 Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.
- 6.8 Set and uphold the boundaries between a working relationship and friendship between themselves and participants when in a position of trust. This is essential when the participant is a young person.
- 6.9 Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined within a position of trust within relevant legislation).
- 6.10 Show patience and understanding towards individuals who may be learning the game.
- 6.11 Focus on the young people's efforts and enjoyment rather than winning or losing.
- 6.12 Teach young people that honest effort and teamwork are as important as victory, so the result of each game is accepted without undue disappointment.
- 6.13 Remember that people learn best by example. Appreciate good performances and skillful play by all participants.

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We the undersigned, as elected officers of the Club, confirm the adoption of this document, with no changes;

Name : CHRIS CLATTON

Signature : 

Position : Chairman

Date : 3/3/17

Name : KEITH FOULDER

Signature : 

Position : Treasurer

Date : 03/03/17