

Introduction and terminology

What is the Code of Ethics & Behaviour?

The England Hockey (EH) Code of Ethics and Behaviour exists to protect everyone within the game and outlines the behaviour expected from all people within the Hockey Family in England.

As the National Governing Body, EH is responsible for setting the standards and values that apply at every level. This Code encapsulates all of the sporting, moral and ethical principles that hockey represents.

Hockey is 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 parent supporting on the sidelines. However you choose to be involved in the game, you have a right to do it with enjoyment.

Kingston upon Hull Hockey Club has adopted the EH Code of Ethics and Behaviour as a standard we expect all who are involved in the club to adhere to. Our aim is to uphold the highest standards of integrity and ensure that the reputation of the sport, and our club, is at a high level and remains so.

Does the Code apply to me?

Yes! If you are involved at any level in the game, then the Code applies to you.

Everyone involved in hockey has a responsibility to promote the sport, making sure that there is equal access and opportunity for all and that fairness and respect is upheld.

This code allows us to uphold the values that we all believe in as a sport and gives us a mechanism to deal with any breaches with a consistent approach.

Terminology

The KuH Hockey Family: This means everyone involved in the Club at all levels of the game. It includes all individuals – players, coaches, umpires and other officials, whether they are paid-up club members, associate members, life-members, volunteers, self-employed or contracted.

Young People: There are many references to young people within this document and we define young people as those aged 18 or under. 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.

Expected minimum standard of behaviour and conduct: The examples given in each code of behaviour are not exhaustive but are examples of behaviour that is or is not acceptable.

KUH CODE OF ETHICS AND BEHAVIOUR

Expected minimum standards of behaviour and conduct for PLAYERS:

All individuals involved in hockey will, at all times, show:

■ Respect for the game

- 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.
 - Be on time for training and competitions.
 - Give maximum effort and strive for the best possible performance.
 - Always thank your opposition, coaches, umpires and officials after every game or training session.
 - Accept success and failure, victory and defeat, with dignity and set a positive example to others.

■ Respect for others

- Respect for KuH Hockey Club
 - Promote the reputation of the sport and the club, and take all possible steps to prevent it from being brought into disrepute.
 - Set a positive example for others, particularly young participants and spectators.
 - Abide by the EH Safeguarding and Protecting Young People in Hockey policy and Procedures and Good Practice guidelines.
 - Pay annual membership and match fees by the due dates.
- Umpires, officials, coaches, opponents, team mates and spectators should be valued.
 - Respect the decisions of umpires and officials.
 - Respect your captain – they are responsible for the conduct of their team and spectators for the duration of the game. Do not put them under pressure by poor behaviour.
 - Protect others involved in the game from verbal or physical abuse and other forms or threatening or intimidating behaviour such as bullying.

■ Self-respect

- All players should take responsibility for their actions on and off the pitch and conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others
 - Players should not participate when under the influence of alcohol or drugs
 - Young players should not smoke, drink or take drugs of any kind (other than prescription).
 - Never use inappropriate language or gestures.
 - Wear suitable clothing for the activity in which you are taking part.
 - Respect the facilities where you play and the equipment you use.
 - Tell someone you trust if the behaviour of others makes you feel uncomfortable in any way.
 - Abide by the KuH Equality policy and the EH Anti-doping rules.

KUH CODE OF ETHICS AND BEHAVIOUR

Expected minimum standards of behaviour and conduct for COACHES, TEAM MANAGERS, CAPTAINS, LEADERS AND ADULT HELPERS:

This code is an extension of the generic code and applies to all coaches, managers, leaders, adult helpers and captains.

All individuals involved in hockey will, at all times:

- 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.
- Respect the rights, dignity and worth of others
 - *Respect umpires, officials, coaches, players and spectators.*
 - *Relationships: Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.*
 - *Relationships: Respect confidentiality of participants and any related data at all times.*
 - *Personal standards: Have the participants' best interests at heart at all times and recognise when it is in their best interest to be passed on to another team within the club, or even outside of the club.*
- Conduct themselves in a manner that takes all reasonable measure to protect their own safety and the safety of others.
 - *Never participate when under the influence of alcohol or drugs.*
 - *Personal standards: Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.*
 - *Safety: Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.*
 - *Safety: For any facilities used, have a working knowledge of Normal Operating Procedures, Emergency Operating Procedures, Facility risk assessments for hockey.*
- Promote the reputation of the sport and the Club and take all possible steps to prevent it from being brought into disrepute.
 - *Accept success and failure, victory and defeat, with dignity.*
 - *Ensure that all participants are aware of their responsibilities under the Code of Behaviour.*
 - *Realise their responsibilities as role models and set positive examples for others, particularly young participants and spectators.*
 - *Personal standards: Project an image of health, cleanliness and appropriate appearance for any activity they are involved in.*
 - *Personal standards: Never smoke whilst participating in any hockey activity.*
 - *Relationships: 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.*
 - *Relationships: Never engage in any form of inappropriate personal or sexual relationship with a participant ("inappropriate" as defined within a position of trust within Sexual Offences Act).*
 - Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
 - 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.*

Expected minimum standards of behaviour and conduct for SPECTATORS AND PARENTS/GUARDIANS

This code is an extension of the generic code and applies to all spectators and parents/guardians involved in hockey.

Although the emphasis of this code is on young people, this is not exclusive to young people's activity and it is recognised that parents/guardians and spectators will also be present at senior games.

All such individuals involved in hockey will, at all times:

- 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.
 - *Focus on the young people's efforts and enjoyment rather than winning or losing.*
 - *Teach young people that honest effort and teamwork are as important as victory, so the result of each game is accepted without undue disappointment.*
 - *Remember that people learn best by example. Appreciate good performances and skilful play by all participants.*
 - *Encourage people always to settle disagreements amicably without resorting to hostility or violence.*
- Respect the rights, dignity and worth of others
 - *Respect umpires, officials, coaches, players and spectators.*
 - *Respect the decisions of officials and teach young people to do the same.*
 - *Leave the coach to communicate with individual players on the field of play.*
 - *Show an appreciation for volunteer coaches, officials and administrators – their efforts contribute hugely to young people being able to participate.*
- Conduct themselves in a manner that takes all reasonable measure to protect their own safety and the safety of others.
 - *Inform the team coach, manager, captain or other member of the management team of any new or changed injury, health or welfare issue which they consider is appropriate for them to know.*
- Promote the reputation of the sport and the Club and take all possible steps to prevent it from being brought into disrepute.
 - *Remember that young people participate in sport for their enjoyment, not yours.*
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never ridicule or admonish a young person for making a mistake or losing a competition.
- Never use inappropriate language or gestures.
 - *Support all efforts to remove bad or abusive language and unsporting behaviour.*

KUH CODE OF ETHICS AND BEHAVIOUR

Expected minimum standards of behaviour and conduct for UMPIRES AND OFFICIALS:

This code is an extension of the generic code and applies to all umpires and officials.

All individuals involved in hockey will, at all times:

- 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.
 - *Encourage both teams to play within the rules and spirit of the game.*
 - *Be honest, consistent, objective, impartial and courteous when applying the rules of the game.*
 - *Never request inappropriate hospitality of any kind, or accept any hospitality offered that could be considered to be excessive.*
 - *In completing reports, set out the true facts and not attempt to justify or embellish any decisions.*
- Respect the rights, dignity and worth of others
 - *Respect umpires, officials, coaches, players and spectators.*
 - *Show patience and understanding towards those who may be learning the game.*
 - *Never publicly express any criticism of umpires or officials such as match officials and technical officers.*
- Conduct themselves in a manner that takes all reasonable measure to protect their own safety and the safety of others.
 - *Have regard to protecting the players through the application of the rules of the game.*
 - *Never participate when under the influence of alcohol or drugs.*
 - *Competency: Have a current EH accreditation or registration appropriate to the nature of the activity.*
- Promote the reputation of the sport and the Club and take all possible steps to prevent it from being brought into disrepute.
 - *Ensure that all participants are aware of their responsibilities under the Code of Ethics and Behaviour.*
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
 - *Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players, team officials, spectators or parents.*

Reporting procedures and dealing with breaches

It is important that unacceptable behaviour is dealt with quickly and appropriately. Therefore it is essential that people know where to go if they want to report a concern or incident.

1. Red Card and Match Day Misconduct

This is in place to deal with breaches of the rules of hockey, on pitch issues and match day misconduct. The procedure is covered by the EH Red Card and Match Day Misconduct Offences Discipline Regulations, attached.

2. Safeguarding and Protecting Young People

This is in place to deal with issues relating to abuse or inappropriate behaviour in relation of under 18 year olds. The EH Safeguarding and Protecting Young People Complaints and Disciplinary Regulations apply – see attached.

3. Anti-Doping

This deals with doping related offences that contravene the EH Anti-Doping Regulations, which comply with the World Anti-Doping Authority (WADA) Code.

4. Disrepute

Any breaches of the Code of Ethics and Behaviour that are not covered in the existing three categories above are covered by the EH Disrepute Offence Regulations.

Everyone within the KuH Hockey Family is bound by these regulations.