



EXPECTED MINIMUM STANDARDS OF BEHAVIOUR AND CONDUCT

Wootton Bassett Hockey Club has adopted the England Hockey Code of Ethics and Behaviour. This provides clear guidance on standards of behaviour expected of all our players, officials and others associated with our club including parents and spectators.

In summary, 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.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Protect themselves and others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
- Abide by the England Hockey Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
- Abide by the England Hockey Equity Policy.
- Abide by the England Hockey Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

The following pages highlight more specifically how players, officials, umpires, spectators etc will meet these expectations and the overall ethical stance of the Club and the League Organisations.

Pete Sammon
WBHC Chairman
October 2009

The England Hockey Code of Ethics and Behaviour

PLAYERS:	Expected Minimum Standards of Behaviour and Conduct
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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
- **Respect the rights, dignity and worth of others**
 - Respect umpires, officials, coaches, players and spectators.
- **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.
- **Promote the reputation of the sport and take all possible steps to prevent it 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.
- **Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour**
- **Never use inappropriate language or gestures**
- **Abide by the England Hockey Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines**
- **Abide by the England Hockey Equity Policy**
- **Abide by the England Hockey Anti-doping Rules**
- **Take personal responsibility to ensure that they are suitably insured for their activities.**

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COACHES, MANAGERS, TEACHERS, LEADERS and ADULT HELPERS: Expected Minimum Standards of Behaviour and Conduct

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
- **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 the participants' best interests to be passed to other organisations.
- **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.
 - *Competency:* Have an England Hockey qualification / award/ accreditation appropriate to the nature of the activity and the role being undertaken.
 - *Competency:* Have a valid First Aid – Emergency Aid Certificate, or ensure that appropriate first aid provision is available.
 - *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 (NOPs);
 - Emergency Operating Procedures (EOPs);
 - Facility risk assessments for hockey.
 - *Under 18 year olds:* Should only work with a suitably qualified and insured adult and refer to the Young Persons Code of Conduct.
- **Promote the reputation of the sport 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 Ethics.
 - Realise their responsibilities as role models and set positive examples for others, particularly young participants and spectators.

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- *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*: 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.
 - *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).
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- **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.

 - **Abide by the England Hockey Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidance**

 - **Abide by the England Hockey Equity Policy**

 - **Abide by the England Hockey Anti-doping Rules**

 - **Take personal responsibility to ensure that they are suitably insured for their activities**

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YOUNG PEOPLE: Expected Minimum Standards of Behaviour and Conduct
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The promotion of **FUN, POSITIVE ATTITUDES** and **GOOD SPORTSMANSHIP** should be the main dynamic of Youth Hockey.

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

- **Respect for the game**

This is more than playing within the rules of Hockey. It is about friendship, enjoyment 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**

Umpires, officials, coaches, opponents and spectators should be valued.

- Respect the decisions of umpires and officials.
- Protect others involved in the game from verbal or physical abuse and other forms of threatening or intimidating behaviour such as bullying.

- **Self Respect**

Young people should take responsibility for their actions on and off the pitch.

- Do 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 they are taking part.
- Respect the facilities where they play and the equipment that they use.
- Tell someone they trust if the behaviour of others makes them feel uncomfortable in any way.

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SPECTATORS and PARENTS: Expected Minimum Standards of Behaviour and Conduct

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 and administrators – their efforts contribute hugely to young people being able to participate.
- **Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others**
 - Inform the team coach, manager, captain or, if there is one, another member of a 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 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 and gestures**
 - Support all efforts to remove bad or abusive language and unsporting behaviour.
- **Abide by the England Hockey Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines**
- **Abide by the England Hockey Equity Policy**

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UMPIRES and OFFICIALS: Expected Minimum Standards of Behaviour and Conduct

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.
 - Encourage both teams to play within the Rules and the 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 measures 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 England Hockey accreditation or registration appropriate to the nature of the activity.
 - *Under 18 year olds:* Should only work with or under the guidance of a suitably qualified and insured adult.
- **Promote the reputation of the sport 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.
- **Abide by the England Hockey Safeguarding and Protecting Young People in Hockey Policy and Procedures.**
- **Abide by the England Hockey Equity Policy.**
- **Abide by the England Hockey Anti-doping Rules.**
- **Take personal responsibility to ensure that they are suitably insured for their activities**

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MEDICAL PRACTITIONERS and ALLIED HEALTH PROFESSIONALS: Expected Minimum Standards of Behaviour and Conduct

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.
- **Respect the rights, dignity and worth of others.**
 - Respect umpires, officials, coaches, players and spectators.
 - Leave the coach to communicate with individual players on the field of play unless treating an injury.
 - Never publicly express any criticism of umpires or officials such as match officials or technical officers.
 - *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.
- **Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.**
 - Inform the team coach or manager of any injury, health or welfare issue which it is appropriate for them to know, within established confidentiality boundaries.
- **Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.**
 - Set a positive example for others, particularly young participants and spectators.
 - *Personal Standards:* Project an image of health, cleanliness and functional efficiency.
 - *Relationships:* Set and uphold the boundaries between a working relationship and friendship between themselves, when in a position of trust, and participants. This is particularly essential when the participant is a young person.
 - *Relationships:* Ensure that no action could be regarded as inappropriate particularly where physical contact with participants is required.
 - *Relationships:* Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined as in 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.**
- **Abide by the England Hockey Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.**
- **Abide by the England Hockey Equity Policy.**
- **Abide by the England Hockey Anti-doping Rules**
- **Take personal responsibility to ensure that they are suitably insured for their activities.**

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CLUBS, ASSOCIATIONS, LEAGUES, STAFF and the EDUCATION SECTOR

All Clubs, Associations, Leagues, Staff and the organisations in the Education Sector have an essential role in upholding and implementing the England Hockey Code of Ethics and Behaviour.

These individuals and organisations should aim to be:

- Advocates of equality, fair play and safety in the practice and the administration of hockey.
- Supporters of England Hockey's Code of Ethics and Behaviour and communicators of the Code to their members.
- Influential in driving hockey forward as a sport.
- Open in the recruitment of individuals to work within their organisations (either paid or unpaid).

Expected Minimum Standards of Behaviour and Conduct

All such individuals and bodies 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.
 - Participate within the rules and regulations of the game.
 - Be honest, consistent, objective, impartial and courteous when applying the rules of the game.
- **Respect the rights, dignity and worth of others.**
 - Show patience and understanding towards players who may be learning the game.
 - Never publicly express any criticism of umpires or officials such as match officials, technical officers or reserve umpires.
 - Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to people being able to participate.
 - *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 – recognise when it' is in the participants' best interests to be passed to other organisations.
- **Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.**
 - *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:* Have working knowledge of:
 - Normal Operating Procedures (NOPs);
 - Emergency Operating Procedures (EOPs);
 - Facility risk assessments for hockey.

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- **Promote the reputation of the sport 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 Ethics.
 - Remember that young people participate in sport for their enjoyment, not yours.
 - *Personal Standards*: Project an image of health, cleanliness and functional efficiency.
 - *Relationships*: 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.
 - *Relationships*: Set and uphold the boundaries between a working relationship and friendship between themselves and participants. This is especially important when the participant is a young person,
- **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.
 - Support all efforts to remove bad or abusive language and unsporting behaviour.
- **Abide by the England Hockey Safeguarding and Protecting Young People Policy and Procedures and Good Practice Guidelines.**
 - Promote and encourage their clubs, associations or organisations to act in accordance with the England Hockey Safeguarding and Protecting Young People Policy, Procedure and Good Practice Guidance.
- **Abide by the England Hockey Equity Policy.**
- **Abide by the England Hockey Anti-doping Rules.**
- **Take personal responsibility to ensure that they are suitably insured for their activities.**