



Cambridge City Hockey Club Code of Conduct and Disciplinary Policy

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Introduction

Cambridge City HC embraces the principle that hockey is a sport that should be enjoyed by all who participate. This document explains the Cambridge City HC club code of conduct and outlines the disciplinary process in the event of a complaint of misconduct.

This policy is informed by and should be read in conjunction with:

- The England Hockey Code of Conduct '[Spirit of Hockey](#)'
- England Hockey guidance around '[Discipline and Misconduct](#)'
- [CCHC Social Media Policy](#)

SPIRIT OF HOCKEY VALUES

Values uphold and protect our sense of **fairness** and help define how we behave with each other both on and off the pitch.

Values are not rules, but rather a guide - a moral compass that sets expectations for our behaviour in every aspect of the game.

Whether you are playing, coaching, umpiring, running your club, or managing the governing body, **these values guide how we interact** and what we can expect from one another



Policy Application

The policy applies to all club members, both senior and junior, the parents of CCHC junior players, and includes complaints received from unaffiliated person(s) relating to activity of a member whilst representing Cambridge City HC.

Cambridge City Hockey Club Code of Conduct

The club code of conduct lays out our expected minimum standards of behaviour and conduct. Players are asked to confirm they have read and agree to abide by these when they join the club, and then annually when they renew their membership. The code of conduct applies:

- whilst playing matches
- at training sessions organised by the club for its members
- whilst spectating from the sideline
- whilst within club grounds including the clubhouse
- whilst travelling to and from club matches
- whilst representing the club in any other location including club functions
- to online communications, including the use of personal social media channels to share their involvement with CCHC and with hockey more broadly.

Examples of inappropriate behaviour which may not meet the expected minimum standards of the sport, and may therefore be subject to disciplinary action, can be found in [Appendix 1](#).

Code of Conduct

All such individuals involved in hockey will, always:

- 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 and value their teammates, umpires, officials, coaches, opponents, and spectators.
- Respect the decisions of umpires and officials.
- Accept success and failure, victory and defeat, with dignity.
- Thank the opposition, coaches, umpires and officials after every game or training session.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.

- 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.
- Never participate when under the influence of alcohol or drugs.
- 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.

In addition, we expect all Cambridge City players to:

- Take responsibility to ensure they are up to date with the rules, understand and adhere to them.
- Wear the full Cambridge City HC club kit ([available here](#)).
- Be on time for training and competitions.
- Pay subscriptions and match fees on time.
- Make sure that umpires and opponents are properly looked after in the clubhouse.
- Leave the pitches and dugouts clean and tidy when you finish your matches, and to clear all equipment from the pitches after training sessions.
- Respect all volunteers, bar, and kitchen staff.
- Abide by the [EH Safeguard](#) safeguarding policy.

Reporting

Any disciplinary complaint should be reported to the Disciplinary Officer (DO), discipline@cambridgecityhc.org who will investigate.

If there is a case to answer, most complaints will be managed by Cambridge City HC, who will arrange for a club disciplinary panel to hear the case. In rare cases, the club may file a formal misconduct complaint with England Hockey who are then responsible for further management of the complaint.

Disciplinary Process

The club's disciplinary process follows the ['England Hockey Disciplinary Hearing Guidance for Clubs'](#).

Unless any member has a conflict of interest, the club will convene a Disciplinary panel which will consist of 4 people:

- Chairperson – CCHC Disciplinary Officer (DO)
- Two Panel members – Club Welfare Officer and the relevant Club Captain
- Panel Disciplinary Secretary (non-voting and responsible for keeping the record of proceedings and presenting the case in the event the charge is contested).

Should a conflict of interest arise at any stage during the disciplinary process, the conflicted individual will recuse themselves from the process and the club will appoint a suitable replacement.

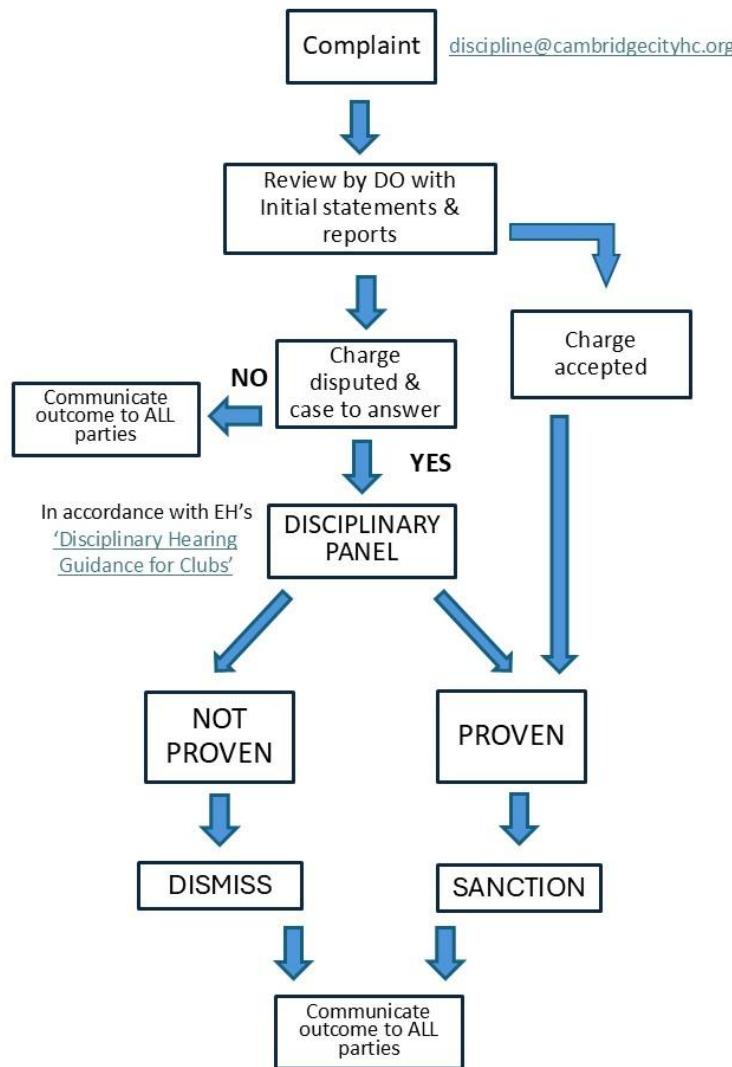


Figure 1. Flow Chart illustrating the CCHC disciplinary process.

DO = Disciplinary Officer

Outcome

If the charge is not proven, the case is dismissed.

If the charge is proven, the panel will then consider the sanction(s) to apply.

Outcomes from the disciplinary committee will be communicated to individual(s) involved as soon as practical once a decision has been made.

The communication will explain the reason for the decision and relevant detail regarding any prohibitions and/or fines.

Individuals in receipt of sanctions may appeal against the outcome in writing within 30 days, outlining the grounds for the appeal, to the Club Chairman, chairman@cambridgecityhc.org

Available sanctions

- a warning, caution or reprimand as to future conduct.
- an order specifying certain training to be undertaken.
- an order requiring an individual to be monitored in specific matters.
- Prohibition from participation in matches.
- Prohibition from use of club facilities, including club grounds, pitch and/or clubhouse.
- Financial sanctions*.
- Expulsion from the club.

*Any fines received will be placed into the participation assistance (bursary) fund of the club.

Specific Sanctions- General

The panel will undertake an assessment of the seriousness of the incident and consider whether there is any aggravating or mitigating factor(s).

Where possible, the club will establish the entry point in line with the sanctions set out in the England Hockey Disciplinary Regulations for Red card and matchday misconduct offences.¹

All sanctions will be determined by and at the discretion of the disciplinary panel of the club.

Where financial sanctions are applied, they are required to be paid in full before selection and representation of the club again in matches.

Specific Sanctions- Carded Offences

Cambridge City HC is adopting the following player sanctions framework that is additive to that of the East Area and National League.

The responsibility for applying suspensions rests with the club disciplinary committee who will sit on ALL matters. The committee will gather and consider relevant information, context from parties involved and any additional evidence as required to support decision making. In reviewing this information, the committee will exercise their judgement on the relative severity and scale of any sanction.

Red Card

The recipient of a red card or permanent suspension from a game shall receive a suspension as stipulated for that category of offence by England Hockey and mandated by the Area

¹ Where possible, Cambridge City HC will ask if the incident is comparable with any match day or red card offences for which EH has laid out clear sanctions and use this as the baseline.

Disciplinary Officer. In addition, further sanctions, including a monetary fine up to a maximum of £50 may be applied by Cambridge City HC.

Yellow Cards

The recipient of 3 yellow cards in a season will be subject to a review with their team captain and the relevant club captain. The primary aim of this review is to mitigate future disciplinary issues where possible.

The recipient of 4 yellow cards (for any reason) in a season shall receive a suspension as stipulated for that category of offence by England Hockey and mandated by the Area Disciplinary Officer. In addition, a monetary fine up to a maximum of £30 may be applied by Cambridge City HC.

If that recipient receives a further 2 yellow cards (i.e., 6 in total), they shall receive a suspension as stipulated for that category of offence by England Hockey, and a further review will be carried out with the player, parent/guardian if applicable, Disciplinary Officer, and relevant Club Captain. In some cases, it may be appropriate that the Welfare Officer (player is U18) or the Umpire Liaison Officer also attend.

The primary aim of the review is to mitigate future disciplinary issues but will also report to the disciplinary panel to consider if further sanctions are appropriate. These may include a monetary fine up to a maximum of £30 applied by Cambridge City HC

Appendix 1

Examples of inappropriate behaviour which may not meet the expected minimum standards of the sport.

<https://www.englandhockey.co.uk/governance/rules-and-regulations/discipline-and-misconduct/spirit-of-hockey/inappropriate-behaviour>

This includes but is not limited to:

- Using inappropriate, insulting, foul, or discriminatory language or gestures during any hockey-related activities.
- Abusing, ridiculing, or shouting at players, coaches, umpires or officials.
- Smoking while engaged in any hockey matches and/or training.
- Consuming illegal substances during hockey-related events or activities.
- Being intoxicated during hockey matches and/or training.
- Endorsing or displaying behaviour that contradicts the values and policies of England Hockey.
- Making insulting or inappropriate statements or comments about England Hockey or any other person or organisation covered under this Code of Conduct.
- Using involvement in hockey to promote beliefs or behaviours that conflict with those of England Hockey.
- Engaging in criminal or illegal activities.
- Misrepresenting qualifications, exerting undue influence, or operating outside agreed parameters.
- Engaging in any form of sexually inappropriate or unwanted behaviour, including innuendo, flirting, or gestures, whether in person or electronically at any age.
- Providing alcohol, cigarettes, or drugs to young participants.
- Condoning rule violations, rough play, or the use of prohibited substances.
- Using social or electronic media to publicly criticise players, parents, officials, or anyone else involved in hockey, potentially bringing the sport into disrepute.
- Publicly questioning the decisions or integrity of umpires, coaches, or officials during games, matches, or training sessions.
- Taking any action that threatens the health and safety of anyone involved in hockey activities.
- Entering the playing area without permission.
- Urinating in public.