



CODE OF CONDUCT FOR COACHES, OFFICIALS AND VOLUNTEERS

Winchester Hockey Club is fully committed to safeguarding and promoting the well being of all its members. It is important that members, and coaches, administrators, officials and volunteers associated with the club should, at all times, show respect and understanding for the safety and welfare of others.

Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with the respective member of either the WHC Executive Committee member, the Youth Chairman, The Club Welfare Officer or their respective Coach or Team Manager.

Winchester Hockey Club has a totally open and equitable policy of welcoming and encouraging players of all abilities, and all documents relating to Club Rules and Policy can be accessed from the Club's web site

All Coaches, Helpers and Volunteers, working (voluntarily or otherwise) within Winchester Hockey Club, must:-

- Abide with the Club Rules, and all codes of conduct, be fully supportive of these codes, and their colleagues and fellow officers of the Club, following all guidelines published in the "Safeguarding guidelines (EH1)" by England Hockey, and encourage development of the Club's codes and policies in line with the latest developing guidelines.

Expected minimum EH standards of behaviour and conduct

(NB: parts in *italic* highlight the specific elements which apply to this particular group).

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 EHB 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.*

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- *Safety: For any facilities used, have a working knowledge of: Normal Operating Procedures (NOPs); and 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 Behaviour.*

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 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: Ensure 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 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).*

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 EHB Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidance.

- Abide by the EHB Equality Policy.
- Abide by the EHB Anti-doping Rules.

Take personal responsibility to ensure that they are suitably insured for their activities, under the Club or their own policy

- Coaches should be fully aware of the Club's Safeguarding for young people welfare Policy (ref WHC.1), and the England Hockey literature & policy entitled "Safeguarding and Protecting Young People".
- **A first aid kit is allocated to every team and junior age group;** it is the collective responsibility of the officials, coaches and volunteers to make sure that the kit is always available at all training sessions and matches, and that the kit is kept up to date. Replacements can be obtained through the Club – Youth Chairman or Club Captain's.

The Club has a designated Welfare Officer (CWO); their contact details are clearly shown on the Club's website, and any concerns should be directed to this person.