



Code of Conduct Policy

1. Purpose

This policy is written in line with the principles, policies, and Codes of Ethics of England Hockey, the club's governing body. It supports England Hockey's commitment to creating a safe, inclusive, and positive environment for all participants. This policy sets out the expected standards of behaviour for all players (senior and junior), coaches, officials, volunteers, and members of the Hockey Club. The aim is to ensure a safe, inclusive, respectful, and enjoyable environment both on and off the field.

2. Scope

This policy applies:

- During training sessions, matches, tournaments, and tours
- During club-organised social events and informal gatherings where players represent the club
- Online and on social media where behaviour may reflect on the club

3. Core Values

All members are expected to uphold the club's core values:

- Respect
- Teamwork
- Sportsmanship
- Inclusion
- Safety

4. On-Field Behaviour (Training & Matches)

All players, both senior and junior, must:

- Play within the rules of hockey and the spirit of the game
- Treat teammates, opponents, umpires, and officials with respect at all times
- Accept umpire decisions without abuse or dissent
- Refrain from aggressive, violent, or dangerous play
- Avoid foul, abusive, sexist, racist, homophobic, or discriminatory language
- Demonstrate good sportsmanship in victory and defeat

Additional Expectations for Senior Players

Senior players are expected to:

- Act as role models for junior players
- Support and encourage less experienced teammates
- Lead by example in attitude, preparation, and conduct

Additional Expectations for Junior Players

Junior players are expected to:

- Listen to and follow the instructions of coaches and officials
- Show respect to senior players and club representatives
- Ask for help or guidance when unsure about expectations

5. Off-Field & Social Behaviour

When attending club social events or informal gatherings connected to the club, members must:

- Behave responsibly and respectfully towards others
- Ensure junior players are protected from inappropriate behaviour, language, or environments
- Respect club facilities, venues, and property
- Comply with all venue rules and local laws

Alcohol & Substance Use

- Alcohol consumption must be responsible and lawful
- Junior players must not consume alcohol or be supplied alcohol unless they are 16/17 yrs old and their parent is present **and** food is being consumed - i.e. Teas or End of Season Meal.
- Illegal drugs are strictly prohibited
- No member may pressure another to drink alcohol or participate in substance use
- No junior member may ask for or pressure anyone to buy them alcohol

6. Bullying, Harassment & Discrimination

The club has zero tolerance for:

- Bullying, intimidation, or hazing
- Sexual harassment or inappropriate physical contact
- Discrimination based on age, gender, race, religion, disability, or sexual orientation

Any concerns should be reported to a coach, club welfare officer, or committee member.

7. Social Media & Online Behaviour

Members must:

- Communicate respectfully online
- Avoid posting content that could damage the reputation of the club or its members
- Never post images or information about junior players without appropriate consent
- Refrain from online abuse, arguments, or harassment

8. Safety & Welfare

- Player safety and wellbeing are a priority at all times
- Injuries, unsafe behaviour, or welfare concerns must be reported immediately
- Senior members share responsibility for creating a safe environment for junior players

9. Breaches of the Policy

Breaches of this policy may result in:

- Verbal or written warnings
- Suspension from training, matches, or social events
- Disciplinary action by the club committee
- Referral to the relevant governing body where required

Disciplinary actions will be fair, proportionate, and appropriate to the seriousness of the behaviour.

10. Alignment with England Hockey

This Code of Conduct should be read alongside relevant England Hockey policies, including (but not limited to):

- Code of Ethics and Behaviour
- Safeguarding and Protecting Young People Policy
- Respect Guidance

Where required, the club will report serious breaches to England Hockey in accordance with their regulations.

11. Acknowledgement & Sign-Off

All players and members are required to read, understand, and comply with this Code of Conduct. By participating in club activities, members agree to uphold the standards outlined in this policy.

Player Code of Conduct – Sign-Off Form

Club Name: _____

Player Name: _____

Date of Birth (if under 18): _____

Team / Squad: _____

I confirm that I have read and understood the Hockey Club Code of Conduct and agree to abide by the standards of behaviour outlined within it at all times while representing the club.

I understand that breaches of this Code may result in disciplinary action in line with club and England Hockey regulations.

Player Signature: _____ **Date:** _____

Parent / Guardian Declaration (for players under 18)

Parent / Guardian Name: _____

I confirm that I have read and understood the Hockey Club Code of Conduct and have discussed it with the player named above. I agree to support the club in upholding these standards.

Parent / Guardian Signature: _____ **Date:** _____

Club Representative

Name: _____

Role: _____

Signature: _____ **Date:** _____

This policy and sign-off form should be reviewed annually and updated in line with England Hockey guidance and best practice.