

Code of Conduct

Season 2022/23 onwards



BOOTS HOCKEY CLUB



Code of Conduct

1. The Club and all members shall abide by the Code of Conduct set out in the Standards in this document.
2. The Club and All Members are also bound by the England Hockey Code of Ethics and Behaviour and Equality Policy which is available on the England Hockey website.
3. The Code of Conduct sets out guidelines for promoting and maintaining the expected standards of behaviour in all aspects of the Club's activities, both on and off the pitch.
4. All Members are subject to the Code of Conduct whilst on premises of The Nottinghamshire Sports Club, at Club events, or whilst representing the Club in other places including through the use of social media (both official club accounts and personal accounts – see appendix A and appendix B).
5. Any alleged non-violent breach of the Code of Conduct during a hockey game shall be dealt with in the first instance by the Captain. Where the breach involves the Captain, the Vice Captain should automatically escalate the matter to the relevant Men's or Ladies' Section Lead. (see persistent Yellow Card Offences)
6. Any alleged violent breach of the Code of Conduct shall be automatically escalated to the Executive Committee via the relevant Men's or Ladies' Section Lead.
7. Persistent non-violent breaches of the Code of Conduct shall be escalated to the Executive Committee via the relevant Men's or Ladies' Section Lead.
8. Any action taken by the Captain may be appealed against to the relevant Men's or Ladies' Section Lead, or failing successful resolution there, to the Executive Committee.
9. Any breach escalated to The Executive Committee shall be discussed at the following Executive Committee meeting. The individual(s) concerned should be notified of the meeting date and given the opportunity to attend the meeting and make their case.
10. Anyone involved in the breach of conduct will not be entitled to be present during the decision making part of any meeting on the subject and will not be entitled to vote on the outcome.
11. The Relevant Men's or Ladies' Section Lead or Executive Committee shall have the power to fine, suspend or terminate membership of the Club for such individual or individuals if they reasonably believe the allegations of the breach of the Code of Conduct to be true and of sufficient severity to warrant such action.



12. Any disciplinary penalty imposed by the Captain, relevant Men's or Ladies' Section Lead or the Executive Committee is to be enforced until such time as it may be overturned by a higher body.
13. All members should ensure that good manners and gentlemanly conduct and courtesy prevail towards all present before, during and after the game.
14. It is each individual's responsibility to ensure that un-gentlemanly conduct is avoided at all times and that the safety of the opposition, other team players, umpires, other officials and spectators is held paramount.
15. Any Member responsible for an outbreak of violence on or off the field of play whilst representing the Club in any capacity shall be automatically suspended pending a disciplinary hearing by the Executive Committee.
16. It is the Captain's responsibility to escalate any such breaches to the relevant Men's or Ladies' Section Lead.
17. The use of foul or abusive language will not be tolerated on or off the pitch by the Club.
18. During all games members must remember that the umpire's decision is final and should not be questioned. Members will always be free to seek clarification of a decision, but should not argue or protest.
19. Members receiving a green card or yellow card will be dealt with by the Team Captain in the first instance (this excludes those given a card for violent conduct, who shall be suspended from playing and dealt with by the relevant Men's or Ladies' Section Lead at the earliest opportunity).
20. Persistent or consecutive carding offences, in the case of yellow cards, shall be reported to the relevant Men's or Ladies' Section Lead by The Captain and escalated to the Executive Committee.
21. Members receiving a red card for any reason shall be automatically suspended pending a disciplinary hearing by the club Executive Committee.



22. Red Card, Match Day Misconduct, Consecutive, or Persistent Yellow Card Offences.

- For Red Card offences the player concerned will be dealt with by the club Executive Committee as well as the County Disciplinary Officer/National Disciplinary Officer, and shall receive the appropriate League/Governing Body Penalty (period of suspension and fine), which the individual must serve and pay.
- The Club will also award a fine depending on the severity of the penalty awarded by the umpire. For offences awarded for penalty (a) (where physical violence is not used, attempted or threatened) the person shall pay an additional monetary fine to the club of £30.00. For category (b) or (c) offences (where physical violence is used, attempted or threatened to a player, umpire or properly appointed tournament or match official) any additional fine over the initial £30 will be determined by the club Executive Committee.
- For persistent yellow card offences throughout the season, for the same or similar offences, the captain of that team shall look to suspend the player from league matches for a time to be determined by the relevant Men's or Ladies' Section Lead, but that will send out the appropriate message that this kind of behaviour is unacceptable. For more than 3 yellow cards within one season, the Captain shall penalise that player by imposing a £20 fine to be paid to the Club Treasurer, from that point and for every yellow card received after that point.

23. Members should encourage their fellow team players before, during and after a game.

24. They should not argue, threaten or insult fellow Members.

25. Any criticism should be constructive and provided in a manner that is responsible and mindful of avoiding any offence.

26. Members should treat all Club members' and opposition's property and belongings with respect.



Appendix 1: WhatsApp Policy and Guidance

- As of 25th May 2018, the age limit for the use of Whatsapp increased from 13 to 16 in order to comply with the new General Data Protection Regulation (GDPR). Therefore no under 16 should be communicated with using WhatsApp in relation to any activity linked to Boots Hockey Club.
- Whatsapp is part of many individuals every-day life and therefore communicating using it is an expected communication for hockey clubs. WhatsApp allows instant messages, image and video sharing including within both 1-on-1 conversations or group chats. The social and group sharing nature of WhatsApp enables swift sharing of information and news, particularly within a team.
- Although WhatsApp can be a tool to enable communication there are some challenges that can arise from using it including risks around using it with U18's. WhatsApp can allow teams and individuals to engage and build relationships with other members and the wider club community. However it needs to be considered that not everyone uses WhatsApp and therefore other communication methods may be required or more appropriate.
- WhatsApp group conversations allow everyone within that group to see, save and use everyone else's number and name. Therefore it can allow unauthorised access of personal information if consent has not explicitly been given.
- With this in mind, Boots Hockey Club has considered potential pitfalls and the positive potential of WhatsApp and have therefore made the following considerations.
- The clubs WhatsApp rules and regulations:
 - Group WhatsApp conversations linked with club teams will be created and monitored by captains and vice-captains. Messages will be regulated and removed if thought inappropriate.
 - All individuals must have agreed to using WhatsApp before being added to any group conversation.
 - The club will remain vigilant about safeguarding at all times, including engaging with and sharing content with and of U18's. This includes ensuring all shared U18s have consent forms signed before being contacted or added to groups on WhatsApp.
 - No U16's are to be contacted in relation to Boots Hockey Club using WhatsApp.
 - Individuals are responsible for their own comments and content.
 - Only use tasteful humour when appropriate.
 - Keep language appropriate.
 - Be respectful and positive at all times.
 - Remain responsible for your posts.
 - Be authentic and natural.
 - Be considered, particularly when sharing and commenting.
 - Respect confidentiality within the team e.g. tactics, squad information, announcements, coaching advice, training sessions. This includes sharing of information both on and offline.
 - Do not use WhatsApp to replace formal feedback.
 - Protect yourself and your club mates – this includes privacy and confidentiality.
 - Do not discriminate against individuals or groups.
- Boots Hockey Club holds high expectations for any member, volunteer or community member that are using WhatsApp in relation to club activity. Boots Hockey Club maintains the rights to enforce the removal of any individual they feel do not meet the expected behavior within any club-related WhatsApp activity. This includes removing them from group conversations and deleting their content.
- For further clarification or feedback, please contact the club Communications Officer: comms@bootshc.co.uk or Welfare Officer: welfare.officer@bootshc.co.uk



Appendix 2: Social Media Policy and Guidance

- Social Media is part of many individuals every-day life and therefore communicating using it is an expected communication for hockey clubs. The platforms can be used for organising events, contacting individuals, creating community, promoting the club, sharing news as well as creating engaging content. The instantaneous nature of sharing using social media enables swift sharing of information and news throughout the club including members, coaches, umpires and volunteers.
- Although social media can be a tool to expand the potential of hockey club communication there are some challenges that can arise from using it. Some posts or interactions could be damaging if the content is taken negatively or shared incorrectly. An example of this is posting something that is thought to be posted on a secure group or only visible to certain members however it should always be considered that everything could end up in a very public domain, particularly if posted by untrained individuals.
- There have been a number of high-profile sporting examples of social media miss-use including comments and posts that are considered abusive, indecent or inappropriate. This has the potential to put both the sport of hockey and in particular the club into disrepute and could lead to disciplinary action from social media platforms or governing bodies if it was considered bad enough.
- With this in mind, Boots Hockey Club has considered potential pitfalls and the positive potential of social media and have therefore made the following considerations.
- Social media allows Boots Hockey Club to engage and build relationships with members and the club community. It will specifically be used for the following:
 - Promotion of hockey club activities including events, taster sessions, training and matches.
 - Communicating with the media to raise awareness and build the clubs reputation.
 - Provide club updates including match results, news and achievements.
 - Share current sponsor and partner content as well as attracting new potential funders for the club by raising the profile of these partnerships and sponsorships.
 - Interact with other clubs and governing bodies, including opponents, England hockey and umpiring associations.
 - Share club news, photos and content.
 - Provide a socialisation tool for members and club community members to share their lives with one another.
- Boots Hockey Club holds high expectations for both the club accounts themselves and the clubs communities personal activity. Boots Hockey Club maintains the rights to remove any individual they feel do not meet the expected behavior from any community groups. This includes deleting their shared content or comments.
- The clubs social media rules and regulations:
 - Club community posts will be regulated and removed if thought inappropriate.
 - Community members are responsible for their own comments and sharing.
 - The club will remain vigilant about safeguarding at all times, including engaging with and sharing content of U18's. This includes ensuring all shared U18s have consent forms signed before photos are shared by the club.
 - Only use tasteful humour when appropriate.
 - Be respectful and positive at all times.
 - Remain responsible for your posts at all times.
 - Be authentic and natural.
 - Be considered, particularly when sharing and commenting.
 - Respect confidentiality within the team e.g. tactics, squad information, announcements, coaching advice, training sessions.
 - Protect yourself and your club mates – this includes privacy and confidentiality.
 - Do not discriminate against individuals or groups.



- Boots Hockey Club accounts will also abide by these rules and regulations. The club will also maintain the following actions:
 - The clubs own social media accounts will have a limited number of individuals with access, both for accountability and best practice reasons.
 - Where possible the club will limit access to community groups to club members; however please be aware this is not always possible.
- For further clarification or feedback, please contact the club Communications Officer: comms@bootshc.co.uk or Welfare Officer: welfare.officer@bootshc.co.uk



Boots Hockey Club

The Nottinghamshire Sports Club,
Lady Bay, West Bridgford
Nottinghamshire

www.bootshc.co.uk

