



NORTH HOCKEY ASSOCIATION

CODE OF CONDUCT, ETHICS AND BEHAVIOUR

This document sets the minimum standards for all North HA: officers, administrators, clubs, and associations (HA's and HUA's), leagues and hockey associations in the north Region.

All have an essential role in upholding and implementing this and the England Hockey Code of Conduct, Ethics and Behaviour. Individuals and organisations should aim to be:

- Advocates of equality, fair play and safety in the practice and the administration of hockey.
- Supporters of the EH'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).

Who does this code apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Clubs, North HA: officers, administrators, clubs, and associations (HA's and HUA's), leagues and hockey associations in the north Region. The parts in ***bold italics*** highlight the specific elements which apply to this particular group. In order to protect the reputation of hockey in the North, the code also applies to all those associated with the North who are involved in hockey whilst outside England.

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 the rules of the game are applied***
- 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***
 - ***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.***



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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*
 - *Emergency Operating Procedures*
 - *Facility risk assessments for hockey.*

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.*
- *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 EH 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 EH Safeguarding and Protecting Young People Policy, Procedure and Good Practice Guidance.*
- **Abide by the EH Equality Policy.**
- **Abide by the EH Anti-doping Rules.**
- **Take personal responsibility to ensure that they are suitably insured for their activities.**