



# Coaches Code of Conduct



ENGLAND  
HOCKEY

Policy no AFHC COC2021

## CODE OF CONDUCT FOR ALDERSHOT AND FARNHAM HOCKEY COACHES

### Section A: Principles of the Code of Ethics and Conduct

The following Policy applies to all hockey played whether that be in league matches, friendly games or training sessions across both the senior and junior sections of the Aldershot & Farnham Hockey Club.

The policy applies to the behaviours of coaches, parent helpers and admins.

England Hockey has a code of ethics and behaviour, entitled 'RESPECT'. This can be found here. <https://www.englishockey.co.uk/governance/rules-and-regulations/code-of-ethics-and-behaviour>

RESPECT outlines the expected levels of behaviour for everyone involved in hockey. Although EH is responsible for setting standards, each member of the hockey family has a responsibility to ensure equal access and opportunity for all. Aldershot & Farnham Hockey Club fully supports and adopts the England Hockey "Respect" Code of Ethics and Behaviour.

Aldershot and Farnham expects all coaches to conform to ethical standards in a number of areas.

These areas are clearly laid out in this document and it is imperative that all coaches have read and understood this code before working with any group of young people.

### Section B: Introduction

Hockey is one of the most popular sports amongst young people. It is important that all people taking part in the game are exposed to positive experiences and protected from negative ones.



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The role of the coach within the sport is a very important one. The coach is any person who is responsible for the development of an individual or group of individuals within a specific sport. As well as the sporting development the coach is also tasked with the all round development of the player, or group of players, within the sporting context.

The coach is the mentor, the confidante and the teacher; to name but a few of their roles, and therefore must demonstrate exemplary behaviour at all times. The coach also has to maintain this level of behaviour when dealing with parents, assistant coaches, managers and other personnel involved in the sport.

Coaches who accept and work to the guidelines within this document are accepting their responsibility to the players they coach and their families, to other colleagues within the sport, to their employer (where appropriate) as a coach and to Aldershot and Farnham Hockey Club and England Hockey.

Procedures are in place to deal with any situation, which could arise, where a coach's application of the 'Code of Ethics and Conduct' may be called into question. Should such a situation occur the matter would be dealt with in an objective and confidential manner.

The following sections set out the overriding principles that coaches are expected to adhere to, to ensure that taking part in the sport of hockey is a positive and worthwhile experience for all.

## **Section C: Definition**

Young people are children under the age of 18. This applies whether or not the young person are playing either in junior teams or senior teams.



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## Section D: Minimum standards of behaviour

Aldershot & Farnham Hockey Club expects minimum standards of behaviour.

These are as below. All 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.
- 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.
- Abide by the EH Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
- 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.

## Section E : Coaches code of conduct

In addition to the minimum standards of behaviour described above, coaches should:

- Respect the rights, dignity and worth of others
  - Respect umpires, officials, coaches, players and spectators



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- In their relationship with players, coaches should ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.
- Coaches must also respect the confidentiality of participants and any related data at all times.
- Coaches must have participants' best interests at heart of all times and recognise when it is in the participants' best interests to be passed to other organisations.
- 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.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
  - Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.
  - Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.
  - Have an EH qualification / award / accreditation appropriate to the nature of the activity and the role being undertaken.
  - Have a valid First Aid – Emergency Aid Certificate, or ensure that appropriate first aid provision is available.
  - For any facilities used, have a working knowledge of:
    - Normal Operating Procedures (NOPs);
    - Emergency Operating Procedures (EOPs);
    - Facility risk assessments for hockey.



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- 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.
  - It is important that coaches accept success and failure, victory and defeat, with dignity
  - Coaches must ensure that all participants are aware of their responsibilities under the Code of Behaviour.
  - Coaches have responsibilities as role models. They must set positive examples for others, particularly young participants and spectators.
    - Coaches should never smoke while coaching.
    - Personal appearance is of great importance when coaching, and although individual taste will affect differences in appearance, the coach has a responsibility to look clean and project an image of functional efficiency at all times.
    - Coaches should not chew gum whilst coaching.
    - Coaches should never coach under the influence of alcohol under any circumstances.
    - Coaches should use positive language during coaching sessions.
  - Coaches need to set up and uphold the boundaries of 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



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- Coaches must never engage in any form of inappropriate personal or sexual relationship with a player ('inappropriate' – as defined within a position of trust within Sexual Offences Act).
- Protect others involved in the game from verbal and physical abuse and threatening or intimidating behaviour
- Encourage appropriate behaviour by the performers during both training and competition.
- Encourage the performers to abide by the rules of the sport. All performers should be encouraged to uphold the spirit of the sport.
- Make a positive effort to educate the performers as to the improper use of substances that are on the sport's banned drugs and substances list.
- Help the performers to deal with victory and defeat in a sportsmanlike manner, and encourage them at all times to treat opponents with due respect.

Coaches must also agree to abide by the following Aldershot and Farnham Hockey Club policies:

- The AFHC Safeguarding and Protecting Young People in Hockey Policy
- The AFHC Equality Policy
- The EH anti-doping rules
- The AFHC whistle blowing policy
- The AFHC Child Protection Policy
- The AFHC Welfare Incident Reporting Policy
- The AFHC Photography Policy