



# Code of Conduct



ENGLAND  
HOCKEY

Policy no AFHC COC2021

## CODE OF CONDUCT FOR ALL ALDERSHOT AND FARNHAM PARTICIPANTS

### 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 players, coaches, parent helpers, admins and parents.

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.



# Code of Conduct



ENGLAND  
HOCKEY

Policy no AFHC COC2021

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.



# Code of Conduct



ENGLAND  
HOCKEY

Policy no AFHC COC2021

## 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 : Young People code of conduct

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

- Respect the game
  - This is more than playing within the rules of hockey. It is about participating with the right attitude, friendship and enjoyment.



# Code of Conduct



ENGLAND  
HOCKEY

Policy no AFHC COC2021

- Be on time for training and for matches
- Give maximum effort
- Always thank your opposition, coaches, umpires and officials after every game and training session
- Accept success and failure with dignity and set a positive example to others
- Respect others
  - Value the contribution made by umpires, coaches, opponents and spectators
  - Respect the decision of umpires and officials
  - Protect others in the game from verbal or physical abuse and other forms of threatening or intimidating behaviour such as bullying
- Self-respect
  - Young people should take responsibility for their actions on and off the pitch.
  - Do not smoke, drink or take drugs of any kind (other than prescription).
  - Never use inappropriate language or gestures.
  - Wear suitable clothing for the activity in which they are taking part.
  - Respect the facilities where they play and the equipment that they use.
  - Respect the club officials (this includes, coaches and administrative officers)
  - Tell someone they trust if the behaviour of others makes them feel uncomfortable in any way.

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



# Code of Conduct



ENGLAND  
HOCKEY

Policy no AFHC COC2021

- 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 Photography Policy

## **Section E: Parents/spectators code of conduct**

In addition to the minimum standards of behaviour described above, parents and spectators should:

- Appreciate young people's efforts and enjoyment rather than winning or losing.
- Remember that young people participate in sport for their own enjoyment not yours
- Teach young people that honest effort and teamwork are as important as victory, so that they can accept the result of each game.
- Remember that people learn best by example. Appreciate good performances and skilful play by all participants.
- Never ridicule or admonish a young person for making a mistake or losing a match
- Encourage people always to settle disagreements amicably without resorting to hostility or violence.
- Respect the rights, dignity and worth of others.
- Respect umpires, officials, coaches, players and spectators.
- Respect the decisions of officials and teach young people to do the same.
- Leave the coach to communicate with individual players on the field of play.
- Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to young people being able to participate.
- Inform the team coach, manager, captain or, if there is one, another member of a management team of any new or changed injury, health or welfare issue which they consider is appropriate for them to know



# Code of Conduct



ENGLAND  
HOCKEY

Policy no AFHC COC2021

## Section F: Umpires

In addition to the minimum standards of behaviour described above, parents and spectators should:

- Encourage both teams to play within the spirit and rules of the game
- Be honest, consistent, impartial, objective and polite when applying the rules of the game
- Never request inappropriate hospitality of any kind, accept any hospitality offered that could be considered to be excessive
- In completing reports, set out the true facts without embellishment and justification
- Respect umpires, officials, coaches, players and spectators
- Show patience and understanding towards those who might be learning the game
- Never publicly express any criticism of any umpires/officials
- Protect players through the application of the rules of the game
- Never participate when under the influence of drugs or alcohol
- Have a current EH accreditation appropriate to the nature of the activity
- Ensure all participants are aware of their responsibilities under the Code of Ethics and Behaviour
- Under 18s should only work with or under the guidance of a suitably qualified adult
- Never use foul, abusive, sexist, racist or any prejudicial language or tolerate it from players, team officials, spectators or parents

## Section G: Reporting procedures and dealing with breaches

Unacceptable behaviour must be dealt with quickly and appropriately.



# Code of Conduct



**ENGLAND  
HOCKEY**

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Your first port of call is to speak with the Club Chair, Chris Edwards. He can be reached at [chair@afhockey.com](mailto:chair@afhockey.com). If he cannot be reached contact David James, Welfare Officer on [welfare@afhockey.com](mailto:welfare@afhockey.com)

England Hockey has a number of regulations in place to deal with concerns or complaints. Copies of all regulations are available on [www.englishockey.co.uk/respect](http://www.englishockey.co.uk/respect)

Please note any safeguarding or protection issues are dealt with by the Safeguarding and Protecting Young People Policy.