

# Code of Conduct:

## Coaches, Managers, Teachers, Leaders and Adult Helpers

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### Who does this apply to?

Reading Hockey Club adheres to the England Hockey Codes of Conduct.

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Coaches, Managers, Teachers, Leaders and Adult Helpers involved in hockey in England. This includes mentors, coaches and official educators, umpires' coaches and managers. The parts in bold italics highlight the specific elements which apply to this particular group.

In order to protect the reputation of hockey in England, the code also applies to all those associated with EH who are involved in hockey whilst outside of England.

### Expected Minimum Standards of Behaviour and Conduct

All such 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.
  - Respect umpires, officials, coaches, players and spectators.
  - 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.
  - Personal Standards: Have the participants' best interests at heart at all times and 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.
  - Never participate when under the influence of alcohol or drugs.
  - Competency: Have an EH qualification / award/ accreditation appropriate to the nature of the activity and the role being undertaken.
  - Competency: Have a valid First Aid – Emergency Aid Certificate, or ensure that appropriate first aid provision is available.
  - 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: For any facilities used, have a working knowledge of:
    - Normal Operating Procedures (NOPs);
    - Emergency Operating Procedures (EOPs);
    - Facility risk assessments for hockey.

- 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.
  - Accept success and failure, victory and defeat, with dignity.
  - Ensure that all participants are aware of their responsibilities under the Code of Behaviour.
  - Realise their responsibilities as role models and set positive examples for others, particularly young participants and spectators.
  - Personal Standards: Project an image of health, cleanliness and appropriate appearance for any activity they are involved in.
  - Personal Standards: Never smoke whilst participating in any hockey activity.
  - 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 when in a position of trust. This is essential when the participant is a young person.
  - Relationships: Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined within a position of trust within Sexual Offences Act).
- 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.
- Abide by the EH Safeguarding and Protecting Young People in Hockey Policy and Procedures 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