**Thornbury Hockey Club - Code of conduct**

The following Policy applies to all hockey played whether, league games, friendly matches, or training sessions across both the senior and junior sections of the Thornbury Hockey Club. In addition to players, the policy encompasses the behaviours of coaches, supports and parents / guardians.

England Hockey has a [Code of Ethics and Behaviour](http://www.englandhockey.co.uk/page.asp?section=2482&sectionTitle=Code+Of+Ethics+%26+Behaviour), entitled ‘RESPECT’ which can be found on the club website. The Code of Behaviour outlines the expected levels of behaviour for everyone involved in hockey. Although England Hockey is responsible for setting standards, each member of the hockey family has a responsibility to ensure equal access and opportunity for all. Thornbury Hockey Club fully supports and adopts the England Hockey “Respect” Code of Ethics and Behaviour.

**Standards of behaviour**

* 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 umpires, officials, coaches, players, and spectators. No abuse will be tolerated at any time.
* Respect decisions from captains and committee remembering they are volunteers giving up their time.
* Conduct yourself in a manner that takes all reasonable measures to protect your own safety and the safety of others.
* You should not participate if deemed to be unsafe to play due to drugs or alcohol and you may be asked to leave the pitch.
* 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.
* Set a positive example for all players and spectators.
* Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour by reporting to the committee where needed.
* Only the Team Captains should discuss decisions with Umpires during a game. Direct any queries to your Captain.
* Shake hands with opponents and give thanks to Umpires at the end of a game.
* Never use inappropriate language or gestures.
* Use Spond to communicate with other players where possible to allow all communication to be in one place.
* Abide by the England Hockey Safeguarding, Equity Policy, Anti-Doping Rules, and other relevant policies. See our welfare page for the policies we are signed up to as a club.

**Players Agreement**

* Players should update availability via Spond as soon as possible and avoid late withdrawals except through injury or exceptional circumstances.
* Players are responsible for checking times & travel arrangements. Players are expected to be at the venue in good time ready for the team talk & warm up 30 mins before start time. This may be altered by team Captains.
* Thornbury Hockey Club kit should be worn for all matches and is available to buy via the club shop.
* Players will be notified of cancellations of games by their Captain ASAP.
* Red and yellow card procedure will follow EHB guidelines. Players may be reported to the Committee for too many yellows or general disciplinary offences who may issue relevant sanctions as deemed appropriate, including suspension from play.
* Any cards issued for misconduct towards umpires’ decision may be dealt with by the club in the form of fines subject to captains discretion.
* Players should pay their subscriptions in accordance with the Club’s timetable for the season and by the deadline outlined.
* Players should arrange their own personal accident insurance if required.
* If queering a captains or players decisions include a third-party member of the committee to oversee conversation and step in where needed. This will help to deal with disputes and avoid misunderstandings.
* If players have an issue with unfair or unkind behaviour from their captain or another player inform the committee so this can be taken further if needed via the disciplinary procedures.
* Players agree to being photographed and filmed during games and training unless they have informed the committee via the initial registration form or the yearly contact form.

**Captains agreement**

* Provide a positive environment to allow all players to thrive, encourage all but especially youngsters and take on board other players views. Be a role model for the club and most people’s first point of contact so be approachable and inviting.
* Communicate teams and have a clear plan for subbing lines and intervals which is shared with players prior to game starting.
* If needing to speak to someone individually, for example to explain not being picked, attempt to do this in person but if not possible then send a message. This should include a third-party individual (vice-captain, other committee member) to avoid misunderstandings and upset as protects all parties.
* Captains should be attending the majority of games (no expectation to be playing all but should be positive presence on the sideline).
* Vice-captain should be agreed prior to season starting and included in committee chats. This should be one person not multiple as provides that additional support both on and off the pitch.
* Complete GMS in a timely fashion including result and team sheet. You may choose to delegate to vice-captain if required.
* Record vote for MOTM at the end of game (ideally at teas) and share winner and those who received votes (great confidence boost for players). This should also be shared on Spond as part of a match summary – promote one player completing this (could be vice) identifying achievements of the team.
* Captain to be aware of kit such as masks and first aid kit and ensuring they are pitch side for games. If keepers changing make sure they have access to kit and know who to arrange to be collected from in advance.
* Take on feedback regarding the team (from coaches, committee, and questionnaire) and make changes as needed.
* If your circumstances change during the season and you are unable to continue to meet requirements, consider who will take over the captains role (most likely to be vice) and communicate this with the committee as soon as possible.

**Coach Agreement**

* Consider the well-being and safety of participants before the development of performance.
* Develop an appropriate working relationship with performers, based on mutual trust and respect.
* Make sure all activities are appropriate to the age, ability and experience of those taking part.
* Promote the positive aspects of the sport (e.g. fair play).
* Display consistently high standards of behaviour and appearance.
* Follow all guidelines laid down by the national governing body and the club.
* Hold the appropriate, valid qualifications and insurance cover.
* Never condone rule violations, rough play or the use of prohibited substances.
* Never share any player’s personal data unless required for coaching reasons.

**Supporter Conduct**

* Set a good example – appreciate all performance levels and skilful play by all participants.
* Respect umpires, officials, coaches, players, and opposition spectators.
* Respect the decisions of umpires and teach others to do the same.
* Never ridicule or admonish any players. Regardless of whether it is perceived as banter.
* Support all efforts to remove bad or abusive language and unsporting behaviour.

**Parent / Guardian Conduct**

* Encourage your child to learn rules of the game and play within them.
* Discourage unfair play and arguing with officials.
* Help your child to recognise good performance, not just results.
* Set a good example by recognising fair play and applauding good performances of all.
* Support your child’s involvement and help them to enjoy their sport.
* Please ensure your child is suitably dressed for hockey (this includes shin pads and a gumshield) and arrives on time for training and matches.
* Support your coaches and the administration team. They give up their time to coach your children.
* A parent / guardian or designated adult must be present for the duration of matches.

**Match Reports & Social Media**

Please be respectful when writing any match reports or comments on private social media accounts and uphold the club’s reputation.

Any fines levied on the club by England Hockey for breaches of these regulations will be charged to the individual who makes them. So please think before you post.

**The Disciplinary Committee**

The Disciplinary Committee will be formed of:

* Club Welfare Officer (or assigned member of the committee)
* Either Ladies, Men’s Club Captain or Junior Chairman depending on section of the Club the disciplinary matter relates to.
* An independent member.

The Disciplinary Committee will meet if a Red Card, Matchday Misconduct Offence (MMO) or Disrepute Charge is issued by an Umpire or Hockey Authority. It will also meet to discuss any behaviour by a player, coach, supporter, parent/guardian, or other club member that brings the Club into disrepute.

Anyone being asked to attend a Disciplinary meeting due to their conduct can also bring along a representative to support them or present their case.

The Disciplinary Committee will then agree a suitable response based upon the match day reports and / or the evidence provided at the appropriate Disciplinary meeting. In addition, they will then provide a recommendation to the Executive Committee and / County or Regional Disciplinary Officer as to what course of action should be taken if required.

Based on the response from the Executive Committee the final outcome of a disciplinary hearing will be notified in writing by the Disciplinary Committee to the Executive Committee, to the person or association who lodged the complaint (and any Members involved), and to the Member against whom the complaint was made in writing within 7 days of the hearing.

Individuals have the Right to Appeal in writing within 7 days of the outcome being communicated. The Appeal will be heard by the Club Chair and / or a nominated President / Vice President.

In respect of any playing ban for players the Club Disciplinary Officer will work closely with Disciplinary Officers. THC will also work with the player to help address any issues to avoid future cases. The club will aim to resolve and respond on any disciplinary matters within reasonable timescales or as prescribed by league rules.