

# **Sheffield Hallam Hockey Club**

## **Code of Conduct & Equity Policy**

Sheffield Hockey Club is fully committed to safeguarding and promoting the well being of all its members. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with either the Junior Coordinator or any member of the executive committee. A list of club officers and contact details can be found in the fixture card, on the website, in the newsletter and in the coaches file.

The following Equity Policy and Code of Conduct has been written to uphold the aims of Sheffield Hallam Hockey Club and to help and protect all players, umpires and spectators involved in the playing of hockey regardless of whether it is in league games, friendly matches or training sessions. It should be read in conjunction with the rules of England Hockey, North and Yorkshire Hockey Leagues, the Rules of Hockey and the England Hockey Code of Discipline.

### **Equity Policy**

- This club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

*Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.*

- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

## **Code of Conduct**

Each individual is accountable for his or her own actions. Whether you are playing, watching, coaching or umpiring any match, it is your personal responsibility to treat your own team, opposition players, coach's spectators and the umpires with respect before, during and after the match.

There are additional responsibilities placed on individuals and these are detailed below:

### **Interaction with Umpires:**

It is important to recognise that a game of Hockey cannot take place without the presence of two umpires.

**Abuse of an umpire whether verbal or physical will not be tolerated. Anyone receiving more than two yellow cards for verbal abuse or dissent will be considered called before the Disciplinary Committee**

Never argue with an umpire. If you have a query, ask your captain to approach the umpire at half time or after the game in a calm and courteous manner to get clarification. Do not pursue discussions in the changing rooms. Positive discussion between the players and the umpires is actively encouraged during the post match refreshment.

### **Pre game:**

On match days please arrive at the place stipulated at the correct time, ring the team captain or coach if you think you are going to be late. Make sure you have mobile numbers to contact your team captain or other members of your team and let them know yours so you can be contacted.

Anyone who turns up obviously the worse for wear from the previous night's socialising should not be surprised to find themselves in a lower team the following week.

Do not knock balls up on the side of the pitch when another game is in progress. No one is allowed to go on the pitch at any of the clubs home pitches until the previous game has finished and it would be prudent to adopt the same approach at away venues as well. Warm-up properly before the game and warm down after the game, it prevents injury and contributes to the teams success.

### **Kit:**

All players, when representing the Club on and off the pitch shall act and dress accordingly. Hockey is a social sport to be enjoyed by all so please use your common sense.

The club colours are Red shirts, Blue shorts/skirts and Red socks with a change strip of White shirts, Blue shorts/skirts and White socks – please bring both sets of kit to all games – the club can be fined for not wearing the right kit in league games, all players must have numbered shirts with no duplicates. Yorkshire Leagues have recommended that all players should have a shirt with their unique club number; please consider this when ordering new kit.

## **During the Game:**

The Captain/Coach is responsible for the conduct of their team and spectators for the duration of the game. Do not put him under pressure by poor behaviour.

A team can consist of 16 players; hence rolling substitutions should be expected. Whilst off the pitch wear a different colour top from your playing strip. Only warm up on your side of the team/bench area, not in front of any opposition bench or that half of the pitch. Coaches/managers should stay in designated area close to the half way line and not cross over into the other half. Substituted players are expected to act with dignity, and to contribute to the team's efforts by supporting their team-mates. If you need a rest to recover from injury or for any other reasons just ask to be substituted, it may help the team and your own performance.

During the Captain/Coach's team talks have the courtesy to listen to what is being said. He only has a few minutes to put his points across, please do not interrupt or start rival conversations. Don't criticize or remonstrate with your team-mates – every player has off days, it could be you next week, therefore encourage and support.

## **Discipline:**

This club wants to achieve an exemplary record, and it should go without saying that those who undermine our efforts in this area are risking their future with the club.

The Club will not tolerate players regularly getting carded or sent off. It gets the club a bad name and contrary to what some might believe, it does not help us to win matches.

## **The Club expects umpires to be treated with respect before, during and after the game.**

If for any reason a player is sent off with a yellow card they should leave the pitch quickly and under control, so that the game can be restarted without undue delay. You are required to stay in the area designated by the umpire and sit quietly – take time to reflect on your actions, take your punishment and learn from it.

The penalty for a red card will be at least the cost of the clubs administrative fees, as well the actions taken as detailed in the disciplinary procedures (see page 35 of YHA handbook) . The clubs disciplinary committee will review what additional action should be taken. Fines for yellow cards are set by each team captain, additional penalties may be considered by the clubs disciplinary committee if the number of yellow cards reaches three (two if they are for dissent, foul language or other unacceptable behaviour).

Abuse of any kind will not be tolerated by the club. Cases of abuse on the grounds of gender, disability, race and ethnicity, religion or beliefs and sexual orientation by any club member will be investigated by the clubs disciplinary committee. Unprovoked aggression, intimidation and verbal abuse are not acceptable at this club.

If any member feels that they have been abused in any of the above ways by another club member or a player or official from another club or organisation then they must contact a club captain or a member of the committee as soon as possible.

## **Spectators:**

Parents, ex-players, friends and others are always welcome to attend matches. It is a requirement of the North Hockey League and the Yorkshire County Hockey Association that **ALL spectators must stay at the opposite side of the ground from the team area.**

Show respect for your team's opponents and the umpires, without them there would be no game. Respect the umpire's decisions and positively support your own team and remember nobody makes a mistake on purpose positive encouraging comments can be motivational.

## **Post-Game:**

Warm down and stay together as a team regardless of the result. It helps with any following matches if you do this off the playing area

Do not approach the umpires and opponents on the pitch immediately after the game in an aggressive or abusive manner.

At the end of the game always thank the umpires and shake hands with your opponents.

Weekly match fees should be paid to the team captain or nominees without them having to come looking for the money. You can catch them either before the game, or after in the changing room or club house. **It is your responsibility to seek them out and pay, not for them to chase you; it should not be considered a 'game' to avoid payment.**

Try to get back to the club or pub for refreshments and encourage the opposition to come back also. This is the best time to seek clarification with umpires as mentioned earlier. Try speaking to members of the other team; you make good friends that way.

## **Juniors:**

For guidelines concerning all aspects of junior hockey please read Appendix A.

## **Training:**

Serious contenders for places in any team are expected to attend training **regularly**. We go to training to get fit, to develop team spirit and to practice set pieces. It follows that, if you are not training regularly, you can't be as fit as you need to be and cannot be part of a team.

Regularly attend and work hard during training sessions "a player who fails to train is training to fail". If you can't attend training let your captain or coach know.

## **Communication:**

If you do not attend training, you must contact your captain/coach to find out which team you are in at the weekend. It is far easier for many to make one phone call than for one to make many! Keep captains informed of your availability.

If you have a point to make to your captain, coach or a committee member, about team selection or other matters, that is your right, but please do not rant at them in a crowded bar or on the touchline. Ring them or see them at training, or talk to them privately.

**General:**

If you think there's a lot of responsibility spread around a small number of people, you're right! If anyone would like to volunteer for any job within the club, your offer would be gratefully received.

**Please make new members feel welcome.**

And finally, people play hockey for a variety of reasons and have different views, aims and ambitions – please respect these. Enjoy yourself - that's why we play. We want to win - but we also want to win fairly.

# **Sheffield Hallam Hockey Club**

## **Code of Conduct**

### **Appendix A**

This appendix contains guidelines for all juniors and all club members or volunteers working with the juniors. These guidelines are not mutually exclusive and should be read in conjunction with Code of Conduct and the Disciplinary Procedure.

### **Junior Members**

- As a fee paying participant of Sheffield Hockey Club you are expected to abide by the following junior club rules:
- All members must play within the rules and respect officials and their decisions.
- All members must respect opponents.
- Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
- Members must wear suitable kit – Shinpads and mouth guards being compulsory – for training sessions and matches, as agreed with the coach/team manager.
- Members must pay any fees for training or events promptly.
- Junior members are not allowed to smoke on club premises or whilst representing the club at competitions.
- Junior members are not allowed to consume alcohol or drugs of any kind on the club premises or whilst representing the club.

### **Parents/Carers**

- Encourage your child to learn the rules and play within them.
- Discourage unfair play and arguing with officials.
- Help your child to recognise good performance, not just results.
- Never force your child to take part in sport.
- Set a good example by recognising fair play and applauding the good performances of all.
- Never punish or belittle a child for losing or making mistakes.
- Publicly accept officials' judgements.
- Support your child's involvement and help them to enjoy their sport.
- Use correct and proper language at all times.

## **Officials, Coaches and Volunteers**

The essence of good ethical conduct and practice is summarised below. All volunteers must:

- 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 exert undue influence over performers to obtain personal benefit or reward
- Never condone rule violations, rough play or the use of prohibitive substances