

# **Code of Conduct & Discipline Policy**



## **Hillhead Hockey Club**

**(Including Hillhead Men's Hockey Club,  
Hillhead Ladies' Hockey Club and  
Hillhead Juniors Hockey Club)**





## Hillhead Hockey Club - Code of Conduct

*Expected minimum standards of behaviour and conduct for all Hillhead Hockey Club (including Hillhead Men's Hockey Club, Hillhead Ladies' Hockey Club, Hillhead Juniors Hockey Club) members and associates. Breaches will be dealt with in accordance with Hillhead Hockey Club's Discipline Policy.*

All individuals involved with Hillhead Hockey Club will, at all times:

- Respect the spirit of fair play in hockey. Promote the ethos of Hillhead Hockey Club – friendship, respect and family friendly.
- Respect the rights, dignity and worth of others.
- Respect all umpires, officials, coaches, players and spectators.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Never participate under the influence of alcohol or drugs.
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Accept defeat graciously and celebrate with modesty.
- Set a positive example for others, particularly young participants and spectators.
- Protect others involved in hockey 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 Hillhead Hockey Club Child Protection Policy.
- Abide by the Hillhead Hockey Club Diversity and Equality Policy.
- Abide by the Scottish Hockey Social Media Guidelines.

Hillhead Hockey Club also expect players to:

- Be up to date with and abide by the Rules of Hockey.
- Wear full Hillhead Hockey Club kit ([Club Shop](#)).
- Pay annual subscriptions and match fees promptly.
- Host umpires and opponents after the game in the clubhouse.
- Leave pitches clean and tidy after training and matches.
- Respect our clubhouse facilities and staff, and facilities and staff at opponent's venues.





## Hillhead Hockey Club – Club Code of Conduct

- Hillhead Hockey Club will provide all members with opportunities to be involved in planning, leadership, evaluation and decision making related to their activity.
- We will create pathways for all members not just as a player but also as a coach, umpire, administrator etc.
- We will ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity of players.
- We will ensure quality supervision and instruction is provided for all players.
- We will remember that members participate for their enjoyment and benefit.
- We will help coaches and officials highlight appropriate behaviour and skill development, and help to improve standards of coaching and officiating.
- We will emphasise fair play, and not winning at all costs.
- We will distribute our Code of Conduct to players, coaches, officials and parents and encourage them to follow it. This will be made readily available through our website.
- We will not tolerate bad language or behaviour from any member to any other player, coach, official or spectator.
- We will respect the rights, dignity and worth of all people involved in the sport, regardless of their gender, ability, cultural background, sexual orientation or religion.
- We will promote and adhere to anti-doping policies.





## Hillhead Hockey Club – Coach Code of Conduct

- Our coaches will remember that players participate for the enjoyment and winning is only part of the fun.
- Our coaches will be reasonable in their demands on player's time, energy and enthusiasm.
- Our coaches will operate within the rules and spirit of the game and teach their players to do the same.
- Our coaches will not use bad language nor will they harass players, officials, spectators or other coaches.
- Our coaches will ensure that the equipment and facilities meet safety standards and are appropriate to the age and ability of all players.
- Our coaches will display control, respect and professionalism to all involved with the sport including opponents, officials, coaches, administrators, the media, parents and spectators.
- Our coaches will show concern and caution towards sick and injured players and follow the advice of a physician when determining whether an injured player is ready to commence/resume training and competition.
- Our coaches will obtain and maintain appropriate qualifications – keeping up to date with latest coaching practices and the principles of growth and development of young players.
- Our coaches will not arrive at a venue intoxicated or drink alcohol at junior matches.
- Our coaches will respect the rights, dignity and worth of all people involved in the sport, regardless of their gender, ability, cultural background, sexual orientation or religion.
- Our coaches will promote adherence to anti-doping policies.





## Hillhead Hockey Club – Player Code of Conduct

- All players will always play by the rules of the game.
- All players will not argue with officials.
- All players will control their tempers and understand that verbal abuse of others involved in the sport will not be tolerated by Hillhead Hockey Club.
- All players will treat all other players in the sport as they would like to be treated and will not bully or take unfair advantage of another player.
- All players will cooperate with their coaches and teammates.
- All players will accept defeat graciously and celebrate with modesty.
- All players will display control, respect and professionalism to all involved with the sport including opponents, officials, coaches, administrators, the media, parents and spectators.
- All players will participate for their own enjoyment and not just to please their parents or coaches.
- All players will not arrive at a venue intoxicated or drink alcohol at junior matches.
- All players will respect the rights, dignity and worth of all people involved in the sport, regardless of their gender, ability, cultural background, sexual orientation or religion.
- All players will not allow unlawful supply of alcohol at training, games, or club functions.
- All players will comply with anti-doping policies.





## Hillhead Hockey Club – Umpire Code of Conduct

- Our umpires will place the safety and welfare of players above all else.
- Our umpires will show concern and caution towards sick or injured players.
- Our umpires will treat each player equally regardless of gender, ability, cultural background, sexual orientation or religion.
- Our umpires will be impartial, consistent, objective and courteous when making decisions.
- Our umpires will condemn unsporting behaviour and promote respect for the individuality of players.
- Our umpires will avoid any situations which may lead to or be construed as a conflict of interest.
- Our umpires will be a role model in behaviour and personal appearance and ensure all comments are positive and supportive.
- Our umpires will be a good sport and understand that actions speak louder than words.
- Our umpires will respect, remain loyal to and support other officials.
- Our umpires will keep up to date with the Rules of Hockey and best practice application of those rules.
- Our umpires will refrain from any form of personal abuse towards players or other officials.
- Our umpires will not arrive at a venue intoxicated or drink alcohol at junior matches.
- Our umpires will respect the rights, dignity and worth of all people involved in the sport, regardless of their gender, ability, cultural background, sexual orientation or religion.





## **Hillhead Hockey Club – Parent / Guardian / Carer Code of Conduct**

- We will not pressure our children in any way and will not criticise their performance after a game.
- We will not use bad language, nor will we harass players, officials, coaches or other spectators.
- We will encourage our children to play within the rules and respect coaches and officials decisions.
- We will teach our children to respect the efforts of opponents and set a positive example by applauding good play by both teams.
- We will give positive comments to encourage and motivate continued effort.
- We will help whenever possible when asked by a coach or official.
- We will thank coaches, officials and other volunteers who give their time to conduct an event for our children.
- We will not arrive at a venue intoxicated or drink alcohol at junior matches.
- We will respect the rights, dignity and worth of all people involved in the sport, regardless of their gender, ability, cultural background, sexual orientation or religion.





## **Hillhead Hockey Club – Spectator Code of Conduct**

- All spectators will respect the opinions and decisions of officials, coaches and managers.
- All spectators will discourage unfair play and arguing with officials and players.
- All spectators will set a good example by applauding all good play.
- All spectators will refrain from using foul language.
- All spectators will not arrive at a venue intoxicated or drink alcohol at junior matches.
- All spectators will respect the rights, dignity and worth of all people involved in the sport, regardless of their gender, ability, cultural background, sexual orientation or religion.







# Discipline Policy

*Applicable to all Hillhead Hockey Club (including Hillhead Men's Hockey Club, Hillhead Ladies' Hockey Club and Hillhead Juniors Hockey Club) members.*

## **Introduction**

Hillhead Hockey Club (the Club) provides support for individuals to participate in the sport of hockey through provision of training and through structured competition managed by the Scottish Hockey Union and its District Associations. The Club's membership comprises both adult and junior (under 18) members with the criteria that U18s must be physically capable in participating at senior competition level.

The Club prides itself on the establishment of a supportive environment for sport, and an approach that respects individuals' aspirations and those of other clubs with whom the Club competes. This policy defines in a structured manner the conduct expected of all members and, in the event of a breach of conduct, the response that will be taken by the Club.

## **Conduct**

The Club has a moral obligation to provide a supportive environment conducive to the enjoyment of hockey as a team sport. The Club also has a legislative obligation to support and protect from harm or abuse individuals on the grounds of age, race, colour, nationality, disability, religious or political belief, sexual orientation, social background, marital status, culture or HIV status.

On these grounds, the Club expects all members to:

- Respect and support all other members.
- Support the health and welfare of all members and all other clubs with whom members participate in the sport of hockey.
- Respect and promote the rights and feelings of children.
- Conduct themselves generally in a manner that reflects the obligations, ethos, ambition and membership of the Club.
- Acknowledge that in participating in the sport of hockey as members of the Club they represent the Club and its interests.
- Abide by the conditions laid out in the Hillhead Hockey Club Code of Conduct.





## **Disciplinary Matters**

In the event that a breach of conduct or law occurs, whether this be by acknowledgment of an event by a Committee Member; notification by a member or a member's parent / guardian; through disciplinary action or complaint by an affiliated body or a third party; or by action by the police or other statutory body, the matter will be referred to the President, the Secretary, the Treasurer, the Coach or the Child Protection Officer. Notification by a Committee Member or by any other member, parent or guardian will be within 24 hours of an event.

A Disciplinary Panel will be formed chaired by the President of the Club, or in their absence the Secretary, Treasurer or other Executive Committee Member in that order. The chair of the panel will nominate a minimum of two further Committee Members to the Panel based on experience, independence and appropriateness. The Disciplinary Panel, in a manner defined by the chair, will conduct appropriate interviews with the individuals affected and other witnesses if available to establish as far as possible the facts of an event. The Disciplinary Panel will strive to define the nature of the event within 7 days of notification.

On completion of interviews, the Disciplinary Panel will summarise statements as presented and will conclude whether the matter is closed without further action or requires Club Sanction, warrants further investigation or requires to be referred to an external party.

## **Club Sanction**

Under this policy and its Constitution, the Club reserves the right to impose fines equivalent to any damage or loss sustained by the Club or a third party, suspensions of up to 6 weeks of participation in competition or league activities and/or Club training; and for serious events to expel a member from the Club.

The Disciplinary Panel reserves the right to temporarily impose suspensions during the course of an investigation if such a suspension is in the interest of other members.

Interviews with under 18s should be conducted in accordance with the Club's Child Protection Policy

