



St. Ives Hockey Club EQUALITY POLICY

Code of Ethics & Behaviour

England Hockey has a Code of Ethics & Behaviour which covers people involved in hockey in this Country - St. Ives Hockey Club enforces this policy to its fullest.

This Code encapsulates all of the sporting, moral and ethical principles that hockey represents and is intended for all participants and disciplines within the sport however they choose to participate – as a player, umpire, coach, official, volunteer or a parent supporting on the sidelines.

Everyone involved in the sport should promote equality of access and opportunity, fairness and respect. All those involved within hockey have a responsibility to act according to the highest standards of integrity and to ensure that the reputation of the sport is, and remains, high.

The following pages reflect the ethos of the EHB and are provided for members' reference.



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Codes of Conduct

Players

All players involved in representing St. Ives Hockey Club 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.
- [Play because you want to, not to please your coaches or parents or carers.](#)
- Respect the rights, dignity and worth of others, including umpires, officials, coaches, players and spectators.
- [Be attentive during all coach and training sessions.](#)
- Conduct them 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.)
- 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 others, particularly young participants and spectators.
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- [Recognise good play by your team mates and opponents](#)
- 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 EHB Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
- Abide by the EHB Equality Policy.
- Abide by the EHB Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.



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Club Officials 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 prohibited substance.



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CODES OF CONDUCT

Parents/Guardians

St. Ives Hockey Club encourages parents / guardians / spectators to take an active interest in their child's development within hockey and ask that every parent / guardian / spectator observe the following:

- 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 understand that the enjoyment of sport and fair play are more important than winning.
- Use correct and proper language at all times.
- If you have any queries or comments please address them to St. Ives Hockey Club Hockey Club's Welfare Officer – Graeme Hammond

Graeme Hammond
Home: 01480 394546
Mobile: 07988 156771

[Email: Graeme_Ham@yahoo.com](mailto:Graeme_Ham@yahoo.com)
or
welfare@stiveshockeyclub.co.uk



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Spectators/Supporters

Any non-playing club member or general member of the public supporting St. Ives Hockey Club 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.
 - Focus on the player's efforts and enjoyment rather than winning or losing.
 - Teach young people that honest effort and teamwork are as important as victory, so the result of each game is accepted without undue disappointment.
 - Remember that people learn best by example. Appreciate good performances and skilful play by all participants.
 - 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.

- Conduct them in a manner that takes all reasonable measures to protect their own safety and the safety of others.
 - 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.

- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
 - Remember that young people participate in sport for their enjoyment, not yours.

- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
 - Never ridicule or admonish a young person for making a mistake or losing a competition.

- Never use inappropriate language and gestures.
 - Support all efforts to remove bad or abusive language and unsporting behaviour.

Abide by the EHB Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
Abide by the EHB Equality Policy.



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Discipline Procedure

St. Ives Hockey Club members who are found to be in breach of EHB policies and/or St. Ives Hockey Club codes of conduct will be subject to the following disciplinary procedures:

First /Minor breaches:

Playing members – Team Managers/Captains are responsible for the conduct of all members associated with their respective teams. Should a breach of codes of conduct occur that is not dealt with by match officials the team captain is to deal with the issue. If it is an occurrence involving the Captain then the Vice Captain should deal with it. Should it be something that cannot be dealt with by either then support is to be obtained from the relevant Section Representative.

A written report is to be submitted to both the Section Representative and Club Secretary within 3 days explaining the occurrence and outcome.

Non-playing members – Should an incident occur involving a spectator or non-playing member in breach of St. Ives Hockey Club codes of conduct; the team Manager/Captain is to inform the Club Secretary within 3 days of the incident.

The committee will be responsible for contacting any individuals involved within 21 days from the day of receipt of the incident report.

Persistent/Severe Breaches

Playing members – Should players be found in either persistent or severe breaches of St. Ives Hockey Club codes of conduct they will be asked to appear before the Senior Management Committee within 21 days of the incident report. In such cases players will not be eligible for selection for a minimum of 3 games or until such time that the committee are confident of no re-occurrences of breaches.

Non-playing members – Should non-playing members be found in either persistent or severe breaches of St. Ives Hockey Club codes of conduct they will be asked to explain themselves to the committee in writing. In such cases non-playing members will be asked not to attend fixtures until such time as the situation is resolved.



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England Hockey Equity Policy Statement of Intention

St. Ives Hockey Club / England Hockey are committed to the principles of equality of opportunity.

St. Ives Hockey Club / England Hockey aims to ensure that all people, irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation have a genuine and equal opportunity to participate in hockey at all levels and in all roles. This includes, job applicants, employees, participants, volunteers and spectators.

St. Ives Hockey Club / England Hockey shall:

- Ensure that there will be open access to all its services.
- Eliminate prejudice against any group by removing barriers.
- Select, recruit, promote and train all personnel working for or on behalf of St. Ives Hockey Club / England Hockey solely on the basis of merit & ability and by adapting facilities and equipment where necessary.
- Communicate to all employees and volunteers its commitment to equal opportunities.
- Fulfill its social responsibility to all employees and volunteers, ensuring that appropriate support is given.
- Make every reasonable effort to prepare, produce and market materials that are appropriate for all persons in respect of language, format and approach.
- Modify any existing rules and regulations that may inhibit the inclusion of any groups, provided this does not result in the deterioration of equality required by St. Ives Hockey Club / England Hockey.

- St. Ives Hockey Club / England Hockey recognises its legal obligations and will take account of:
 - Equal Pay Act 1970
 - Rehabilitation of Offenders 1974
 - Sex Discrimination Act 1975, 1986, 1999
 - Race Relations Act 1976
 - Disability Discrimination Act 1995
 - Human Rights Act 2000

Or any subsequent amendments or re-enactments thereof.



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Definitions

Direct Discrimination

Direct Discrimination is defined as treating a person less favourably than others would be treated in the same circumstances.

Indirect Discrimination

Indirect Discrimination occurs when a job requirement or condition is applied, which, whether intentional or not, has an adverse effect on one sex or racial group or marital status because fewer representatives of that group are able to comply with it, and that requirement or condition cannot be justified on grounds other than race, gender or marital status.

Harassment

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability or some other characteristic.

Conduct

St. Ives Hockey Club / England Hockey regards discrimination and harassment as outlined above as gross misconduct and any employee of St. Ives Hockey Club / England Hockey, participant or volunteer who so discriminates against any other person shall be liable to appropriate disciplinary action.

Implementation

A copy of the policy shall be available to all professional staff and volunteers working for St. Ives Hockey Club / England Hockey. All these persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

A planned approach shall be adopted to remove discrimination against any group.

St. Ives Hockey Club / England Hockey shall be committed to working only along side those individuals or organisations who are prepared to demonstrate the principles and practice of equity as laid out in this document.

Positive action

St. Ives Hockey Club / England Hockey may take positive action or introduce special measures for a group that is currently under-represented in its membership, representative bodies or workforce.

Monitoring & evaluation

St. Ives Hockey Club / England Hockey shall regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform employees, members and partners of their impact.

The Club Management Team shall have overall responsibility for the implementation.