

MARKET HARBOROUGH HOCKEY CLUB

CODE OF CONDUCT



Objective

1. This policy applies to all Market Harborough Hockey Club (MHHC) members, spectators, coaches and club officials.
 - MHHC membership, or attendance at a MHHC event acknowledges the existence of this policy and adherence to the principles it endorses.
2. This policy applies to all Market Harborough Hockey Club (MHHC) events—league/cup/friendly matches, training sessions, social events—organised by the club.
3. This policy exists to ensure the good reputation of Market Harborough Hockey Club and to prevent discrimination (whether intentional or unintentional, direct or indirect) that may prevent them from participating fully according to the MHHC constitution.

Expected Minimum Standards of Behaviour and Conduct

All such individuals involved in hockey with MHHC will, at all times:

1. Respect the spirit of fair play in hockey.
 - This incorporates the concepts of friendship, respect for others and always participating with the 'right' spirit.
2. Respect the rights, dignity and worth of others.
 - Respect umpires, officials, coaches, players and spectators at all times.
 - No abuse will be tolerated at any time.
 - This includes verbally and on social media.
3. Only the team captains should discuss decisions with umpires during a game. Direct any queries to your captain.
4. Shake hands, and thank opponents and umpires, at the end of a game.
5. 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.
 - Always ensure that safety of participants is if the highest priority.
6. Promote the reputation of the sport and the club, 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.
 - This includes the use of social media.
7. Protect themselves and others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
 8. Never use inappropriate language or gestures.
 - This applies equally during club events, and on social media.
 - Never use foul, sexist, abusive, racist or any prejudicial language, or tolerate it from players and/or team officials
 - This includes any activity where the individual is, or could be seen to be, representing the views of MHHC.

Equipment and clothing

1. The individual is responsible for providing any personal protective equipment that is appropriate and it is adequately maintained to an appropriate standard to be fit for use.
 - This includes shin pads, gum shield, gloves and face guards, or any other personal equipment that the individual wishes to use.
 - The minimum recommended protective equipment to be worn by outfield players when training/playing games are shin pads and a gum shield.
 - Goalkeepers may use club equipment or provide their own equipment. They are responsible for ensuring any equipment used is in a suitable state of repair and fits the user appropriately.
 - Goalkeeping kit must adhere to the minimum standards imposed by league regulations.
 - If goalkeeping kit is not suitable (either it does not fit, or is damaged), it must be reported to an appropriate club official immediately and must not be used.
2. All players should dress appropriately during games and all shirts should be numbered.
 - Club kit is as follows:-
 - Home: Bottle green shirt, black shorts (for men) or skirt/skort (for women), bottle green socks.
 - Away: White shirt, black shorts (for men) or skirt/skort (for women), white socks.
 - Club members should try and use the current club kit for all matches (where possible/available).
 - Previous versions of club shirts may be worn if there are insufficient kits available.
 - The wearing of non MHHC branded shirts should be avoided if at all possible.
3. All MHHC members are responsible for ensuring that club kit is not lost, stolen or damaged.
 - Any loss/damage to club equipment may be referred to the committee, and in some circumstances the member(s) responsible for any loss/damage may be requested to contribute to the replacement of the equipment if it is deemed appropriate.

Attendance at club events

All MHHC members are requested to support those organising events by undertaking the following:

1. Keep team captains informed of your availability through the club website at least 1 week in advance of the match.
 - Please discuss any problems you have with the relevant captain (e.g. “I can play, but need to be home by 3pm” etc.).
2. Avoid dropping out at short notice.
3. Regularly attend club training and social events where possible.

Adherence to England Hockey standards

As an affiliated club, MHHC are bound to adhere to England Hockey standards. Links to relevant standards are available as follows:

1. Abide by the England Hockey Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines (available to view www.englishockey.co.uk).
2. Abide by the England Hockey Equity Policy (available to view www.englishockey.co.uk).
3. Abide by the England Hockey Anti-doping Rules (available to view www.englishockey.co.uk).
4. Abide by the England Hockey Code of Conduct and Behaviour (available to view at www.englishockey.co.uk/equityethicsandbehaviour).
5. Abide by the MHHC constitution and other policies in place.

Code of Conduct Enforcement & Grievance Process

1. The MHHC committee will review any alleged breaches of this code of conduct/complaints over conduct as appropriate at the next scheduled committee meeting.
 - If appropriate, the offending individual will be offered the opportunity to attend the committee meeting in order to explain their actions.
 - If appropriate the senior committee members will conduct an emergency meeting to review serious breaches of this policy.
2. The MHHC committee will determine any disciplinary actions for serious breaches or repetitive minor breaches of this code of conduct as required, appropriate to the offence.
 - Any individuals involved in the specific allegations may not participate in the determination of any decision for if disciplinary action will be taken. They may be requested to present their case/respond to questions as is appropriate to the situation.
 - The MHHC committee is solely responsible for determining the appropriate course of action.
 - Courses of action may include, but are not limited to:
 - Informal feedback.

- Verbal warning of the member(s) concerned which will be recorded.
- Written warning of the member(s) concerned which will be recorded.
- Non selection for matches for a period of time.
- Exclusion from all MHHC events (including matches, training and social events).
- Membership cancellation.

3. Any disciplinary actions determined as a result of a grievance may be recorded in the committee minutes as appropriate.