

Barton Hockey Club Behaviour Policy

Who does this apply to?

The content of this Code of Behaviour applies to all involved with the sport of hockey in Barton Hockey Club.

Expected minimum standards of behaviour and conduct

All individuals involved in hockey 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 correct spirit of the game.
- Respect the rights, dignity, and worth of others:
 - Respect 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.
- 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 themselves and 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.
 - Set a positive example for others, particularly young participants and spectators.
- Abide by the EHB Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines from EHB.
- Abide by the EHB Equality Policy.
- Abide by the EHB Anti-doping Rules.

With reference to discipline and respect in games; if a player receives three yellow cards in a season, their captain shall bring this to the attention of the Committee to discuss an appropriate course of action.

Discipline Orders

It shall be grounds for disciplinary action to be taken under these regulations, where a person over whom Barton Hockey Club has jurisdiction, is found to have harmed the safety and/or welfare of a person or people in hockey, or whose conduct (whether in hockey or not) is deemed to pose actual or potential risk of harm to the safety and/or welfare of a person or persons in hockey. In circumstances that are in breach of the Regulations set out above, Barton Hockey Club Committee has the power to impose the sanctions detailed below:

1. The Committee to issue a written warning identifying a notice to improve behaviour otherwise further action will be taken.
2. The individual concerned to personally pay any fine imposed on the club resulting from their breach of the code of conduct as set out above.
3.
 - a) An immediate interim suspension if the Committee, by reference to the regulations set out above, deem that it is appropriate to exclude an individual concerned from playing under the club's jurisdiction.
 - b) The individual concerned to umpire for an appropriate team during the period of suspension or for as many games as the Committee deem necessary.

The factors to be taken into consideration are:

- Whether the safety and/or welfare of young persons have, or could have, been put at risk of harm.
- Whether the matter(s) are of a serious nature.
- Whether a suspension is necessary or desirable to facilitate the conduct of any investigation or proceedings by England Hockey or any other authority or body, having regard in all cases for the need for any action to be proportionate.

The Committee shall, as soon as reasonably practicable, notify the individual concerned of the outcome of the Committee's decision by having them attend a meeting with a Committee member and their Team Captain.

Upon completing the imposed sanction, the individual involved will be closely monitored for the remainder of the season. The Committee thereafter, at appropriate regular intervals, taking into particular consideration the facts and circumstances surrounding the case, can justify the continuation of the interim suspension, or relegate the player to the Badgers/Development teams, if no improvement has been evidenced.

Enforcement of Disciplinary Orders

Any breach of an interim suspension shall constitute grounds for further disciplinary action under these regulations.

Appeals Procedure

The individual concerned may lodge an appeal to initiate a re-evaluation of the actions imposed by the Committee by paying a fee of £20 with an accompanying letter.

If the Committee dismisses the appeal, the money is retained by the club and invested in the development fund. If the individual concerned wins their appeal, they can reclaim the value of their appeals fee.