

## **Stockport Bramhall Hockey Club Code of Conduct & Equity Policy**

Stockport Bramhall Hockey Club (SBHC) 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 any member of the Executive Committee, the Club Welfare Officer and or the Junior Coordinator. A list of club officers and contact details can be found on the club website and in club newsletters.

The following Equity Policy and Code of Conduct has been written to uphold the aims of Stockport Bramhall 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 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, coaches, 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 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.

If you are or may be unfit to play (through illness, injury or any other incapacity) you should inform your Captain as soon as you are aware of the problem. Anyone turning up for a match who is unfit to play will not be permitted to play.

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 club's 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 team's 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's home colours are red shirts, black shorts/skirts and red socks. The club's away colours are either black (shirts and socks) or white (shirts and socks) worn in both cases with black shorts/skirts. Please ensure you bring suitable 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.

### **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 or her 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's/Coach's team talks have the courtesy to listen to what is being said. (S)he only has a few minutes to put his points across: please do not interrupt or start rival conversations.

Don't criticise or remonstrate with your team-mates: every player has off-days, it could be you next week. All feedback to fellow players and coaches is to be constructive i.e. encouraging and supporting.

### **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 as specified in the disciplinary procedure, and the club's disciplinary committee will review what additional action, if any, should be taken.

Penalties may also be considered by the club's disciplinary committee for *any* card, or sequence of cards, and/or for any behaviour, on and off the pitch, that brings the club into disrepute and/or is not in line with this code of conduct.

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 club's 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 their captain, a member of the committee, or the Welfare Officer as soon as possible.

### **Spectators:**

Parents, ex-players, friends and others are always welcome to attend matches. ALL spectators must stay on 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. Nobody makes a mistake on purpose: only positive encouraging comments are acceptable, and 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 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.

### **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:**

It is your responsibility to let your Captain know, by Monday at the latest, if you are available to play the following weekend (or to give him or her a day by which you will be able to confirm your availability. If you do not attend training, **you** must contact your captain/coach to find out which team you are in at the weekend.

**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.