

Code of Conduct and Disciplinary Procedures

Everyone in hockey should be safe and enjoy the game. This includes our opposition and umpires who we also wish to remember their visit to Haslemere Hockey Club positively. The way in which we behave is crucial to this, whether we are playing, umpiring, spectating or socialising.

Standards of behaviour within the game of hockey have eroded to the point where England Hockey now require all clubs to establish a code of conduct and disciplinary procedures and appoint an officer to oversee its enforcement. All members sign up to this code of conduct by virtue of their membership of the club.

This disciplinary procedure is covered by clause 5(j) of the Rules of Haslemere Hockey Club.

England Hockey Code of Ethics and Behaviour

Haslemere Hockey Club fully subscribes to the England Hockey Code of Ethics and Behaviour which can be found here: www.englishockey.co.uk/respect. The key principles of this policy are:

- 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.
- Respect the rights, dignity and worth of others.
- 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.
- Protect themselves and others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
- Abide by the EH and HHC Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
- Abide by the EH and HHC Equality Policy.
- Abide by the EH anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities (note that the club provides insurance for all members involved in hockey)

Social Standards

All players are expected to socialise with umpires, the opposition, and their own teammates after the game whether home or away. Out of courtesy, any player who has to leave straight after a match, should inform their Captain prior to the game. It is not acceptable for our teams to leave away games without socialising with the opposition unless there are strong travel reasons and only then if the hosting club has been informed well in advance.

Where umpires officiate at a home game, at least one player will be delegated by the Team Captain to ensure that they are offered appropriate hospitality and that they enjoy their visit to Woolmer Hill.

While players, coaches, managers and spectators are encouraged to discuss the game with umpires in the bar, such discussions should only be conducted in a courteous and constructive manner. However, the discussion of umpiring standards or specific umpiring decisions either immediately after the game (within the environs of the pitch), or in a public changing room, or in the clubhouse without involving the umpire concerned, will not be tolerated.

Enforcement of the Code of Conduct

HHC's Code of Conduct is deemed to be in force at any time that the Club is being represented by any player, coach, manager or non-playing member at matches, tournaments, tours and training sessions. It further includes all online activity, whether an official club-provided platform or any other platform being shared between club members.

Disciplinary Panel

The HHC Disciplinary Panel comprises three members of HHC and is chaired by the club's Discipline Officer. He or she also provides the club's interface with the Disciplinary Administrator for the Hampshire Hockey Association. The Chairman will himself select two other players to sit with the Discipline Officer on the Disciplinary Panel, giving due regard to the need to provide a balance of age, playing experience and background.

Although the Discipline Officer will be appointed by and report to the HHC Board, he and the Panel will act completely independently of the club's general management in enforcing the club's Code of Conduct.

The decisions of the Disciplinary Panel will be communicated to the Director of Hockey who will ensure that suspensions etc. are duly served. Such action is covered by clause 9(a) of the Rules of Haslemere Hockey Club.

Red Cards and Match Day Misconduct Offence (MMO)

The Disciplinary Panel will immediately investigate any award of a red card or MMO and other than for minor offences covered by paragraph 6.3 of the EH Red Card and MMO Regulations (Aug 19) will automatically suspend the member for a the minimum period laid down in paragraph 6.5 unless having regard to all the circumstances the panel decide the suspension should be for longer. Within this period, the member concerned (with a representative of his choosing) will appear at a closed hearing convened by the Panel.

In reaching a final decision on the total length of suspension to be imposed, the Panel will follow regulations regarding the overall minimum tariff set by England Hockey in relation to the type of offence committed. It will also liaise closely with the Hampshire County Disciplinary Administrator.

Other Disciplinary Issues (not covered by umpires)

The Disciplinary Panel will also deal with any reported incidents or behaviour by members such as bringing the club into disrepute or child protection incidents as if a red card had been awarded on the pitch. If any club member believes that such an incident has occurred, they should raise it to any member of the club management team, who will refer the incident to the Discipline Officer.

Members are reminded that the Team Captain has full responsibility for his team's behaviour before, during and after matches. They should therefore respect the Captain's authority and his reasonable requests. Captains are required to report gross breaches of their authority for investigation by the Disciplinary Panel including the conduct of coaches, managers and spectators.



Phil Coghlan

Chairman

27th July 2020