



# Wigan Hockey Club Code of Conduct and Disciplinary Policy



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26/05/2020



## Wigan Hockey Club Code of Conduct and Disciplinary Policy

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### Version Control

Please ensure after updating this document that the version control section below is completed and the document saved with the new Version number.

Version	Date	Updated By	Changes Made
0.1	26/05/2020	P.Parr	Document created
0.2			
0.3			
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### Review Period

This document should be reviewed annually by the Club Committee and updated as required. Any changes are then presented to the members at an appropriate EGM or AGM.

## 1. Club Ethos

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Wigan Hockey Club aim to provide a friendly, diverse and inclusive club who welcome all levels of ability to enjoy and develop both sporting and personal skills. WHC also strive to develop the technical ability of all player's by coaching to all levels to promote fitness, tea spirit and wellbeing to both players and volunteers.

Up the sticks!

## 2. Forward

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We at Wigan Hockey Club pride ourselves in being friendly, inclusive and open to all. This policy sets out what we expect of our members and how breaches of this policy will be dealt with.

At Wigan Hockey Club each individual is accountable for his or her own actions. Whether you are playing, supporting on the side lines, 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.

### **What is the Code of Conduct?**

The Wigan Hockey Code of Conduct exists to protect everyone within the game and outlines the behaviour expected from all people within our Hockey Family at Wigan Hockey Club. This policy document has been written in line with our governing body England Hockey who is responsible for setting the standards and values that apply at every level. This Code encapsulates all of the sporting, moral and ethical principles that hockey represents. We at Wigan Hockey Club think of hockey as a sport for all. A family sport packed with passion, speed and respect. One that anyone can enjoy however they choose to participate – as a player, umpire, official, volunteer or a parent supporting on the side lines. However you choose to be involved in the club, you have a right to do it with enjoyment

### **Does the Code apply to me?**

Yes! If you are involved at any level at our club, then the Code applies to you. Although as a club we are responsible for setting the standards, everyone involved in hockey has a responsibility to promote the club and our sport, making sure that there is equal access and opportunity for all and that fairness and respect is upheld. This Code allows Wigan Hockey Club to uphold the values that we all believe in as a club and sport and gives us a mechanism to deal with any breaches with a consistent approach.

### **What is the purpose of the Code?**

By sharing this code across our members we believe that we can uphold the highest standards of integrity and ensure that the reputation of our club and the sport is – and remains – at a high level. We believe that its content will contribute to our vision and our ethos as an inclusive club.

## 3. Code of Conduct

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### **Who does this apply to?**

The content of this Code of Conduct applies to all involved with Wigan Hockey Club in any capacity. In order to protect the reputation of Wigan Hockey Club, the Code also applies to all those associated with Wigan Hockey Club who are involved in hockey whilst outside of England.

### **Our Expected minimum standards of behaviour and conduct**

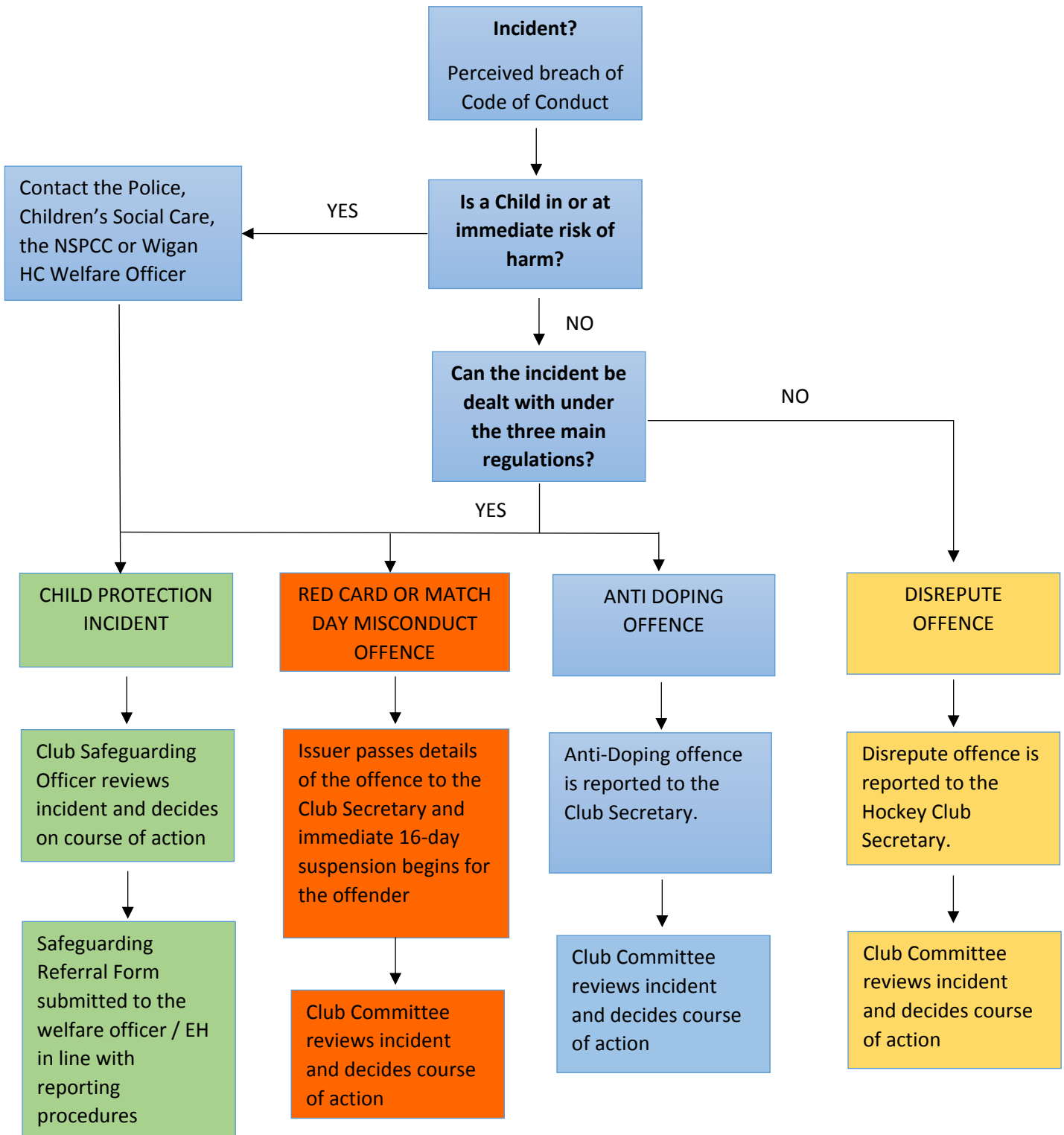
#### **All individuals involved in Wigan Hockey Club will, at all times:**

- 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.
- 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.
- Respect the clubs facilities and equipment.
- Conduct themselves in a manner that is befitting our club and protect the club from being brought into disrepute. Including all forms of Social media posts.
- Abide by the EH Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
- Abide by the EH Equality Policy.
- Abide by the EH Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

## 4. Disciplinary Policy

The following disciplinary policy provides formal action to be taken for a failure to meet the standards expected in respect of etiquette, behaviour and conduct at Wigan Hockey Club. This applies both during matches and at all other times when representing the club or being seen to represent the club. This also includes all forms of Social Media posts.

Disciplinary issues will be dealt with in the following way.



For complaints that are deemed serious by their nature the individual shall be suspended from all club activity until the disciplinary committee have made their final decision. The following table details a list of potential complaints that may be received and is not inclusive of all complaints that may be dealt with by the Club.

<b>Complaint</b>	<b>Immediate Suspension</b>	<b>Likely Outcome</b>
Child Welfare Issue	Yes	Dismissal from Club
Unprovoked attack	Yes	Dismissal from Club
Damage to Club/Equipment	No	Written Warning/Final Warning/Dismissal from Club
Bringing the club into disrepute	Dependent on severity	Written Warning/Final Warning/Dismissal from Club
Theft from club	Yes	Written Warning/Final Warning/Dismissal from Club
Persistent Match day misconduct	Dependent on severity	Written Warning/Final Warning/Dismissal from Club
Disrepute from Social Media Posts	No	Written Warning/Final Warning/Dismissal from Club
Player received Red Card	Yes	Ban decided by League disciplinary committee to be enforced by Club

### **What is Persistent Match Day Misconduct?**

Wigan Hockey Club prides its self on being a club with an excellent disciplinary record. To this end the club will not tolerate persistent poor conduct from its players. The following guide will be used to promote fair play and good match conduct.

- 0 to 2 Yellow Cards      Informal Discussion between the player and his/her Captain
- 2 to 4 Yellow Cards      Captains Review with potential 1 Match Ban
- 5<sup>th</sup> Yellow Card          Player reported to Club Secretary for Persistent Match Day Misconduct.
- 1<sup>st</sup> and any subsequent Red Cards will be reported to the Club Secretary.

### **How will the Club deal with a complaint?**

The following is detailed in the club constitution and all complaints received by the Club Secretary will be dealt with in this manner.

#### **9 Discipline and appeals**

- (a) All concerns, allegations or reports of poor practice/abuse relating to the welfare of children and young people will be recorded and responded to swiftly and appropriately in accordance with the club's child protection policy and procedures. The Club Welfare Officer(s) is the lead contact for all members in the event of any child protection concerns.*
- (b) All complaints regarding the behaviour of members should be presented and submitted in writing to the Secretary.*
- (c) The Management Committee will meet to hear complaints within 14 days of a complaint being lodged. The committee has the power to take appropriate disciplinary action including the termination of membership.*
- (d) The outcome of a disciplinary hearing should be notified in writing to the person who lodged the complaint and the member against whom the complaint was made within 7 days of the hearing.*
- (e) There will be the right of appeal to the Management Committee following disciplinary action being announced. The committee should consider the appeal within 14 days of the Secretary receiving the appeal.*

During a Disciplinary Hearing the individual whom the complaint has been raised against will have the opportunity to voice their opinion. They will also have the right to have one other member of the club attend to support them. If the member is a junior (Under 18) their parents will be required to be present.

### **What penalty can the Management Committee impose?**

The Management Committee can impose any penalty that it considers appropriate including a recommendation of the Management Committee that the member be expelled from the Club. Such penalties may include:

1. Verbal warning (formal or informal)
2. Written warning
3. Suspension from playing
4. Suspension of membership of the Club for a period to be defined
5. Recommendation to the Management Committee of expulsion from the club
6. No further action

All penalties may have conditions attached at the discretion of the Disciplinary Committee.