



# Surrey County Hockey Association (SCHA)

## Code of Behaviour & Conduct

SCHA adopts England Hockey's "Spirit of Hockey / Code of Ethics & Behaviour", to protect everyone involved in the sport and to set out expected standards at all times, on and off the pitch.

### 1. General Principles (applies to everyone: players, coaches, umpires, volunteers, parents, spectators, officials)

- Respect the spirit of fair play: more than following rules — includes friendship, respect and positive participation.
- Respect the rights, dignity and worth of all participants.
- Conduct yourself safely and protect the safety of others.
- Act to promote the sport's reputation and avoid bringing hockey into disrepute.
- Reject and prevent any verbal or physical abuse, threatening or intimidating behaviour.
- Avoid inappropriate language or gestures.
- Comply with safeguarding, equal-opportunity and anti-doping/substance-abuse policies.
- Take personal responsibility for ensuring you are suitably insured where required.

### 2. Specific Expectations by Role

#### Players

- Play fairly, with respect for umpires, officials, coaches, teammates, opponents and spectators.
- Never play under the influence of excess alcohol or drugs.
- Accept success and defeat with dignity; set a positive example, particularly for younger participants.
- Reject foul, sexist, racist or prejudicial language, and never tolerate it from others.
- Comply with the safeguarding, equality and anti-doping policies, and ensure insurance compliance.

#### Young Players (U18 / Juniors)

- Show respect for the game: arrive punctually, give your best effort, enjoy participation, and always thank opposition, umpires, coaches and officials after training or matches.
- Accept success and failure graciously; set a good example.
- Respect others — teammates, opponents, coaches, officials, spectators — and their decisions.
- Never engage in bullying, intimidation or abuse, verbal or physical.
- Behave with self-respect: avoid smoking, drinking or drugs (unless prescription), use appropriate language, and wear suitable kit.
- Respect facilities and equipment.
- Speak up if you feel uncomfortable about another's behaviour.
- Comply with safeguarding, equality and anti-doping policies.

#### Coaches, Team Captains & Adult Helpers



- Promote fair play, respect and positive club spirit.
- Respect all participants — umpires, officials, players, parents — and treat their rights, dignity and confidentiality seriously.
- Prioritise participants' welfare above performance. Ensure suitability of training, safety, age/ability-appropriate activities, first-aid provision, risk awareness and safe facilities.
- Never coach or volunteer whilst under the influence of excessive alcohol or drugs.
- Hold the appropriate qualifications or accreditation for their role.
- Foster clear boundaries: maintain professionalism and avoid inappropriate relationships with participants (especially minors).
- Act as role-models: behave with integrity, good manners, cleanliness and appropriate appearance.
- Ensure all participants understand this Code.
- Reject abuse, discriminatory language or gestures — never tolerate these from players or other officials.
- Comply with safeguarding, equality and anti-doping policies, and ensure insurance as required.

### **Spectators & Parents**

- Encourage enjoyment, effort and participation over winning or losing.
- Support players — especially young participants — by praising effort and good play; avoid undue criticism or hostility.
- Respect umpires, officials, coaches, players and spectators. Respect officials' decisions and encourage children to do the same.
- Avoid interfering with coaching or management of individual players — leave this to coaches and captains.
- Acknowledge and appreciate the efforts of volunteers, coaches and administrators.
- Report any relevant health, injury or welfare information to the team manager, coach or captain.
- Refrain from ridicule, abusive or threatening behaviour.
- Avoid inappropriate language or gestures and support efforts to eliminate abusive or unsporting behaviour.
- Abide by safeguarding and equality policies.

### **Umpires & Match Officials**

- Promote fair play: encourage compliance with the rules and spirit of the game.
- Umpire matches impartially, consistently and courteously. Avoid accepting or requesting inappropriate hospitality.
- When reporting incidents, record facts truthfully; do not embellish decisions.
- Respect all participants — players, coaches, spectators — and treat new or learning players with patience and understanding.
- Never publicly criticise other officials or express dissent; address concerns privately and through formal channels.
- Remain free of alcohol or drugs while officiating.
- Ensure appropriate accreditation/registration and, if working with U18s, only operate under guidance of a suitably qualified adult.
- Prioritise player safety when applying the rules.
- Reject and never tolerate verbal or physical abuse, threats, intimidation or discriminatory language from anyone.



- Comply with safeguarding, equality and anti-doping policies.
  - Ensure personal insurance compliance if required.
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### **3. Club & Member Responsibilities**

- All participants must read, understand and accept this Code upon joining the club.
  - The club may take action if a member breaches this Code, including warnings, suspension or removal of membership — as appropriate to the severity of the misconduct (see examples in other clubs' policies).
  - The club should support a safe, respectful and inclusive environment for all, including by providing welfare officers, clear safeguarding procedures, and channels to report concerns.
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### **4. Sanctions & Discipline (When Code is Breached)**

When a breach occurs, the club may take one or more of the following actions — depending on seriousness, repetition, and impact on individuals (especially young players):

- Verbal or written warning
  - Temporary suspension (e.g. for a match or training session)
  - Denial of selection for future matches
  - Expulsion from the Association (in extreme or repeated cases)
  - Referral to the disciplinary procedures of England Hockey if relevant
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### **5. Compliance & Insurance**

All participants must ensure they comply with relevant safeguarding, equality, anti-doping and substance-abuse policies (as set by SCHA & England Hockey). Those in roles requiring qualifications (coaches, officials) must hold valid accreditations, and individuals must ensure they are suitably insured where required.