

## Appendix 8 – Codes of Conduct

### Juniors Code of Conduct

Hockey Ireland wishes to provide the best possible environment for all juniors involved in the sport. Juniors deserve to be given enjoyable, safe sporting opportunities, free of abuse of any kind. These participants have rights, which must be respected, and responsibilities that they must accept. Juniors should be encouraged to realise that they have responsibilities to treat other participants and Hockey Leaders with fairness and respect.

#### **Juniors are entitled to:**

- Be safe and to feel safe
- Be listened to and believed
- Have fun and enjoy hockey
- Have a voice in relation to their activities within hockey
- Be treated with dignity, sensitivity and respect
- Participate on an equitable and fair manner, regardless of gender, appearance, age, ability, religion or belief, gender identity, disability, social and ethnic background or political persuasion etc.
- Experience competition at a level at which they feel comfortable
- Make complaints and have them dealt with
- Be safe from risk of bullying behaviour
- Say No to things that make them feel unsafe
- Privacy and Confidentiality

#### **Juniors should always:**

- Give their friends a second chance
- Treat Hockey Leaders with respect, (including umpires, coaches, managers etc)
- Look out for themselves and the welfare of others
- Play fairly at all times, do their best
- Be organised and on time, tell someone if you are leaving a venue or competition
- Respect team members, even when things go wrong
- Respect opponents, be gracious in defeat
- Abide by the rules set down by team managers when travelling to away events, representing the club, school, province or country, etc.
- Behave in a manner that avoids bringing hockey into disrepute
- Talk to the Children's Officer within the club/organisation if they have any problems

#### **Juniors should never:**

- Use violence or engage in irresponsible, abusive, inappropriate or illegal behaviour
- Shout or argue with officials, team mates or opponents
- Harm team members, opponents or their property
- Use bullying tactics to isolate another player or gain advantage
- Take banned substances, drink alcohol, smoke or engage in inappropriate sexual behaviour
- Keep secrets, that may leave them or others at risk
- Tell lies about adults / juniors or spread rumours
- Discriminate against other players on the basis of gender, appearance, age, ability, religion or belief, gender identity, disability, social and ethnic background or political persuasion

\_\_\_\_\_  
**Printed name of junior**

\_\_\_\_\_  
**Signature of Junior**

**Date:** \_\_\_\_\_

\_\_\_\_\_  
**Printed name of Parent/Guardian**

\_\_\_\_\_  
**Signature of Parent/Guardian**

**Date:** \_\_\_\_\_



**Leaders Code of Conduct**

Leaders should familiarise themselves with Hockey Ireland's Safeguarding Policy, in particular this code of conduct. Leaders should read and agree to abide by these terms. Leaders must complete this Code of Conduct annually.

**As a leader in hockey I agree that I should:**

- Be positive during sessions and competitions, praise and encourage effort as well as results
- Put the welfare of young person first, strike a balance between this and winning / results
- Encourage fair play and treat participants equally regardless of gender, appearance, age, ability, religion or belief, gender identity, disability, social and ethnic background or political persuasion
- Recognise developmental needs, ensuring activities are appropriate for the individual
- Plan and prepare appropriately
- Have experience relevant to working with juniors or hold up-to-date qualifications and be committed to the guidelines in the Safeguarding Policy
- Involve parents where possible and inform parents of progress as well as when problems arise
- Keep a record of attendance at training and competitions
- Keep a brief record of injury(s) and action taken
- Keep a brief record of problem/action/outcomes, if behavioural problems arise
- Report any concerns in accordance with Hockey Ireland's safeguarding policy reporting procedures

**Where possible I will avoid:**

- Spending excessive amounts of time with children away from others
- Giving preferential treatment to individuals and unfairly rejecting others
- Having 'favourites' – this could lead to resentment and jealousy by other children and could be misinterpreted by others
- Taking sessions alone
- Taking children to my home
- Taking children on journeys alone in my car

**Sports Leaders should never:**

- Use any form of physical punishment or physical force on a child
- Use any form of abusive language
- Exert undue influence over a participant in order to obtain personal benefit or reward
- Form intimate emotional, physical or sexual relationships with children
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and /or make sexually suggestive comments about, or to a child (even in fun). This includes innuendo, flirting or inappropriate gestures and terms
- Take measurements or engage in certain types of fitness testing without the presence of another adult
- Undertake any form of therapy (hypnosis etc.) in the training of children
- Discriminate against persons on the basis of gender, appearance, age, ability, religion or belief, gender identity, disability, social and ethnic background or political persuasion

**Communication with Parents**

To continue to ensure a child reaches their full potential and enjoys their time playing hockey, officials/coaches need to encourage parents to consider;

- What do they want their child to get out of hockey? Is it the same as what the parent wants?
- Does the parent understand what their child is trying to achieve and what support they need to achieve it?
- Is the parent being the best role model they can be to help their child enjoy their hockey experience?
- Is the parent focused on their child's development and enjoyment?

**Emergency Action/First Aid**

All officials/coaches, leaders working directly with juniors should be prepared with an action plan in the event of an emergency and be aware of our First Aid Procedures.

This will include:

- Access to First Aid equipment
- Emergency telephone contact if the participant is a minor
- Telephone contact to the Emergency Services

**Self-Declaration**

|   |                                  |                                 |
|---|----------------------------------|---------------------------------|
| Do you agree to abide by the guidelines contained in Hockey Ireland's Safeguarding Policy?  | Yes [ <input type="checkbox"/> ] | No [ <input type="checkbox"/> ] |
| 1. Have you ever been asked to leave a sporting organisation?   | Yes [ <input type="checkbox"/> ] | No [ <input type="checkbox"/> ] |
| 2. Is there any reason you should not be working with young people  | Yes [ <input type="checkbox"/> ] | No [ <input type="checkbox"/> ] |
| 3. Have you ever been convicted of a criminal offence or been the subject of a caution; a Bound Over Order; or are you at present the subject of criminal investigations?<br><i>(If you have answered yes to 1,2 or 3 above, we will contact you in confidence)</i> | Yes [ <input type="checkbox"/> ] | No [ <input type="checkbox"/> ] |

\_\_\_\_\_  
Printed name of Leader

\_\_\_\_\_  
Signature of Leader

\_\_\_\_\_  
Date



## Parents/Guardians Code of Conduct

**Parents are expected to co-sign their child's code of conduct form and this specific parental expectation form.**

As a parent/guardian of a junior player, we would encourage you to consider the following messages as Hockey Ireland wants to help you continue supporting your child to reach their full potential and enjoy their time within hockey, therefore please

**To help your child have a positive experience remember to:**

- Focus on what your child wants to get out of hockey
- Be the best role model you can be
- Help your child achieve their potential
- Be respectful of other children and coaches
- Communicate with the coach and club/organisation

**Hockey Ireland believe that parents should:**

- Be a role model for your child and maintain the highest standards of conduct when interacting with juniors, other parents, officials and organisers.
- Always behave responsibly and do not seek to unfairly affect a player or the outcome of the game
- Never intentionally expose any junior to embarrassment or disparagement using flippant or sarcastic remarks.
- Always recognise the value and importance of the officials and volunteers who provide sporting and recreational opportunities for your child. Do not publicly question the judgement or honesty of referees, coaches or organisers. Respect convenors, professionals, coaches, referees, organisers and other players. Parents are welcome to attend events and coaching sessions but should not interfere with the coaches or managers.
- Set a good example by applauding good play. Encourage mutual respect for teammates and opponents.
- Support all efforts to remove abusive behaviour and bullying behaviour in all its forms. Please refer to Anti-Bullying policy guidance
- Respect;
  - The rules and procedures set down by Hockey Ireland.
  - Your child's teammates and leaders as well as players, parents and coaches from opposing teams.
- Never demonstrate threatening or abusive behaviour or use foul language.

Any misdemeanours and breach of this code of conduct will be dealt with immediately by a Hockey official. Persistent concerns or breaches will result in the parent/guardian being asked not to attend competitions if their attendance is detrimental to the child's welfare.

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**Signature of Parent/Guardian**

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**Printed name of Parent/Guardian**  
**Date**