



CODE OF CONDUCT FOR COACHES, OFFICIALS AND VOLUNTEERS

Winchester Hockey Club is fully committed to safeguarding and promoting the well being of all its members. The club believes that it is important that members, and coaches, administrators, officials and volunteers associated with the club should, at all times, show respect and understanding for the safety and welfare of others.

Therefore, members are 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 the respective member of either the WHC Executive Committee member, the Youth Chairman, The Child Welfare Officer or their respective Coach or Team Manager.

Winchester Hockey Club has a totally open and equitable policy of welcoming and encouraging players of all abilities, and all documents relating to Club Rules and Policy can be accessed from the Club's web site

All Coaches, Helpers and Volunteers, working (voluntarily or otherwise) within Winchester Hockey Club, must:-

- Abide with the Club Rules, and all codes of conduct, and be fully supportive of these codes, and their colleagues and fellow officers of the Club. Follow all guidelines laid down by Hockey England, and encourage development of the Club's codes and policies in line with the latest developing guidelines.
- Coaches should be fully aware of the Club's Child Welfare Policy (ref WHC.1), and the England Hockey literature & policy entitled "Safeguarding and Protecting Young People".
- Consider the well-being and safety of participants, before the development of performance, and are fully aware of the Club guidelines and health and safety assistance, retained within the Club's pitch pack, and the Club's website.
- Develop an appropriate working relationship with participants, friends and colleagues, based on mutual trust and respect
- Make sure that all activities are appropriate to the age, ability and experience of those taking part
- Fully promote the positive aspects of the sport (eg fair play, respect, and sportsmanship).
- Display consistently high standards of behaviour and appearance, respecting opponents, and ensuring that all members must play within the rules, and fully respect officials and their decisions.
- Hold the appropriate, valid qualifications for their role, and ensure that copies of relevant documents / certificates are updated and forwarded to the relevant Executive committee member (Youth Chairman, Child Welfare Officer, or Club Secretary). All WHC Youth team Coaches, officials and lead volunteers, are expected to complete a valid CRB form, and to keep this updated.



- Officials should keep to agreed timings for training, matches and competitions or clearly liaise with colleagues prior to an event to ensure adequate cover can be arranged.
- Officials of youth games should check that players are wearing suitable kit including mouth and shin guards for training and match sessions, and have adequate drinks, sun-tan lotion, and protective clothing, as appropriate (sun hat / waterproofs!), as agreed with the coach/team manager.
- Members must pay any fees for participation, training, matches or events, and their subscriptions, where relevant, promptly.
- Coaches, officials and volunteers are not allowed to smoke on club premises or whilst representing the club at competitions, in front of Youth Players.
- Never exert undue influence over participants to obtain personal benefit or reward, and never condone violations, rough play, or the use of prohibited substances.
- Where the Club either financially or otherwise supports the attendance of courses etc, it is the member's responsibility to ensure that the Club is forwarded a copy of the relevant certificate, and receipt.
- **A first aid kit is allocated to every team and junior age group**; it is the collective responsibility of the officials, coaches and volunteers to make sure that the kit is always available at all training sessions and matches, and that the kit is kept up to date. Replacements can be obtained through the Club – Youth Chairman or Club Captain's.

The Clubs has a designated Welfare Officer (CWO); their contact details are clearly shown on the Club's website, and any concerns should be directed to this person.