

CODE OF CONDUCT & ETHICS

July 2023



CODE OF GENERAL CONDUCT & ETHICS

The purpose of this code is to ensure professional conduct from **all individuals** involved with the England Ice Hockey (EIH) promote a safe, inclusive and positive environment for all participants of ice hockey. This *England ice Hockey Code of Conduct & Ethics* applies to anyone involved in the sport, including but not limited to: players, managers, coaches, off-ice officials, referees, parents, medical professionals, staff and match and tournament support staff, whether acting in a paid or voluntary capacity, regardless of by whom they are employed.

Core values

All members should embody the core values below:

- **Selflessness:** decisions must be taken in terms of the values and mission of EIH, and not to gain financial or other material benefits.
- **Integrity:** all members must not place themselves in a situation where their position is compromised.
- **Objectivity:** all decisions must be made on merit alone.
- **Accountability:** members must accept accountability for their decisions and actions.
- **Openness:** members should be as open as possible about all their decisions and actions.
- **Leadership:** coaches, managers and volunteers must support and promote these principles by example.
- **Respect:** all members should treat people with respect both on and off the ice.

Code of conduct and ethics

All individuals involved with EIH activities will at all times:

- Abide by the rules set forth in EIH policies and procedures.
- Conduct themselves in a professional manner and give due regard to the authority of officials and the rights of players, spectators, volunteers, staff and others.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Act with integrity and set a positive example, promoting the reputation of the sport and taking all possible steps to prevent it from being brought into disrepute.
- Never use inappropriate language or gestures.
- Treat all EIH individuals equally; with respect and dignity, and without discrimination or prejudice on grounds of age, gender, sexual, cultural, ethnic, disability, lifestyle or religious preference.
- Challenge any discrimination or bullying of any participant within the sport.

- Maintain clear boundaries between personal and professional life.
- When providing a service, only do so within the limits of their professional competence.
- When providing a service to children, seek written consent from their parent or legal guardian and ensure the environment is fit for purpose.
- Refrain from making inappropriate physical contact with children or vulnerable adults and avoid being alone with them unless this is required as part of an organised activity.
- Be aware of and abide by England Ice Hockey's Safeguarding policies and procedures and report any concerns of abuse to the EIH safeguarding team and club Designated Safeguarding Lead (DSL) immediately via safeguarding@englandicehockey.com.
- Be aware of and abide by the UKAD Anti-Doping policy.
- Be aware of and abide by EIH's *Data Protection Policy* and *Data Privacy Policy*.
- Be aware of and abide by health and safety procedures, raising any concerns to the EIH, venue or club as appropriate.
- Be committed to anti-corruption and maintaining the integrity of the sport and thus be bound by the *EIH Anti-Corruption Policy* and *IIHF Integrity Book*. It is the responsibility of all individuals to make themselves aware of the codes.
- Do not engage in public criticism of EIH, individuals involved within the sport, clubs, officials or any EIH partners.
- Follow EIH's social media code of conduct and any other relevant code of conduct detailed in this document.



Coaches



All coaches must adhere to the above code. Additionally, they must:

- Work within the limits of their professional competence and ensure they hold appropriate accredited qualifications as per EIH requirements.
- Ensure that they have the appropriate professional and/or institutional indemnity when providing services both in their own country and abroad.
- Operate within the rules of the sport.
- Undertake coaching in an open and transparent fashion that encourages other coaches to contribute to, or learn from, their knowledge and experience.
- Keep their professional knowledge and skills up to date.
- Realise their responsibility as a role model and set positive examples for others.
- Always act in the child or player's best interest and respect their right to self-determination with regard to training and playing ice hockey.
- Not make approaches to players from other clubs to encourage them to change club.
- Accept officials' decisions and do not go on the ice or interfere with matches.

- When providing a service to a player under 18 years of age seek written consent from their parent or legal guardian.
- Be aware of legal obligations, including safeguarding procedures and national and international anti-doping regulations, as well as how to escalate concerns relating to abuse or anti-doping infringements.
- Ensure the environment for participants is as safe as possible, taking into account and minimising possible risks.
- Not abuse their position of authority to make financial, sexual, or improper emotional relationships including, but not limited to, refraining from having a relationship with anyone under 18 for whom they are coaching or responsible for.
- Attend all required safeguarding training and ensure their DBS status maintained as per EIH; requirements set forth in EIH policies and procedures.
- Be aware of the physical needs of participants, especially the developmental stage and needs of children, and ensure that training loads and intensities are appropriate and well managed.
- Take account of players' emotional maturity as well as physical development.
- Respect each junior player as an individual and be responsive to their needs.
- Avoid overplaying players, ensuring that they have adequate rest and recovery time between games and training sessions.
- Not encourage injured players to return too early or to play while injured. Following advice of a doctor in determining whether an injured player is ready to play again. Take as much interest in those players who are sick or injured as in those who are fit.
- Not utilise bullying, verbal abuse or intimidation as part of their coaching style.
- Not smoke, drink alcohol or use recreational drugs before or while coaching or when otherwise in the company of junior players or likely to be seen by them.
- Actively educate players on issues relating to the use of performance-enhancing drugs in sport, ensuring that they are aware of which substances are banned (where age-appropriate).
- Make reasonable efforts to cooperate with specialists such as physiotherapists and doctors.
- Notify the Chair and/or DSL of any matters, such as criminal investigations, allegations or convictions, which may arise and compromise their suitability to continue in their role.

Referees

Note: referees and officials are not registered with EIH, instead they form part of Ice Hockey UK. However, EIH ask that all referees must adhere to the above code. Additionally, they must:

- Work within the limits of their professional competence and ensure they are kept abreast of rule changes and updates within the rules of ice hockey.
- Operate within the rules of the sport.
- Treat all children and players fairly and with respect.
- Realise their responsibility as a role model and set positive examples for others.
- Act with integrity, honesty and objectivity at all times when officiating.
- Have regard for protecting the players through the application of the rules of the game.
- Ensure all players wear the mandatory protection.
- Be aware of legal obligations, including safeguarding procedures and national and international anti-doping regulations, as well as how to escalate concerns relating to abuse or anti-doping infringements.
- Not abuse their position of authority to make financial, sexual, or improper emotional relationships.



Health Professionals

This is not a substitute for any professional code that exists within medical disciplines and should be used to complement such codes where they exist.

All medical professionals must adhere to the above code. Additionally, they must:

- Work within the limits of their professional competence and scope of practice, and ensure they hold appropriate qualifications.
- Ensure that they have the appropriate professional and/or institutional indemnity when providing services both in their own country and abroad.
- Keep their professional knowledge and skills up to date.
- Keep accurate and clear notes that are stored appropriately to maintain patient confidentiality.
- Make the player's health and welfare their primary concern, always acting in their best interests.
- Respect the player's right to self-determination when recommending a service but, where there is risk, ensure that you raise any professional concerns where appropriate.
- Obtain consent from a player before disclosure of their medical information to a third party (this is separate from the contractual membership consent given to EIH).
- Be aware of legal obligations, including safeguarding procedures and national and international anti-doping regulations, as well as how to escalate concerns relating to abuse or anti-doping infringements.
- Not abuse their position of authority to make financial, sexual, or improper emotional relationships.
- Ensure that the environment that you are working in is fit for purpose and meets the minimum standards of any regulatory or external authority in this area, documenting and escalating any concerns to EIH's safeguarding team if you feel the player's safety to be compromised by the facilities, equipment or access to/organisation of medical provision.
- Ensure that a player can dress/undress in a suitable private space and that a chaperone can be made available on request.

When providing a service to a player under 18 years of age seek written consent from their parent or legal guardian where possible.

Photographers

All photographers must adhere to the above code. Additionally, they must:



- Work within the limits of their professional competence.
- Treat all children and players fairly and with respect.
- Only use images of juniors in suitable dress / kit and in-line with the EIH *Filming and Photography Policy*.
- Use imagery to positively reflect juniors' participation in ice hockey.
- Seek appropriate consent, if possible, from parents / guardians when taking pictures, including of those that are non-EIH members (e.g. school groups, spectators etc) in-line with the EIH *Filming and Photography Policy*.
- Be aware of legal obligations, including safeguarding procedures and national and international anti-doping regulations, as well as how to escalate concerns relating to abuse or anti-doping infringements.
- Not abuse their position of authority to make financial, sexual, or improper emotional relationships.

Club Personnel and Volunteers

Club personnel are often EIH's main (and only) on-site contact for EIH sanctioned events and activities. In this regard, EIH are heavily reliant on club personnel to ensure *EIH's Code of Conduct & Ethics* is implemented and followed for all involved in EIH activities at their club and venue. All club personnel and volunteers must adhere to the above code. Additionally, they must:

- Be aware of legal obligations, including safeguarding procedures and national and international anti-doping regulations, as well as how to escalate concerns relating to abuse or anti-doping infringements.
- Adhere to their role responsibilities, and seek support from the Chair of the club if they are unable to do so.
- Attend any training appropriate to the role being undertaken.
- Notify the Chair and/or DSL of any matters, such as criminal investigations, allegations or convictions, which may arise and compromise their suitability to continue in their role.
- Promote and model positive behaviour and good sportsmanship. This should include consideration of their social media presence and behaviour both at the club and outside.
- Encourage all members to behave in a positive manner and follow the rules of the club and sport.
- Never encourage or condone members of the club to breach the rules of the sport.
- Observe the authority of officials and follow the rules of the sport when questioning any decisions.
- Treat with respect and encourage all members to respect all competitors and teams from other organisations in victory or defeat.



Those responsible for club operations should be mindful of implementing the following, including but not limited to:

- Undertaking due diligence checks for club personnel, hosts and medical professionals which may include background checks.
- Ensuring appropriate risk assessments, health and safety policies and insurance policies are in place for their club, venue and any activities undertaken (including transportation, tournaments abroad etc).
- Safeguarding children and vulnerable adults at a tournament / match in compliance with EIH's *Safeguarding Policy* and any other policies, procedures or legislation that is relevant.
- Making all club personnel aware of EIH's *Code of Conduct & Ethics* and other policies associated with this, including but not limited to EIH's *Safeguarding Policy*, UKAD's *Anti-Doping* and EIH's *Data Protection Policy*.

Parents

Whilst parents may not be EIH members, they play a big part in the participation and development of ice hockey. We kindly request they adhere to the above code. In addition, parents should:

- Always promote the positive aspects of the sport (e.g., fair play).
- Encourage your child to value the performance and not just results.
- Do not ridicule or shout at a child for making mistakes or losing a game.
- Never condone rule violations or use of prohibited substances.
- Always support the decisions of officials during games.
- Do not use inappropriate language whilst involved in or spectating at club activities.
- Always treat athletes, coaches, club volunteers, officials and parents of yours and other clubs with due respect.
- Maintain a positive relationship with coaches and other club officials.
- Do not interrupt training or games other than in an emergency.
- Follow all guidelines laid down by the national governing body and the club (including any social media and photography guidance).
- Encourage and guide your child to accept responsibility for their own performance and behaviour.
- Always remember that the involvement in the sport is for your child, not you.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Ensure that your child has the appropriate kit and equipment and is punctual for training and games.
- Inform the person in charge of the training or event if you are going to be late or another person is collecting your child.
- Sign and return all necessary consent forms and paperwork and update club officials if anything changes.
- Ensure that your child's education and emotional and social development are not negatively affected by their involvement in sport.

Junior Clubs Code of Conduct

To take part in ice hockey as a junior player you need to;

- Keep yourself and others safe by listening to coaches and following their instructions.
- Tell an adult (coach, parent, or other member of staff) if you are worried about someone or something.
- When you are attending training, events or games, stay in the areas where you are supposed to be. Don't wander off or leave without telling one of the adults who is responsible for your group.
- Take care of all equipment and premises you are using.
- Bring the correct kit to practice.
- Not smoke, drink alcohol, or use drugs at any training sessions, events or games. Ask for help from coaching staff if you need any support with any of these things.
- Respect people's differences and not bully or discriminate against others for reasons such as race, gender, sexuality, background or ability.
- Report any incidents of bullying or discrimination, even if you are just a witness.
- Treat others with respect, appreciating that everyone has different levels of skills, talent and ability.
- Not use any device to take photographs or footage of others in the changing rooms.



- Report any concerns you have about others taking photographs or footage of others in the changing rooms or other areas of the rink.
- Support and encourage others. Tell them when they have done well. Help and be kind to them when they are struggling.
- Make your club a welcoming, happy and safe place to be.
- Respect your club's staff, and the players and staff from other clubs.
- Follow all the rules of the game and respect the decisions of officials.
- Accept when your team loses, and congratulate the winning team.
- Understand that poor behaviour may result in the club taking disciplinary action against you. Any behaviour which may be a criminal offence will be reported to police.



Author: HRM
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Approved: Board

England Ice Hockey
Ice Sheffield, Coleridge Road, Sheffield S9
5DA
info@englandicehockey.com
englandicehockey.com