

# CODE OF CONDUCT AND ETHICS

## Coaches

We all have a responsibility to promote high standards of behaviour in ice hockey and create a positive environment where participants can enjoy the game. Play your part and observe the code of conduct at all times:

**As a coach, we expect you to:**

### General

- Work within the limits of your professional competence and ensure you hold appropriate accredited qualifications as per EIH requirements, keeping your professional knowledge and skills up to date.
- Ensure that you have the appropriate professional and/or institutional indemnity when providing services both in your own country and abroad.
- Adhere to and implement England Ice Hockey and your club's safeguarding procedures.
- 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 anti-doping regulations, as well as how to escalate concerns relating to abuse or anti-doping infringements.
- Attend all required safeguarding training and ensure your DBS status is maintained as per England Ice Hockey requirements set forth in EIH policies and procedures.
- Notify the Chair and Designated Safeguarding Lead of any matters, such as criminal investigations, allegations or convictions, which may arise and compromise their suitability to continue in their role.
- Ensure the environment for participants is as safe as possible, taking into account and minimising possible risks.
- Follow the club and England Ice Hockey procedures should a participant have an injury or accident.
- Ensure kit, equipment and premises are fit for purpose and safe and accessible to use.
- Treat all personal information on participants or their families on a "need to know" basis unless information sharing with other is required to protect and safeguard a person from harm.
- Raise any concerns or complaints regarding club incidents through your club's official channels and understand that England Ice Hockey can only handle issues raised within the remit of our complaints policy.

### Behaviour

- Use your position to create a positive environment, leading by example.

- Show respect to everyone involved in the game, including players, the opposition, coaches, managers, officials, spectators and parents.
- Adhere to the laws and spirit of the game.
- Respect the decisions of the referee and do not interfere with matches.
- Be gracious in victory or defeat.
- 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 abuse, even if you're just a witness, intervening where necessary.
- Not utilise bullying, verbal abuse or intimidation as part of their coaching style.
- Not abuse your 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.
- 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).
- Never engage in public criticism of referees or England Ice Hockey.
- Understand that if you don't follow the code of conduct, actions may be taken against you by your club or National Governing Body.

#### **When working with players, coaches are expected to:**

- Treat all players with respect and dignity.
- Place the physical and emotional safety of each player above everything, including winning.
- 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.
- Encourage each player to accept responsibility for their own behaviour and performance.
- 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 player as an individual and be responsive to their needs.
- Cooperate fully with others (e.g. officials, medics, designated safeguarding officers) for each player's best interests.
- 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.

#### **As a coach you have the right to:**

- Be supported in your role by your club and England Ice Hockey.

- Have access to your club and England Ice Hockey's policies and procedures.
- Know who your club's Designated Safeguarding Lead is.
- Have access to ongoing training and CPD required for your role.
- Feel welcome in your club regardless of ability, physical appearance, sexual orientation, gender, race, or religion.
- Be informed of your club's internal complaints process and who to contact.
- Be listened to and treated fairly when you raise concerns to your club.