

CODE OF CONDUCT AND ETHICS

Volunteers, committee members and all off-ice officials

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 volunteer or committee member, we expect you to:

General

- Work within the limits of your professional competence and ensure you hold appropriate qualifications if required for your role, keeping any CPD up to date.
- Adhere to your role responsibilities and seek support from the Chair of the club if they are unable to do so.
- 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 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.
- 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, volunteers and committee members are expected to:

- Treat all players with respect and dignity.
- Not tolerate any form of abuse and intervene and report as necessary.
- Place the physical and emotional safety of each player above everything, including winning.
- Encourage each player to accept responsibility for their own behaviour and performance.
- Cooperate fully with others (e.g. officials, medics, designated safeguarding officers) for each player's best interests.

As a volunteer you have the right to:

- Be supported in your role by your club and England Ice Hockey, being given the appropriate tools to undertake your role and responsibilities.
- 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.

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 off-ice officials' code of conduct above. Additionally, they are expected to:

- Work within the limits of your professional competence and scope of practice, and ensure they hold appropriate qualifications.
- Ensure that you have the appropriate professional and/or institutional indemnity when providing services both in your own country and abroad.
- Keep your 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 your 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.
- Follow your club and England Ice Hockey's injury reporting procedures.

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

Code of conduct for photographers

All photographers must adhere to the off-ice officials' code of conduct above. Additionally, they are expected to:

- Work within the limits of your professional competence.
- Treat all children and players fairly and with respect.
- Only use images of juniors in suitable dress / kit.
- 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 your position of authority to make financial, sexual, or improper emotional relationships.