

INTRODUCTION

At Muckross Hockey Club (the **Club**) we want all members to feel welcome, to enjoy hockey and to feel that they are in a safe and inclusive environment. The Club wants all members to feel part of the Club and to be proud when representing the Club in competition.

Above all, it is important that members experience the best possible environment. All members have rights, which must be respected, and responsibilities that they must accept. Members have the responsibility to treat other members, including volunteers and coaches, with fairness and respect.

This Code of Conduct (the **Code**) was laid down to assist all members of Muckross in maintaining and experiencing an encouraging and enjoyable atmosphere for all.

BEHAVIOUR OF MEMBERS

1. Good behaviour is expected of all members at all times.
2. The types of behaviour that are strictly forbidden at all times are as follows:
 - Bullying, unkind or aggressive behaviour
 - Physical and mental abuse
 - Use of foul or inappropriate language
 - Cheating
 - Telling lies and spreading rumours
 - Discriminating against others
3. Members have the right to:
 - Be safe and feel safe
 - Be listened to
 - Have fun and enjoy hockey
 - Have a voice in relation to their activities within hockey
 - Be treated with dignity, sensitivity and respect
 - Participate in an equitable and fair manner
 - Make complaints and have them dealt with respectfully
 - Get help against bullies and receive relevant support
 - Confidentiality
4. Members have a responsibility to:
 - Treat fellow members, volunteers and Coaches with kindness and respect
 - Look out for themselves and the welfare of those around them
 - Behave in a manner that avoids bringing Hockey and the Club in any way into disrepute
 - Talk to the children's Designated Liaison Person within the Club if they are aware of any issues.

CODE OF CONDUCT FOR PLAYERS

Conditions of membership with MHC are that players:

- Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit
- Give their best to whatever team they're playing for. Players are part of a Club, not just a team
- Are organised and on time
- Attend training along with matches and communicate to their team if they cannot.
- Let Coaches know availability as soon as possible and avoid late withdrawals except for injury or exceptional circumstances
- Respect the Coach's decision in relation to which 11 players are on the pitch at any one time. Players are part of a wider squad.
- Respect decisions and selections made by coaches and the selection committee
- Respect the "Game of Hockey" and play fairly at all times.
- Respect and be supportive of team members, even when things go wrong
- Adult players must be mindful of playing with and against school girls. Their behaviour and attitude to young players should be positive and encouraging at all times.
- Respect their opponent. Treat all players as they would like to be treated.
- Play with a duty of care to their team and their opponents. Never attempt to injure another player on purpose.
- Accept the Umpires' decisions and let their Captain ask questions
- Assist with umpiring throughout the season, on the request of the Committee
- At the end of the match, thank opponents and umpires, whatever the result.
Winning and losing are part of sport. Win with humility; lose with dignity.

Remember you are representing your team and your Club. Don't let us down by your behaviour on or off the pitch

CODE OF CONDUCT FOR COACHES AND TEAM LEADERS

All sports leaders involved in Muckross Hockey Club should familiarise themselves with the Code of Ethics and Good Practice for Children's Sport and in particular with the IHA Code of Ethics and LHA implementation of the Code of Ethics and follow the procedures if they suspect or receive complaints of abuse of any sort.

Sports leaders occupy a position of trust, power, and influence, and they have a responsibility to ensure that positive and healthy experiences are provided. Leaders should read below and agree to abide by these terms.

Anyone working with children should attend the Irish Sports Council Code of Ethics basic awareness course and hold up-to-date qualifications, and be committed to the values and guidelines of the Leinster Hockey Association and Muckross Hockey Club.

All sports leaders are required to complete and submit a Garda Vetting form.

Coaches and team leaders should:

- Create a safe and enjoyable environment in which to train and play. Assess the wellbeing and safety of participants at all times.
- Put welfare of young players first, strike a balance between this and winning / results.
- If you are coaching an underage team, or have school girls on your squad, remember that you are acting '*in loco parentis*' and that you have a duty of care to all of your players.
- Lead by example and display high standard of behaviour - players need a coach/leader they can respect as a role model.
- Build and develop an appropriate working relationship with members based on mutual trust and respect.
- Establish good communication practices from the outset.
- Plan and prepare appropriately.
- Be positive during sessions and competitions, praise and encourage effort as well as results.
- Be reasonable in your demands on the players' time, energy and enthusiasm.
- Teach your players to play by the rules.

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- Encourage and display respect for all participants – teammates and opponents, as well as match officials.
- Be generous with your praise and never ridicule or shout at players for making mistakes or losing a match.
- Encourage players to value their performances and worth as individuals, regardless of their level of play.
- Encourage and guide players to accept responsibility for their own performance and behaviour.
- Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and any illegal substance.
- Be familiar with and implement all Club policies and procedures.
- Be acutely aware of the power that I as a coach develop with the players in the coaching relationships and avoid any sexual intimacy with young people that could develop as a result.
- Encourage young people and other coaches to develop and maintain integrity in their relationship with others.

Coaches and team leaders should avoid:

- Spending excessive amounts of time with children away from others.
- Taking children to their home.
- Taking children on journeys alone in their car.

Coaches and team leaders should not:

- Use any form of punishment or physical force on a child.
- Exert undue influence over a participant in order to obtain a benefit or reward for themselves or any organisation they are involved with.
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and /or make sexually suggestive

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comments about, or to a child. 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 and permission of the parent(s)/guardian.
- Undertake any form of therapy (hypnosis etc.) in the training of children.
- Exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of the players.
- Communicate or form a “friendship” with children online with the intent of arranging to meet in the “real world”.
- Befriend a young player on a social networking site.
- Post any comments on email, phone messages, websites, social media or twitter that are upsetting for young people.
- Ask anyone to keep secrets of any kind.
- Add as a friend, on Facebook or similar social media, any children you are involved with in your role as their sports leader.

CODE OF CONDUCT FOR PARENTS

We promote good behaviour among players – we expect the same of the parents.

In Muckross, we rarely keep score at underage level in friendly matches. We focus on enjoyment, best effort and team spirit. We use Irish Hockey's "*Hooked for Life*" as a guide:

- Up to 3rd class will play "*Fun 4s*" – four a side games in a small space with two attacking goals where everyone is guaranteed to be involved.
- 4th/5th will play "*Super 6s*" – 6 a side on a quarter of a pitch
- 6th Class / 1st Year will play "*Extreme 8s*" – 8 a side on half a pitch.

Parents should:

- Remember that young people play hockey for their enjoyment, not only yours.
- Help your child to develop good sportsmanship.
- Understand and ensure your child abides by the Club's Code of Conduct
- Set a good example by applauding good play on both sides and giving positive encouragement
- Discourage unfair play and arguing with officials
- Never ridicule, humiliate or shout at young players for making a mistake or losing a match.
- Do not place emphasis on winning at all costs. Help your child to recognise good performance, not just results.
- Do not force an unwilling child to participate in the playing of hockey. If the child is to play, she will do so in good time through your and our encouragement.
- Always recognise the value and importance of volunteer umpires and coaches. Support those who give their time to your child.
- Know my child's training and competitive programme and accept it is my responsibility for delivery and collecting my child punctually.
- Ensure the team manager is informed regarding any absenteeism, medical conditions or other relevant matters concerning my child.

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- Ensure that my child follows the advice from the medical staff and other experts in preparation for playing hockey.
- Arrange an appropriate time and place for discussing any issue I have concerning my child with the children's officer / team manager/coach/sports leader.
(Communication should not take place whilst the manager / coach/ sports leader is in a position of supervision or responsible for other young people).
- Provide the manager of my child with emergency contact information and will be reasonably available in case of emergency.
- If I feel my child has been unfairly treated, I will bring that to the attention of the child welfare officer, an age group manager, team coach, junior club director or club president with the knowledge that any complaint will be dealt with promptly, effectively and confidentially.
- Have the opportunity to put forward suggestions and comments after games, training or during the season in an encouraging and non-critical manner.
- Be supportive, be there for my child, listen to them and trust that they are in good hands for the duration of their training or match.

Please remember; the players are children, the coaches are giving their time for your child and the umpires cannot see everything.

We welcome you to Muckross and hope you and your child will have a positive and long lasting connection with the club!

COMMUNICATION

All members are expected to engage in respectful communication at all times and be considerate of the time of day when contacting members on their personal numbers. Individual communication with Coaches or Volunteers should be avoided during standard working hours where possible.

Committee members should be contacted through email, which can be found on the Club website. Complaints must be communicated by email to secretary@muckrosshc.com and will be responded to within 7 days of receipt.

Queries on selection should be addressed to coaches and team leaders in person, or through an arranged phone call. For Senior players, the Club Captain can be contacted at clubcaptain@muckrosshc.com. Further details on selection are available in the Club's '*Selection Policy*' document.

Senior team communication is done through team WhatsApp's. Coaches and team leaders must have permission from the parent/guardian of U18 players before adding them to the group.

BULLYING

Bullying can be defined as repeated aggression or annoyance, be it verbal, physical or psychological, conducted by an individual(s) against another others. Bullies operate using furtiveness, threats and fear. Bullying can therefore only survive in an environment where the victim does not feel empowered to tell someone who can help.

Bullying of any description. Whether of a light or aggressive nature will not be tolerated at all. Members are strongly encouraged to file a complaint if bullying should come to their attention.

CHILD PROTECTION

Children can benefit enormously through competition and participation in hockey and the Club. Children must be encouraged to realise that they also have responsibilities to treat others with dignity and respect.

It is an objective of the Club to provide a safe and encouraging environment for children and to teach children the importance of sport in life and to take all steps necessary to foster the talents of children.



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All concerns, allegations or reports of poor practice or neglect/abuse relating to the welfare of children and young people will be recorded and responded to swiftly and appropriately in accordance with the Club's safeguarding children and young people policy and procedures.

The Club Designated Liaison Person is the lead contact for all Members in the event of any safeguarding concerns.

DISCIPLINE AND APPEALS

Efforts should be first made by the relevant team management to resolve issues at a team level.

All complaints regarding the behaviour of any Member should be presented and submitted in writing to the Club Secretary at secretary@muckrosshc.com

The Committee will meet to hear complaints within 7 days of a complaint being lodged.

The Committee has the power to take appropriate disciplinary action including the termination of membership.

The outcome of a disciplinary hearing should be notified in writing to the person who lodged the complaint and the Member against whom the complaint was made within 7 days of the hearing.

In conducting any disciplinary action the Committee will have due regard to the principles of fair procedures.

There will be the right of appeal to the Committee following disciplinary action being announced. The subject of disciplinary action may appeal the decision by lodging notice of their request for an appeal ("appeal notice"), with the Club Secretary not later than 3 days after the date of the decision. The Committee shall consider the appeal within 3 days of the Secretary receiving the appeal notice.