



DIDSBURY NORTHERN HC

CODE OF CONDUCT

Didsbury Northern Hockey Club (DNHC) is committed to providing a safe, respectful, and sociable environment both on and off the pitch. Club members and affiliates are expected to maintain and promote the club's good reputation. The guidance below applies to all registered club members and club associates and should be read in conjunction with England Hockey's [Code of Ethics & Behaviour](#), [Red Card and Match Day Misconduct Offence Regulations](#), and [Safeguarding Young People Policy](#).

BEHAVIOUR

Before, during and after games, regardless of the outcome, all DNHC players, coaches, volunteers, and spectators must show respect for the umpires and the opponents. Members are also responsible for the behaviour of their guests. At all times, the umpire's decisions must be taken as correct and accepted without dissent. It is the team captain's responsibility to ensure that this is rigorously enforced. At the end of each game the team captain must personally thank each umpire and the opposition captain.

Any player awarded a yellow or red card for abuse or violence to an umpire must, as soon as possible after the game, personally apologise to the umpire concerned. The team captain is responsible for ensuring that this is done. Any player refusing to comply must be reported to the Club Committee for further action.

Club members and associates are expected to behave in an appropriate manner, so as not to bring the club's name in to disrepute, at all club social events and whilst representing the club in any capacity at externally organised events.

SELECTION

Whenever possible all members who are available should be picked to play. No member should be picked to play in two games in the same day when there is another available member who has not yet played.

Members should recognise that there will be promotion and demotion between teams; selection is the responsibility of the team captain but is done on merit. Team and club captains should meet regularly to discuss selection issues to ensure that all players are considered fairly.

It is not acceptable for players to drop-out of a team at short notice. However, it is recognised that members will sometimes have legitimate reasons to do so. In such cases this will not be held against them when they are next available.

DISCIPLINE

The Club Committee is responsible for acting upon any disciplinary breaches. Offences committed during activity that is governed by match day officials will be considered as 'on-field' offences; those committed at any other time (e.g. training, social events, online) will be considered as 'off-field' offences.

Team captains shall record all yellow/red-card offences awarded against their team and report them to the Club Committee.

Red card and Match Day Misconduct (MMO) offences (as described in the EH Red Card and Match Day Misconduct Offence Regulations) will be reported by match officials to the regional disciplinary panel and the nominated club disciplinary officer.

Any EH affiliated person, club, or body may also submit a disrepute claim against an individual or club. The reasons for such claims can be varied and the details about such offences are described in the England Hockey Disrepute Offence Regulations.

ON-FIELD OFFENCES & MMOs

Yellow card

The Club recognises three grades of yellow card: YT - for minor technical offences, YA – for abuse or dissent, and YV - for violence.

Players receiving frequent yellow cards throughout the season, particularly for YA and YV offences, will be considered a cause for concern. They will be fined and invited to appear before the Club Committee to discuss their behaviour.

Red card

DNHC takes red card offences very seriously. Any player receiving a red card will be immediately banned from playing in accordance with current England Hockey disciplinary guidelines (see below). They will be fined £50 by the club and asked to make a representation to the Club Committee. Payment of fines shall be within two weeks of the offence occurring. Failure to do so shall result in the player becoming unavailable to play for the club from the fourteenth day until the fine is paid.

Upon receipt of a red card, England Hockey will immediately apply the following suspensions:

	No. day's suspension
A) Where physical violence is not used, attempted or threatened	16
B) Where physical violence is used, attempted or threatened to a player or any other person	30
C) Where physical violence is used, attempted or threatened to an umpire or properly appointed tournament or match official	60

Members should be aware that these are **minimum** penalties and that extended bans beyond these terms should be expected. In addition to the England Hockey suspension, the Club Committee will convene to agree on any additional penalty that it feels is appropriate, based on the circumstances and nature of the offence.

Extremely serious offences such as, but not limited to, violent play with the intent to cause injury or physical abuse of an umpire, will not be tolerated by DNHC. If such an offence is committed, the Club Committee will convene to discuss a suitable term of exclusion in addition to that levied by the regional disciplinary officers/England Hockey. For first offences of this kind, the starting point when considering the appropriate penalty will be permanent expulsion from the club. The Club Committee shall work backwards from that point, taking in to account umpire, captain, and player representations, and any other suitable evidence available. Only if there is a very clear reason for clemency shall expulsion not be the outcome. For subsequent offences of this kind, the penalty will be immediate and permanent expulsion from the club.

DISREPUTE CLAIMS & OFF-FIELD OFFENCES

Disrepute claims against DNHC, or any associated person, can be made by any EH-affiliated person or body and are sent to the regional disciplinary panel who will then notify the DNHC nominated disciplinary officer. The claim will be investigated, taking in to account all available evidence, and the Club Committee will take such disciplinary action as it feels necessary. The disciplinary officer will present any representation to the regional disciplinary panel, including where he/she feels that the claim is spurious.

If it is agreed that an offence has taken place that brings the club in to disrepute then, depending upon the seriousness of the offence, disciplinary action can range from a fine to expulsion from the Club, in addition to any penalty imposed by the regional disciplinary panel.

Off-field offences that are reported to the Club Committee through other channels will be addressed in the same manner as a disrepute claim.

Racial abuse, sexual abuse, harassment, or bullying will not be tolerated by DNHC and will result in immediate and permanent expulsion from the club.

How and when penalties should be applied is entirely at the discretion of The Club Committee. All disciplinary decisions made by the Club Committee will be final and are not subject to appeal.

INTERNET & SOCIAL MEDIA

In order to continue to be an attractive club to prospective new members, it is important that DNHC maintains a good online presence and image. The use of club websites and social media platforms is encouraged, but club members are reminded that in doing so they are still representing the club.

Club website

Team captains are encouraged to utilise the club website as much as possible for updating team information, inputting team selections, and completing match reports. Similarly, Club Committee members should endeavour to ensure that all club information, such as training times and events, are correct and relevant. An up-to-date website shows that we are an active, progressive club.

Match reports should be a fair and accurate description of the game and must not include any abusive language about the opposition or match officials.

Social media

The club has a strong social media presence and this is often the most prominent public face of the club.

The club has two main Facebook sites, a public business page and a closed group page for club members. The public page is administrated by appointed Club Committee members and should be used for promoting the club, updating club information, and making links with other external hockey-based people, organisations, clubs, and activities.

The closed members group is used as a focal point for club members and affiliates. This page can be used for a wide range of interactions and whilst users are encouraged to use it in the varied, fun, and light-hearted manner to which it is intended, there are still some standards of behaviour that are expected. As when physically representing the club; abusive behaviour will not be tolerated. Site administrators will remove any posts that they feel are not representative of club attitudes. There may also be various other group pages created for individual events, teams, or groups within the club. Club members are reminded that although these pages may be 'closed' and visible only to group members, anything posted online can be made public in a variety of ways.

The club has an official Twitter site which is administrated by an appointed member. This should be used for actively promoting the club, updating club information, and making links with other external hockey-based people, organisations, clubs, and activities.

Advertising

It is recognised that DNHC attracts members from all walks of life and that some may wish to utilise the club's broad online reach to advertise their businesses, interests, or services.

The club website can be used for advertising businesses. There will be a fixed annual fee for advertising space and enquiries should be directed towards the web officer.

DNHC has also set up a Professionals Network so that members can access the broad range of occupations and expertise that is present within the club. Upon club registration, members are given the option to join the network and are asked to provide some information about their skills and when/how they would wish to be contacted.

Advertising of businesses or services using the Club's social media platforms or email distribution lists is not permitted, unless agreed with the Club Committee as part of a partnership or sponsorship agreement. On occasions when it is unclear whether or not a post should be permissible, the social media site admins will decide and will remove posts at their discretion.

SAFEGUARDING

DNHC is an open, inclusive club and welcomes members of all ages and backgrounds. DNHC England Hockey's Safeguarding and Protecting Young People in Hockey Policy, Procedures and Guidance and acknowledges the duty of care to safeguard and promote the welfare of children, young people, and adults at risk. DNHC is committed to ensuring that our safeguarding practice reflects statutory responsibilities and government guidance. More details can be found in the club's safeguarding documents and via the nominated welfare officer.

AUTHORITY

The decisions of the Club Committee and appointed officials are final.