



**SHEFFIELD UNIVERSITY
BANKERS HOCKEY CLUB
SUBHC**

Sheffield University Bankers Hockey Club Code of Conduct



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Policy Owner: SUBHC Vice Chair (2025-26 Season, Richard Kirtley)

Approved by SUBHC Committee: 01/09/2025

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Sheffield University Bankers Hockey Club

Code of Conduct

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Code of Conduct

This code is designed to ensure that all members of Sheffield University Bankers Hockey Club (SUBHC) have clearly defined standards of behaviour that are fully embraced and understood by all.

SUBHC will investigate any alleged breach of the code and may take disciplinary action against an individual or group in any case found to be proven.

The code sets out the expected levels of behaviour from club and Executive Committee members. The clauses are not exhaustive and other acts deemed by the Club to be unacceptable may be treated in the same way as a breach of this code.

This code will apply in addition to the standard disciplinary procedures determined by SUBHC and set out in the Disciplinary Code.

Who does the code apply to?

This code applies to all SUBHC members and representatives, inclusive of Executive Committee members, Captains, volunteers, and spectators. It also applies to those who use the SUBHC name or brand, as well as those who use the club logo.

When does the code apply?

The code applies at any time when clubs or individuals are representing SUBHC. This includes travelling to and from competition, during fixtures or competition, at training sessions and at all other times where sporting and social events are organised under the umbrella of the club which may include league and cup fixtures and events, social nights, sport tours and whilst spectating.

What level of Behaviour is expected?

All members and persons affiliated to SUBHC are expected to adhere to the following levels of behaviour.

General

- Respect the rights, dignity, and values of others.
- Demonstrate fairness, consideration, and integrity in all dealings with others.
- Create a welcoming and friendly environment for potential new members regardless of experience, background, ethnicity, gender etc.
- Take responsibility for individual and collective actions.
- Avoid influencing others into inappropriate actions.
- Show awareness and understanding of how their actions may be perceived by others.
- Always maintain appropriate standards of personal behaviour.

During Activity

- Conduct themselves in an appropriate manner during fixtures and competition.
- Comply with all reasonable instructions issued by officials.

- Coaching staff should be treated with the same respect as any other member of staff.
- Refrain from any form of verbal or physical intimidation or harassment of others.
- Abide by the rules and respect the decisions of officials. All playing appeals should be submitted through the formal process and individuals should be respectful of the final decision.
- Refrain from any behaviour that may bring the club into disrepute.
- Comply with the relevant National Governing Body of Sport Guidelines for Hockey (England Hockey)

Alcohol and Drugs

- Consume alcohol only at appropriate times and in approved areas, in line with relevant liquor licensing regulations.
- Avoid consuming excess alcohol at any event or social function organised under the umbrella of the Club.
- Do not use any illegal drug whilst representing the Club. The consumption of legal "highs" is also prohibited.
- Performance enhancing substances are prohibited as per the National Governing Body, England Hockey. UK Anti-Doping and the World Anti-Doping Agency guidelines should be referred to regarding the use of such substances.

Social Media

- Members may contribute to SUBHC's social media presence, through Twitter, Facebook, Instagram, and other social media. This can include posting to the club Facebook page, commenting on social media posts on Facebook, Twitter, and Instagram, and tagging 'SUBHC' handles in their posts.
- SUBHC members must be always aware that, whilst contributing to SUBHC's social media activities, they are ultimately representing the Club.
- Appropriate use of club accounts is required along with appropriate use of personal accounts when representing the Club or discussing SUBHC related topics.
- Individuals should use the same safeguards as they would with any other form of communication in the public sphere.
- Members must ensure that the communication has a purpose and a benefit for the Club.
- Obtain advice from a SUBHC EC Member before embarking on a public campaign on behalf of SUBHC using social media.
- Consider consulting a club committee member, ideally the Communications Officer, to check the content before it is published on the club Facebook page. This page is moderated by administrators who can approve, reject, or amend content as they deem necessary.
- The Communications Officer has overall precedent and control over the social media content of SUBHC.

Communications to avoid include:

- Inappropriate criticism or argument with fellow club members, or other clubs.
- Defamatory comments about individuals, other clubs, groups or posting images and / or links that are inappropriate.
- Breaching confidentiality by revealing private information owned by the Club or about an individual.
- Breaching copyright by using images or content without permission or failing to give acknowledgement.
- Communicate anything that could be considered discriminatory, bullying or harassment toward any individual by making offensive or derogatory comments relating to sex, race, religion, or other belief

Further details can be found in the clubs Social Media Policy.

The Executive Committee

The Executive Committee (EC) should be aware of the financial and operational responsibilities attached to the administration of SUBHC and refer to the guidelines below.

- EC members should act solely in terms of the interest of the club and its members. They should not do so to gain financial or other material benefits for themselves or their friends and family.
- EC members should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.
- In carrying out club arrangements, including EC appointments, awarding contracts, or recommending individuals for rewards and benefits, all decisions should be made solely on merit.
- EC officials are accountable for their decisions and actions to the wider club and must submit themselves to whatever scrutiny is appropriate to their post.
- EC members should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider club interest clearly demands.
- EC members have a duty to declare any private interests relating to their duties and to take steps to resolve any conflicts arising in a way that protects the wider club interest.
- The EC should promote and support these principles by leadership and example.
- Club account signatories or those with online access to accounts must be elected members of the Executive EC. It is not permitted for non-Executive EC members to have access to club funds.

Overall

- Understand and respect the ramifications of breaches of the Code of Conduct

- Everyone should take sole responsibility for their own conduct representing the club.

What behaviour is in breach of the code?

Any of the following types of behaviour may be deemed to be in breach of the Code of Conduct.

- Consuming alcohol unless in an approved area, in line with relevant liquor licensing regulations.
- Individual unduly intoxicated, or encouraging others to become intoxicated, at any official event or club social function.
- Using or possessing any illegal or prohibited drug or administering or attempting to administer prohibited substances to another, or passing on such substances, constitutes a breach in the code. All individuals must take full personal responsibility for any inappropriate substance in their body whether recreational or performance enhancing.
- Failing to comply with a reasonable direction of an event Official.
- Breaching the relevant sport, event or competition rules, regulations and / or policies as set out by England Hockey.
- Abusing, threatening, or intimidating an event or competition official, coach, manager, spectator, or another squad official or any other participant, whether before, during or after the event or competition.
- Showing unnecessary or obvious dissension, displeasure or disapproval towards an event or competition official, his or her decision, or generally after a decision of an official has been made.
- Using discourteous or abusive language or gestures towards an official or any other person present at the game or competition (including, without limitation, a spectator, official, volunteer or participant).
- Behaviour which is likely to intimidate, offend, insult, or humiliate another person involved in the event on the basis of their sex, disability, race, colour, age, religion, national or ethnic origin.
- Failure to comply with the club's social media guidelines.
- Individuals or groups conducting themselves in any manner, or engage in any activity, whether before, during or after an event or competition (including during training and other activities), that would impair public confidence in the honest and orderly conduct of events and competitions or in the integrity and good character of the club, or sport of Hockey in general.
- Actions which adversely affects or reflects on or discredits the reputation of the Club.
- Harassing and / or victimising others.
- Acting in an unlawful manner.
- This list is not exhaustive and will be subject to regular review.

What happens if the code is breached?

Subject to investigation by the clubs Disciplinary Committee, disciplinary action may include.

- Individual or team to be suspended from England Hockey Fixtures.
- Individual or team to be removed from England Hockey Fixtures.
- Individual or team prohibited from attending the End of Season Meal or other club socials.
- Individual / team unable to participate in England Hockey competition for subsequent year(s).
- Individual prohibited from applying to join another Hockey Club (though unenforceable within other clubs, it will be the duty of SUBHC to inform another club of a disciplinary issue the individual may have had.)
- Removal from a role on EC.
- Indefinite suspension of training facilities or coaching services.

This list is not exhaustive and will be subject to regular review.

What is the Regulatory Procedure?

SUBHC EC will investigate all allegations of misconduct according to the Disciplinary Code. Investigations may be referred to other members of SUBHC or England Hockey according to the seriousness of the alleged misconduct.

Appeals can be made following the approved procedure.