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**BURNSIDE HOCKEY CLUB POLICY MANUAL**

**(Adopted May 2011)**

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1. **Introduction**

BHC seeks to be the Hockey club of choice for the playing community, a club that promotes a healthy and active lifestyle by providing an opportunity for its players and family to participate in a well run, cost effective and enjoyable team sport. Hockey provides an opportunity to develop physical, social, emotional abilities and resilience, and therefore should be accessible to all who wish to participate. Skills developed in hockey are transferable to non sporting careers and can influence and shape the future of our youth.

To achieve this it is important that the club has a well defined framework of policy and procedures. The information in this manual has been developed and endorsed by the clubs executive committee and represents the clubs membership while ensuring appropriate Hockey Association and legislative compliance.

1. **Mission Statement**

The Aims of the Burnside Hockey Club (BHC) are:

* to improve and enhance the playing skill of its members
* to promote and participate in competitions
* **to provide excellent hockey playing opportunities to all from Junior to Premier League divisions regardless of age, gender and ability.**

BHC selection process is based on providing the most enjoyable playing and social experience for players at **a level appropriate** to their skills and within the context of the competition in which teams participate.

1. **CLUB POLICIES**

**POLICY 1: Criteria for Selection Policy**

 **General principles for Junior hockey**

* **At BHC we believe that junior hockey should be safe, enjoyable, inclusive and maximise individual participation.**
* **We acknowledge that positive experiences in junior competition will contribute to a lifelong love of sport**

**Club commitment**

* **We will emphasise to coaches and parents that junior hockey is about focussing on participation, not the results of the competition**
* **We will provide our players with a broad range of experiences**
* **We will aim to satisfy al players and parents however it is not always possible to achieve this and we ask people to remember that players join a club not a particular team**

**Under 9**

* U9’s will be allocated to teams based on team balance, age and friendship groups.
* Fundamental purpose of U9 will be for enjoyment and participation whilst safety must always prevail.
* Coaches will teach the proper playing techniques enabling the children to master the skills of Hockey and to perform to the best of their ability, thereby guaranteeing a high level of enjoyment.
* As a coach the physical motor skills and mental characteristics of each player must be taken into account.
* The basic skills shall be taught in a fun, informal manner.
* An appreciation for the need for team work (support and cooperation).
* Ensure ongoing fitness games to be incorporated into program.
* Coaches shall instil in the children a sense of accomplishment through the progressive acquisition of skill.
* Good behavioural patterns and the acceptance of rules and regulations (Player Code of Conduct) to be adhered to.

**Junior**

* U11 players will be allocated to teams based on team balance, age and friendship groups.
* U14 through to U18’s coaches will select players/teams based on:
* Ability
* Attendance at training and commitment to training
* Previous form
* Trial matches
* Attitude and match performance
* Coaches and the Coaching and Selection Committee will consider:
* Hockey skill level e.g. ability to control the ball, eliminate, tackle and distribute
* Physical attributes e.g. fitness, strength, agility, speed, flexibility
* Game awareness e.g. anticipation, vision
* Positional understanding
* Team commitment e.g. fit into a team environment, positive approach to learning and the team, encouragement of team mates, respect for coach, manager and other players including the opposition.

**Excess players**

* All junior teams will be capped at 16 players. Where new players wish to register to play after the season starts or after a team is capped they will be invited to become train-on players.
* Train-on players are invited to training each week and will only become eligible to play if that team is short of players for the next match due to illness, holidays, exams etc.
* When a team has a train-on player or two, and the team they are training with is short, that train-on player will be selected to play in preference to a stronger junior being elevated from a lower age group for that match?
* As a club we aim to be inclusive so we will attempt to accommodate all who wish to play rather than turning them away and the train-on concept is our best inclusive strategy along with finding them a space in a higher grade if that team is short.

 **Senior**

## Selection Process

## Once teams are selected it is the ****players’ responsibility**** to inform their Coach or Manager if they are not available to play or attend practice.

All teams are finalized **following practice**, and communicated on the day of training, to each player.

**IF YOU ARE ILL OR INJURED AFTER TRAINING** **IT IS THE INDIVIDUAL’S RESPONSIBILITY TO CONTACT THE COACH OR MANAGER SO A REPLACEMENT CAN BE FOUND.**

If a player fails to attend a match without informing the appropriate person they may not be considered for selection the following week(s). PLEASE KEEP THIS IN MIND. We consider this type of behaviour unacceptable.

It is important to take into consideration the following points regarding selection;

* ability, and game performance
* training performance
* team balance
* strength, fitness, and mobility
* attitude, discipline, determination, teamwork
* decision making, and ability to read the game
* leadership and/or experience
* Has the player earned a chance or the position they have meets  specific needs of the team or the club for that week

## Training

Only players selected or invited by senior coaches are expected to attend all seniors training sessions. Selected junior players will train on invitation only.

**POLICY 2: Finals Selection Policy**

Players must qualify to play in competition finals by playing a minimum of 5 games over a season within that team.

**Selection is based on:**

**Junior:**

* Team registered members take priority over players from younger age groups playing up.
* Playing time is at the discretion of the coach, based on team balance, team structure and players ability but where possible all players should be given equal playing time.
* Coaches decision is final, but all decisions must reflect club policy

 **Senior:**

* Players for finals are selected by team coach and senior coordinator
* Playing time is at the discretion of the coach, based on team balance, team structure and players ability.
* Coaches decision is final, but all decisions must reflect club policy

 **POLICY 3: Playing up in a higher Grade Policy**

Our aim is for players to play in their own age group but occasionally circumstances may make it more appropriate for a player to play out above their age group. Junior players may be considered for other age groups or senior divisions in consultation with the team coach, the coaching committee and where appropriate in consultation with parents about their child/children.

The Club policy aims to

* maximise the game time of all fee paying players.
* maximise the enjoyment of all of the fee paying players.

Players become disappointed when they are substituted and replaced with a player who has already participated fully in another game in the same weekend. This can lead to players and parents becoming disgruntled within our club and possibly even leaving our Club. The guidelines are not meant to be an interference with the coach’s decision for replacements due to player fatigue and injury etc. rather a guide for coaches to provide a quality experience for all players.

The decision as to which players are selected to “play up a grade” will be a joint decision made in consultation between the coaches of the two teams involved and taking into consideration the policies and principles detailed in this booklet.

Each Team will:

* Retain no more than the number of players from a lower division team than the number required to create fourteen players for any one game.
* Ensure team registered members have game time priority.

**POLICY 4: Safe Play Policy**

Burnside Hockey Club administration is aware of the importance of providing a healthy and safe playing and spectator environment for all members and guests. All members will have this policy via the club website or upon request. All members are responsible for observing this policy.

**General**

1. Burnside Hockey Club encourages ALL members to adopt practices that seek to prevent injury by promoting use of protective gear, providing safe playing surfaces, first aid equipment and accredited First Aiders or sports trainers at all competition matches and training sessions.
2. Adult players, coaches and club members are expected to set appropriate examples and act as role models for Junior Club Members
3. Club uniforms are designed appropriately for safe participation and must be worn at all games. Minkey participants are exempt.
4. Suitable sports shoes must be worn at all times at trainings and at games. Leather upper shoes afford greatest protection from possible impact injury.
5. Wearing of shin pads is very strongly recommended at all skills training sessions and games.
6. Wearing of mouth guards is very strongly recommended at all skills training sessions and games. No player will be permitted to participate in matches without a properly fitted mouthguard and shin pads.
7. Participants are required to provide their own full water bottle at all training sessions and games for fluid replacement before, during and after these activities. Coaches will insist fluid replacement at all training sessions and games. Sharing of water bottles must not be allowed.
8. Implementing of the Burnside Play/Game Code of Conduct.
9. Provision for coaches and Team Managers to be informed of any illness a player may have that could affect his/her health adversely through participation in games and/or training.
10. Provide adequate information on good nutrition and sports performance.
11. Ensuring when food is provided, healthy alternatives are available.
12. The Club and its coaches promote appropriate warm up and stretching before as well as cool down activities after all training sessions and games.
13. Goalkeepers must wear (and be provided with) hockey approved helmet, kickers, leg guards, abdominal and pelvic protector and hand protectors as a minimum personal protection requirement during all skills training sessions.
14. Senior players and junior player’s parents are to advise their coach and manager at their earliest convenience of any medical condition or medical history that may affect their participation with appropriate first aid requirements that may need to be administrated.
15. Participants recovering from illnesses or injury are not to return to playing until fully recovered.
16. Any participant suffering concussion or a head injury is not to return to training or playing until cleared to do so by a doctor.
17. Hockey S.A limited player insurance is incorporated into membership fees. Adequate public liability insurance is in place. The club advises that all players should be registered prior to the season commencing. That way players will be covered by Hockey SA Insurance policy should they be injured.
18. Playing surfaces, structures and surroundings will be adequately maintained to provide a safe playing and spectating environment.
19. Ice and first Aid kit shall be available at all times for the administering of basic first aid.( Team Managers responsibility)
20. Appropriate Codes of Conduct for senior and junior players, coaches and parents are issued to all members. They are encouraged to act as safe sport role models at all times.

**Blood and Infectious Diseases**

1. All open cuts and abrasions must be treated immediately.
2. All clothing, equipment and surfaces contaminated by blood must be cleaned immediately.
3. When cleaning up blood and body substances ensure that gloves are worn, isolate the individual and area and dispose of bloodied towels, paper towels etc in a sealed plastic bag. Gloves must be discarded after cleaning completed.
4. If a bleeding wound occurs, the individual’s game participation shall cease and the wound attended to away from the pitch and other players.
5. All bleeding is to have stopped and appropriate dressing (waterproof dressing) applied to the area to seal the wound before play can resume.
6. Officials, coaches and team managers are to report/log all open cuts and abrasions.
7. If bleeding cannot be controlled and the wound securely covered, the player MUST NOT continue in the game.

**POLICY 5: Smoke Free Environment Policy**

BHC recognises that passive smoking is hazardous to health and those non-smoking

Club members and visitors have the right to be protected from exposure to tobacco smoke.

Accordingly, this policy shall apply to all training and playing venues , meetings and activities

undertaken by the club and will apply to all members, officials, players and club visitors.

**Facilities/Venues.**

* Any future permanent or temporary club facilities are to be completely smoke free.
* Coaches, players, trainers, volunteers and officials will refrain from smoking and remain smoke free while involved in an official capacity for the club, on and off the field.
* All club committee members will enforce the smoke free policy and any non-compliance will be handled according to the following process:
	+ - Explanation of the club policy to the person/people concerned, including identification of the areas in which smoking is permitted
		- Continued non-compliance with the policy should be handled by at least two committee members who will use their discretion as to the action taken, which may include asking the person/ people to leave the vicinity of the game or training venue.

The club recognises the importance of educating club members, particularly players, of the benefits of implementing a smoke free policy and will endeavour to provide information to assist this process.

**POLICY 6: Alcohol and other Drugs Policy**

The use of illicit drugs or performance enhancing drugs is not permitted by any BHC member or visitor. Non compliance with this policy may result in termination of membership and future eligibility to play for the club.

Alcohol is not to be consumed at training venues, or where young people are present. Alcohol is not to be provided to junior players. When alcohol is present due to social activities, responsible drinking is to be observed at all times.

**POLICY 7: Uniform Policy**

Club Uniform must be worn at all competition and pre season games. It should be noted that when wearing club uniform members are representing the club and behaviour should comply with expected codes of conduct.

Uniforms will be available through our nominated retailer Be A Sport Burnside Village as listed on our website. Shirt, skorts/shorts and club socks are to be purchased.

A team can be penalised if all team members are not complying with the uniform policy during competition games.

Team coaches/managers should always check their opponent’s team uniform colours to ensure there is no clash, if colours are similar Hockey SA policy dictates that the away team must arrange an alternative uniform, or the availability of coloured bibs to distinguish between the two clubs. Clash details are provided on the Hockey Metro website.

**POLICY 8: Payment of Fees**

1. **Club Fees**

**No pay no play policy:**

BHC understands the difficulty at times with payment of fees however for the club to remain viable and be able to pay their team registration fees to Hockey SA, each member must pay club registration fee by designated date.

Club fees are required by **all** registered members, \*there is no exception to this policy. Club fees must be paid at time of registration or at latest by 30th June of that year. The club will charge a late fee of $50 for payment after this date..

If after delivery of invoice and payment reminder the fee has not been received by the club, the child or adult member will not be eligible to play in further games till payment received.

If playing in two age groups, the member will be expected to pay the fee structure for the more senior team.

\*If a Senior player is coaching a junior team for the BHC, their fee is paid by the Club in recognition of the commitment to continuing development of the club and junior players. Coaches are selected by the BHC committee on ability, knowledge and extensive experience in the sport.

1. **Match Pitch Fees**

Match fees are payable by each member to the team manager each game. Some team may elect to collect match fees in advance at the commencement of the season, this allows the coach and manager to focus on the team and the game structure. When this option is chosen by a team, the manager must ensure appropriate communication is maintained with the team members regarding reconciliation of funds, balance and expenditure. This ensures transparency and reduced risk to coach/manager when taking responsibility for team funds.

**POLICY 9: Fundraising Policy**

BHC relies on the ability of the members to generate funds to sustain its viability as a registered sporting club.

Each team is responsible for supporting and participating in fundraising activities throughout the season and may be asked to assist in club subcommittee preparations for major fundraising activities e.g. Quiz night, raffle

**POLICY 10: Grievance Policy**

Members or parents of members may at times be dissatisfied by club, individual players or coach.

Appropriate resolution of such grievances should be managed by;

* In the first instance speak directly to the individual player and or coach, at a time that is appropriate and does not compromise the team, the individual or the club.
* If this has not resolved your grievance, a complaint should be made in writing to the appropriate junior or senior club coordinator.
* A written complaint will be responded to as soon as practical, initially by phone to offer discussion of issues, and later in writing, documenting outcomes of discussion and action to be followed up by all parties.
* If the complainant still feels there has been no resolution to the concerns a request for the issue to be further investigated formally by BHC committee is to be initiated.

**POLICY 11: Police check Policy**

Any volunteer (i.e. all Coaches, Managers and Committee Members) involved in the instruction, leadership, management and/or coaching of any players under the age of 18 years will be requested to undergo a Police Record Check. It is a requirement that all club volunteers receive their approved Police check prior to commencing in their volunteer role. As a volunteer in an approved Hockey SA competition, this will be processed free of charge.

The process is as follows:

* People needing a police check will be provided with the relevant form. This needs to be completed and taken to a police station where you will need to provide 100 points of ID - originals plus photocopies (as per the instructions on the form)
* Have these documents witnessed by a police officer - (police officer’s stamp and signature required) – do not hand them into the Police Office - Return this form and photocopies to the Hockey Director or Junior Coordinator. The club will lodge the form on your behalf.
* The clearance process can take 4 -6 weeks.
* The Clearance certificate will then be mailed only to you at your stated address.
* You must show this original certificate to the club’s designated Police check coordinator who will record the details.

Further detailed information is available from the police web site on [www.police.sa.gov.au](http://www.police.sa.gov.au).

If you already have a current police clearance certificate, (completed in the previous 12 months) through your work in another system then you will need to show the original copy of that clearance to the Hockey Director or Junior Coordinator, and you will not need to go through the process detailed above.

1. **HOW MUCH HOCKEY IS HEALTHY** ‘

The changes with growth, particularly during puberty, have implications for hockey, and for how performance is assessed when comparing across an age group. Physical activity is essential for the normal growth and development of children. However, there are potentially harmful effects for young athletes through the impact of over-training.

This can adversely affect the dynamics and timing of growth and physical maturation.

Determining when junior participants are ready for additional training and competition is a

duty of care required of hockey providers and parents.

Growth is a complicated process because parts of the body mature at different rates, and periods of growth vary considerably between individuals. This differential growth of various

body parts has a major influence on the performance of motor skills.

Maturation is the genetically programmed series of changes leading to maturity.

Tissues and systems mature at different rates and although every child passes through all the stages of maturation in the same order, there is great variation in developmental rates and the length of time taken to pass from an initial stage to a final stage.

Chronological age is of limited value in determining levels of maturity for children.

 **ISSUES TO CONSIDER –**

* Junior participants should be encouraged to participate in a wide range of sporting activities.
* Growth and maturation vary greatly in junior participants making chronological age a poor indicator of developmental status.
* During growth spurts training and competition need to be planned carefully to avoid injury.
* The risk of bone fracture, growth plate injuries, and soft tissue injuries increases during rapid growth.
* Girls who under-eat while training intensely run the risk of stress fractures and in later life, osteoporosis.
* Training and competition schedules need to be planned around the holistic needs of each individual athlete.
* Inappropriate and over-training can have an adverse effect on the growth, development and maturation of junior participants.
* Early specialisation reduces athleticism (competence in a broad range of motor skills) and can lead to early burnout.
* Taking care of junior participants regarding training schedules is important to keep junior participants in hockey for the long term making sure no potentially talented junior participants are lost from hockey.

 (taken from Hockey Australia Policy Manual)

 **RECOMMENDED STAGES OF DEVELOPMENT FOR HOCKEY PARTICIPANTS** (taken from Hockey Australia Policy Manual)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Broad Experiences**  | **Progression** | **Specialisation** | **Recreational Participation** |
| **Ability** | **Beginner**  | **Intermediate** | **Advanced** | **Any level** |
| **Age Span** | 6-9 years | 10-13 years | 14-17 years | All |
| **Focus** | Fun, learning, general athleticdevelopment | Fun, improving wide range of skills | Enjoyment and improvingperformance | Enjoyment, social and personalsatisfaction |
| **Considerations** | Modifications to equipment, venueand game structure for safety andsuccess (e.g. Rookey and Hook in2Hockey) | Athletic and behavioural skills forlifelong participation | Fitness, technical and tacticaltraining, goal setting, managingaspirationsSocial aspects and events | Encourage involvement in otherroles (e.g. coach, official) |
| **Session Duration** | Up to 60 minutes ] | Up to 90 minutes  | Up to 120 minutes  | Up to 90 minutes |
| **Session Frequency****(training and****competition)** | 1-2 times/week  | 1-3 times/week  | 2-5 times/week  | Up to 3 times/week |
| **Session Contents** | Play, simple games, opportunities toparticipate focussing on gross motorskills | Skill development throughunderstanding, training and games | Training and competition with theaims of skill development, gamesense and performance | Training and competition withoptions at various levels |
| **Approach to****Conditioning** | Minor aspect, not a focus  | Careful introduction and progressionto suit individual development | Evaluate individual to determinefocus and gradually progress | Train to avoid negative outcomes(e.g. injuries) |
| **Competition** | Modified activities with the objectiveof individual improvementNo representative teamsScoring tallies optional; not centralobjective | Competition with emphasis on allrounddevelopment and rotationaround all positionsEmphasise fair playRepresentative teams and regionalcompetitions in later years (U13)Scoring tallies | Introduction of inter-statecompetitions (U15)Emphasis on individual and all-rounddevelopmentExperience competition also throughofficiating and coaching youngergroups | Focus on social competitionsLevel of competitive intensityappropriate to individual motivation |
| **Recognition** | Recognise effort and participation  | Recognise effort, improvement,application and participation | Recognise effort, improvement andperformance | Recognise effort, participation |

1. **COACHING AT BURNSIDE**

Creating an environment that facilitates participants learning about hockey to help them reach their potential with confidence in themselves, is important for a positive hockey experience.

Understanding the learning process and the developmental stages is necessary for quality hockey experiences. Young people have preferences for how they like to learn, and their preferences might change depending on the type of task and their prior experiences. Some might like to watch, listen and experiment, and others may like to try an activity first and refine their learning through feedback.

Junior participants typically learn more than one thing at a time. In the process of learning physical skills, junior participants also learn what behaviour is expected, how to work with others, and what they are good at. Recognising that learning is multi-dimensional is important. It highlights the complexity of acquiring skills and how broader social aspects of life impact on junior participants as they learn physical skills.

People in leadership roles should plan for each session and the season ahead. Planning should address not only what is presented but how it will be presented to optimize learning, safety and enjoyment.

 **ISSUES TO CONSIDER – QUALITY COACHING**

* Between the ages of 8 to 15 years is an important learning time for hockey participants.
* Coaches need special skills in facilitating the learning process during this developmental period.
* Coaches should be provided with training and accreditation opportunities.
* Coaching should be conducted in a positive and encouraging manner and players should be kept as active as possible.
* Comprehensive planning is needed by coaches in planning seasonal programs, program goals and strategies for the sequential development of basic skills, team strategies and level of challenges.
* Junior participants should be introduced to a variety of roles and playing positions within hockey to encourage a better understanding of the game, its rules and traditions.
* An effective coach has the ability to analyse movement quality, give constructive feedback, and use techniques such as questioning.
* Quality instruction is very valuable to supply the base for junior participants so they:
* want to participate long term;
* may continue on to elite levels if their talent allows.

Quality coaching is an essential element for a positive experience for junior participants. When coaches plan and provide sessions based on a good understanding of how junior participants learn and how skills are best developed, junior participants are more likely to:

* enjoy training for and playing hockey;
* become competent in skills and strategies;
* build a good knowledge of the rules, etiquette and traditions of hockey;
* be enthusiastic about a lifelong involvement in hockey.

Above all, it is important that junior participants learn that hockey is fun and safe.

(taken from Hockey Australia Policy Manual)

Please note - any person wishing to volunteer as a club coach must complete a police check

1. **REFERENCES AND LINKS FOR PLAYERS AND PARENTS**

[Hockey Australia](http://www.hockey.org.au/index.php?id=88) - Official site of Hockey Australia

[Office for Recreation and Sport](http://www.recsport.sa.gov.au/)
[Play by the Rules](http://www.playbytherules.net.au/)

[Australian Sports Commission](http://www.ausport.gov.au/) – Coaching websites

* [www.ausport.gov.au/participating/coaches/tools](http://www.ausport.gov.au/participating/coaches/tools)

 [Hockey SA](http://www.hockeysa.com.au/)

 [Australian Institute of Sport (AIS)](http://www.ausport.gov.au/ais/)

1. **CODES OF CONDUCT**

**Player Code of Behaviour**

* Behave in a sporting manner at all times to players, officials and spectators.
* Never argue with an official. If you strongly disagree with a decision you may bring it to the attention of your coach during a break or after the competition but players must not show obvious displeasure or disapproval to an umpire or match official.
* Play by the rules at all times and ensure that the game of hockey is not brought into disrepute during the course of play.
* Control your temper. Verbal and physical abuse of officials, sledging other players o deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport. Do not engage in physical/ inappropriate contact with players or officials during the course of play.
* Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring that you play within the rules. Reasonable care consists of showing due diligence in abiding by the rules and adhering to, the official’s decisions.
* Ensure appropriate behaviour when using club facilities and maintain club equipment to the highest level.
* Work equally hard for yourself and/or your team. Your team’s performance will benefit and so will you.
* Be a good sport. Acknowledge all players whether they are in your team or the opposition.
* Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
* Co-operate with your coach, team-mates and opponents. Without them, there would be no competition.
* Participate for you own enjoyment and benefit, not just to please parents and coaches.
* Respect the rights, dignity and worth of all participants regardless of their gender, ability cultural background or religion.
* Always LISTEN and follow instructions with respect.
* Adhere to Hockey SA (“HSA”) racial and sexual vilification policy.
* When in club uniform ensure appropriate behaviour at all times as you are a representative of the club.

 **Parent Code of Behaviour**

* Parents, guardians and carers shall at all times conform to accepted standards of good sportsmanship and behaviour.
* Parents/guardians/carers shall at all times respect officials, coaches and players and extend all courtesies to them.
* Parents/guardians/carers shall lead by example and respect all players, coaches, umpires and spectators-physical verbal abuse will not be tolerated.
* Respect the umpires’ decision. Do not abuse, threaten or intimidate an umpire or match official and do not show dissention, displeasure or disapproval towards an umpire or match official’s decision in an abusive or unreasonable manner. Teach children to do likewise.
* Never publicly criticize umpires-raise personal concerns with club officials in private.
* Refrain from any personal abuse towards your children and your child’s team-mates. This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed towards your children and team-mates from other sources whilst they are in your care. Support all efforts to remove all forms of abuse from sporting activities.
* Refrain from any form of harassment towards officials, coaches and players. This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability.
* Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
* Be a positive role model for your children.
* Remember that you are there as participants to enjoy the game.
* Barrack in a positive manner. Never ridicule mistakes or losses.
* Support and appreciate skilled performances. Focus on the all the children’s efforts, participation and performance rather than winning or losing.
* Encourage children to always play according to the rules and to settle disagreements without resorting to hostility or violence.
* Encourage children to participate for their enjoyment, not yours.
* Show appreciation for volunteer coaches, officials and administrators. Without them, your child will not be able to participate.
* Do not throw any object.
* Leave the area tidy and free from litter or other mess.
* Respectfully refrain from smoking, drug intake and drinking alcohol in the presence of children, officials and other spectators.
* Club Management team and Junior Co-ordinators are responsible for ensuring that the Code of Conduct is met at all times.

 **Coaches/manager Code of Behaviour**

* Treat all players with respect at all times.
* Behave in a sportsmanlike manner at all times to other coaches, officials, players and spectators.
* Place the safety and welfare of the players above all else.
* Avoid situations that may lead to a conflict of interest.
* Be courteous, respectful and open to discussion and interaction.
* Make no detrimental statements in public in respect to the performance of any match officials, umpires or players.
* Promote a climate of mutual support amongst the players. Encourage players to respect one another and their worth within the team.
* Encourage and facilitate players’ independence and responsibility for their own behaviour, performance, decisions and actions.
* Determine, in consultation with the player, what information is confidential and respect that confidentiality.
* Avoid situations with your players that could be construed as compromising.
* Adhere to the Anti-doping Policy advocated by Hockey Australia and Hockey SA.
* Provide a safe environment for training and competition.
* Recognise individual differences and abilities in players and cater to these as best you can.
* Refrain from showing ‘favouritism’ towards individuals in the team. For Junior grades allow for equal play time on the pitch throughout the season to determine a player’s strengths and weaknesses in playing in varied positions. In finals, the more skilful and experienced players will be preferred in the selection process.
* Make a firm commitment to your players. Provide a quality training program which is planned and sequential. Maintain or improve your current coaching accreditation, seek continual improvement through performance appraisal and ongoing coach education. Be open to other people’s opinions.
* Refrain from using obscene, offensive or insulting language and/or obscene gestures which may insult players, officials or spectators.
* Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

**Spectator Code of Behaviour**

* Spectators are an important part of the game and shall at all times conform to accepted standards of good sportsmanship and behaviour.
* Spectators shall at all times respect officials, coaches, umpires and fellow spectators - physical and verbal abuse will not be tolerated.
* Respect the umpires’ decision. Do not abuse, threaten orb intimidate an umpire or match official and do not show dissension, displeasure or disapproval towards an umpire or match official’s decision in an abusive or unreasonable manner.
* Support skilled performances and show respect for opposition teams and all players.
* Display appropriate social behaviour by not using profane, demeaning or derogatory language, or harassing players, coaches, officials or other spectators.
* Leave the spectator area tidy and free from litter.
* Do not ridicule mistakes or losses – Supporters are there to support.
* Acknowledge all volunteers who are giving up their valuable time to enable the competition and sporting activities to take place.
* Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

 **Club Management Committee Code of Behaviour**

The club will promote the Code of Conduct by:

* Requiring the coach, manager and captain of each team to be briefed by a Committee member on the requirements of the Codes.
* Requiring coaches and managers to brief their teams on the requirements of the Codes and to remind them of their obligation to adhere to club policies in general, at the beginning of the season, when new members or juniors join a team during the season and prior to any major Club social or fundraising event.
* Putting a copy of the Codes in the Club communications (websites, in newsletters).
* Periodically reminding members of the requirements of the Codes.

**Review of Club Codes of Conduct**

This Code of Conduct will be reviewed regularly by the BHC Committee to ensure it remains relevant to Club operations and reflects both community expectations and legal requirements. Records of incidents of non-compliance will be kept and reviewed annually.