**Code of Conduct for Players, Coaches, Officials and Club Volunteers**

In respect to general playing, all must adhere to the following:

* Comply with the laws of the game and the rules of any competition in which they participate.
* Place the well-being and safety of the members above all considerations, including development of performance and operate without discrimination on the grounds of gender, race, colour, language, religion, political or other opinion, national or social origin, association with national minority, birth or other status.
* Respect the basic human rights, dignity and worth of each individual.
* Provide a balance between the development of performance and social, emotional, intellectual and physical needs of the individual.
* Not encourage members, performers or officials to violate the rules of the sport.
* Observe the authority and decisions of all officials.
* Encourage performers to obey the spirit of the rules and fair play on and off the sports arena at all times.
* Ensure that all activities, training and competition programmes are appropriate for the age, maturity, experience and ability of the individual performer.
* Treat opponents with due respect, both in victory and defeat.
* Be able to present evidence of current qualifications upon request.
* Treat all personal information about performers and members alike as confidential, except for in exceptional circumstances, i.e. health and safety, legal or medical requirements, disciplinary action or to protect children from abuse.
* Consistently display high personal standards and project an image of health and cleanliness.
* Not drink alcohol or smoke either during or before supervising or coaching performers.
* Seek ways of increasing personal and professional development.
* All officers, coaches and volunteers at Gloucester City Hockey Club (GCHC) will be expected to read and conform to the England Hockey “Code of Ethics and Behaviour” and “Policy on Safeguarding and Protecting Young People in Hockey”.

In respect to pictures uploaded to the club website, Facebook, Twitter or any other social website that could be traced back to the club, members should adhere to the following:-

* No acts of violence or any other illegal behaviour.
* No nudity or images that could cause offence.
* No images of a sexual nature.
* No copyrighted images.
* Nothing that would have a negative impact on GCHC or would portray the club or England Hockey in a bad light.

In respect to words or phrases uploaded to the club website, news items, Facebook, Twitter, Forums or any other social website that could be traced back and associated to the club, members should adhere to the following:-

* No vulgarity, foul or abusive language.
* No incitement or acts of inequality such as racism or sexism.
* No bullying.
* No links to websites or documents of an inappropriate nature.
* Nothing that is deliberately misleading or untrue.
* Nothing that would have a negative impact on GCHC or would portray the club in bad light.
* Nothing that is detrimental to the image of the game of hockey, such as abuse towards umpires, the association, or any other governing body linked to the sport.

In respect to the taking of pictures and words relating to junior members (under 18 years of age), members should adhere to the following:-

* Images of players should not be uploaded unless the member has agreed to photograph usage as indicated on the Terms and Conditions of Membership.
* The name, age or any other personal information about the member should not be associated with the picture.
* Images should convey the best principles of hockey such as fairness and fun.
* Care should be taken to ensure that images are not of a sexual or exploitative nature, nor open to obvious misinterpretation.

In respect to usernames, passwords and e-mail addresses within the club database:-

* No vulgar, foul or abusive words are to be used to form usernames or passwords.

Members with access privileges should not abuse those privileges by using data for any purpose other than for the legitimate running of the club. / . . . .end