

Aberdeen Hockey Club

Code of Conduct

Aberdeen Hockey Club is a community-run sports club whose members share responsibility for its reputation, safety, and continued growth. This code of conduct sets out the standards of behaviour we expect from every adult involved in the club, whether as a player, coach, team manager, or committee member.

Membership of AHC — whether as a player, coach, team manager or committee member — implies acceptance of this code. All members are held to its standards.

1. Respect and behaviour

All adult members will:

- Treat teammates, opponents, coaches, umpires, officials, spectators, and members of partner organisations with respect at all times
- Accept the decisions of match officials without dissent or aggressive challenge, whether on the pitch, in the technical area, or on the sideline
- Behave in a way that reflects well on AHC while representing the club — including at fixtures, socials, tournaments, and any event where the club or its members can be identified
- Refrain from discriminatory, abusive or threatening behaviour of any kind, whether in person, in writing, on social media, or in club WhatsApp / group chats
- Handle disagreements with other members privately and constructively, escalating to the committee where necessary rather than airing them publicly

2. Playing standards

Players will:

- Play within the rules of the game and in the spirit of fair competition
- Follow the reasonable instructions of coaches, captains, and team managers during training and matches
- Represent AHC in appropriate club kit at fixtures and refrain from behaviour on match days that would bring the club into disrepute

3. Coaching and team management standards

Those in coaching or team management roles will:

- Prioritise the safety, welfare and development of players in every decision
- Model the standards of behaviour set out in this code at all times, recognising that they are role models for junior members and represent AHC
- Communicate professionally and inclusively with players and parents
- Report any safeguarding concern to the Child Wellbeing and Protection Officer without delay
- Not use their position for personal gain or advantage

4. Committee standards

Committee members will:

- Act at all times in the best interests of Aberdeen Hockey Club, not their personal interest

- Declare any conflict of interest openly and withdraw from decisions where a conflict exists
- Maintain the confidentiality of committee discussions except where the committee has agreed to communicate a decision or position
- Uphold and enforce this code of conduct, including in cases involving other committee members or friends within the club
- Discharge their committee responsibilities diligently and in good faith

5. Safeguarding and reporting concerns

All adult members share responsibility for the safety and welfare of junior members, teammates, and the wider club community. If you have a concern:

- Concerns about the welfare of a junior member should be raised with the Child Wellbeing and Protection Officer at the earliest opportunity
- Concerns about the conduct of another member — adult or junior — should be raised with the committee or the President
- Concerns about the conduct of a committee member should be raised with the President
- All concerns will be handled confidentially and fairly, with the appropriate persons involved

6. Breaches of this code

Where a breach of this code is alleged, the AHC committee will:

1. Investigate the concern fairly, giving the member concerned an opportunity to respond
2. Consider the nature and seriousness of the breach and any pattern of previous behaviour
3. Determine an appropriate response as per the club constitution