

Code of Conduct

Introduction

In keeping with its vision and values, Hockey Mentors is committed to maintaining the highest degree of ethical conduct amongst all its staff and associated personnel. To help increase understanding, this Code of Conduct details Hockey Mentor's expectations of self-employed contractors in key areas.

Scope and purpose

This Code of Conduct applies to all contracted staff, international and local, who in their self-employment are representing Hockey Mentors. Adapted Codes of Conduct are applicable to volunteers, partners, contractors and suppliers.

The purpose of this Code of Conduct is to set out the conduct expected of Hockey Mentors staff whilst under contract to the organisation, and forms part of all contracts of employment. The Code is applicable at all times. Breaches of the Code of Conduct are grounds for disciplinary action, up to and including dismissal.

Whilst recognising that local laws and cultures differ considerably from one country to another, Hockey Mentors is an International Non-Governmental Organisation, and therefore the Code of Conduct is developed from international and UN standards. Hockey Mentors staff are expected to uphold local law wherever they operate, except where the Code of Conduct is more stringent, in which case the Code applies.

Mission and values

Mission

Hockey Mentors help junior performance hockey players with barriers to success reach their potential, so we can increase the talent pool in English/GB hockey

Values

Diversity: We believe in making hockey as inclusive as possible. We want all junior performance players to have the opportunity to reach their potential.

Player-led: We believe in players leading. We want players to be empowered to share their experiences with the next generation.

Positive Mindset: We believe in the power of mindset. We want all junior players to have access to the power of a positive mindset, so they can reach their potential in all aspects of life.

Collaboration: We believe in collaboration. We want people in the hockey family to put aside self-interest and work together for the growth of the game.

Courage: We believe in courage. We want people to embrace bold and innovative solutions that grow the game we love.

Code of Conduct Standards

When representing Hockey Mentors as a self-employed contractor the expectations are as follows. Anyone who doesn't meet the expectations will be immediately notified and appropriate action taken.

Uphold the integrity and reputation of Hockey Mentors by ensuring that my professional and personal conduct is consistent with Hockey Mentor's values and standards

- I will treat all people fairly with respect and dignity
- When working in an international context or travelling internationally on behalf of Hockey Mentors, I will be observant of all local laws and be sensitive to local customs
- I will seek to ensure that my conduct does not bring Hockey Mentors into disrepute and does not impact on or undermine my ability to undertake the role for which I am self-employed
- I will not work under the influence of alcohol or use, or be in possession of, illegal substances on Hockey Mentors premises or accommodation

Not engage in abusive or exploitative conduct

- I will not engage in sexual activity with children (persons under the age of 18). Mistaken belief in the age of a child is not a defence
- I will not exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. This includes any exchange of assistance that is due to beneficiaries of assistance
- I will not engage in sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics
- I will not engage in any commercially exploitative activities with children or vulnerable adults including child labour or trafficking
- I will not physically assault a child or vulnerable adult
- I will not emotionally or psychologically abuse a child or vulnerable adult

Ensure the safety, health and welfare of all Hockey Mentors staff members and associated personnel (volunteers, partners, suppliers and contractors)

- I will adhere to all legal and organisational health and safety requirements in force at my location of work.
- I will comply with any local security guidelines and be pro-active in informing management of any necessary changes to such guidelines.
- I will behave in a manner such as to avoid any unnecessary risk to the safety, health and welfare of myself and others, including partner organisations and communities with whom we work.

Be responsible for the use of information, assets and resources to which I have access by reason of my self-employment with Hockey Mentors

- I will ensure that I use Hockey Mentors assets and resources entrusted to me in a responsible manner and will account for all money and property.
- I will not use Hockey Mentors IT equipment, software or e-mail and social media platforms to engage in activity that is illegal under local or international law or that encourages conduct that

would constitute a criminal offence. This includes any material that intimidates or harasses any group based on protected characteristics, or encourages extremism.

- I will not use Hockey Mentors equipment to view, download, create, distribute or save in any format inappropriate or abusive material including but not limited to pornography or depictions of child abuse.

Perform my duties and conduct my private life in a manner that avoids conflicts of interest

- I will declare any financial, personal or family (or close intimate relationship) interest in matters of official business which may impact on the work of Hockey Mentors.
- I will not be involved in awarding benefits, contracts for goods or services, employment or promotion within Hockey Mentors, to any person with whom I have a financial, personal, family (or close intimate relationship) interests.
- I will seek permission before agreeing to being nominated as a prospective candidates or another official role for any political party.
- I will not accept significant gifts or any remuneration from governments, communities with whom we work, donors, suppliers and other persons which have been offered to me as a result of my employment with Hockey Mentors.

Uphold confidentiality

- I will exercise due care in all matters of official business, and not divulge any confidential information relating to colleagues, work-related matters or any sensitive information unless legally required to do so.

Complaints and reports

Hockey Mentors self-employed contractors are obligated to bring to the attention of the relevant manager any potential incident, abuse or concern that they witness, are made aware of, or suspect which appears to breach the Standards contained in this Code.

Self-employed contractors who have a complaint or concern relating to breach of the Code should report it immediately to Jack Childs.

Staff members receiving reports or concerns are obliged to action or refer the report immediately as per the Hockey Mentors Complaints Policy and procedures.

Related policies

Please see Policies Section on the website.