



ARCTIC FOXES ICE HOCKEY CLUB Code of Conduct

For coaches, committee members & other adult volunteers

All adults who coach, manage, or otherwise volunteer with the Arctic Foxes are accountable for how they behave around Club juniors and for the steps they take to keep them safe. For the purposes of this Code, a child or young person is anyone under the age of 18, in line with the Club's Child Wellbeing, Safeguarding and Protection Policy.

This Code sits alongside, and must be read together with, that Policy. It is issued to every coach, committee member, and volunteer as part of induction, and is signed annually to confirm continued understanding and commitment.

Throughout all Club activity, the best interests and safety of the child come before results, convenience, or any other consideration.

Coaches and volunteers occupy a position of considerable trust. Conduct and behaviour — including outside Club activity and online — should always be consistent with keeping players safe and protecting the Club's reputation. Every player is treated fairly and without prejudice, and it is recognised that some players may be more vulnerable, or need extra care, than others.

By signing this Code, I commit to:

- Hold a current PVG check and complete required safeguarding training
- Hold the appropriate SIH coaching qualification and coach-to-player ratios for the age group being coached.
- Model positive, respectful behaviour toward players, other volunteers, and parents
- Put the welfare of players ahead of results at every session and every game.
- Use age-appropriate, positive coaching methods; avoid any form of physical, verbal, or emotional intimidation.
- Listen to and respect the views of players, including when they raise a concern
- Never be alone with a single child; sessions and travel should always involve at least two adults, or take place where other adults are reasonably able to observe.
- Maintain professional boundaries with young players, including in written and electronic communication
- Communicate through official Club channels, and copy in a parent or another coach on messages to a junior player wherever practicable.

- Follow the Club's Child Wellbeing and Safeguarding Policy and report any concern about a player's welfare, or about another adult's conduct, to a CWPO promptly.
- Never take a young player anywhere alone in a vehicle without another adult present or explicit parental agreement in place beforehand.

When working with players, I must not:

- let a concern or possible breach of this Code go unreported;
- use any form of physical punishment or inappropriate discipline;
- act in a way that could reasonably be seen as intimidating or intrusive;
- belittle, humiliate, or patronise a player, including in front of teammates;
- use discriminatory, offensive, or sexually suggestive language or gestures, to or in front of a player;
- smoke, vape, or consume alcohol while coaching or supervising players;
- develop a personal relationship with a player that goes beyond the normal coach/player relationship;
- make promises of preferential treatment, selection, or ice time to a player;
- engage in any form of abusive behaviour, including any sexual contact — this will always be treated as gross misconduct and reported to the appropriate authorities;
- give a player my personal mobile number, personal email address, or contact them through a personal social media account.

Boundaries I commit to maintaining

In addition to the above, I will not:

- have, or be seen to have, favourites among the players I coach;
- give a player a lift outside an agreed, parent-consented Club activity;
- arrange to meet a player outside scheduled Club sessions or fixtures;
- provide coaching, mentoring, or any other support to a player outside my agreed Club role;
- personally accept money or a gift of more than token value from a player or their family (see below);
- personally give money or a gift of more than token value to a player or their family;
- 'friend', 'follow', or accept a follow request from a player on any personal social media account, or share my personal phone number with them.

Gifts and hospitality

A small token gift (for example, a box of chocolates at the end of a season) may be accepted so as not to cause offence, but should be mentioned to a Child Wellbeing and Protection Officer (CWPO). Cash or high-value gifts must never be accepted. Coaches or volunteers wishing to give a token gift — for example, a small end-of-season gift to every player on a team — should agree the approach with a CWPO first, to keep it fair and consistent across the group.

If you are ever alone with a player

Regulated activity is always planned so that at least two adults are present. If an unplanned situation ever leaves you alone with a single player — for example, waiting with the last player to be collected — stay in a visible, public area of the venue where possible, and inform a CWPO or the player's parent as soon as you reasonably can.

Online conduct and communication

Any communication with a junior player about Club business is sent through official Club channels, and copies a parent or another coach wherever practicable, in line with Section 6.2 of the Club's Child Wellbeing, Safeguarding and Protection Policy. Personal social media accounts are kept separate from Club activity involving juniors.

If this Code is not followed

The Club takes any breach of this Code seriously. Any coach, committee member, or volunteer who does not comply may be suspended from their role pending investigation under the Club's safeguarding and disciplinary procedures. Where a breach is confirmed, this may result in removal from the role, and — where the matter involves a criminal offence or a risk to a child — will be reported to Police Scotland and/or Disclosure Scotland. Signed copies of this Code are held on file by the Club's CWPOs.

Remember

You do not need to be certain something is wrong to raise it. If you are ever unsure whether something you have seen, heard, or been asked to do is appropriate, speak to a CWPO. Raising a concern that turns out to be nothing causes far less harm than staying silent about something real.

Declaration

I acknowledge my responsibility to help protect the children and young people at Arctic Foxes Ice Hockey Club.

I have read and agree to follow:

- the Arctic Foxes Child Wellbeing, Safeguarding and Protection Policy;
- this Safeguarding Code of Conduct;
- the Arctic Foxes Data Handling / Privacy Policy.

I accept that failure to comply with this Code may result in suspension from my role pending investigation, and that confirmed breaches may result in my being asked to step down from Arctic Foxes Ice Hockey Club. I understand a signed copy of this declaration will be held securely on file.

Signed: _____ Print name: _____

Role (coach / committee member / volunteer): _____ Date: _____

Thank you for the time and commitment you bring to Arctic Foxes. Following this Code consistently is what lets every girl and woman who plays for us do so safely, confidently, and with real enjoyment of the game.



ARCTIC FOXES ICE HOCKEY CLUB
Code of Conduct
For players under 18

Being part of Arctic Foxes means being part of a team where hockey is fun, fair, and safe for every girl and woman who plays—whatever your age, background, or how long you’ve been on skates.

This Code sets out what we ask of you as a player, and what you can expect from your coaches and the Club in return. It applies whenever you’re training, playing a game, or taking part in any other Arctic Foxes activity.

Your safety and enjoyment of the game always comes first—before winning, before ice time, before anything else.

Every player deserves to be treated with respect, whatever their age, background, or ability. If something ever happens—at training, at a game, or online—that makes you feel unsafe, uncomfortable, or unhappy, you have the right to tell a coach, one of the Club’s Child Wellbeing and Protection Officers, or a parent or guardian. You don’t need to be certain it’s a problem to say something, and you’ll always be listened to.

What we ask of you:

- Treat your teammates, opponents, coaches, and officials with respect—on the ice, in the changing room, and online.
- Listen to your coach and follow their instructions during training and games.
- Play fair: no cheating, no dangerous or reckless play, and follow the rules of the game.
- Look after Club and rink equipment, and your own kit.
- Turn up on time, and let your coach know if you can’t make a session.
- Support your teammates and celebrate effort and improvement, not just results.
- Treat every teammate fairly and kindly, whatever their age, background, or ability.

What you can expect from us:

- Every coach and volunteer who works with you has been safely recruited and agreed to our code of conduct and wellbeing and protection guidelines.
- You’ll be coached with encouragement—not shouted at, humiliated, or singled out.
- Selection and ice time will be based on fair, age-appropriate principles, not favourites.

- No coach or volunteer will ever ask you to keep a secret from your parent or guardian about anything that happens at the Club.
- If you raise a concern, you'll be listened to, taken seriously, and kept safe.

If something doesn't feel right

If anything happens that makes you feel unsafe, uncomfortable, worried, or just unsure, please tell someone—it doesn't matter whether this happens on the rink, on a trip, or online. You will not get in trouble for speaking up, and you don't need to be certain something is wrong before you say so.

You can talk to:

- Your coach or team manager – [names]
- A Club Child Wellbeing and Protection Officer (CWPO) – [name]
- Your parent or guardian, or another adult that you trust
- Childline at any time, free and confidential – call 0800 1111 or chat online at [childline.org.uk](https://www.childline.org.uk)

Online and away from the rink

Being kind to your teammates matters online too, not just at training or games. If a teammate, or any adult connected to the Club, ever says or sends you anything online that makes you uncomfortable, tell a coach, CWPO, or your parent/guardian—the same as you would for anything that happens in-person at the rink.

Remember

This Code works both ways. Just as we ask you to follow it, every coach and volunteer at Arctic Foxes has signed their own Code of Conduct promising to look after you. If you're ever not sure whether they're keeping that promise, that's exactly the kind of thing to tell a CWPO or your parent/guardian about.

Declaration

I have read, or had explained to me, this Player Code of Conduct, and I agree to follow it while I am part of the Arctic Foxes Ice Hockey Club.

Player's signature _____ Print name: _____

Age group (circle one): U12 U14 U19 Date: _____

Parent/guardian acknowledgement

I have read this Code with my child (or supported them in understanding it), and I support them in following these principals. I understand I can contact a Club Child Wellbeing and Protection Officer at any time with a question or concern.

Parent/Guardian signature: _____ Print name: _____

Date: _____

**Thank you for being part of Arctic Foxes.
We are proud to have you on the team!**

Expectations for parents, guardians, and spectators

The parents, guardians, and spectators who attend fixtures and cheer our Team are an important part of the Foxes community. The team couldn't thrive without the parents, guardians, family, and friends who get players to the rink, cheer them on, and support them through the highs and lows of a season. Just as we expect sporting behaviour from our players, here's what we expect from parents, guardians, and spectators, whether you're at every training session or just the occasional game:

How you behave around the rink affects every player on the ice, not just your own.

- Support your child positively and encourage good sportsmanship, win or lose.
- Respect the authority of coaches, officials, and match officials during training and games.
- Raise any concern about your child's experience at the Club with the coach or a CWPO rather than confronting another player, parent, or volunteer directly.
- Collect your child promptly at the end of sessions and fixtures, and let the coach know in advance if someone other than yourself will be collecting them.
- Do not photograph or film players other than your own child without the agreement of the other players' parents.

Coaches and club volunteers are here to support your child, and we want you to feel just as supported in return. If you ever have a question, concern, or simply aren't sure who to speak to about something, a coach or one of the club's Child Wellbeing and Protection Officers is always glad to help—you don't need to wait for a formal moment to ask.

Thank you for your support!



ARCTIC FOXES ICE HOCKEY CLUB
Code of Conduct
For players over 18

Being part of Arctic Foxes means being part of a team where hockey is fun, fair, and safe for every girl and woman who plays—whatever your age, background, or how long you’ve been on skates.

This Code sets out what we ask of you as a player, and what you can expect from your coaches and the Club in return. It applies whenever you’re training, playing a game, or taking part in any other Arctic Foxes activity.

Your safety and enjoyment of the game always comes first—before winning, before ice time, before anything else.

Every player deserves to be treated with respect, whatever their age, background, or ability. If something ever happens—at training, at a game, or online—that makes you feel unsafe, uncomfortable, or unhappy, you have the right to tell a coach, one of the Team Managers, or any other person volunteering with the Club. You don’t need to be certain it’s a problem to say something, and you’ll always be listened to.

What we ask of you:

- Treat your teammates, opponents, coaches, and officials with respect—on the ice, in the changing room, and online.
- Listen to your coach and follow their instructions during training and games.
- Play fair: no cheating, no dangerous or reckless play, and follow the rules of the game.
- Look after Club and rink equipment, and your own kit.
- Turn up on time, and let your coach know if you can’t make a session.
- Support your teammates and celebrate effort and improvement, not just results.
- Treat every teammate fairly and kindly, whatever their age, background, or ability.

What you can expect from us:

- Every coach and volunteer who works with you has been safely recruited and agreed to our code of conduct and wellbeing and protection guidelines.
- You’ll be coached with encouragement—not shouted at, humiliated, or singled out.
- Selection and ice time will be based on fair, age-appropriate principles, not favourites.
- If you raise a concern, you’ll be listened to, taken seriously, and kept safe.

If something doesn't feel right

If anything happens that makes you feel unsafe, uncomfortable, worried, or just unsure—whether on your own behalf or on behalf of a young person on the team—please tell someone. It doesn't matter whether this happens on the rink, on a trip, or online. You will not get in trouble for speaking up, and you don't need to be certain something is wrong before you say so.

You can talk to:

- Your coach or team manager – [names]
- A Club Child Wellbeing and Protection Officer (CWPO) – [name]
- Childline at any time, free and confidential – call 0800 1111 or chat online at [childline.org.uk](https://www.childline.org.uk)

Online and away from the rink

Being kind to your teammates matters online too, not just at training or games. If a teammate, or any adult connected to the Club, ever says or sends you anything online that makes you uncomfortable, tell a coach, manager, or CWPO—the same as you would for anything that happens in-person at the rink.

Remember

This Code works both ways. Just as we ask you to follow it, every coach and volunteer at Arctic Foxes has signed their own Code of Conduct promising to look after you and ensure that the Club is a positive environment for all.

Declaration

I have read, or had explained to me, this Player Code of Conduct, and I agree to follow it while I am part of the Arctic Foxes Ice Hockey Club.

Player's signature _____ Print name: _____

Date: _____

**Thank you for being part of Arctic Foxes.
We are proud to have you on the team!**