

Surrey Hockey Umpires' Association (SHUA)
CODE of PRACTICE
incorporating our DISCIPLINARY CODE

CONDUCT

Members of SHUA shall be bound by, and shall observe,

- the content and context of the specific subjects, as detailed herein, and
- the England Hockey Code of Ethics and Behaviour, or any amendment or replacement thereof, and
- any future decisions and bulletins issued by SHUA Council, from time to time

In particular umpires are the sole judges of fair play.

An umpire will:

- umpire to the best of their ability, fairly and with a sense of justice
- respect, protect and encourage playing skills
- eliminate unsafe and dangerous play
- adopt an impersonal attitude to the game
- cooperate with their colleague

An umpire should:

- recognise that there is no such person as a perfect umpire
- dismiss mistakes from their mind and concentrate still more
- keep up-to-date with the rules, the interpretations and any relevant guidance
- be conversant with relevant competition regulations.
- help raise the standards of the game
- promote, develop and encourage umpiring at all levels throughout Surrey.
- develop their own skills
- encourage and assist others in developing umpiring skills
- promote and protect the interests of umpires in general and the Association's Members in particular

A Surrey Umpire will show a professional approach by:

- arriving in good time for the match
- wearing clothing appropriate to the match
- discussing with their colleague(s) the conduct of the match
- warming up before each game
- meeting their colleague(s) for half time discussion
- leaving the field together
- avoiding any post-match confrontation with players, managers, coaches or spectators
- accepting hospitality
- being prepared to discuss with the teams aspects of the match in a non-confrontational manner

A Surrey Umpire will not make personal complaints:

- to a team, or
- to a club

As a player a Surrey Umpire shall:

- support the principles of fair play and abide by the umpire's decision
- do nothing contrary to the spirit of fair play
- will abide by the spirit and letter of the rules

As a team coach/manager a Surrey Umpires shall:

- keep their own counsel regarding umpiring decisions
- require their team to abide at all times by the principles of fair play
- not coach skills and tactics he knows to be contrary to the principles of fair play

As a spectator a Surrey Umpire shall:

- remain in the areas designated for spectators
- refrain from destructive criticism of umpiring decisions
- give full support to colleagues faced with difficult situations

COMPLAINTS

Any complaint concerning a member's conduct shall be advised in writing to the Discipline Co-ordinator who shall have authority to

- investigate the complaint or if appropriate
- refer the matter to the CDSC.

The Discipline Co-ordinator may recommend to Council or the CDSC the penalty considered appropriate to the offence. The Member or Associate Member concerned shall be notified in writing, by the Discipline Co-ordinator, of the complaint and, if the matter is to be considered by the CDSC, the date, time and place of the hearing.

COMPLAINTS and DISCIPLINARY SUB-COMMITTEE (CDSC)

The CDSC shall be appointed by the Council of SHUA to act on its behalf to deal with all disciplinary matters referred to it, and shall comprise a Chair and two other members nominated by the Council. In addition, the CDSC shall be entitled in its discretion to investigate any disciplinary matter which comes to its attention but which has not been referred to it by any other person/body. As appropriate or necessary, the Chair ("the Chair" of the CDSC) may co-opt further members onto the CDSC.

ACTION FOLLOWING A COMPLAINT OR EVIDENCE OF MISCONDUCT

Any allegation regarding the conduct of any Member of the Association or any evidence of misconduct on the part of any Member of the Association ("the allegation") shall be dealt with under any of the following England Hockey regulations:

- Safeguarding and Protecting Young People Complaints and Disciplinary Regulations
- Red Card and Match-Day Misconduct Offences Discipline Regulations
- Anti-doping Policy and Regulations
- Disrepute Offence Regulations
- Hockey Code of Ethics and Behaviour

Subject to the above, any allegation should be notified, in writing, as soon as reasonably practicable, to the Chair of the CDSC. Any allegation received by any other person within SHUA shall be forwarded immediately to the Chair of the CDSC.

Within seven days of receipt of such written notification, the Chair, exercising reasonable discretion, shall decide whether there is merit in the allegation. If any allegation has been dealt with under any of the above regulations, the Chair shall take into account any penalty imposed under those regulations, in deciding whether there is any merit in action by the CDSC in respect of the allegation.

In the event that there is such merit, the Chair of the CDSC shall, within seven days of such preliminary determination, notify the Members of the CDSC of the nature of the allegation. In addition, the Chair of the CDSC shall notify the Council, the person / body making the allegation and the Member, who is the subject of the allegation, that the allegation is being investigated.

In the event that the Chairman determines that there is no such merit, he shall so notify the parties, as above. Should the person/body making the allegation seek review of that determination, within seven days he should notify the Chair, who will then revisit the determination in conjunction with other members of the CDSC.

INVESTIGATION OF THE ALLEGATION

Within fourteen days of the above notification, the Chair of the CDSC shall examine the allegation, make any further enquiries as considered necessary and shall, at that stage, request such representations, as seen fit, from the Member who is the subject of the allegation. The Member shall have seven days within which to respond, otherwise the CDSC shall be entitled to consider the allegation on the information before it.

An oral hearing may be held, if, in the Chair's discretion, it may be considered necessary or of assistance; the procedure of any such oral hearing to be wholly within the Chair's discretion.

DETERMINATION OF THE ALLEGATION

After consideration of the allegation and any relevant representations made to it, the CDSC shall decide whether the allegation is proved – on a balance of probabilities, with a simple majority.

DISCIPLINARY POWERS OF THE CDSC

The CDSC may impose any penalty that it considers appropriate, including but, not limited to, oral or written warnings as to future conduct, levying of a fine, suspension of the Member for a period considered appropriate, or termination of the Member's membership of the Association.

APPEALS

The Member may appeal any decision of the CDSC concerning the Member to the Council. Any appeal from such a decision must be made in writing to the Secretary of SHUA within seven days of the date of the notification of the CDSC's decision. The application shall be effective upon payment of a fee of £25 for an appeal "on the papers". The Member may also request an oral hearing of the appeal – the fee for an appeal that is to include an oral hearing shall be £50. At any such oral hearing, the Member may be accompanied by one person to assist in the presentation of the appeal.

In the event of a successful appeal, the Council may, in its discretion, remit all or part of the relevant fee.

No member of the CDSC who participated in the original determination of the allegation may participate in any appeal from that decision. The Council shall have power to overturn or confirm some or all of the findings of the CDSC and consequently have the power to confirm, reduce or increase any penalty previously imposed. Prior to any appeal hearing, a prospective appellant should be informed of the powers of the Council on such an appeal.

The Council may, upon application made on behalf of the appellant, at its discretion suspend any penalty that is the subject of the appeal pending determination of the appeal.

Any Member who has been found to have committed an offence covered by the England Hockey Code of Ethics and Behaviour shall receive a penalty no less than that required by that EH Code and any automatic part of that penalty shall not be subject to an appeal except as provided in that EH Code.

IMPLEMENTATION

Where a Member's membership of the Association is terminated by the CDSC, no action may be taken to implement this termination until any appeal has been decided by the Council.