

EHA CODE OF ETHICS AND BEHAVIOUR

Purpose of this policy

Through this policy, England Handball will seek to enshrine four key commitments to our stakeholders - fairness, integrity, responsibility and respect. These underpin our sport and must be upheld by everyone involved in Handball if we want to continue to offer a great sporting experience for all.

England Handball is opposed to any form of violent, abusive, offensive or discriminatory behaviour and will act accordingly to individuals who do not abide by this Code of Ethics and Behaviour.

The Code of Ethics and Behaviour is underpinned by principles and policies that ensure safety, transparency and accountability:

- *Integrity* – acting with impartiality, objectivity, independence and professionalism
- *Equality* – Handball is inclusive sport for all and no discrimination of any kind or on any basis will be tolerated
- *Corruption* – the giving and receiving of gifts and hospitality will be closely monitored; there is zero-tolerance to any secret payments/commissions
- *Match-fixing and betting integrity* – there is a prohibition on any form of match/event manipulation, and restrictions on the extent to which participants can bet on sport and the use of inside information
- *Doping* – all participants must comply with the requirements World Anti-Doping Code and National Anti-Doping Policy
- *Awarding of events* – there will be complete transparency, integrity and fairness in bidding processes for the hosting of events (at whatever level)
- *Conflicts of interest* – an individual's duty must be to the organisation and the sport, with any potential personal gain (financial or otherwise) declared and prohibited where it would damage the image and/or integrity of handball
- *Obligation to report potential breaches of the code* – the code of ethics should place a duty on participants to report any information relating to a potential breach/violation of the code as set out in the final section of this document.
- *Bringing the sport into disrepute* – this includes fair play conduct both on-court, such as improper conduct towards match officials, and off-court behaviour including improper use of social media.

Who does this code apply to?

The content of this Code of Ethics and Behaviour is aligned with the England Handball Code of Conduct. It applies to all affiliated clubs and members (including their players and officials), Board directors and advisory group members, associations, leagues and staff as well as establishments in the education sector,

volunteers, parents and young people involved in handball in England. In order to protect the reputation of handball in England, the code also applies to all those associated with the EHA who are involved in handball whilst outside England.

Each person involved and associated with Handball in England is expected to adhere to the code of conduct and has an essential role in upholding and implementing the EHA Code of Ethics and Behaviour.

Expected minimum standards of behaviour

All individuals involved in handball will, at all times:

- Respect the rights, dignity and worth of others.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and safety of others.
- Protect themselves and others from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
- Abide by the England Handball Safeguarding Policy which can be found at <https://www.EnglandHandball.com/uploads/20171101%20EHA%20Safeguarding%20Policy%20-%202017%20update.pdf>

Leadership

Ultimate responsibility for this code lies with the Board of Directors who shall monitor its implementation and review its effectiveness. Such monitoring will ensure individuals are held to account for their behaviour as set out in this document, taking action where necessary should breaches of this code occur.

Staff and members:

(Individuals within affiliated Clubs (including players and officials), Associations, Leagues and Staff as well as organisations in the Education Sector)

These individuals and organisations should aim to be:

- Advocates of equality, fair play and safety in the practice and the administration of handball
- Open in the recruitment of individuals to work within their organisations (either paid or unpaid).
- Respect the spirit of fair play in handball. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Refrain from harassment and/or bullying either directly or via other means, such as social media, to other members of the handball community.
- Use appropriate channels to escalate any issues/concerns so that they can be dealt with effectively.
- Never use inappropriate language or gestures.

- Abide by the EHA Safeguarding and Protecting Young People Policy and Procedures and Good Practice Guidelines.
- Abide by the EHA Equality Policy.
- Take personal responsibility to ensure that they are suitably insured for their activities.
- Influential in driving handball forward as a sport.

Coaches:

In addition to the behaviours that apply to all staff and members, coaches are expected to;

Respect the spirit of fair play in handball.

- Respect the rights, dignity and worth of others.
- Respect referees, officials, coaches, players and spectators.
- Relationships: Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.
- Relationships: Respect confidentiality of participants and any related data at all times.
- Personal Standards: Have the participants' best interests at heart at all times and recognise when it is in the participants' best interests to be passed to other organisations.

Coaches should conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.

- Never participate when under the influence of alcohol or drugs.
- Competency: Have an EHA qualification / award / accreditation appropriate to the nature of the activity and the role being undertaken.
- Competency: Have a valid First Aid – Emergency Aid Certificate, or ensure that appropriate first aid provision is available.
- Personal Standards: Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.
- Safety: Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.
- Safety: For any facilities used, have a working knowledge of: Normal Operating Procedures (NOPs); Emergency Operating Procedures (EOPs) and Facility risk assessments for handball.
- Under 18 year olds: Should only work with a suitably qualified and insured adult and refer to the Young Persons Code of Behaviour.
- Responsibility: respond to concerns about a young person's welfare sensitively, professionally and without judgement; and inform the correct person in line with reporting procedures.

Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.

- Accept success and failure, victory and defeat, with dignity.
- Ensure that all participants are aware of their responsibilities under the Code of Ethics and Behaviour.
- Avoid conflicts of interest and avoid situations where personal integrity and that of the game may be threatened.
- Realise their responsibilities as role models and set positive examples for others, particularly young participants and spectators.

- Personal Standards: Project an image of health, cleanliness and appropriate appearance for any activity they are involved in.
- Personal Standards: Never smoke whilst participating in any handball activity.
- Relationships: Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools.
- Relationships: Set and uphold the boundaries between a working relationship and friendship between themselves and participants when in a position of trust. This is essential when the participant is a young person.
- Relationships: Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined within a position of trust within Sexual Offences Act).

Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.

- Never use inappropriate language or gestures.

Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.

Abide by the EHA Safeguarding and Protecting Young People in Handball Policy and Procedures and Good Practice Guidance.

Abide by the EHA Equality Policy.

Take personal responsibility to ensure that they are suitably insured for their activities

Parents:

In addition to the behaviours that apply to all staff and members, parents are expected to;

Respect the spirit of fair play in handball.

- Focus on the young people's efforts and enjoyment rather than winning or losing.
- Teach young people that honest effort and teamwork are as important as victory, so the result of each game is accepted without undue disappointment.
- Be a role model to young people and remind them of the dangers of smoking, alcohol and banned substances
- Remember that people learn best by example. Appreciate good performances and skilful play by all participants.
- Encourage people always to settle disagreements amicably without resorting to hostility or violence.

Respect umpires, officials, coaches, players and spectators.

- Respect the decisions of officials and teach young people to do the same.
- Leave the coach to communicate with individual players on the field of play.



- Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to young people being able to participate.
- Inform the team coach, manager, captain or, if there is one, another member of a management team of any new or changed injury, health or welfare issue which they consider is appropriate for them to know.

Children and Young People:

In addition to the behaviours that apply to all staff and members, children and young people are expected to;

Respect the game

- Be on time for training and competitions.
- Give maximum effort and strive for the best possible performance.
- Always thank your opposition, coaches, referees and officials after every game or training session.
- Accept success and failure, victory and defeat, with dignity and set a positive example to others.

Respect others

- Referees, officials, coaches, opponents and spectators should be valued.
- Respect the decisions of umpires and officials.
- Protect others involved in the game from verbal or physical abuse and other forms of threatening or intimidating behaviour such as bullying.

Self-respect

- Young people should take responsibility for their actions on and off the court.
- Do not smoke, drink or take drugs of any kind (other than prescription).
- Never use inappropriate language or gestures.
- Wear suitable clothing for the activity in which they are taking part.
- Respect the facilities where they play and the equipment that they use.
- Tell someone they trust if the behaviour of others makes them feel uncomfortable in any way.
- Abide by the EHA Equality Policy.

Breaches of this Code

England Handball will treat all breaches of this Code seriously and everyone in the sport has a duty to report concerns to EHA. In doing so, EHA will consider the following:

- *Confidentiality* – as far as is practicable, information about allegations and those accused will be kept private.
- *Cooperation* – the accused and relevant persons of interest (i.e. witnesses) must respond to requests for information, be it to provide statements, answer questions in an interview or provide evidence/documents (e.g. emails, telephone records etc.).

The England Handball Association

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- *Rights of due process for the accused* – such rights include the right to be heard, the right to legal representation, the presumption of innocence and the right to a fair hearing.
- *Appeals procedure* – should the accused wish to challenge the decision made under the EHA disciplinary policy, an appeals panel made up of people independent to the sport, will be convened to lead the appeals process.

Anyone found in breach of the Code of Ethics and Behaviour may be subject to disciplinary procedures and, subsequently, sanctions.