

COD YMDDYGIAD I HYFFORDDWYR, RHEOLWYR, ATHRAWON, ARWEINWYR A RHIENI SY'N HELPU



Parch:
dyfarnwyr, swyddogion,
hyfforddwyr, chwaraewyr a
gwylwyr

Sicrhau
cydbwysedd rhwng perfformiad ac
anghenion ehangach y perfformiwr



Parchu
cyfrinachedd a data



Rhoi
buddiannau gorau'r cyfranogwyr yn
gyntaf

Peidio
byth â chymryd rhan o dan
ddylanwad alcohol neu gyffuriau



Sicrhau
ardystiad priodol a
darpariaeth cymorth cyntaf
briodol



Pennu a
chadw at derfynau



Safonau
personol – sicrhau bod y
gweithgareddau'n briodol

Sicrhau
diogelwch pawb yn fwy
na dim arall



Sicrhau
diogelwch pawb yn fwy na
dim arall



Sicrhau
eich bod yn deall y gweithdrefnau
diogelwch ar gyfer yr holl
gyfleusterau a
ddefnyddir



Derbyn
llwyddiant a methiant gydag
urddas

Cynnal
safonau personol



Peidio byth â defnyddio na goddef iaith
sy'n tramgwyddo o flaen
cyfranogwyr



CODE OF CONDUCT

COACHES, MANAGERS, TEACHERS, LEADERS AND ADULT HELPERS



Respect umpires, officials, coaches, players and spectators

Ensure balance between performance and the wider needs of the performer 

Respect confidentiality and data 



Have the participants best interests at heart

Respect that you're in a position of authority 

Never participate under the influence of drugs or alcohol 

Competency - ensure relevant certification 

Ensure first aid provision 

Set and uphold personal boundaries 

Personal standards - ensure appropriateness of activities


Ensure the safety of all above all else 



Ensure you know the safety procedures for all facilities used



Under 18's should only work with suitably qualified and insured adults

Accept success and failure with dignity 



Ensure everyone understands what the code of ethics means for them

Act like the role model you are 



Maintain personal standards - image of health and don't smoke in front of participants

Never use or tolerate offensive language front of participants 





COD YMDDYGIAD I GLYBIAU, CYMDEITHASAU, STAFF CYNGHREIRIAU A'R SECTOR ADDYSG



Cymryd rhan gan gadw at reolau a rheoliadau'r gêm



Bod yn onest, cyson a theg wrth ddefnyddio rheolau'r gêm



Dangos amynedd a dealltwriaeth



Peidio byth â mynegi unrhyw feirniadaeth am ddyfarnwyr neu swyddogion



Dangos gwerthfawrogiad o wirfoddolwyr a gweinyddwyr



Sicrhau cydbwysedd rhwng perfformiad ac anghenion ehangach y perfformiwr



Parchu cyfrinachedd a data



Rhoi buddiannau gorau'r cyfranogwyr yn gyntaf



Sicrhau cynaliadwyedd y gweithgareddau



Sicrhau diogelwch a lles pawb



Gwybodaeth am weithdrefnau gweithredu ac asesiadau risg



Derbyn llwyddiant a methiant gydag urddas



Sicrhau defnydd o'r cod moeseg



Cofio mai eu plerwr nhw, ac nid chi, sy'n bwysig

Mynegi delwedd iach



Parchu eich bod mewn sefyllfa o awdurdod a bod rhaid cadw at y Ddeddf Troseddau Rhywiol



Pennu a chadw at derfynau



Peidio byth â defnyddio na goddef iaith sy'n tramgwyddo



Sicrhau bod polisïau gwarchod pobl ifanc yn cael eu rhoi ar waith





CODE OF CONDUCT

CLUBS, ASSOCIATIONS, LEAGUES STAFF AND THE EDUCATION SECTOR



Participate within the rules of the game



Be honest, consistent and fair when applying the rules



Show patience and understanding



Never publicly express criticism of umpires or officials



Show appreciation for volunteers and administrators



Ensure balance between performance and the wider needs of the performer



Respect confidentiality and data



Have the participants best interest at hearts



Ensure suitability of activities



Ensure the safety and wellbeing of all



Have knowledge of operating procedures and risk assessments



Accept success and failure with dignity



Ensure application of the code of ethics



Remember it's about their enjoyment not yours

Project an image of health



Respect that you're in a position of authority and bound by the sexual offences act



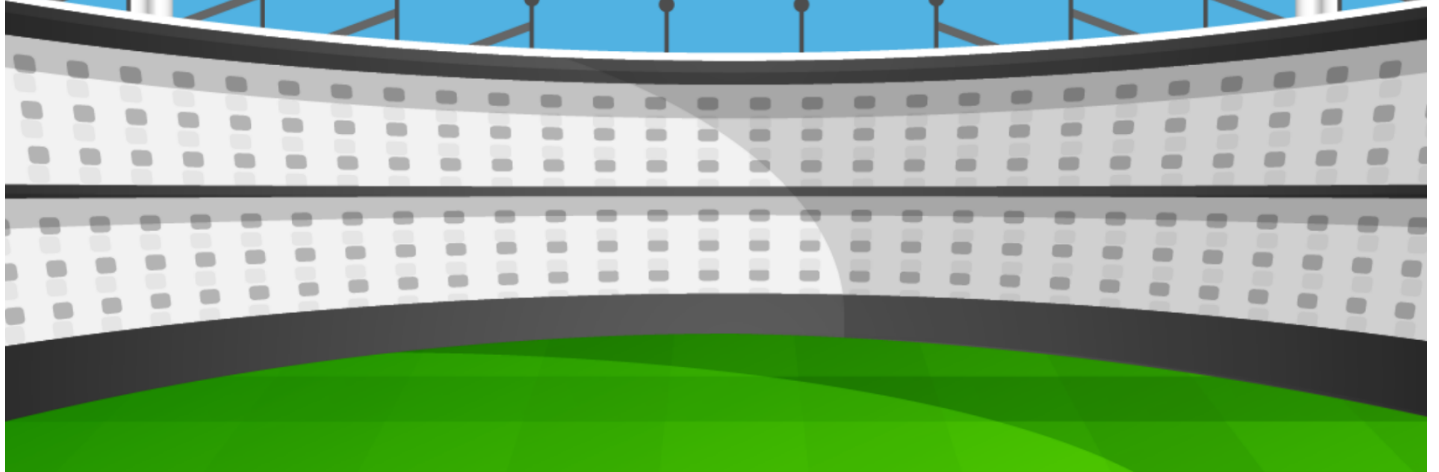
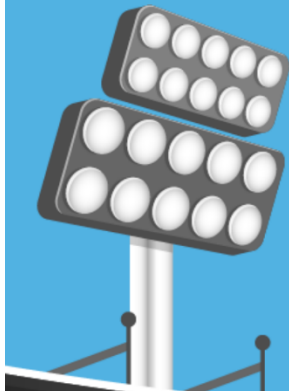
Set and uphold personal boundaries



Never use or tolerate offensive language



Ensure protection of young people policies are applied



COD YMDDYGIAD I YMARFERWYR MEDDYGOL AC YMARFERWYR IECHYD CYSYLLTIEDIG



Parchu
eich bod mewn sefyllfa o
awdurdod a bod rhaid cadw
at y Ddeddf Troseddau
Rhywiol



Parchu
dyfarnwyr,
swyddogion,
hyfforddwyr,
chwaraewyr a gwylwyr



Gadael
i'r hyfforddwr gyflawni
ei rôl oni bai eich bod
yn trin anaf



Peidio
byth â mynegi unrhyw
feirniadaeth am
ddyfarnwyr neu
swyddogion



Sicrhau
cydbwysedd rhwng
perfformiad ac
anghenion ehangach y
perfformiwr



Parchu
cyfrinachedd a data



Rhoi
gwybod i hyfforddwr
neu reolwr y tîm am
unrhyw broblemau
lles



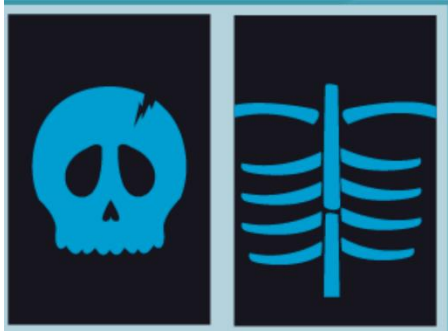
Gosod
esiampol bositif i eraill



Mynegi
delwedd iach



Sicrhau
nad oes modd
ystyried unrhyw
gamau
gweithredu fel
rhai amhriodol



CODE OF CONDUCT MEDICAL PRACTITIONERS AND ALLIED HEALTH PRACTITIONERS



Respect that you're in a position of authority and bound by the sexual offences act



Respect umpires, officials, coaches, players and spectators



Leave the coach to play their role unless treating an injury



Never publicly express criticism of umpires or officials



Ensure balance between performance and the wider needs of the performer



Respect confidentiality and data



Inform the coach or manager of any welfare issues



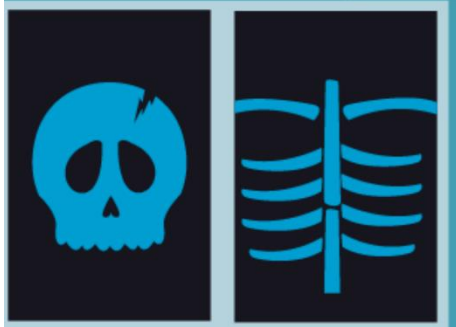
Set a positive example for others



Project an image of health



Ensure that no action could be regarded as inappropriate



COD YMDDYGIAD I RIENI A GWYLLWYR

- 1** Canolbwyntio ar ymdrech yn hytrach nag ennill neu gollu 
- 2** Parchu dyfarnwyr, swyddogion, hyfforddwr, chwaraewyr a gwyllwyr 
- 3** Rhoi gwybod i hyfforddwr neu gapten y tîm am unrhyw broblemau lles 
- 4** Mae ymdrech onest a gwaith tîm yr un mor bwysig â buddugoliaeth 
- 5** Parchu penderfyniadau'r dyfarnwr a dysgu'r bobl ifanc i wneud yr un peth 
- 6** Cofiwch mai er pleser iddyn nhw, ac nid chi, mae'r bobl ifanc yn cymryd rhan 
- 7** Mae pobl yn dysgu drwy esiampl – rhaid gwerthfawrogi perfformiadau safonol 
- 8** Gadael i'r hyfforddwr gyflawni ei rôl 
- 9** Peidio byth â chodi cywilydd ar berson ifanc na'i geryddu 
- 10** Annog datrys unrhyw anghytuno'n gyfeillgar 
- 11** Dangos gwerthfawrogiad o wirfoddolwyr a gweinyddwyr 
- 12** Cefnogi pob ymdrech i gael gwared ar iaith anwedus neu'n cam-drin 



CODE OF CONDUCT PARENTS AND SPECTATORS

- 1** Focus on effort rather than winning or losing 
- 2** Respect umpires, officials, coaches, players and spectators 
- 3** Inform the coach or captain of any welfare issues 
- 4** Honest effort and teamwork are as important as victory 
- 5** Respect official decisions and teach the young to do the same 
- 6** Remember the young participate for their enjoyment, not yours 
- 7** People learn by example – appreciate quality performance 
- 8** Allow the coach to play their role 
- 9** Never ridicule or admonish a young person 
- 10** Encourage amicable disagreement resolution 
- 11** Show appreciation for volunteers and administrators 
- 12** Support all efforts to remove bad or abusive language 





COD YMDDYGIAD I DDYFARNWYR A SWYDDOGION



05

Annog y ddau dîm i gadw at y rheolau ac at ysbryd y gêm



06

Peidio byth â mynegi unrhyw feirniadaeth am ddyfarnwyr neu swyddogion



07

Peidio byth â chymryd rhan o dan ddylanwad alcohol neu gyffuriau



08

Sicrhau bod pawb yn cadw at y cod moeseg



04

Bod yn onest, cyson, gwrthrychol, diduedd a chwrtais



09

Bod â chymwysterau priodol



03

Peidio byth â gofyn am letygarwch amhriodol na'i dderbyn



10

Gwarchod y chwaraewyr drwy ddefnyddio rheolau'r gêm



02

Wrth lunio adroddiadau - cynnwys y ffeithiau yn unig



11

Dangos amynedd a dealltwriaeth



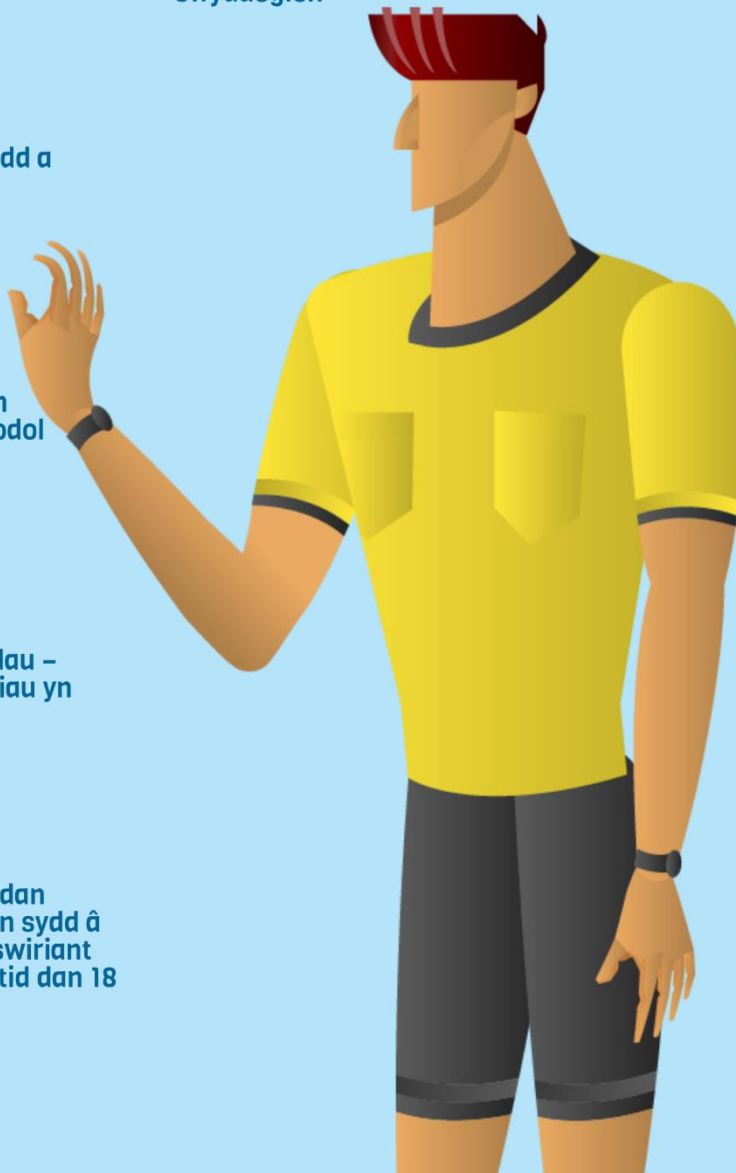
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Dim ond gydag ac o dan gyfarwyddyd oedolyn sydd â chymwysterau ac yswiriant addas ddylai ieuencid dan 18 oed weithio



12

Peidio byth â defnyddio na goddef iaith sy'n tramgyddo





CODE OF CONDUCT UMPIRES AND OFFICIALS



05

Encourage both teams to uphold the rules and spirit of the game



06

Never publicly express criticism of umpires or officials



07

Never participate under the influence of drugs or alcohol



08

Ensure application of the code of ethics by all



04

Be honest, consistent, objective, impartial and courteous



09

Be appropriately qualified



03

Never request or accept inappropriate hospitality



10

Protect players through application of the rules of the game



02

In completing reports – set out the facts only



11

Show patience and understanding



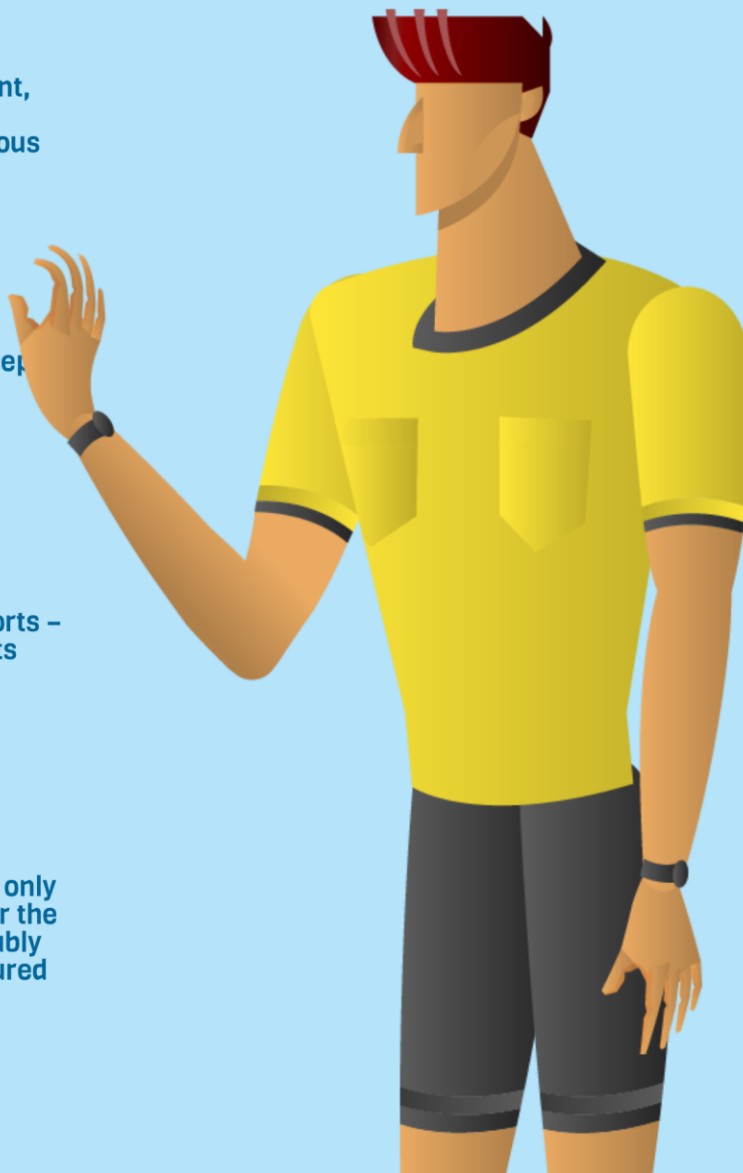
01

Under 18's should only work with or under the guidance of suitably qualified and insured adults



12

Never use or tolerate offensive language



COD YMDDYGIAD CYFFREDINOL



Hybu enw da'r
gamp



Cadw at
Bolisïau
Diogelwch



HOCKEY
WALES



Dim iaith nac
ystumiau amhriodol



Parchu
hawliau,
urddas a
gwerth pobl
eraill



Cadw at
Bolisïau
Gwrth-
Gyffuriau



Gwarchod eich
hunan
a'ch gilydd rhag
cam-drin neu
fygwth



Parchu
ysbryd
chwarae
teg mewn
hoci



Hybu
Cydraddoldeb



Gwneud yn siŵr bod
gennych chi
yswiriant



Parchu
diogelwch
a
diogelwch
eraill



GENERIC CODE OF BEHAVIOUR



Abide by anti-doping policies



Promote the reputation of the sport



HOCKEY WALES



Protect self and each other from abuse or intimidation



Respect the right, dignity and worth of others



Abide by safeguarding policies



No to inappropriate language or gestures



Promote equality



Respect the spirit of fair play



Make sure you're insured



Respect safety and safety of others



COD YMDDYGIAD Y CHWARAEWYR



Ysgwyddo cyfrifoldeb personol am sicrhau eich bod wedi'ch yswirio'n addas ar gyfer y gweithgareddau



Derbyn llwyddiant a methiant, buddugoliaeth a cholled gydag urddas



Peidio byth â defnyddio iaith nac ystumiau amhriodol



Parchu dyfarnwyr, swyddogion, hyfforddwr, chwaraewyr a gwylwyr



Peidio byth â chymryd rhan o dan ddylanwad alcohol neu gyffuriau



Parchu hawliau, urddas a gwerth pobl eraill



Gwarchod eraill sy'n ymwneud â'r gêm rhag cam-drin llafar neu gorfforol ac ymddygiad sy'n bygwth neu'n codi ofn



Parchu ysbryd chwarae teg mewn hoci



Ymddwyn mewn ffordd sy'n cymryd pob cam rhesymol i warchod eich diogelwch eich hun a diogelwch eraill.



Hybu enw da'r gamp a chymryd pob cam rhesymol i atal dwyn anfrï arni.



Gosod esiampl positif i eraill, yn enwedig gwylwyr a chyfranogwyr ifanc



PLAYERS

CODE OF CONDUCT



Take personal responsibility to ensure that you are suitably insured for activities



Accept success and failure, victory and defeat with dignity



Never use inappropriate language or gestures



Respect umpires, officials, coaches, players and spectators



Never participate under the influence of alcohol or drugs



Respect the rights, dignity and worth of others



Respect the spirit of fair play in hockey



Conduct yourself in a manner that takes all reasonable measures to protect your 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



Set a positive example for others, particularly young participants and spectators



EGWYDDORION CYFFREDINOL

Y POLISI DIOGELUGWARCHOD POBL IFANC



HOCKEY
WALES



HOCKEY
WALES



Mae diogelwch a lles
pobl ifanc yn
hollbwysig



Mae Hoci Cymru eisiau hybu diwylliant
o ddweud. Felly rhaid i bawb yn y
byd hoci roi gwybod am bob pryder yn
unol â gweithdrefnau adrodd yn ôl
Hoci
Cymru



Rhaid cydnabod rôl a chyfrifoldeb yr
asiantaethau statudol mewn diogelu
pobl ifanc a rhaid cydymffurfio â
gweithdrefnau'r Byrddau Amddiffyn
Plant Lleol



Mae gan bob person ifanc,
heb ystyried oedran, gallu,
rhyw, hil, crefydd
neu gred, tarddiad ethnig,
statws cymdeithasol neu
gyfeiriadedd rhywiol, hawl i
gael ei warchod rhag niwed



Cyfrifoldeb yr arbenigwyr amddiffyn
plant yw penderfynu a oes cam-drin
wedi digwydd ai peidio, ond mae
gan bawb yn y byd hoci gyfrifoldeb
i roi gwybod
am bryderon



Mae Hoci Cymru wedi ymrwmo i
annog recriwtio effeithiol a diogel ar yr
holl unigolion sy'n gweithio gyda
phobl ifanc yn y byd hoci. Rhaid i
bawb yn y
byd hoci gydnabod ac ystyried hyn fel
elfen hollbwysig



Dylid parchu hawliau,
urddas a gwerth pob
person ifanc bob
amser



Nid yw polisïau na
gweithdrefnau'n effeithiol
oni bai fod gan y rhai
sy'n eu gweithredu allu a
medrusrwydd i wneud
hynny



Rhaid i bawb sy'n gweithio
yn y byd hoci, yn derbyn tâl
neu'n wirfoddol,
gadw at God Moeseg / Cod
Ymarfer Hoci Cymru



SAFEGUARDING POLICY

GENERAL PRINCIPLES

PROTECTING YOUNG PEOPLE



The safety and welfare of young people is paramount.



All young people, regardless of age, ability, sex, race, religion or belief, ethnic origin, social status or sexual orientation have the right to be protected from harm



The rights, dignity and worth of all young people should always be respected



Hockey Wales wishes to promote a telling culture. Everyone within hockey must therefore report all concerns in accordance with Hockey Wales' reporting procedures



It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility within hockey to report concerns



Any policy or procedure is only as effective as the ability and skill of those who operate it



The roles and responsibilities of the statutory agencies in safeguarding young people must be recognised and the procedures of the Local Safeguarding Children Boards must be complied with



Hockey Wales is committed to encouraging the effective and safe recruitment of all individuals working with young people in hockey, and everyone within hockey must recognise and regard this as paramount



All those working in hockey, in a paid or voluntary capacity, must abide by Hockey Wales' Code of Ethics / Code of Practice



CANLLAWIAU CYFRYNGAU CYMDEITHASOL



HOCKEY
WALES



HOCKEY
WALES



Peidio
â dwyn anfri ar
Hoci Cymru
na'r gamp



Nid
yw'r we'n ddiennw –
rhaid cymryd yn
ganiataol bod posib
olrhain popeth yn ôl
i'w
darddiad



Mae'r
ffiniau'n gallu bod
yn aneglur –
byddwch yn ofalus
iawn bob amser



Rhaid
ystyried eraill, heb
gynnwys unrhyw
neges heb ganiatâd
ffurfiol



Peidio
â thorri cod
ymddygiad Hoci
Cymru



Peidio
â chynnwys
gwybodaeth enllibus
na gwybodaeth sy'n
dwyn anfri neu'n
aflonyddu,
na chynnwys dolenni
at wybodaeth o'r fath



Parchu
rhanddeiliaid
Hoci Cymru

SOCIAL MEDIA GUIDELINES



Don't bring Hockey Wales or the sport into disrepute



The web is not anonymous – assume everything can be traced back



The boundaries can be blurred – err on the side of caution



Do not be in breach of the Hockey Wales code of conduct



Do not bring the sport or organisation into disrepute



Do not contain or link to libellous, defamatory or harassing information



Respect Hockey Wales stakeholders



Be considerate to others, don't post without formal consent

