



## **Belper Ladies Hockey Club Disciplinary Policy**

Belper Ladies Hockey Club expects the highest standards of behaviour and discipline at all times, both on and off the pitch. This extends to training, spectating and post match behaviour. (More details can be found in the England Hockey Code of Ethics and Behaviour document)

In the rare cases where these standards are not met it is important that, as a club, we respond in a manner which is timely, transparent and proportionate.

To ensure we are pro-active in managing standards of behaviour within the club there will be both a Disciplinary Panel and a Disciplinary Committee.

### **DISCIPLINARY PANEL**

Any individual who receives three yellow cards during a season will be expected to attend a Disciplinary Panel to discuss their past and future behaviour. In the case of a junior a parent, carer or other acceptable adult will be expected to attend with them.

The Panel will comprise of:

1. The Chair or Vice Chair.
2. The Captain, Vice Captain or Manager of the team the individual usually represents
3. An impartial member of the committee from outside the team
4. In any case involving a junior member, a representative of that section

The Panel will provide advice and guidance designed to reduce the possibility of further cards being issued and may agree a plan with the individual concerned. It will not have the power to impose sanctions on that individual.

### **DISCIPLINARY COMMITTEE**

The Disciplinary Committee will comprise of:

1. The Chair or Vice Chair.
2. Two captains or vice captains who were not directly involved in the incident to be considered.
3. In any case involving a junior member, a representative of that section.

The Thresholds for referral to the Disciplinary Committee will be:

1. Any incident which in the view of the relevant Captain, Coach or Umpire brings either the game of hockey or Belper Ladies Hockey Club into disrepute.
2. Any incident resulting in a Red Card being issued which is not then reported to either EHL, MRHA or DWHL.
3. The accumulation of five yellow cards during a season.

Once an individual has reached any threshold he will automatically be suspended for a period of two games during which time a Disciplinary Panel will take place.



Attendance at the Disciplinary Panel will be expected from:

1. The individual concerned who MUST be present.
2. In the case of a junior, a parent, guardian or acceptable adult nominee MUST attend.
3. In disrepute cases the Captain, Coach or Umpire who reported the incident.

After hearing evidence from all parties involved the Disciplinary Committee can:

1. Take no further action.
2. Issue a warning regarding future behaviour.
3. Extend the period of suspension.
4. Recommend, to the full Men's Hockey Club Committee, excluding the individual from the club.
5. In exceptional circumstances adjourn the case to allow further evidence to be presented.

Right of Appeal.

In all cases the individual has the right of appeal to the full committee of Belper Ladies Hockey Club

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