



## Club Disciplinary Policy

### 1. General

Every member of the Club has signed up to one or more Codes of Conduct and is expected to maintain a high standard of behaviour. However Codes of Conduct can only be effective if there is a disciplinary process to support them. It is essential that the Club is seen to be fair and consistent in dealing with breaches of the Codes of Conduct,

This policy sets out how breaches of the Codes of Conduct will be dealt with by the Club.

Ultimately our Club is required to follow the rules and regulations of the League, County FA and the FA. Club sanctions will be in addition to any sanctions imposed by the League, County FA and/or FA, save where periods of suspension may overlap.

### 2. Serious Breaches

The Club Committee will appoint a Discipline Sub-Committee to investigate and deal with serious breaches of the Codes of Conduct as and when they arise. The Sub-Committee shall consist of not less than three members, including at least one member of the Club Committee and at least one team manager.

Serious breaches of the Codes of Conduct include:-

- Fighting or Assault
- Racial abuse or other such act of discrimination
- Bullying
- Threatening behaviour (verbal or physical)
- Deliberate damage to, or theft of, Club property or facilities
- Bringing the Club into disrepute by actions or words
- Serious negligence or disregard of the Club Rules, Policies or Codes of Conduct that causes, or could have caused, unacceptable loss, damage or injury
- Serious act of insubordination, including the repeated failure to follow or observe reasonable instructions of a club official or team coach/manager
- Charges of misconduct under E3 and/or E4 of the FA Rules
- Other breaches so deemed by the Club Committee

The Discipline Sub-Committee will have a number of options available to it depending on the seriousness of the actual case it is considering.

Possible sanctions include:-

- Written warning
- Exclusion from specified number/period of matches
- Exclusion from specified number/period of training sessions
- Suspension from the Club and/or team for remainder of current season
- Dismissal from the Club
- Refusal to allow re-registration with team/Club for future seasons

Where appropriate the Discipline Sub-Committee may show restraint and impose lighter sanctions initially, with the option of adding additional sanctions or increasing the duration of a penalty.



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Any member (including the parent of a player) who is unhappy with the decision of a Discipline Sub-Committee has the right to appeal in writing to the Club Secretary within 7 days. An Appeal Sub-Committee will be appointed to consider the appeal. The decision of the Appeal Sub-Committee shall be final. The Appeal Sub-Committee will consist of not less than three members, including at least one member of the Club Committee and at least one team manager, none of whom shall have been part of the original Discipline Sub-Committee.

### 3. Lesser Breaches

Lesser breaches of the Code of Conduct may be dealt with by the team manager. This will generally apply to player misbehaviour at training and/or on match-day.

#### 3.1 Training

Any player who behaves unreasonably in training towards any other person, or who refuses to obey the reasonable instructions of a club official or team manager/coach, shall be given a verbal warning by the club official or team manager/coach. If this warning is ignored then the player will be withdrawn from the session for a period of five minutes.

If the unreasonable behaviour or refusal to obey continues they shall be withdrawn from the session for a further period of ten minutes.

If in the unlikely event that the unreasonable behaviour or refusal to obey continues then the player shall be withdrawn from the session completely and their parents contacted by the team manager to collect them and the Club Secretary and Club Welfare Officer notified. The issue will be discussed by the team manager with the player and their parents before they will be allowed to train again.

If deemed necessary the player can be suspended from training and matches for a period of up to two weeks by the team manager. The team manager is responsible for informing the Club Secretary, Club Welfare Officer and parent/guardian of any suspension imposed. No player at U11 or below shall be suspended by a team manager without the agreement of the Club Secretary or Club Welfare Officer.

If a player is withdrawn from a training session completely for a second occasion in a season, then the matter shall be referred by the team manager to the Club Committee to be dealt with under the procedures outlines under section 2 above.

Restriction of playing time on a match-day (as distinct from full suspension from a match) is not to be used as a sanction by team managers for misbehaviour at training at U11 or below without the agreement of the Club Secretary or Club Welfare Officer.

#### 3.2 Match-Days

Any player who physically or verbally abuses any other person during a match shall be substituted by the team manager and not allowed to return to the field of play. The issue will be discussed by the team manager with the player and their parents before they will be allowed to play again.

If deemed necessary the player can be suspended from training and matches for a period of up to two weeks by the team manager. The team manager is responsible for informing the Club Secretary, Club



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Welfare Officer and parent/guardian of any suspension imposed. No player at U11 or below shall be suspended by a team manager without the agreement of the Club Secretary or Club Welfare Officer.

If a player is withdrawn from a match for a second occasion in a season then the matter shall be referred by the team manager to the Club Committee to be dealt with under the procedures outlined under section 2 above.

### 4. Automatic Sanctions

a. In the event that a player or member of the Club is reported by a match official or other authority for misconduct under FA Rule E3 and/or E4 or for Assault, the player or member shall be automatically suspended by the Club, pending a hearing by the Discipline Sub-Committee as outlined in section 2 above and/or completion of proceedings by League, County FA or FA.

During the period of Club suspension:-

- In the case of players, the individual will not be allowed to play in any match for the Club
- In the case of parents/guardians, the individual will not be allowed to attend matches of the Club
- In the case of team managers/coaches, the individual will not be allowed to attend any training sessions or matches of the Club

b. In the event that a player receives two bookings for dissent in one season, they shall receive a warning from the Club. In the event of a further booking for dissent in the same season then they shall automatically be suspended by the Club for the next game of that season (unless they already become the subject of an FA suspension as a consequence of that further booking).

c. Should any player receive five bookings or two sending off in a season then, in addition to any FA suspension, they shall be referred to the Discipline Sub-Committee as outlined in section 2.

### 5. Refund of Subscriptions

Should a player be suspended or expelled for disciplinary reasons, no refund of subscriptions will be made.

*Note – in this policy 'Members' refers to playing members, family members, honorary members, team managers/assistants and club officials. Friends and relatives of members attending games as spectators are also required to comply with the Club's Codes of Conduct however and are subject to this policy. Members are responsible for the behaviour of friends or relatives that attend games as spectators.*

*This policy should be read in conjunction with the Club Complaints Procedure.*