

PLAYERS' DISCIPLINARY POLICY AND PROCEDURES

Note - The principle of this Disciplinary Policy is not to impose draconian restrictions on players but rather to encourage players' self-restraint for the benefit, enjoyment and success of our Club teams. By having a Disciplinary Panel, the Club manifestly supports Dorset & Wilts. RFU Policy

- The Club expects all players to observe the Laws of the Game, to respect referees' decisions and to be mindful of the safety of themselves and others.
- Where players clearly contravene these expectations, they may be called to appear before the Club's Disciplinary Panel.
- Where players are sent off, they may be called before the Club's Disciplinary Panel prior to any action taken by Dorset & Wilts. RFU (who have authority from the R F U to impose disciplinary procedures and power to suspend players from playing. Any Club sanctions will then be referred to Dorset & Wilts. RFU so it may be taken into account when they make their decision).
- Players who accumulate yellow cards may also be called to appear before the Club's Disciplinary Panel.
- When considering cases, the Club's Disciplinary Panel will have regard to the following main principles:
 - The rules of natural justice
 - The Laws of the Game (and any appropriate variations)
 - Standards of Discipline within the Club
 - The need to help players help themselves

Procedures

1. Senior

1.1 The Disciplinary Panel will consist of its Chairman, appointed by the Committee, and up to 2 other members of the Club. It will be convened as soon as possible after any reported offence, on notice to the player(s) concerned, and it may call witnesses.

1.2 After hearing the evidence and the player's representations, the Disciplinary Panel should make its finding(s) as to the facts and then impose any sanctions. The Chairman of the Disciplinary Panel should confirm the decision, ideally within 7 days of the meeting, and notify the Club Secretary at the same time.

1.3 The player may appeal against the Disciplinary Panel's determination by notifying the Club Secretary of his grounds in writing, within 7 days of receiving confirmation of the decision. The player must deposit £25.00 at the same time, which sum may be refunded or may be forfeited to the Club upon determination of the appeal.

2. Junior (under 17 at the time of the offence)

2.1 The Chairman of the Junior Section should invite the age group coach, the player and the person(s) with parental responsibility for the player to a mutually convenient meeting, which should be held in private at an agreed venue, as soon as practicable and, ideally, within 7 days of the offence taking place. If the age-group coach was also the referee who sent the player off, another coach should be invited to sit on the Disciplinary Panel instead.

2.2 The facts of the case (and a copy of the referee's report, if available) should have been sent to the player and to the person(s) with parental responsibility for the player beforehand. They may ask questions and they may make representations. Once the facts have been established, they should be reminded about the range of sanctions recommended by the RFU and told the reason(s) why the Disciplinary Panel is imposing any of those sanctions. The Disciplinary Panel might also impose reasonable requirements for the player to demonstrate his understanding of the appropriate Laws of the Game

2.3 The Chairman should confirm the Panel's determination in writing to the player and the person(s) with parental responsibility for the player as soon as practicable and, ideally, within 7 days of the meeting. At the same time, he must notify the Club Secretary who is under a duty to inform Dorset & Wilts.

2.4 The player may appeal against the Disciplinary Panel's determination. He must do so by notifying the Club Secretary of his grounds in writing, within 7 days of having received the written confirmation of the determination from the Chairman of the Junior Sub-Committee. The player must deposit £25.00 at the same time, which sum may be refunded or may be forfeited to the Club upon determination of the appeal.

3. Appeals

3.1 The Appeal Panel will consist of up to 3 members of the General Committee (usually being the Club Chairman and 2 others, who have not previously been involved in the process) and may vary or confirm any sanctions imposed by the Disciplinary Panel.

3.2 The procedure for conducting appeals will be as set out in the publication 'Getting It Right' published by The Sports Council, 1994.