



Highland Hockey Club Disciplinary Policy

1. Purpose

Highland Hockey Club (“the Club”) aims to foster a positive environment where all members — adults and juniors — can enjoy hockey safely and respectfully. This policy provides a fair and transparent process for dealing with breaches of conduct, ensuring the Club’s standards are upheld while promoting learning and responsibility.

2. Scope

This policy applies to all players, coaches, officials, volunteers, parents/carers, and spectators associated with the Club, and to all Club-related activities, including matches, training sessions, tournaments, social events, and online interactions (e.g. group chats, social media).

3. Principles

- Everyone is entitled to be treated with respect, fairness, and dignity.
- All disciplinary matters will be handled promptly, consistently, and confidentially.
- The focus will be on education and improvement wherever possible, particularly for junior members.
- The Club will ensure compliance with Scottish Hockey and Child Wellbeing & Protection in Sport (CWPS) guidance.

4. Standards of Behaviour

Members and participants must:

- Abide by the Rules of Hockey, the Club Code of Conduct, and the Scottish Hockey Fair Play Charter.
- Respect teammates, opponents, umpires, coaches, and spectators at all times.
- Refrain from offensive, discriminatory, threatening, or violent behaviour.

- Avoid conduct that may bring the Club or the sport into disrepute.
- Use social media responsibly, never posting content that could harm others or the Club.
- Promote inclusion, teamwork, and enjoyment in all activities.

5. Examples of Misconduct

Misconduct includes (but is not limited to):

- Verbal or physical abuse of others.
- Bullying, harassment, or discrimination (including online).
- Deliberate damage to property or facilities.
- Unsporting behaviour or dangerous play.
- Consumption of alcohol or illegal substances before or during matches/training.
- Breaches of safeguarding or welfare standards.

6. Disciplinary Procedure

Step 1 – Reporting an Incident

Any member may report a concern or incident to the CWPS, Team Captain, or Committee Member within a reasonable timescale, ideally within 7 days of occurrence. If the issue involves a junior, the Welfare Officer must be informed immediately.

Step 2 – Initial Review

The Disciplinary Sub-Committee (usually the Chairperson, Club Captain, and CWPS) will review the report and decide whether the issue can be resolved informally (e.g. mediation, apology, or educational discussion), or if a formal disciplinary investigation is required.

Step 3 – Investigation

The Sub-Committee will gather relevant information, including witness statements. The individual(s) concerned will have a fair opportunity to respond to the allegations.

Step 4 – Hearing (if required)

A disciplinary meeting may be convened. The member may be accompanied by a parent/guardian (for juniors) or a representative.

Step 5 – Outcomes / Sanctions

Depending on the severity of the breach, the Sub-Committee may issue one or more of the following:

- Verbal or written warning
- Temporary suspension from matches or training
- Requirement to issue a formal apology
- Educational or restorative actions
- Expulsion from the Club (for serious or repeated misconduct)

Step 6 – Appeal

Appeals must be submitted in writing to the Club Secretary within 7 days of the decision. An Appeals Panel, independent of the original decision, will review the case. The Appeals Panel's decision is final.

7. Confidentiality

All disciplinary matters will be handled confidentially. Information will be shared only with those directly involved in the process or where required by law or safeguarding policy.

8. Safeguarding Considerations

Where incidents involve under-18 members, the process will prioritise child wellbeing and protection. The Welfare Officer will consult Scottish Hockey's Child Wellbeing & Protection Officer when appropriate.

9. Review and Approval

This policy will be reviewed annually by the Club Committee or sooner if required by changes to Scottish Hockey regulations.