

Woodchurch Juniors Football Club

Disciplinary Policy

This policy is designed to help and encourage all members/parents and or spectators of **Woodchurch Juniors FC** to achieve and maintain standards of behaviour, as detailed in the Club's Code of Conduct document.

It is also important that the club provide a high standard of hospitality to players, officials and spectators before, during and after the game. The club's players, officials, members, and supporters must treat each other, the match officials, and opposing managers/club officials/supporters/players with respect at all times, irrespective of the result of the game or their behaviour.

The emphasis of this Disciplinary Policy, in the first instance, is on the improvement of the member's behaviour, by working in partnership with them and where relevant, their parent/carer, rather than just imposing sanctions. The Club will, however, impose sanctions in the most serious cases or where improvement in behaviour has not been forthcoming.

The Club's aim is to ensure consistent and fair treatment for all and no disciplinary action will be taken until a full investigation as to the circumstances of the incident or matter has been conducted by the Club.

The club will appoint the Disciplinary Team to deal with both serious and persistent breaches of Codes of Conduct as, and when, they arise. The Disciplinary Team will have a number of options available to them depending upon the seriousness of the case it is considering. Whenever appropriate, the Disciplinary Team will seek to show restraint and impose lighter sanctions initially with the option of adding additional sanctions or increasing the duration of a penalty.

Any player or parent/carer, coach or spectators who disagrees with the decision of the Disciplinary Team has the right to appeal in writing to the Club Secretary within 7 days. The decision of the Club's Committee will be final and binding.

The club will also adhere to all disciplinary procedures set by the Cheshire County FA. Discipline Procedures and Disciplinary action will be considered and implemented based on the severity of behavioural incident/s.

Player Behaviour

- Training / Match Behaviour

If during a training session or a match, a player displays poor behaviour which interrupts the session for others the Coach present will ask the child to correct their behaviour if the behaviour is still not corrected they will be asked to sit out for a set period relevant to their age. If the behaviour persists, the players' parent/carer will, wherever possible, be consulted over removing the child from the session.

The coach present can also use any of the following as appropriate to the behaviour:

- Ask player to apologise to their team-mates, the other team, referee or team manager
- Issue player a formal warning
- Drop or substitute the player from the next game.
- Inform a member of the club committee

Assessment of a player's behaviour is at the discretion of the coach present initially. In the event of persistent poor behaviour or a serious breach of a Club rule / policy / code of conduct or has otherwise acted in a way which a majority of the committee believes is in contrast to the spirit of this document and/or the Club's rules, this will be referred to the clubs disciplinary committee to review under this policy. They will then review all evidence and will start the procedure as per below.

Match Incident

When a player receives a yellow or red card in any game.

-The coach present must report the incident to the club secretary on the same day of the game.

-The coach will provide the Club Secretary with a brief explanation of the incident and any supporting information, such as the name of the player, reason for caution / sending off, opposition name, location, etc.

-All cautions and dismissals carry a monetary sanction which is the responsibility of the player/parents/carers of said player to pay the club.

-Any player/parents/carers do not pay the club the monetary equivalent within the agreed timescales they will be suspended from playing until the fine is paid in full.

When necessary, we will communicate with other local clubs affected by our poor behavior, so they understand the issue and how we have dealt with it.

-The club committee holds the right to review all discipline records at any time. The club secretaries will keep such records up to date and should they consider any player to have an excessive number of red or yellow cards, or combination of both, they will inform the club committee who will hold a case review and may decide to start the procedure set out below.

Procedure

Where, following a review/investigation, a member/parent/spectator is deemed by a majority of the club's committee to have breached a club rule / policy / code of conduct, or has otherwise

acted in a way which is believed to be in contrast to the spirit of this document and/or the Club's rules, the committee shall be at liberty to refer to the Club's Disciplinary Team to determine the facts relating to the matter and take such measures as the Disciplinary Team sees fit.

Sanctions, Penalties and Fines

Any member, coach, player, club official, parent/carer or spectator who behaves in a way that is contrary to our policies and codes of conduct may face any of the following sanctions and penalties, in addition to any sanctions that may be imposed by Cheshire County FA or the league:

The Disciplinary Team shall act honestly and equitably in assessing the facts of the disciplinary case before it and may impose such sanction as it sees fit, including for example (this list is not exhaustive):

- Suspension to allow more facts to be gathered, after which time a further meeting of the Disciplinary Team shall be held
- Verbal warning
- Written warning
- Education
- Mentoring
- Exclusion from a specified number of matches and or training sessions
- Removal from the team for the remainder of the current season
- Refusal to register with a team for the next season
- Expulsion from the club with immediate effect.
- Request for parent/ spectator to stay away from club activities for a set period or permanently.
- In the event of any player leaving the club with outstanding fines or subs or failure to return club kit, they will be considered for freezing of registration until outstanding matters are resolved.

If appropriate, the Disciplinary Team may choose to impose no sanction.

Whenever appropriate, the Disciplinary Team may seek to increase the duration of a penalty for repeat offenders.

The parent/carer of any player under the age of 18, facing a Cheshire County FA or club disciplinary will be personally liable for any fines or charges imposed. If a player

chooses to appeal against a decision made by the Cheshire County FA or club, they do so at their own cost.

Appeals Process

Any player or parent/carer who is unhappy with the decision of the Disciplinary Team has the right to appeal in writing to the Club Secretary within 7 days.

The Club Secretary shall immediately refer the appeal to 5 club committee representatives, two of whom must be the Club Chairman and Club Welfare Officer. The remaining three members will be Club Committee members who are not on the original Disciplinary Team.

The Club Committee members dealing with the appeal shall consider the details of the appeal and reach a decision on whether the appeal should be upheld or annulled. No appeal will be heard unless the player or parent/carer concerned appears personally before the Club. The decision of the Club Committee members dealing with the appeal will be final.

Disciplinary Team

The Club Committee will appoint a Disciplinary Team to deal with serious breaches of Codes of Conduct and to investigate and take any necessary action resulting from instances of poor practice/low level concerns or poor behaviour by players, coaches, parents/carers and spectators. The Disciplinary Team will have several options available to it depending upon the seriousness of the case it is considering.

The disciplinary meeting shall be chaired by the Club Chairperson (where possible) including the Club Welfare Officer (when necessary/ appropriate) and the appointed Disciplinary Team members. The only exception will be when the occurrence being considered involves a member of the Disciplinary Team, or a player from a team that they manage/coach.

Decisions made by the Disciplinary Team are deemed to be final but an appeal can be submitted within 7 days.

Those called before a disciplinary meeting will be notified of the time, date and venue for the meeting, no later than 7 days prior. If the member is under 18 years of age they must be accompanied by a parent/carer or a responsible adult of their choice. The member will be given an opportunity to state their case prior to any decision being made. The Disciplinary Team will also hear evidence from any other person that may have witnessed the incident/s.

The following key points will be observed and followed:

- A report of the incident is read.
- The player/member/spectator/coach is invited to make their statement.
- Witnesses are invited to make their statement.
- Representatives are invited to contribute any relevant information.
- The Disciplinary Team members will question those in attendance about the incident.
- The meeting will close and the Disciplinary Team will consider the action to be taken.
- The Disciplinary Team shall report its findings to all parties (and authorities where appropriate) as quickly as possible or within 7 days of the hearing.
- Any penalties awarded against any player/member/spectator/coach will be communicated immediately to all concerned parties and presented and recorded at the next Club Committee meeting.
- The Disciplinary Team will exercise this power in a fair and open manner and without prejudice.
- If a member fails to attend the disciplinary hearing, the Disciplinary Team will meet, and a decision will be made in their absence.

Disciplinary Team members

Disciplinary Officer: Greg Povall

Disciplinary Officer: Mick Povall Snr

Club chairman John Eccles

Welfare Officer: Nicola Povall