

Buckingham RUFC

Disciplinary Sub Committee

Structure :-

This sub-committee will always be made up of the following Club members, thus providing the broadest possible spread of involvement across all sections of the Club.

President , Vice Chairman, Child Welfare Officer, Head of Rugby, Mini Chairman, Junior Chairman

People standing for these Club positions each season will automatically take on Disciplinary Sub Committee (DSC) roles. All DSC members require to be CRD checked for the purposes of section 4.

The President will chair the DSC. A quorum of five DSC members will be necessary to hear any case, other than Junior / Academy playing offences where three will be sufficient.

Responsibility for decision making :-

The DSC will have total authority to make the final decision on the guilt of the party involved and to specify any sanction to be imposed - with the exception of theft from the Club.

(Rationale : The Club Committee are devolving responsibility to the DSC on disciplinary matters - to hear the facts of the case and to reach a fair decision. It is not felt to be an appropriate approach in most situations to bring a recommendation back to the Club Committee to debate the matter further. This can potentially open up the matter to endless discussion. We give them the responsibility, they carry it out. The exception is theft.)

Guidelines :-

1. Violent conduct.

Any violent conduct happening on the Club premises or at a Club event where the person causing the violence is 'representing' the Club.

DSC will meet asap to investigate the incident.

The alleged guilty party will be suspended from the Club immediately pending next steps
If the victim decides to involve the Police, then the matter will be handed over to them; the person remains suspended until the outcome of the case is known, then the DSC will make a decision to lift the suspension or to determine its remaining duration

If the victim decides not to involve the Police then the DSC will meet to review the case. If the person admits the offence or if the DSC believe they are guilty, they will be suspended from the Club and Club events for a period determined by the DSC.

2. Vandalism and abuse of Club property / facilities.

Member will be asked to pay for the damage and will not be selected to play (if a player) ; they may also be asked to carry out 'community work' within the Club.

3. Theft of Club property, members or visitors property.

DSC will meet asap to investigate the incident.

If the person admits the offence or if the DSC believe they are guilty, the DSC will arrive at a decision as to whether the Police should be involved.

If it is felt by DSC that the Police should be called in, the member will be immediately, but temporarily, suspended from the Club and Club events pending further Police action.

Once the outcome of the Police investigation is known, DSC will apply whatever ongoing suspension they feel appropriate.

If it is felt by DSC that the Police should not be called in, the member will be immediately suspended from the Club and Club events for duration deemed appropriate by DSC.

In both situations, DSC will take their recommendation to the Club Committee for approval, most likely by calling a special Committee Meeting. The latter may vote to support DSC decision or to vary it by deciding to involve / not involve the Police or to increase / decrease suspension period.

Anonymity

Any offer of anonymity which the DSC feel may be appropriate must be put to the full Committee (ie revealing the members identity) and agreed to by the full Committee. It is acknowledged this would normally be a rare occurrence.

4. Junior / Academy player playing offence

DSC will also be responsible for hearing any cases where a junior / academy player has been sent off (red card or two yellow cards) during a match and a referee's report has been received.

The advice of Bucks County Disciplinary Secretary should always be sought for guidance on appropriate sanction.

The player cannot play till the hearing has been held.

(These updated guidelines discussed and approved at Committee Meeting on 6 July 2015)