

NLDRURS Disciplinary Policy

(January 2024.version 1)

The purpose of this Policy is to provide all NLDRURS members with clear expectations of the standards of behaviour expected both on and off the field and the potential consequences for members where there has been a clear shortfall in upholding the RFU Values or the Match Officiating Code of Practice.

The Match Officiating Code of Practice sets out behavioural expectations for All NLDRURS members including Referees, Performance Reviewers, Coaches and Mentors.

[Match-Officiating-Code-of-Practice-v3.2-2023.09.07.pdf \(keepyourbootson.co.uk\)](https://www.keepingyourbootson.co.uk/Match-Officiating-Code-of-Practice-v3.2-2023.09.07.pdf)

The RFU's Core Values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship define our game and make it special for players, coaches, match officials, administrators, volunteers and spectators.

Fair, yet robust disciplinary procedures are critical in ensuring that rugby remains a game of controlled physical endeavour, with the health, welfare and enjoyment of all involved protected.

At present, there is no written RFU disciplinary procedural guidance for Referee Societies to follow and accordingly, NLDRURS will follow the guidance which has been issued for clubs:

[Guidance Notes for Clubs.pdf \(englandrugby.com\)](https://www.EnglandRugby.com/Referees/Referee-Society-Guidance-Notes-for-Clubs.pdf)

We all have a part to play in protecting rugby's good name. The RFU Regulation 19 provides the framework for dealing with all disciplinary matters where there has been a contravention of RFU Regulations to include the RFU Values and the Match Officiating Code of Practice.

In summary, the RFU Regulation 19 framework outlines:

- The appointment of a Disciplinary Panel by the NLDRURS Disciplinary Officer. The Panel will consist of a Chair, two Panel Members and a Panel Disciplinary Secretary. If a complaint or charge relates to a safeguarding issue, then the Society Safeguarding officer will form part of the Disciplinary Panel for the hearing.
- The setting up of a preliminary hearing (non-disciplinary) to investigate any reported allegations of a NLDRURS member and to seek initial member response to the allegations.
- If appropriate, escalation of a case to a disciplinary hearing and the Panel will then deliberate to determine if there is a case to answer.
- Once all of the facts have been established and determination of a sanction is to be applied or otherwise to the member, the Panel will confirm the appropriate judgement to the member.
- A member has the right of appeal against any decision made by the Disciplinary Panel. This appeal must be made in writing to the RFU Head of Discipline within 14 days of receipt of a written judgement from the Panel Chair.

NLDRURS strives to provide and sustain a supportive and progressive environment for all of its members.

If there are any questions relating to this Policy, then please contact the NLDRURS Disciplinary Officer via: [Management Committee | NLD Referees \(nldrefs.com\)](https://www.nldrefs.com) and [Admin \(whostheref.com\)](https://www.whostheref.com)