**SBHC DISCIPLINE PATHWAY 2025-26**

1. *Purpose of the Policy*

To provide a formal pathway of action to be taken for failure to meet expected standards outlined in the SBHC Code of Conduct. SBHC has established a good disciplinary record over a sustained period of time, the club is committed to maintaining this and making sure our sport can be enjoyed by all involved. As such any conduct breaches are taken seriously.

1. *Principles and Guidance*
* EH is responsible for setting the standards and values that apply at every level of hockey, as outlined in the ‘Spirit of Hockey’ Code of Conduct - [England Hockey's Spirit of Hockey - Code of Conduct | England Hockey](https://www.englandhockey.co.uk/governance/rules-and-regulations/discipline-and-misconduct/spirit-of-hockey/england-hockey-s-spirit-of-hockey-code-of-conduct)
* SBHC will abide by EH rules and recommendations regarding conduct of players, team officials, volunteers and spectators, across all sections
* ‘Conduct’ refers to and includes behaviour before, during and after matches, AND any time where the club is represented, inclusive of interactions online and on social media
* Captains are responsible for the pre- and post-match behaviour of all associated with their team as well as conduct during matches. If a card or cards are awarded, Captains are required to report this via the post-match GMS match sheet as well as to the Club Discipline Officer
* Captains are also responsible for ensuring that any behaviour which is contrary to the club’s Code of Conduct is reported to the relevant club Section Captain
1. *Discipline Infringement Procedure*

**\*\*\*ALL DISCUSSIONS IN RELATION TO THE ACTION OF INFRINGEMENTS ARE CONFIDENTIAL AND TO REMAIN BETWEEN THE MEMBER / GUARDIAN AND DISCIPLINARY COMMITTEE / EH AS NECESSARY\*\*\***

Aims

The Discipline Infringement process is an impartial mechanism to investigate, review and decide a course of action that it is in the best interests of the club and the individuals involved. The club will look to ensure that at all times:

* A full, fair and rounded investigation shall take place.
* The outcome of an investigation will never be pre-judged.
* Only one investigating officer will conduct the investigation, where practical and appropriate.
* Any outcomes and sanctions will be explained personally.

In order that no proceeding outcomes are compromised, SBHC reserves the right to invoke a temporary suspension from the club with immediate effect to the individual(s) involved, without any pre-judgement or precedence whatsoever and in the event that the incident gives rise to concern for safety or a potential escalation of the matter whilst an investigation is in progress. This course of action would only be taken after a vote of all Disciplinary Committee members, with a majority decision determining the outcome.

Disciplinary Committee

The Disciplinary Committee of SBHC is comprised of:

1. President / Chairperson
2. Secretary
3. Relevant Section Captain
4. Discipline Officer
5. Any disciplinary matter involving contravention of the Safeguarding Policy and / or relating to a Junior shall also include the Club’s Welfare Officer

NOTE: Should it be considered that there could be an actual or perceived conflict of interest with the involvement of any of the Disciplinary Committee due to their involvement with an issue or through a personal relationship, then they shall not participate in the process. In this instance, another Committee Member shall replace them. The final decision on the composition of the Disciplinary Committee rests with the President / Chairperson; as long as a quorum of 4 Committee Members is in place, the process can proceed.

Representation

All members subject to disciplinary matters (known as Respondents) have the right to participate in a Disciplinary Hearing in person and may invite another club member to corroborate their version of events. As a members club, SBHC does not recognise any external legal representatives. A guardian or parent will be expected to represent any Junior Member involved in a disciplinary process.

Disciplinary Resolution Process

1. Where a complaint arises, the President or his/her delegate shall form an initial Disciplinary Committee, as per the guidance in this document as soon as reasonably practical, no later than 10 days post infringement.
2. The club Discipline Officer, or his/her delegate, shall act as the investigator.
3. The Respondent shall be informed of an investigation being undertaken, both verbally and in writing by the Investigating Officer.
4. The Investigating Officer will seek independent advice from EH and NWH and gather / collate relevant evidence as appropriate. This may include but is not limited to interviewing witnesses and meeting to review the complaint in detail. All parties will be interviewed by the Investigating Officer, including the Respondent.
5. The Disciplinary Committee shall convene a Disciplinary Hearing, either in person or via other means of verbal communication within 14 days of receiving the complaint where the infringement will be discussed with the Respondent. The Respondent will be advised of matters / allegations prior to the Hearing and may bring another club member as a spokesperson / observer / witness. Both the Respondent and the Disciplinary Committee may call witnesses as appropriate whom may be cross examined by either party. If the Respondent fails to attend the Disciplinary Hearing without good reason, the Disciplinary Committee has the power to take such action as it deems appropriate. This may include continuing the Hearing in the absence of the member.
6. Once discussions have taken place in full, the hearing will be adjourned to enable a decision to be reached; this will include consideration of the players’ previous disciplinary record. On the same date, wherever possible, the member will be informed verbally of the outcome and reasons given on how the decision has been reached. If any disciplinary action is to be taken, the member will be informed in writing within 10 days of the Hearing and a copy of the decision (and supporting information) will be forwarded to the Club Secretary as well as EH as appropriate. This will include details of the members’ right to appeal which will be heard by the Club President and two further members of the Executive Committee.

Disciplinary Infringement Outcomes

The Disciplinary Committee can impose any penalty that it considers appropriate up to and including a recommendation to the Executive Committee that the member be expelled from the Club. For red cards - the procedures and sanctions laid out by EH will apply (please see the ‘Red Card and Misconduct Procedure’ on the SBHC website - [Policies | Stockport Bramhall Hockey Club](https://stockporthockey.co.uk/policies)). Any sanctions / penalties imposed by the Club will be at least as severe as those standardly applying in the relevant league in which the infringement took place.

Penalties may include but are not limited to:

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| --- | --- | --- |
| Sanction Category | Sanction | Duration of Sanction (If appropriate) |
| **1** | Warning | N/A |
| **2** | Temporary suspension from matches and or responsibilities | 1-12 weeks |
| **3** | Temporary suspension from matches > 12 weeks. Loss of position of responsibility | 1 month – 1 season |
| **4** | Temporary suspension from club activities including events and post-match teas | 1 week – 1 season |
| **5** | Exclusion of membership | Lifetime |

A member may not resign from SBHC when subject to a disciplinary investigation or action of the Club.

The above sanctions relate to club sanctions only and may be supplemented by any EH or legal proceedings. In the event that either EH or legal proceedings are initiated relating to incidents where a club disciplinary process would normally occur, the SBHC disciplinary process shall be delayed until these have been concluded. The outcome(s) of the Disciplinary Hearing will be final, subject to the right of appeal laid out in the England Hockey Disciplinary Code.

Cards

* + The award of any red card will require a player to appear before the Club's Disciplinary Committee.
	+ The award of four yellow cards to any player within a season will be referred to the Club’s Disciplinary Committee. The minimum sanction will be the suspension of the player for one match (in addition to any sanction from the relevant league), subject to the discretion of the Disciplinary Committee. *For example, yellow cards given for inappropriate conduct towards the umpire or other players shall be taken much more seriously than those for accidental poor tackles.*

Discipline Infringement Appeal Procedure

1. A member shall have the right to appeal against any disciplinary action imposed by the Disciplinary Committee. Should a Respondent wish to appeal then this must be received by the Club President / Chairperson within 5 days of receiving notification of the outcome of the Disciplinary Hearing. A full Disciplinary Committee will then be convened. The original Disciplinary Committee shall not take part in the appeals process, other than the individual designated as the Investigating Officer.
2. The President (or in his/her absence the nominated substitute) will then convene a General Meeting of Members in accordance with the Club Constitution to consider the matter. The outcome of that meeting will be final and binding.
3. Any sanctions put in place by the Disciplinary Committee may remain in force pending the General Meeting, depending on the nature of the incident.
4. The Appeal Disciplinary Committee should consider the appeal within 14 days of receiving the appeal.
5. The decision of an Appeal Disciplinary Hearing is final. A Respondent has no right of appeal to the process. If suspension or exclusion is considered appropriate, then the Respondent does not have the right to reclaim their membership fee for that season.