



WINCHESTER HOCKEY CLUB

CLUB DISCIPLINARY POLICY

Protecting everyone in the game · Upholding the integrity and reputation of our club

Policy owner	Club Disciplinary Officer
Regulatory basis	England Hockey — Spirit of Hockey (EH9); Red Card & MMO Regulations (as at September 2025)
Related policies	WHC5 Code of Conduct · WHC10 Club Handbook

ABOUT THIS POLICY

This policy was implemented following the Club's adoption of the England Hockey Conduct regulations covered within the Spirit of Hockey code of conduct (EH9).

The Club's own Code of Conduct (WHC5) and expectations on sportsmanship (Club Handbook WHC10) are available on the Club website. Links to these, and acknowledgement of acceptance, are included in the Teamo membership renewal login.

1. CLUB DISCIPLINARY CODE

The Disciplinary Committee shall consist of the Club Disciplinary Officer, the Chair or Vice Chair, either one of the Club Captains, and a senior member of the Club.

This Committee must meet within four days of being made aware of an event warranting a disciplinary decision. The result will be transmitted to the offender through his or her captain as soon as possible. Should the event also be subject to an investigation by the Governing Body (or an affiliate body such as the Umpire Association), the Club Disciplinary process will only start once that investigation has been instigated.

The scope of the Disciplinary Committee and its rules covers any type of hockey where members represent Winchester Hockey Club — outdoor, indoor, junior and mixed — and where members of Winchester Hockey Club are representing other clubs or organisations and are subject to an official penalty.

The Club Disciplinary Committee may be convened for any perceived breach of the Code of Conduct, with the aim of protecting everyone within the game and upholding the integrity and reputation of our club.

2. YELLOW CARD OFFENCES

Yellow cards will be recognised by the Club and recorded. The following thresholds apply:

- Any player receiving 3 yellow cards will be reviewed by the Club Disciplinary Officer, who may recommend action.
- Four yellow cards will automatically require a one match-day ban under regulations, and will be subject to a Club disciplinary process.
- Any player receiving a yellow card for dissent to an official will be subject to review by the Disciplinary Officer, with a view to instigating a Club disciplinary hearing.



3. RED CARD & MATCH DAY MISCONDUCT OFFENCES

The following are the mandatory minimum penalties for a Red Card Offence prescribed in the England Hockey Red Card and MMO (Match Day Misconduct Offence) Regulations (as at September 2025). The Disciplinary Committee may impose additional penalties, including suspension, as it deems fit.

MANDATORY MINIMUM PERIODS OF SUSPENSION

NATURE OF OFFENCE	MINIMUM SUSPENSION
a) Where physical violence is not used, attempted or threatened.	16 days
b) Where physical violence is used, attempted or threatened to a player or any other person.	30 days
c) Where physical violence is used, attempted or threatened to an umpire or properly appointed tournament or match official.	60 days

Full details of the Red Card and MMO processes are documented in the England Hockey Regulations on their website. Any Technical red card awarded (2 Yellow cards for the same offence), where an automatic 16 day suspension is not imposed will be counted as 2 Yellow cards.

4. CLUB DISCIPLINARY HEARING PROCESS

BEFORE THE MEETING

1. The Disciplinary Committee will be made aware of the incident needing a hearing.
2. The member concerned will be advised of the reasons for the hearing and the date and time of the meeting. The meeting may be held via MS Teams (or similar), to be advised.
3. The Disciplinary Officer will collect reports and evidence as needed in advance of the hearing, and distribute these to the committee.
4. The member may be invited to attend the hearing, and given sufficient notice to attend.
5. The member will be asked if they wish to invite any witnesses to speak on their behalf.

DURING THE MEETING

1. The committee should be introduced, and any objections lodged about the composition of the committee.
2. The Chair should read out the reason for the meeting and the nature of the charge against the member.
3. The member should be asked to talk through the incident and put forward any mitigation.
4. Both the member and the Disciplinary Committee may call witnesses as appropriate to attend the hearing; any witnesses called may be cross-examined by either party.
5. The hearing will be adjourned to enable a decision to be reached, including consideration of the player's previous disciplinary record. On the same date,



wherever possible, the member will be informed verbally of the decision and the reasons for it.

AFTER THE MEETING

1. The player will be informed of the outcome of the hearing, in writing, within five (5) days of the hearing. This will include details of their right to appeal, which will be heard by the remaining members of the Executive Committee who were not part of the Disciplinary Hearing process.
2. Minutes of meetings will be recorded and made available for inspection by the member, on written request, where these relate to decisions concerning the member.

The decisions of the Disciplinary Committee will be final, subject to the right of appeal laid out in the England Hockey Disciplinary Code.

5. SANCTIONS

The Disciplinary Committee can impose any penalty it considers appropriate, including a recommendation to the Executive Committee that the member be expelled from the Club. Sanctions may include:

- Verbal warning (formal or informal);
- Written warning;
- Suspension from playing;
- Suspension from all club hockey activity, including playing, coaching, training and/or umpiring;
- Suspension of membership of the Club for a period to be defined;
- Recommendation to the Executive Committee of expulsion from the Club;
- No further action.

All penalties may have conditions attached at the discretion of the Disciplinary Committee.

The Club will keep general behaviour under review as necessary, and may issue reminders from time to time about the expected standards.



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