



CLUB DISCIPLINARY POLICY

The minimum standards of behaviour are those described in England Hockey's Code of Ethics and Behaviour, the England Hockey Code of Discipline, and the Club's own Codes of Conduct, all of which members are expected to uphold at all times. Key elements include:

- Respecting the spirit of fair play in hockey
- Respecting the rights, dignity and worth of others
- Promoting the reputation of the sport and avoiding bringing it into disrepute
- Avoiding verbal and physical abuse and threatening or intimidating behaviour
- Not using inappropriate language or gestures

Significant breaches of these codes, or other behaviour affecting the reputation of the Club, should be reported immediately to the Committee. Where appropriate, and particularly for serious misconduct, the matter may also be reported and managed in accordance with England Hockey Complaints, Disciplinary and Reporting Procedures. Whilst this is primarily the responsibility of captains and managers, any member may report such breaches if they believe it to be appropriate.

Any matter involving safeguarding concerns, including concerns relating to children or young people, will be managed in accordance with the Club's Safeguarding Policy and England Hockey SafeGuarding and Reporting Procedures, and may be referred directly to England Hockey where required. It is also appropriate for red card and match day misconduct offences, subject to the timescales imposed by the EH Code of Discipline.

A disciplinary review team (DRT), comprised of appropriate members of the Committee and the relevant section captain (excluding anyone with a conflict of interest), will consider reports and decide whether further action is required. They may request written submissions from witnesses or other relevant persons.

The disciplinary review team may require the person(s) involved to attend a disciplinary hearing which should be held at the earliest convenient date. Anyone required to attend may bring along another member to speak on their behalf, to act as a witness or as an observer.

The hearing will be adjourned for the review team to consider its decision. This decision should be communicated to the person(s) involved without delay. The decision and any penalty should be communicated to those involved in writing. The DRT can impose any



penalty that it considers appropriate. These may include, but are not limited to:

- Verbal or written warning
- Suspension from play
- Suspension from membership of the club for a defined period
- Recommendation to the Executive committee of expulsion from the club

The Disciplinary Review Team will apply sanctions proportionately and consistently, having regard to England Hockey guidance. Where required, matters may be referred to England Hockey for consideration under its disciplinary framework.

Disciplinary actions may also be decided upon without a meeting, solely at the DRT's discretion.

Any appeal against a decision of the DRT must be made in writing to the Committee within seven calendar days of the notification of the original decision, with an explanation of the grounds for the appeal. Where applicable, individuals retain the right to pursue the matter further in accordance with England Hockey Appeals and Disciplinary Procedures.

Appeals will be considered by two members of the Executive Committee who were not part of the original DRT. Any suspension will remain in place until the appeal is concluded. The decision of the appeal will be communicated in writing within seven calendar days of the hearing.

Dated April 2026 by Richmond Hockey Club Committee