Safeguarding Disciplinary Regulations

Effective from 13/11/2026

Introduction

England Hockey is committed to ensuring that all participants are able to enjoy the sport of hockey free from harm, abuse and exploitation. As part of its commitment, England Hockey has published these separate Safeguarding Disciplinary Regulations ("the Regulations") which all individuals and organisations within EH's jurisdiction (as set out in Regulation 4) must comply with. England Hockey will challenge conduct that does not comply with its policies, these Regulations and any behaviour that has or is likely to pose a risk of harm to participants in hockey.

These Regulations set out a framework for England Hockey to investigate and decide upon such matters and the disciplinary actions that may be taken. These Regulations were made by the Board of England Hockey in line with their Articles of Association. Where any conflict arises with other regulations, rules or procedures relating to child protection, safeguarding Children and Young People, safeguarding Adults at Risk or non-safeguarding discipline, then these Regulations will take precedence.

Where individuals fall outside the direct jurisdiction of EH, EH reserves the right to publicly direct its members as to who is operating outside of its regulatory frameworks, in the interests of safeguarding Children and Young People, and Adults at Risk.

1. Definitions

1.1	'**Adult at Risk**'	any person aged 18 or over who has needs for care and support (whether or not those needs are being met), who is experiencing, or is at risk of, abuse or neglect, and who, as a result of those care and support needs, is unable to protect themselves against the abuse or neglect or the risk of it.
1.2	**'Allegation'**	the conditions or grounds for disciplinary action in accordance with Regulation 5.
1.3	'**Appeals Panel**'	a panel appointed in accordance with Regulation 21.

1.4	**'Appellant'**	the individual or organisation who has submitted a Notice of Appeal in accordance with Regulation 14.
1.5	**'Board'**	the board of directors of EH.
1.6	**'Child / Young Person'**	any individual under the age of 18, in accordance with UK law.
1.7	**'CMG'**	Case Management Group - the Group appointed as set out in Regulation 18.
1.8	**'DBS'**	the Disclosure and Barring Service.
1.9	**'Disciplinary Panel'**	a panel appointed in accordance with Regulation 20.
1.10	**'EH'**	England Hockey, a company limited by guarantee, incorporated in England and Wales who is the governing body of hockey in England.
1.11	**'Fixed Term Suspension'**	a disciplinary sanction that may be made under these Regulations by the CMG or by the Disciplinary or Appeals Panels.
1.12	**'Interim Suspension'**	a suspension imposed in accordance with Regulation 9 pending the conclusion of relevant investigations or proceedings. An Interim Suspension is a precautionary measure taken in the interests of safeguarding and does not constitute or imply a finding of guilt against the Respondent.
1.13	**'Relevant Matter'**	has the meaning given to it in the Sport Integrity Service Rules of Procedure, as amended from time to time.
1.14	**'Relevant Person'**	has the meaning given to it in the Sport Integrity Service Rules of Procedure, as amended from time to time, and includes Athletes, Athlete Support Personnel, and office holders of EH (each as defined in those rules);
1.15	**'Respondent'**	the individual or organisation against whom an allegation has been made under these Regulations.
1.16	**'Sport Integrity'**	the independent disclosure and investigations process operated by Sport Resolutions, as more particularly described in the Sport Integrity Service Rules of Procedure.
1.17	**'Sport Integrity Service Rules of Procedure'**	the Sport Integrity Service Rules of Procedure as published from time to time.
1.18	**'Sport Resolutions'**	an independent, not-for-profit dispute resolution service for sport in the UK.

1.19 In these Regulations, words in the singular include the plural and the plural includes the singular, and words importing one gender include all genders.

1.20 Days shall mean calendar days and not working days.

2 Delegation

2.1 The powers of the Board to investigate and adjudicate upon complaints, and to impose suspensions or sanctions under these Regulations, shall extend to the CMG, the Disciplinary Panel and the Appeals Panel in accordance with these Regulations. Where required, the Board also confers this authority to Sport Resolutions or any appointed independent safeguarding professional.

3. Confidentiality

3.1 Disclosure and/or publication is provided for in these Regulations or is in accordance with the law. In addition and where appropriate, the outcome of these procedures will be shared with relevant statutory agencies and other appropriate bodies. Such bodies will include but are not limited to the Police, Children's Services, the Local Authority Designated Officer (LADO), Adult Social Care, any national or international governing body external to the United Kingdom. Outside of these conditions, all matters considered under these Regulations, will, so far as practicable, be regarded as confidential and used only for the purposes of these Regulations.

3.2 All personnel considering complaints under these Regulations (i.e. the CMG and Disciplinary Pool members) will be expected to sign an appropriate confidentiality agreement, but in the absence of such there is reasonably held expectation that the persons hold a duty of confidentiality. This also prohibits personnel sharing the details of the investigation with others in or outside hockey, media or other channels.

3.3 All participants to an ongoing investigation or proceedings are subject to confidentiality until such time that the matter is concluded. Subject to the conclusion of the case, this may be conditionally extended by the CMG or the relevant Panel. Any breach of confidentiality, particularly to the detriment of an investigation or proceedings, may be taken into account by the CMG or Panel, and may attract separate Misconduct sanctions.

3.4 Disclosure of DBS information obtained under these Regulations will be subject to the DBS Code of Practice. For the avoidance of doubt, EH's Lead Safeguarding Officer, the CMG or such other recipient of Disclosure Information on behalf of EH may disclose DBS information obtained under these Regulations to persons considering complaints under these Regulations in the course of their duties.

3.5 All confidential information sharing will be done in accordance with UK data protection legislation.

3.6 Where the CMG considers it appropriate, they may seek external legal advice for any matters relating to these Regulations.

4. Jurisdiction

4.1 EH has disciplinary jurisdiction under these Regulations over the following:

4.1.1 all clubs, associations, organisations and other bodies admitted to membership of EH (in any class or category of membership);

4.1.2 all individuals who are members of, play for, are employed by, volunteer for, or hold office or position for, a club or other organisation referred to at

4.1.1 (including players, coaches, officials, umpires and officers);

4.1.3 all persons (including players, coaches, officials, umpires and officers) who take part in hockey in any capacity, directly or indirectly, under the jurisdiction of EH or any club or other organisation referred to at 4.1.1;

4.1.4 all persons who, by virtue of holding any licence, accreditation, qualification or other status granted by EH, or by actively participating in or operating within hockey under EH's jurisdiction, have expressly or impliedly accepted these Regulations as a condition of such participation;

4.1.5 all persons applying for a role within EH's jurisdiction;

4.1.6 all employees, volunteers, contractors, and officers of EH.

4.2 Once an investigation has commenced under these Regulations, EH shall retain jurisdiction notwithstanding any subsequent resignation, lapse, or termination of the individual's membership.

4.3 Where an individual fell within the jurisdiction of EH, as set out in 4.1.1 to 4.1.6, at the time the allegation being investigated occurred, EH shall retain jurisdiction under these Regulations notwithstanding any subsequent change in that individual's membership status.

4.4 Where an individual falls outside the direct jurisdiction of EH, EH may nevertheless conduct a safeguarding inquiry and, following such inquiry, direct its members that they may not engage or provide access to that individual in any capacity which might involve access to Children and Young People or Adults at Risk. Any such direction shall be binding on EH members in accordance with these Regulations.

4.5 All Members of EH are required to ensure that all persons referred to at 4.1.1 to 4.1.6 above are expressly bound by, and that their attention is drawn to:

4.5.1 these Regulations;

4.5.2 EH's Safeguarding Children and Young People Policy including EH's reporting procedures;

4.5.3 EH's Safeguarding Adults at Risk Policy;

4.5.4 EH's Code of Conduct – Spirit of Hockey.

4.6 Where a safeguarding allegation is made against an employee of EH, these Regulations shall apply. Such proceedings shall be without prejudice to any action EH may take under the individual's contract of employment or the Employee Handbook, which may run in parallel or be commenced upon the conclusion of the safeguarding process.

5. Grounds for Disciplinary Action

5.1 It shall be a ground for disciplinary action to be taken under these Regulations where an organisation/person over whom EH has jurisdiction is considered to have:

5.1.1 harmed the safety and/or welfare of a Child / Young Person or Adult at Risk, either in hockey, or under any other conditions outside of hockey; and/or

5.1.2 carried out conduct (whether in hockey or not) which is deemed to pose actual or potential risk of harm to the safety and/or welfare of a Child / Young Person or Adult at Risk in hockey; and/or

5.1.3 failed, without reasonable excuse, to cooperate with an investigation or comply with a requirement under Regulation 10, or breached an Interim Suspension imposed under Regulation 9.

5.2 In reaching a decision as to whether there are grounds for disciplinary action in accordance with Clause 5.1, account will be taken of any failure to comply with:

5.2.1 EH's Safeguarding Children and Young People Policy including EH's reporting procedures.

5.2.2 EH's Safeguarding Adults at Risk Policy.

5.2.3 EH's Code of Conduct – Spirit of Hockey.

5.3 Where a person:

5.3.1 has a criminal conviction, caution or warning (including a juvenile caution or warning) in respect of an offence against or relating to a Child / Young Person or Adult at Risk; or

5.3.2 is included on any statutory list barring or restricting their work with Children and Young People or Adults at Risk; or

5.3.3 has a conviction for a serious offence which could or would indicate a risk to a Child / Young Person or Adult at Risk (including but not limited to murder, manslaughter or rape), the conviction, caution, warning or inclusion on a list shall be conclusive proof of grounds for disciplinary action under these Regulations.

6. Complaints and Allegations

6.1 A complaint, allegation or matter relating to the safety and/or welfare of a Child / Young Person or Adult at Risk in hockey may be made to, or brought to the attention of, EH by any person, member or organisation, whether connected to EH or not, under any circumstances.

6.2 EH encourages any person with a genuine concern relating to the safety and/or welfare of a Child / Young Person or Adult at Risk to report that concern, including where they are not directly involved or affected. Reports may be made in confidence, and, where the discloser does not wish to be identified, EH will take reasonable steps to protect their identity, save where disclosure is required by law or to a statutory agency. No person shall be penalised or subjected to any detriment by EH for raising a concern in good faith, regardless of whether the concern is subsequently upheld.

6.3 Every complaint, allegation or concern received under this Regulation 6 will be assessed by EH's Safeguarding Manager on its own merits, in accordance with Regulation 7, regardless of the identity of the person making it or any previous complaints, allegations or concerns raised by that person. No complaint, allegation or concern will be dismissed, or its assessment expedited or curtailed, solely on the basis of the complainant's history of raising concerns.

6.4 Where, following assessment under Regulation 7, EH's Safeguarding Manager or the CMG determines that a complaint, allegation or concern (i) had no reasonable prospect of raising a genuine safeguarding issue, and (ii) was made vexatiously, frivolously or maliciously, or forms part of a pattern of repeated, unevidenced allegations against the same individual following a previous determination under these Regulations that there was no case to answer, EH may:

6.4.1 refer the matter for consideration under Regulation 3.8 of the EH Disciplinary Regulations (frivolous, vexatious or malicious complaints); and/or

6.4.2 apply the vexatious and persistent complainant provisions of the EH Complaints Policy.

6.5 Nothing in Clause 6.4 affects EH's duty to properly assess any new complaint, allegation or concern raised by that individual on its own merits, in accordance with Clause 6.3.

7. Action Following Receipt of a Complaint or Allegation

7.1 Upon receipt of, or upon becoming aware of, a complaint, allegation or matter in accordance with Regulation 6, EH's Safeguarding Manager shall decide (in consultation with the CMG if they consider appropriate), whether to:

7.1.1 refer the matter to the relevant statutory agency for further consideration or to review the matter following consideration by a relevant statutory agency. This may be done now or at any stage during the investigation; or

7.1.2 instigate an investigation under these Regulations; or

7.1.3 refer the matter for resolution, or to be investigated at local level by a club, association or other organisation; or

7.1.4 refer the matter to Sport Integrity, where the Respondent is or may be a Relevant Person and the matter is or may be a Relevant Matter under the Sport Integrity Service Rules of Procedure.

7.2 Where an individual has been charged with a criminal offence or is the subject of an investigation by the Police, Children's Services, Adult Social Care, or any other public authority or investigative body, in respect of conduct which is or may be grounds for disciplinary action in accordance with Regulation 5, the CMG may seek advice from the relevant agency as to whether or not EH shall postpone consideration of the matter under these Regulations pending the outcome of any such proceedings/investigation, and as to whether or not in the meantime, an interim suspension should be imposed under these Regulations.

7.3 EH will not be bound by the decision of the Police, any court or tribunal, Children's Services or Adult Social Care, or any other public authority or investigative body in deciding whether or not to investigate or invoke a disciplinary procedure under these Regulations.

7.4 Where an investigation has been commenced in accordance with Clause 7.1.2, the CMG may, if it considers it appropriate, cease or postpone that investigation pending consideration in accordance with Clause 7.1.1 or 7.1.3.

7.5 It will be at the discretion of EH whether or not to commence or proceed with an investigation under these Regulations where the complainant does not consent to their identity being disclosed to the Respondent. Should a complainant wish to remain anonymous, or does not divulge their identity to EH, then the ability of EH to investigate and impose sanction/risk management measures is likely to be is significantly inhibited.

7.6 It will be at the discretion of EH whether or not to proceed with an investigation under these Regulations where the complainant does not wish to pursue an allegation. EH will, under these circumstances, give consideration to the wider issues of safeguarding in hockey, whilst being mindful of the complainant's position.

8. Sport Integrity

8.1 EH reserves the right to refer a matter to Sport Integrity under the Sport Integrity Service Rules of Procedure. This may involve the commission of an independent investigation into alleged conduct involving: (i) Athletes; (ii) Athlete Support Personnel; or (iii) EH office holders, where the individual is a Relevant Person and the matter is a Relevant Matter, in each case as defined in the Sport Integrity Service Rules of Procedure.

8.2 Where a matter is referred to Sport Integrity, the individual concerned is required to cooperate fully with the Sport Integrity Complaints Process, in accordance with Rule 3.6 of the Sport Integrity Service Rules of Procedure. EH itself shall cooperate with Sport Integrity and any Investigation it carries out, in accordance with Rule 10.3 of those Rules.

8.3 Where an Investigator's Report under the Sport Integrity Service Rules of Procedure finds that a Respondent has a case to answer, EH may elect, at its discretion, to determine the matter either:

(a) under these Regulations, via the CMG, the Disciplinary Panel (Regulation 20) and, if applicable, the Appeals Panel (Regulation 21); or

(b) via the SR Hearing Bodies, in accordance with the SR Arbitration Rules, and shall notify Sport Integrity of its election.

8.4 Where an Independent Panel appointed under the Sport Integrity Service Rules of Procedure recommends the suspension of a Respondent, or their removal from a Performance Programme, for failure to cooperate with a Sport Integrity Complaints Process, EH shall consider whether to impose an Interim Suspension under Regulation 9, having regard to the factors at Clause 9.2 and the recommendation received.

9. Interim Suspension

9.1 Where the circumstances set out at Clauses 7.1.1 or 7.1.2 apply, EH may, following a risk assessment, impose an immediate interim suspension having regard to the factors at clause 9.2. An interim suspension may exclude an individual from any or all involvement in hockey under the jurisdiction of EH, in particular any involvement which might involve access to Children and Young People or Adults at Risk, until the conclusion of all relevant proceedings or investigations under these Regulations.

9.2 The factors to be taken into consideration are:

9.2.1 whether the safety or welfare of a Child / Young Person or Adult at Risk may be at risk of harm;

9.2.2 whether an interim suspension is necessary to facilitate the conduct of any investigation or proceedings by EH or any other authority or body, having regard in all cases to the need for any action to be proportionate.

9.3 The terms of the interim suspension may vary depending on the risk assessment carried out, the age (if under 18) and/or vulnerabilities of the complainant or Respondent to ensure ongoing risk is mitigated.

9.4 EH shall as soon as reasonably practicable, notify the individual concerned of the interim suspension.

9.5 EH will also notify other relevant parties in order to uphold the interim suspension and to manage ongoing risk. Decisions on sharing information will be made on a "need to know basis", taking into account the persons involved and where relevant the need for confidentiality.

9.6 An interim suspension shall be reviewed by EH (with the assistance of the CMG) at appropriate intervals, taking into particular consideration the factors outlined at Clause 9.2 and whether the circumstances surrounding the matter justify the continuation of the interim suspension.

9.7 When a Respondent is under interim suspension, EH shall bring and conclude any proceedings under these Regulations as soon as reasonably practicable.

9.8 Any breach of an interim suspension may constitute grounds for disciplinary action under these Regulations.

9.9 A Respondent under interim suspension may, at any time, ask that the interim suspension be reviewed. Any such review request will need to be accompanied by evidence and will be carried out by the CMG, with the outcome of the review communicated to the Respondent. The review will solely be "on the papers", with no oral representation from any party, and the review decision of the CMG will be final.

10. Investigation

10.1 EH, whether instigating or continuing with an investigation under these Regulations, shall make all (or any further) enquiries considered necessary to establish the facts and circumstances of the complaint, allegation or matter.

10.2 EH shall give the Respondent notification of the allegation or matter under investigation. It will be for EH to determine at this stage how much information is disclosed, but it must be sufficient for the Respondent to know the matter(s) under investigation. EH may be restricted in its disclosures should it be operating under the direction of a statutory agency.

10.3 The identity of the complainant(s) shall be made known to the Respondent unless EH, with the assistance of CMG, determines that there are compelling reasons not to, or the complainant has expressly forbidden.

10.4 EH's enquiries may include, but are not limited to, contacting and obtaining information from the following:

10.4.1 the Police;

10.4.2 Children's Services or Adult Social Care;

10.4.3 any other authority involved in the protection and welfare of Children and Young People or Adults at Risk;

10.4.4 any other person or party as deemed appropriate by EH;

10.4.5 where it is considered necessary to obtain information from a Child / Young Person, contact will be made by a member of the EH Safeguarding Team, this will be via a parent or guardian where possible;

10.4.6 where it is considered necessary to obtain information from an Adult at Risk, contact will be made by a member of the EH Safeguarding Team directly with that individual, having regard to their capacity to make decisions about their own involvement; EH will offer the option of a support person or advocate being present, but will not assume this is required without the individual's agreement.

10.5 In carrying out its function, EH shall have the authority to require:

10.5.1 the attendance, upon reasonable notice, of any individual or representative of any organisation mentioned in clause 4.1, to answer and provide information;

10.5.2 the production, upon reasonable notice, by any individual or organisation mentioned in clause 4.1, of documents, information or other material in whatever form held;

10.5.3 where considered appropriate, that a Respondent undertakes a DBS Enhanced with Barred Lists check;

10.5.4 where considered appropriate, that the Respondent makes themselves available to attend a formal interview. They will be allowed to have legal representation (at their own expense) or a person attend in support who is not in any way connected with the case. 72 hours' notice of the name and details of the accompanying person must be provided to EH ahead of any formal interview. If the Respondent is a Child / Young Person, then this provision will be in addition to any persons allowed to attend in accordance with 10.5.5;

10.5.5 if the Respondent is a Child / Young Person, they should attend with an appropriate adult which could be a parent or guardian, or may attend on their own with the express permission of someone with parental responsibility;

10.5.6 interviews will be recorded and copies or summaries of conversations or transcripts will be provided to the relevant individuals on request.

10.6 Where EH requests the Respondent, or such other individual or organisation mentioned at Clause 10.5, to comply with a reasonable request or requirement as part of an investigation, any failure to do so may amount to grounds for disciplinary action under these Regulations.

10.7 At the conclusion of an investigation, EH (with the assistance of the CMG where necessary) shall decide the appropriate course of action in accordance with Regulation 11.

11. EH Decision

11.1 Upon conclusion of an investigation, EH shall take one of the following actions:

11.1.1 where the investigation has established that there is no case to answer, the case shall be dismissed;

11.1.2 where the Respondent partly or wholly admits the allegation and EH is satisfied that there are grounds for disciplinary action in accordance with Regulation 5 and that the matter is a Summary Offence as defined at clause 12.1, the Summary Procedure under Regulation 12 shall be invoked;

11.1.3 where the Respondent does not admit the allegation, or where the Respondent admits the allegation but EH is not satisfied that the Summary Procedure is appropriate, the Full Disciplinary Procedure under Regulation 13 shall be invoked;

11.1.4 where the matter falls outside of the scope of the Regulations, EH may refer the matter to be considered under the EH Misconduct Regulations;

11.1.5 where the matter falls outside of the scope of these Regulations, EH may refer it to another appropriate body, or to any other governing body or authority better placed to deal with the matter.

11.2 Prior to reaching a decision in accordance with Clause 11.1, EH may direct that further enquiries be undertaken.

11.3 Where EH considers it appropriate, they may seek external legal advice for any matters relating to these Regulations.

12. Summary Procedures

12.1 A Summary Offence is one where EH believes that the appropriate outcome should be one or more of the following:

12.1.1 a written warning;

12.1.2 specifying certain training to be undertaken;

12.1.3 requiring an individual to be monitored in specific matters;

12.1.4 a suspension for a period not exceeding 28 days;

12.1.5 a Risk Assessment be undertaken (at the individual's expense);

12.1.6 any other proposed disciplinary actions which are felt necessary by EH to manage the matter complained of;

12.1.7 that no action or sanction should be imposed.

12.2 Upon a decision by EH (with the assistance of the CMG where necessary) and in accordance with Clause 11.1, they shall send written notice to the Respondent:

12.2.1 informing them of the decision;

12.2.2 if clause 11.1.2 applies, confirming the allegation formally, setting out a summary of the supporting facts and evidence.

12.3 Where the Respondent against whom an allegation is made is a Child / Young Person, correspondence will be addressed to both the Respondent and their parent / guardian or an appropriate adult.

12.4 EH shall as soon as reasonably practicable notify the Respondent of the decision and any corresponding actions, and reserves the right to publish the case in accordance with Regulation 16. Additionally, and where deemed appropriate, EH will notify the complainant and/or other interested parties of the outcome, recognising that the level of

detail disclosed may be determined by the circumstances of the case and the status of the parties involved.

12.5 For the matter to formally conclude under the Summary Procedure, the Respondent must sign an EH form confirming their admission of the allegation (in whole or in part, in accordance with Clause 11.1.2) and that they will comply with the proposed disciplinary action. Failure to do so will immediately invoke Regulation 13.

12.6 If the Respondent is a Child / Young Person then their parent or guardian should countersign the EH form confirming the Respondent will comply with the proposed disciplinary action and that they have read and fully understand the proposed action.

12.7 Failure to comply with and complete any of the actions listed at 12.1.1 to 12.1.7 will amount to a breach of these Regulations.

12.8 Under the Summary Procedure there shall be no right of appeal against the decision and/or the actions made in accordance with 12.1.

13. Full Disciplinary Procedure

Notification

13.1 Upon a decision by EH in accordance with Clause 11.1.3, or if the Respondent does not consent to the Summary Procedure being followed, EH shall send written notice to the Respondent:

13.1.1 informing them that the matter will be dealt with under the Full Disciplinary Procedure; and

13.1.2 confirming the allegation formally, setting out a summary of the supporting facts and evidence; and

13.1.3 enclosing the evidence in support of the allegation, or if not available at that time, then indicating when the evidence will be submitted; and

13.1.4 requiring their written response to the allegation within 14 days.

13.2 Where the Respondent against whom an allegation is made is a Child / Young Person, correspondence will be addressed to the Respondent and their parents / guardian or an appropriate adult.

Pre-hearing Procedures

13.3 Once the reply to the allegation has been received, or if no reply is received within 15 days, the matter shall be referred to the Disciplinary Panel, with a panel to be convened in accordance with Regulation 20.

13.4 The Respondent shall be given a minimum of 30 days' written notice of the date and time of the hearing. All hearings will be conducted remotely by secure video link allowing oral evidence. Should there be exceptional circumstances or following a specific request for an in-person oral hearing by the Respondent, then consideration to such a request will be

given by the Disciplinary Panel should such a request be received no later than 21 days before the proposed hearing, with notification to the parties being given.

13.5 At least 14 days before the hearing the Respondent must provide details of the witnesses they intend to bring before the Disciplinary Panel. Any witness intending to give evidence or be cross examined at a disciplinary hearing must first have supplied a signed written statement to the Disciplinary Panel at least 14 days before the hearing. No party will be able to rely upon any witness at a hearing where their evidence has not been submitted in accordance with this regulation without prior permission from the Chair of the Disciplinary Panel. The Disciplinary Panel, the Respondent and any other relevant parties will receive a summary report and a bundle of evidence, containing all the evidence to be relied upon at the hearing, no later than 14 days before the hearing.

13.6 EH and/or the Respondent may submit written submissions should they choose following receipt of the bundle of evidence. Written submissions must be received no later than 24 hours before the hearing to allow distribution to the parties.

Presenting the Case

13.7 EH or their appointed representative (legal or otherwise) will present the case to the Disciplinary Panel.

13.8 The Chair of the Disciplinary Panel reserves the right to call the parties to a pre-hearing meeting (secure video link or phone) should any matters require a determination and action prior to the hearing.

Representation

13.9 The Respondent, when appearing before the Disciplinary Panel, may be represented by a person of their choice (legal or otherwise) at their own expense. 7 days' notice must be given to the Disciplinary Panel and EH, confirming the identity, and occupational status of the representative (i.e. solicitor) if representing in their professional capacity.

13.10 If an allegation against a Respondent results in a hearing and the Respondent is under 18 years of age at the time of the hearing, a parent / guardian or appropriate adult shall also be entitled to be present in support and may make additional representations as the Chair of the Disciplinary Panel thinks fit.

Hearing Procedures

13.11 The Disciplinary Panel shall have the authority to regulate or vary its own procedures. Subject to that authority, the hearing shall generally be conducted in accordance with the following regulations.

13.12 A varying or departure from the procedure under these Regulations shall not invalidate the hearing unless, in the opinion of the Disciplinary Panel, following representations from either party, such a departure materially prejudices the position of any participant. In such a case the Hearing may continue at the discretion of the Disciplinary Panel, noting that such representations should form part of an Appeal.

Private Hearing

13.13 All hearings in front of the Disciplinary Panel shall take place in private. The public and press shall have no right of access. Neither the Disciplinary Panel nor any participants shall issue any press statements or conduct any press conferences whilst the disciplinary process is live. All formal press/media announcements in relation to any hearing or decision of the Disciplinary Panel shall be approved by an Executive Director of EH.

Proof and Evidence

13.14 The burden of proving the allegation, that being on the balance of probability, rests with EH.

13.15 The Disciplinary Panel shall not be obliged to follow strict rules of evidence and may admit evidence as it sees fit and accord such weight to the evidence as it thinks appropriate in all the circumstances.

13.16 Where the evidence in support of the allegation relates to:

13.16.1 a criminal conviction or caution falling in accordance with Clause 5.3.1 or 5.3.3; or

13.16.2 a previous finding of guilt in any other judicial or quasi-judicial proceedings, including that of another sports national governing body or statutory agency proceedings related to the welfare of Children and Young People or Adults at Risk, it shall be presumed that the Respondent was guilty of the offence for which they were convicted or cautioned, or of the charge for which they were found guilty, and/or that the facts and matters upon which the conviction, caution or finding of guilt was made were correct.

13.17 A previous finding of fact under Clauses 13.16.1 and/or 13.16.2 shall be conclusive proof that the Respondent does pose a risk to Children and Young People or Adults at Risk, and the allegations will be deemed to have been proven.

13.18 Any participant under the age of 18 years at the time of the hearing is not required to attend a hearing before the Disciplinary Panel to give evidence in person. A Child / Young Person's statement may be read to the Panel to constitute their evidence.

13.19 No witnesses (whether they have given evidence or not) will be allowed to sit in on the hearing, other than where express permission has been given by the Chair of the Panel.

13.20 The Disciplinary Panel may at its discretion consider anonymous evidence provided the limitation of such evidence is taken into account by the Panel.

Adjournment

13.21 The Disciplinary Panel may, on request or on its own volition, adjourn the proceedings, whether prior to a scheduled hearing date or during the hearing, if it considers it just to do so.

The Absence of the Respondent

13.22 If, at the hearing, the Respondent and/or their representative is not present, the Disciplinary Panel may proceed to hear the matter if satisfied that, following notification of the matter in accordance with Clause 10.2, all reasonable steps have been taken to give notice of the hearing to the Respondent.

Order of Proceedings

13.23 The order of proceedings, unless the Chair otherwise directs, shall be as follows:

13.23.1 Verbal submissions by EH; (EH may choose to refer to or read their written submissions)

13.23.2 Hearing of witnesses called by EH, followed by cross-examination by the Respondent or their representative, provided that if a Child / Young Person is called by EH, (subject to 13.18) they may only be cross examined on behalf of the Respondent, by a suitably qualified person (e.g. registered social worker or qualified children's guardian) or qualified solicitor or barrister. If the Respondent is not suitably represented, the Panel will, at their sole discretion, ask questions of the witness relevant to the case on behalf of the Respondent;

13.23.3 Verbal submissions by the Respondent; (Respondent may choose to refer to or read their written submissions)

13.23.4 Hearing of any witnesses called by the Respondent, followed by their cross examination by EH;

13.23.5 Closing submissions by EH;

13.23.6 Closing submissions by the Respondent;

13.23.7 Members of the Disciplinary Panel may themselves at any time question witnesses, the Respondent or their representatives or any other relevant parties in attendance (e.g. expert witnesses, medics);

13.23.8 The Disciplinary Panel shall then retire to consider in private whether it finds the allegation proved and shall return to announce its decision.

Order of Proceedings Following a Finding that the Allegation is Proven

13.24 If the Disciplinary Panel finds the allegation proved, EH may make representations to the Disciplinary Panel on aggravating factors, any previous findings or sanctions imposed on the Respondent, and the range of sanctions available under Regulation 15, but shall not advocate for a specific sanction. The Respondent may then make any mitigation to the Disciplinary Panel, following which the Disciplinary Panel shall retire in private to consider the appropriate sanction.

13.25 Where a sanction of the same or similar type has previously been imposed on the Respondent and has not been complied with, or has otherwise failed to achieve its intended purpose, EH shall draw this to the attention of the Panel. In such circumstances the Panel shall not re-impose that sanction unless satisfied, having heard submissions from both parties, that there are exceptional circumstances justifying its re-imposition.

Order of Proceedings Where the Allegation is Admitted

13.26 Where the Respondent appearing before the Disciplinary Panel admits the allegation, EH will outline the case and then the Respondent will be allowed to make any mitigation to the Panel. Once the mitigation has been heard, EH shall have the opportunity to raise anything they feel is relevant to sanction in accordance with 13.24.

Risk Assessment

13.27 The Disciplinary Panel, at their own discretion, may reserve their decision on sanction subject to the Respondent obtaining a specified Risk Assessment for the Disciplinary Panel.

13.28 The cost of any Risk Assessment will be borne by the Respondent.

Decision on Disciplinary Sanctions

13.29 The Disciplinary Panel may make any one or more sanctions in accordance with Regulation 15.

Notification of Decision

13.30 The Disciplinary Panel having decided on the sanction(s) shall communicate its decision to the Respondent either at the time of the hearing or as soon as reasonably practicable thereafter. In all cases the Disciplinary Panel shall produce a summary of written reasons relating to its decision on the allegations and the corresponding sanction. This summary shall be conveyed to the Respondent (and, where deemed appropriate by EH, to the complainant or other interested parties) as soon as possible, and in all events within 14 days of the date of notification of the decision.

13.31 EH reserve the right to publish the outcome in accordance with Regulation 16.

14. Appeals

14.1 EH is responsible for full case file preparation and circulation of documentation to all relevant parties and the Appeals Panel.

Notice of Appeal

14.2 The individual or organisation submitting a Notice of Appeal (in accordance with clause 14.4) shall be known as the "Appellant" and shall have 30 days from the date of receipt of the written reasons of the Panel, to submit a Notice of Appeal to EH. The other party shall be known as the Responding Party.

14.3 The Notice of Appeal must explicitly specify the grounds upon which the appeal is brought (either 14.4.1 or 14.4.2 or 14.4.3) along with the supporting submissions, including the evidence upon which the Appellant intends to rely.

Grounds of Appeal

14.4 EH or the Respondent may submit a Notice of Appeal, with supporting evidence, against a Panel decision and/or sanction on one or more of the following grounds only:

14.4.1 that the Panel misdirected itself in its conduct of the matter;

14.4.2 that the Panel's finding was based on error of fact;

14.4.3 that the Panel exercised its discretion wrongly in reaching its decision.

14.5 EH has a full right of appeal in the same terms as the Respondent.

14.6 The burden of proving the appeal, that being on the balance of probability, rests with the Appellant.

Appeals Panel

14.7 Having received the Notice of Appeal the Chair of the Appeals Panel will consider whether the Notice of Appeal meets the grounds for appeal (Clause 14.4) and if so, an Appeals Panel shall be appointed to consider the matter in accordance with Regulation 21.

14.8 If the Chair of the Appeals Panel deems the grounds are not met, the Appellant will be advised of this by the Chair in writing, setting out the reason(s) for rejecting the appeal.

Powers of the Appeals Panel

14.9 The Appeals Panel will consider all of the documentation available to the Disciplinary Panel. The appeal will not be a rehearing, and new evidence will only be permitted at the discretion of the Chair of the Appeals Panel. The Panel at its own discretion may re-hear any witness called before the Disciplinary Panel.

14.10 The Appeals Panel may uphold, vary, or set aside the decision of the Disciplinary Panel and may substitute any other finding or order (on such terms and conditions if any) as it considers appropriate in accordance with Regulation 15.

Notification of Hearing and Exchange of Information

14.11 Following the formation of an Appeals Panel, the Appellant shall be given at least 30 days' written notice of the date and time of the Appeal Hearing. All hearings will be conducted remotely by secure video link or 'on the papers'. Should there be exceptional circumstances or following a specific request for an in-person oral hearing by the

Appellant, then consideration to such a request will be given by the Chair of the Appeals Panel and notification to the parties will be given as soon as practicable.

14.12 At least 14 days prior to the date of the Hearing, the Appellant must submit (within the constraints of the grounds of appeal set out in 14.3):

14.12.1 any new evidence that the Appellant wishes to rely upon which must be directly related to the grounds of appeal and the findings or alleged misdirection of the Panel. New evidence which was unavailable to the Disciplinary Panel or doesn't directly relate to the Appeal grounds will not be permitted or may only be allowed at the discretion of the Chair of Appeals Panel; and/or

14.12.2 the details of any previous witnesses upon whom they relied at the Disciplinary Hearing.

14.13 At least 7 days prior to the date of the hearing, the Responding Party, if they intend to rely on new evidence or to rehear any witness called before the Disciplinary Panel, will provide the Appeals Panel and Appellant with the new evidence on which they wish to rely, together with details of any witnesses which they intend to call in person. Similarly, any new evidence which was unavailable to the Disciplinary Panel or doesn't directly relate to the Appeal grounds will only be allowed at the discretion of the Chair of Appeals Panel.

14.14 The Appellant and / or Responding Party may submit written submissions should they choose following receipt of the bundle of evidence. Written submissions must be received no later than 24 hours before the hearing to allow distribution to the parties.

14.15 The Chair of the Appeals Panel reserves the right to call the parties to the Appeal to a prehearing meeting (phone, video or in person) should any matters require a determination and action prior to the hearing.

Presenting, or Responding to, the Appeal

14.16 EH may appoint a representative (legal or otherwise) on their behalf to present, or respond to, the Appeal.

Representation

14.17 The individual or organisation appealing or responding to an appeal, shall have the right to be represented before the Appeals Panel by a representative (legal or otherwise) of their choice at their own expense.

14.18 If any individual concerned (Appellant or witness) is a Child / Young Person at the time of the Appeal Hearing, the parent / guardian or appropriate adult shall be entitled to be present and make such representations as they think fit on the Child / Young Person's behalf.

Hearing Procedures

14.19 The Appeals Panel having decided the Grounds of Appeal have been met shall have the authority to regulate its own procedures. Subject to that authority, the hearing of an Appeal shall generally be conducted in accordance with the following regulations.

14.20 A varying or departure from the procedure by the Panel, under these Regulations, shall not invalidate the hearing unless, in the opinion of the Panel, following representations from either party, such a departure materially prejudices the position of any participant. This will be addressed by the Chair of the Appeals Panel.

Private Hearing

14.21 All hearings in front of the Appeals Panel shall take place in private. The public and press shall have no right of access. Neither the Appeals Panel nor any participants shall issue any press statements or conduct any press conferences whilst the disciplinary process is live. All formal press/media announcements in relation to any hearing or decision of the Panel shall be approved by an Executive Director of EH.

Adjournment

14.22 The Appeals Panel may, on request or on its own volition, adjourn the appeals hearing if it considers it just to do so.

14.23 If, at the appeals hearing, any of the parties are not present or represented, the Appeals Panel may proceed to consider the matter in their absence if it is satisfied that all reasonable steps have been taken to give notice of the hearing to the party concerned.

Order of Proceedings

14.24 The order of proceedings for the appeals hearing, unless the Chair otherwise directs, shall be as follows:

14.24.1 Submissions by the Appellant; (The Appellant may choose to refer to or read their written submissions)

14.24.2 Hearing of any witnesses called by the Appellant, followed by cross-examination (subject to the proviso at Clause 13.18);

14.24.3 Submissions by the Responding party; (The Responding Party may choose to refer to or read their written submissions)

14.24.4 Hearing of any witnesses called by the Responding Party, followed by cross-examination (subject to the proviso at Clause 13.18);

14.24.5 Closing submissions by the Appellant.

14.25 If the appeal is against the disciplinary order only, the procedure shall be as set out at 13.24 and 13.26.

14.26 The Appeals Panel may adjourn for a risk assessment as set out at 13.27 and 13.28 above.

Decision of Appeals Panel

14.27 The decision of the Appeals Panel shall be notified to the parties concerned as soon as practicable after the conclusion of the hearing and may be published in accordance with Regulation 16.

14.28 The decision by the Appeals Panel is final and shall be deemed to be the final decision of EH.

15. Disciplinary Sanctions

15.1 If the Disciplinary Panel or Appeals Panel finds an allegation to have been proved or admitted, it may make any one of, or a combination of, the following disciplinary sanctions and on such terms and conditions as it considers appropriate having regard to the nature and seriousness of the offence, the individual's character, the

individual's/organisation's past record and any other relevant circumstances (including the outcome of any risk assessment undertaken):

Individuals

15.1.1 No further action;

15.1.2 A warning;

15.1.3 An order to undertake specified training;

15.1.4 An order requiring an individual to be monitored in specific matters;

15.1.5 A fine not exceeding £1,000;

15.1.6 Fixed term suspension for a specific period of time from involvement in hockey in any capacity directly or indirectly under the jurisdiction of EH which might involve access to Children and Young People or Adults at Risk;

15.1.7 Termination of EH membership and/or any EH licence or accreditation;

15.1.8 Where the appropriate criteria are met, referral of the case to any statutory list barring or restricting work with Children and Young People or Adults at Risk, and/or notification of the case to the Local Authority Designated Officer (LADO), Adult Social Care, any other relevant national governing body of sport, or any international hockey governing body (including the FIH and/or EHF), where EH considers this necessary or appropriate to protect Children and Young People or Adults at Risk;

15.1.9 A variation of the current sanctions, increase or decrease;

15.1.10 Any other sanction considered appropriate.

Organisations

15.1.11 No further action;

15.1.12 A warning;

15.1.13 A fine not exceeding £1,000;

15.1.14 A requirement to make specified changes or actions;

15.1.15 Termination of EH membership;

15.1.16 A variation of the current sanctions, increase or decrease;

15.1.17 Any other sanction considered appropriate.

15.2 The Appeals Panel may, where it considers it appropriate when an appeal has been dismissed, order the appellant to pay a sum in respect of the costs reasonably incurred by the other party in the proceedings (such sum not to exceed the maximum figure set by the Board from time to time) where the panel considers that the appeal has been frivolous or vexatious;

15.3 Where the Appeals Panel imposes any period of suspension, that period shall run from the date of the original Disciplinary Panel decision, notwithstanding that any Notice of Appeal is submitted;

15.4 In imposing or reviewing a suspension, the Disciplinary Panel or Appeals Panel shall take into account the length of suspension (whether interim or otherwise) served by the individual in deciding the appropriate period of any further suspension.

16. Publication of Decisions

16.1 EH may choose to publish interim suspensions (under Regulation 9) and disciplinary decisions made under these Regulations, (whether under the Summary Procedure or under the Disciplinary or Appeals Procedure) on a "need to know" basis, in such form and manner, and to such extent, as it deems necessary for the purposes of enforcement of/compliance with such decisions.

16.2 For the avoidance of doubt, in addition to providing notice to the parties concerned as provided for above in these Regulations, EH will, at its discretion, publish interim suspensions and disciplinary decisions as follows:

16.2.1 to the Welfare Officer (or other relevant senior official) of any club, association or any other relevant organisation through which the individual is known, or reasonably believed to have access to Children and Young People or Adults at Risk in hockey;

16.2.2 to the Welfare Officer (or other relevant senior official) of the Area or Sub-Area (County) within whose district(s) the individual is known or reasonably believed to have access to Children or Young People or Adults at Risk in hockey;

16.2.3 to the Welfare Officer (or other relevant senior official) of any other organisation through which the individual is known or reasonably believed to have access to Children and Young People or Adults at Risk;

16.2.4 to any statutory agencies that require notification;

16.2.5 any other persons as deemed necessary by EH for the protection and welfare of Children and Young People or Adults at Risk.

16.3 EH will inform the complainant of an interim suspension and/or Disciplinary / Appeal decision where it is deemed appropriate.

17. Enforcement of Sanction

17.1 Members of EH must take all steps necessary to ensure compliance with any sanction (interim or otherwise) made under these Regulations, whether made through the Summary, Disciplinary or Appeals Procedure.

17.2 If a Member of EH fails to comply with a sanction, such conduct may be grounds for disciplinary action against the member / organisation under these Regulations.

18. CMG

18.1 The CMG shall comprise of a pool of between 7 and 12 independent volunteers with professional safeguarding and disciplinary experience, from which a minimum of 2 will be required to attend a CMG meeting (alongside EH staff). A Chair ("the CMG Chair") will be selected for the specific meeting from the CMG members selected.

18.2 The functions of the CMG shall be to:

18.2.1 decide, in consultation with the EH Safeguarding Team (and where consulted by), whether action is to be taken in accordance with Regulation 7 following receipt of, or upon becoming aware of a complaint or allegation or matter relating to the safety and/or welfare of a Child / Young Person or Adult at Risk in hockey;

18.2.2 issue and review Interim Suspensions in accordance with Regulation 9;

18.2.3 decide whether the Summary Procedure should be invoked under Regulation 11, and, if so, to apply the Summary Procedure where the Respondent has consented;

18.2.4 monitor and review progress on all cases and to identify any trends or actions which may require a review/revision of existing policies/regulations.

18.3 The CMG will meet as and when required, convened and arranged by the EH Safeguarding Team.

18.4 The quorum for all meetings of the CMG shall be three, of whom at least two shall be independent members from the CMG pool, and at least one shall be from the EH Safeguarding Team. For cases requiring immediate action, the CMG Chair may consult with (or delegate authority in their absence) a minimum of one other member of the CMG with any decision ratified by the full CMG.

19. Safeguarding Disciplinary Pool

19.1 The Disciplinary Pool shall consist of between 6 and 15 people, with designated Chairs from within the Pool.

19.2 The Safeguarding Disciplinary Panel and the Safeguarding Appeals Panel shall be drawn from the Safeguarding Disciplinary Pool in accordance with Regulations 20 and 21.

20. Safeguarding Disciplinary Panel ("the Disciplinary Panel")

20.1 The Disciplinary Panel shall consist of 3 people, including the Chair of the Panel.

20.2 Where a matter is referred to the Chair of the Disciplinary Panel in accordance with Clause 13.3, they will, with the assistance of EH, appoint a Disciplinary Panel consisting of 3 members of the Disciplinary Pool.

20.3 The Chair of the Disciplinary Panel will sit on the Disciplinary Panel and shall act as the Panel's chair.

20.4 No Disciplinary Pool member may sit on the Disciplinary Panel where they have had any prior involvement with the case or matter or have any material, financial or other relevant interest in the outcome of the proceedings.

20.5 Decisions will be made by a simple majority of the Disciplinary Panel.

20.6 The function of the Disciplinary Panel shall be to adjudicate on disciplinary cases and, where appropriate, determine a sanction, in accordance with Regulation 15.

20.7 The Disciplinary Panel shall meet as and when necessary, dependent on cases.

21. Safeguarding Appeals Panel ("the Appeals Panel")

21.1. Where an appeal is received and proceeds in accordance with Regulation 14, the Chair of the Appeals Panel will sit on the Appeals Panel and shall act as the Panel's chair, and, with the assistance of EH, appoint 2 additional members from the Disciplinary Pool, to form a three-person Panel.

21.2 No Disciplinary Pool member may sit on the Appeals Panel where they have had any prior involvement with the matter or have any material financial or other relevant interest in the outcome.

21.3 Decisions may be made by a simple majority of the Appeals Panel.

21.4 The function of the Appeals Panel is to consider whether the Disciplinary Panel has erred in their function, in line with the grounds of appeal listed at 14.4, and to determine a further course of action, be that process or sanction, should the appeal be upheld.

22. Exclusion of Liability

22.1 EH shall not be liable to any participant for any loss, or costs arising out of action taken under these Regulations. This includes any form of suspension or restriction.

23. Service of Notices

23.1 Service by email will be the primary method of notification to the parties and the panel involved.

23.2 Service of notice or a document may be sent by electronic means or by post. Service by electronic mail shall be deemed to be effected immediately, with sufficient proof of service being a copy of the sent mail properly addressed and electronically date-stamped. Service of a document sent by post shall be deemed to have been effected at the end of the second working day following the day of posting and, in proving a document was so sent, it shall be sufficient to prove with a receipt of posting that the envelope containing it was properly addressed to the last known address, prepaid and posted.

23.3 Where any such notice or any document is served by post or recorded delivery, it shall be sent to the last known address of the Respondent which was recorded by them with EH or as notified by the police or social services to EH, and (unless returned to EH), it shall be deemed to have been served on the second day following that on which it was posted.

Document Name	Safeguarding Disciplinary Regulations
Version	2.0
Reviewed	2026
Department	Finance and Operations
Next review	2029