

West Hampstead Hockey Club

Disciplinary & Welfare Process



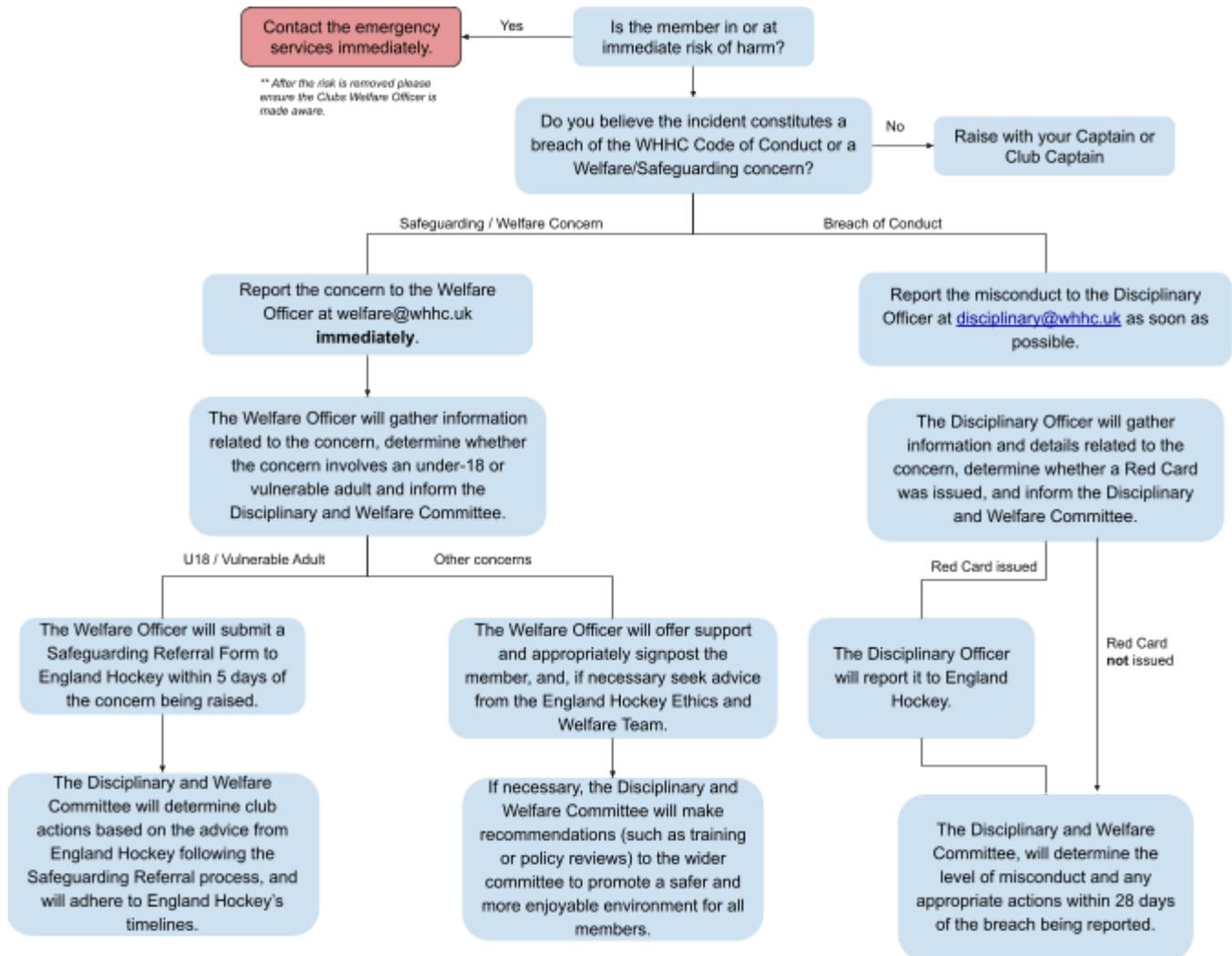
Our Disciplinary and Welfare process aims to ensure fair treatment and support for all members. It serves as a guide for addressing misconduct, resolving disputes, and providing necessary support throughout the process. All members are responsible for reporting any breaches of WHHC policies or concerns regarding member welfare, especially safeguarding concerns.

Members are expected to actively support the Disciplinary and Welfare process. This may involve providing reports or attending disciplinary meetings, and participation is mandatory. Any reports submitted may need to be shared more widely, but only when appropriate to do so.

The following diagram has been created to help members identify the appropriate actions to take.



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The **Disciplinary and Welfare Committee** consists of the following WHHC Committee roles:

- Chairperson
- Disciplinary Officer
- Welfare Officer

The Disciplinary and Welfare Committee will meet if a Matchday Misconduct Offence (MMO) or Disrepute Charge is issued. It will also meet to discuss any behaviour by a player, coach, supporter, parent/guardian, or other club member that breaches the club's Code of Conduct.

The Disciplinary and Welfare Committee will agree on suitable actions based on the evidence and reports provided. They aim to resolve and respond to any matters within the timelines presented in the Disciplinary and Welfare flowchart. If this is not possible, all relevant parties will be informed.

Any involved party has the right to appeal the outcome within 7 days of its communication. Appeals should be addressed to both the Club's Chairperson and Welfare Officer. The Appeals Committee, which includes members from the Disciplinary and Welfare Committee as well as additional Club Officers, will review the appeal and provide a resolution within 21 days.

Members also have the right to raise any potential breaches of England Hockey's Code of Ethics and Behaviour (RESPECT) directly with England Hockey. If the matter is raised with England Hockey, the club's Disciplinary or Welfare Officer must be informed, and all internal processes will be paused.

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Appendix 1: Possible Outcomes for Minor Match Day Misconduct and Code of Conduct Breaches

The following serves as a guide for potential outcomes. All actions agreed upon will take into account the nature and severity of the breach, as well as the accumulation of any previous breaches.

Severity	Action
1	Members are issued a verbal informal warning regarding their behaviour.
2	Members are issued a formal written warning and are required to attend a disciplinary meeting.
3	Members are suspended from all club activities for one week, and are required to attend a disciplinary meeting.
4	Members are suspended from all club activities for 16 days, and are required to attend a disciplinary meeting.
5	Members are suspended from all club activities for 30 days, and are required to attend a disciplinary meeting.
6+	Members receive Expulsion from the club with immediate effect, and are required to attend a disciplinary meeting.

Appendix 2: Possible Outcomes for Red Cards or Major Match Day Misconduct

The following serves as a guide for potential outcomes. All actions agreed upon will take into account the nature and severity of the breach, as well as the accumulation of any previous breaches.

Overview	Minimum Suspension
Where physical violence is not used, attempted, or threatened	16 days
Where physical violence is used, attempted, or threatened	30 days

In the event of any playing ban issued by England Hockey, the Club Disciplinary Officer will work closely with the player to address any issues and help avoid future incidents.

Any member asked to attend a disciplinary meeting is required to do so. If you refuse, the club will consider your non-attendance as part of the disciplinary action. Individuals attending a disciplinary meeting due to their conduct may bring another WHHC member for support or to present their case.