



## Brooklands Hockey Club Disciplinary Code (The Code)

### 1. Context

- 1.1. Brooklands Hockey Club (BHC) is a sporting section of Brooklands Sports Club (BSC) and operates with BSC rules and codes of conduct. BHC is responsible for the application of England Hockey's (EH) rules, codes and the good conduct of members, whilst on the field of play and in hockey related matters.
- 1.2. This Code sets out the approach adopted by BHC to manage hockey related disciplinary matters. BSC Rules (Code of Conduct) set out the procedure that apply to members for managing any conduct that may impact the reputation and character of BSC, and non-hockey related matters.
- 1.3. BHC members must adhere to both the BHC Code of Conduct, the Code of Ethics and Behaviours set out by EH and relevant sections, depending on role or involvement with BHC and any applicable Code and Policy of BSC
- 1.4. BSC Byelaws, Rules, and Regulations in Section Two, contains the Code of Conduct / Standards that are expected of BSC members and visitors  
Available on the BSC website

### 2. Key Principles (England Hockey Club Mark aligned)

Brooklands Hockey Club strives to:

- maintain and develop a friendly, safe, and inclusive environment for everyone; respect your teammates, fellow members, volunteers, visitors, spectators, and umpires

The safety and welfare of all is paramount, any challenges to this should be dealt with according to the circumstances and level of risk, this is everyone's responsibility.

- ensure that the code of conduct and behaviour of all involved at BHC contributes to creating this environment both on and off pitch, this is to be embraced within the club and in the wider hockey community
- ensure awareness of, and adherence to EH, NWHL and Cheshire Hockey rules, codes, appeals process and standards, across all levels of participation via Club communication channels, Club Leaders, Committees and Leaders who will drive, develop, support, and improve these key principles.

These principles guide the approach to embedding good disciplinary standards and processes for BHC .and the application of the Code of Conduct

### **3. The Disciplinary Code (DC)**

- 3.1 The DC sets out the formal action to be taken by BSC for any failure to meet the standards expected - etiquette, behaviour and conduct from those involved in hockey at Brooklands
- 3.2 The code applies to all hockey related activities, on and off the pitch, both matches and training, when representing BHC, or being seen to represent BHC (including communications)
- 3.3 The code applies to all at BHC / BSC members (all ages, genders if applicable) and officials, spectators, and parents.
- 3.4 The code links to, and supports, external standards, codes and rules relating to the issuing of cards by umpires during games
- 3.5 Team captains, coaches and managers are reminded that they are responsible for the behaviours of all their team players, they have an important role in maintaining standards relating to players and officials conduct on the pitch, and in swiftly reporting information to the BHC Disciplinary Committee and any external body / league representative concerned
- 3.6 Wider issues of conduct, not directly related to hockey, will be managed in line with BSC Rules and Regulations process.

### **4. The Disciplinary Committee (TDC)**

- 4.1 The Code is applied using a number of supporting processes; where related to match events and cards issued by umpires, EH guidance and procedures will be followed as well as the correct league and umpire association. NWHL / NWHUA
- 4.2 The Code will be managed by the BHC Disciplinary Committee, a sub-committee of the BHC Executive Committee. Relevant actions and outcomes will be reported to BHC Committee, and or escalated if required
- 4.2 The Disciplinary Committee will meet as required, have a quorum of three and shall comprise:
  - 4.3.1 The Chair of either BMUHC / BPHC (who shall be the Chair of this BHC DC)
  - 4.3.2 The Chair of the non-related section above
  - 4.3.3 The BSC Board Director of Hockey,
- 4.4 The individual / individuals are entitled to be accompanied by their representative, all juniors must have a parent, / guardian or similar present, at said meeting.
- 4.5 If for any reason any of the above cannot attend or are directly involved in the matters under discussion, an alternate can be invited to attend from the BHC Committees or the relevant Team Captain

## 5. Procedures of the Disciplinary Committee

5.1 TDC will be responsible for overseeing conduct and behaviour in three main areas

5.1.1 Potential breaches of The BHC Code of Conduct or related EH Codes adopted by BHC

5.1.2.1 A red card has been issued to a player at any level

5.1.2.2 Player receiving three cumulative yellow cards in a season (EHL/NWH guide)

5.1.2.3 Another other report of conduct or situation reported to TDC

5.1.3 Any other hockey related conduct or behaviour viewed as inappropriate by the TDC, requiring investigation

5.2 For any other match related matters including receipt of cards as listed above must be reported to the TDC or Section Chair within three days

5.3 The following procedure will be followed.

- TDC will normally be convened by BHS EC – within 10 days of any incident
- The member concerned will be advised of the matters to be discussed or allegations in writing (email) and be informed of the date of the DC meeting
- As charted in 4.4, representative or an observer may assist the member/s
- TDC will hear the full facts and may draw on witnesses to attend providing evidence that maybe questioned at this time by either party
- The meeting will be adjourned to enable TDC to consider the information and to reach a decision, this will include consideration of the members previous disciplinary record and any mitigation.
- On the same date, wherever possible, the member will be informed verbally of the decision and reasons given on how / why this was reached, along with any sanctions or resulting penalties.
- The player will be informed in writing (email) within five days of the meeting of the outcome including any sanctions, actions or penalties. This will include details of the members right to appeal.
- If a member wishes to appeal, they must do in writing to the BHC Chair of the section they belong to, this must be received within five days of the written outcome sent by the TDC-The Appeal must state the basis and rationale for this petition
- An appeal will be called within ten days of receiving the written petition and heard by three members of the BHC Committee or Team Captains not involved in the original meeting. The appeal will be called by the BHC Secretary rather than the BHC EC.
- Minutes of the DC meetings + appeals will be available to the member/s concerned on written request, where these relate to decisions concerning the member. Minutes will be copied to BHC Committee
- Subject to the right of appeal, decisions of the TDC shall be final

5.4 TDC can impose any penalty it considers appropriate including recommendations to the BSC Board of Directors that a member may be expelled from BSC. TDC will use relevant guidance from EH, NWHL or NWHUA in considering sanctions and past practise

5.5 Such penalties may include:

- Verbal warning (formal or informal)
- Written warning
- Request to refund BHC for fees incurred / a proportion of the fees applied to BHC for the receipt of the cards
- Suspension from playing
- (Recommendations to BSC Board) Suspension of membership of the BSC for a period to be defined
- (Recommendation to the BSC Board) Expulsion from BSC
- No further action

5.6 All penalties may have conditions attached at the discretion of TDC

BHC will keep general behaviour under review if necessary

Approved by the BHC Committee on September 7<sup>th</sup>, 2022, as part of the EH Club Mark Accreditation process.