

## **WIMBLEDON RFC DISCIPLINARY POLICY** **September 2021**

### **1. Introduction**

- 1.1. The overriding object of this Policy is to maintain and promote fair play, protect the health and safety and welfare of players (and others involved in the Game), ensure that acts of Foul Play and Misconduct (on and off the field of play) are dealt with expeditiously and fairly and that the image and reputation of the Club ("Wimbledon RFC") is not adversely affected.
- 1.2. Team Captains, Managers or Coaches must report all red cards, yellow cards and disciplinary incidents (taking place both on and off the pitch) to the Honorary Secretary as soon as possible after, and within 24 hours of, the incident. The Honorary Secretary can be contacted on [secretary@wimbledonrfc.co.uk](mailto:secretary@wimbledonrfc.co.uk).

### **2. The Disciplinary Committee**

- 2.1. A Senior Disciplinary Committee shall consist of any three of the following:
  - 2.1.1. Hon. Secretary;
  - 2.1.2. Chair of Senior Rugby; or
  - 2.1.3. Any other member of the Board of Directors.
- 2.2. A Youth Disciplinary Committee shall consist of:
  - 2.2.1. Hon. Secretary or another member of the Board of Directors; and
  - 2.2.2. any two of the Director of Rugby (Youth), the Child Protection Officer or any other member of the Youth Executive Committee who knows the player.

### **3. Senior Player ordered off the field (receiving Red Card)**

- 3.1. In the event of a Senior Player being ordered off the field, the following procedure will be followed:
  - The Captain or Team Manager of the team concerned must report the following information to the Hon. Secretary as soon as possible after, and within 24 hours of, the incident –  
  
Date of the Incident, Nature of the Incident, Teams involved, Where the match was played, Score at the time, Player's correct name, Player's address, Player's date of birth, Player's RFU Registration number, Player's email address, Player's contact number and a Report of the incident by the Player.

- The Hon. Secretary will receive the Notice of Hearing (including details of the specific charge and the Referee's Report) from Surrey Rugby and will send this onto the Player;
- The Hon. Secretary will call a Disciplinary Committee to be held on the Tuesday following the incident at 8pm at the Club. The Disciplinary Committee must consider the ordering off the field and come to a decision on any sanction required. The Player may be represented, may be accompanied by his own witnesses and may provide character references;
- The Hon. Secretary will send the outcome of the Club Disciplinary hearing to Surrey Rugby and details of whether the Player admits or disputes the offence. as soon as possible;
- The Player will be required to attend a formal disciplinary hearing with Surrey Rugby.
- Where the Referee fails to submit a report of the incident, the Hon. Secretary will come to a decision, with guidance from Surrey Rugby, as to whether the Club should continue to hold an internal disciplinary hearing.
- When a player is ordered off the field, they will may not take part or be selected for any match until his case has been dealt with by a Surrey Rugby Disciplinary Panel. For the avoidance of doubt, included in this is where the Player receives a red card as a result of committing two yellow card offences in one match. A suspended player who elects to appeal a decision may not take part or be selected for any further match until their case has been dealt with by an Appeal Panel and the Appeal Panel has directed that they may play again (unless their suspension has already expired).

#### **4. Youth Player ordered off the field (U13-U18) (receiving Red Card)**

4.1. In the event of a Youth Player being ordered off the field whilst playing in an age grade match, the following procedure will be followed:

- The Captain or Team Manager of the team concerned must report the following information to the Hon. Secretary as soon as possible after, and within 24 hours of, the incident–

Date of the Incident, Nature of the Incident, Teams involved and where the match was played, Score at the time, Player's correct name, Player's address, Player's date of birth and Contact details of the Player's parent or guardian.

- The Coach or Team Manager should obtain a copy of the Referee's Report before the Referee leaves the Club. This Report must then be sent to the Hon. Secretary who will, within 48 hours, forward a copy to Surrey Rugby;
- The Hon. Secretary must call the Youth Disciplinary Committee to be held as soon as possible following the incident (taking into consideration the welfare of the player). The Disciplinary Committee must consider the sending off and come to a decision on any sanction required. The Player will be expected to be accompanied by their parent or guardian and must be accompanied by the Player's Principle Coach or Attending Coach on the day of the incident;
- The Hon. Secretary must inform Surrey Rugby of the details of the Players and the outcome



of the Club within 72 hours of the incident taking place.

- Any matter covered by RFU Regulation 19.1.15(f) (Serious injury), 19.1.15(g) (cases under police investigation), 19.1.15(h) (racial Abuse cases) shall be referred to the NAGDS who shall determine whether the Club, Surrey Rugby or the RFU should deal with the matter.

#### **5. Disciplinary Procedures for Minis (U6-U12)**

- 5.1. If the Referee decides that a player must cease to participate in a match, they must stop the match, call the individual player aside from the other players and invite the Coach onto the field.
- 5.2. The Referee must explain to the Coach and the Player why they feel the Player's behaviour is unacceptable.
- 5.3. It is the responsibility of the Coach to speak to and educate the Player as to why such actions were taken.

#### **6. Acts of foul play not detected by the Referee/Match officials**

- 6.1. A Team Manager or Coach must report any incident which may lead to the citing of a Player to the Hon. Secretary within 24 hours.
- 6.2. In the event of a Player (whether Senior or Youth) wishing to cite an opposition player, the following procedure will be adopted:
  - The Team Manager or Coach of the team concerned must report the following information to the Hon. Secretary as soon as possible after, and within 24 hours of, the incident –  
Date of the Incident, venue of the incident, Teams involved, details of the alleged act of foul play including the point in the match that the incident happened, the score at the time and the position on the field when and where the incident is alleged to have occurred, The identify (or means of identifying) the player or players alleged to be guilty of the foul play, and other supporting evidence such as photographs, videos or medical reports.
  - The Hon. Secretary will collect any further evidence and Honorary Secretary and Chair of Senior Rugby will discuss whether the opposition player shall be cited.
  - The Hon. Secretary will submit all evidence to Surrey Rugby or the RFU (as appropriate) within 4 days of the match with a cheque for the relevant amount.
  - Surrey Rugby will assess whether to take the citing forward and the RFU Regulations will be followed.
  - The onus is on the Club to present a citing in front of a Disciplinary Panel and prove to the relevant standard.

#### **7. Conduct which is prejudicial to the interest of the Club, the Game or the Union by Players, Members, Officials, Spectators, Supporters or Visitors**

- 7.1. Any Member/Player of the Club who witnesses any conduct which is prejudicial to the interest of the Club, the Game or the Union at any time by a Club Member, or visitor to the Club, must report the matter to the Hon. Secretary as soon as possible so the appropriate action can be taken.



7.2. In the event of unacceptable conduct by a Club Member, the relevant Disciplinary Committee shall meet at their earliest convenience. A member of the Disciplinary Committee shall present the facts and make a recommendation to the Board of Directors.

7.3. In the event of a complaint being received from Surrey Rugby or similar, the Hon. Secretary shall ascertain the facts and deal with this as appropriate, reporting to the Board of Directors.

## **8. Acts of Bullying**

8.1. Bullying of any kind is not acceptable in any form or at any stage at the Club. Any instances will be taken seriously, investigated and responded to promptly.

8.2. Rugby is a “telling” culture and anyone who knows that bullying is happening is expected to report it to the Club Child Protection Officer. They will follow the guidelines as outlined in the RFU Anti Bullying Policy.

## **9. Sanctions**

9.1. The Senior Disciplinary Committee will have the power to decide upon one or more of the following sanctions, which may be applicable to *any* offence outlined in these Disciplinary Procedures,:

9.1.1. that no action should be taken but leave the matter to Surrey Rugby;

9.1.2. that the player (or other person if the enquiry is into incidents off the field of play) be cautioned or severely cautioned as to his/her future conduct;

9.1.3. that the Player be suspended from taking part rugby related activities at the Club for a period of time.

Appendix 2 of the RFU Regulation 19 lists recommended sanctions. It states the various entry points based on the scale and seriousness of the Player’s misconduct. This will be followed by the Senior Disciplinary Committee;

9.1.4. that a period of suspension from taking part in the administration or supporting of Rugby (within the Club context only), be imposed on the player, member, supporter or spectator;

9.1.5. that an agreement is entered into stipulating that the player (or other person if the enquiry is into incidents off the field of play) carries out a specified period of voluntary community service at the Club; or

9.1.6. that any other penalties or suspensions as decided by the Senior Disciplinary Committee is appropriate.

9.2. The Youth Disciplinary Committee will have the power to decide upon one or more of the sanctions set out in 10.1. The sanction set out in 10.1.3 will relate to the RFU Regulation 15 Appendix 6.

9.3. The Hon. Secretary will inform the school of a Youth Player of any sanction imposed by the Club. Similarly, the parent or guardian of a Youth Player is expected to inform the Hon. Sec., Coach and Team Manager of any sanction imposed by the school within 24 hours of the sanction being imposed.



- 9.4. A record of any penalty awarded against a player/coach/supporter/spectator etc, plus the reasons how that decision was arrived at by the relevant Disciplinary Committee, will be kept on GMS. The penalty can be taken into account when deciding on future penalties at any subsequent disciplinary hearing relating to that Member.

#### **10. Appeals**

- 10.1. Under certain grounds set out in RFU Regulation 19.12, a Member/Player/Supporter/Spectator has a right to appeal the decision of the Disciplinary Committee.
- 10.2. An appeal must be in writing, stating reasons for the appeal, to the Honorary Secretary within 7 days of the Club disciplinary hearing. The appeal will be heard within the following 7 days.
- 10.3. An appeal hearing panel will be made up of three members of the Board of Directors or Minis and Youth Executive Committee who did not sit on the relevant panel at the time of the first hearing.
- 10.4. The Appeal Panel may uphold the Disciplinary Committees judgement, increase or decrease the length of any period of suspension or annul the judgement. The result of any appeal will be kept on file.

#### **11. Costs**

- 11.1. Any costs must be paid by the individual concerned and therefore the club will invoice the Player for the said amount. Failure to pay will result in the Player being suspended from playing any further matches or use any club facilities until the levy is paid in full. If a Player leaves consequent to not paying the costs they will not be entitled to a refund of their annual subscription.