



# Warmley Rangers FC Disciplinary Policy

Warmley Rangers Football Club (*the Club*) is proud of its record and reputation as a safe and inclusive environment for young people to enjoy playing football. We take discipline seriously. This document sets out our disciplinary policy, which applies to all players, parents, coaches, and other Club officials.

All Club members must agree to abide by the FA and Club Codes of Conduct, responsibilities, constitution and discipline policy and procedure. Where any of these are breached by members, disciplinary action, as considered appropriate by the Club Committee, may be taken following the procedures laid out in this document. The disciplinary action taken will be based on the seriousness of the offence, the circumstances, relevant history and available evidence.

Disciplinary action against a Club member is at the discretion of the Club Committee as defined in the Club Constitution.

Codes of Conduct and the Club Constitution can be found on the Warmley Rangers website. Disciplinary actions will be recorded by the Club Secretary and retained in line with data protection regulations.

## **Misconduct**

Misconduct should be reported to the Club Committee as the decision-making body. Misconduct includes, but is not limited to:

- Failure to achieve expected standard of performance, as defined in the Club Codes of Conduct.
- Failure to maintain expected conduct, as defined in the Club Codes of Conduct.
- Bullying, as defined in the Club Bullying Policy.
- Repeated breaches of on-field discipline resulting in cautions or dismissals.
- Actions likely to adversely affect the Club's reputation.

## **Standard Procedure**

### Level 1

Where misconduct has been reported, the Club Committee will discuss the issues. The Club Committee may delegate management of the issue to a relevant Club official. The relevant Club official will discuss the issue with the member, outline Club expectations, and inform the member how the Club will support them.

A Sanction may be applied.

### Level 2

If continuing misconduct is reported a disciplinary meeting will be arranged. The meeting will be attended by one or more members of the Club Committee, along with other relevant Club officials. The member and/or guardian(s) may be invited to attend or asked to provide any information or mitigation in writing. This meeting will determine what action will be required, how this will be achieved, and that dismissal may be considered if this is not achieved.

A Sanction may be applied.

### Level 3

If misconduct continues to be reported the Club Committee, exclusion may result. Only the Club Committee can make the decision to exclude a Club member. The Club Committee must hold a meeting to consider all the circumstances and review the failure to meet the requirements agreed in Level 2. The Club member and/or guardian(s) may be invited to attend or asked to provide any information or mitigation in writing. The member should be provided, as soon as reasonably practical, with the Club Committee's decision.

The member may be granted an appeal at the discretion of the Club Committee.

## **Serious misconduct**

Certain types of misconduct are regarded as so serious as to warrant immediate exclusion from the Club, regardless of previous record or service. In such circumstances three-step process will not be applied. The decision of whether misconduct is deemed serious will be taken the Club Committee following review of the circumstances.

Examples of serious misconduct include, but are not limited to:

- Breach of Safeguarding policy.
- Dishonesty, including the theft or attempted theft of cash, products or services from the Club, sponsors, or other Club members.
- Actions which endanger the reputation of the Club including, but not limited to, conviction of a criminal offence.
- Unauthorised use of, or causing damage to, the Club's premises or property.
- Serious breach of health and safety regulations.
- Serious or repeated harassment or discrimination, e.g. on grounds of sex, race, disability or sectarianism, as defined in the Club bullying policy.
- Physical violence, or threatening behaviour, towards Club members or supporters, opposition club members or supporters, or match officials.
- Breach of confidentiality and data protection.
- Use or possession of illegal substances.
- Where membership of a professional body is an essential qualification, failure to maintain membership after reminders or being struck off for professional misconduct.
- Two or more acts of misconduct within a 6-month period.

The member may be granted an appeal at the discretion of the Club Committee.

## **Probationary period**

New joiners to the Club are automatically subject to a six-month probationary period, during which any act of misconduct may result in immediate exclusion from the Club, or any steps within the standard procedure may be bypassed, at the discretion of the Club Committee.

The member may be granted an appeal at the discretion of the Club Committee.

## **Sanctions**

Possible sanctions for misconduct at Level One or Level Two of the Standard Procedure include but are not limited to:

- Verbal warning
- Written warning
- Exclusion from specified number of matches
- Exclusion from specified number of training sessions
- Removal from team for remainder of current season

## **Exclusion**

Where a Club member is excluded from the Club, the member is barred from:

- The Club grounds
- Attendance at any location where a match, tournament or training session involving the Club is being held
- All Club events

The member will remain liable for any unpaid debt and will be required to return any kit or other equipment provided to the member.

Return to the Club may only be considered under exceptional circumstances. Return will be subject to conditions applied at the discretion of the Club Committee.

## **Appeals**

Decision on whether to grant an Appeal is at the discretion of the Club Committee.

Appeals will be held by meeting of all available members of the Club Committee. The Club member and/or guardian(s) may be invited to attend this meeting and provided with an opportunity to present information, or asked to provide this information in writing in advance.

Grounds for appeal are limited to:

- The sanction applied is too harsh
- There is new evidence to be considered
- Club disciplinary policy has not been followed.