



PEWSEY VALE RUGBY FOOTBALL CLUB DISCIPLINARY POLICY

References:

- A. RFU Disciplinary Guidance for RFU Clubs.
- B. D&W Disciplinary Guidance.

GENERAL:

RFU Regulation 19 provides the framework for dealing with all disciplinary matters. This policy adheres to this framework. It is the Club's responsibility to deal with any act of indiscipline on the field of play by players and/or by any supporters and spectators on the touch line, or any club member who at any time uses threatening, abusive or insulting words or behaviour towards any other member or visitor to the club or in any way brings the club or the game into disrepute. Any member, whether player/supporter/spectator will have the right to the Club's appeals procedure following any penalty imposed. Any player/supporter/spectator who appears before the County Discipline Sub Committee is reminded that there is a levy imposed by the aforementioned committee which the player/supporter/spectator maybe liable for.

PROCEDURE:

The following outlines the procedure to be followed when an act of indiscipline has taken place.

1. Player sent off (Red Card) by the referee (Society or Club)

The captain of the team concerned must report the following to the Club Secretary within 24 hours of the sending off:-

- the name
- contact details
- player position of the player sent off
- the match (including the opposition)
- any other relevant details

In the case of Youth players (those who are 17 years or younger at the time of the offence /incident) playing in an adult match, the same procedure will apply.

Referees (club or society) must, in all adult matches, report all players sent off to the Discipline Secretary of the County Constituent Body of the player's club on the RFU Discipline Report Form.

A player sent off (Red Card) will automatically be suspended from playing, irrespective of the referee being a member of a society or a club referee, until they have appeared before Discipline Sub Committee of the County Constituent Body

2. Player Sin Binned (Yellow Card) by referee (Society or Club)

The captain of the team concerned (or his representative) must report the name of the player sin binned (shown a yellow card) during a game (this relates to all games irrespective of there being a Society or Club referee officiating) to the Director of Rugby at the Selection Committee meeting following the sin binning. If there is no representation from that team at the next Selection Committee meeting, the Team Captain must inform the Director of Rugby or Team Manager, by telephone. A record of players being sin binned and the relevant information as to this action, will be kept by the Team Manager. Any player, who in the opinion of the Discipline Sub Committee has an excessive amount of yellow cards, will be asked to appear before that committee to explain the reasons why.

In the case of Youth Players, the coach or manager of the relevant team should report the name of the player sin binned to the Youth Chairman, who will keep a record.

3. Acts of Foul Play not detected by the Referee/Match Officials

Any member/player who witnesses an act of foul play or bad behaviour by a player (of any club team) can report the incident giving names(s) and details of the incident to Club Chairman, Vice Chairman or Director of Rugby as soon as possible after the incident. Any foul play involving a member of an opposition team that has not been dealt with by the match official(s) and is witnessed by a Pewsey Vale player/member can be reported to the Club Chairman, Vice Chairman, Director of Rugby or Club Secretary without delay so consideration and action can be taken as appropriate.

In the case of Youth Players, the report should be given to the Youth Chairman.

A Citing may only occur where an act of foul play was not detected by the match officials.

Only Unions, Constituent Bodies and Clubs may Cite, not a player or a spectator. Any considerations for a Citing must be reported to the Club Chairman or Club Secretary immediately, as there is a very short time scale and a detailed procedure that has to be followed.

4. Acts of Bad Behaviour by Players, Club Members, Spectators, Supporters or Visitors.

Any Club member/player who witness an act of behaviour they deem to be unacceptable at any time by any Players, Club Member, Spectators, Supporters or Visitors to the Club, of whatever age, can

report the matter to the Club Chairman, Club Secretary or any member of the Executive Committee so that appropriate action can be taken.

The Discipline Sub Committee

The Discipline Sub Committee will be responsible for investigating and taking action on any sending off or any incident of foul play or bad behaviour by a Pewsey Vale player not detected by Match Officials and instances where a player has been sin binned an excessive number of times.

The Discipline Sub Committee will also investigate and take action on any instance of indiscipline or bad behaviour by any Pewsey Vale club member, supporter or spectator.

The Discipline Sub Committee will exercise such power in a fair and open manner with the accused always having the right to attend and put his/her case before the committee and having being given reasonable notice of the hearing. The Discipline Sub Committee will exercise its power without prejudice.

The Discipline Sub Committee shall consist of:

- The Club Chairman (who will chair the Discipline Sub Committee)
- The Director of Rugby
- Head Coach
- Club Secretary (Non-voting)

The Discipline Sub Committee shall meet within five (5) days of the act of indiscipline, offence or incident in question. Further meetings may be held if circumstances require this.

The reported player, club member, supporter or spectator MUST attend the disciplinary hearing. He/she may, if they wish, be accompanied by one person of his/her choice and that person may also act as a character witness.

The Discipline Sub Committee may also receive evidence (either verbally or in writing) from any other person(s) who witnessed the incident or was involved in it.

Those present at the Disciplinary Hearing will be:

- The player, club member, supporter or spectator
- His /Her representative
- Witness(es) to the incident
- Discipline Sub Committee Members

The Discipline Sub Committee Procedure

- The report of the incident is read to the meeting
- The player, club member, supporter or spectator is invited to make his / her statement
- Witness(es) to the incident make their statement(s)
- If required the character witness makes his/ her statement
- Members of the committee may question any of those present about the incident, and/or the player, club member, supporter or spectator involved.

The meeting will be adjourned while the Discipline Sub Committee decides on what action to take. The meeting is then re-convened and the results of the hearing, along with any penalties, are announced.

Penalties

The Club Discipline Sub Committee will have the power to decide upon one or more of the following:

- No further punishment additional to the punishment of the sending off in the case of a player.
- To take no action but to leave the matter to the County Discipline Sub Committee.
- That the player, club member, supporter or spectator be cautioned or severely cautioned as to his/her future conduct.
- A period of suspension from playing, or taking part in the administration of Rugby Union Football (within the Club context only), or both, be imposed on the player, club member, supporter or spectator.
- Appendix 2 of the Disciplinary Procedures within the RFU Handbook lists recommended sanctions from the IRB. It states the various sanctions that can be imposed based on the seriousness of the players conduct.
- Suspend or terminate membership of the club for such period as it thinks fit.
- Any other penalties or suspensions as decided by the Sub Committee.

A record of any penalty awarded against any player, club member, supporter or spectator, plus any reasons how that decision was arrived at by the club's Disciplinary Sub Committee will be kept on file for three (3) years.

This penalty can be taken into account when deciding any future penalties at any subsequent discipline hearing relating to the player, club member, supporter or spectator within that three (3) year period.

Right of Appeal

A player/club member/supporter/spectator has the right of appeal; this must be made to the Club Secretary of the Executive Committee within seven days of the initial sanctions being imposed. Following such a request the Club Secretary will ask for a new panel of three members from the Club's Executive Committee to be formed to hear that appeal. To be chaired by the Club President.

YOUTH DISCIPLINE

The Club also has a duty to deal with all Youth Discipline matters. Youth being a player under the age of 18 at the time of the offence and providing the player is playing in an U17 or U18 club match. Any player who has reached their 18th birthday and is playing in either an U18 (Colts) or adult match is classed as an adult and will therefore be dealt with under the procedure outlined in the adult section above.

1. Player sent off (Red Card) by the referee (Society or Club)

For players who are 17 years of age at the time of the offence/incident and are playing in U18(Colts) matches, the coach or manager of that team must report the following to the Club Secretary within 24 hours of the sending off:

- the name
- contact details
- player position of the player sent off
- the match (including the opposition)
- any other relevant details

This is important as it is mandatory for the Club Secretary to report the incident in writing to the D&W County Discipline Secretary within seventy two (72) hours of the incident.

For all incidents involving youth players playing in matches of any age group below and including U18, the referee (Society or Club) should send the report for to the Club Secretary and the relevant Youth Chairman within forty eight (48) hours of the incident.

All players U18 years of age whether playing in age group, colts or adult rugby matches will automatically be suspended from playing, irrespective of the referee being a member of a society or a club referee, until they have appeared before a club Discipline Sub Committee.

In the case of youth players the coach or manager of the relevant team should report the name of any player sin binned for what- ever offence to the relevant Youth Chairman, who will keep a record.

Youth Discipline Sub Committee

The Youth Discipline Sub Committee will follow the procedure detailed as for the Discipline Sub Committee, however the age of the person will be taken into account in the way the hearing is conducted.

The members of the Youth Discipline Sub Committee shall consist of:

- The Youth Chairman
- The Director of Rugby
- The Age Group Head Coach
- A Youth representative on the Executive Committee will act as secretary.

The Youth member should be accompanied by a parent/guardian and can be represented by an adult of his/her own choosing.

Penalties

The Youth Discipline Sub Committee can impose the same penalties as for a senior player, club member, spectator etc, as outlined above; however the age and seriousness of the offence must be taken into account when deciding penalties. Generally players under the age of 18 are normally suspended for shorter periods than adults.

A list of recommended sanctions for Youth Players (under 18 years of age) are outlined in Appendix 3 at the end of the Disciplinary Procedures section in the RFU Handbook.

A record of the penalty award against any youth player/club member/spectator (if any), plus the reasons how that decision was arrived at by the Youth Discipline Sub Committee will be kept on file for three (3) years. This penalty can be taken into account when deciding any future penalties at any subsequent discipline hearing relating to that member within that three (3) year period.

It is the responsibility of the Club to report the circumstances of the offence (together with the referees' report if available) and the findings along with any penalties imposed to the Dorset & Wiltshire Honorary Discipline Secretary. The County Discipline Sub Committee shall confirm or vary the findings of the club's Discipline Sub Committee as they deem appropriate.

Right of Appeal

A youth player/club member/supporter has the right of appeal this must be made to the Club Secretary of the Executive Committee within seven days of the initial sanctions being imposed.

Following such a request the Club Secretary will ask for a new panel of three members from the Club's Executive Committee to be formed to hear that appeal. To be chaired by the Club President.

CODE OF CONDUCT AND BEHAVIOUR

Whether playing, training or watching a game of rugby, the way you behave reflects on YOU, YOUR TEAM and PEWSEY VALE RUGBY FOOTBALL CLUB to everyone attending.

The following code is designed to promote the elements of enjoyment and satisfaction, the contribution that can be made by players and to remind all people involved in the game that there are certain standards of fair play and conduct that should be maintained at all times.

It applies to all Club Members including:

- Senior Players
- Mini/Youth Players
- Parent/Carers
- Coaches
- Spectators

All have a part in protecting the good name of the Club.

1. Objective of The Code of Conduct and Behaviour:

The objective is to maintain and promote fair play and protect the health and welfare of players and the enjoyment of all.

2. RFU Core Values.

The RFU Core Values that define our sport are to be applied at all times. They are:

- Teamwork
- Respect
- Enjoyment
- Discipline
- Sportsmanship

The proper application of these core values make rugby special for players, coaches, match officials, parents, administrators, volunteers and spectators.

3. Discipline Procedures

Our discipline procedures underpin this code. We all have a part to play in protecting the reputation and image of our sport and our club. Fair and transparent discipline procedures set out in this document will assist in achieving this.