

Reeds Weybridge RFC ('the Club')

Youth Disciplinary Policy and Procedure

Policy

Preamble

- A. The Club is committed to ensuring that all Youth players uphold the highest standards of behaviour both on and off the pitch.
- B. The Club also views the game of rugby as one means of helping players to develop their self-discipline and self-control.
- C. These aims are in keeping with the Club's Code of Conduct, as published on the Club's website.
- D. Furthermore, as an RFU-affiliated club, the Club recognises its obligation to comply with the RFU's rules and regulations (and those of Surrey Rugby, a Constituent Body of the RFU) when disciplining players.

Policy

The Club's Policy is therefore:

- To adopt the RFU's Recommended Sanctions (set out in the attached Appendix 3) when disciplining players.
- To recognise that an important element of the disciplinary process at Youth level is to educate the player(s) involved (i.e. to deter re-offending and encourage self-reflection).

Procedure

1. An official of the Club within the relevant Age Group (e.g. Coach, Referee or Administrative Manager) should report any player disciplinary issues to the Youth Chairman (or his designated Disciplinary Officer) ("the Chairman") within 48 hours of the alleged incident.
2. The Chairman shall request the officiating referee to submit a report on the incident recording his/her understanding of what happened. However the lack of a referee's report should not prevent a matter being heard, nor should it delay any disciplinary meeting or action.
3. The Chairman will decide whether there is a case to answer and will advise the player's parent and/or player as soon as practicable after the date of the alleged event of:
 - a. The Club's intention to take disciplinary action against him/her; and
 - b. The nature of the alleged offence.
4. The player may continue to play pending any disciplinary meeting or decision, unless he/she has been suspended, whether or not he/she admits the allegations.
5. The Chairman shall appoint a disciplinary panel ("the Panel") consisting of three people to review and determine any disciplinary matter. The Panel will comprise:
 - a. One of the three Club Chairpersons (the relevant Section Chairperson should chair the meeting unless unavailable or unable to participate because of a conflict of interest)
 - b. Two other Club members who in the judgment of the Chairman would be suitable for the role. Such persons should ideally be:
 - i. A Club Official, which may include either the Senior or Mini's Chairperson; and/or
 - ii. A senior member of the Club who may or may not be a Club Official
6. If the player denies the allegation, a meeting must be convened on the earliest date convenient to all parties involved. Both the player and the player's parent or representative have the right to attend the meeting and to be heard.
7. In the event neither wishes to attend they may provide to the Panel a written submission of their version of events.
8. The Panel will provide to the player/player's parent or representative a copy of the referee's report.

9. The Panel will consider evidence from:
 - a. The referee
 - b. The player and/or the player's parent
 - c. Any other witness(es) whom the Panel may invite to provide evidence, written or otherwise

 10. The Panel will determine on a balance of probabilities whether the alleged offence occurred. Note that this is not a criminal process. There is no need to establish beyond reasonable doubt that an offence has occurred; merely that it is reasonably likely that one has occurred.

 11. The Panel's deliberation shall take place in private and all other parties will be asked to leave the room.

 12. The Panel will then advise the player and his/her parent of its decision (with reasons) as soon as reasonably practicable, preferably using the format attached at Appendix 1. In reaching their decision the Panel will have reference to the RFU's disciplinary guidelines (adapted as necessary in the circumstances) and should, in making their decision, take into account any aggravating or mitigating circumstances (see Sanctions Guidelines at Appendix 2).

 13. The Panel must work within the RFU's Recommended Sanctions (set out in the attached Appendix 3). In so doing, the Panel must decide on the appropriate entry point for the offence. The Panel may, following consideration of all the evidence available to it, decide to impose:
 - a. In repeat and/or extreme situations, players may be banned from membership of the Club.
 - b. Suspended sentences
 - c. Match suspensions
 - d. Other suitable disciplinary measures/cautions

 14. The Panel's decision shall be final and binding upon all parties.

 15. Suspensions from playing do not prevent a player from training or participating in internal matches.

 16. The Panel will also advise the relevant Age Group Head Coach of any decision who will be responsible on behalf of the Club for ensuring any playing sanctions are properly applied.
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Appendix 1

DRAFT DISCIPLINE JUDGMENT FORM

DISCIPLINARY MEETING

VENUE

DATE

JUDGMENT

Player:

Match:

Venue:

Date of match:

Panel: (Names of members making up Panel, i.e. Chairman, followed by Panel)

In attendance: (List of those who attend the hearing, i.e. club personnel, witnesses, referees advisor, etc.)

To consider: (i.e. "The sending off of (player's name and club) for an act of (give reason) during (... minute of second half) the match between (clubs names) on the (date) contrary to Law (as found in the Law Book).

EVIDENCE AS TO FACT

The Panel has considered:

i.e.

1. Sending off report and oral evidence from the referee.
2. Oral evidence and written statement from the player (name).
3. Written witness statements from (names).

DECISION

The Panel finds the player committed/did not commit the offence. The reasons for their decision are:

Particular attention should be paid to aggravating and mitigating features.

MITIGATION

The Panel took into account the following points...

SANCTION

The player is suspended for ...weeks, running from ...date...to date. The player is free to play again on (date).

(Signature)

Chairman

Date:

Appendix 2

Sanction Guidelines

Entry point

1. The Panel shall undertake an assessment of the seriousness of the alleged offence and shall categorise it as being at the "lower end", "mid-range", or "top end" of the scale of seriousness in order to identify the appropriate entry point for consideration of an alleged offence.
2. The assessment of the seriousness of the alleged offence shall be determined with reference to the following:
 - a) The offence was intentional/deliberate
 - b) The offence was reckless (that is the player knew or should have known there was a risk of committing an illegal act)
 - c) The gravity of the player's actions in relation to the offence –
 - i. Nature of actions
 - ii. The existence of provocation and whether the offence was retaliatory
 - d) The effect of the offending actions on the victim/game
 - e) The level of pre-meditation
 - f) Whether the conduct was completed or amounted to an attempt

Aggravating circumstances

3. Having identified the applicable entry point the Panel shall identify all relevant aggravating circumstances and determine what additional period of suspension, if any, above the applicable entry point for the alleged offence should apply to the case in question. These include:
 - a) An absence of remorse and/or contrition by the player
 - b) The player's status as a persistent offender of the laws of the game
 - c) The need for a deterrent to combat a pattern of offending
 - d) Any other off-field aggravating circumstances that the Panel considers relevant and appropriate

Mitigating circumstances

4. Thereafter the Panel shall identify all relevant mitigating circumstances and determine if there are any grounds for reducing the period of suspension. Mitigating circumstances include:
 - a) The presence and timing of an acknowledgement of culpability by the offending player
 - b) A good record and/or character
 - c) The age and experience of the player
 - d) The player's conduct prior to and at the hearing
 - e) Remorse for the player's actions and the victim
 - f) Any other off field mitigating circumstances that the Panel considers relevant and appropriate

Appendix 3

Recommended Sanctions (Youth)

Offences	U17 + U18	U15 + U16	U13 + U14
Repeated infringements	Sending off Sufficient (SoS)	SoS	SoS
Dissent	LE 1 match MR 4 matches TE 6 matches	LE caution MR 1 match TE 3 matches	SoS Caution 2 matches
Verbal abuse to other players or others	LE 1 match TE 6 matches	LE 1 match TE 3 matches	LE caution TE 2 matches
Collapsing scrum, ruck, maul	LE caution MR 2 matches TE 4 matches	LE caution MR caution TE 2 matches	LE SoS
The translated article we provided was certified. We question whether their translation was certified	and therefore accurate. Furthermore	are there any major contradictions to be found in each translation?	The translated article we provided was certified. We question whether their translation was certified
Trip, late or dangerous tackle, obstruction	LE 2 matches	LE caution	LE SoS
Dangerous use of boot/kneeing	LE 3 matches MR 6 matches TE 10 matches	LE 2 matches MR 4 matches TE 6 matches	LE caution MR 1 match TE 3 matches
Hit punch	LE 1 match MR 4 matches TE 8 matches	LE caution MR 2 matches TE 4 matches	LE SoS MR caution TE 2 matches
Kick, bite or head butt	LE 4 matches MR 8 matches TE 8* matches	LE 3 matches MR 6 matches TE 8* matches	LE 1 match MR 3 matches TE 6* matches
Abusive behaviour to official including verbal abuse	LE 4 matches MR 8* matches TE *	LE 2 matches MR 6 matches TE 8* matches	LE 1 match MR 3 matches TE 6* matches
Assault an official	LE 8 matches MR 8* matches TE *	LE 6 matches MR 8* matches TE *	LE 4 matches MR 8* matches TE *

* It is assumed that Schools and Clubs would apply other sanctions for such serious breaches of conduct. If not, then higher match suspensions should be applied.