



WEAVING WARRIORS RFC

DISCIPLINARY PROCEDURE



Interpretation

All disciplinary hearings held by Weaving Warriors RFC will follow the following procedures based on and in accordance with RFU Regulation 19 – Discipline.

These disciplinary procedures are for persons involved with the senior game, however it is to be noted a Youth Rugby disciplinary hearing will follow the same procedures but with additional Safeguarding procedures to protect the identity of those involved.

Referral procedures

I. Sending off

A player ordered off the field of play or cited by a Citing Commission may not take part or be selected for any match until his case has been heard and concluded by the Disciplinary Panel.

II. Referees responsibilities

In all cases where the Referee has sent off a player, the Referee shall, within 72 hours after the end of the match, send a completed copy of the sending off report to the Disciplinary panel to which the player's Club is affiliated or allocated and to the Kent County Discipline Secretary.

III. Captain's responsibilities

Captain's must report the name of the player sent off the field of play and the relevant details to either the Head Coach, Chairman, or Honorary Secretary of the club within 24 hours of the offence being committed.

IV. Yellow cards

For the purpose of this procedure, Yellow Cards are also to be reported by the captain.

V. Undetected acts of foul play

Weaving Warriors RFC actively encourages all members to report any incidence of foul play to either the Head Coach, Chairman or Honorary Secretary which was undetected by the Referee or Match Officials. A report of this nature should be made in writing providing the players name and the nature of the offence. Any resulting action will then be taken by the Disciplinary Committee in conjunction with the Club or Body from which the complaint was made.

VI. Acts of bad or unseemly behaviour

Weaving Warriors RFC actively encourages all members and spectators to report any witnessed acts of bad or unseemly behaviour made by any member of the Club whilst on club duties, or whilst that member can be identified as a club member.

VII. Retention of misconduct information

The club will keep a record of a player's misconduct for three years, except where the law permits and requires the club to keep it for longer.



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VIII. Criminal allegations

In the event of a criminal offence occurring on the field of play, or whilst a club member is actively promoting the club and can be identified as such, Weaving Warriors RFC will co-operate fully with the RFU, the police and any other relevant law enforcement body in accordance with RFU Regulation 19.4. In this case Weaving Warriors RFC will submit to the relevant body the minutes of the relevant disciplinary hearing.

Disciplinary procedures

I. Disciplinary panel

All incidences of negative behaviour will be dealt with by the disciplinary panel made up of at least three of the following: Chairman, President, Club Captain, Honorary Secretary, and any other committee member, who will be charged with the key responsibility of maintaining the standards of discipline within the club.

II. Prior to the hearing

A date must be set within five working days of the alleged incident being reported.

The disciplinary panel will write to the accused and advise that person of the date set for the hearing and the procedures involved. In the event that the original date is not suitable, then an alternative date must be agreed within twenty four hours.

The disciplinary panel will collate all the necessary information and evidence to be circulated between its members at least twenty four hours before the hearing.

III. Process at the hearing

The Disciplinary Panel must make every effort to make the accused feel as comfortable as possible, this is not a court a law. The accused is entitled to bring representation for support.

The Chair of the Disciplinary Panel will welcome all to the hearing and read the alleged offence in plain English.

The accused will be asked if he understands the allegation, and the seriousness of the allegation and will be offered the opportunity for clarification if he does not understand any part of the allegation or seriousness of it.

The accused will be invited to make a representation, in their own words, of the event and bring attention any mitigating factors or circumstances.

The Disciplinary Panel will invite representatives to present their argument mitigating circumstances, or to provide comments of support.

The accused will be required to leave the room whilst the panel discusses the allegation, the outcome of the hearing and agree any sanction deemed necessary in accordance with the RFU Handbook. The Disciplinary Panel can refer to similar previous cases within its own history, or refer to the outcome of other similar disciplinary cases made public by the RFU to determine the outcome and sanction imposed (if any).



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A designated member of the disciplinary panel will be required to take minutes of the hearing and distribute these to relevant persons for amendment and approval within five working days.

The victim and his representing body shall be notified of the outcome of the hearing, the procedures undertaken and of the sanction awarded for the offence.

It is not uncommon for the victim and his representing body to challenge the severity of the sanction, be it lesser or greater, and in which case the sanction given shall be reviewed to protect the interests of the Weaving Warriors RFC and its members.

IV. Sanctions

In accordance with the Rule and Constitution of Weaving Warriors RFC, the Disciplinary Panel will have the powers to carry out the following:

- Take No Further Action
- Take No Further Action but refer to the Kent RFU Discipline Sub-Committee.
- Make sanctions in accordance with the recommended sanctions of the IRB as contained in appendix 2 of the RFU Handbook. For Youth sanction refer to appendix 3 of the RFU Handbook.
- Issue a Caution
- Suspend any individual for an agreed number of matches which also includes friendlies and pre-season matches, any suspension will be carried from season to season and, in accordance with the RFU discipline procedures, can be reasonable grounds to withhold a players membership from passing to another club until such time that the suspension has been served.
- Terminate membership and refer to the Kent RFU Discipline Sub-Committee.
- Any other penalties deemed suitable for the offence committed.

V. Appeals

All individuals should be given the option to appeal against any sanction given.

The appellant shall serve notice of appeal in writing, stating the grounds of the appeal. The Chairman of the Disciplinary panel shall appoint two other committee members of the Club to serve on the Appeal Panel who were not present at the hearing, and shall advise the Appellant of the Appeal Hearing, which should be no more than fourteen days after the Disciplinary Hearing.

A member of the Disciplinary Hearing may attend the Appeal Hearing as an observer. The Appeal Panel has the power to quash a finding and any sanction imposed by the Disciplinary Committee should it find reasonable grounds by which to do so. The Appeal Panel may also substitute an alternative finding and/or reduce/increase the original sanction.

There shall be no further right of appeal by the Appellant following the Appeal Hearing.

The Appellant shall remain under suspension pending the outcome of the Appeal Hearing.