

Norwich Dragons Hockey Club

Disciplinary Policy



Norwich Dragons Hockey Club (“NDHC”) aims to provide a safe, fun and friendly hockey playing environment. Guidance and policies are provided for parents and guardians, spectators, volunteers, coaches and the players themselves to ensure that this aim is met. If such guidance or policies are breached, then the safe, fun and friendly environment could be at risk.

NDHC takes seriously any complaints regarding the behaviour of its members. This Policy is embedded in the Club’s Constitution which has been adopted by members at the AGM, and is binding on all Club Members:

1. All complaints regarding the behaviour of members should be submitted in writing to the Secretary. The Secretary shall also receive any written notification from the County HA Disciplinary Officer regarding “red card” offences involving Club members.
2. The Committee shall appoint a disciplinary sub-committee. This sub-committee will meet to hear complaints within 14 days of a complaint being lodged. The sub-committee has the power to take appropriate disciplinary action including the termination of membership.
3. The outcome of a disciplinary hearing should be notified in writing to the person who lodged the complaint and the member against whom the complaint was made within 7 days of the hearing.
4. There will be the right of appeal to the full Management Committee following disciplinary action being announced. The Management Committee should consider the appeal within 10 days of the Secretary receiving the appeal. Members of the disciplinary sub-committee shall be excluded from the appeal.
5. Where the disciplinary action results in a decision to revoke membership, the disciplinary procedures shall be subject to the provisions set out in section 3 of the Club’s Constitution.

Respect to Umpires and Officials

As part of England and Norfolk Hockey’s aims to protect those individuals that the game relies on, eg umpires and other officials, NDHC fully supports the Respect Campaign and will take seriously any abuse towards such individuals and other members of the Hockey Family.

For the 2010/11 season the Club will impose a one match ban for any player issued with a yellow card for dissent to reinforce that message.

Young and Vulnerable People

Any disciplinary matters relating to Young or Vulnerable members of the Club should be referred to the Club Welfare Officer (Natalie Beal), Deputy Club Welfare Officer (Angela Murgatroyd) or Club President (Mike Hardy).

If there is an incident, the responsible person present at the situation (coach at juniors session for example) should make the Disciplinary Committee aware of the issue and if it was dealt with there and then and how.

If the offence is repeated, the issue will be dealt with by the Disciplinary Committee. Those involved will have a chance to explain themselves. The Disciplinary Committee will decide how to deal with any issue. Sanctions could include warnings or touch line suspensions or suspensions from games and training. Sanctions would reflect the severity of the incident and temporary suspensions could be sanctioned whilst further advice is sought.

Note that any issues will be handled on a need to know basis.

Some examples of incidents with possible sanctions:

Incident example 1: A parent is abusive on the side line of a match.

Response: It could be that helpers or coaches present talk to the parent there and then. If repeated, issue could be taken to the Disciplinary Committee.

Reason: Hockey is meant to be a fun sport. A child or team should not feel pressured.

Incident example 2: A junior player uses bad language during a game.

Response: It could be that the Coach substitutes the player there and then and talks to the player. Perhaps a simple apology to others could be the way forward. If the issue is repeated, the parent could be told or the issue raised with the Disciplinary Committee.

Reason: Hockey is meant to be a fun sport and players should respect each other and the officials.

Incident example 3: A coach or helper does not show up for a training session or match they are due to attend and does not tell anyone

Response: The lead coach could call the person in question to see where they are – there may have been an emergency. If not an emergency, Youth Development Office could be informed if juniors or the Club Captain if adults. If happens again, person could be talked to or issue taken to Disciplinary Committee.

Reason: In the case of children, a certain number of coaches or helpers are needed per a certain number of children. No show could put other coaches and helpers in an awkward position.