



Process and Sanctions

Purpose and scope

This process aims to encourage all members to uphold the club's standards of behaviour, focusing on improvement rather than punishment. Sanctions will only apply in serious cases or when behaviour does not improve. The procedure ensures fair and consistent treatment for all.

Our Policy

- For issues during training or matches, the team Manager will address the matter, focusing on behaviour improvement.
- For issues outside training/matches or those escalated by the Manager, the Disciplinary Panel will handle the matter.

The Disciplinary Panel comprises two members: either the Male Discipline Lead, Female Discipline Lead, or a Steering Committee member. Members have the right to expect fair treatment and appeal decisions.

No member will be expelled for a first offense except in cases of serious or gross misconduct. All disciplinary actions will be recorded for reference.

1. Misconduct

Offenses resulting in failure to adhere to the Code of Conduct will incur the following stages:

- Stage 1: Review. The Disciplinary Panel reviews the matter. The member under review may be asked to submit a written account of events and/or may be asked to a meeting to discuss and clarify any points. Such a meeting may be virtual/via telephone.
- Stage 2: Decision. The Disciplinary Panel will decide on the applicable Sanction. The Sanction may vary depending on the seriousness of the offense and/or whether it is a repeat offense. The Sanction may therefore include one or more of the following:
 - An informal warning
 - A formal written warning
 - A suspension
 - Cancellation of membership (under which circumstances no refunds are to be provided).

All decisions are communicated in writing.

2. Appeals

- Appeals must be submitted in writing within 28 days, detailing the grounds for appeal.
- An Appeal Committee of two Steering Committee members (not involved in the initial process) will review the case.
- New evidence is not allowed during the appeal.
- The Appeal Committee may amend or overturn decisions. Their decision is final and binding.

By maintaining this process, we ensure fairness and accountability, upholding the values and standards of the England Walking Football Club.

