Wisbech Town Cricket & Hockey Club - Code of Conduct

Introduction

Wisbech Town Cricket & Hockey Club (WTCHC) embraces the principle that sport should be enjoyed by all who participate, be it as a player, official, volunteer or spectator.

Members of WTCHC are expected to act in a way that respects the spirit of fair play. The club's mission is to promote cricket & hockey, the enjoyment it brings and develop existing and new players to achieve their ambitions at whatever age or level of the game. WTCHC encourages members to positively contribute to maintain the inclusive social environment surrounding all aspects of club activity. Respect for others, in all its forms, is central to this mission and is the driving principle behind the codes of conduct issued by the England and Wales Cricket Board and England Hockey. WTCHC fully support and have adopted these codes and expects all members to conduct themselves in an appropriate manner.

England & Wales Cricket Board

https://resources.ecb.co.uk/ecb/document/2020/03/16/49f82295-2d06-4066-8b05-6b260adf13dd/2020.-Discipline-Regulations-Guidelines.pdf

England Hockey

https://www.englandhockey.co.uk/governance/rules-and-regulations/code-of-ethics-and-behaviour

This policy complements the above and looks to formalise how WTCHC deal with inappropriate conduct within the club.

Policy Application

This applies to all club members, both senior and junior, and includes complaints received from unaffiliated person(s) relating to activity of a member whilst representing WTCHC.

Policy Coverage and Sanctions

A disciplinary committee, comprised of the Club Executive Chair and 2 members of the executive committee, will investigate reports of player and non-player conduct both on and off the pitch and will determine further disciplinary actions or sanctions. This includes reports of inappropriate conduct and includes verbal and physical abuse:

- whilst playing matches
- at training sessions organised by the club for its members
- whilst spectating from the sideline
- whilst within club grounds including the clubhouse
- whilst travelling to and from club matches
- whilst representing the club in any other location including club functions

Incidents of verbal and physical abuse towards other player(s), persistent abuse of umpires and discriminatory behaviour of any form will be penalised most severely.

WTCHC Incident Reporting Platform

https://forms.office.com/e/2kGFJpL5zJ

Any concerns should be reported to a Welfare Officer of the Club verbally or in writing, who will take it to the disciplinary committee for review. This can also be completed at the link or QR codes in the policy footers.

Available sanctions to the committee may include one or more of:

- Verbal warning
- Prohibition from participating in matches
- Prohibition from use of club facilities, including club grounds, pitch and/or clubhouse
- Financial sanctions
- Expulsion from the club

All sanctions will be determined by and at the discretion of the disciplinary committee of the club. Where financial sanctions are applied, they are required to be paid in full before selection and representation of the club again in matches. Any fines received will be placed into the participation assistance fund of the club.

Should a conflict of interest arise at any stage during the disciplinary process, the conflicted individual will recuse themselves from the process and appoint a suitable replacement. During the process of information gathering by member(s) of the disciplinary committee, all members are permitted to be accompanied by a companion should they wish.

Outcomes from the disciplinary committee will be communicated to individual(s) involved as soon as practical once a decision has been made. The communication will explain the reason for the decision and relevant detail regarding any prohibitions and/or fines. Individuals in receipt of any sanction may appeal against the outcome in writing within 30 days, outlining the grounds for the appeal to the club President, who will appoint additional relevant individual or individuals to review and determine the outcome.

Appendix 1 - Player Sanctions – Hockey Carded Offences

In addition to the WTCHC policy above, the Hockey section has adopted this additional appendix relating to matchday carded offences.

It has come to the attention of the club and East Hockey that there has been an increase in cards to players in the region. To address this, WTHC is adopting the below player sanctions framework that is additive to that of the League.

Any yellow cards will count cumulatively but discreetly within the section and the Head Umpire will keep a log. Team captains/managers have a duty to report these within 7 days of the card being awarded along with any additional context surrounding the incident.

The responsibility for applying suspensions rests with the club disciplinary committee who will sit on ALL matters. The committee will gather and consider relevant information, context from parties involved and any additional evidence as required to support decision making. In reviewing this information, the committee will exercise their judgement on the relative severity and scale of any sanction.

1. The recipient of a red card or permanent suspension from a game shall receive a suspension as stipulated for that category of offence by the Hockey Association. Red card offences in any matches will follow the provisions of League rules. In addition, extended suspension periods may be imposed and a monetary fine of a maximum of £50 applied by WTCHC.

2. The recipient of 3 yellow cards in a season will be given a one match ban along with a monetary fine of a maximum of £30 applied by WTCHC.

3. If that recipient receives a further 2 yellow cards a review will be carried out with the player, parent/guardian if applicable, Club President, Head Umpire, Club Captains and a Welfare Office for the section. The review will consider and decide appropriate further actions and/or sanctions along with a monetary fine of a maximum of £20 applied by WTCHC.

4. The recipient of a yellow card for dissent, irrespective of whether this is the first offence or not, will receive a monetary fine of £20 applied by WTCHC.

The Hockey Committee will review a report of cards given from England Hockey's GMS system at committee meetings and initiate appropriate actions and monetary fines as required.

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