

Adel Hockey Club – Disciplinary Procedures

Approved by the Committee 19th January 2026

1. Purpose and Alignment

Adel Hockey Club aims to uphold the **Spirit of Hockey** and ensure fair play, respect, and accountability at all levels.

These procedures are designed to complement the **England Hockey (EH) Disciplinary Regulations (2024)**, applying consistent, proportionate, and transparent responses to misconduct within the Club.

2. Scope

These procedures apply to all members, players, coaches, umpires, and volunteers representing Adel Hockey Club in any capacity.

They cover:

- Red card offences
- Accumulation of yellow cards
- Repeated or poor on-field discipline
- Other conduct bringing the club into disrepute

They do not replace the EH disciplinary process but add internal consequences and expectations for members.

3. Principles

- **Fairness and Natural Justice:** All members will be treated impartially and given the opportunity to be heard.
 - **Proportionality:** Sanctions will be reasonable and appropriate to the conduct.
 - **Consistency:** Similar conduct will result in similar treatment.
 - **Confidentiality:** All proceedings and records are treated in confidence.
 - **Welfare:** If any case involves a junior or adult at risk, the **Club Welfare Officer** will be informed and consulted.
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4. Disciplinary Scenarios

4.1 Red Card Offences (e.g. dissent, violence, abusive language)

- The **EH suspension** applies in full.
- The player must write a **letter of apology** to both the **league** and **umpires involved**.
- A **club disciplinary panel** will convene following the offence.

- The panel may impose one of the following:
 - **Club community service** (minimum four hours) such as helping at juniors, umpiring, or assisting with club activities.
 - **Payment of the red card fine** (currently £75). This option may **only be used once within a three-year period**.
 - A **suspended sentence** may be applied for 12 months after the player's return to hockey.
 - A further red card for dissent or violence within this period will automatically activate the suspended sanction.
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4.2 Technical Red Cards (Two Yellows for Non-Violent/Non-Dissent Offences)

- Treated as **two yellow cards**.
 - **No immediate club action** unless four yellow cards are accumulated in a season.
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4.3 Four Yellow Cards in a Season

- Treated in the same manner as a **red card offence**.
 - A panel will be convened, and the player must either complete **community service** or pay the **£75 fine** (fine option limited to once in three years).
 - A letter of apology may be requested if the conduct involves poor behaviour or language.
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4.4 Repeated Umpire Comments or Reports of Poor Discipline

Where a player is repeatedly mentioned in umpire reports or informal feedback:

- **First instance:** Written warning from the Club Disciplinary Group.
- **Second instance:** Internal match ban (length at the Group's discretion).
- **Further instances:** Additional sanctions may include **community service, temporary suspension, or termination of membership** for bringing the Club into disrepute.

All comments and decisions will be recorded for transparency and pattern tracking.

5. Disciplinary Panel

- The **panel should consist of at least three members**, typically including:
 - One of the **Chair, Secretary, or Treasurer**
 - The relevant **Club Captain** (or **Junior Lead** for juniors)
 - One other member of the **wider committee**

- The **Welfare Officer** will be offered attendance in all cases.
 - The player may bring a **support person** (not acting as a representative).
 - Decisions must be made **objectively and without conflict of interest**.
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6. Recording and Confidentiality

- All disciplinary proceedings will be **recorded and stored confidentially** by the **Club Secretary**.
 - Decisions and sanctions will be communicated to the individual in writing.
 - Information will not be shared outside the Committee except where necessary to implement a sanction or comply with EH requirements.
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7. Right to Review

- Any member may request a **review** of the process by the **Club Chair**, or if the Chair was involved, another independent committee member.
 - Reviews must be requested in writing within **seven days** of receiving the outcome.
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8. Repeat or Serious Misconduct

- Repeated or serious disciplinary matters may result in **temporary suspension** or **termination of membership**.
 - The Club reserves the right to report such cases to **England Hockey** where appropriate.
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9. Record Retention

- Records will be kept securely for **three years** (or until the end of any suspension period, whichever is longer).
 - Summary records of serious sanctions or suspensions may be retained for longer for safeguarding or pattern monitoring purposes.
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10. Reference

This policy operates in line with the **England Hockey Disciplinary Regulations (effective 1 September 2024)** and may be updated if those regulations change.