

## **MINEHEAD YOUTH DISCIPLINARY PROCEDURE**

The following Disciplinary Procedure is designed to encourage all members of Minehead Youth – Players, Parents and Managers – to achieve and maintain acceptable standards of behaviour and to ensure consistent and fair treatment for all members.

The Disciplinary Committee will consist of at least 3 members of the Executive Committee and the Club Welfare Officer. The Club Chairman will also be present at all Disciplinary Hearings but will not have a vote on the final decision. Any member of the Executive Committee who has any type of personal involvement with the person or teams involved will be asked to step down with regard to the decision making process to avoid any conflict of interest.

The Club Disciplinary process will commence with all issues/problems being reported in the first instance to the Club Welfare Officer within 48 hours of the incident, who will then, in turn, deem if it is necessary to pass them on to the Executive Committee. In order for the Welfare Officer to be able to do this, all incidents will be classified into one of three categories – Minor, Moderate and Major.

### **PLAYERS:-**

**Minor** – Incidents where an action/s of a player has caused no more than a minor inconvenience or embarrassment to the offended party. Minor incidents can include, but are not limited to the wearing of Minehead Kit outside of a football match, use of foul language but in a non-abusive manner i.e not directed at any individual or in a threatening manner.

Minor incidents will be dealt with by the Manager concerned with the Player, a Parent and the Welfare Officer present. The Executive Committee do not need to be involved in this although a record of the incident must be passed to them.

**Major** – A Major incident would involve an act that is likely to bring the Club into disrepute. This can include but is not limited to things such as acts of violence, abuse of referees, match officials, spectators, club members, racial abuse of any type, theft and deliberate damage to Club property.

Any incident not falling into the above 2 categories will be considered a **Moderate Incident**

The procedure for Major Incidents is as follows: In the event that any member is accused of gross misconduct that member shall be automatically suspended pending an investigation and disciplinary hearing. An invitation to the Player concerned and their Parent will be issued within 72hrs asking them to attend a hearing with the Executive Committee. The Club Chairman will be informed of the details of the case and invited to attend the meeting. The Manager of the Players' Team will also be invited to attend and will be allowed to speak but will not be party to the decision process.

## **PARENTS:-**

**Minor** – this includes but is not limited to incidents such as Excessive Coaching from the sidelines that affects the team or undermines the Manager.

Minor incidents will be dealt with by the Manager concerned with the Parent and the Welfare Officer present. The Executive Committee do not need to be involved in this although a record of the incident must be passed to them.

**Moderate** – to include persistent Non Payment of Subs. To be dealt with initially between the Manager, the person/parents involved and the Welfare Officer. The Club reserves the right to withdraw membership for non-payment, of both Parents and Players. Financial hardship cases can be discussed privately with the Welfare Officer. Any incident not falling into either the Minor or Major categories will be considered a **Moderate** Incident. Actions to be taken will be discussed and decided on by the Executive Committee.

**Major** – Incidents such as Abusive and Threatening behaviour towards individuals, match officials, Managers etc. Any type of racial abuse will also be dealt with in this category.

Parents will be asked to attend a meeting with the Executive Committee and the Welfare Officer and if it is deemed necessary will be banned from attending matches, with the provision that if they do continue to attend at any location the Police will be asked to remove them.

Each case, whatever category it falls into and whether it be Players, Parents or Management, will be dealt with on its own merits and dealt with by non-specific sanctions, as agreed by the Executive Committee. As well as the non-specific sanctions previously mentioned the Committee will also have the power to:-

- `Warn as to future conduct
- Recommend suspension of membership
- Recommend expulsion from the Club.

It is expected that the Management Committee will fully support all decisions made by the Executive Committee. All decisions made by the Executive Committee will be final.