



Millbrook RFC CODE OF CONDUCT



1.0 INTRODUCTION

- 1.1 This procedure covers all players, members and supporters and applies -
 - 1.1.1 When a Millbrook player is dismissed from the field of Play.
 - 1.1.2 When a Match Official reports a Millbrook Player, Club Official or Club Member for abuse during a game or after it whilst on club premises.
 - 1.1.3 A Report of misconduct breaching Rule 5.12.
 - 1.1.4 When the Executive Committee believes a Millbrook members has demonstrated a prima facie case of a breach of the Millbrook RFC Codes of Conduct.
- 1.2 The principal contact for Millbrook Rugby club on all matters appertaining to Discipline shall be the Chairman of the Millbrook RFC Disciplinary Committee.

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- 2.1 “All members shall, in the playing or supporting of Rugby Football, observe the spirit of sportsmanship and fair play, in particular, no member shall indulge in any un-sporting behaviour or activity which could blemish the good name of the Club, or bring the reputation of the game in to disrepute.”
- 2.2 In observing the above, further regard shall be given to the Rugby Football Union Codes of Conduct.

3.0 OVERVIEW OF THE POLICY

- 3.1 The Chairman of the Disciplinary Committee in conjunction with the Safeguarding Officer shall appoint a Disciplinary Panel to deal with all matters of discipline following any reported incident arising from playing the game or any transgression of the codes of conduct.
- 3.2 Following a Disciplinary hearing, the Disciplinary Panel shall have the power to suspend any player, or other member, from playing and/or training or to recommend to the Millbrook RFC Executive Committee that the person's membership should be suspended or terminated.
- 3.3 Suspension of all players for playing incidents will be in strict accordance with the rules and tariffs set down by the Rugby Football Union for all Players over the age of 17 and in accordance with the English Rugby Football Schools Union for all Players under the age of 17 at the time of the incident.
- 3.4 Millbrook Rugby Club will support all Millbrook players called to a HRFU/RFU Disciplinary hearing with appropriate supporters knowledgeable in the RFU Disciplinary Procedures.



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- 3.5 Where the Club is charged an administrative fee by a HRFU Disciplinary hearing where a Millbrook Member has been found guilty of an offence the Player will be invoiced the full amount of any fee levied. Failure to pay this invoice will become a further disciplinary issue.

4.0 APPROPRIATE PENALTIES

- 4.1 These apply to cases not subject to HRFU or RFU disciplinary procedures.
- 4.2 Where the alleged offence is admitted or has been proved the disciplinary Panel shall have the power to impose the following Penalties:-
- In the circumstances the sending off was sufficient punishment for the offence.
 - That the Player be cautioned/ reprimanded or severely cautioned/ reprimanded as to future conduct.
 - That a period of suspension from Playing be imposed (See RFU and ERFSU Tariffs in Appendix A and B of these Procedures).
 - That a period of suspension from Playing and Coaching is imposed
 - That a period of suspension of Membership of the Club is recommended to the Executive Committee.
 - That termination of Membership of the Club is recommended to the Executive Committee.



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5.0 PROCEDURE FOLLOWING A SENDING-OFF IN SENIOR RUGBY AND COLTS.

Includes all Male and Female Members, Players, Coaches, Administrators and supporters aged 17 and over

Referee	Player	Rugby Secretary	HRFU	Discipline Panel
Sends Player off				
Writes report and sends to HRFU within 48 hours				
	Gives Rugby Secretary contact details as soon as possible after game (this may be done by the Captain of the team)			
		Receives contact details and reports to HRFU within 72 hrs of match.		
			Received contact details and referees report	
			Sends referees report to player and Rugby Sec with plea form.	
	Receives referees report and Plea Form	Received referees report and Plea Form		
		Advises Player of procedure		
		Convenes disciplinary panel		
				Considers case and decides on any Club penalty
	Completes Plea Form and returns to HRFU with Club cheque within 14 days of receipt			
			Notifies player of hearing date if player has indicated he wants to attend	
Attends hearing if required	Attends hearing if required			
			Notifies player of result of hearing.	



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This applies irrespective of whether or not the referee is a member of a referee's Society.

5.1 DISCIPLINARY PANELS

5.1.1 Senior Rugby

The Disciplinary Panel shall consist of the following three members.

- a) The Chairman of the Disciplinary Panel shall be a member of the Rugby Executive Committee nominated by the Chairman of the Disciplinary Committee or, in his absence, the Section Chairman.
- b) Two Members of the Executive Committee or relevant sub-committee selected by the Chairman of the Disciplinary Committee.
Also in attendance -
- c) The Player / Member concerned plus
- d) A Personal Representative nominated by the player / member concerned if the player/member so desires.

5.1.2 The Colts (U17, U18 & U19 when playing in Colt Games)

The Disciplinary Panel shall consist of the following two members.

- a) The Chairman of the Disciplinary Committee or, in his absence, the Section Chairman.
- b) One Member of the Executive Committee selected by the Chairman of the Disciplinary Committee.
Also in attendance -
- c) The Colts Manager or the Colts Head Coach.
- d) The Player / Member concerned plus
- e) A Personal Representative nominated by the player / member concerned if the player/member so desire

6.0 PROCEDURE FOLLOWING A SENDING-OFF IN YOUTH/JUNIOR /MINI RUGBY All players under 17 years of age

6.1 Wherever possible a disciplinary panel should meet to consider the sending off of any young player as soon as possible after the incident and ideally on the day of the offence wherever possible.

6.1.1 All Players aged 11 to 16 on the 1st September at the start of that season.

The Disciplinary Panel shall consist of three members as follows:-

- a) The Chairman of the Panel shall be the most senior member present on the day (under the recommendation that the hearing should be held on the day of the incident if possible) in the order of the Chairman of the Disciplinary Committee, Chairman of the Millbrook Junior Rugby sub-committee, a Member of the Executive Committee or a member of the Millbrook Junior Rugby sub-committee.
- b) Two other members from the list under (a) but to include a member of the senior section wherever possible.
Also in attendance -
- c) The Player concerned
- d) The Player's Parent or Guardian
- e) The Player's Principle Coach or Attending Coach (on the day of the incident)



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- 6.1.2 All aged 6 to 10 on the 1st September at the start of that season.
The Disciplinary Panel shall consist of three members as follows:-
- a) The Chairman of the Panel shall be the most senior member present on the day (under the recommendation that the hearing should be held on the day of the incident if possible) in the order of The Chairman of the Disciplinary Committee, the Chairman of Millbrook Junior Rugby or any other Member of the Youth Committee.
 - b) Two other members from the list under (a)
 - c) A Head Coach of another age group within the Millbrook Junior Rugby Section.
- Also in attendance -
- d) The Player concerned
 - e) The Player's Parent or Guardian
 - f) The Player's Principle Coach or Attending Coach (on the day of the incident)



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Referee	Player	Rugby Secretary	HRFU	Discipline Panel
Sends Player off				
Writes report and sends to HRFU within 48 hours				
			Received referees report	
			Sends referees report to the Rugby Sec	
	Gives Rugby Sec contact details as soon as possible after game (this usually done by the Head coach of the team)		Received contact details and referees report	
		Receives contact details and reports to HRFU within 72 hrs of match		
		Received referees report		
		Convenes disciplinary panel		
		Sends referees report to player and disciplinary committee		
		Advises player of procedure.		
	Receives referees report			
	Attends disciplinary panel			Considers case and decides on any Club penalty.
				Reports finding to Rugby Sec.
		Receives findings of disciplinary panel		



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		<p>Issues report to the County youth Disciplinary Officer for consideration by the County Disciplinary sub-committee and where agreed with the HRFU Youth Disciplinary Officer directly to the school or college of the player concerned</p>	
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PROCEDURE FOR NON PLAYING INCIDENTS

7.0 ABUSE OF THE REFEREE WHILST ON CLUB PREMISES

This relates to incidents where a member of the Club is reported by the referee for abuse whilst the referee is on club premises.

7.1 Referee’s Actions

The referee shall within 7 days of an incident of Abuse by members or officials at a Rugby Club will issue a report on the incident to both the Hampshire RFU Disciplinary Officer and The Hampshire Referees Society. The Hampshire RFU Disciplinary Officer will then pass this on to the Millbrook RFC Secretary.

7.2 Millbrook RFC Actions

7.2.1 The Millbrook RFC Disciplinary Committee Chairman will review the report and in conjunction with the Chairman of the Section appoint a suitable Disciplinary Panel to Review the Incident.

7.2.2 Following the completion of a disciplinary panel the Chairman of the panel will issue a formal written report to the Club Chairman describing the circumstances of the incident, the details of the hearing along with details of the Panel’s decision.

7.2.3 Wherever possible the standard form of report as included in Appendix A will be used for this purpose.

7.2.4 The Chairman will review this report and when satisfied issue it to the County Disciplinary Secretary for consideration by the County Disciplinary sub-committee.



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8.0 ANY OTHER BREACHES OF THE CLUBS CODES OF CONDUCT

This relates to any incidents where a Rugby Member; Associate Member or Guest of a Rugby Member breaches the Codes of Conduct of Millbrook RFC.

8.1 Reporting an Incident

Any Member of the club or any other outside body may write to the Millbrook RFC Secretary or Chairman at any time to report a breach of the “Codes of Conduct” by a Rugby Member; Associate Member or Guest of a Rugby Member.

8.2 Millbrook RFC Actions

8.2.1 The Club Disciplinary Chairman will review the report in conjunction with the Chairman of the Section and the Executive committee if appropriate to confirm that the incident if proven will form a breach of the “Codes of Conduct” and lies within the Jurisdiction of these Disciplinary Procedures.

8.2.2 Following confirmation that these Procedures apply the Club Disciplinary Chairman will appoint a suitable Disciplinary Panel to Review the Incident. Wherever possible the Disciplinary Hearing will be held within one week of receiving the written report.

8.2.3 Following the completion of a disciplinary panel the Chairman of the panel will issue a formal written report to the Section Club Secretary and Chairman describing the circumstances of the incident, the details of the hearing along with details of the Club’s decision. Wherever possible the standard form of report as included in Appendix A will be used for this purpose.

8.2.4 If the Panel decides that suspension or termination of membership is appropriate it must pass its recommendation to the Millbrook RFC Executive Committee for consideration and action.

9.0 PROCEDURE FOLLOWING RECEIPT OF A RULE 5.12 NOTICE DEFINITION

“Rule 5.12 - Allegations of misconduct in the Playing Enclosure which are not the subject of a sending off or a citing may be referred in writing to the appropriate Constituent Body for Disciplinary Action under rule 5.12”

A Rule 5.12 Notice can be received from Hampshire RFU should a named person in the game provide sufficient evidence in writing, which in the opinion of the HRFU Disciplinary Officer, demonstrates a

prima facie case for a breach of RFU Rule 5.12.

Should such a notice be received this shall be addressed as though it is a breach of the Codes of Conduct and actions taken as described above (See 8.0 above).



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10.0 APPEALS PROCEDURE

- 10.1 Should a Member be aggrieved by the decision of the Panel (but not Executive Committee decisions) he/she shall have the right to request an appeal hearing.
- 10.2 Within 48 hours of a Panel award the member shall write to their Section Secretary on requesting a review of the decision by the appeal panel.
- 10.3 An external legally qualified officer of a Hampshire Rugby Club will chair the appeal panel and will sit with two executive members of the Millbrook RFC Executive Committee who have not been involved in the Case previously.
- 10.4 They will review the documentary evidence from the case along with the report of the disciplinary hearing and will inform the applicant if a hearing is necessary.
- 10.5 If necessary a hearing will be undertaken with evidence being taken from the applicant and the Disciplinary Panel Chairman.
- 10.6 The review panel will then award it's decision which will be:-
 - The decision of the Disciplinary Hearing Stands.
 - The facts were not proven to an acceptable standard of proof and any Penalties are removed.
 - The Penalty imposed was inappropriate and a more lenient or more severe penalty should be imposed.
- 10.7 Any Penalties imposed by the Hampshire Disciplinary Officer can be appealed using the RFU appeals procedure. See Section 15 of the Disciplinary Procedure in the RFU Handbook.



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Appendix A

RFU Tariffs for Disciplinary Incidents in Senior Rugby (Applicable to Players Aged over 17)

		<u>Range</u>	<u>Entry point</u>	<u>Maximum</u>
1	10(4)(a) Striking another player with hand, arm, fist including elbow	LE	2 weeks	52 weeks
		MR	5 weeks	
		TE	8+ weeks	
2	10(4)(a) Striking an opponent with the head	LE	4 weeks	104 weeks
		MR	8 weeks	
		TE	12+weeks	
3	10(4)(a) Striking an opponent with the knee	LE	3 weeks	52 weeks
		MR	8 weeks	
		TE	12 weeks	
4	10(4)(b) Stamping or Trampling an Opponent	LE	2 weeks	52 weeks
		MR	5 weeks	
		TE	9+weeks	
5	10(4)(c) Kicking an opponent	LE	4 weeks	52 weeks
		MR	8 weeks	
		TE	12+ weeks	
6	10(4)(d) Tripping an Opponent with the foot/ leg	LE	2 weeks	52 weeks
		MR	4 weeks	
		TE	7+ weeks	
7	10(4)(e) Dangerous tackling an opponent including early or late and including the action know as the "stiff arm tackle"	LE	2 weeks	52 weeks
		MR	6 weeks	
		TE	10+weeks	
8	10(4)(f) Holding, pushing or obstructing an opponent not holding the ball, except in a scrum, ruck or maul.	LE	2 weeks	52 weeks
		MR	4 weeks	
		TE	6+ weeks	
9	10(4)(g) Dangerous charging or obstructing or grabbing of opponent with the ball, including shouldering	LE	2 weeks	52 weeks
		MR	5 weeks	
		TE	9+ weeks	
10	10(4)(h) Charging into a ruck or maul	LE	3 weeks	52 weeks
		MR	5 weeks	
		TE	9+weeks	



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11	10(4)(i) Tackling jumper in the air	LE	3 weeks	52 weeks
		MR	6 weeks	
		TE	10+weeks	
12	10(4)(j) Lifting a player off the ground and dropping or driving that player into the ground whilst the player's feet are still of the ground such that his head/upper body comes into contact with the ground first	LE	3 weeks	52 weeks
		MR	6 weeks	
		TE	10+weeks	
13	10(4)(k) to cause a scrum, ruck or maul to collapse	LE	2 weeks	52 weeks
		MR	4 weeks	
		TE	8+weeks	
14	10(4)(m) Biting	LE	12 weeks	208 weeks
		MR	18 weeks	
		TE	24+ weeks	
15	10(4)(m) Contact with eyes or eye area	LE	12 weeks	156 weeks
		MR	18 weeks	
		TE	24+weeks	
16	10(4)(m) Testicle Grabbing or twisting or squeezing	LE	12 weeks	208 weeks
		MR	18 Weeks	
		TE	24+ weeks	
17	10(4)(m) Verbal abuse of players based on religion, race colour or national or ethnic origin or otherwise	LE	4 weeks	52 weeks
		MR	8 weeks	
		TE	13+ weeks	
18	10 (4)(m) Spitting at players	LE	4 weeks	52 weeks
		MR	8 weeks	
		TE	13+weeks	
19	10(4)(m) 2 yellow in one match	LE	SOS	52 weeks
		MR	He lower end of the range for the more serious offences	
		TE	n/a	
20	10(4)(m) Totting up of 3 foul play yellow cards within season – applies to Levels 1-4	LE	1 week	



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		MR	The lower end of the range for the more serious of the yellow card offences	52 weeks
		TE		
21	Threatening words or action towards at match officials	LE	1 week (as above lower end)	52 weeks
		MR		
		TE		
22	Verbal abuse of match officials	LE	6 weeks 12 weeks 18+ weeks	52 weeks
		MR		
		TE		
23	Physical abuse of match officials	LE	24 weeks 48 weeks 96+ weeks	Life
		MR		
		TE		



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Appendix B

***ERFSU Tariffs for Disciplinary Incidents in School Aged Rugby
(Applicable to Players Aged Under 17)***

<i>Ref</i>	<i>Offence</i>	<i>Suggested Starting Point</i>
1	Dissent	<i>Reprimand</i>
2	Repeated Infringements	<i>Reprimand</i>
3	Obstruction or Late Tackle	<i>Reprimand</i>
4	Abusive behaviour to other players	<i>Reprimand</i>
5	Collapse Ruck or Maul	<i>1 match</i>
6	Dangerous Tackle	<i>2 matches</i>
7	Collapse Scrum	<i>2 matches</i>
8	Hit, Punch or Trip an opponent	<i>2 matches</i>
9	Dangerous use of the boot or knee	<i>2 matches</i>
10	Wilfully kick, bite or head but an opponent to the head	<i>6 matches</i>
	Wilfully kick, bite, or head but an opponent other than to the head	<i>4 matches</i>
11	Abusive behaviour to an official	<i>4 matches</i>
12	Assault on an official	<i>8 matches</i>