



## Merton Hockey Club - Behaviour and Discipline Policy

**Approved:** 11 May 2026

**Review date:** Annually

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### 1. Purpose of this Policy

Merton Hockey Club is committed to providing a safe, inclusive and respectful environment for all participants. All members of Merton Hockey Club are required to comply with England Hockey's '[Spirit of Hockey Code of Conduct](#)'. If a member is suspected of breaching this Code of Conduct, bringing the club into disrepute, or behave in a way contrary to the Club Constitution, the following procedure will apply.

### 2. Scope and Application

This policy applies to all members of Merton Hockey Club, including:

- Playing members
- Coaches and volunteers
- Officials and umpires acting on behalf of the Club
- Spectators and parents/carers when representing the Club

The policy applies to behaviour:

- During matches and competitions
- At training sessions
- On tours and at social events
- In online environments, including social media and messaging platforms
- At any time where a member's conduct may reasonably be considered to bring the Club into disrepute

### 3. Reporting an Incident

- Any concern or allegation should be reported in writing within four (4) days of the incident.
- Reports may be made by any individual involved or present, including players, coaches, umpires, officials or spectators.
- Reports should normally be submitted to the Club Welfare and Disciplinary Officer [welfare@mertonhockey.co.uk](mailto:welfare@mertonhockey.co.uk)
- Concerns regarding a Club Committee member's behaviour should be reported to an uninvolved Committee member, who will arrange an independent review.

The report should include:

- Date, time and location of the incident
- Names of those involved
- A factual description of what occurred
- Names of any witnesses (if known)

#### **4. Initial Consideration and Member Response**

Upon receipt of a report, a representative of the Club Committee will acknowledge it, inform the member concerned in writing with details of the allegation, and allow them four (4) days to submit a written response.

#### **5. Disciplinary Committee**

The matter will be considered by a specially convened Disciplinary Committee, which will comprise a minimum of three Club Committee members and be convened and chaired by the Club Welfare and Disciplinary Officer.

**Conflicts of Interest** - Any individual who has a personal interest, conflict of interest, or close association with the incident or those involved must declare this and step aside; where necessary, alternative Committee members will be appointed to ensure impartiality.

**Process** - The Disciplinary Committee will aim to meet within four (4) days of receiving all statements, and will consider written statements and available evidence, relevant England Hockey regulations, and any mitigating factors.

#### **6. Sanctions**

Where a breach is upheld, the Disciplinary Committee may impose one or more of the following sanctions, proportionate to the seriousness of the misconduct:

- i. Verbal warning
- ii. Written warning
- iii. Suspension from some or all Club activities for a specified period

The Disciplinary Committee has delegated authority from the Club Committee to apply these sanctions. The member will be notified of the decision and sanction in writing, including the reasons for the decision.

#### **7. Safeguarding and External Referral**

If an incident involves safeguarding, the Club will follow England Hockey's safeguarding procedures and may refer matters to England Hockey, the local hockey association, or statutory agencies.

#### **8. Appeals**

A member may appeal a disciplinary decision by submitting a written appeal to the main Club Committee, chaired by the Club Captain or their appointee, within four (4) days of receiving the outcome.

**Appeal Process** - The Club Committee will hold a special meeting to consider the appeal, and its decision will be final; unless otherwise stated, any sanctions will remain in effect until the appeal outcome is determined.

#### **9. Confidentiality and Records.**

All disciplinary matters will be managed with sensitivity and confidentiality, and records will be securely retained in accordance with data protection requirement.