

Bank of England Rugby Football Club



Mini/Youth Discipline Policy

1. It is the responsibility of Bank of England Rugby Football Club (BOERFC) to deal with any act of indiscipline on the field of play by players, and/or any of their supporters and spectators on the touch line, or any BOERFC member who at any time uses threatening, abusive or insulting words or behaviour towards any other member or visitor to the club or in any way brings the club or the game into disrepute. This policy outlines the procedure to be followed where an act of indiscipline has taken place.
2. This policy is to be read in conjunction with the RFU publications [Guidance on the Age Grade Rugby Disciplinary Procedures](#) and [Discipline Guidance for RFU Clubs](#), and with the Club's own [Safeguarding Policy](#).

Mini Players

3. The Club believes that for disciplinary matters for U12s or below the player's coach/manager is normally in the best position to understand the circumstances and deal with the matter providing the most effective child-centric solution.
4. The primary aim at this level is to teach young players about the RFU's Core Values and the high standards expected of them. Coaches should work closely with the player's parents sharing any concerns they have about the player and agreeing how these can best be addressed.
5. The BOERFC Mini/Youth Section Chairman and Club Safeguarding Officer will also be available on request to work with coaches, the player and the player's parents to agree a course of action.

Youth Player sent off (Red Card) by the referee (Society or Club)

6. The coach or manager of the team concerned MUST report the name, age, date of birth, playing position and contact of the player sent off, the

referee's name and society (if any), the opposition and the relevant match details to the BOERFC Mini/Youth Section Chairman within 24 hours of the sending off.

7. The Mini/Youth Section Chairman MUST report the incident in writing to Middlesex's Schools and Youth Disciplinary Secretary within 72 hours of the sending off.

Youth Player sin binned (Yellow Card) by the referee (Society or Club)

8. The coach or manager of the team concerned should report the name of the player sin binned, to the BOERFC Mini/Youth Section Chairman.
9. A record of players who have been sin binned will be kept by the BOERFC Mini/Youth Section Chairman.
10. Any player who has been sin binned twice in a season will be asked to appear before the Junior Discipline Sub Committee.

Acts of Bullying

11. Bullying of any kind is not acceptable in any form or at any age at BOERFC. Any instances will be taken seriously, responded to promptly, and procedures followed to deal with the situation.
12. Anyone who knows that bullying is happening is expected to report it to the Club Safeguarding Officer (named in the Club Safeguarding Policy and on the BOERFC website). He/she will follow the guidelines as outlined in the [RFU Anti Bullying Policy](#).
13. It is the responsibility of every adult working in rugby union to ensure that everyone can enjoy the sport in a safe, enjoyable environment.

Acts of Bad Behaviour by Players, Spectators, Supporters and Visitors

14. Any member/player who witnesses an act of bad behaviour at any time by any Club Member or visiting supporter/spectator, of whatever age, can

report the matter to the BOERFC Mini/Youth Section Chairman so that the appropriate action can be taken.

Breaches of Safeguarding Best Practice Guidance

15. Any incident where the welfare of a child has been put at risk must, in accordance with the Club's Safeguarding Policy, be reported to the Club Safeguarding Officer, who will in turn inform the Constituent Body (CB) Safeguarding Officer and the RFU Safeguarding Team.
16. The Club Safeguarding Officer will be guided by the CB Safeguarding Officer and the RFU Safeguarding Team as to whether the incident can be handled informally, requires investigation and a formal hearing by the Club's Junior Discipline Sub Committee, or is sufficiently serious that it requires police involvement or should be handled at Constituent Body level.
17. In cases where an incident requires investigation and a formal hearing by the Club's Junior Discipline Sub Committee, the Club Safeguarding Officer will also be guided by the CB Safeguarding Officer and the RFU Safeguarding Team as to whether the person who is the subject of the allegations should be suspended from playing, or taking part in the administration of Rugby Union Football at BOERFC, or both, pending the result of the Junior Discipline Sub Committee hearing or whether he/she may continue to participate under supervision.

Junior Discipline Sub Committee

18. The Junior Discipline Sub Committee will be responsible for investigating and taking action on any sending off of a Youth player, or instances where a Youth player has been sin binned an excessive number of times.
19. The Junior Discipline Sub Committee will also investigate and take action on any instance of indiscipline or bad behaviour by any BOERFC Youth player, Mini/Youth coach, Mini/Youth supporter or Mini/Youth spectator.

20. The Junior Discipline Sub Committee will also, subject to agreement by the CB Safeguarding Officer and the RFU Safeguarding Team, investigate and take action on safeguarding incidents where the welfare of a child has been put at risk.
21. The Junior Discipline Sub Committee will exercise such power in a fair and open manner with the accused always having a right to attend and put his/her case after first been given reasonable notice of the hearing.
22. The members of the Junior Discipline Sub Committee shall consist of:
 - BOERFC Mini/Youth Section Chairman (if unavailable, the Vice Chairman may deputise)
 - Two other members of the Mini/Youth Section Committee.
23. If the case relates to a safeguarding incident where the welfare of a child has potentially been put at risk, then one of the two additional members should be the Club Safeguarding Officer.
24. In cases relating to the sending off or excessive sin binning of a Youth player, or instances of indiscipline or bad behaviour unrelated to safeguarding, the Junior Discipline Sub Committee will meet within seven (7) days of the act of indiscipline, offence or incident in question. Further meetings may be held if circumstances require this.
25. In cases relating to a safeguarding incident where the welfare of a child has potentially been put at risk, the Junior Discipline Sub Committee will meet within fourteen (14) days of the incident in question, or the date on which the incident was reported if this is different. Further meetings may be held if circumstances require this.
26. The reported player, coach, supporter or spectator **MUST** attend the discipline hearing. He/she may, if they wish, be represented by one person of his/her choice.

27. A Youth player appearing before the Junior Discipline Sub Committee should always be accompanied by a parent/guardian and may also be represented by an additional adult of his/her choosing.
28. The Committee may also receive evidence (either verbally or in writing) from any other person(s) who witnessed the incident or was involved in it.
29. Those present at a discipline hearing will be:
 - The player, coach, supporter or spectator
 - His/her parent (if a Youth player)
 - His/her representative (if desired)
 - Witness(es) to the incident
 - Junior Discipline Sub Committee members
30. The procedure at a discipline hearing will be:
 - The report of the incident is read to the meeting.
 - The player, coach, supporter or spectator is invited to make his/her statement.
 - Witness(es) to the incident make their statement(s), and any written evidence is read out.
 - Members of the committee, and/or the person appearing before the committee, may question any of those present about the incident.
 - The meeting will be adjourned while the Committee decide on what action to take.
 - The meeting is then reconvened and the results of the hearing along with any penalties are announced.

31. The Junior Discipline Sub Committee will have the power to decide upon one or more of the following penalties:
 - That no further action should be taken
 - That the individual be cautioned or severely cautioned as to his/her future conduct
 - That a period of suspension from playing, or taking part in the administration of Rugby Union Football at BOERFC, or both, be imposed on the individual. This may be limited by time, or by the satisfactory completion of nominated training, or both.
32. The age and seriousness of the offence must be taken into account when deciding penalties; in general players under the age of 18 are suspended for shorter periods than adults.
33. These penalties are subject to approval by Middlesex's Schools and Youth Disciplinary Secretary, and/or the CB Safeguarding Officer and the RFU Safeguarding Team, as appropriate.
34. A record of the penalty awarded against any person appearing before the Junior Discipline Sub Committee, plus the reasons how that decision was arrived at by the Junior Discipline Sub Committee, will be kept on file for 3 years. This penalty can be taken into account when deciding any future penalties at any subsequent discipline hearing relating to that member within that 3-year period.
35. In cases relating to the sending off or excessive sin binning of a Youth player, or instances of indiscipline or bad behaviour unrelated to safeguarding, it is the responsibility of the BOERFC Mini/Youth Section Chairman to report the circumstances of the offence (together with the referee's report if available) and the findings along with any penalties imposed, to Middlesex's Schools and Youth Disciplinary Secretary.

36. In cases relating to a safeguarding incident where the welfare of a child has potentially been put at risk, it is the responsibility of the Club Safeguarding Officer to report the findings along with any penalties imposed, to the CB Safeguarding Officer and the RFU Safeguarding Team.

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