



Disciplinary Policy

Any complaint about a member or official of the Club will be dealt with as follows:

Parent / Player

If the complaint is about a parent or player, the initial responsibility for resolving the complaint lies with the Team Manager. He/she should make written notes about the complaint (including dates) and speak to the individuals concerned about their behaviour/actions.

He/she should also make written notes about the outcome of this discussion. If appropriate, the Child Protection Officer should be informed of the complaint and the actions taken to resolve it. Managers are encouraged to seek help from the CPO or Committee whenever necessary.

Team / Club Official

If the complaint is about a Team or Club Official this will become the responsibility of the Committee. The Chairman, Vice-Chairman or Secretary (or alternative members as necessary) will make written notes about the complaint and speak to the person concerned, involving the Child Protection Officer if appropriate. Written notes will also be taken about the outcome of this discussion.

Disciplinary Process

If the case is deemed to be particularly serious or the inappropriate behaviour/actions continue after the initial complaint, this will be addressed by requesting that all parties involved attend a meeting with a Disciplinary sub-Committee consisting of 3 Committee members (plus the Child Protection Officer, if appropriate). All parties will be asked to provide written statements before the meeting. The Disciplinary sub-Committee may choose from the following:

- The complaint may be dismissed after reviewing the facts
- Individuals from either party may be warned in writing about their conduct and told to avoid any repetition.
- The Disciplinary sub-Committee may recommend to the main Committee that the individuals concerned should be expelled from the Club and then informed of this in writing if agreed.

The Club reserves the right to seek advice from either the Derbyshire F.A. or the Police on any matter, which may in course lead to further actions or charges being pursued.

Right to Appeal

If the individual(s) wish to appeal, they must do so in writing to the Chairman or Vice-Chairman within 14 days of receiving the decision of the Disciplinary sub-Committee. They will be invited to put their case to the full Committee which will then make a final and binding decision.