



DENMEAD BELLES

Denmead Belles Football Club



Denmead Belles Football Club Complaints and Disciplinary Policy

The Disciplinary Process

Denmead Belles Football Club (DBFC) has in place a Codes of Conduct for players, spectators, coaches and officials.

In order for the Codes of Conduct to be effective we have introduced a disciplinary process to support them.

It is DBFC aim to be fair and consistent in administering this policy.

The following options will be considered:

- Verbal warning
- Written warning
- Exclusion from specified number of matches
- Exclusion from specified number of training sessions
- Removal from team for remainder of current season
- Refusal to register with team for future season.

DBFC will consider which sanctions (or a combination of sanctions) are appropriate depending upon the breach of conduct.

The decision to issue a sanction will not be taken lightly, as it is not easy to reverse a decision and it may also be necessary to add sanctions or increase the time period. However if the Club member or Official wishes to appeal against the sanction they are welcome to do so following the Clubs Complaints process.

Once a decision has been taken it is not easy to reverse the decision. It is much simpler to add an additional sanction or increase/ decrease the number or period of time being utilised.

Ultimately, DBFC will be guided and required to follow the league(s) rules to which they are affiliated, County Association and FA rules.

Experience of dealing with issues will in turn help to inform and develop this clubs disciplinary process.

The Complaints Process

DBFC have clearly stated and communicated its philosophy on what it can offer to and what it expects from, players, spectators, coaches and officials, this will limit potential complaints.

Most complaints can be dealt with by referring individuals to club policies and procedures. However, where there are complaints which cannot be satisfied via these routes there needs to be a procedure for dealing with these.



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The following options can be considered:

- Complaints can be submitted in the first instance to the CWO. Alternatively where the issue relates to a technical aspect the concern can also be submitted to the appropriate age group coach
- Complaints can be directed to the club chairman
- Complaints can be directed to the club committee
- All complaints must be submitted in writing to the club committee
- If an individual is unhappy with the outcome of their original complaint they can appeal to the club committee
- The outcome of an appeal to the club committee is final
- Individuals have the right to seek guidance from the County FA where they feel they have been unfairly treated by the club's committee.

Please note DBFC is aware of the County disciplinary process which may decide that a punishment is required following a report from a referee or any participant. Any sanctions made must take into account the time it will take a County FA to deal with a case. They must not expect a County FA to take into account any action taken by the club when dealing with cases against players, coaches and officials of their club.

Contacts

CWO welfare.dbfc@denmeadbelles.org.uk

CPO cpo@hampshirefa.com

Club Chairman chairman.dbfc@denmeadbelles.org.uk

DBFC Management Committee