



Club Disciplinary Code

DISCIPLINARY GUIDELINES

At Old Esthameians Football Club, we are committed to upholding the values of fair play, respect and inclusion. Our expectation is that all our players and officials will conduct themselves in accordance with these principles.

The purpose of these guidelines is to deal speedily with misconduct, reduce the number of offences by illustrating to the membership the seriousness with which the Club Committee view discipline.

All cases of misconduct will be dealt with immediately on the evening of the game in which the incident took place in accordance with a scale of fines and or suspensions set by the Club Committee. This immediate action will be taken by the club captain and/or the Manager. Any appeals against the standard fines must be made to the Club Committee, through the Chair.

PROCEDURE

- a) ALL misconduct cases, both "bookings" and "sendings-off," will be dealt with under this procedure.
- b) Any booking or sending off recorded by the referee in any game MUST be reported by the Team Captain and/or manager to the Club Treasurer.
- c) The Club Treasurer shall immediately impose a fine or suspension on the player in accordance with the scale of fines and suspensions as set down by the Club Committee.
- d) Any player wishing to appeal against the standard fine or suspension being imposed, or who wishes to appeal against the incident generally, MUST return to the Clubhouse after the game and personally inform the Manager of his wish to appeal. The manager will immediately adjudicate on the appeal.
- e) Where a player is dissatisfied with the managers decision, he should inform the Club Chair, who will convene the Club committee to consider the matter. No appeal will be heard unless the player concerned appears personally before the manager as in (d) above.
- f) In the event of an appeal to the Club Committee, it shall consider the circumstances and decide whether to hold the full Club Appeal hearing immediately, or whether to delay the Club Appeal Hearing until the referee's report on the incident has been received from the County Football Association.
- g) Fines or suspensions imposed under this procedure, whether under the standard scale or whether decided by an Club Appeal Board, may be higher than, longer than or over and above any suspension or fine imposed by the County FA.
- h) An offending player who does not pay to the Club, when required, any fine imposed upon him either by the County FA or under this procedure by the Club shall not play for the Club again until such fine is fully paid.
- i) The scale of suspensions and fines that shall be enforceable by the Club under these guidelines should be agreed at the Club Annual General Meeting, though may be varied by the Club Committee if required.
- j) The Club Treasurer shall ensure the fine is paid.

SCALE OF FINES/SUSPENSION APPLICABLE UNDER THE DISCIPLINARY GUIDELINES

The following items (a) to (d) **are in addition to** any fines and suspensions levied by the club's parent County Football Association (e.g. AFA, Middlesex FA, etc) unless otherwise stated

- a) First Caution in any season:
 - i) If for dissent - **£15** fine
 - ii) For any other offence - **£10** fine

- b) Second Caution in same season:
 - i) If for dissent - **£20** fine
 - ii) For any other offence - **£15** fine

- c) Third or subsequent Caution in same season:

A Fine as in (b) above, **PLUS** a **club suspension** for one game.

- d) Fifth caution in same season

Suspension until the end of the season **PLUS** a **fine**, normally in line with (b) above.

Please note that the above fine/suspension scales are only guidelines and in exceptional cases the punishment imposed could be higher or lower than these guidelines.