

Age Grade Discipline procedures at OWW RFC

As a Club the Warriors have a very good disciplinary record with players, coaches and parents committed to the Warrior and RFU values. These values and the behaviours expected of every club member are highlighted on the website, promoted regularly by the committee to coaches, TM's and players and described on boards and banners at the ground weekly. Behaviours outside of this value code will be addressed firmly and In the unlikely event of disciplinary action being required the following policy describes the process that should be followed and the key considerations involved

- This policy is for children (players, coaches or TMs) in the mini, midi, junior/youth section of the Old Wimbledonian Warriors RFC (OWWRFC) defined by the fact that they are a member under the age of 18. Where a 17 or 18 year-old is playing in an U19 match, or is 17 or over and playing in an U20 match or an adult match, where permitted by RFU Regulations, he/she shall be dealt with as an adult in accordance with RFU Regulation 19.
- The overriding objective of the process is that it is 'child-centric' at all times, carefully considers the welfare of all involved and is based on both the RFU Core Values and the following key principles:
 - a) those who know an Age-Grade Player best should be the ones who discipline, mentor, guide and educate the Age-Grade Player as part of his/her development;
 - b) the disciplinary procedure should be simple, easy to understand and conducted more informally than the adult procedure;
 - c) there should be minimal delay;
 - d) the welfare of Age-Grade Players is paramount and any arrangements around hearings should take into account their educational commitments and family life. Thus, hearings will be conducted locally and by those with
 - experience in dealing with young people;
 - e) the details of a case involving an Age-Grade Player should not normally be publicised and RFU Safeguarding policies and guidance should be adhered to at all times;
 - f) playing suspensions should not normally be so severe as to discourage Age-Grade Players from continuing to play rugby and should be tiered in severity to their age, responsibility and culpability. They should normally be less than adults receive and should be given in matches not weeks because of the more complex playing programmes in Age-Grade Rugby;
 - g) there will be no financial penalties or costs imposed on an Age-Grade Player;
 - h) any sanction imposed on an Age-Grade Player for a rugby disciplinary matter may include, in addition, a non-rugby related

sanction. (For the avoidance of doubt, any non-rugby related sanction must be in addition to any playing suspension).

- Also age groups should be aware that any Constituent body led discipline matter involving Warriors may cause point deduction penalties to be imposed on the senior team we are one club with one RFU ID 61002.
- In all cases the Warriors Discipline Secretary, Chairman or in their absence any Warriors committee member must be consulted as soon as any discipline related matter arises.
- The current Warriors Disciplinary Secretary is Rob Byrne (Warriors Safeguarding Officer). Rob is very experienced at dealing with such situations. He is a former metropolitan police officer, is part of the RFU's safeguarding team Surrey rugby's Safeguarding Manager and has been with Warriors for over 10 years. Rob can be contacted on 07779011802 or cwowarriors@gmail.com