



Esher Rugby Football Club

Club Procedures to Manage Cases of Poor Practice

Poor practice is defined as any behaviour that contravenes RFU Codes of Conduct (Fair Play Codes) or RFU Guidance for Good Practice

1. Once an incident is reported to the Club Welfare/Child Protection Officer, he/she should consult with the RFU Ethics and Equity Manager in order to ascertain whether the allegation is poor practice, bullying or abuse.
2. Once the incident has been identified as poor practice and In consultation with senior club officials (Club Chairman / Youth/Mini Chairman) a decision will be made whether or not to suspend, temporarily, the person accused. Each case will be conducted on its merits.
3. A disciplinary hearing may be called. The panel should be made up of three club members with regard to the following criteria:
 - No person who has been involved in bringing the case to the disciplinary hearing should sit on the panel
 - Senior Management of the club must be represented
 - If the case relates to the poor coaching practice experience in this field must be represented.
4. The accused will be advised of receipt of the report and provided with copies
5. The accused will be invited to attend the hearing which must be held at a convenient time for him/her.
6. The accused must be given sufficient advanced notice.
7. The accused must be given the opportunity to offer his/her side of the story and call witnesses.
8. Once the disciplinary panel reaches a decision it should be communicated to the accused and confirmed in writing.
9. A copy of the finding should be sent to the CB Welfare Officer and RFU Ethics and Equity Manager.



Power of the Club Disciplinary Panel

1. Temporary suspension
2. Person may only coach whilst supervised
3. Coach must undertake RFU Best Practice and Child Protection Course
4. Coach must attend Good Practice and Child Protection course
5. Coach must attend appropriate RFU coaching course.

Esher RFC Disciplinary, Safeguarding/ Child Protection & Player Welfare Officer

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