



**SHEFFIELD UNIVERSITY
BANKERS HOCKEY CLUB
SUBHC**

Sheffield University Bankers Hockey Club Grievance and Disciplinary Policy



Sheffield University Bankers Hockey Club

Policy Owner: SUBHC Vice Chair (2025-26 Season, Richard Kirtley)

Approved by SUBHC Committee: 01/09/2025

Signed: *Christina Woods* (SUBHC Club Chair Woman, Christina Woods)

Due for Review: 07/09/2026

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Grievance and Disciplinary Policy

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Complaints and Disputes

1. All concerns, allegations or reports of malpractice or abuse relating to the welfare of children, young persons, or adults will be recorded and responded to swiftly and appropriately in accordance with the Club's and England Hockey's safeguarding policy and procedures. The Designated Safeguard Lead shall be the lead in the event of any safeguarding concerns.
2. Any complaints of misconduct (improper or unprofessional conduct) regarding the behaviour of members, Executive Committee (EC) members or volunteers shall be dealt with by the Club in accordance with the club's discipline and appeals process. A complaint must be presented in writing to the Secretary (subhc.secretary@gmail.com) or, where the matter relates to the Secretary, the complaint must be submitted to the Designated Safeguarding Lead. Unless exceptional circumstances apply, the Secretary will hear complaints within fourteen days of receiving a complaint. If the complaint is sufficiently evidenced, the Secretary will appoint three club members (who have no direct or indirect interest/involvement in the matter) to sit on a disciplinary panel. Subject to rule 3 below, a decision of the disciplinary panel shall be final and conclusive.
3. Any appeals must be received by the Secretary within seven days of receiving the written decision and, if appropriate, the appeals process will be followed.
4. Any complaints of serious misconduct (including, without limitation, theft, doping violations, fraud, physical violence, safeguarding policy breaches, serious breach of applicable health and safety, gambling and/or ticketing regulations or any act or omission of the member, EC member or volunteer which in the opinion of England Hockey, acting reasonably, brings or is likely to bring the sport of hockey into disrepute) regarding the behaviour of members shall be reported and dealt with by England Hockey in accordance with its disciplinary procedures.
5. If a dispute arises between any members, EC members or volunteers of the club about the validity or propriety of anything done by any member, EC member or volunteer under these rules and the dispute cannot be resolved by agreement, the parties to the dispute must first try in good faith to settle the dispute by mediation before resorting to litigation.