



Terms of Engagement

Chair of England Hockey Disciplinary Panel

Introduction

England Hockey (EH) is the governing body for the sport in this country for the grass roots to the international squads. It also acts as the 'nominated country' for Great Britain Hockey to assess and prepare the Great Britain (GB) squads to qualify for and participate in the Olympics.

EH is a company limited by guarantee, with its shareholders being its member clubs, together with regional and county associations. The sport has approximately 870 clubs as affiliated members with a player base exceeding 100,000. A further 20,000 players are estimated to participate in the sport at college or university, with many hundreds of thousands of school children participating in the sport. Tens of thousands of volunteers run this amateur sport at grass roots level.

More information on its activities can be found on www.englishockey.co.uk

The EH Disciplinary Framework

Since 1 September 2024, the England Hockey disciplinary framework for the sport has been managed under the England Hockey Disciplinary Regulations (the Disciplinary Regulations).

Key aspects of the framework include:

- Adjudication of in-play and post-match Red Cards
- Submission and consideration of Misconduct Complaints
- Developing clarity and consistency in the disciplinary processes for the sport
- 8 Area Disciplinary Panels and a National Disciplinary Panel
- Creation of a single England Hockey Disciplinary Panel (EHDP) to deal with designated EHDP and EH Appeal Panel (EHAP) work
- A pool of five Chairs of the England Hockey Disciplinary Panel

What is a Misconduct Complaint?

A Misconduct offence is committed where there is conduct by a Participant or Member which falls within the definition of Misconduct in regulation 2.1 of the Disciplinary Regulations (although allegations involving Young People or Adults at Risk may be dealt with under the Safeguarding Regulations).



Membership

The Disciplinary Regulations create an annually appointed panel of (maximum) five Legally Qualified Chairs (LQCs) who will sit as the Chair of both EHDP and EHAP. Legally Qualified means someone who is or has qualified as a solicitor, barrister, member of the Faculty of Advocates or member of the Chartered Institute of Legal Executives.

This is a volunteer role.

Scope of Work

Whilst primarily tasked with work under the disciplinary framework, the EHDP and EHAP also consider some work arising from League and Championships issues.

The EHDP will deal with:

- All national level Misconduct Complaints
- All appeals from the decisions of Area Disciplinary Panels regarding:
 - Red Cards
 - Misconduct Complaints

The EHAP will deal with:

- All appeals from first instance decisions of the NDP
- All appeals from national level decisions of the EH Competitions Department (and National Game Panel)
- Further appeals from decisions of:
 - The EHDP
 - Area Appeal Panels under the Area Adult League Regulations and other relevant competitions regulations

Key responsibilities for the LQCs:

- To have a working knowledge of the Disciplinary Regulations;
- To be available to sit as the Chair of the EHDP or EHAP as and when required (availability permitting);
- To convene a Panel as and when required in conjunction with the EH Head of Legal & Governance (HoL&G) or EH Disciplinary Lead as appropriate;
- To support the HoL&G and EH Disciplinary Lead in the investigation and determination of matters referred to the EHDP or EHAP as described above;
- To have a working knowledge of the EH Code of Conduct as issued from time to time;
- To remain independent and impartial in any decision making regarding the work before any Panel;
- To make decisions regarding non-referral of Misconduct Complaints;
- To make decisions regarding interim sanctions and stays of sanction;
- To make decisions regarding applications for leave for appeal and further appeals;
- To notify the HoL&G or EH Disciplinary Lead of any potential conflicts of interest;
- To maintain confidentiality in dealings with cases;



- To attend (subject to availability) any informal or development meetings of the Panel of Chairs as may be convened by the HoL&G or EH Disciplinary lead from time to time;
- To attend (subject to availability) any informal or development sessions of the EHDP as may be convened by the HoL&G or EH Disciplinary lead from time to time;
- To feedback to the HoL&G or EH Disciplinary Lead any recommendations regarding the effective operation of the EH disciplinary framework.

Commitment

Some matters are dealt with by the LQC alone but are generally decided by a Panel of three members of the EHDP/ EHAP.

Some matters may require urgent attention, for instance applications for interim sanctions and stays of sanctions or may be time sensitive, for instance Championship appeals or end of season League appeals.

The EHDP will be constituted as and when needed to review evidence and determine allegations of misconduct and which can involve the panel addressing the most sensitive and complex cases. This will either be done in writing or by oral hearing (usually convened remotely).

The EHAP will be constituted as and when needed to review evidence and appeals as listed above. This will either be done in writing or by oral hearing (usually convened remotely).