





## **WELSH RUGBY UNION**

### **Age Grade Rugby Disciplinary Regulations 2018/19**

#### **Introduction**

The WRU emphasises that Clubs and Schools are responsible for the behaviour of their players, coaches, officials and supporters during and after matches. Adherence to the principles of good discipline will enhance Rugby in Wales.

Please ensure that your Club or School acts to support the WRU in its campaign to improve disciplinary standards at Mini, Junior and Youth levels of the Game in Wales.

In accordance with World Rugby guidelines, the overriding objective of these procedures is that they are child friendly and 'child-centric' and are based on both the WRU 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 involving Age Grade Players should be simple, easy to understand and conducted more informally than the adult procedure;
- c) the welfare of Age Grade Players should be paramount and the disciplinary procedure should be conducted with that in mind; and
- d) 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 weeks.

Disciplinary hearings shall be conducted in accordance with these Regulations, save that they may be adapted as appropriate to meet the needs of the Age Grade Player in order to meet the key principles set out above.

The WRU Safeguarding policies and guidance should be adhered to at all times.

#### **Definitions**

In the Age Grade Rugby Disciplinary Regulations the following words shall have the following meanings:

**"Age Grade"** means U19 rugby and age groups below U19 level in Wales;

**"Age Grade Disciplinary Panel"** means a panel comprising members from the Age Grade Disciplinary Panel Pool appointed to hear disciplinary cases in accordance with Regulation 5 of these Age Grade Rugby Disciplinary Regulations;



**“Age Grade Disciplinary Panel Pool”** means the group of individuals, comprising members of the disciplinary sub-committee of the WRU Community Game Sub Board and other individuals appointed by the WRU with experience in dealing with young people and with Age Grade rugby, from which Age Grade Disciplinary Panels will be drawn to hear disciplinary matters pursuant to these Age Grade Rugby Disciplinary Regulations;

**“Age Grade Player”** means a player of the Game at Age Grade level;

**“Age Grade Person”** means (i) an Age Grade Player, and (ii) any other Person involved in Age Grade rugby who is aged 17 or below;

**“Appeal Panel”** means a panel appointed to hear an Appeal in accordance with Regulation 8.15 to 8.17;

**“Club”** means a Welsh rugby union football club or organisation, including (unless expressly stated otherwise) Regional Organisations and District teams at U19 level and below, School teams and any other Member;

**“Codes of Conduct”** means the codes set by the WRU and which appear in Appendix 2 hereto;

**“Disciplinary Notice”** means a notice to bring disciplinary proceedings in accordance with these Disciplinary Regulations;

**“Disciplinary Officer”** means the person appointed by the WRU to act on its behalf in matters of Age Grade Discipline;

**“Disciplinary Report”** means a report received from a referee on a player sent off, a player who was sin binned or a breach of the codes of conduct;

**“Foul Play”** means a breach or breaches of Law 10 of the Laws of the Game;

**“Game”** means rugby union football;

**“Laws of the Game”** means the Laws of the Game as issued from time to time by World Rugby;

**“Misconduct”** means any act of Foul Play by an Age Grade Player and/or any conduct, behaviour, statements or practices by a Club, School and/or an Age Grade Person, on or off the playing enclosure, during a match or otherwise, that is a breach of the Codes of Conduct and/or is unsporting and/or insulting and/or that brings or has the potential to bring the Game, the WRU and/or any sponsor or other partner of the WRU into disrepute;

**“Person”** means (i) a player, trainer, referee, assistant referee, referee adviser, touch judge, coach, selector, medical officer, physiotherapist, (ii) any other individual who is or has been at any time involved in the Game, or in the organisation, administration or promotion of the Game, or (iii) any supporter or spectator of the Game;



**“Person Charged”** means an Age Grade Person (or Club or School where the context so provides) against whom disciplinary proceedings have been brought;

**“Playing Season”** means the date on which the first fixture in the relevant competition is played each year until the date on which the last fixture in the relevant competition is played each year;

**“Regional Organisations”** means the Welsh rugby union football organisations designated as such from time to time by the Board of Directors;

**“School”** means a school in Wales affiliated to the Welsh Schools Rugby Union;

**“World Rugby”** means the association of national rugby football unions in membership therewith in accordance with its bye-laws, that is the world governing body for the Game; and

**“WRU”** means The Welsh Rugby Union Limited.

## **1 JURISDICTION, ORGANISATION AND STRUCTURE**

1.1 With effect from the start of season 2018/2019, the disciplinary rules and procedures of the WRU as relate to Age Grade Persons shall be as set out in these Age Grade Rugby Disciplinary Regulations.

1.2 Each Club and School is responsible for ensuring that each of its Age Grade Persons, team managers, coaches and Club officials and spectators are aware of and comply with these Age Grade Rugby Disciplinary Regulations.

1.3 In respect of a charge brought against a Club or School owing to the Misconduct of its Persons other than Age Grade Persons, the WRU shall have the right to bring the charge pursuant to the WRU Disciplinary Regulations. In doing so, each reference to a ‘Club’ in the WRU Disciplinary Regulations shall be construed as applying to a School.

1.4 These Age Grade Rugby Disciplinary Regulations also include:

- (a) the sending off report form (set out at **Appendix 1a**);
- (b) the ‘sin bin’ report form (set out at **Appendix 1b**);
- (c) the Codes of Conduct (set out in **Appendix 2**);
- (d) the Table of Recommended Sanctions for Offences within the Playing Enclosure, adjusted for Age Grade rugby (set out in **Appendix 3**);
- (e) the guidance in relation to U12 disciplinary matters (set out in **Appendix 4**);
- (f) the disciplinary protocol to be followed in respect of cross-border friendly matches (set out in **Appendix 5**); and



- (g) the Protocol for Matches in Wales (set out in **Appendix 6**).
- (h) player directions for personal hearings (set out in **Appendix 7**)
- (i) Disciplinary Process Timelines/Timescales Summary (set out in **Appendix 8**)

1.5 For the avoidance of doubt, these Age Grade Rugby Disciplinary Regulations shall not apply to:

- (a) anti-doping offences which are dealt with in accordance with the WRU Anti-Doping Regulations;
- (b) safeguarding matters which are dealt with in accordance with the WRU Safeguarding Policy;
- (c) disciplinary matters relating to Persons other than Age Grade Persons, which shall be dealt with in accordance with the WRU Disciplinary Regulations; or
- (d) subject to Regulation 1.6 below, disciplinary matters relating to Age Grade Persons aged 12 years or under, which shall be dealt by that Age Grade Person's Club or School. In respect of such matters, Appendix 6 sets out the recommended steps that should be taken by Clubs / Schools.

1.6 In respect of Disciplinary matters pertaining to Age Grade Persons aged 12 years or under:

- (a) where a Club / School wishes to seek the guidance of the WRU on disciplinary matters, they may contact the WRU Disciplinary Officer; and
- (b) the WRU shall have the power to deal with such matters pursuant to these Age Grade Rugby Disciplinary Regulations where it is necessary in the interests of the Game and/or the Union to do so.

1.7 All references to age in these Regulations shall be with reference to age of the relevant Person as at the date of the alleged offence.

## **2 GENERAL PROVISIONS RELATING TO AGE GRADE DISCIPLINARY PANELS AND APPEALS**

### **Standard of Proof**

2.1 The standard of proof in matters pertaining to these Age Grade Rugby Disciplinary Regulations (to include before Appeal Panels) shall be the balance of probabilities.

### **Rules of Evidence**

2.2 The bodies subject to these provisions shall have power to regulate their own procedure.

2.3 It should be borne in mind that the bodies subject to these provisions are not courts of law and are disciplinary, rather than arbitral, bodies.





- 2.4 Proceedings, findings or decisions of Age Grade Disciplinary Panels or Appeal Panels shall not be invalidated by reason of any minor defect, irregularity, omission or technicality unless such defect, irregularity, omission or technicality raises a material doubt as to the reliability of the relevant proceedings, findings or decisions.
- 2.5 Age Grade Disciplinary Panels and Appeal Panels shall not be obliged to follow strict rules of evidence. They may admit such evidence as they think fit and accord such evidence such weight as they think appropriate in all the circumstances.
- 2.6 Where the subject matter of disciplinary proceedings is sufficiently linked (for example, where an incident occurs at the same match or where there is common evidence) those disciplinary proceedings may be heard together. In the event that the case against one Person Charged would be dealt with pursuant to the WRU Disciplinary Regulations and the case against the other Person Charged would ordinarily be dealt with pursuant to the Age Grade Rugby Disciplinary Regulations, the WRU shall have the right to refer the disciplinary proceedings that would ordinarily have been dealt with under these Regulations to the panel constituted pursuant to the WRU Disciplinary Regulations for determination.
- 2.7 The Age Grade Disciplinary Panel or Appeal Panel (as applicable) may hear evidence in any order and shall have complete discretion to take matters out of order for the timely, efficient and appropriate disposal of the proceedings.
- 2.8 Video evidence or photographic evidence may be used in relation to any disciplinary matter falling within these Regulations save that, where the footage and/or photo concerns Age Grade Players, any overwhelming safeguarding issues will be reviewed in accordance with the WRU Safeguarding Policy, before video and/or photographic evidence is used in relation to Disciplinary matters falling within these Regulations.

#### **Attendance**

- 2.9 The WRU may appoint a person to assist with the prosecution of any disciplinary case or appeal.
- 2.10 Subject to Regulations 2.11 and 2.12 below, the Person Charged and, where relevant, a Club or School representative must attend a hearing, unless the Chairman of the Age Grade Disciplinary Panel directs that the hearing may proceed without such attendance. Where relevant, the match referee and/or referee adviser shall be invited to attend the hearing, although their attendance is not mandatory and no inference may be drawn if the match referee and/or referee adviser does not attend and the hearing may proceed without such attendance.
- 2.11 Where the Person Charged is an Age Grade Person aged 14 years or older, he or she shall attend the hearing in company with a Club official or an appropriate person from the School. The parent or guardian of the Age Grade Person may also attend the hearing.



- 2.12 Where the Person Charged is an Age Grade Person aged 13 years old, he or she shall not attend the hearing. Rather a Club official or an appropriate person from the School should attend. The Age Grade Person's parent or guardian may also attend the hearing.
- 2.13 Where a Person Charged (or where, Regulation 2.12 applies, their representatives) fails to attend a hearing, the Age Grade Disciplinary Panel has the discretion to adjourn the hearing or to:
- (a) proceed to hear the case against the Person Charged; or
  - (b) save in respect of matters where Regulation 2.12 applies, suspend the Person Charged until such time as he/she appears.
- 2.14 Where an Age Grade Person is subject to a Misconduct complaint pursuant to Regulation 3.12 below and is or is likely to be subject to civil or criminal proceedings arising from the circumstances which are the subject of the Misconduct complaint, the Disciplinary Officer or Age Grade Disciplinary Panel (as applicable) will decide whether it is in the interests of the Game to proceed pending the outcome of those proceedings. If he/it adjourns the matter until the conclusion of the civil or criminal proceedings, the Disciplinary Officer may impose an interim suspension on the Age Grade Person against whom the allegations are made in accordance with Regulation 4.1 below.
- 2.15 Hearings may be conducted via video conferencing and the person charged may request to attend a hearing via this facility.

### **Confidentiality**

- 2.16 The proceedings of Age Grade Disciplinary Panels and Appeal Panels shall take place in private.
- 2.17 Subject to Regulations 2.18 to 2.21 below, all oral or written representations, submissions, evidence and documents created in the course of any proceedings are confidential between the WRU and the individual or body concerned.
- 2.18 All oral or written representations, submissions, evidence and documents created in the course of any proceedings, representations, submissions and evidence and representations shall be subject to qualified privilege.
- 2.19 The WRU shall have the power to publish in the public press, on a website or in any other manner considered appropriate:
- (a) the decisions of Age Grade Disciplinary Panels and Appeal Panels made under these Age Grade Rugby Disciplinary Regulations, which may include details of offences committed under these Age Grade Rugby Disciplinary Regulations and of any sanctions imposed; and
  - (b) any representations, submissions, evidence and documents created in the course of proceedings, or evidence, whether or not this reflects on the character or conduct of a Person Charged.



- 2.20 Until such time as a decision is published by the WRU, all parties and participants in the proceedings shall treat such proceedings as confidential.
- 2.21 The WRU shall have the right to use and rely upon any representations, submissions, evidence and documents that are provided to it during the course of any inquiry and/or is created or otherwise generated during the proceedings of a Age Grade Disciplinary Panel or Appeal Panel for the purpose of carrying out its regulatory functions and monitoring and implementing compliance with its Rules and Regulations.

### **Service of Documents**

- 2.22 Communications from the WRU to a Club, School or Age Grade Person shall be deemed to have been validly made and delivered if addressed to the Secretary of a Club or to the Head Teacher of a School at the postal address/email address of the Club or School (as applicable). It is the responsibility of the Club or School to notify the WRU in writing of any temporary or permanent changes of address and to make adequate arrangements to deal with absences (for example, in the case of holiday or sickness).

## **3 DISCIPLINARY OFFENCES**

### **Red Cards**

- 3.1 An Age Grade Player who is red carded (when an Age Grade Player is sent off the playing enclosure permanently by the referee) can take no further part in the match in which he was sent off but may play in subsequent matches (unless otherwise notified by the WRU) until such time as his case is determined by the Age Grade Disciplinary Panel.
- 3.2 In cases where a youth or junior team has six Players (per team) sent off during the season, or where the Players sent off reported by match officials when combined total six during the season, the Club will be fined 5% of the sum of the core grant made available to it in the season by the WRU. For each Player over six that is sent off, or Club officials reported over six, an additional fine of 1% of the sum of the core grant made available to it in the season by the WRU will be imposed on the Club.

### **Yellow cards**

- 3.3 Age Grade Players who receive a yellow card (when an Age Grade Player is cautioned in a match by the referee and temporarily sent off the playing enclosure for a period of ten minutes of playing time) shall not, save in truly exceptional circumstances, lodge an appeal to an Age Grade Disciplinary Panel.
- 3.4 If an Age Grade Player is issued with two yellow cards in any one match and at least one of those yellow cards is issued for Foul Play, this will constitute a red card and the appropriate sanction will be determined by reference to the available sanctions for offences committed, as set out in Appendix 3 and determined by an Age Grade Disciplinary Panel.





- 3.5 Where, in accordance with Regulation 3.4, an Age Grade Player has been sent off as a result of receiving two yellow cards and one or both of those yellow cards was awarded for Foul Play, the Age Grade Player may challenge one or both of the Foul Play yellow cards. However, the player may not challenge the award of a yellow card for a technical offence. If the Age Grade Disciplinary Panel permits a challenge against one or both of the Foul Play yellow cards and the challenge is upheld:
- (a) the Age Grade Disciplinary Panel may consider if the sending off is a sufficient sanction to be imposed;
  - (b) the red card shall be expunged from the Age Grade Player's record.
- 3.6 The right of appeal in Regulations 3.3 and 3.5 above may only be exercised in truly exceptional cases, for example in a case of mistaken identity. It is not intended to encourage or lead to the systematic, regular review or contesting of yellow cards given to Age Grade Players in matches.
- 3.7 In the event that an appeal is lodged pursuant to Regulations 3.3 or 3.5, the Age Grade Disciplinary Panel shall first determine as a preliminary issue whether or not there are any truly exceptional circumstances and only if it so determines will it then proceed to deal with the appeal.
- 3.8 Where both of the yellow cards were issued for technical offences (where no act of Foul Play took place), the Age Grade Disciplinary Panel will have the discretion to consider whether the sanction imposed should be one of sending off sufficient.
- 3.9 Age Grade Players who are yellow carded on three occasions during the season will be automatically suspended for a period of one week following notification from the WRU. If an Age Grade Player accumulates a further three yellow cards during the season he/she will automatically be suspended for a further period of two weeks. For the avoidance of doubt, any yellow card which is the subject of a successful appeal in accordance with Regulations 3.3 and 3.5 shall not fall to be considered for the purposes of this Regulation 3.9.

#### **Notifying the WRU of Red and Yellow Cards**

- 3.10 Where an Age Grade Player is yellow carded or sent off by:
- (a) A referee appointed by the WRU, the referee shall as soon as possible following the conclusion of the match, submit his report on the incident to the Disciplinary Officer;
  - (b) A referee appointed by a Club or School, the Club or School shall, as soon as possible following the conclusion of the match provide the referee's report on the incident to the Disciplinary Officer.
- 3.11 Referees reports shall be submitted using the forms attached hereto as Appendix 1a and 1b.



## **Misconduct**

- 3.12 Any act or acts of Misconduct shall constitute an offence under these Age Grade Rugby Disciplinary Regulations that may result in disciplinary proceedings being brought and (where appropriate) sanctions being imposed on the Age Grade Person, Club and/or School involved. For the avoidance of doubt, an Age Grade Person, Club and/or School may be sanctioned for Misconduct that relates to conduct during a match even if the match referee has already penalised one or more Age Grade Persons for that conduct.
- 3.13 Any matter that constitutes or is capable of constituting Misconduct shall be considered by the Disciplinary Officer on referral by the WRU, at his own instigation, as a result of any matter being brought to his attention in a referee's report or as a result of a party submitting a Code of Conduct Report in accordance with Appendix 2. However, while the WRU may direct the Disciplinary Officer to investigate a matter and/or bring a Misconduct complaint, any other party may not. In the latter case, the Disciplinary Officer shall have sole discretion to determine whether to investigate a matter and/or bring a Misconduct complaint under these Age Grade Rugby Disciplinary Regulations, and his/her decision shall be final and shall not be subject to appeal by any party.
- 3.14 In carrying out his/her functions under Regulation 3.13 above, the Disciplinary Officer shall be entitled to undertake such investigations as he/she deems appropriate, and every Club, School and Age Grade Person shall be obliged to cooperate with such investigations. A failure or refusal to cooperate with such investigations may itself constitute Misconduct under these Age Grade Rugby Disciplinary Regulations.

## **Miscellaneous**

- 3.15 The WRU shall monitor the behaviour of all Clubs and Schools throughout the season and record offences committed by players from each Club or School and in accordance with Regulation 3.1, shall impose financial penalties on the Club or School. The WRU shall have the discretion to impose such penalties as deemed appropriate, including but not limited to, a team suspension or request that the Club, age grade team or School to appear before the Age Grade Disciplinary Panel.

## **4 INTERIM SUSPENSIONS**

- 4.1 Whilst disciplinary proceedings are to be preferred, the Disciplinary Officer shall have the power to issue an interim suspension order against an Age Grade Person against whom an allegation of Misconduct has been made and is being investigated in the event that the Disciplinary Officer determines that such a suspension is in the interests of the Game.
- 4.2 An interim suspension order may be issued without a hearing and, subject to Regulations 4.3 and 4.4 below, the interim suspension may be on such terms and for such period as the Disciplinary Officer directs. Notification of the interim suspension order shall be made to the Age Grade Person against whom an allegation of Misconduct has been made as soon as reasonably practicable.



- 4.3 Any Age Grade Person subject to an interim suspension order shall have the right of appeal before an Age Grade Disciplinary Panel. The procedure for the appeal shall be determined by the Chairman of the Age Grade Disciplinary Panel.
- 4.4 An interim suspension order shall automatically cease:
- (a) when the matter has been dealt with at a disciplinary hearing; or
  - (b) when the Disciplinary Officer confirms that no further disciplinary action is to be taken.

## **5 AGE GRADE DISCIPLINARY PANEL**

- 5.1 Disciplinary offences, including breaches of the Codes of Conduct, shall be dealt with by an Age Grade Disciplinary Panel. The Age Grade Disciplinary Panel shall comprise of at least three members, none of whom shall be from a District which has a connection with the Age Grade Persons(s), match officials, Clubs or Schools participating in the match in which the alleged offence occurred. One of the three members shall be designated as Chairman.
- 5.2 The WRU may, where it considers it necessary in its sole discretion, appoint a legally qualified person to sit on an Age Grade Disciplinary Panel instead of or in addition to one of the members appointed from the Age Grade Disciplinary Panel Pool.

## **6 DISCIPLINARY PROCEDURE**

### **Disciplinary Notice**

- 6.1 Disciplinary proceedings shall be commenced against an Age Grade Person, Club or School by the serving on them of a Disciplinary Notice by or on behalf of the WRU. Where the proceedings relate to an Age Grade Person, the Disciplinary Notice shall be sent to their Club or School.
- 6.2 A Disciplinary Notice shall contain, or incorporate by reference to other documents, the material facts relied upon and particulars of the red card or yellow card offence or Misconduct alleged by reference to those facts. Any defect in a Disciplinary Notice shall not preclude the Age Grade Disciplinary Panel proceeding to consider and determine the allegations of Misconduct.

### **Response**

- 6.3 A party that receives a Disciplinary Notice shall within seven days of receipt of the Disciplinary Notice confirm in writing:
- (a) whether he/she/it admits the offence specified in the Disciplinary Notice and wishes to plead guilty; or
  - (b) whether he/she/it disputes the allegations set out in the Disciplinary Notice.



- 6.4 Should an Age Grade Person, Club or School request a personal hearing for a red card offence, this request must also be made in writing to the Disciplinary Officer **within seven days** of receipt of the Disciplinary Notice. A cheque for £100 made payable to The Welsh Rugby Union Limited must accompany a request for a personal hearing. Where a request for a personal hearing is made, but where the Age Grade Person (or, where Regulation 2.12 applies, their representatives), Club or School (as applicable) do not attend the personal hearing, the fee will be retained and the Age Grade Disciplinary Panel shall have the power to impose an additional fine on the Club or School. The Age Grade Person (or, where Regulation 2.12 applies, their representatives), Club or School (as applicable) will be provided with a date to appear before a WRU Disciplinary Panel and/or WRU Professional Disciplinary Panel. If the Age Grade Person and/or representatives (if applicable) are unable to attend an initial hearing date, the Age Grade Person will then be provided with a revised and final date. Failure to attend the revised date will result in the WRU Disciplinary Panel and/or WRU Professional Disciplinary Panel concluding the matter in the Age Grade Person's (or representatives') absence. In only exceptional circumstances may an extension be granted.
- 6.5 The player (in conjunction with the player's parent (s) or guardian (s)) will be requested to provide written reasons as to why he or she have requested a personal hearing (Appendix 7).
- 6.6 Where an Age Grade Player requests a personal hearing in relation to a red card offence in accordance with Regulation 6.4 above, the match officials may be invited to attend the hearing.
- 6.7 If an Age Grade Person does not request a personal hearing in writing in accordance with Regulation 6.4 above, the Age Grade Disciplinary Panel will proceed to deal with the alleged offence specified in the Disciplinary Notice in the absence of the Age Grade Person.

#### **Directions**

- 6.8 The procedure for the disciplinary proceedings shall be determined by the Chairman of the Age Grade Disciplinary Panel who may give any directions necessary for the proper conduct of proceedings.

#### **Decision**

- 6.9 Where the alleged offence is not admitted, the Age Grade Disciplinary Panel shall consider their decision in private and shall determine whether the alleged offence has been proven. The Age Grade Disciplinary Panel shall reach a decision on a majority vote with the Chairman having the casting vote in the event of equality.

#### **Sanction**

- 6.10 Where the offence is admitted or proven, the Age Grade Disciplinary Panel shall proceed to hear submissions regarding sanction, to include in relation to mitigating and aggravating factors.



- 6.11 Whilst each case will be dealt with on its merits, the Age Grade Disciplinary Panel will apply the World Rugby list of recommended sanctions for offences within the playing enclosure, adjusted for Age Grade rugby (in accordance with World Rugby Regulation 17). The list of sanctions is set out in Appendix 3, which shall be deemed to have been automatically amended to reflect any amendment or change approved by the World Rugby during the season.
- 6.12 In addition to those sanctions set out in Regulation 6.11 above, an Age Grade Disciplinary Panel may impose education based sanctions on an Age Grade Person, with such sanctions including (but not limited to):
- (a) completion of the WRU Disciplinary Online e-Learning Module and/or;
  - (b) any other educational courses considered appropriate by the Age Grade Disciplinary Panel.
- 6.13 For offences within the playing enclosure, the Age Grade Disciplinary Panel shall undertake an assessment of the seriousness of the Age Grade Player's conduct, which constitutes the offending and categorise the offence as being at the lower end (LE), mid range (MR) or top end (TE) of the scale of seriousness in order to identify the appropriate entry point for consideration of a particular incident(s) where such incident(s) is expressly covered in the World Rugby list of recommended sanctions for offences within the playing enclosure, adjusted for Age Grade rugby. Such assessment of the seriousness of the Age Grade Player's conduct shall be determined by reference to the following features of offending:
- (a) whether the offending was intentional or deliberate;
  - (b) whether the offending was reckless, that is the player knew (or should have known) there was a risk of committing an act of Foul Play;
  - (c) the gravity of the Age Grade Player's actions in relation to the offending;
  - (d) the nature of the actions, the manner in which the offence was committed including part of body used (for example, fist, elbow, knee or boot);
  - (e) the existence of provocation;
  - (f) whether the Age Grade Player acted in retaliation and the timing of such;
  - (g) whether the Age Grade Player acted in self-defence (that is whether he used a reasonable degree of force in defending himself);
  - (h) the effect of the Age Grade Player's actions on the victim (for example, extent of injury, removal of victim player from the Game);
  - (i) the effect of the Age Grade Player's actions on the match;
  - (j) the vulnerability of the victim player including part of the victim's body involved/affected,



position of the victim player, ability to defend himself;

- (k) the level of participation in the offending and level of premeditation;
- (l) whether the conduct of the offending Age Grade Player was completed or amounted to an attempt; and
- (m) any other feature of the Age Grade Player's conduct in relation to or connected with the offending.

6.14 Having identified the applicable entry point for consideration of a particular incident, the Age Grade Disciplinary Panel shall identify all relevant aggravating factors and determine what additional period of suspension, if any, above the applicable entry point for the offence should apply to the case in question. Aggravating features include:

- (a) the Age Grade Player's status generally as an offender of the Laws of the Game;
- (b) the need for a deterrent to combat a pattern of offending in the Game (to include the application of any relevant World Rugby Memorandum); and
- (c) any other off-field aggravating factor(s) that the Age Grade Disciplinary Panel considers relevant and appropriate.

6.15 Thereafter, the Age Grade Disciplinary Panel shall identify all relevant mitigating factors and determine if there are grounds for reducing the period of suspension, if any. Mitigating factors include:

- (a) the presence and timing of an acknowledgment of culpability/wrong doing by the offending Age Grade Player;
- (b) the Age Grade Player's disciplinary record and/or good character;
- (c) the youth and inexperience of the Age Grade Player;
- (d) the Age Grade Player's conduct prior to and at the hearing;
- (e) the Age Grade Player having demonstrated remorse for his conduct to the victim player including the timing of such remorse; and
- (f) any other off-field mitigating factor(s) that the Age Grade Disciplinary Panel considers relevant and appropriate.

6.16 The Age Grade Disciplinary Panel may not apply a reduction for a sanction which is greater than 50% of the relevant sanction entry point. In assessing the percentage reduction applicable for mitigating factors, the Age Grade Disciplinary Panel shall start at no reduction and apply the amount, if any, to be allowed by way of mitigation up to the maximum reduction (50%).





6.17 In cases involving offending that has been classified pursuant to Regulation 6.12 as lower end offending, where:

- (a) there are off-field mitigating factors; and
- (b) where the Disciplinary Panel considers that the sanction would be wholly disproportionate to the level and type of offending involved;

the Disciplinary Panel may apply sanctions less than 50% of the lower end entry sanctions specified in **Appendix 3** including in appropriate cases no sanction.

6.18 Notwithstanding the above, in cases where the Age Grade Player's actions constitute mid-range or top end of offending for any type of offence which had the potential to result and/or did result in serious/gross consequences to the health of the victim, the Age Grade Disciplinary Panel may impose any period of suspension (including a suspension for life) as it deems appropriate.

6.19 In respect of offences not covered by the list of recommended sanctions set out in Appendix 3 (recommended sanctions for offences within the playing enclosure, adjusted for Age Grade rugby), appropriate sanctions may be imposed at the sole discretion of the Age Grade Disciplinary Panel which may include but not be limited to:

- (a) for an Age Grade Person a reprimand or warning, education based sanctions (to include, but not limited to, the WRU Disciplinary Online e-Learning Module), and/or suspension from playing or administration of the Game or both;
- (b) for a Club or School, in addition to the sanctions set out in Regulation 6.17(a) above, suspension from activities relating to the Game, deduction of points, disqualification from any competition, or a recommendation to the WRU Board of Directors of expulsion from the District Junior Rugby Association, District Youth Rugby Union or Welsh Schools Rugby Union to which it is affiliated and that the team be disbanded.

### **Suspensions and other sanctions**

6.20 In accordance with World Rugby Regulation 17, suspensions will be calculated in numbers of weeks and will be imposed until a stated date.

6.21 Any period of suspension imposed:

- (a) will commence immediately following the written notification or, where the Age Grade Person attends a personal hearing, oral notification of the decision of the Age Grade Disciplinary Panel;
- (b) may be divided into two separate periods in order to exclude the whole or part of the closed season provided that the Age Grade Person is not permitted to play the Game (in any form) during such closed season; and



(c) shall apply universally such that an Age Grade Person may not play the Game (in any form) anywhere during the period of suspension.

- 6.22 If an Age Grade Person's suspension has not finished by the end of the 2018-2019 Playing Season, it shall continue until a stated date in the next Playing Season, unless he/she has been selected for a close season tour, or he/she intends to play during the close season in another Union. In this event the period of the tour in the Playing Season in the visited Union and the fact that he/she intends to play in another Union shall be taken into account in determining when the suspension shall come to an end.
- 6.23 Sanctions other than suspensions shall take effect in accordance with the written decision of the Age Grade Disciplinary Panel.

#### **Notification of the decision**

- 6.24 The Age Grade Disciplinary Panel shall deliver its decision to the parties to the disciplinary proceedings (to include the Club or School, where applicable) orally at the end of the disciplinary hearing or in writing within five days after the conclusion of the disciplinary hearing.
- 6.25 Where a party to the disciplinary proceedings requires that written reasons be produced it must request such reasons within 48 hours following receipt of the decision, following which written reasons will be produced by the Age Grade Disciplinary Panel as soon as is reasonably practicable.
- 6.26 Where a Club or School plays an Age Grade Player during a period of suspension after that Club or School has been notified that the Age Grade Player has been suspended from playing, such conduct shall constitute Misconduct on the part of the Club or School.

#### **7 COSTS**

- 7.1 The costs of administering the Age Grade Disciplinary Panel (including any fees of those sitting on the Age Grade Disciplinary Panel) shall be borne by the WRU.
- 7.2 Any costs incurred in bringing or defending disciplinary proceedings shall be borne by the party incurring those costs.

#### **8 APPEALS**

- 8.1 An Age Grade Person, Club or School that has been found guilty of an offence may appeal the decision of an Age Grade Disciplinary Panel to an Appeal Panel.
- 8.2 In a Foul Play referral case, the party that made the referral may appeal the decision of an Age Grade Disciplinary Panel to an Appeal Panel.
- 8.3 The WRU shall have a right to appeal any decision of an Age Grade Disciplinary Panel to an Appeal Panel.



- 8.4 Subject to Regulation 8.5 below, pending an appeal, an Age Grade Person who has been suspended shall not be eligible to play the Game (in any form) until the earlier of:
- (a) the appeal being determined by an Appeal Panel; and
  - (b) the suspension imposed by the Age Grade Disciplinary Panel expiring.
- 8.5 The Appeal Panel shall have the discretion to permit Age Grade Players to play the Game pending an appeal. In the event that the Appeal Board has not been constituted, the discretion shall be exercised by the Disciplinary Officer. Such decision shall be considered by the Appeal Board once constituted. There shall be no further right of challenge from the decision of the Disciplinary Officer and/or Appeal Board.
- 8.6 Ordinarily, the parties to an appeal shall be entitled to make oral submissions to the Appeal Panel but an appeal shall be by way of a review of documents only without witness evidence. The evidential assessment of the Age Grade Disciplinary Panel at first instance should not be overturned save as in circumstances where central findings of fact made by the Age Grade Disciplinary Panel are clearly wrong.
- 8.7 A de novo hearing against the decision of an Age Grade Disciplinary Panel may be permitted if the Appeal Panel considers it to be in the interests of justice. This will only be permitted in exceptional circumstances, such as when new evidence which was not reasonably available at the original hearing is to be adduced.

#### **Notice of Appeal**

- 8.8 Any appeal brought under Regulations 8.1 to 8.3 above must be served on the Disciplinary Officer within 7 days of notification of the decision of the Age Grade Disciplinary Panel.
- 8.9 The notice of appeal shall be sent to the Disciplinary Officer in writing and must be signed by the Age Grade Person, Club or School serving the appeal (the “Appellant”).
- (a) the name of the Age Grade Person or Club or School lodging the appeal;
  - (b) the decision appealed against;
  - (c) the date of the decision appealed against; and
  - (d) the specific grounds of the appeal.
- 8.10 In the cases of Age Grade Players, the appeal must be lodged on the headed paper of the Club or School which they represent.
- 8.11 For the purposes of Regulation 8.8 above, the notification of the disciplinary decision will be deemed to have been delivered:
- (a) when it is communicated at the end of the disciplinary hearing;



- (b) where written notification is sent by first class post, the second day after it has been sent by first class post to the Age Grade Person and/or Club or School;
  - (c) where written notification is sent by fax or e-mail, on the second day after the day on which it is transmitted; or
  - (d) where a party requests written reasons in accordance with Regulation 6.25 above:
    - (i) where the written reasons are provided by first class post, on the second day after the written reasons have been sent by first class post to the Club and/or Person; or
    - (ii) where the written reasons are provided by fax or email, on the second day after the day on which it is transmitted.
- 8.12 For the purposes of Regulation 8.9 above, the notice of appeal will be deemed to have been served:
- (a) where it has been sent by post, the second day after it has been sent by first class post by the Appellant;
  - (b) where it has been sent by fax, if it is transmitted on a business day before 4pm on that day, or in any other case, on the business day after the day on which it is transmitted; or
  - (c) where it has been sent by e-mail, on the second day after the day on which it is transmitted.
- 8.13 In case of any dispute in relation to the sending of a notice of appeal, the burden shall be on the party making the appeal to produce evidence of posting or confirmation of transmission (as appropriate).
- 8.14 An appeal may only be withdrawn if the Chairman of the Appeal Panel grants permission to such withdrawal.

#### **Composition of Appeal Panel**

- 8.15 Subject to Regulation 8.17 below, appeals shall be dealt with by an Appeal Panel appointed by the WRU which shall comprise three members from the Age Grade Disciplinary Panel Pool. One of the three members shall be designated as Chairman.
- 8.16 For the avoidance of doubt, and Appeal Panel shall not comprise any members:
- (a) who sat on the Age Grade Disciplinary Panel whose decision is being appealed;
  - (b) who are from a District which has a connection with the Age Grade Person(s), match officials, Clubs or Schools participating in the match in which the alleged offence occurred.



- 8.17 The WRU may, where it considers it necessary in its sole discretion, appoint a legally qualified person to sit on an Appeal Panel instead of or in addition to one or more of the members appointed from the Age Grade Disciplinary Panel Pool.

### **Powers of Appeal Panel**

- 8.18 The Appeal Panel has the power to:
- (a) dismiss the appeal;
  - (b) quash a finding and any sanction imposed by the original Age Grade Disciplinary Panel;
  - (c) remit the matter for a re-hearing;
  - (d) substitute an alternative finding;
  - (e) reduce or increase the original sanction; and/or
  - (f) make such further order as it considers appropriate.

### **Attendance of the Appeal Hearing**

- 8.19 Where the appeal is against a decision which followed a Foul Play referral or is in respect of a Code of Conduct case not arising from a player being sent off, the party responsible for the complaint shall be entitled to a copy of the documents to be referred to at the appeal and shall be invited to attend the appeal hearing to prosecute the case.
- 8.20 A match official or referee adviser (if one was present at the relevant match) may be invited to attend the appeal hearing where there is an issue of fact to be determined and in any case where the Chairman of the Appeal Panel or the Disciplinary Officer considers it desirable. Such attendance is not mandatory and no inference may be drawn if the match official (and/or referee adviser) does not attend. The hearing may proceed without such attendance.
- 8.21 A member of the original panel which heard the case at first instance may attend the appeal hearing as an observer. He or she may give evidence at the appeal hearing about the first hearing where it becomes apparent that the Appellant or any witnesses (where witness evidence has exceptionally been allowed) have changed their account of what had occurred.

### **Procedure for Appeal**

- 8.22 The procedure for the appeal shall be determined by the Chairman of the Appeal Panel who may give directions as to the procedure for the appeal and the evidence to be adduced in order to limit the issues to be adjudicated upon or for the more efficient determination of the hearing.
- 8.23 Where a de novo hearing is exceptionally permitted, the Appeal Panel shall have regard to, but shall be entitled to depart from, the procedure for the appeal hearing set out below:



- (a) the body or person responsible for the Foul Play referral or complaint shall call his evidence first;
- (b) where the appeal is against a finding of fact, the evidence against the Appellant shall be called first;
- (c) the Appellant may call witnesses in support of his case;
- (d) at the discretion of the Chairman of the Appeal Panel, additional evidence may be presented by the Appellant irrespective of whether or not the additional evidence was available by reasonable enquiry could have been made available at the time of the original hearing;
- (e) the Appeal Panel shall have discretion to hear any further witnesses and to seek such other evidence as they consider will be of assistance;
- (f) the Appeal Panel may question the Appellant or any of the witnesses;
- (g) in cases of the abuse of match officials, the match official may, through the Chairman of the Appeal Panel, question:
  - (i) the Appellant; and
  - (ii) witnesses who have given evidence against the Appellant; and
- (h) the Appellant shall be given the right of the last word.

## **Decision**

- 8.24 The Appeal Panel shall consider their decision in private and shall reach a decision on a majority vote with the Chairman having the casting vote in the event of equality.
- 8.25 Any sanction or suspension imposed, confirmed or varied by the Appeal Panel shall normally commence on the day following the date of the appeal, but may be delayed to take account of the end of the season or other relevant factors, or backdated if the player has not played since the incident.
- 8.26 The decision of an Appeal Panel shall be final and binding upon the parties, and there shall be no further right of appeal from it.
- 8.27 The Appeal Panel shall deliver its decision to the parties to the appeal proceedings orally at the end of the hearing or in writing within five days after the conclusion of the hearing.
- 8.28 Where a party to the appeal proceedings requires that written reasons be produced it must request such reasons within 48 hours following receipt of the decision, following which written reasons will be produced by the Appeal Panel as soon as is reasonably practicable.





## **Costs**

- 8.29 Whilst the Appeal Panel shall have discretion in this regard, an Appellant making an unsuccessful appeal may be required to pay the costs of the appeal which may include:
- (a) the costs of the Appeal Panel (including the cost of any independent members of the Appeal Panel); and/or
  - (b) the travelling expenses of any match official or referee adviser that attended the appeal hearing.



## APPENDIX 1a

### WRU SENDING OFF REPORT FORM FOR AGE GRADE RUGBY



Match:  Pts  v  Pts   
Venue:  Date of Match:

#### Part 1 Player Details

Player Name:   
Club or School:

#### Part 2 Alleged Offence Details

Law:  Offence:

#### Part 3 Referees Report

Referee Name	WRU/District/Other (delete as appropriate)
Years Refereeing	1st year/ 2nd year/ 3rd year/ over 3 years (delete as appropriate)
Weather Conditions	
Ground Conditions	
Time of Offence	
Distance from offence	
Medical Attention Required	
Referee Advisor Present	

#### Incident Report:

To be completed by the referee and should be sent to: Rugby Disciplinary Department, WRU, Principality Stadium, Westgate Street, Cardiff, CF10 1NS as soon as possible after the match. E-mail [disciplinarydept@wru.wales](mailto:disciplinarydept@wru.wales)



## APPENDIX 1b

### WRU SIN BIN OFFENCE REPORT FORM FOR AGE GRADE RUGBY



Match:  Pts  v  Pts   
Venue:  Date of Match:

#### Part 1 Player Details

Player Name:   
Club or School:

#### Part 2 Alleged Offence Details

Law:  Offence:

#### Part 3 Referees Report

Referee Name	WRU/District/Other (delete as appropriate)
Years Refereeing	1st year/ 2nd year/ 3rd year/ over 3 years (delete as appropriate)
Weather Conditions	
Ground Conditions	
Time of Offence	
Distance from offence	
Medical Attention Required	
Referee Advisor Present	

#### Incident Report:

To be completed by the referee and should be sent to: Rugby Disciplinary Department, WRU, Principality Stadium, Westgate Street, Cardiff, CF10 1NS as soon as possible after the match. E-mail [disciplinarydept@wru.wales](mailto:disciplinarydept@wru.wales)



## APPENDIX 2 WRU CODES OF CONDUCT

We all have a responsibility, both on and off the field, to promote high standards of behaviour in the Game, as well as uphold the values and image of Welsh rugby.

In line with our strategic vision, our purpose is to ensure more people engage with rugby, as often as possible, with more enjoyment and more success. Our strategic vision is to encourage Club and School officials to be true to rugby's values and provide role model leadership within the community.

We all want to ensure we protect our players, officials, volunteers, referees and the image and values of our Game.

1. There are separate Codes of Conduct relating to:

- (a) Age Grade Players; and
- (b) social media and communications.

each of which shall be applied accordingly.

2. For breaches of the Codes of Conduct, the Age Grade Disciplinary Panel may impose such sanctions and penalties as it deems appropriate including, without limitation, a warning, a fine and/or points deduction. The imposition of sanctions and penalties shall be subject to the right to appeal in accordance with these Age Grade Rugby Disciplinary Regulations.

3. A Code of Conduct Report should be submitted **within seven (7) days of the complained of incident**, in accordance with paragraph 5 below, to the WRU Disciplinary Department:

- (a) a Club or School;
- (b) match officials;
- (c) referee advisers;
- (d) coaches, team managers or Club officials; or
- (e) a member of the WRU Board of Directors.

4. A Code of Conduct case may be commenced by the WRU in accordance with Regulation 3.13 of the Age Grade Rugby Disciplinary Regulations.

5. A Code of Conduct Report shall contain:

- (a) the name of the Person, Club or School submitting the Code of Conduct Report;



- (b) full details of the complaint; and
  - (c) any evidence relied on by the party submitting the Code of Conduct Report.
6. The Disciplinary Officer shall determine what steps, if any, to take in relation to the allegations contained in the Code of Conduct Report in accordance with Regulation 3.13 of the Age Grade Rugby Disciplinary Regulations.
  7. Age Grade Persons acting in a capacity other than as an Age Grade Player are expected to adhere to the principles set out in the applicable Codes of Conduct as set out in the WRU Disciplinary Regulations.
  8. Where it is determined that disciplinary proceedings are to be commenced against a Age Grade Person, Club or School, such disciplinary proceedings shall be commenced and conducted in accordance with Regulation 6 of these Regulations.
  9. The WRU Disciplinary Department may, in its sole discretion, refer a Code of Conduct complaint to the Disciplinary Officer and/or Panel or such other person whom the WRU Disciplinary Department considers to be appropriately experienced for review, in order to establish whether the complaint satisfies the threshold for further action/sanctioning, before any disciplinary proceedings are commenced.
  10. For the avoidance of doubt, Code of Conduct cases relating to Persons other than Age Grade Persons shall be dealt with in accordance with the Code of Conduct appended to the WRU Disciplinary Regulations, and shall proceed in accordance with those Regulations.
  11. For the avoidance of doubt, nothing in a Code of Conduct complaint shall preclude the WRU from exercising its power to commence disciplinary proceedings against a Club or School in accordance with Regulation 6 of these Age Grade Rugby Disciplinary Regulations.



## **1. CODE OF CONDUCT FOR AGE GRADE PLAYERS**

### **Promote and comply with the Laws of the Game and Regulations**

#### **1.1 Age Grade Players shall:**

- (a) adhere to the Laws of The Game, the World Rugby Regulations, the Rules and Regulations of the WRU, the rules of any competition (on and off field) in which their Club or School participates in, and their Club or School rules at all times;
- (b) comply with the WRU's Anti-Doping Rules and all anti-doping regulations issued by World Rugby and WADA;
- (c) comply with the WRU's Safeguarding Policy; and
- (d) comply with the Anti-Corruption and Betting Regulations issued by World Rugby.

### **Promote High Standards of Behaviour**

#### **1.2 Age Grade Players shall win and lose with dignity, shall uphold the values and spirit of the Game and shall take all possible steps to prevent the Game from being brought into disrepute.**

#### **1.3 Age Grade Players shall:**

- (a) speak to team-mates, the opposition, spectators, match officials and their coach/manager with respect on and off the field; and
- (b) respect and observe the authority of match officials' and their decisions at all times.

### **Ethical and Professional Behaviour**

#### **1.4 Age Grade Players shall conduct themselves at all times in an ethical and professional manner and observe the highest standards of integrity and shall not engage in any conduct or any activity (whether on or off the field) that may impair public confidence in the honest and orderly conduct of a match, tour, tournament or series of matches or in the integrity and good character of any person.**

#### **1.5 Age Grade Players shall not:**

- (a) engage in offensive, insulting or abusive language or behaviour towards match officials, opposition Players, coaches, team managers, officials and spectators;





- (b) engage in bullying, intimidation or harassment of match officials, opposition players, coaches, team managers, officials and spectators; or
- (c) engage in any behaviour that is likely to intimidate, offend, insult, humiliate or discriminate against any other Person on the ground of their religion, race, sexual orientation, colour or national or ethnic origin.

### **Social Media and Communications**

- 1.6 Age Grade Players shall not engage in public criticism (whether via social media or social networking sites or otherwise) of any Club, match officials, opposition Players, coaches, team managers, Club officials, spectators or any other Person which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the Game into disrepute.
- 1.7 Age Grade Players shall comply with the Code of Conduct in respect of Social Media and Communications.



## **2. SOCIAL MEDIA AND COMMUNICATIONS CODE OF CONDUCT**

### **Expectations and Standards Required**

- 2.1 An Age Grade Player shall promote their Club/School online in a positive way.
- 2.2 An Age Grade Player shall not promote poor sportsmanship online.
- 2.3 An Age Grade Player shall not incite violence on or off the field through the use of social media.
- 2.4 An Age Grade Player shall not publish or cause to be published in any medium (including via social media or social networking websites) or make any public criticism of any Club / School or any match official, coach, team manager, Club official, Player and/or employee of his or another Club/School or any other Person which might be defamatory, improper, threatening, abusive, indecent, insulting or that brings or has the potential to bring the Game into disrepute.
- 2.5 An Age Grade Player shall not publish or cause to be published in any medium (including via social media or social networking websites) criticism of the manner in which the Disciplinary Panel, WRU Professional Disciplinary Panel or the Appeal Panel (as applicable) handled or resolved any dispute or disciplinary matter.
- 2.6 Pursuant to Regulations 2.17, and subject to Regulations 2.18 to 2.21, of the Age Grade Rugby Disciplinary Regulations, all oral or written representations, submissions, evidence and documents created in the course of any proceedings (to include decisions) are confidential (together "Confidential Proceedings Materials"). An Age Grade Player shall not publish or cause to be published in any medium (including via social media or social networking websites), any Confidential Proceedings Materials.



**APPENDIX 3**  
**TABLE OF RECOMMENDED SANCTIONS**  
**FOR OFFENCES WITHIN THE PLAYING ENCLOSURE**

**Note:** Any act of foul play which results in contact with the head shall result in at least a mid-range sanction

**9.11. Players must not do anything that is reckless or dangerous to others.**

<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks

**9.12. A player must not physically abuse anyone. Physical abuse includes, but is not limited to:**

<b>Biting</b>	<b>Up to U15s Sanction</b>	Low-end: 4 weeks	Mid-range: 8 weeks	Top-end: 12 + weeks
	<b>U16 to U18 Sanction</b>	Low-end: 8 weeks	Mid-range: 10 weeks	Top-end: 14+ weeks
<b>Intentional Contact with Eye(s)<sup>i</sup></b>	<b>Up to U15s Sanction</b>	Low-end: 4 weeks	Mid-range: 8 weeks	Top-end: 12+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 8 weeks	Mid-range: 10 weeks	Top-end: 14+ weeks
<b>Reckless Contact with Eye(s)<sup>3</sup></b>	<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 8+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 12+ weeks
<b>Contact with Eye Area<sup>4</sup></b>	<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks
<b>Punching or striking with hand or arm (including stiff-arm tackle)</b>	<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
<b>Striking with the elbow</b>	<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 8+ weeks
<b>Striking with shoulder</b>	<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks

<sup>i, 3 & 4</sup> The “eye” involves all tissues including the eye lids within and covering the orbital cavity and the “eye area” is anywhere in close proximity to the eye.



	<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 8+ weeks
<b>Striking with head</b>	<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks
<b>Striking with knee</b>	<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 8+ weeks
<b>Stamping or Trampling</b>	<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 10+ weeks
<b>Tripping</b>	<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
<b>Kicking</b>	<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks

**9.12. A player must not verbally abuse anyone. Verbal abuse includes, but is not limited to, abuse based on: religion, colour, national or ethnic origin, sexual orientation.**

<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 8 weeks	Top-end: 12+ weeks

**9.13. A player must not tackle an opponent early, late or dangerously. Dangerous tackling includes, but is not limited to, tackling or attempting to tackle an opponent above the line of the shoulders even if the tackle starts below the line of the shoulders.**

<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 8+ weeks

**9.14. A player must not tackle an opponent who is not in possession of the ball.**

<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 8+ weeks



- 9.15. Except in a scrum, ruck or maul, a player who is not in possession of the ball must not hold, push, charge or obstruct an opponent not in possession of the ball.**

<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks

- 9.16. A player must not charge or knock down an opponent carrying the ball without attempting to grasp that player.**

<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 8+ weeks

- 9.17. A player must not tackle, charge, pull, push or grasp an opponent whose feet are off the ground.**

<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks

- 9.18. A player must not lift an opponent off the ground and drop or drive that player so that their head and/or upper body make contact with the ground.**

<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks

- 9.19. Dangerous play in a scrum.**

- a. The front row of a scrum must not form at a distance from its opponents and rush against them.
- b. A front-row player must not pull an opponent.
- c. A front-row player must not intentionally lift an opponent off their feet or force the opponent upwards out of the scrum.
- d. A front-row player must not intentionally collapse a scrum.

<b>Up to U15s Sanction</b>	Low-end: warning <sup>ii</sup>	Mid-range: 1 week	Top-end: 2+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks

- 9.20. Dangerous play in a ruck or maul.**

- a. A player must not charge into a ruck or maul. Charging includes any contact made without binding onto another player in the ruck or maul.

<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks

- b. A player must not make contact with an opponent above the line of the shoulders.

- c. A player must not intentionally collapse a ruck or a maul

<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks

<sup>ii</sup> A Warning shall form part of the Players disciplinary record while at Underage level but not extend into their senior disciplinary record.



**9.25. A player must not intentionally charge or obstruct an opponent who has just kicked the ball.**

<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 8+ weeks

**9.26. A player must not do anything that is against the spirit of good sportsmanship including but not limited to:**

<b>Hair pulling or grabbing</b>	<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
<b>Spitting at anyone</b>	<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks
<b>Grabbing, twisting or squeezing the genitals (and/or breasts in the case of female players)</b>	<b>Up to U15s Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 12+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 6 weeks	Mid-range: 12 weeks	Top-end: 18+ weeks
<b>Other</b>	<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
	<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks

**9.27 A player must not disrespect the authority of a Match Official**

<b>Up to U15s Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 1 week	Mid-range: 2 weeks	Top-end: 4+ weeks

**9.27 A player must not verbally abuse a Match Official. Verbal abuse includes, but is not limited to, abuse based on: religion, colour, national or ethnic origin, sexual orientation**

<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks





**9.27. A player must not make physical contact with Match Officials**

<b>Up to U15s Sanction</b>	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks

**9.27. A player must not use threatening actions or words towards Match Officials**

<b>Up to U15s Sanction</b>	Low-end: 4 weeks	Mid-range: 6 weeks	Top-end: 12+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 6 weeks	Mid-range: 12 weeks	Top-end: 24+ weeks

**9.27. A player must not physically abuse Match Officials**

<b>Up to U15s Sanction</b>	Low-end: 6 weeks	Mid-range: 12 weeks	Top-end: 24+ weeks
<b>U16 to U18 Sanction</b>	Low-end: 12 weeks	Mid-range: 24 weeks	Top-end: 48+ weeks



## APPENDIX 4

### U12 Disciplinary Matters

- 1.1 Disciplinary matters pertaining to Age Grade Players at U12 level or below shall be considered by the player's Club or School.
- 1.2 The following steps are the recommended actions that should be taken when dealing with a behavioural or discipline issue with young children.
- 1.3 The administration of this process is managed by the Club or School and, subject to Regulation 1.5 of the Age Grade Rugby Disciplinary Regulations, should only be reported centrally to the WRU Disciplinary Department when there have been Three Strikes as below.
- 1.4 The Club or School Safeguarding Officer (or appropriate individual with responsibility for safeguarding matters within the Club or School) will have responsibility for co-ordinating and reporting on this process.
- 1.5 The role of the coach is critical in this process, as they are likely to be respected by the child, and have the most influence over that child in a rugby environment. However, parents also have an important role, and clubs should ensure that parents are fully engaged in this process and support the coach.

#### Three Strikes:

Steps	Who	Actions
1: *Reminder	Coach and Player	A reminder of the expectations, tailored to the situation, to be respectful, delivered privately whenever possible. Repeat reminders if necessary.
2. *Verbal Caution	Head Coach, Player and Parents	A clear verbal caution delivered privately wherever possible, using scripted response. Make the player aware of their behaviour and clearly outline the consequences if they continue. If needed issue a sanction i.e. 'Ten Minute Time Out'
3. *Informal Resolution Final Point Sanction	Head Coach, Player and Parents	Speak to the Player and give them the final opportunity to engage. Offer a positive choice to do so, and refer to previous examples of good behaviour (scripted response). If there is no positive response from the player it may be necessary to increase the sanction i.e. 'One Game Ban'. Whilst the level of sanction set out in the table at Appendix 3 to these Age Grade Rugby Disciplinary Regulations is, depending on the age of the player concerned, unlikely to be of direct relevance, reference to that table may serve as a useful guide as to the comparative seriousness of the various offences.

- 1.6 For the avoidance of doubt, this Appendix shall only apply to Age Grade Players aged 12 or under. Matters relating to others involved in the Game at that level (such as coaching, refereeing etc.) shall be considered in accordance with the WRU Disciplinary Regulations (in respect of Age Grade



Persons aged 13 or over) or the WRU Disciplinary Regulations (in respect of Persons aged 18 or over).

- 1.7 In accordance with Regulation 1.2, the WRU Disciplinary Committee will have the ability to review a decision taken by a Club or School if it is felt that insufficient action was taken, which may lead to disciplinary proceedings being brought against the individual's Club or School.



## **APPENDIX 5**

### **Cross-Border Friendly Matches – Disciplinary Protocol**

1. This Protocol sets out the agreed arrangements that Unions within England, Wales, Scotland, Ireland, France and Italy will have in place in order to effectively deal with any (on or off-field) disciplinary issues that arise out of a cross-border friendly Match being played within the jurisdiction of the Host Union. It does not apply to National Representative Team matches (as defined in World Rugby Regulation 1).
2. Due to the practical/logistical difficulties in host Unions having to deal with visiting Players that have been sent-off or cited in cross-border friendly matches and have subsequently returned to the territory of their Home Union, it is agreed (as per World Rugby Core Principle (n) Regulation 17) that the following principles will apply:

#### **(a) Ordering-Off**

- Any Player that is ordered-off the playing enclosure will be dealt with by a disciplinary body appointed by the Player's Home Union;
- Where a visiting Player is ordered-off, the Host Union will ensure that all relevant information/evidence (for example, the Match Official's red card report, match footage etc.) is provided to the Home Union in order to ensure that the Home Union's disciplinary body is in a position to deal with the case effectively;
- The disciplinary body's decision and the reasons for its decision shall be communicated to the other Union.

#### **(b) Team Citing (no Citing Commissioner appointed)**

- Teams have a power to cite an opposition Player no later than 48 hours of the conclusion of the match in which the foul play is alleged to have occurred to the disciplinary contact within their Home Union;
- The citing must be in writing and shall include all relevant evidence /information to establish a prima facie case;
- The citing Team's Home Union shall forward the citing complaint and supporting information/evidence to the cited Player's Home Union as soon as practicable, and in any event within 24 hours;
- The disciplinary body of the cited Player's Home Union shall consider the citing complaint and shall deal with it in accordance with its domestic disciplinary regulations;



- The citing Team may be required to present the case for the citing (for example, if the citing is contested) (either by attending in person or by tele/video conference) and the cited Player's Home Union shall ensure that appropriate arrangements are in place (including, if required translation facilities) to facilitate this.
- The disciplinary body's decision and the reasons for its decision are to be provided to the citing Team's Home Union.

(c) Misconduct

- In accordance with World Rugby Regulation 18.1.2, a Person that brings the Game into disrepute, engages in conduct, behaviour or practices which may be prejudicial to the interests of the Game shall be subject to sanction by their Home Union.

(d) Appeals

- Only the person, Player or Club that is the subject of the disciplinary action may appeal to their Home Union's disciplinary appeal body.



## **APPENDIX 6**

### **Protocol for Games in Wales**

#### **Before the Game.**

1. Clubs are responsible for notifying match officials of the date, venue, kick-off time and team colours at least 72 hours before the game.
2. Match officials will arrive at the ground at least 60 minutes before kick off and Clubs should make their arrangements based on this. Failure to notify a match official of a postponement prior to his arrival at the ground, may result in the home Club having to reimburse the referee's travel costs.
3. Clubs are responsible for the safety of match officials during the time that they are at the Club in question. Where possible a referee liaison person should be appointed by the home Club to be responsible for the match officials.
4. Match officials will be available up to 30 minutes prior to kick-off to club captains and coaches for discussions regarding laws, kit, etc.
5. Access to the match officials dressing room is restricted to persons who have a legitimate reason for seeing them.
6. Clubs will submit their team *sheet* and replacements to the *Match Official* before taking the field for kick off, indicating the replacement front row players and the name of the Club coach permitted inside the playing enclosure technical zone. Once this has been submitted no changes should be made without the permission of the *Match Official*. The Club coach named will be responsible for the Club's compliance with the WRU Technical Zone Protocol during the match.

*The team sheet must identify any player(s) on permit, dual registration and/ or loan and their parent Club.*

7. A Player may not receive local anaesthetic on Match day unless it is for the suturing of bleeding wounds or for dental treatment administered by an appropriately qualified medical or dental practitioner. (World Rugby Reg 10.2.1)
8. The Match Official will ensure that the two captains are available to toss up prior to taking the field before kick off. Stud and padding inspection will take place immediately following the toss up.
9. The match balls should be available for inspection by the match officials a minimum of 15 minutes prior to kick off.



10. The home club shall be responsible for ensuring that the playing area/enclosure is fit to play on and is free of all materials/substances that would prevent the game starting at the allocated time e.g. broken glass, animal droppings, etc.
11. The playing enclosure must be roped off.

#### During the Game.

12. Clubs must restrict entry to the playing enclosure to all but players, match officials, ball boys, replacements when required, one coach, one water carrier, two medical support staff, and where necessary, television personnel
13. The Club Coach must remain within the confines of their own 10m line and halfway line throughout the match. At no time will they be allowed to move along the touchline. Medical staff will be allowed to enter the playing enclosure to treat injured players or to supply drinks in the agreed manner. Replacements will only be allowed to enter the playing enclosure when nominated to participate in the match.
14. Clubs will provide an area clearly indicated for medical support personnel and coaches. Clubs will provide a seated area for replacements on the same side of the ground, where applicable under the control of the fourth match official.
15. Replacements, where possible will remain seated at all times during the match unless they are warming up in the agreed area or are going onto the playing area as a replacement. Where no seating is available replacements must remain outside the playing enclosure.
16. Prior to kick off, depending on the ground, an agreed warm up area will be designated following consultation between the clubs and the match officials.
17. Replacements will only enter the field of play at the half way line after the player being replaced has left the field. Replacements will only be allowed during a stoppage of play and when the *Match Official* has clearly signalled the replacement.
18. Drinks will be permitted during a stoppage in play. Drinks must not be taken on following the awarding of a penalty.
19. Throughout the game, Clubs must ensure that spectators are not allowed to molest, or otherwise attempt to interfere with or intimidate or verbally/ physically abuse match officials (see Article 14 re available Sanctions)
20. Where match officials leave the field at half time, Clubs must ensure that there is no entry to their dressing room during that period by any player, coach, administrator or spectator.



#### After the Game

21. At the end of the game Clubs should ensure that match officials are not harassed by players, coaches, club officials or spectators and are escorted safely to their dressing room.
22. There should be no unauthorised entry to the match officials dressing room area after the end of the match. Players, coaches and club officials should not attempt to enter this area unless with the express permission of the match officials.
23. Clubs are responsible for ensuring that match officials leave the clubhouse and ground safely without any harassment from players, coaches, club officials or spectators.





## **APPENDIX 7**

### **Player Directions – Personal Hearings**

#### **Red Card Cases**

By requesting a personal hearing before the Disciplinary Committee, the Player who was shown the red card must send to the chairman of the Disciplinary Committee (or his designee) and the Disciplinary Officer a written statement setting out the following matters:

- (a) whether he/she is the Player who was shown the red card;
- (b) whether he/she accepts that the Official Report(s) is/are (a) true and accurate account(s) of the incident that resulted in the showing of the red card and the facts surrounding the incident;
- (c) whether he/she accepts that he committed an act or acts of Foul Play as set out in the Official Report(s);
- (d) whether he/she accepts that that act/those acts warranted a red card;
- (e) whether he/she will try to show that the referee's decision to show the Player a red card was wrong;
- (f) if so, why he/she says the referee's decision was wrong (in summary), and what evidence (and/or authorities) he/she will rely on to support his/her position.
- (g) who will be attending the hearing.



## APPENDIX 8

### Disciplinary Process Timelines/Timescales Summary

Regulation	Timeline	Page (s)
Response to answer a Red Card Charge	Within Seven (7) days of receiving the Charge.	11/12
Response to Request a Personal Hearing	Within Seven (7) days of receiving the Charge.	11/12
Report a Code of Conduct Complaint	Within Seven (7) days of the incident.	24/25
An Age Grade player to Appeal a decision of a Disciplinary Panel	Within Seven (7) days of notification of decision	16/17