
Glasgow Girls & Women FC

2A Hallhill Road
Glasgow
G32 0LL



admin@glasgowgirlsfc.com
www.glasgowgirlsfc.com

GLASGOW GIRLS FC

Disciplinary Policy

1. Purpose

Glasgow Girls FC is committed to maintaining high standards of behaviour, safeguarding, and respect across all club activities.

This Disciplinary Policy sets out how misconduct will be managed fairly, consistently, and in line with SWF regulations and club codes of conduct.

2. Scope

This policy applies to:

- Players
- Coaches
- Volunteers
- Committee Members
- Parents/Guardians
- Spectators
- Any person representing or involved with Glasgow Girls FC

This policy operates alongside the club's:

- Complaints Procedure
- Child Protection Policy

- Codes of Conduct
- Anti-Bullying Policy

Where matters fall under SWF jurisdiction (e.g., match-related misconduct), SWF disciplinary processes will take precedence.

3. Principles

All disciplinary matters will be handled in accordance with the following principles:

- Fairness and impartiality
- Right to respond to allegations
- Proportionate sanctions
- Confidentiality
- Timeliness
- Protection of children and vulnerable individuals

No individual will be subject to disciplinary action without being given the opportunity to respond.

4. Types of Misconduct

Misconduct may include (but is not limited to):

- Breach of club Code of Conduct
- Disrespectful or abusive behaviour
- Bullying or harassment
- Discrimination (including race, gender, disability, religion, sexual orientation)
- Inappropriate use of social media
- Failure to follow safeguarding procedures
- Bringing the club into disrepute
- Repeated minor misconduct
- Match-related offences

Serious misconduct may include:

- Physical assault
- Threatening behaviour
- Serious safeguarding breaches
- Criminal behaviour
- Substance misuse at club activities

Safeguarding concerns will always be referred immediately to the Club Welfare & Protection Officer (CWPO) and managed in accordance with child protection procedures.

5. Disciplinary Process

Step 1 – Allegation

Allegations may arise through:

- A formal complaint
- Match official report
- Committee observation
- Safeguarding referral

If required to protect participants, a temporary suspension may be imposed while investigations are carried out. This is a neutral act and not a presumption of guilt.

Step 2 – Investigation

The Club Committee will appoint a Disciplinary Panel of at least two impartial members.

The panel will:

- Review evidence
- Interview relevant individuals
- Consider written statements
- Seek guidance from SWF if required

The individual concerned will:

- Be informed in writing of the allegation
 - Be given reasonable time to respond
 - Have the opportunity to attend a disciplinary meeting
 - Be permitted to be accompanied by a parent/guardian (if under 18)
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Step 3 – Disciplinary Hearing

A hearing will be arranged where appropriate.

The panel will consider:

- Evidence presented
 - Any mitigating circumstances
 - Previous conduct history
 - Proportionality of any sanction
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Step 4 – Outcome

The decision will be confirmed in writing within 7 working days.

Possible sanctions include:

- Verbal warning
- Written warning
- Behaviour agreement
- Suspension from training
- Suspension from matches
- Removal from club role
- Termination of membership
- Referral to SWF disciplinary procedures

Where applicable, sanctions must align with SWF regulations and competition rules.

6. Appeals

An individual may appeal a disciplinary decision within **7 working days** of receiving the outcome.

Appeals must be submitted in writing, outlining:

- Grounds for appeal
 - Procedural error
 - New evidence
 - Disproportionate sanction

An Appeals Panel (different from the original panel) will review the case.

The appeal decision will be final at club level.

Matters under SWF jurisdiction may be escalated through SWF disciplinary channels.

7. Match-Related Discipline

Match-related misconduct (e.g., red cards, referee reports) will be dealt with in accordance with:

- SWF competition rules
- SFA judicial procedures

The club may apply additional internal sanctions where appropriate.

8. Safeguarding Considerations

Where disciplinary matters involve a child or safeguarding concern:

- The welfare of the child is paramount
- The CWPO must be involved
- External agencies may be contacted
- Confidentiality will be maintained appropriately

No disciplinary process will override child protection responsibilities.

9. Record Keeping

The club will:

- Keep secure records of disciplinary matters
 - Retain documentation in line with data protection legislation
 - Record outcomes and sanctions
 - Monitor repeat behaviours
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10. Review

This policy will be reviewed annually or in line with updates from Scottish Women's Football.

Declaration

Glasgow Girls FC is committed to creating a safe, respectful, and inclusive football environment where standards of behaviour are clear, consistent, and fairly enforced.

Adapted and adopted January 2026, Next review January 2027
David McDermott (Chairman) Paul Davies (Trustee)