

Esports Wales

Player Behaviour & Sanctions Policy

Status: Board-approved policy

Applies to: All Players & Participants

Owner: Board of Directors

Safeguarding Lead: Designated Safeguarding Lead (DSL)

Integrity Lead: Integrity & Ethics Lead

Review cycle: Annual

Next review due: 12 months from adoption

1. Purpose

1.1 This policy sets out how **Esports Wales CIC** (“the Company”) will **manage player behaviour**, address **breaches of conduct**, and apply **sanctions fairly and consistently**.

1.2 It exists to:

- uphold standards set out in the **Player Code of Conduct (0501)**
 - protect the welfare, safety, and wellbeing of players
 - maintain integrity, fairness, and respect in esports activity
 - provide transparency around sanctions and outcomes
 - ensure proportionate, age-appropriate, and consistent decision-making
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2. Scope

2.1 This policy applies to:

- all registered players and participants

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- all ages, including children, young people, and adults
- all levels of participation (recreational, developmental, competitive)

2.2 It applies to behaviour:

- during competitions, training, and events
 - in online and digital environments (including gameplay, voice/text chat, streaming, and social media)
 - when representing Esports Wales, clubs, or teams
 - where behaviour impacts Esports Wales activity, participants, or reputation
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3. Principles for Managing Behaviour

Esports Wales is guided by the following principles:

- **Fairness** – all players are treated consistently
 - **Proportionality** – sanctions reflect the seriousness of behaviour
 - **Welfare First** – safeguarding and wellbeing take priority
 - **Education** – learning and improvement are encouraged, particularly for young players
 - **Transparency** – processes and outcomes are clear and justifiable
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4. Expected Standards of Behaviour

4.1 Players are expected to comply with:

- the **Player Code of Conduct (0501)**
- competition rules and instructions
- safeguarding, integrity, and wellbeing policies



4.2 Behaviour that may result in sanctions includes (not exhaustive):

- bullying, harassment, or discrimination
 - abusive, threatening, or offensive language
 - cheating, exploitation of bugs, or unfair play
 - match-fixing, betting, or integrity breaches
 - misuse of substances or stimulants
 - repeated or serious online misconduct
 - failure to follow officials' instructions
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5. Levels of Behavioural Breach

5.1 Behaviour may be assessed at different levels, including:

- **Low-level breaches**
(e.g. inappropriate language, minor misconduct)
- **Serious breaches**
(e.g. harassment, cheating, repeated misconduct)
- **Critical breaches**
(e.g. safeguarding concerns, integrity violations, threats or abuse)

5.2 Where behaviour involves:

- children or young people
- adults at risk

the matter may also be treated as a **safeguarding concern**, and safeguarding procedures will override disciplinary processes.

6. Sanctions Available



6.1 Sanctions may include one or more of the following:

- verbal warning
- written warning
- requirement to complete education or training
- temporary removal from a match, session, or event
- suspension for a defined period
- disqualification from competition
- removal of eligibility or registration
- permanent exclusion in serious cases

6.2 Sanctions will be:

- proportionate to the behaviour
- appropriate to the age and circumstances of the player
- consistent with similar cases

7. Special Considerations for Young Players

7.1 For players under 18:

- a **child-centred approach** will be taken
- education and support will be prioritised over punishment where appropriate
- parents or carers may be informed and involved

7.2 Sanctions for young players will always consider:

- developmental needs
- safeguarding and wellbeing
- the opportunity for learning and improvement



8. Responding to Behaviour Incidents

8.1 When a behavioural concern is raised:

- the matter will be reviewed promptly
- relevant information will be gathered
- the player will be given an opportunity to respond (age-appropriate)

8.2 Decisions will be made by:

- competition officials or organisers (for immediate issues), or
- Esports Wales disciplinary processes (for serious or ongoing matters)

9. Appeals & Review

9.1 Where appropriate, players may request a review or appeal of a sanction.

9.2 Appeals will:

- be handled fairly and impartially
- consider new or relevant information
- follow Esports Wales complaints or appeals procedures

9.3 Appeal outcomes are final unless safeguarding or legal issues arise.

10. Recording & Confidentiality

10.1 Behaviour incidents and sanctions will be:

- recorded appropriately
- handled confidentially
- stored in line with records management and data protection requirements

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10.2 Information will only be shared:

- on a need-to-know basis
 - where safeguarding or integrity requires it
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11. Interaction with Other Policies

11.1 Behavioural breaches may also be managed under:

- safeguarding procedures
- integrity and ethics policies
- anti-discrimination or anti-bullying policies

11.2 Where multiple policies apply, **the most protective process will take precedence.**

12. Roles & Responsibilities

12.1 Board of Directors

- holds ultimate responsibility for disciplinary standards
- ensures fair and consistent application of sanctions

12.2 Officials, Staff & Volunteers

- are responsible for enforcing standards during activity
- must escalate serious concerns promptly

12.3 Players

- are responsible for their behaviour and online conduct
 - must comply with sanctions applied
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13. Linked Policies & Procedures

This policy must be read alongside:

- **0501 Player Code of Conduct**
 - **0502 Player Eligibility & Registration Policy**
 - **0503 Player Welfare & Wellbeing Policy**
 - **0201 Safeguarding Policy Statement**
 - **0206 Responding to Safeguarding Concerns Procedure**
 - **0303 Anti-Discrimination & Anti-Harassment Policy**
 - **0306 Anti-Bullying Policy**
 - **0401-0408 Integrity, Health & Wellbeing Policies**
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14. Review

14.1 This policy shall be reviewed:

- annually
 - following significant disciplinary or safeguarding incidents
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15. Adoption

This Player Behaviour & Sanctions Policy was approved by the Board of Directors of **Esports Wales CIC**.

Date approved: ___09/03/2026___

Signed (Chair):___  ___



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