



Grievance and disciplinary policy

The club constitution references how Complaints and Disputes will be addressed, namely:

(10.8) Any person caught bringing the club into disrepute will immediately be suspended from the club pending an investigation. The Chairman, Secretary and one other officer of the Club can call for the immediate suspension of an athlete.

(10.9) Any person guilty of conduct liable to bring the name of the Club into disrepute or guilty of an offence against another Club member will render themselves liable to either suspension or expulsion from the Club. Normally a written warning by the Chairman and Secretary will be given to the member regarding their conduct. An immediate suspension from the club may be imposed in cases of serious misconduct. For all other cases of such persistent misconduct, voting at a Committee Meeting by a majority of the members present are required before a member of the club can be suspended or called upon to resign.

(10.10) The member concerned may appeal against any decision as allowed in the National Governing Body for Athletic Rules.

In addition, any complaint or dispute will be dealt with as follows:

1. All concerns, allegations or reports of malpractice or abuse relating to the welfare of children or vulnerable adults will be recorded and responded to swiftly and appropriately in accordance with the Club's and England Athletics's safeguarding policy and procedures. The Welfare Officer shall be the lead Officer for all Members in the event of any safeguarding concerns.
2. Any complaints of misconduct (improper or unprofessional conduct) regarding the behaviour of Members or Officers shall be addressed to the Club Chair & Secretary in the first instance. If a dispute arises between any Members or Officers of the Club which cannot be resolved by agreement, then a formal hearing will take place.
3. If a formal hearing is required, the complaint must be presented in writing to the Club Chair & Secretary (and where the matter relates to the Chair or Secretary, the complaint must be submitted to the Welfare Officer). Unless exceptional circumstances apply, the Secretary will hear complaints within fourteen days of receiving a written complaint. If the complaint is sufficiently evidenced, the Secretary will appoint 3 (three) Club



Members (who have no direct or indirect interest/involvement in the matter) to sit on a disciplinary panel. The decision of the disciplinary panel shall be final and conclusive.

4. Any appeals must be received by the Secretary within 7 (seven) days of receiving the written decision and, if appropriate, the appeals process will be instigated.
5. Any complaints of serious misconduct (including, without limitation, theft, doping violations, fraud, physical violence, safeguarding policy breaches, serious breach of applicable health and safety, gambling and/or ticketing regulations or any act or omission of the Member or Officer which in the opinion of England Athletics, acting reasonably, brings or is likely to bring the sport of athletics into disrepute) regarding the behaviour of Members or Officers shall be reported and dealt with by England Athletics in accordance with its Disciplinary Procedures.