



## Junior Disciplinary Procedure

The junior disciplinary procedure sets out how misconduct will be dealt with.

'Misconduct' means:

- failure to abide by the Junior Code of Conduct,
- behaviour which disrupts other juniors whilst training
- behaviour which disrupts the training session
- any other behaviour deemed by any coach of East Cornwall Harriers to compromise the safety or well-being of any junior/coach/leader or any other person attending the training session.

### STAGE 1 (Verbal warnings given to junior)

**1<sup>st</sup> Verbal Warning:** The junior will be given a 'verbal warning' during the training session by the coach indicating the nature of the misconduct and explaining what behaviour is expected. The coach will inform the Head Coach of the event. The Head Coach will contact the parents/guardian of the junior to advise them of the misconduct within 48 hours.

**2<sup>nd</sup> Verbal Warning:** If the misconduct occurs at a further training session a second 'verbal warning' will be given by the coach during the training session. The coach will inform the Head Coach of the event. The Head Coach will contact the parents/guardian of the child to advise them of the misconduct within 48 hours.

### STAGE 2 (Suspension)

On the third misconduct by the junior, the coach will discuss the matter with the Chair and Head Coach, and at their discretion, a letter will be sent to the parent/guardian within 48 hours of the event suspending the junior from attending the following two training sessions.

### STAGE 3 (Expulsion)

On the fourth occasion, the coach will discuss the misconduct with the Chair and Head Coach, and at their discretion, a letter will be sent to the parent/guardian, within 48 hours of the event, expelling the child from the club.

Note: For the purpose of calculating the total number of 'misconducts' this shall mean the number of misconducts given in the same membership year (1<sup>st</sup> April to 31<sup>st</sup> March)

### Appeal

A written appeal against the expulsion can be lodged by the parent/guardian within 14 days of the date of the letter expelling the child. The appeal will be considered by the Management Committee of ECH at their next available meeting. The decision of the ECH Management Committee will be final. The decision will be sent to the parent/guardian in writing within 7 days of the Committee Meeting.

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