



## DISCIPLINARY PROCEDURE FOR TRAINEES

Precise Racing recognises the responsibility to provide a safe, and secure environment for everyone to participate in Snowsport activities, whether this is as a child or adult learning the sport, a coach, instructor, committee member, parent, or anyone else involved in our club.

To ensure Precise Racing continues to provide the above environment, we have set out the below procedure.

In cases of Misconduct\*, Precise will carry out a “verbal, written, consequence” procedure.

In cases of Gross Misconduct\*\* Precise Racing will carry out the following athlete disciplinary procedure;

- 1 **Contact with parents**
  - Informing the parents (via text or email) of the current situation and that you will be looking into what has happened in more detail as soon as possible.
- 2 **Establishing the Facts with the trainee in question & others involved in any incidents.**
  - To be carried out (where possible) by the club Head Coach with a CWO also present.
  - The aim is to establish what has happened, how it has happened and with whom it has happened.
  - Written documentation of any meetings will be recorded.
- 3 **Consequences**
  - Does the consequence fit the crime?
  - Report to SSE Safeguarding & Welfare officer where appropriate.
  - Where expulsion from the programme is likely, communicate with parents prior to trainee.
  - Trainees under the age of 18 are not to be named on emails to the membership.

\*Misconduct could refer to but is not limited to minor breaches of code of conduct, incidents that do not cause harm (of any kind) to oneself or another trainee.

\*\*Gross Misconduct could refer to but is not limited to: Endangering oneself or those around you, repeated breaches of code of conduct.