



BIRMINGHAM CITY NETBALL CLUB

Disciplinary Policy

1. All players, parents officials and volunteers of the Club are required to sign and abide by the relevant Code of Conduct:
 - a. Code of Conduct for Players under 14
 - b. Code of Conduct for players under 18
 - c. Code of Conduct for Parents and Carers
 - d. Code of Conduct for Volunteers
2. In any case of gross misconduct, the alleged offender should be suspended from taking part in the Club's activities pending investigation. At the same time, if it appears that a criminal offence has or may have been committed, the Police should be informed. The penalty for proven gross misconduct is expulsion from the club.
3. In all other cases of unacceptable behaviour, there are four stages of action. An apology may be required at any stage.
 - a. A coach or other relevant official of the Club will speak to the person concerned informally at the time. This may be done in public if necessary, but must be done calmly and professionally.
 - b. If stage (a) is ineffective, or the seriousness of the behaviour warrants it, the coach or other relevant official will take the person aside and warn her orally that such behaviour cannot be tolerated, and that any further unacceptable behaviour will involve the next stage of this policy.
 - c. If there is a repeat of the behaviour, or the seriousness of the behaviour warrants it, the Chairman and another official will speak to the player's parent(s) in private and warn them of the consequences of any further unacceptable behaviour. This will be followed by a written letter to the parents. At this stage a written apology by the player concerned will normally be required.
 - d. Following stage (c) the matter may be referred to the Chairman and/or other members of the Committee and appropriate sanctions will be imposed. These include

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- i. A period of probation
 - ii. A period of suspension from the club or from some or any of its activities (fees will still be payable during the period)
 - iii. Expulsion from the Club
4. Any person who feels that she has been treated unfairly under this disciplinary Policy may appeal to the full Committee, whose decision shall be final.