

Grievance Procedures

- If Ronhill cambuslang has a complaint or grievance concerning a member, it must be set out in writing and sent, or a copy of it, to the Chairperson of Ronhill cambuslang
- Where a junior member (Under 18 years) has a grievance or concern, they should raise it with the , “Coaching Co-ordinator” or Welfare Officer” to take forward to the executive committee.
- Ronhill cambuslang Committee will appoint an impartial member (“IM”) from its Executive Committee and two other members of the committee othat have no connection with the grievance.
- The (“IM”) will invite the member to attend a meeting to discuss the grievance. The member may be assisted at such meeting either by a colleague or fellow member.
- The meeting must not take place unless the member has had a reasonable opportunity to consider his response to the complaint/grievance.
- The member must take all reasonable steps to attend the meeting. If the member does not attend the meeting then the IM may consider the grievance in his absence, adjourn the hearing or take such other action as he deems necessary.
- After the meeting, the IM will inform the member of his decision concerning the complaint/grievance and his decision is final.

Junior Inappropriate Behaviour Procedure

If a member of the junior section acts in an inappropriate manner as per the athletes code of conducts the following procedure will be instigated: -

- Athletes will be spoken to by the lead coach from his or her group.
- Athletes will then be spoken to by the lead coach and head coach; parents will be informed at this time.

Continued inappropriate behaviour: -

- Athlete given a **written warning**. (Written warning informs the parent/ carer of the athlete’s poor/ inappropriate behaviour.)
- Then a **second written warning**. (Second written warning informs the parent/ carer that they must attend sessions that there young person is involved in.)
- Athletes given a **final written warning**. (final warning informs the parent/ carer that the young person can no longer attend the club due to continued behaviour problems)
 1. All letters will be issued after discussion within the committee.
 2. No one coach can issue a letter to an athlete.