



Inverkeithing United FC

Disciplinary Policy

Why have a policy

Having a policy will help Inverkeithing United by:

- Ensuring all coaches, volunteers and members are fully aware of the disciplinary procedures at the club.
- Be clear about sensitive issues like monitoring and explain how disciplinary rules and sanctions will be applied.

Our Policy

This policy:

- Outlines the standards we require employees, volunteers, and members to observe when undertaking their role at the club.
- The circumstances in which we will monitor behaviour. The action we will take in respect of breaches of codes of conduct/policies.

This policy covers all individuals working, volunteering or playing at all levels. Inappropriate behaviour can, in certain circumstances, constitute a criminal offence or otherwise give rise to legal liability against you and Inverkeithing United FC. It may also cause embarrassment to Inverkeithing United FC.

The Scope of the Policy

- All employees, volunteers and members are expected to always comply with this policy.
- All employees, volunteers and members should ensure they take the time to read and understand it and communicate it to those they coach.

General Guidelines

- All employees, volunteers and members must comply with their respective codes of conduct. All employees, volunteers and members must ensure they have the appropriate PVG in place for their role.
- All employees, volunteers and members must comply with the social media policy of Inverkeithing United FC and the SYFA.
- All employees, volunteers and players must report any incident that breaches Inverkeithing United FC or SYFA codes of conduct to the club committee.

- The club committee may investigate allegations of breaches of Inverkeithing United FC or SYFA codes of conduct.
- If a member of the committee is involved in the incident, then they will not be involved in the investigation.
- The club committee may monitor behaviour by watching coaching or matches where appropriate.
- The club committee may ask employees, volunteers or members to undertake training with regards their behaviour and in certain circumstances ask them to leave the club.
- Any club committee member breaching any code of conduct/policy will be investigated by other members of the committee.

In all circumstances reference to the SYFA codes of conduct and policies will be made and any investigation by SYFA or any local area league disciplinary committee will be fully supported by the youth section committee, employees, volunteers and members.