



# **Blairgowrie & Rattray Community Football Trust**

## **Disciplinary Procedures**

The aim of BRCFT is to provide a safe and fun environment and to encourage and promote the development of football and health within the community. This will be achieved through the provision of youth teams for boys and girls that foster fair play and participation for all, irrespective of race, colour, religion, sex, sexuality or disabilities. BRCFT also encourages parents, family and friends to come along to enjoy the kids' football and support the community club.

BRCFT will operate the following disciplinary procedures in line with all policies, procedures and codes of conduct operated by the club.

A version of the complaints procedure is provided as a supplement to this document.

### **Conduct**

BRCFT operates a code of conduct for all members of the coaching staff, volunteers, officials and participants. All members and volunteers of the club will sign up to this code of conduct. The club secretary will hold a signed copy of the code of conduct, with a copy being held by one committee member designated by the club.

Any breach of the code of conduct will result in the administration of the following complaints and disciplinary procedure.

### **Complaints procedure**

Any member of the coaching staff, official, volunteer, participant and/or parent has the right to make a formal written complaint regarding the conduct of any member of the club at any time.

This complaint must be submitted in writing to the secretary, child protection officer or other executive committee member detailing the nature of the complaint and any supporting evidence.

The subject of the complaint has the right to confidentiality at all times and should be informed of the nature of the complaint as soon as it is received. Any members breaching this confidentiality will themselves be subject to the complaint procedure.

### **Hearing procedure**

Upon receiving a complaint, the BRCFT committee may invite the complainant to expand on the nature of the complaint. This meeting may be recorded solely for the purpose of the investigation.

Following this process, the subject of the complaint will be invited to a hearing, at which they are entitled to be accompanied by any person of their choosing, to discuss the details of the complaint. This meeting may be recorded solely for the purpose of the investigation.

Following this procedure, the investigating members shall inform all relevant parties of the outcome of the event and any action that shall be taken.



**Note:** In the event that the nature of the complaint is in direct relation to a child protection matter, the police or social services should be involved immediately. In this event, the only investigation to be undertaken shall be led by the relevant professional service following which the club will adhere to any findings of this investigation.

## **Appeal procedure**

Following a decision by the investigation committee, the subject of the complaint shall have the right to appeal the decision and request a further investigation into the matter.

The club shall acknowledge this appeal and undertake a fresh investigation and report the findings to all relevant parties.

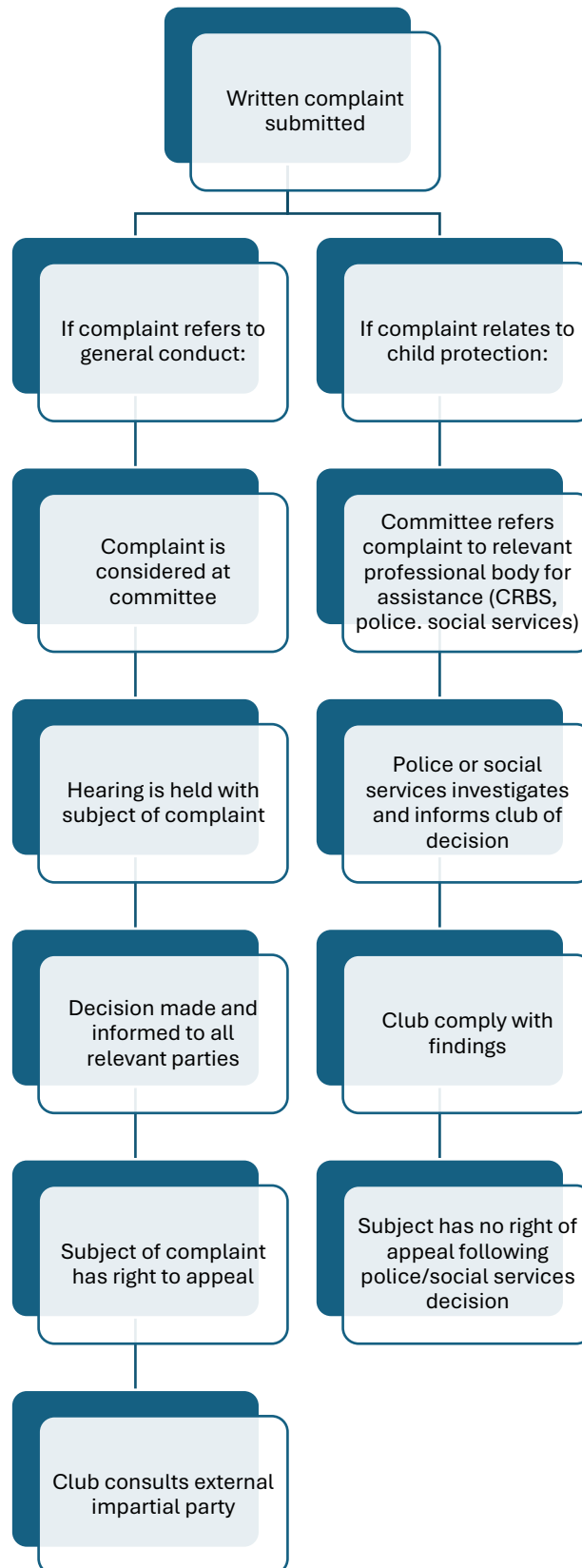
## **External assistance**

In the event of an appeal, the subject of the complaint has the right to seek external assistance from either a professional body or suitable party to undertake an investigation into the matter in conjunction with the club. **ONLY** the subject of the complaint can request this course of action.

## **Decision**

The investigation shall be deemed closed and the decision final in the following circumstances:

1. The committee present a decision that is not contested by appeal.
2. An appeal investigation presents a decision that clearly reflects the club's policies and code of conduct.
3. The police or social services lead an investigation into a child protection matter.



**In all cases, results of investigation and hearing will remain strictly confidential to club committee, subject of complaint, and complainant.**