

# SETTLE HARRIERS

## Grievance and Disciplinary Policy

This policy sets out how Settle Harriers will deal with complaints about the conduct of club members, including officers.

1. All concerns, allegations or reports of malpractice or abuse relating to the welfare of children or vulnerable adults will be recorded and responded to swiftly and appropriately in accordance with the Club's and England Athletics's safeguarding policy and procedures. The Welfare Officer shall be the lead Officer for all Members in the event of any safeguarding concerns.
2. Any complaints of misconduct (improper or unprofessional conduct) regarding the behaviour of Members or Officers shall be dealt with by the Club in accordance with its discipline and appeals process ([link](#)). This process is as recommended by England Athletics and has been adopted by the club. Any complaint must be presented in writing to the Welfare Officer (and where the matter relates to the Welfare Officer, the complaint must be submitted to the Secretary). Unless exceptional circumstances apply, the Welfare Officer will hear complaints within fourteen days of receiving a complaint. If the complaint is sufficiently evidenced, the Welfare Officer will appoint 3 (three) Club Members (who have no direct or indirect interest/involvement in the matter) to sit on a disciplinary panel. Subject to rule 3 below, a decision of the disciplinary panel shall be final and conclusive.
3. Any appeals must be received by the Welfare Officer within 7 (seven) days of receiving the written decision and, if appropriate, the appeals process will be followed.
4. Any complaints of serious misconduct (including, without limitation, theft, doping violations, fraud, physical violence, safeguarding policy breaches, serious breach of applicable health and safety, gambling and/or ticketing regulations or any act or omission of the Member or Officer which in the opinion of England Athletics, acting reasonably, brings or is likely to bring the sport of athletics into disrepute) regarding the behaviour of Members or Officers shall be reported to and dealt with by England Athletics in accordance with its Disciplinary Procedures.
5. If a dispute arises between any Members or Officers of the Club about the validity or propriety of anything done by any Member or Officer under these Rules and the dispute cannot be resolved by agreement, the parties to the dispute must first try in good faith to settle the dispute by mediation before resorting to litigation.

Note: a flowchart to show members the outline of how this works is available - [link](#).

Signed:



Date: 14th August 2025

Club Chair