



Disciplinary Procedures

Disciplinary Procedures apply where any Codes of Conduct or Health and Safety Guidelines are breached.

For the Member

- Verbal Warning from Coaches/Committee where behaviour dictates that a period of 'time out' during the session is required. If a pattern of behaviour becomes established, coaches will record incidents of verbal warnings and verbal report incidents to parents.
- Written Warning – where there is no improvement in behaviour or the severity of the incident merits it, a writing warning will be issued by the Head Coach/Committee. In this instance it may be the case that the trainee is removed from the training session immediately.
- In more serious incidents immediate suspension or termination of membership may occur.

For Coaches/Adult Members

- Verbal Warning from the Head Coach/Committee
- Written Warning from the Head Coach/Committee
- Suspension or Dismissal from role/Club

In all cases and at any point the member/coach has the right to defend their case and can appeal to the committee. Where this is deemed appropriate by the Committee/Head Coach advice and or assistance will be sought for the governing body Snowsports Scotland.

Grievance Procedures

Aberdeen Snowsports Clubs values all its members, coaches and volunteers, if a situation occurs where you have any concerns, please be assured that they will be dealt with in confidence in a timely manner.

In the first instance we would encourage all members to speak with a member of the Committee, in many cases a resolution can be found this way. It's good to talk, and only through engaging with our members can we hope to provide the best service. If the issue remains unsolved members should put their complaint in writing to the Club Secretary info@aberdeensnowsportsclub.co.uk ensuring that all relevant information is included (dates, individuals concerned, summary). The Club Secretary will acknowledge receipt of the written complaint as soon as possible will investigate and respond in writing within 2 weeks. If

there is a delay the member will be informed ahead of time. Should the member remain unsatisfied with the outcome, they may wish to raise the complaint to the governing body Snowsports Scotland (www.snowsportsScotland.org)

If the complaint/concern is a safeguarding issue, please email Dave Humphrey cpo@aberdeensnowsportsclub.co.uk in strict confidence. Please refer to our Child Protection Policy.