



United Twirl England Disciplinary Policy

Introduction

UTE take the conduct and behaviour of members and attendees of UTE events very seriously.

Receiving an allegation

If there is an allegation made regarding the conduct and or behaviour of an athlete, coach, judge, technical member, parent / guardian or other club representative then this will be reported to the UTE Secretary. The Executive Committee would then signpost to the relevant panel / committee to investigate.

Investigation

If an investigation is considered necessary, and further action likely, (with the exception of Safeguarding) then this will be conducted by members of the Ethics and Disciplinary Committee. Details of the conduct and behaviour alleged will be recorded. Once all complainants, victims and/or witnesses have been spoken to then the matter will be discussed with those complained of.

Further enquiries may be made following this meeting. Once concluded the Ethics and Disciplinary Committee will consider the matter and identify, if any, the most appropriate sanctions. A report detailing all the relevant information will be sent to the Executive Committee, with any recommended sanctions, who will then confirm the final sanctions, if relevant.

The person(s) complained of, will then be informed of the final decision by the UTE Secretary, that is made by the Executive Committee.

Appeal

The person(s) complained of will then have the option to appeal which must be in writing within 7 days of the decision being sent out and must be sent to the UTE Secretary. The Executive Committee will then review the new information in conjunction with the Ethics and Disciplinary Committee's comments and recommendations.

This process must take place within 21 days and the Person(s) complained of informed as to whether the decision has been upheld or of any change to the original decision.



The Sanctions considered will be dependent on the severity of the conduct / behaviour complained of and include-

- No Action – The complaint is found to be unsubstantiated or that there is no evidence to support the allegation
- Verbal Warning
- First Written Warning
- Final Written warning
- Suspension for an agreed period of time
- Attendance Ban
- Dismissed / Have membership cancelled.
- Other complaint appropriate sanction.

All decisions will be held on file by the UTE Secretary in line with GDPR guidelines.