



Grievance and disciplinary policy

Complaints and Disputes

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' 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 and must be presented in writing to the Secretary (and where the matter relates to the Secretary, the complaint must be submitted to the Welfare Officer).
3. Unless exceptional circumstances apply, the Secretary will hear complaints within fourteen days of receiving a complaint. If the need arises, the Secretary will appoint three Club Members (who have no direct or indirect interest/involvement in the matter) to sit on a disciplinary panel. Subject to rule 4 below, a decision of the disciplinary panel shall be final and conclusive.
4. Any appeals to a decision, must be received by the Secretary within seven days of receiving the written decision and, if appropriate, the appeals process will be followed.
5. Any complaints of serious misconduct regarding the behaviour of HPX Members or Officers shall be reported and dealt with by England Athletics in accordance with its Disciplinary Procedures.
6. If a dispute arises between any HPX 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.