

MX Fencing Club

Sabre Fencing Club in Kent

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**Disciplinary procedure**

This document details the steps to be taken when an individual is found to have breached the code of conduct(s).

**STEP 1: VERBAL WARNING**

A coach or committee member will speak to the person or persons perpetrating such an incident, privately. It will be put to them that such behaviour is unacceptable and an assurance will be sought that such an incident will not be repeated. It will be stressed on this occasion that repetition of such an incident will result in furthermore serious action being taken.

**STEP 2: WRITTEN WARNING**

If a second incident occurs involving the same person or persons, the chairperson will write to the person or persons (or to the parents in the case of a child) informing them once again that this conduct is unacceptable.

NB: Any incidents of violent conduct would immediately proceed to step 4.

The club has a statutory responsibility to report any racist or discriminatory incidents to British Fencing. Any act of actual or threatened violence will be referred to the police immediately.

**STEP 3: FINAL WRITTEN WARNING**

If a third incident occurs involving the same person or persons, the chairperson, will write to the person or persons giving a final warning that this behaviour is unacceptable, and that a repetition of this conduct will leave the club no option but to take further action.

**STEP 4: EXCLUSION FROM CLUB PREMISES**

If such an incident recurs or if an initial incident is considered serious enough, the chairperson would enforce an exclusion from the club premises for the person or persons in question for a period of time.

**STEP 5: ASKED TO LEAVE THE ACTIVITY, EVENT OR CLUB PERMANENTLY**

As a last resort the person or persons repeatedly in breach of the code of conduct will be asked to leave the club (if it is the parent of a child unfortunately the child will also be asked to leave at this stage).

Please note in where necessary, such as issues involving safeguarding, the club reserves the right to jump straight to stage 4/5.

Written: August 2023

Reviewed: