



CHERUBS ANGELS NETBALL CLUB

Disciplinary Policy

Version: June 2026

Review Date: June 2029

Purpose

Cherubs Angels Netball Club aims to maintain a positive, respectful and inclusive environment for all members.

This policy provides a fair and transparent process for dealing with behaviour that falls below the standards expected by the Club and its Codes of Conduct.

Scope

This policy applies to:

Players.

Parents and guardians.

Coaches.

Volunteers.

Officials.

Committee members.

Examples of Misconduct

Examples may include:

Repeated breaches of Club policies or Codes of Conduct.

Bullying, harassment or discrimination.

Unsporting behaviour.

Abuse towards coaches, officials, volunteers or other members.

Behaviour bringing the Club or Wales Netball into disrepute.

Inappropriate use of social media.

Failure to follow safeguarding procedures.

Serious safeguarding concerns or criminal matters may be referred immediately to Wales Netball or relevant statutory agencies.

Informal Resolution

Where appropriate, issues should first be addressed informally through discussion and guidance.

Many concerns can be resolved quickly without formal action.

Formal Procedure

Where informal action is inappropriate or unsuccessful:

A complaint or concern will be considered by the Committee.

Relevant information may be gathered from those involved.

Individuals will be given an opportunity to explain their position.

The Committee will determine any action required.

Possible Outcomes

Outcomes may include:

No further action.

Verbal advice or warning.

Written warning.

Temporary suspension from Club activities.

Removal from a specific role.

Termination of Club membership.

Any action taken will be proportionate to the circumstances.

Appeals

Individuals may request that the Committee reviews a disciplinary decision.

The Committee's decision following review shall normally be final.

Confidentiality

Disciplinary matters will be handled confidentially and information shared only with those who need to be involved.

Policy Review

This policy will be reviewed every three years or sooner if required by changes in legislation or Wales Netball guidance.