



Heaton Harriers

Visit our web site:
<http://www.heatonharriers.org.uk>

Address	Chairman	Secretary	Treasurer
Heaton Harriers Cochrane Park (Centre for Sport) Etherstone Avenue Newcastle upon Tyne NE7 7JX	Jason Wall	Dave Brignall	Jeremy Smith

GRIEVANCE PROCEDURE

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 Heaton Harriers and Athletic Club Ltd and all of the 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 Grievance Policy 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). Unless exceptional circumstances apply, the Secretary will hear complaints within fourteen days of receiving a complaint. If the complaint is sufficiently evidenced, the Secretary will appoint up to 3 (three) Club Members (who have no direct or indirect interest/involvement in the matter) to sit on a disciplinary panel. Subject to rule 3 below, a decision of the disciplinary panel shall be final and conclusive.
3. Any appeals must be received by the Secretary within 7 (seven) days of receiving the written decision and, if appropriate, the appeals process will be followed.
4. Any complaints of serious misconduct (including, without limitation, theft, doping violations, fraud, physical violence, safeguarding policy breaches, serious breach of applicable health and safety, gambling and/or ticketing regulations or any act or omission of the Member or Officer which in the opinion of England Athletics, acting reasonably, brings or is likely to bring the sport of athletics into disrepute) regarding the behaviour of Members or Officers shall be reported and dealt with by England Athletics in accordance with its Disciplinary Procedures.
5. If a dispute arises between any 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.
6. If the grievance procedure rules that the codes of conduct have not been followed the following actions will be considered:

Members of:

North of England Athletic
Association

North Eastern Counties
Athletic Association

North Eastern Harrier
League

Tyneside Athletic Track
League

- be asked to apologise for behaviour
 - receive a verbal or written warning from the club committee
 - be suspended from attending club training sessions.
 - be suspended or required to leave the club.
7. If the complaint relates to a serving committee member, the following actions will be considered:
- be asked to apologise for behaviour
 - receive a verbal or written warning from the club committee
 - be suspended from attending club training sessions.
 - be suspended from the club's social media channels.
 - be suspended or required to leave the committee.
 - be suspended or required to leave the club.

Date: 10 March 2025

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