



Athlete Disciplinary Procedure

Ambition Racing recognises the responsibility to provide a safe, and secure environment for everyone to participate in Snowsport activities, whether this is as a child or adult learning the sport, a coach, instructor, committee member, parent, or anyone else involved in our club. To ensure Ambition Racing continues to provide the above environment, we have set out the following procedure.

In cases of Misconduct*, Ambition will carry out a “Verbal-Written-Consequence” procedure.

In cases of Gross Misconduct** Ambition Racing will carry out the following disciplinary procedure.

1 – Contact with parents.

- Informing the parents of the current situation and that you will be looking into what has happened in more detail as soon as possible.

2 – Establishing the Facts with the athlete in question & others involved in any incidents.

- To be carried out (where possible) by the club Head Coach with a CWO also present.
- The aim is to establish what has happened, how it has happened and with whom it has happened.
- Written documentation of any meetings will be recorded.

3 – Consequences.

- Does the consequence fit the crime (decided by Programme Director & CWO)
- Report to SSE Safeguarding & Welfare officer if appropriate.
- Where a suspension or expulsion from the program is decided, communicate with parents prior to athletes.
- Where information emails are to be sent to the membership, use BCC & stick to the facts, without naming athletes by name.
- Athletes under the age of 18 are not to be named on emails to the membership.

* Misconduct could refer to but is not limited to minor breaches of code of conduct, incidents that do not cause harm (of any kind) to oneself or another athlete.

** Gross Misconduct could refer to but is not limited to: Endangering oneself or those around you (physical, verbal, psychological or of safeguarding concern nature) OR repeated breaches of code of conduct.