

## **Derbyshire Sport Code of Behaviour – Sanction Guidance.**

The “Codes of Behaviour – Sanction Guidance” outlines the considerations your organisation should address when developing sanctions to be implemented in the result of a breach of your organisations “Codes of Behaviour” by any individual involved in any sporting activity delivered by your organisation.

The “Codes of Behaviour – Sanction Guidance” has been produced for organisations/clubs who are encouraged to adapt the relevant information for their use in the absence of any other disciplinary processes.

The “Codes of Behaviour – Sanction Guidance” should be used in conjunction with the Codes of Behaviour

### **Questions to be considered when developing your organisations sanctions**

1. Does your organisation have existing, established disciplinary procedures in place and if so, do they relate to your Codes of Behaviour?
2. What does your organisation consider to be unacceptable behaviour in relation to your Codes of Behaviour and how is this interpreted within your organisation?
3. Do your sanctions relate to those of the National Governing Body of Sport (if relevant)?
4. Is your definition of unacceptable behaviour uniform for all activities your organisation delivers or do different “types” of activity have different thresholds for unacceptable behaviour? (ie. activity delivered in different geographic/economic areas)
5. What specific sanctions would you consider for a breach in the Codes of Behaviour? eg:
  - Verbal Warning
  - Written Warning
  - Removal from Activity
  - Time Related Ban
  - Total BanAnd who decides the relevant sanction in relation to specific breaches of the Codes of Behaviour?
6. Are some breaches of the Codes of Behaviour more serious than others and who in your organisation decides this?
7. Who in your organisation is responsible for deciding / can make the decision / that an individual’s behaviour has breached your organisations Codes of Behaviour?
8. Do you have a reporting process for a breach in the Codes of Behaviour and are all your staff aware of it?

9. Is any action you take against an individual who has breached the Codes of Behaviour non violent and does it involve the humiliation of children, young people and/or vulnerable adults?
10. Do your staff / personnel require training to implement the sanctions process your organisation has put in place?
11. Do you have an appeals process in place for an individual who considers their treatment by the organisation to be unfair and who decides the outcome of any appeal?