



Disciplinary Process

Garioch Road and Gravel strives to ensure that our club is a safe place for all involved – riders, coaches, leaders, and the wider club community.

The following behaviours/conduct would be deemed as unacceptable and would be subject to our disciplinary process:

- Drug use before or during session.
- Unnecessary physical contact with riders and/or other personnel within the club environment.
- The use of physical violence towards riders and/or other personnel within the club environment.
- Swearing, offensive or inappropriate language during club sessions.
- Unwarranted conduct when dealing with poor behaviour within club sessions.
- Not treating all riders equally.
- Inappropriate communication with riders out with sessions via any means (as outlined in Club Communications policy).
- Not representing the club in a positive manner online and/or in public.
- Inappropriate image capturing.
- Undermining Management Group members.
- Operating outwith the remit of your qualifications.
- Theft / criminal activity relating to the club.
- Causing deliberate damage to rider / club equipment.
- Gross negligence which causes unacceptable loss / damage or injury

The following process will be followed if standards fall below that which is expected as outlined above. The list is not exhaustive and there may be other instances by which the disciplinary process is followed.

Stage 0 – Normal intervention/interaction

- We anticipate that most issues can be dealt with at source through informal intervention by the Club Secretary with the parties involved.
- The Club Secretary may use their discretion to initiate and repeat Stage 0 as many times as deemed necessary before progressing to Stage 1.

Stage 1 – Verbal warning

- Where a breach of code of conduct is persistent and not resolved at Stage 0, the Club Secretary will raise the matter with the Club Chair.
- Upon investigation, the Club Chair will take any necessary action to resolve the issue.
- They may call a meeting with the Rider/Ride Leader in question to discuss the matter further, and issue a verbal warning. Notes of this meeting will be copied to them in writing, may be referred to should there be further incidents, and will be stored in their file.

Garioch Road and Gravel



Stage 2 – Written warning

- In the case of more serious incidents and/or if a further offence occurs, a written warning will be issued to Rider/Ride Leader from the Club Chair.
- This will give the reasons for the warning, the improvement required, and the date when the warning expires.
- It will outline that if improvement is not observed, or further acts of misconduct occur, then the club may take action under Stage 3 of the disciplinary process.

Stage 3 – Suspension or termination of role within club

- If conduct is still unsatisfactory and the Rider/Ride Leader still fails to reach the prescribed standards despite receiving a written warning, or if the Rider/Ride Leader has committed an act of gross misconduct, suspension and or termination of the Rider/Ride Leader's role within the club may occur.
- Suspension / termination may also breach British Cycling Code of Conduct and in this instance the club is duty bound to make the governing body aware.
- Depending on the severity of the incident the club may conclude that the involvement of Social Services and or the police is required.
- Depending on the severity of the incident, the club may also conclude that Scottish Cycling and/or Disclosure Scotland should be notified.
- Before suspension / termination a full investigation will be carried out.

Any appeal against termination must be submitted to the Club Chair within 14 days by formal letter. Upon receiving an appeal the Club Management Group will organise an independent assessment of the case and report within 28 days unless there is good reason to extend the time frame

Adopted 24 July 2025

Due for review

24 July 2029