

## Junior Ilkley Harriers Disciplinary Procedure

Without the volunteers who give up their time to make our athletics sessions happen JIH would not exist. Our volunteers do not attend sessions to discipline children so we expect a good level of commitment, motivation, self discipline and behaviour from all our juniors regardless of age.

We will continue to verbally tell and remind juniors of our expectations regarding behaviour and the need for safety and enjoyment within our sessions. For the majority of juniors we will never need to speak to them in a negative way about their behaviour but for one or two who may find it difficult to take part within the rules we have in place the disciplinary procedure is below.

If disciplinary action is required we use a '3 strikes and out' procedure. It is implemented after a junior has already been informally spoken to on a few occasions and other coaches/leaders find the individual or group 'challenging'.

1. The individual child or group of children are given a formal warning by a level 2 or equivalent coach (parent is not told at this point as in more cases than not this is enough)
2. If the child or group of children receive a further warning then parents are contacted by a level 2 or equivalent coach. Usually parents are wonderfully supportive and no further action is ever required
3. If a third warning needs to be given the child or group are removed from the programme.