

Disciplinary Policy

Inverclyde Darts Hub • Official Documentation
(Version 1.0)



Notice: All policies, codes of conduct, and procedures are formally established under Inverclyde Darts Hub.
Website: inverclydedartshub.com

Inverclyde Darts Hub – IDH Disciplinary Policy

This Disciplinary Policy forms part of the terms and conditions of membership at Inverclyde Darts Hub, as well as participation in tournaments, competitions and other events organised or sanctioned by the IDH.

Scope

The scope of this policy includes, but is not limited to, any student member, player, parent/guardian, spectator, dart official, IDH coach or IDH support member participating in an IDH event or session.

Triggers for Investigation

The disciplinary procedure may be instigated at the discretion of Inverclyde Darts Hub to deal with any incident judged to have brought the name of the IDH or the sport of darts into disrepute or any deliberate act of misappropriation or misuse of IDH property and assets. Proceedings begin following a thorough investigation if any of the following occur:

- A grievance or complaint is upheld
- A breach of the IDH Code of Conduct
- Unacceptable behaviour
- A breach of the Anti-Bullying and Harassment policy
- A breach of the Child Welfare and Safeguarding policy

The policy will always be applied in a fair and consistent manner.

The Procedure

Once it is established that the disciplinary procedure is to be invoked, the Head of Inverclyde Darts Hub will write to the persons involved to:

- Confirm any initial action taken at the time of the incident.
- Inform them that they are subject to disciplinary proceedings pending a hearing, which they are required to attend at least 5 days prior.
- Advise that any student or player subject to proceedings must be accompanied by a parent or guardian over the age of 18.

- Provide all relevant information prior to the hearing.
- Clarify that failure to attend may result in the matter being conducted in their absence.

The Disciplinary Hearing

The Head of Inverclyde Darts Hub shall convene the hearing at a suitable time and place, though participants may request an alternative subject to agreement. A minute taker will be present to compile a written record, a copy of which will be provided to all involved.

At the hearing, participants:

- May ask questions (verbally or in writing) and/or produce statements.
- May be accompanied by a companion (those under 18 must be accompanied by a parent/guardian over 18).
- Will be given the opportunity to put forward necessary information, including mitigation requests and witness statements.

Outcomes & Sanctions

Following the hearing, the outcome—or notice of no further action—will be communicated in writing as soon as practicable. The Head of Inverclyde Darts Hub decides the appropriate outcome, and the IDH reserves the right to implement sanctions without prior warning for sufficiently serious issues. Potential outcomes include:

- **Written Warning/Caution:** Remains in effect for 12 months, detailing required improvements and warning that further infractions may lead to immediate expulsion.
- **Suspended Sentence:** Imposed for a set period, implemented only if the individual faces further disciplinary action during that time.
- **Suspension:** Temporary restriction from IDH sessions, events, or functions, including refusal of entry to related premises.
- **Expulsion:** Permanent exclusion from all IDH-staged events and refusal of entry to associated premises.

The Right of Appeal

Any person has the right to appeal an action or decision resulting from a disciplinary hearing.

- **Lodging an Appeal:** Appeals must be set out in writing, detailing the grounds, additional evidence, or witnesses, and submitted within **28 days** of the relevant disciplinary hearing.
- **Appeal Hearing:** The Head of Inverclyde Darts Hub will convene an appeal hearing with a minute taker present.
- **Final Decision:** Official written details of the appeal decision and its effect on future involvement will be communicated to the persons involved within **7 days** of the appeal hearing.

Associated Policies

Code of Conduct

Unacceptable Behaviour Policy

Dart Etiquette

Investigation Procedure

Anti-Bullying and Harassment Policy

Child Protection and Safeguarding Policy