

DSGC APPEALS PROCEDURE

Statement of Intent

Devon & Somerset Gliding Club ('the Club') believes that Club members, their guests and visitors to the club are entitled to expect courtesy, consideration and to be able to operate within a culture of safety. The development and maintenance of such a safety culture relies on everyone being able to trust one another, and for each person to show consideration and to have a duty of care for fellow participants. To this end, the Club Management Committee expects certain minimum standards of behaviour from Club members, their guests and visitors to the Club. This includes a responsibility for all Club members, their guests and visitors, to bring to the attention of any Club official any situation which is believed to constitute a hazard, so that adequate mitigation can be applied, or risk of exposure to the hazard can be removed.

Aim

The Club Management Committee aims to bring all concerns about the running of the Club to a satisfactory conclusion for all the parties involved.

In the event that a club member is unhappy with a decision made by the relevant Club Officer or by the Complaints and Disciplinary Committee, they have a right to appeal.

Flying Matters

If anyone who has made a complaint or a member against whom a complaint was made is unhappy with a decision of the CFI he/she has the right to appeal the decision to the Complaints & Disciplinary Committee.

- Any appeal shall be made in writing within 21 days of the issue of the decision of the CFI.
- Records of all appeals and of the investigations shall be kept confidential.

Matters not concerned with flying

If anyone who has made a complaint or a member against whom a complaint was made is unhappy with a decision of the Complaints & Disciplinary Committee he/she has the right to appeal the decision to the directors of the club

- Any appeal shall be made in writing within 21 days of the issue of the decision of the complaints and disciplinary committee.
- Records of all appeals and of the investigations shall be kept confidential.
- If the appeal is made by or concerns a director of the club that person shall stand aside and be replaced by another member of the club's management committee co-opted for the purpose.
- The directors shall have the power to confirm, set aside or change any sanction imposed by the complaints and disciplinary committee.
- Where the directors establish or uphold a decision that an incident of misconduct or bad practice has taken place, the directors shall notify the member of any sanction being imposed. The notification shall be made in writing, setting out the reasons for the sanction. If the member is under 18 years of age the correspondence shall be addressed to the parents/guardians.

The role of the BGA

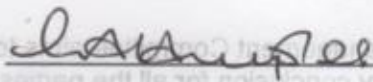
In most cases matters will be resolved within Club existing procedures and the Club constitution. It may be that beyond that level of resolution there may be enduring concerns. If the matter concerns any BGA systems, such as instructing, coaching, safety or airworthiness systems, advice or input may be sought from the BGA as appropriate.

Please note that due to the way the BGA and individual gliding clubs in the UK function, you should be aware that the BGA generally does not get involved with internal club management issues and is only likely to get involved with an appeal in exceptional circumstances.

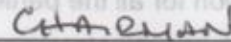
This policy was adopted at a meeting of Devon & Somerset Gliding Club Committee

held on Wednesday 4th January 2017

Signed on behalf of the Management Committee



Role of signatory (e.g. Chairman etc)



Flying Matters
If anyone who has made a complaint or a member against whom a complaint was made is unhappy with a decision of the CFI he/she has the right to appeal the decision to the Complaints & Disciplinary Committee.
• Any appeal shall be made in writing within 21 days of the issue of the decision of the CFI.
• Records of all appeals and of the investigations shall be kept confidential.

Matters not concerned with flying
If anyone who has made a complaint or a member against whom a complaint was made is unhappy with a decision of the Complaints & Disciplinary Committee he/she has the right to appeal the decision to the director of the club.
• Any appeal shall be made in writing within 21 days of the issue of the decision of the complaints and disciplinary committee.
• Records of all appeals and of the investigations shall be kept confidential.
• If the appeal is made by or concerns a director of the club that person shall stand aside and be replaced by another member of the club's management committee co-opted for the purpose.
• The director shall have the power to confirm, set aside or change any sanction imposed by the complaints and disciplinary committee.
• Where the director establishes or upholds a decision that an incident of misconduct or bad practice has taken place, the director shall notify the member of any sanction being imposed. The notification shall be made in writing, setting out the reasons for the sanction. If the member is under 18 years of age the correspondence shall be addressed to the parent/guardian.