

Grove (Chelmsford) Lawn Tennis Club

Grievance, Bullying, Disciplinary and Harassment Policies

The club does not have any direct employees

Any incidents requiring action in respect of the above headings would either be dealt with using the appropriate ACAS Guides – see list below - or the remedies laid down in the constitution of the club (Memorandum and Articles of Association)

Disciplinary and Grievance:

<http://www.acas.org.uk/index.aspx?articleid=2174>

Bullying and Harassment:

<http://www.acas.org.uk/index.aspx?articleid=1864>

Remedies for Grievance, Bullying, Disciplinary or Harassment

Termination of Membership

It shall be the duty of the management committee, if at any time it shall be of the opinion that the interests of the Club so require, by notice in hard copy form sent by prepaid post to a member's address, to request that member to withdraw from membership of the Club within a time specified in such notice.

If, on the expiry of the time specified in such notice, the member concerned has not withdrawn from membership by submitting notice in hard copy form of his resignation, or if at any time after receipt of the notice requesting him to withdraw from membership the member shall so request in hard copy form, the matter shall be submitted to a properly convened and constituted meeting of the management committee or such sub-committee to which it has delegated its powers.

The management committee or sub-committee and the member whose expulsion is under consideration shall be given at least 14 days' notice of the meeting, and such notice shall specify the matter to be discussed.

The member concerned shall at the meeting be entitled to present a statement in his defence either verbally or in hard copy form, and he shall not be required to withdraw from membership unless a majority of the management committee members or sub-committee members present and voting shall, after receiving the statement in his defence, vote for his expulsion, or unless the member fails to attend the meeting without sufficient reason being given.

If such a vote is carried, or if the member shall fail to attend the meeting without sufficient reason being given, he shall thereupon cease to be a member and his name shall be erased from the register of members.

The management committee may exclude the member from the Club's premises until the meeting considering his expulsion has been held.

For the avoidance of doubt, the member shall be entitled to attend the Club's premises to attend that meeting (if it is held at them) for the purpose of making his representations.

A person may appeal against such decision by notifying the management committee who shall put the matter to a general meeting for it to be decided by a majority vote of the members present and voting at such meeting.

September 2018

