



Grievance Policy

Hawkinge Hurricanes Running Club is committed to providing an inclusive, nurturing and encouraging environment for all runners. We do not tolerate any form of discrimination or harassment within our running club. We will;

- ensure that equality & diversity is driven by the coach and volunteer leaders
- improve our understanding of equality & diversity within Hawkinge Hurricanes
- raise awareness of and embed equalities and diversity across the club
- ✓ understand and tackle barriers for under-represented groups in running by encouraging all sections of society to participate in our sport. In particular, we will look at improving participation of: women and girls
- ✓ Disabled people
- ✓ People from different ethnic backgrounds
- ✓ Lesbian, gay, bisexual and transgender people

If, for whatever reason you have an issue or complaint you should raise it in the first case with your Welfare Officer. We would like you to approach them directly or you can call or email giving as much information as you can about the occurrence (please include dates, times, location and any witnesses). The Welfare Officer will discuss the occurrence with you and then investigate further and in confidence by talking to other leaders, any other parties or witnesses. Should the event be a criminal issue the club may have to involve the relevant authorities. We always aim to resolve all issues amicably, fairly and impartially (equitably) to the satisfaction of all parties, however the final decision is that of the Chair and their decision is final.

In the event that the concern or issue is about the Welfare Officer you should contact the club Coach Sam Miller who will follow the above process.

Sam Miller – Chair/Coach - 07711995267 or sam@hawkingehurricanes.com

David Burton – Welfare Officer - 07795564089 or d_burton111@hotmail.com