

14/12/2023

Consultation outcome for:

- **Social Media Policy (new)**
- **Discipline Policy (amended)**
- **Code of Conduct (new).**

Thank you to the members who took the time to feedback on the consultation of the above policies. We received formal feedback from three members, and informal feedback on the process from another two members. All feedback has been considered and policies were adjusted where required. Changes to the consultation process from feedback:

- In future, all changes to policies will be in blue during the consultation phase. Changes were detailed at the start of the draft policies; however, the general feedback was that these should be better highlighted within the body of the policy. This will ensure changes are easy to recognise without comparing previous and new versions.
- The consultation window has been extended from 5 working days to 14 days to give any member who wishes to input the time to do so.

Feedback considered but not applied:

Member Feedback: *“Removal of all time frames is unacceptable. No other sporting organisation, including Archery GB and SportsScotland, operate a disciplinary policy where the organisation is given carte blanche to dictate what they decide is an appropriate time frame.”*

Response: The reason set timeframes have been removed from the policy is that they are unnecessarily prescriptive and do not easily allow for flexibility within the application of the policy. In many cases there are complex issues to investigate, often with a significant number of witnesses involved. Therefore, it is appropriate to allow flexibility within the policy to ensure that issues are given appropriate consideration. This benefits all members of Scottish Archery. Scottish Gymnastics is an example of a large governing body that has no prescriptive timeframes for disciplinary processes.

Member Feedback: *“Allowing staff members to suspend members is a fundamental change to members rights.”*

Response: This is not a change that was made to this policy. The Chief Executive Officer (staff member) could suspend a member previously under section 4.2 of the policy.

Member Feedback: *“Why not adopt the AGB policies?”*

Response: It’s fair to note that although The Discipline Policy has been updated and is live, we will continue to review the policy to ensure continual improvement in this area. This will include reviewing the AGB policies and processes to potentially use as a basis. We will be investigating the implementation of a formal Case Management/Conduct Committee type structure to support with investigating complaints and conduct concerns, and support with the Disciplinary process. When any additional changes have been made, the policy will be re-opened for consultation.

Member Feedback: *“There's much emphasis put on "feelings" in several policies, and the risk of causing offence or hurt. Such policies are incredibly badly written, as what would offend one person may not offend the majority. I would suggest these policies be completely abandoned and replaced with policies which are much more explicit in their intent and measure.”*

Response: It is unclear which part of the policies cause concern as there is no reference to 'feelings' within the Code of Conduct, or Discipline and Social Media Policy. The Code of Conduct sets out clearly the sort of conduct that is not acceptable, i.e. conduct which is abusive, discriminatory, harassing, bullying. It is not possible, nor is it desirable, to include an exhaustive list of conduct which would be unacceptable. Ultimately it would be up to a panel constituted under the Disciplinary Policy to determine whether or not a certain course of conduct was a breach of the code of conduct. The AGB Code of Conduct was the basis used for the Scottish Archery Code of Conduct. This was considered to be an appropriate standard to apply.

The updated/new policies which are now live are the Social Media Policy, The Discipline Policy and The Code of Conduct.

Many thanks again for all who provided feedback.