

Rules for Considering Re-Admission to Membership Following Conduct in Sport or Disciplinary Action

Purpose

1. These Rules provide a clear and transparent process for individuals to apply to the Scottish Gymnastics Board (the “Board”) for re-entry into membership in accordance with Article 8 of the Scottish Gymnastics Association’s Articles of Association (the “Articles”) where they have:
 - a. been expelled from membership
 - b. received sanctions (short of expulsion) from a conduct in sport process but allowed their membership to lapse or resigned leaving those sanctions unfulfilled

2. The terms used in these Rules take their meaning as given in the Articles. Where there is any inconsistency between these Rules and the Articles, the provisions of the Articles shall prevail. The interpretation of these rules shall be the privilege of the Board.

Applicability

3. This policy applies to:
 - a. Former members expelled due to conduct in sport or disciplinary action
 - b. Former members who either allowed their membership to lapse or voluntarily resigned from membership who failed to complete imposed sanctions from a conduct in sport or disciplinary process

Re-Admission After Incomplete Sanctions

4. Individuals who left membership (either through lapse or resignation) without completing imposed sanctions must:
 - a. Apply for re-admission through the same process as expelled members set out below
 - b. Have identified a host club who has accepted the individual’s request and agreed to facilitate and participate in the managed return

Re-Admission After Expulsion

5. An individual who has been expelled as a result of a Conduct in Sport Hearing/Disciplinary Action must
 - a. Wait for a minimum period of 36 months from the date of expulsion or pass the date set by a Conduct in Sport Hearing/Disciplinary or Appeal Panel (whichever is the later).
 - b. Have identified a host club who has accepted the individual’s request and agreed to facilitate and participate in the managed return

Application for re-admission

6. An application for re-admission must be made in writing to the Conduct in Sport Officer, CEO or Chair of the Board and shall be accompanied by all of the following:
 - a. A written statement explaining:
 - i. Reasons for failing to complete previous sanctions, (if applicable)
 - ii. Steps taken to address the original issues identified in the disciplinary process that have led to meaningful change

- iii. Evidence of proactive rehabilitation or learning (e.g., relevant training, counselling).
- iv. Evidence that they have completed all outstanding sanctions or a commitment to doing so
- b. A minimum of 2 letters of reference, from suitable qualified and relevant individuals (eg local authority sports development manager, councillor, safeguarding officer etc), with at least 1 being from a current member club confirming:
 - i. they are aware of the circumstances of the applicant's expulsion
 - ii. that they consider the applicant a suitable candidate for re-admission
 - iii. One of the letters must be from a current member club who agree to host the individual and take an active role in supporting their return, including the identification of a minimum of 2 people within the club , one being the safeguarding officer and another a senior or head coach who will provide monitoring and supervision
- c. Payment of any outstanding fees, penalties, or disciplinary costs
- d. Payment of the Scottish Gymnastics membership fee.

The process to consider applications for re-admission

7. All applications for re-admission will be determined by the Board and the following procedure shall be used:

- a. The Board delegate the process of hearing the application for re-admission to the Wellbeing and Protection Committee (or another sub committee of the Board if so directed) (the "Committee").
- b. The Committee will convene a hearing to consider an application for re-admission to membership, reaching a recommended outcome that will be sent to the Board for final determination and action.
- c. The hearing may be in the form of written submissions or if required a video/conference call or in person meeting.
- d. The matter will be considered by a minimum of a 3-person panel taken from the members of the Committee.
- e. A chairperson from the Committee will be appointed to manage the process and is responsible for drafting the outcome.
- f. In reaching its determination the Committee must be satisfied that:
 - i. the applicant complies with all relevant eligibility requirements of the Articles and *Membership Rules*,
 - ii. has completed the safer recruitment checks, including an updated PVG
 - iii. that their re-admission is in the best interests of Scottish Gymnastics
- g. If the applicant was expelled for safeguarding reasons, then:
 - i. at least 1 member of the Panel must have a safeguarding background
 - ii. a recommendation from the safeguarding team and risk assessment is also required (as noted below)
- h. If the applicant has outstanding sanctions, then:
 - i. The completion of those sanctions, via an agreed plan set by the Wellbeing and Safe Sport team is a requirement of re-entry to membership

8. In determining whether an applicant is a fit and proper person for re-admission to membership, the Committee may consider any or all of the following and any other matter it considers relevant to the application:

- a. Criminal convictions recorded of the applicant (including spent convictions if the applicant wishes to return to a role that is *REGULATED ROLE*).
- b. Review of the outcome and findings of the Conduct in Sport Hearing /Disciplinary Action / Appeal Hearing.
- c. Pending conduct in sport/ disciplinary proceedings or adverse findings made against the applicant by Scottish Gymnastics, another home nation eg

British/Welsh/NI gymnastics, a member club or any other relevant body (eg general teaching council, another governing body of sport etc) within the last 3 years.

- d. Any police, social work or court restrictions or Order in force against the applicant or whether they have been subject to such an Order or restrictions within the last 3 years.
- e. A recommendation from the safeguarding team and risk assessment.
- f. Seek and consider the view of the victim/injured party if there is one/its appropriate to do so.

9. The Committee will conclude with a recommendation that an application for re-admission may be:

- a. Granted unconditionally
- b. Granted conditionally
- c. Granted to a different membership class than last held by the applicant
- d. Refused

10. There is no right of appeal, the decision of the Board is final. Applicants can re-apply for admission after a sufficient passage of time as per point 4 of these Rules.

Further re-admission applications

11. When an application for re-admission to membership has been rejected by the Board. The individual must wait a minimum 12-months from the outcome before they can apply for re-admission again, or a longer period if stipulated in re-admission hearing outcome

Consequences for Non-Compliance

12. If a member re-joins without disclosing prior disciplinary sanctions or attempts to bypass this process, Scottish Gymnastics reserves the right to:

- a. Suspend the membership immediately.
- b. Re-open the original disciplinary process.
- c. Impose further sanctions, up to and including permanent exclusion.

Monitoring

Approval

Approved by	Owner	Dept	Date
Wellbeing & Protection Committee	Head of Wellbeing & Safe Sport	Wellbeing & Safe Sport	11 th Nov 2023
Board	Head of Wellbeing & Safe Sport	Wellbeing & Safe Sport	6 th Dec 2023
Wellbeing & Protection Committee	Head of Wellbeing & Safe Sport	Wellbeing & Safe Sport	25 th Feb 2025
Board	Head of Wellbeing & Safe Sport	Wellbeing & Safe Sport	12 th March 2025

Document History

Version	Summary of Changes	Document Status	Date
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V1	First published	Final version	11 th Nov 2023
V2	<ul style="list-style-type: none"> Expanded to include a provision for members who have let membership laps or have resigned with outstanding conduct in sport sanctions Slight simplification of language to existing points 	Final version	12 th March 2025

Review History

Reviewed by	Head of Wellbeing & Safe Sport
Date of last review	January 2025
Date of next review	January 2028