



SANCTIONS POLICY

TSYP has a responsibility to its members and the learners undertaking its courses and events to ensure that standards are upheld, that members and learners are safe, that serious issues are acted upon, and appropriate sanctions are put in place, where necessary, with sanctions being applied fairly and consistently.

The use of sanctions is a last resort undertaken when all other avenues of support and management have been exhausted.

Sanctions may be imposed where:

- There is a complaint/disclosure where a child or adult at risk is involved, either directly or indirectly – in this instance the Safeguarding Policy will be adhered to.
- A significant complaint or appeal is upheld
- It is alleged that a practitioner or teacher has not followed the TSYP Code of Ethics,
- There is a suspected or proven case of maladministration/malpractice
- There is clear evidence of non-compliance with TSYP policies and procedures, without good reason
- Members/learners refuse to pay outstanding fees/payments despite communications from TSYP.

Sanctions can include:

- The removal of the individual from the organisation.
- The removal of individuals from events.
- Disqualification of learners from courses and events.
- The loss of marks/credits for related work on courses.
- Placing a ban on taking any further training with TSYP for a set period.
- Suspension of membership.
- Retraining or such other sanction as is deemed appropriate in the circumstances.
- Referral to the Police Service where appropriate (e.g., child or adult at risk safeguarding concern).

This policy should be read alongside the TSYP Complaints Policy and Procedures which, amongst other points, details the Appeals procedure.

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