



Leamington Athletics Academy

Constitution

Wednesday 30th October 2024

This constitution governs the operation of all products and services provided by Leamington Athletics Academy (LAA), a trading name for LEAM ATHLETICS ACADEMY LTD (Company No: 10791128) and LAA EVENTS LTD (Company No: 12254474).

Leamington Athletics Academy is governed by the regulations and standards set forth by England Athletics, ensuring the highest levels of safety, training, and competitive opportunities for all participants.

Definitions

"Leamington Athletics Academy" or "LAA" refers to LEAM ATHLETICS ACADEMY LTD and LAA EVENTS LTD, including but not limited to its shareholders, directors, coaches, sports leaders, volunteers, administrative staff, committee, officials and parent helpers, whether employed or self-employed.

Club Consitution

1. Affiliation

Leamington Athletics Academy is affiliated to the England Athletics.

2. Aims and objectives

The aims and objectives of the club are:

- To offer coaching, training and competitive opportunities.
- To promote the club within the local community.

- To uphold the duty of care to all members of the club.
- To provide all its services in a way that is fair to everyone.

3. Club Equity Statement

This club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England's definition of sports equity:

'Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.'

The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or socio-economic status.

The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

The club will deal with any incidence of discriminatory behaviour, according to the club's policies.

4. Membership

To ensure all present and future members receive fair and equal treatment all members will be subject to the regulations of the constitution and by joining the club will be deemed to accept these regulations and codes of code that the club has adopted.

5. Fees

Membership fees will be paid monthly and agreed upon by the Committee or determined at the Annual General Meeting.

Training once per week: £25 per calendar month

Training twice per week: £35 per calendar month

Training once per week in a specialist group: £35 per calendar month

Training twice per week (one specialist and one additional session) £45 per calendar month

Various discounted fees may also apply at the discretion of the club.

6. Officers of the club

The officers of the club will be :

Chair: Paul Berney

Secretary: Rachel Berney

Treasurer: Rachel Berney

Membership Secretary: Rachel Berney

DBS Verifier: Rachel Berney

Welfare Officer: Rachel Berney

7. Committee

The club will be managed by the directors of Leamington Athletics Academy

Rachel Berney: Head Coach, Secretary, Accounts Manager, and Director

Paul Berney: Chairman and Director

These individuals will:

- Meet regularly to discuss club issues.
- Be responsible for adopting new policies, codes of conduct and rules that affect the organisation of the club.
- Have powers to appoint subcommittees and appoint advisers as necessary.
- Be responsible for disciplinary hearings of members who infringe on the club's rules, regulations, and constitution (and policies)
- Be responsible for taking any action of suspension or discipline

The quorum required for business to be agreed upon at meetings is: *TWO*

8. Finance

All club monies will be banked in the current bank account held in the name of the club – 'Leam Athletics Academy Ltd' and/or 'LAA Events Ltd'.

Authorisation is given by the Chairman for the power of attorney to be with Leamington Athletics Academy's Club Secretary and Treasurer, with either to sign.

Any cheques drawn against club funds should hold the signatures of the Treasurer and the Secretary.

A statement of annual accounts will be produced by Stealth Bookkeeping.

The financial year end for the club: 31st August

9. Annual General Meetings

Notice of an Annual General Meeting (AGM) will be given by the Club Secretary not less than 14 clear days notice to be given to all members.

Nominations for officers within the organisation will be sent to the Secretary before any AGM.

Elections of officers are to take place when required or requested.

All members attending AGMs will have the right to vote. The quorum for AGMs will be *FOUR*

The Directors have the right to call Extraordinary General Meetings (EGMs) outside the AGM.

Procedures for EGMs will be the same as for the AGM.

10. Discipline and appeals

All concerns, allegations or reports of poor practice/abuse relating to the welfare of children and young people will be recorded and responded to swiftly and appropriately in accordance with the club's procedures. The club Welfare Officer(s) are the lead contact for all members in the event of any child protection concerns.

All complaints regarding the behaviour of members should be presented and submitted in writing, or email to the Secretary and Welfare Officer and will be dealt with immediately and confidentially.

Welfare Officer: welfare@leamingtonathletics.co.uk

Club Secretary: info@leamingtonathletics.co.uk

The directors and committee will meet to hear complaints within five days of a complaint being lodged. All minor complaints communicated via email with committee members, relevant coaches and those club members and parents involved in the issue. All matters will be considered confidential. The committee has the power to take appropriate disciplinary action including the termination of membership.

The outcome of a disciplinary hearing should be notified in writing to the person who lodged the complaint and the member against whom the complaint was made within three days of the hearing.

There will be the right of appeal to the Club Chairman following disciplinary action being announced.

Club Chairman: chair@leamingtonathletics.co.uk

The committee should consider the appeal within three days of the Secretary receiving the appeal.

11. Dissolution

A resolution to dissolve the club can only be passed at an AGM or EGM through a majority vote of the membership.

In the event of dissolution, any assets acquired after affiliation will become the property of Rachel Berney.

12. Declaration

Leamington Athletics Academy hereby adopts and accepts this constitution as a current operating guide regulating the actions of members.

Signed Date: 30th October 2024

Name: PAUL BERNEY

Position: Chairman & Director

Signed Date: 30th October 2024

Name: RACHEL BERNEY

Position: Club Secretary & Director