



***INAPPROPRIATE BEHAVIOUR
DISPLAYED WITHIN AND IMPROPER
USE OF GSLA FACILITIES
GSLA EXPULSION AND BANNING
POLICY***

Version Number	1	Version Date	26 March 2024
Policy Owner	CEO GSLA		
Author	Head of HR		
First approval or date last reviewed	TBC		
Staff/Groups Consulted	GSLA MANAGEMENT GSLA Board		
Draft agreed by Policy Owner			
Approved by:			
Next Review Due	Subject to yearly reviews		

EQUALITY, INCLUSION AND DIVERSITY STATEMENT

The Gibraltar Sports and Leisure Authority (GSLA) endeavour to provide the community with the best possible sports and leisure facilities, and development programmes, in order to cater for the majority of the needs of Sports Associations, Educational Establishments and our community as a whole.

The GSLA, is of the view, that opportunities should be open to all. We are committed to providing services which embrace inclusivity, diversity and promote equality of opportunity. Our goal is to ensure that these commitments are embedded in to our day to day working practices with our employees, supporting Public Service Department, Agencies and Contracted Services, Sports Associations, and our Service Users.

During the development of our policies and procedures the GSLA will conduct an equality assessment and give due regard to the need to eliminate discrimination, harassment or victimisation to advance equality of opportunity and ensure good relationships with individuals who share a protected characteristic as defined under the Equal Opportunities Act 2006. The GSLA will take any appropriate action, to safeguard and protect, and will report any negligence or irregularity of behaviour, in this respect, through the appropriate channels.

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1. INTRODUCTION

The Ministry of Sport is responsible for sports policy matters and providing support to educational establishments and sports governing bodies in Gibraltar. Under the chairmanship of the Minister for Sports, the Gibraltar Sports Advisory Council advises HM Government on all matters relating to sport.

HM Government of Gibraltar recognises the benefits derived from participation in sports and recreational activities and so considers the availability of suitable facilities for the practice of sport to be of importance. There are several such facilities in Gibraltar, and these are appropriately maintained and managed by the Gibraltar Sports and Leisure Authority. These facilities provide opportunities for Sporting Associations, residents and visitors alike to enjoy sport recreationally and for sports enthusiasts to improve skills and participate in local and international events, with foreign sports persons taking advantage of local facilities for warmweather training.

The Gibraltar Sports and Leisure Authority provides a welcoming and inclusive environment for all Sports Associations and their members and also members of the general public. The GSLA strives to ensure that everyone feels safeguarded, comfortable and able to take part in an activity that suits them. This involves providing the community with accessible and safe facilities, and ensuring that sports and recreation is free from all forms of abuse and discrimination.

The GSLA expects the highest possible standard of behaviour from its service users, even more so when affiliated to a registered Sports Association or Club, as they must also abide by their own individual Association or Clubs Code of Conduct. Everyone who is employed by, represents, volunteers within, plays for, or visits any GSLA premise, either as a service user, or in some other capacity, must behave in a cordial and respectful manner. They must also do so in keeping with the rules and instructions set out by the GSLA and their members of staff. All Service Users must not carry out any improper use of any of the GSLA equipment or of its facilities. They must request the use of such facilities through the appropriate booking systems available and return all equipment used.

The GSLA has a zero tolerance policy to antisocial behavior, bullying and harassment in any shape or form. As an organisation we promote an environment that is inclusive, safe and secure for all to use. Inappropriate behaviour will not be tolerated, whether this is displayed in a formal or informal capacity, and it must be noted that any perceived form of harassment/bullying or discrimination could be seen as potentially unlawful and in breach of HMGoG Legislation.

2. POLICY AIMS

This policy is aimed to provide a structured approach when looking into incidents of antisocial behavior and the improper use of GSLA facilities and equipment. This policy will also outline the proper approach which will be taken upon considering the appropriate disciplinary action towards individuals, Sporting Associations or Clubs, and/or their representatives and members, of any such unruly behavior.

3. EXPULSION OR BANNING FROM GSLA FACILITIES

The GSLA as an organisation and any member of Staff acting in accordance with their responsibilities may ask a service user to leave the premises (known as expulsion from the premises) if they are contravening any GSLA rule or instruction, acting inappropriately or in an antisocial manner. In addition to ejection from any GSLA Premises, and depending on the severity of the incident, the Service User may be subject to a ban. This ban may not be isolated to the one incident but may be as a result of persistent bad behaviour or inappropriate incidents that may have been recorded during a 12-month period where bad behaviour is persistent, repeated or sufficiently serious to warrant further sanction.

In instances of this nature the GSLA reserve the right to hold a record of events for a period of 12 months on file from the date of such incident.

The following is a list of examples of behaviour that may lead to disciplinary action and individuals being banned from GSLA Premises:

- Foul, abusive and threatening behaviour towards any member of staff
- Foul, abusive and threatening behaviour to other service users
- Use of improper, offensive, discriminatory or abusive language directed at any individual
- Entering any GSLA premises without permission and/or refusing to leave such facilities when instructed
- Inappropriate use of GSLA equipment
- Pitch incursion during any training session or game upon the request of the respective allocation holder. This will be based on the appropriate reporting of the occurrence and provision of witness statements
- Removal of GSLA Equipment without permission
- Smoking and vaping and persistent smoking and vaping within any GSLA facilities
- Improper video recording or photography within GSLA facilities
- Persistent standing in seating areas during a game
- Throwing items onto the pitch/court or playing areas
- Bringing a pyrotechnic to any fixture or assisting someone else to do so/ Igniting a pyrotechnic or throwing a lit pyrotechnic
- Inappropriate alcohol consumption
- Any antisocial behaviour
- The use of illegal drugs or substances within any GSLA facility

This list is not exhaustive and other behavioural shortcomings will be dealt with on a scale relating to the seriousness of the incident and as considered by the Chief Executive Officer of the GSLA and his Senior Management Team. Equally, any extenuating or mitigating circumstances offered by the individual/s involved will be taken into account when determining the appropriate disciplinary action to be applied. The individual may provide a written submission or request a meeting to plead their case.

Bans may range from a minimum of 1 day to a maximum of 12 months' depending on the level of misconduct displayed and as outline in the Table below.

TYPE OF BEHAVIOUR/OFFENCE	POSSIBLE BAN IMPOSED
Foul, abusive Threatening behaviour to staff and/or Service Users	Up to 12 months dependant of the level of behaviour displayed
Use of improper, offensive, discriminatory or abusive language	Up to 12 months dependant of the level of behaviour displayed
Entering or using any GSLA premises he without permission and/or refusing to leave such premise when told to do so	Up to 6 months
Inappropriate use of GSLA equipment	Up to 6 months
Pitch incursion during any training session or game	Up to 6 months
Removal of GSLA Equipment without permission	Up to 12 months
Smoking/vaping Persistent smoking/vaping within any GSLA Premises	Up to 12 months
Improper video recording or photography within GSLA premises	6 months or more
Persistent standing in seating areas during a game	Up to 3 months
Throwing items onto the pitch	Up to 12 months
Bringing a pyrotechnic to any fixture or assisting someone else to do so/ Igniting a pyrotechnic or throwing a lit pyrotechnic	Up to 6 months
Inappropriate alcohol consumption	Up to 12 months
Any antisocial behaviour	Up to 12 months
The use of illegal drugs or substances on the premises	12 months or more
Theft of any GSLA Equipment or any theft undertaking within the GSLA grounds	12 months or more

In the event that there is consistent bad behaviour or if the incident in question is of a highly violent, threatening or of a criminal nature, a more extensive ban may be considered as these incidents would be classified as gross misconduct on our premises.

Once all the circumstances of the case have been determined the findings and length of ban will be communicated to the Service Users or their respective Association or Club formally in writing.

4. RIGHT OF AN APPEAL TO LIFT A BAN FROM THE PREMISES

Appeals against a ban to access any or all of the GSLA sports facilities must be made in writing, to the Chief Executive Officer of the GSLA within 14 days of the date of the written official notice of the Ban. The CEO will then convene an appropriate panel of suitably qualified individuals to review the length of or lifting of the ban. The panel will be comprised of a member of the GSLA Board and members of GSLA Senior/Higher management and an independent member will be invited to such a hearing.

Any such appeal must include reasons of why the ban is inappropriate and provide a day-time telephone contact and email address. The appeal will be accepted in a formal letter format which can be submitted via email. Texts, social media, telephone calls or personal visits are not an acceptable way of submitting an appeal. The written appeal may on request be followed by a person-to-person meeting to discuss its contents. On appeal, the original ban imposed may be rescinded, remain unaltered, reduced or extended. The findings of the person hearing the appeal will be final and will be communicated by written letter.