

Codes of Conduct For Volunteers

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Overview of Codes and Procedures

Sporting excellence and enjoyment are only achieved by participants and spectators through adherence to the highest moral, ethical and sporting standards. Our mission is to establish England Netball as a top-performing, financially sustainable National Governing Body that promotes 'Netball for Life' and develops world-class athletes.

One of our underlying objectives is to establish a safe, fair and inclusive sporting environment.

To achieve this ambition, we must continue to engage everyone in our Sport and provide them with an enjoyable, exciting and stimulating experience. The promotion of respect, high standards of sporting behaviour and ethics are fundamental to this objective. Our Codes of Conduct set out the standards and expectations that are applicable to every Member and Connected Participant involved in the delivery of Netball under the auspices of the National Governing Body in England.

The Code of Conduct for Members and Connected Participants is applicable to everyone involved with Netball. This code is adapted and augmented depending on the additional roles undertaken by the individuals concerned. These additional codes of conduct should not be considered in isolation.

Breaches in standards and expectations must always be taken seriously and fairly handled according to open and transparent regulations. The application of sanctions must be consistent, relevant and proportionate. Our *Disciplinary Regulations* define the regulations under which any breach or alleged breach will be investigated.

It is the responsibility of all Members and Connected Participants to understand England Netball's standards and expectations under the individual codes of conduct and to help us ensure that the code is applied by all netball participants in England.

Contact Details

EN Office	Address	Website and Telephone Numbers
England Netball Head Office	England Netball SportPark 3 Oakwood Drive Loughborough Leicestershire LE11 3QF	www.EnglandNetball.co.uk Tel: 01509 277850
East Region	Netball East, C/O Active Luton, Floor 2, Apex House, 30-34 Upper George Street, Luton, LU1 2RD	www.netballeast.org.uk Tel: 01582 813766
London and South East Region	Marathon House 190 Great Dover Street London SE1 4YB	www.londonandsoutheastnetball.co.uk Tel: 02079 934709
South Region	Bisham Abbey National Sports Centre, Marlow Road, Marlow, Bisham SL7 1RR	www.netballsouth.co.uk Tel: 01628 478985
South West Region	Somerset Activity & Sports Partnership, Castel Road, Chelston Business Park, Wellington, TA21 9JQ	www.netballsouthwest.co.uk Tel: 01823664825
West Midlands Region	Walsall Campus - University of Wolverhampton - Broadway, Walsall WS1 3BD	www.netballwestmidlands.co.uk Tel: 01902 518752
East Midlands Region	England Netball SportPark 3 Oakwood Drive Loughborough Leicestershire LE11 3QF	www.eastmidlandsnetball.co.uk Tel: 01509 279540
North West Region	Netball North West, The National Cycling Centre, Stuart Street, Manchester, M11 4DQ	www.netballnorthwest.org.uk Tel: 0161 2337724
North East Region	Northumbria University 3 Ellison Terrace Room ELT005/006, Ellison Place Newcastle Upon Tyne, NE1 8ST	www.northeastnetball.co.uk Tel: 01912614116
Yorkshire & Humberside Region	EIS Sheffield Coleridge Road, Sheffield S9 5DA	www.yorkshirenetball.co.uk Tel: 01509 277850

Definitions

The definitions within the Code of Conduct are consistent with the Disciplinary Regulations; with the following terms having the meanings set out below:

Board	means the Board of Directors of England Netball.
Child	means an individual who is under the age of 14.
Codes of Conduct	means the set of behavioural standards which the Appropriate Authority establishes as the expected minimum standards of behaviour.
Club	means a collection of individuals that come together from time to time as Netball Clubs and as a result of affiliating some or all of those individuals to England Netball, the club itself will be admitted from time to time by the Board as Members.
Competition	means occasions where a number of teams/Clubs compete together in a formal or informal structure, often with a winning team and/or relegation or promotion aspects. This can be for a social purpose, played for fun or of a more competitive nature. Competition can be held at a home or away venue, or at a central venue, festival or tournament.
Connected Participant	means any person who from time to time participates in netball by way of being a volunteer serving on the England Netball Board or a Regional Management Board, or a County Committee or Regional and County Associations' technical or sub groups. For the avoidance of doubt, the Codes of Conduct and Disciplinary Regulations apply to Connected Participants involved in the Sport, including Non-Executive Directors of England Netball and Members of the Regional Management Board and County Association and their technical/sub groups, and other volunteers, regardless of whether they are a Member or not.
Conflict of Interest	means a situation in which an individual has competing interests or loyalties or there may be a perception of or actual bias.
County Association (County)	means an association of leagues, Clubs, groups and schools as determined by the Board in accordance with the Memorandum of Association or the Articles of Association or other Membership regulations.

County Committee	means the lead committee under which the County Association is governed.
Disciplinary Regulations (Regulations)	the document that defines the Disciplinary Procedure that will deal with any breaches or failure to comply with any England Netball rules, regulations, codes and policies either directly or through the Regional and County Associations.
England Netball (EN)	means the All England Netball Association Limited, a private company limited by guarantee and registered in England with the registered number of 1698144.
Member	means any individual or organisation appointed as a Personal or Group Member in accordance with England Netball's Articles of Association. Where an organisation is a Member, the leader of the organisation (usually the Chair of the management group/committee) will be held to account on behalf of the organisation; Sanctions (including Interim Suspensions) resulting from the Disciplinary Procedure may be applied to the organisation.
National Governing Body	means England Netball.
Regional Association (Region)	means an association of County Associations as determined by the Board, in accordance with the Memorandum or the Articles or the Membership Regulations.
Regional Management Board	means the lead committee under which the Regional Associations are governed.
Social Media	means media designed to be disseminated through social interaction, using highly accessible and scalable publishing techniques. Social media use internet and web-based technologies to communicate with one another and receive news, information and entertainment. Types of Social Media include networks like Facebook, YouTube, Twitter and TikTok and also blogs and podcasts.
Sport	means the game of netball or any versions of the game that is recognised and governed by England Netball and the end-to-end requirements in order to deliver the Sport.

Cultural Behaviours and Guiding Principles

We have three core cultural behaviours that are critical to how we deliver our strategic goals;

- WE ARE PIONEERS: Never settling, continuously learning and innovating... to be the best that we can be.
- WE EMPOWER: Through collaboration and trust we have confidence in ourselves and others to make the right decisions and get things done.
- WE ARE PASSIONATE: Driven to succeed without ego, inspiring others along the way.

We are strong believers that it is the culture within netball that makes it a special place to belong and drives successes. Our netball family are passionate and dedicated to making Netball the best that it can be.

Our cultural behaviours are underpinned by the following guiding principles which shape and frame our organisation's culture, personal relations and decision-making. These principles are:

- We are a customer-focused sports business. We will always place the participant at the heart of everything we do and provide the best quality service we can but we will balance that with the need to grow and manage a sustainable business.
- We will value and respect the contribution and needs of our volunteer workforce who are integral to our success.
- We will centrally coordinate and locally deliver our portfolio of programmes and products targeting resource at the point of need (one size does not fit all). By ensuring pathways are integrated and securing a return on our investment (financially or socially) creating capacity to reinvest in the business and delivering long-term sustainability.
- We will be innovative and progressive in our thinking, always connecting short-term actions to medium-term strategies and long-term goals and striving to improve the quality and standard of what we do and how we do it.
- We will work as 'one team aligned to one dream' for the benefit of netball in England and as such we will succeed or fail together.

- We will work in partnership and collaboration where there is a mutual benefit in terms of operational effectiveness and efficiency, value for money and added value for participants in netball.
- We will develop, enable and encourage programmes and activities that have a positive and beneficial impact on the lives of netball participants.
- We will establish integrated planning and process pathways that enable rather than constrain service excellence, making England Netball easy to do business with and add value to the participant.
- We will recognise and celebrate individual and collective contributions and success.

Codes of Conduct for:

Assessors

Coaches

Club Safeguarding Officers

Mentors

Table Officials

Teachers

Team Managers

Testers

Trainers

Tutors

Umpires

Verifiers

All Volunteers participating in Netball

The Code of Conduct state the values and standards expected at all times. In addition to these, when in my capacity as a coach, umpire, table official, team manager, teacher, tutor, assessor, tester, trainer, verifier, mentor or volunteer, **I will also:**

- Be a positive role model for netball by acting in a way that projects a positive image of my role within netball and being fair, considerate and honest with participants and officials
- Display high standards in my language, manner, punctuality, preparation and presentation to ensure that all time spent with me by participants or colleagues is a positive experience
- Exercise reasonable care and skill when carrying out my duties, including but not limited to keeping up to date with the latest practices and developments by taking up further education and other personal and professional development opportunities
- Be consistent, independent and demonstrate complete impartiality through exercising reasonable care and skill to enforce the rules of the game by applying them fairly and to effect control of the game
- As a coach, seek to inspire and motivate in accordance with an individual's abilities to enable them to play to the best of their ability and realise their potential
- As a coach, provide athletes with planned and structured training programmes appropriate to their abilities and goals by ensuring that equal attention and opportunities are available to all, including those requiring a modified plan due to sickness or injury

- As a tutor, assessor, tester, trainer, verifier or mentor, provide candidates with the appropriate information, planned and structured programmes appropriate to their needs and goals, ensuring that equal attention is applied, and to provide appropriate feedback following observation of a session
- Be mentally and physically fit to carry out my role within netball
- Ensure that the training and/or Competition environment is safe and appropriate for the age, physical and emotional maturity, experience and ability of the athletes
- Ensure that I abide by the principles outlined in the Physical Contact and Young Person in Netball Guidance, whenever an activity necessitates physical contact.
- Ensure that I follow instructions and comply with all health and safety regulations that apply to the role I am undertaking.

I will endeavour to abide by this code of conduct and promote it to others.

I understand that if I fail to follow the code England Netball may take action against me under the Disciplinary Regulations which may result in Sanctions including suspension.