



# **Diamond Netball club: Code of conduct**

In line with England Netball

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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, good sportsmanship, high standards of 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.



## 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 fourteen.
- **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.
- **CMG** means the Case Management Group(s) which are any group established by the Board from time to time to oversee disciplinary and safeguarding cases in progress at the National Governing Body level.
- **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 subgroups. 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.
- **Confidential Information** means any information supplied or disclosed that is confidential or secret in nature and is supplied in such a way as to impart a duty of confidence.
- **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 Action** means proceedings, or part thereof, in accordance with The Disciplinary Regulations Disciplinary Matter means inappropriate, incorrect, improper or unlawful conduct, any breach of The Disciplinary Regulations, the rules, regulations, codes, bye-laws, policies or licence schemes imposed by England Netball on any Member from time to time, or any conduct which is detrimental to the interests of the Sport, examples of which are listed in Regulation 3.
- **Disciplinary Regulations (The Disciplinary 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.
- **Mediate** means an act between parties to affect an agreement, compromise, or reconciliation.
- **Mediator** means the person appointed to mediate between parties.
- **Mediation** is the intervention of a neutral, independent, impartial third party into a dispute or conflict situation. The mediator's role is to empower and encourage the two parties involved to reach their own solutions.
- **INF** is the International Netball Federation.
- **Lead Child Protection Officer** means the England Netball Compliance and Inclusion Manager or any other individual responsible for national Child, Young Person and Adult at Risk protection and equality issues at England Netball.
- **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 Chairperson 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.
- **Regulations (The Disciplinary Regulations)** means the England Netball Disciplinary Regulations and any amendments or updated versions thereof that may be made from time to time.
- **Social Media** refers to media intended for distribution via social interaction, utilising accessible and scalable publishing methods. 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 such as Facebook, YouTube, Twitter, Instagram, LinkedIn, Snapchat, and TikTok, as well as blogs, podcasts, and forums like Reddit.
- **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.
- **Adult at Risk** means an individual aged 18 years or over 'who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation' [source: No Secrets,2009].
- **Young Person** means an individual who has attained the age of fourteen and is under 18 years of age.



## Values and Guiding Principles

England Netball has undertaken extensive consultation with attendees at our nine regional road shows, our staff team, and the Board to agree a set of corporate values that the 'Netball family' feel ownership of. They are:

**The NGB: Leadership, Excellence, Participant Focused and Integrity**

**The Sport: Respect, Teamwork, Achievement and Fun**

Our values 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.



## Code of Conduct for Players

Our Codes of Conduct require the highest standards of conduct from everyone involved in netball to ensure that their behaviour and actions meet the values and standards expected at all times.

**Everyone must conduct themselves in an honest, fair, impartial and transparent manner.**

Our Codes of Conduct are applicable to all aspects of the Sport and are driven by England Netball's Values (Respect, Teamwork, Achievement and Fun) and the Guiding Principles (set out above).

### **I will Respect:**

- The rules, regulations, and requirements of the Sport, including, but not limited to any competitions in which I participate either directly or indirectly.
- The rights, dignity and worth of all people involved in netball, regardless of any protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation).
- The rights, dignity and worth of Children, Young People and Adults at Risk and ensure that I am aware of the Safeguarding best practice guidelines and procedures when interacting with them.
- Confidentiality and the sensitivities of information I hold on other individuals.
- Netball and the individual's reputation and not take any action or make inappropriate comments about a fellow participant, coach, official, volunteer or member of England Netball's staff that will bring the Sport or those associated with delivering the Sport into disrepute, including making comments on social media technology. I will respect EN's guidance and policies on social media technology.
- The position I hold within Netball and always conduct and dress myself in an appropriate manner.
- The result of the game and will not attempt to offer, offer or accept either directly or indirectly any consideration whatsoever in return for influencing or attempting to influence the result or seek to achieve personal gain on a result which I can influence by betting on any match or event where I am participating, either by playing, coaching or officiating, or through direct or indirect involvement.

### **Netball is based on Teamwork, therefore I will:**

- Not abuse or misuse any relationship of trust or position of power or influence held by me in my team, be that my playing team, Club, County, Regional or England Netball.
- Be on time, dressed appropriately and ready to give my full attention to the role I am conducting within Netball.
- Recognise that individuals bring different qualities and attributes but "together we will excel."





- Welcome new members, volunteers, and connected participation and cooperate with Members, Connected Participants, colleagues, coaches, officials, and administrators already in the Sport.

**I recognise individuals participate in Netball to achieve and have fun, therefore I will:**

- Recognise the achievements of others and applaud their successes.
- Endeavor to ensure that all involved in the Sport optimise their potential by promoting the positive aspects of the sport and never condoning the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination, or physical violence.
- Not impinge on others enjoyment of the Sport or my performance by consuming alcoholic drinks, smoke or vape immediately prior to or while participating in the sport, or while safeguarding children, young people, or vulnerable adults. This includes all areas in or around the sports hall, as such actions may impair performance and negatively affect others' enjoyment and safety.
- Ensure that everyone has the opportunity to participant in a fair, honest environment by rejecting cheating, abiding by the Anti-Doping policies, and not taking illegal substances immediately prior to or while participating in the Sport.
- Display modesty in victory and graciousness in defeat; be sporting – whether I win or lose; always acknowledge the other team and the umpires at the end of the game with a handshake or three cheers.
- Never argue with an official or participant during a game and listen to and cooperate with officials' decisions.
- Control my temper; I understand that verbal, emotional and physical abuse of officials, coaches, spectators, or participants, or deliberately distracting or provoking a participant, coach or official is not acceptable or permitted behaviour in netball.
- Enjoy the game and ensure other can also enjoy it.

**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, the England Netball, the Regional Association, or the County Association may take action against me under the Disciplinary Regulations which may result in Sanctions including fines and suspension.**



## Code of Conduct for Parents/Carers

The enjoyment and safety of your child when involved in a netball activity is of paramount importance to England Netball. Every child will be encouraged and asked to ensure that their behaviour and actions meet the values and standards expected of them at all times. As parents, you are asked to support our Codes of Conduct and embrace the spirit of our game.

### As a parent/carer, I will:

- Encourage my child to play within the rules and respect officials' and coaches' decisions.
- Support my child's efforts and performance, give positive comments that motivate and encourage continued effort and learning.
- Understand that competition is about winning and losing, so results are always accepted without undue disappointment.
- Be a positive role model to my child by helping them work towards skill improvement and good sportsmanship.
- Remember that children learn best by example; I will applaud good play by both my child's team and their opponents.
- Thank the coaches, officials and other volunteers who give their time for my child and not interfere with their decisions.
- Help when asked by a coach or official.
- Respect the rights, dignity and worth of all people involved in the game, regardless of gender, marital status, race, colour, disability, sexuality, age, occupation, religion, or political opinion.
- Read the rules of the sport to understand better what I am watching and discussing with my child.
- Promote this code of conduct to other parents, carers, and supporters.
- Be aware of my child's club safeguarding policy and ensure that any concerns are reported to the club's safeguarding officer or England Netball's Lead Safeguarding Officer.

### As a parent/carer, I will not:

- Pressure my child in any way; I know that this is their sport not mine.
- Use inappropriate language, harass athletes, coaches, officials, or other spectators.
- Criticise or ridicule my child for making a mistake or losing after the game.
- Force my child if they are unwilling to participate in the sport.
- Arrive at a netball activity under the influence of alcohol or drugs.
- Use Social Media technology to bring the game into disrepute or make an inappropriate comment about an athlete, coach, official, volunteer or member of England Netball staff.
- Consume illegal substances either immediately prior to or while being at a netball activity where my child is participating in the sport.
- Consume alcoholic drinks, smoke, or vape either immediately prior to or while being at a netball activity where my child is participating. This includes all areas in or around the sports



hall, as such actions may impair performance and negatively affect others' enjoyment and safety.

**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, the England Netball, the Regional Association, or the County Association may take action against me under the Disciplinary Regulations which may result in Sanctions including fines and suspension.**



## Wellbeing Code of Conduct

All members are entitled to:

- Work in a safe and pleasant environment and should encourage others to try and ensure the environment is safe and that others act safely.
- Receive support from within the club committee working to create a friendly, encouraging, secure and positive environment.
- Be involved in collaborative decision making within the club and help to allocate time and resources fairly and appropriately.
- Be treated with respect and courtesy. All members are asked to listen to and encourage all members to express opinions and listen to others.

In our work with each other, we will endeavour to refrain from:

- Criticism, blaming, complaining, threatening, punishing, or judging.

Instead, we advocate and support:

- Recognition and praise; support and understanding, action and assertion; knowledge and negotiation. consequence and reparation; acceptance and recognition.

This will demonstrate our ability to:

- Seek to find the positive in any situation and identify it.
- Look for negotiation and explanation to support resolution.
- Use appropriate language to identify behaviours, describe feelings, and reason actions.
- Aim to deflect and defuse difficult, potentially confrontational situations.

At Diamond Netball Club we have clear expectations of behaviour that we promote about how we listen, respect, and respond to one another.

- Diamond Netball Club recognises the Mental Health of all members at the club. Along with our fully trained Club Safeguarding Officers we also have qualified mental health first aiders to whom we can signpost you.
- For further information regarding wellbeing please click on the England Netball links below.

<https://www.Englandnetball.co.uk/governance/safeguarding/wellbeing/>

<https://www.Englandnetball.co.uk/everymindmatters/>



## Safeguarding Policy

Diamond Netball Club is committed to ensuring that all children\* participating in netball have a safe and positive experience. (\*Children should be taken to mean all persons under the age of 18).

A vulnerable person is deemed as someone who is struggling mentally, physically, or emotional and is unable to manage or express their views or safeguard their well-being. The UK government defines "Being vulnerable is defined as in need of special care, support, or protection because of age, disability, risk of abuse or neglect." The need for support and or protection includes the mental well-being of an individual and as such is a person can become vulnerable at any time and others may not be aware of the vulnerability.

We will do this by.

- Recognising that all children participating in netball (regardless of age, gender, race, religion, sexual orientation, ability, or disability) have a right to have fun and be protected from harm in a safe environment.
- Ensuring that individuals working within netball at/for our club provide a safe, positive, and fun netball experience for children.
- Appointing a Club Welfare Officer (well-being and mental health) and Safeguarding Officer ensuring that they attend all current and future training modules required by England Netball and the NSPCC, so that they have the necessary skills to be able to undertake their role effectively.
- Ensuring that all people who work at/for our club (such as staff, officials, volunteers, captains, coaches etc) understand the Safe Hands Policy applies to them according to their level of contact with children in netball.
- Ensuring that all individuals working within netball at/for the club are recruited and appointed in accordance with England Netball guidelines.
- Ensuring that individuals working within netball at/for the club are provided with support through education and training so that they are aware of and can adhere to good practice and code of conduct guidelines defined by both England Netball and by the club.
- Please speak to the Club Safeguarding Officer regarding how to report a concern.
- Ensuring that correct and comprehensive reporting procedures exist for raising and managing safeguarding and child protection concerns. Such procedures recognising the responsibility of the statutory agencies and in accordance with predefined safeguarding and child protection procedures as defined by the England Netball, Statutory Agencies and Local Safeguarding Children Board LSCB guidelines and policies.
- Providing everyone connected with the club (including parents, children, volunteers, and staff) with the opportunity to voice any concerns which they have (about possible suspected child abuse, and/or about poor practice) to the Club Safeguarding Officer.
- Ensuring that all suspicions, concerns, and allegations are taken seriously and dealt with swiftly and appropriately.
- Ensuring that access to confidential information relating to child welfare matters is restricted to the Club Safeguarding Officer and the appropriate external authorities as specified within England Netball Safeguarding and Child Protection procedures.



- If a disclosure is made to any member of Diamond Netball Club, the individual will listen calmly and sensitively without asking leading or investigative questions. They must ensure the immediate safety and wellbeing of the person making the disclosure, record what has been said using their exact words, and report the concern without delay to the club's Designated Safeguarding Lead or directly to England Netball via their [Report a Safeguarding Concern page](#).
- Club Safeguarding Officer will be informed of this information, and appropriate action will be taken.
- If Players arrive at training later than their organised time, they will be asked to complete the relevant warm up session before any play can take place. Players will not be singled out during any part of their training or game play for late arrival.

## Disclaimer

By signing the form below, I confirm that I, and my child (if applicable), agree to abide by the Diamonds Netball Club Code of Conduct. I acknowledge that any breach of this code—by myself or my child—may lead to disciplinary action in accordance with club policies.

[Diamond netball Club Code of Conduct Confirmation](#)