

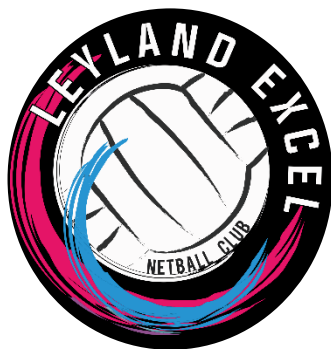
Leyland Excel Netball Club

Codes of Conduct



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Code of Conduct for Coaches

LEYLAND Excel 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.

LEYLAND Excel Codes of Conduct are applicable to all aspects of the Sport and are driven by England Netball's Values (Respect, Teamwork, Achievement and Fun).

The Code of Conduct state the values and standards expected at all time. In addition to these, when in my capacity as a coach, 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 follow instructions and comply with all health and safety regulations that apply to the role I am undertaking.
- be affiliated to EN and comply with all rules, regulations and requirements of the sport including any leagues and competitions
- respect the rights, dignity and worth of all people involved in netball, regardless of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion
- not abuse or misuse any relationship of trust or position of power or influence held by me within my Team, Club, League, County, Regional or National Association
- always conduct myself in an appropriate manner
- treat all Athletes, Coaches and Officials with respect, never bully or take unfair advantage

- control my temper; I understand that verbal, emotional, and physical abuse of Coaches, Athletes, Spectators, or other Officials is not acceptable or permitted behaviour in netball
- accurately represent personal coaching qualifications, experience and competence
- keep up to date with the latest coaching practice and developments by taking up further coach education and other personal and professional development opportunities
- 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
- exercise reasonable care and skill when carrying out my duties
- comply with all anti-doping policies and regulations
- abide by the “safeguarding best practice guidelines” for children and young people
- promote this code of conduct to other Coaches especially those new to the sport of netball
- /may accept a personal gift from an athlete or parent provided that this does not involve a conflict of interest or influence my decisions

As a Coach, I will not:

- consume alcoholic drinks or illegal substances or smoke around athletes
- wager on any match or at any event where I am coaching
- offer or attempt to offer, or accept either directly or indirectly, any consideration whatsoever with a view to influencing the result of any match
- disclose any confidential information relating to athletes without their prior consent, adhering to the Data Protection principles
- make contact with any individual child through text, email or telephone
- transport children without written parental consent that is held by the LEYLAND Excel Safeguarding Officer
- use personal Social Media:
 - with any club member under 18
 - to bring the game into disrepute or,
 - to make an inappropriate comment about a fellow Coach, Athlete, Official or Volunteer

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.

Print Name _____ Signature _____

Date _____



Code of Conduct for Parents/Carers

LEYLAND Excel 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.

LEYLAND Excel Codes of Conduct are applicable to all aspects of the Sport and are driven by England Netball's Values (Respect, Teamwork, Achievement and Fun).

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
- Ensure that my child's coach is informed immediately of an incident, events, injuries or illness that may impact on my child's ability to train or compete
- 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
- Adhere to the Clubs Selection Policy especially the section relating to Parental Involvement and Spectator.
- Seek advice as needed from my daughters coach to help support her development.

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 any 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 the Club or 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 or smoke either immediately prior to or while being at a netball activity where my child is participating
- Question the umpire's decisions or judgement. Remember he/she is only human with the same feelings as you, and like you, can sometimes make an honest error
- Undermine or question the Coaches team selection or coaching decisions.



Players Code of Conduct

LEYLAND Excel 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.

LEYLAND Excel Codes of Conduct are applicable to all aspects of the Sport and are driven by England Netball's Values (Respect, Teamwork, Achievement and Fun).

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 gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion
- 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 carrying out 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
- Endeavour 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 or smoke immediately prior to or while participating in the sport, or while safeguarding children, young people or vulnerable adults

- Ensure that everyone has the opportunity to participate 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 hand shake 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

Players Code of Conduct for Training Sessions

As a member of LEYLAND Excel, I fully understand and agree to the following conditions:

- I understand that it is essential that I arrive for training on time and prepared. If I am unable to attend training, I will let my coach know the reason why, in advance of the training session
- I will follow the registration process which will be taken prior to the start of September each year
- I will discuss, with my coach or safe guarding officer, if there are any personal issues that may have an impact on training
- I will ensure that my fingernails are cut to the appropriate length, all jewellery removed and that my hair is tied back
- I appreciate hydration is very important and it is my responsibility to bring sufficient fluids to training sessions
- I will respect my coach, volunteers and those who I am training with. I will, at no time, intimidate other members as I understand that this WILL NOT be tolerated and that it will be treated as a disciplinary matter
- I will, at all times, listen to my coaches' advice and follow their instruction and at no time will I disobey my coach with regards to coaching
- Use of mobile phones during training sessions is not permitted, exceptions will be made in the event of an emergency

Players Code of Conduct for Squads:

As a member of the squad, I fully understand and agree to the following conditions:

- I realise that I have been selected as a member of the squad for my ability, commitment and hard work. As a member of the squad, I will endeavour to work hard to make the squad a success
- I will support and respect fellow squad members at all times. I know that negative or derogatory comments or intimidation towards other squad members will not be accepted and such comments can only demoralise a fellow member
- I accept that squads for local leagues, tournaments, Regional League and GMJNCCL will be selected by the team coach/leader. I am fully aware that, if selected, I may have to share my position and, in some cases, play fewer games than other squad members. I realise that such selections will be based on my performance and development during training and local league games
- I will, at all times, respect any decisions made by my coach or leader. I understand that squad selections are made to win games and not glorify individuals
- I will, at all times, play within the rules, respect any decisions made by officials and show respect towards them
- I will accept success and take victory and defeat equally. Win or lose, I will try to enjoy every moment on court and I will always do my best
- I will respect all fellow netballers regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity
- I will encourage and support my fellow team members at all times without behaving in an unsporting way towards our opponents

I understand that discipline is extremely important and disruptive behaviour is unacceptable and has a negative impact on all those present.

I agree to **THE THREE STAGE WARNING PROCESS –**

- 1) Any player who is found to be disrupting training or not adhering to the codes of conduct will be verbally warned. This will be recorded by the coaching staff and a note of the player/s involved.**
- 2) Following two verbal warnings, if the disruption reoccurs, the player's parents/guardian, or player if over 18, will receive written notification and the matter will be reported to the Club's Steering Group for appropriate action.**
- 3) Any further incidents will result in the Steering Group terminating the player's membership to the club.**

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.



Steering Group Codes of Conduct

- All steering group members to have a management position and areas of responsibility that make them actively involved in the running of the club, so that they are able to make a positive contribution to decision making processes, which are in the best interest of the club.
- Steering Group members are authorised to work within their area of responsibility and within their job description towards the clear aims and objectives of the Club, Any changes to their job specification or aims and objectives must be authorised by the full Steering Group.
- At no time will any Steering Group member make changes to club policies without having the committee's approval.
- Steering Group members will respect the roles of the other steering group members. Constructive criticism and suggestions for change will be encouraged, providing it is in the club's best interest. However no Steering Group member must attempt to override decisions made that are outside of their remit or outside of a previous agreement - e.g. club treasurer may have input on training in terms of income and expenditure, but not who coaches the under 12s, or which age groups train together, as these decisions are best made by the coaches.
- Steering Group members will ensure that players, parents, carers and supporters adhere to the club's policies and codes of conduct and, at no time, will any Steering Group member criticise the agreed policies. Constructive criticism can be dealt with in an open meeting situation and should always focus on the best interests of the club.
- Clear, concise communication is essential and each Steering Group member should deal with requests for data, information and action from other members as quickly and efficiently as possible, regardless of the importance they attach to the request. Failure to do so will lead to breakdown of relations and respect between Steering Group members, which is not in the best interests of the club.
- At no time will rudeness, personal attacks, displays of unacceptable behaviour or constant behaviour that is not in line with the committee's code of conduct be tolerated at meetings or throughout the club. In the event of this happening, the Chair will ask the Steering Group member to leave the meeting or temporarily step down and it will then be the decision of the remaining Steering Group members if this person should be allowed to return or be asked to step down permanently.
- All concerns and suggestions must have equal opportunity to be heard by the full Steering Group.
- All Steering Group members must expect that, from time to time, constructive criticism of their area of responsibility will arise. In such situations, Steering Group members are expected to handle matters respectfully, understanding that the matter may cause personal upset or embarrassment to a fellow member. Delicate matters should be discussed with the Chair prior to any meeting to discuss the best possible approach. The Chair will not dismiss any matters, but may suggest one to one discussion before the matter is raised at a meeting.
- At no time will Steering Group members make suggestions or take actions that are simply in their own, or their family's best interest, rather than team or club's best interest. It is imperative that, at all times, Steering Group members are seen to be acting in fairness and do not leave themselves open to such accusation.

- All Steering Group members are expected to make a positive contribution at meetings. Specific items they wish to discuss should be forwarded to the Chair and Secretary of the committee prior to the meeting, so that they may be included in the Agenda and all Steering Group Members can prepare accordingly. All Steering Group members are expected to have reviewed the minutes of the last meeting, actioned any points and have prepared a report for their area of responsibility prior to the next meeting.

Position _____ Signed _____

Dated _____



Code of Conduct for Team Managers

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

The Code of Conduct state the values and standards expected at all time. In addition to these, when in my capacity as a Team Manager, I will:

- 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
- Be mentally and physically fit to carry out my role within netball 4 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 follow instructions and comply with all health and safety regulations that apply to the role I am undertaking.
- Encourage the Team to play within the rules.
- Support every 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 the Team by helping them demonstrate good sportsmanship.
- Remind the Team to thank the coaches, officials and other volunteers who give their time to the Club and not interfere with their decisions.
- Help, as required, when asked by a coach or official.
- Ensure that the coach is informed immediately of an incident, events, injuries or illness that may impact on any child's ability to train or compete.
- 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 the Team and fellow spectators.
- Promote this Code of Conduct to parents, carers and supporters.
- Be aware of England Netball's safeguarding policy and ensure that any concerns are reported to the LEYLAND Excel club safeguarding officer.
- Ensure that any details held on players, to undertake the role effectively, are kept confidential in line with Data Protection principles.

As a Team Manager, I will not:

- Pressure any child in any way.
- Use inappropriate language or harass athletes, coaches, officials or other spectators.
- Criticise or ridicule any child for making a mistake or losing after the game.
- Force any 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 the Club or 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 or smoke either immediately prior to or while being at a netball activity where my child is participating.
- Question the coach's or umpire's decision or judgement as they are qualified to undertake their role. Remember he/she is only human with the same feelings as you, and like you, can sometimes make an honest error.
- Make contact with any individual child through text, e mail or other social media.
- Transport children without written parental consent that is held by the LEYLAND Excel Club Safeguarding Officer.
- Apply first aid unless I hold a valid First Aid Certificate.

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



Code of Conduct for Umpires, Table Officials, Teachers, Tutors, Assessors, Testers, Trainers, Verifiers, Mentors or Volunteer

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LEYLAND Excel Codes of Conduct are applicable to all aspects of the Sport and are driven by England Netball's Values (Respect, Teamwork, Achievement and Fun).

The Code of Conduct state the values and standards expected at all time. In addition to these, when in my capacity as an umpire, table official, 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 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 follow instructions and comply with all health and safety regulations that apply to the role I am undertaking
- 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.

I will respect:

- The rights, dignity and worth of all people involved in netball, regardless of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion
- 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 of information I hold on other individuals relevant to my role.
- Netball and the individual's reputation and not take any action or make inappropriate comments about a fellow Participant, Coach, Official, Volunteer or Club member that will bring the Sport, or those associated with the Sport, into disrepute, including making inappropriate comments on social media technology.

- The result of the game and will not attempt to 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.

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.

Name _____ Date _____

Signature _____