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**CODE OF CONDUCT – COACHES, OFFICIALS & VOLUNTEERS**

* Always work in an open environment for example avoiding secretive or unobserved situations and encourage open communication;
* Always ensure that you do not spend time alone with a child away from others;
* Always challenge injustice;
* Always treat Children and Young People equally, affording respect and dignity;
* Always put the welfare of each Child or Young Person first, before winning or achieving goals;
* Always recognise the developmental capacity of the child and do not push them against their will or to train excessively;
* Always maintain a safe and appropriate distance with players. For example, it is not appropriate for adults to have an intimate relationship with a Child or Young Person or to share a room with them. In cases of emergency where you must enter their room, always have another adult present and leave the room door open;
* Always seek to build balanced relationships based on mutual trust which empower Children and Young People to share in the decision making process;
* Always aim to make netball fun and enjoyable and promote fair play;
* Always ensure that if any form of physical support is required, it is provided openly and in accordance with guidance provided by England Netball. Where physical contact is practiced on a frequent basis [for instance gymnasium exercises] the parents should always be consulted and their agreement gained;
* Always keep up to date with technical knowledge, qualifications and insurance in netball;
* Always involve parents and carers wherever possible. For example, encouraging them to take responsibility for their children in the changing rooms;
* When supervising children and young people in changing rooms, always work in pairs and in these circumstances never supervise children and young people of the opposite gender;
* Always ensure that you have details of a child’s medical needs if any, whilst the child or young person is under your supervision
* Never condone the use of any performance enhancing drugs;
* Never invite a child or young person to your home without a parent, guardian or appropriate adult present;
* Always ensure that if mixed teams are taken away they are accompanied by a male and female member of staff. However, remember that same gender abuse can also occur;
* Always ensure that at tournaments or residential events, adults do not invite children (other than their own family members) into their rooms;
* Always be an excellent role model, this includes not smoking or drinking alcohol or use inappropriate language in the company of Children and Young People;
* Always give positive and constructive feedback rather than negative criticism;
* Always secure parental consent in writing to act in loco parentis, if the need arises to administer emergency first aid and/or medical treatment;
* Always keep a written record of any injury that occurs, along with the details of how it occurred and any treatment given;
* Always seek written parental consent if club officials are required to transport young people in their cars, which should be done by at least two appropriately vetted adults;
* Always ensure that appropriate seat restraints are used when traveling with children and young people;
* Coaches should at all times be respectful to officials – if legitimate complaint is justified it should be communicated in an appropriate manner away from public gaze and in the absence of athletes.

**Coach / Athlete Ratios**

The following are the recommended England Netball ratios

For groups including children under 11 years of age: 1 : 8

For groups comprising of children over 10 years of age: 1 : 10

There must be at least 2 adults present at any one time for groups of 4 or more

For mixed gender groups of any size, there should ideally be at least one male and one female present.

**Practices never to be sanctioned**

The following should never be sanctioned. You should never:

* Engage in rough, physical or sexually provocative games, including horseplay with a Child or Young Person;
* Share a room with a Child or Young Person;
* Allow or engage in any form of inappropriate touching;
* Allow children to use inappropriate language unchallenged;
* Make sexually suggestive comments to a Child or Young Person, even in fun;
* Upset or reduce a Child or Young Person to tears as a form of control;
* Fail to act upon and record any allegations made by a Child or Young Person;
* Do things of a personal nature for Children or Young Persons that they can do for themselves;

*Note:*

*It may sometimes be necessary for staff or volunteers to do things of a personal nature for a Child or Young Person, particularly if they are disabled. These tasks should only be carried out with the full understanding and consent of parents and the Child(ren) or Young Person(s) involved.*

*There is a need to be responsive to a person’s reactions. If a person is fully dependent on you, talk with them about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing, or where there is physical contact, lifting or assisting a Child or Young Person to carry out particular activities. Avoid taking on the responsibility for tasks for which you are not appropriately trained.*

**Incidents that must be reported / recorded**

If any of the following occur you should report this immediately to the Club Safeguarding Officer and record the incident. You should also ensure the parents / carers of the child are informed:

* If you accidentally hurt an athlete;
* If the player appears distressed in any way;
* If a player appears to be sexually aroused by your actions;
* If a player misunderstands or misinterprets something you have done.

I will Respect:

1. The rules, regulations and requirements of the Sport, including, but not limited to, any competitions in which I participate either directly or indirectly
2. 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
3. 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.
4. Confidentiality and the sensitivities of information I hold on other individuals.
5. 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.
6. The position I hold within Netball and always conduct and dress myself in an appropriate manner.
7. 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:

1. 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
2. Be on time, dressed appropriately and ready to give my full attention to the role I am carrying out within Netball
3. Recognise that individuals bring different qualities and attributes but “together we will excel”.
4. 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:

1. Recognise the achievements of others and applaud their successes
2. 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.
3. 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
4. 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.
5. 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.
6. Never argue with an official or participant during a game and listen to and cooperate with officials’ decisions
7. 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
8. Enjoy the game and ensure other can also enjoy it.

I will also:

1. 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
2. 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
3. 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
4. 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
5. 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
6. 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
7. 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
8. Be mentally and physically fit to carry out my role within netball
9. 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
10. 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, then 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 (Print) : SIGNATURE :

DATE:

