



Codes of Conduct for all Volunteers and Paid Coaches

I will Respect:

- The rights, dignity and worth of Children, Young People and Adults at Risk and ensure that I am aware of the Safeguarding Policies and best practice guidelines and procedures when interacting with them.
- The rules, regulations and requirements of netball, 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
- 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 coach, official, volunteer or member of England Netball's staff that will bring the Sport or those associated with delivering the Sport into disrepute, and I will respect EN's guidance and policies on safeguarding and social media technology.

I will:

- Ensure the safety of all children and young people by providing effective supervision, proper pre-planning of coaching sessions in line with their abilities, and use safe methods at all times.
- Establish and address the additional needs of disabled participants or other vulnerable groups.
- Inspire and motivate each individual to enable them to play to the best of their abilities regardless of any disability, sickness or injury. Appreciate their efforts, and not over-train them.
- Treat all young people fairly, give them equal attention and opportunities, ensure they feel valued, and have no favourites.
- Take time to explain coaching techniques to ensure they are clearly understood. Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Consider the wellbeing and safety of participants before the development of performance
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Never exert undue influence over high performers to obtain personal benefit or reward.
- Be positive, approachable, respect and listen to their opinions, and offer praise to promote the objectives of the club at all times.
- Always report any disclosure made to me, or allegations of abuse or poor practice in line with the club's and England Netball's procedures.
- Have access to telephone for immediate contact to emergency services if required. Develop team work to ensure the safety of youth members in my care.
- Never engage in a sexual relationship with a young person under 18 for whom I am responsible
- Be a positive role model, displaying consistently high standards of behaviour and appearance (disciplined/ committed/time keeping), children learn by example.
- Be mentally and physically fit to carry out my role within netball
- Hold appropriate, current, valid qualifications, safeguarding training and insurance cover and other personal and professional development opportunities.
- Refrain from smoking and consumption of alcohol during club activities or coaching sessions.

- Never condone rule violations, rough play, inappropriate language or the use of prohibited substances
- Not allow any rough or dangerous play, bullying, use of bad language or inappropriate behaviour.
- Discourage all discrimination on the grounds of religious beliefs, race, gender, social classes or lack of ability.
- Never use sanctions that humiliate or harm young people.
- Never spend excessive amounts of time alone with children unless there are exceptional circumstances
- Never take children to their home.
- Never administer minor first aid involving the removal of children's clothes only in the presence of others and where required refer more serious incidents to the club first aider.
- Make netball fun.

I understand that the safety and welfare of young people is paramount and will endeavour to abide by these Code of Conduct and promote it to others.

I understand that if I fail to follow the Codes, then England Netball, the Regional Association or the County Association may take action against me under the Disciplinary Regulations or the Safeguarding Disciplinary Regulations which may result in Sanctions including fines and suspension.