



Code of Conduct, Ethics and Behaviour

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What is the Code of Conduct, Ethics and Behaviour?

The aim of the Welsh Netball Code of Conduct, Ethics and Behaviour is to ensure that Welsh Netball core values and standards are maintained in order to provide a safe, fair and inclusive environment for everyone in the sport

What is the Purpose of the Code?

As the National Governing Body, WN is responsible for setting the standards and values that apply at every level of the sport and the purpose of the code is protect everyone within the sport and outlines the standards and behaviour expected from everyone involved in netball in Wales.

This Code encapsulates the sporting, moral and ethical principles that Netball represents. We believe that of Netball as a sport for all. One that anyone can enjoy however they choose to participate – as a player, umpire, official, volunteer or a parent supporting on the side-lines.

However you choose to be involved in the game, you have a right to do it with enjoyment.

By sharing this code across the sport, we believe that we can uphold the highest standards of integrity and ensure that the reputation of the sport is – and remains – at a high level. We believe that its content will contribute to our vision and our mission.

Who does the Code apply to?

The code applies to everyone involved at any level in the game. Although we are responsible for setting the standards, everyone involved in Netball has a responsibility to promote the sport, making sure that there is equal access and opportunity for all and that fairness and respect is upheld. This Code allows WN to uphold the values that we all believe in as a sport and gives us a mechanism to deal with any breaches with a consistent approach.

What do we mean when we say...

For the purposes of clarification, we have explained some of the terms we refer to throughout the code:

TERM DEFINITION

The Netball Family

This means everyone involved in the sport of netball at all levels of the game. It includes all individuals, affiliated bodies, clubs, associations and other organisations involved in any capacity in the game of netball – whether or not they are members of Welsh Netball. For the avoidance of doubt, this includes all players and anyone working within netball (in a paid or voluntary capacity or whether they are an employee or are self-employed or working on any other basis). It includes all coaches, umpires, referees and other officials.

Conflicts and declarations of interest

If you have several interests, you are required to declare such interests when accepting appointments. You should then conduct yourself professionally, never allowing such interests to cause a conflict in the role in hand.

Young People

There are many references to young people within this document and we define young people as persons under the age of 18. It is important to remember that while some of the codes give guidance for activity that is exclusively for young people, most senior Netball teams also include young people.

Expected minimum standards of behaviour and conduct

The examples given in each code of behaviour are not exhaustive but are examples of behaviour that is or is not acceptable.

Code of Conduct, Ethics and Behaviour

The document that sets out the philosophy and expected levels of behaviour for everyone involved in netball.

How to use the Code of Conduct, Ethics and Behaviour

There is a generic element within the Code of Conduct, Ethics and Behaviour which relates to everyone within the sport. If you have a voluntary or paid role, or you participate in a role which does not refer to you specifically, then the generic Code of Behaviour applies to you. There are some specific roles within the sport for which we have provided additional guidance. You should find the specific Codes of Behaviour that relates to your roles.

Generic Code of Conduct

The content of this Code of Behaviour applies to all involved with the sport of Netball in Wales.

In order to protect the reputation of Netball in Wales, the Code also applies to all those associated with Welsh Netball who are involved in Netball whilst outside of Wales.

Expected minimum standards of behaviour and conduct

All individuals involved in netball will, at all times:

- Respect the spirit of fair play in netball. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.

- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Protect themselves and others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
- Abide by the Welsh Netball Safeguarding Policy and Social Media guidelines within it.
- Abide by the WN Equality Policy.
- Abide by the WN Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

All individuals involved in netball must be aware of, and comply with, the requirements of the UK Bribery Act 2010, which has two general offences:

- the offering, promising or giving of an advantage, and
- the requesting, agreeing to receive or accepting of an advantage

[The offence applies to bribery relating to any function of a public nature, connected with a business, performed in the course of a person's employment or performed on behalf of a company or another body of persons. The function or activity may be carried out either in the UK or abroad and need have no connection with the UK. The Bribery Act includes a new form of corporate criminal liability where there is a failure to prevent bribery perpetrated on behalf of a "relevant commercial organisation"].

Code of Behaviours for Players

Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Players involved in netball in Wales.

Expected minimum standards of behaviour and conduct

- Respect umpires, officials, coaches, players and spectators.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Never participate when under the influence of alcohol or drugs.
- Accept success and failure, victory and defeat, with dignity.
- Set a positive example for others, particularly young participants and spectators.
- Never use inappropriate language or gestures.

- Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.
- For elite players – adhere to the Social media code (Celtic Dragons/Wales).

Code of Behaviour for Clubs, Associations, Leagues and Staff

Who does this code apply to? (Change of order from original for consistency with other sections)

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Clubs, Associations, Leagues and Staff involved in netball in Wales.

All Clubs, Associations, Leagues and Staff have an essential role in upholding and implementing the Welsh Netball Code of Conduct, Ethics and Behaviour. These individuals and organisations should aim to be:

- Advocates of equality, fair play and safety in the practice and the administration of netball.
- Supporters of the Welsh Netball Code of Ethics and Behaviour and communicators of the Code to their members.
- Influential in driving netball forward as a sport.
- Open in the recruitment of individuals to work within their organisations (either paid or unpaid).

Expected minimum standards of behaviour and conduct

All such individuals and bodies involved in netball will, at all times:

- Participate within the rules and regulations of the game.
- Be honest, consistent, objective, impartial and courteous when applying the rules of the game.
- Respect the rights, dignity and worth of others.
- Show patience and understanding towards players who may be learning the game.
- Never publicly express any criticism of umpires or officials such as match officials, technical officers or reserve umpires.
- Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to people being able to participate.
- Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.
- Respect confidentiality of participants and any related data at all times.
- Have the participants' best interests at heart at all times – recognise when it is in the participants' best interests to be passed to other organisations.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.

- Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.
- Have working knowledge of:
 - Normal Operating Procedures (NOPs);
 - Emergency Operating Procedures (EOPs);
 - Facility risk assessments for netball.
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Accept success and failure, victory and defeat, with dignity.
- Ensure that all participants are aware of their responsibilities under the Code of Behaviour.
- Remember that young people participate in sport for their enjoyment, not yours.
- Project an image of health, cleanliness and functional efficiency.
- Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools.
- Set and uphold the boundaries between a working relationship and friendship between themselves and participants. This is especially important when the participant is a young person.
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Support all efforts to remove bad or abusive language and unsporting behaviour.

Coaches, Managers, Teachers, Leaders and Adult Helpers

Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Coaches, Managers, Teachers, Leaders and Adult Helpers involved in netball in Wales. This includes mentors, coaches and official educators, umpires' coaches and managers.

Expected Minimum Standards of Behaviour and Conduct

All such individuals involved in netball will, at all times:

- Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.
- Respect confidentiality of participants and any related data at all times.
- Have the participants' best interests at heart at all times and recognise when it is in the participants' best interests to be passed to other organisations.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Never participate when under the influence of alcohol or drugs.
- Have a Welsh Netball qualification / award / accreditation appropriate to the nature of the activity and the role being undertaken.
- Have a valid First Aid – Emergency Aid Certificate, or ensure that appropriate first aid provision is available.
- Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.
- Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.
- For any facilities used, have a working knowledge of:
 - Normal Operating Procedures (NOPs)
 - Emergency Operating Procedures (EOPs)
 - risk assessments for netball
- Under 18 years old: Should only work with a suitably qualified and insured adult and refer to the Young Persons Code of Behaviour.
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.

- Accept success and failure, victory and defeat, with dignity.
- Ensure that all participants are aware of their responsibilities under the Code of Behaviour.
- Realise their responsibilities as role models and set positive examples for others, particularly young participants and spectators.
- Project an image of health, cleanliness and appropriate appearance for any activity they are involved in.
- Never smoke whilst participating in any netball activity.
- Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools.
- Set and uphold the boundaries between a working relationship and friendship between themselves and participants when in a position of trust. This is essential when the participant is a young person.
- Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined within a position of trust within Sexual Offences Act).
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Team Managers infrastructure - adhere to the Social media code (Celtic Dragons/Wales).

Spectators and Parents

Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Spectators and Parents involved in netball in Wales.

Although the emphasis of this code is on young people, this is not exclusive to young people's activity and it is recognised that parents and spectators will also be present at games.

Expected minimum standards of behaviour and conduct

All such individuals involved in netball will, at all times:

- Focus on the young people's efforts and enjoyment rather than winning or losing.
- Teach young people that honest effort and teamwork are as important as victory, so the result of each game is accepted without undue disappointment.
- Remember that people learn best by example. Appreciate good performances and skilful play by all participants.
- Encourage people always to settle disagreements amicably without resorting to hostility or violence.
- Respect the rights, dignity and worth of others.
- Respect umpires, officials, coaches, players and spectators.
- Respect the decisions of officials and teach young people to do the same.
- Leave the coach to communicate with individual players on the court of play.
- Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to young people being able to participate.
- Inform the team coach, manager, captain or, if there is one, another member of a management team of any new or changed injury, health or welfare issue which they consider is appropriate for them to know.
- Remember that young people participate in sport for their enjoyment, not yours.
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never ridicule a young person for making a mistake or losing a competition.
- Never use inappropriate language and gestures.

Umpires and Officials

Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Umpires and Officials involved in netball in Wales.

Expected minimum standards of behaviour and conduct

All such individuals involved in netball will, at all times:

- Be honest, consistent, objective, impartial and courteous when applying the Rules of the game.
- Never request inappropriate hospitality of any kind, or accept any hospitality offered that could be considered to be excessive.
- In completing reports, set out the true facts and not attempt to justify or embellish any decisions.
- Respect the rights, dignity and worth of others.
- Respect umpires, officials, coaches, players and spectators.
- Show patience and understanding towards those who may be learning the game.
- Never publicly express any criticism of umpires or officials such as match officials and technical officers.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Have regard to protecting the players through the application of the Rules of the game.
- Never participate when under the influence of alcohol or drugs.
- Have a current Welsh Netball accreditation or registration appropriate to the nature of the activity.
- Under 18 years old: Should only work with or under the guidance of a suitably qualified and insured adult.
- Never use inappropriate language or gestures.
- Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players, team officials, spectators or parents.

Medical Practitioners and Allied Health Professionals

Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to Medical Practitioners and Allied Health Professionals involved in netball in Wales.

All Medical Practitioners and Allied Health Professionals are expected to have all necessary professional qualifications relevant to their roles and to abide by their respective Professional Codes of Conduct or Practice in addition to this Code of Behaviour.

Expected minimum standards of behaviour and conduct

All such individuals involved in netball will, at all times:

- Respect umpires, officials, coaches, players and spectators.

- Leave the coach to communicate with individual players on the field of play unless treating an injury.
- Never publicly express any criticism of umpires or officials such as match officials or technical officers.
- Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.
- Respect confidentiality of participants and any related data at all times.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Inform the team coach or manager of any injury, health or welfare issue which it is appropriate for them to know, within established confidentiality boundaries
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Set a positive example for others, particularly young participants and spectators.
- Project an image of health, cleanliness and functional efficiency.
- Set and uphold the boundaries between a working relationship and friendship between themselves, when in a position of trust, and participants.
- This is particularly essential when the participant is a young person.
- Ensure that no action could be regarded as inappropriate particularly where physical contact with participants is required.
- Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined as in a position of trust within Sexual Offences Act).
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.