



Code of Conduct

August 2017

Review due August 2019

*postponed until completion of external equality audit

Reviewed: Feb 2022

Review due: Feb 2025

Contents

Introduction & Overview	3
---	---



What is the Code of Conduct?	3
Does this Code apply to me?	3
What is the purpose of the Code?	3
Values and Guiding Principles	5
How to use the Code of Conduct	6
Generic Code of Conduct	6
Who does this apply to?	6
Expected Minimum Standards of Behaviour and Conduct	6
Players	8
Expected Minimum Standards of Behaviour and Conduct	8
Young People	9
Expected Minimum Standards of Behaviour and Conduct	9
Staff, Clubs, Working Groups, Social Groups and the Education Sector	10
Expected Minimum Standards of Behaviour and Conduct	10
Coaches, Managers, Teachers, Leaders and Adult Helpers	12
Expected Minimum Standards of Behaviour and Conduct	12
Spectators and Parents	14
Expected Minimum Standards of Behaviour and Conduct	14
Umpires and Officials	16
Expected Minimum Standards of Behaviour and Conduct	16
Medical practitioners and other Health Professionals	18
Expected Minimum Standards of Behaviour and Conduct	18
Reporting Procedures and Dealing with Breaches	20
1. Match Day Misconduct	20
2. Safeguarding	20
3. Anti – Doping	20
4. Complaints Policy	20



Introduction & Overview

What is the Code of Conduct?

Sporting excellence and enjoyment are only achieved by participants and spectators through adherence to the highest moral, ethical and sporting standards. The Netball Northern Ireland Code of Conduct exists to protect everyone within the game and outlines the behaviour expected from all people within the netball family in Northern Ireland. This code is adapted and augmented depending on the additional roles undertaken by individuals concerned and these additional codes should not be considered in isolation.

As the National Governing Body, the NNI Board is responsible for setting the standards and values that apply at every level. This Code encapsulates all of the sporting, moral and ethical principles that netball represents.

We believe netball is a sport for life. It is a sport that anyone can enjoy however they choose to participate – as a player, coach, official, volunteer, umpire, spectator or parent.

However you choose to be involved in the game, you have a right to do it with enjoyment and without harassment or intimidation.

Does this Code apply to me?

Yes! If you are involved at any level of the game, then the code applies to you.

Although the NNI Board is 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 the NNI Board to uphold the values we all believe in and gives us a mechanism to deal with any breaches with a consistent approach.

What is the purpose of the Code?

By sharing this code across the sport, we believe that we can uphold the highest standards of integrity and ensure that the reputation of our sport is - and remains at - a high level. We believe that its content will contribute to the Vision and Mission of NNI for the next four years.

Our Vision:

Top 8 National Team supported by a strong school, club and league foundation.

Our Mission:

Develop and grow Netball in Northern Ireland.

Definitions



Term: Board

Definition: The Board of Directors of Netball Northern Ireland

Term: Code of Conduct

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

Term: Conflicts and declarations of interest

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

Term: Expected minimum standards of behaviour and conduct

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

Term: NNI

Definition: Netball Northern Ireland, the recognised governing body for the sport of in Northern Ireland

Term: The Netball Family

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

Term: Regulations

Definition: The sets of rules that are used to deal with breaches of the Code of Conduct. There are four different types of regulations, the one used, depends on the nature of the breach. Further details are outlined later in this document.

Term: Young People

Definition: We define young people as persons under the age of 18 years old. It is important to remember that while some of the code gives guidance for activity that is exclusively for young people, many adult netball teams may also include young people.



Values and Guiding Principles

Netball Northern Ireland's core values reflect how we work and are the guiding principles of our Code.

Respect	<p>We will</p> <ul style="list-style-type: none">Value all our members and volunteer workforce who are integral to our success. Listening to and being considerate of their needs and being open, honest and transparent in our business as we strive for excellence in all that we do.
Equality	<p>We will</p> <ul style="list-style-type: none">Welcome and provide opportunities for everyone in our sport and celebrate their involvement and achievements
Accountability	<p>We will</p> <ul style="list-style-type: none">Value the ability of our staff and organisation to honour our commitments, to members, stakeholders and each otherTake ownership of our work, acknowledging responsibility of and rectifying errors when they occur
Excellence	<p>We will</p> <ul style="list-style-type: none">Strive for the highest quality in all that we deliver, prioritising the growth and development of our people to allow us to be the best we can be
Passion	<p>We will</p> <ul style="list-style-type: none">Inspire a love of our sport by being innovative in our thinking; working in partnerships and collaborations.Place the participant at the heart of what we do and being prepared to lead from the front
Integrity	<p>We will</p> <ul style="list-style-type: none">Work honestly and openly having clear communication with our stakeholdersBe accountable and transparent in our actionsBe open to constructive criticism and feedback and embrace challenges
Team First Approach	<p>We will</p> <p>Build a positive accountability culture, where people (our staff team, volunteers and members) feel purposeful, can have ownership and drive forward a common goal</p>



How to use the Code of Conduct

There is a generic element within the Code of Conduct which relates to everyone within the sport. If you have a voluntary or paid role, or if you participate in a role which does not refer to you specifically, then the generic code applies to you.

There are some specific roles within the sport for which we have provided additional guidance. You should find the specific codes that relates to your role.

Generic Code of Conduct

Who does this apply to?

The content of this Code of Conduct applies to all involved with the sport of netball in Northern Ireland.

In order to protect the reputation of netball in Northern Ireland the Code also applies to all those associated to with NNI through being involved in netball whilst participating or representing NNI outside of Northern Ireland.

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 friendships, respect for others and always participating within the spirit of the game.
- 🌿 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, mental or physical abuse and threatening and intimidating behaviour.
- 🌿 Never use inappropriate language or gestures.
- 🌿 Abide by the NNI Safeguarding policy
- 🌿 Abide by the NNI Equality Policy
- 🌿 Abide by the NNI Social Media Policy



- 🌿 Abide by the UK Anti-Doping rules
- 🌿 Take personal responsibility to ensure that they are suitably insured for their activity.



Players

The content of this Code of Conduct is an extension of the Generic Code and it applies to all players involved in netball in Northern Ireland. The parts in italics highlight the specific elements which apply to this particular group.

In order to protect the reputation of netball in Northern Ireland the code also applies to all those associated with NNI through being involved in netball whilst outside of Northern Ireland.

Expected Minimum Standards of Behaviour and Conduct

All such 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 friendships, respect for others and always participating within the spirit of the game.
- 🏐 Respect the rights, dignity and worth of others.
Respect umpires, officials, coaches, players, opponents 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.
- 🏐 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 humility and dignity.
- 🏐 Protect themselves and others involved in the game from verbal, mental or physical abuse and threatening and intimidating behaviour.
- 🏐 Never use inappropriate language or gestures.
Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players or team officials
- 🏐 Abide by the NNI Safeguarding policy
- 🏐 Abide by the NNI Equality Policy
- 🏐 Abide by the NNI Social Media Policy
- 🏐 Abide by the UK Anti-Doping rules
- 🏐 Take personal responsibility to ensure that they are suitably insured for their activity.



Young People

The promotion of fun, positive attitudes and good sportsmanship should be the main dynamic of youth netball. The Young Peoples Code of Conduct therefore applies to all young people to encourage the safety and enjoyment of all participants involved in the sport.

Expected Minimum Standards of Behaviour and Conduct

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

 Respect for the game

This is more than playing within the rules of netball. It is about friendship, enjoyment and always participating with the right spirit.

Be on time for training and competitions.

Give maximum effort and strive for best possible performance

Always thank your opposition, coaches, umpires and officials after every game or training session.

Accept success and failure, victory and defeat, with humility, dignity and set a positive example to others.

 Respect for others

Umpires, officials, coaches, opponents and spectators should be valued.

Respect the decisions of umpires and officials.

Protect others involved in the game from verbal, mental or physical abuse and other forms of threatening or intimidating behaviour.

 Self-Respect

Young people should take responsibility for their actions on and off court.

Do not smoke, drink or take drugs of any kind (other than those prescribed by medical personnel).

Never use inappropriate language or gestures

Wear suitable and appropriate clothing for the specific netball activity.

Respect the facilities and equipment used.

Tell someone you trust if the behaviour of others make you feel uncomfortable

 Abide by the NNI Equality Policy

 Abide by the NNI Social Media Policy

 Abide by the UK Anti-Doping rules

 Take personal responsibility to ensure that they are suitably insured for their activity.



Staff, Clubs, Working Groups, Social Groups and the Education Sector

All Staff, Clubs, Working Groups, Social Groups and the Education Sector have an essential role in upholding and implementing the NNI Code of Conduct. These individuals and organisations should aim to be:

- Advocates on equality, fair play and safety in the practice and the administration of netball.
- Supporters of the NNI Code of Conduct and communicators of the Code to their membership.
- Influential in driving netball forward as a sport.
- Open in the recruitment of either paid or unpaid individuals to work within their organisation.

The content of this Code of Conduct is an extension of the Generic Code and it applies to all Staff, Clubs, Working Groups, Social Groups and the Education Sector involved in netball in Northern Ireland. The parts in italics highlight the specific elements which apply to this particular group.

In order to protect the reputation of netball in Northern Ireland the code also applies to all those associated with NNI through being involved in netball whilst outside of Northern Ireland.

Expected Minimum Standards of Behaviour and Conduct

All such individuals and bodies 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.
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 criticism of umpires or match officials.
Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to people being able to participate.
Relationships: Ensure a sensible balance between performance and the emotional, physical, social and development needs of the performers.
Relationships: Respect confidentiality of participants and any related data at all times.
Personal Standards: Have the participants' best interests at heart at all times and recognise when it is in a participants best interest 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.
Personal Standards: Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.



Safety: Ensure the wellbeing and safety of each participant above all other considerations, including the development of talented/performance athletes.

- 🌱 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 humility and dignity.

Ensure that all participants are aware of their responsibilities under this Code of Conduct.

Remember that young people participate in sport for their enjoyment, not yours.

Personal Standards: Project an image of health, cleanliness, efficiency and professionalism.

Relationships: Ensure that when in a position of authority this privilege will not be used to exert any influence over participants to gain personal benefit for themselves, their clubs or their schools.

Relationships: 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, mental or physical abuse and threatening or intimidating behaviour.

- 🌱 Never use inappropriate language or gestures

Never use foul, sexist, abusive, racist or any other prejudicial language or tolerate it from players and/or team officials.

Support all efforts to discourage bad or abusive language and unsporting behaviour.

Abide by the NNI Safeguarding Policy.

Promote and encourage their clubs, associations or organisations to act in accordance with the NNI Safeguarding Policy.

- 🌱 Abide by the NNI Equality Policy

- 🌱 Abide by the NNI Social Media Policy

- 🌱 Abide by the UK Anti-Doping rules

- 🌱 Take personal responsibility to ensure that they are suitably insured for their activity.



Coaches, Managers, Teachers, Leaders and Adult Helpers

The content of this Code of Conduct is an extension of the Generic Code and it applies to all Coaches, Managers, Teachers, Leaders and Adult Helpers involved in netball in Northern Ireland. This includes mentors, coaches and official educators, umpire's coaches and managers. The parts in italics highlight the specific elements which apply to this particular group.

In order to protect the reputation of netball in Northern Ireland the code also applies to all those associated with NNI through being involved in netball whilst outside of Northern Ireland.

Expected Minimum Standards of Behaviour and Conduct

All such 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
Respect umpires, officials, coaches, players, opponents and spectators

Relationships: Ensure a sensible balance between performance and the emotional, physical, social and development needs of the performers.

Relationships: Respect the confidentiality of participants and any related data at all times.

Personal Standards: Have the participants' best interests at heart at all times and recognise when it is in a participant's best interest to be passed onto other clubs or organisations.

- Conduct themselves in a manner that takes all reasonable measure to protect their own safety and the safety of others.
Never participate when under the influence of alcohol or drugs

Adhere to the advice and guidance of medical professionals at all times.

Competency: Have a NNI qualification/award/accreditation appropriate to the nature of the activity and the role being undertaken.

Competency: Have a valid First Aid Certificate or ensure that appropriate first aid provision is available.

Personal Standards: Ensure that the activities carried out by participants are suitable for their age, strength, maturity and the ability of each participant.

Safety: Put the wellbeing and safety of each participant above all other considerations including the development of performance.



- 🌱 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 humility and dignity

Ensure that all participants are aware of their responsibilities under the Code of Conduct.

Realise their responsibilities as role models and set positive examples for others, particularly young participants and spectators.

Personal Standards: Project an image of health, cleanliness, appropriate appearance and professionalism for any activity in which they are involved.

Personal Standards: Never smoke/take alcohol whilst participating in any netball activity.

Relationships: Ensure that when in a position of authority this privilege will not be used to exert any influence over participants to gain personal benefit for themselves, their clubs or their schools.

Relationships: Set and uphold the boundaries between working relationships and friendship between themselves and participants when in a position of trust. This is essential when the participant is a young person.

Relationships: Never engage in any form of inappropriate personal or sexual relationship with a participant (inappropriate – as defined within a position of trust within the Sexual Offences Act).
- 🌱 Protect others involved in the game from verbal, mental or physical abuse and threatening or intimidating behaviour.
- 🌱 Never use inappropriate language or gestures
Never use foul, sexist, racist, abusive, or any other prejudicial language or tolerate it from players and or team officials.
- 🌱 Abide by the NNI Safeguarding policy
- 🌱 Abide by the NNI Equality Policy
- 🌱 Abide by the NNI Social Media Policy
- 🌱 Abide by the NNI Anti-Doping Policy
- 🌱 Abide by the NNI Concussion Policy
- 🌱 Take personal responsibility to ensure that they are insured for their activities.



Spectators and Parents

The content of this Code of Conduct is an extension of the Generic Code and it applies to all Spectators and Parents involved in netball in Northern Ireland. The parts in italics highlight the specific elements which apply to this particular group.

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/matches.

In order to protect the reputation of netball in Northern Ireland the code also applies to all those associated with NNI through being involved in netball whilst outside of Northern Ireland.

Expected Minimum Standards of Behaviour and Conduct

All such 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.

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 umpire, officials, coaches, players, opponents and spectators.

Respect the decisions of the officials and teach young people to do the same.

Allow the coach to communicate with individual players on the field of play.

Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to young people being able to participate.

- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
Inform the team coach, manager, captain or if there is one, another member of the management team of any new or changed injury, health or welfare issue which they consider is appropriate for them to know.



- 🍷 Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
Remember that young people participate in sport for their enjoyment not your own.
- 🍷 Protect others involved in the game from verbal, mental or physical abuse and threatening or intimidating behaviour.
Never ridicule or admonish a young person for making a mistake or losing a competition.
- 🍷 Never use inappropriate language or gestures
Support all efforts to remove bad or abusive language and unsporting behaviour.
- 🍷 Abide by the NNI Safeguarding policy
- 🍷 Abide by the NNI Equality policy
- 🍷 Abide by the NNI Social Media Policy



Umpires and Officials

The content of this Code of Conduct is an extension of the Generic Code and it applies to all players involved in netball in Northern Ireland. The parts in italics highlight the specific elements which apply to this particular group.

In order to protect the reputation of netball in Northern Ireland the code also applies to all those associated with NNI through being involved in netball whilst outside of Northern Ireland.

Expected Minimum Standards of Behaviour and Conduct

All such 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 friendships, respect for others and always participating within the spirit of the game.

Encourage both teams to play within the Rules and spirit of the game

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.

Complete reports, setting out the true facts and not attempt to justify or embellish any decisions.

Adhere to the role you are required to deliver.

- Respect the rights, dignity and worth of others.
Respect all umpires, officials, coaches, players and spectators.

Show patience and understanding to those who may be learning the game.

Never publicly express criticism of other umpires or match officials.

- 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.

Never participate when under the influence of alcohol or drugs.

Competency: Have a current NNI/NE accreditation or registration appropriate to the nature of the activity.



- 🍷 Promote the reputation of the sport and take all reasonable steps to prevent it from being brought into disrepute.
Ensure that all participants are aware of their responsibilities under the Code of Conduct.
- 🍷 Protect other involved in the game from verbal, mental or physical abuse and threatening or intimidating behaviour.
- 🍷 Never use inappropriate language or gestures
Never use foul, sexist, racist, abusive or any prejudicial language or tolerate it from players, team officials, spectators or parents.
- 🍷 Abide by the NNI Safeguarding policy
- 🍷 Abide by the NNI Equality policy
- 🍷 Abide by the NNI Social Media policy
- 🍷 Abide by the NNI Anti-Doping policy
- 🍷 Take personal responsibility to ensure that they are suitably insured for their activities.



Medical practitioners and other Health Professionals

The content of this Code of Conduct is an extension of the Generic Code and it applies to all Medical Practitioners and Health Professionals involved in netball in Northern Ireland. The parts in italics highlight the specific elements which apply to this particular group.

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

In order to protect the reputation of netball in Northern Ireland the code also applies to all those associated with NNI through being involved in netball whilst outside of Northern Ireland.

Expected Minimum Standards of Behaviour and Conduct

All such 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 friendships, respect for others and always participating within the spirit of the game.

✔ Respect the rights, dignity and worth of others.
Respect umpires, coaches, officials, players and spectators.
Allow the coach to communicate with individual players on the field of play unless treating an injury.

Never publicly express criticism of umpires or match officials.

Relationships: Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.

Relationships: Respect confidentiality of participants and any related data at all times.

✔ Conducts 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 injury which 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.

Personal Standards: Act and project professionalism, displaying functional efficiency.

Relationships: 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.



Relationships: Ensure that no action could be regarded as inappropriate [particularly where physical contact with participants is required].

Relationships: Never engage in any form of inappropriate personal or sexual relationship with a participant (inappropriate - as defined in a position of trust within the Sexual Offences Act)

- 🌿 Protect others involved in the game from verbal, mental or physical abuse and threatening or intimidating behaviour.
- 🌿 Never use inappropriate language or gestures
- 🌿 Abide by the NNI Safeguarding policy
- 🌿 Abide by the NNI Equality policy
- 🌿 Abide by the NNI Social Media policy
- 🌿 Abide by the NNI Anti-Doping policy
- 🌿 Take a personal responsibility to ensure that they are suitably insured for their activities.



Reporting Procedures and Dealing with Breaches

It is important that any unacceptable behaviour is dealt with quickly and appropriately. Therefore it is essential that people know where to go if they want to report a concern or incident.

Clubs and Schools must use their own procedures to resolve straightforward and internal issues internally and informally if possible.

There are a number of regulations in place to deal with the reporting of concerns or incidents to NNI Officers or Committees, detailed as follows:

1. Match Day Misconduct

Umpires deal with breaches of the rules of the game, on court issues and player/management misconduct through the rules/laws of the game as per the INF rules book with particular focus on Game Management. Offences, where required are directed to the Head of Development (clubs, players and spectators) or Head of Workforce (Coaches, Umpires or Officials) via the match result sheet or by writing.

2. Safeguarding

In place to deal with concerns relating to the welfare of a child or inappropriate behaviour in relation to under 18 year olds are the NNI Safeguarding policy and Disciplinary Policy.

Contact the NNI Designated Safeguarding Officer on; 02890 736320 schoolsofficer@netballni.org (Schools) headofperformance@netballni.org (Clubs/performance)

3. Anti – Doping

Netball NI has an Anti – Doping policy in place that complies with UK Anti – Doping regulations which complies with WADA (World Anti-Doping Agency).

Contact the NNI Anti – Doping Officer on; 02890 736320 Headofperformance@netballni.org

4. Complaints Policy

Any breaches of the Code of Conduct that are not covered by the three categories above are covered by the NNI Complaints Policy.

Everyone in our Netball Family is bound by the NNI Code of Conduct and clubs/schools have a responsibility to make their members aware of it.

Copies of all regulations are available to members by contacting the Netball Office.