1. **Key Principles**

Banbury Blues Netball Club (BBNC) is committed to maintaining an environment free from discrimination, victimisation, harassment and bullying. This Code of Conduct sets out both the behaviour that we expect from our members and volunteers, and behaviour that is not acceptable will be dealt with using our Behaviour Policy and process.

All volunteers and members must be respectful of the premises and property used by BBNC.

Volunteers and members are expected to:

* Be polite, courteous and respectful towards one another and to other teams / clubs;
* To honour all commitments they have made to BBNC;
* Treat everyone with respect;
* Be fair, discreet, considerate and honest in all dealings with others;
* Refrain from any behaviour which will bring BBNC into disrepute;
* Display control, respect and professionalism in all activities;
* Be courteous in dealings with others;
* Control their temper;
* Refrain from any violent behaviour.
* Meet the role descriptors as per the appendix below

1. **Discrimination**

We aim to ensure that all members and volunteers who provide services to BBNC receive equal treatment irrespective of:

* gender (including gender reassignment)
* marital or civil partnership status
* sexual orientation
* race, colour, ethnic or national origins
* religion or belief
* pregnancy
* disability

All our team decisions will be made without discrimination.

There are two broad forms of discrimination under UK legislation: direct and indirect discrimination. Direct discrimination generally constitutes less favourable treatment because of one or more of the characteristics listed above. Indirect discrimination generally occurs where a provision, criterion or practice which may appear neutral and apply equally to all, in fact inadvertently puts a group of people who share one or more of the characteristics listed above at a disadvantage in comparison with others.

Discrimination may also occur as a result of victimisation, harassment or bullying.

If you consider that you are disabled within the meaning of the Equality Act 2010 and that this prohibits or limits your involvement at BBNC, please speak to any member of the committee who will discuss with you whether there are any adjustments that could reasonably be made to our venues and/or training process that would enable you to participate as you would like.

1. **Harassment**

Harassment generally consists of unwanted conduct (based on one or more of the above characteristics) which has the purpose or effect of:

* violating a person’s dignity; and/or
* creating an intimidating, hostile, unsafe, degrading or offensive environment.

It is irrelevant whether the alleged harassment is intentional or not.

The following are examples of harassment. This list is intended as a guide and is not exhaustive:

* Physical conduct – unwanted touching, patting, pinching, assault, coercion for sexual favours or physical threats;
* Verbal conduct – unwelcome advances, critical nicknames, innuendo, insults or abusive language;
* Non-verbal conduct – the display or sharing of pornographic or suggestive pictures, offensive or abusive gestures, objects or written material (other than in connection with a production for artistic purposes);
* Bullying – offensive, intimidating, insulting, humiliating or demeaning behaviour which attempts to undermine an individual.

1. **Grievance and Complaints Procedure**

If you think you have been a victim of any form of discrimination, victimisation, harassment or bullying and would like to make a complaint, please follow our grievance and complaints procedure.

1. **Roles and Requirements**

**The Role of Committee Members**

The Committee is the strategic decision-making and governance body of BBNC. Committee members have a collective responsibility for the strategic oversight of: the operation of BBNC; the development of and compliance with, policies and procedures; and the health and emotional well-being of BBNC members and visitors.

Committee Members should:

* Set a good example in their own behaviour and conduct;
* Be attentive to and observant of the ways that members interact and keep a regular health check on the overall situation to ensure that it meets the expectations of this Code;
* Be approachable and welcoming so that members feel supported if they need to talk with committee members about any issue, particularly around conduct and behaviour.

**The Role of the Coach at Training**

The Coach at a training session has responsibility for the overall session and all who attend it. They may be assisted in their role by Assistant Coaches, team managers, or parent helpers.

The Coach should:

* Strive to create a good, harmonious, supportive environment;
* Have a plan for each session, involve everyone in the team and be clear about expectations;
* Treat members of the training session with respect e.g. not make them feel vulnerable nor waste their time;
* Be reasonable in their demands on time, energy and enthusiasm of attendees;

**The Role of Assistant Coaches and team managers**

All supporting roles should:

* Commit themselves to the task and training sessions and matches;
* Co-operate with each other within the coaching team. Accept the Coaches’ advice in the spirit it is given;
* Be respectful of the Venue. This involves keeping the venues clean and professional i.e. pick up and clean up after yourself;
* Be responsible and take care of all BBNC equipment
* Take responsibility for storing BBNC items, including kit bags and first aid equipment in appropriate places;
* Be on time for all training sessions and matches. In a match, all team members arrive and warm up appropriately.

**The Role of Parent Volunteers**

All parent volunteers should:

* Act as ambassadors for BBNC.
* Conduct themselves according to the highest standards of behaviour;
* Recognise that the whole team is important not just their own child
* Deal with any complaints respectfully and promptly, referring issues to a committee member where necessary and appropriate.

**Child and Youth Members**

Club members under the age of 18 will have a designated member of the committee responsible for their duty of care who will advocate on their behalf, where necessary, if problems arise.

1. **The Banbury Blues Netball Club Code of Conduct:**

*1. Respectful Communication:*

I will communicate respectfully with fellow members, coaches, and all individuals involved in the club. I will conduct myself in a professional manner in training and matches, having fun but listening to instructions and completing tasks to the best of my ability.

*2. Active Participation:*

I will actively engage in training and matches, contributing positively and with enthusiasm to the process.

*3. Punctuality:*

I will attend training and matches regularly and arrive punctually, notifying in advance if I anticipate any absences.

*4. Teamwork:*

I will foster a spirit of teamwork and collaboration, valuing the contributions of every member.

*5. Respectful Language and Communication*

I will use respectful language and communication, avoiding belittling, insulting, or offensive remarks towards fellow members, coaches, and anyone involved in the club. I understand the importance of maintaining a positive and supportive atmosphere within the club.

*6. Zero Tolerance for Bullying:*

I will neither accept nor condone bullying in any form and will report any incidents to the appropriate authority.

*7. Role Modelling:*

I will strive to be a positive role model in my interactions with others, displaying empathy and kindness.

*8. Appropriate Physical Behaviour:*

I will maintain a safe and appropriate distance from others, apart from as per the rules of the game regarding physical contact.

*9. Adherence to Policies:*

I will adhere to all Banbury Blues Netball Club policies, including the Code of Conduct, Behaviour Policy, Anti-bullying Policy and the guidance and rules of England Netball.

1. **Review**

The club follows the guidance and rules of England Netball and will refer to them as necessary. This policy will be reviewed annually by the Club Committee to ensure it remains effective and aligned with England Netball guidance.