



6.12 Codes of Conduct Statement for County Netball Association

EN has Codes of Conduct across the sport which is driven by its' core values of leadership, integrity, teamwork and excellence. Our codes require the highest standards of conduct from everyone involved in netball to ensure that their behaviour and actions meet the values and standards expected of them at all times.

6.12.1 As a County Association Committee member I will:

- promote and embed the EN values, aims and policies as appropriate within the County
- act only in the interests of the County and not on behalf of any constituency or interest group (the knowledge and understanding that each County Association Committee member brings from their own experience is highly valued but County Association Committee members are not allowed to act as representatives of any constituency or interest group)
- actively contribute to the effective work of the County Association Committee by:
 - thorough preparation and reading all papers which have been circulated prior to meetings;
 - regular attendance, participation and contribution at meetings including constructive challenge;
 - ensuring timely response to agreed actions, requests for information and guidance from fellow County Association Committee members;
 - attending the AGM/EGM and County Netball Events (as and when required)
 - deal with issues of clarification "offline" before meetings if it relates to a County Association Committee agenda item and maintain a sharp focus on agenda items in meetings, to ensure meetings run to time and that time is utilised to best effect
- attend meetings of County Committees and Advisory/Working Groups in which I either Chair or sit in membership
- attempt to reach decisions by consensus
- attend relevant training events and take reasonable steps to ensure that I am aware of the development of public policy and other issues which may affect the work of the County

6.12.2 Committee members are required to:

- listen and respect the views of others
- seek positive and constructive resolution to those issues where differences in opinion exist and where a vote is taken accept the decision of the majority
- respect the office of the Chairman, to ensure the orderly conduct of meetings
- observe the highest ethical standards of impartiality, integrity and objectivity in relation to the management of the County Association
- act in a way considered to be in good faith and would be most likely to promote the success of the County Association for the benefit of its members as a whole
- maximise value for money through ensuring that services are delivered in the most economical, efficient and effective way, within available resources

- maintain focus on the netball development of the County through planning, prioritising, performance monitoring and evaluation
- support fellow County Association Committee members in their leadership roles
- seek to work effectively with the Regional staff team [and vice versa] to advise, guide, enable and support
- respect the rights, dignity and worth of all people involved in the game, regardless of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion
- at all times act as an ambassador and advocate for EN, the Region and the County through promoting the organisation's key messages and always presenting the sport and its people in a positive light

6.12.3 I will not

- attempt to exercise individual authority over the County Association
- consume alcoholic drinks or illegal substances or smoke during County Association Committee meetings

6.12.4 Declarations of Interest

All County Association Committee members are required to:

- complete and sign the EN Declaration of Interests form(s)
- ensure that private or personal financial interest never influence their decisions
- ensure that they do not use their position as a County Association Committee member for personal gain
- disclose to the County Chairman any direct or indirect pecuniary interest or other interests that are not pecuniary, but which could influence judgment, or give the impression that the County Association Committee or committee member was acting for personal motives
- note that the County Chairman has the right to request that a County Association Committee member withdraws from any meeting or any part of a meeting when any such conflict of interest exists

In the event of a Committee member considering that another Committee member has an interest which should be disclosed, he/she has a duty to report that matter immediately to the County Chairman.

6.12.5 Netball Activities involving Children

All County Association Committee members are required to abide by the EN "safeguarding best practice guidelines" when volunteering with children

6.12.6 Employment

County Association Committee members must not use their positions to obtain for themselves, family members, or close associates, employment within EN or the Region.

6.12.7 Confidentiality

County Association Committee members should not pass any information gained through their involvement with the committee to a third party without the approval of the County Chairman.

6.12.8 Outside Activities

County Association Committee members should consider themselves at all times as being potentially regarded as ambassadors of the County, the Region and England Netball and should therefore ensure that none of their other activities has the effect of bringing netball into disrepute.

6.12.9 Misconduct

County Association Committee members' conduct may be considered to be unsatisfactory when a breach of the Regulations, this Code, standing orders or members' legal obligations has occurred.

In cases where there is concern that a Committee member's conduct may be considered unsatisfactory, the following procedure will be adopted:

- The County Chairman will arrange for an investigation of any allegation of misconduct to be undertaken to establish the facts
- The County Chairman will invite two other members of the County Association Committee to form a Misconduct Panel with him/her to consider the facts and to determine what action should be taken; if the complaint concerns the Chairman then the Vice Chairman will convene the Panel
- The Panel will determine what action shall be taken
- The action that will be taken will depend upon the seriousness of the misconduct and any previous misconduct
- If an allegation of misconduct is made against the Chairman, the Vice Chairman or Treasurer of the Committee will be expected to fulfil the role allocated above to the Chairman.

6.12.10 County Association Committee Member Grievances

The procedure for individual grievances covers those matters that are specific to the individual Committee member in relation to his/her service as a County Association Committee member and not to any general grievances.

If the County Chairman has a grievance about another County Association Committee member, he/she should raise the matter directly with the member in question. If no resolution is found, the County Chairman will raise the matter in writing, with the remaining members of the Committee, who will investigate and determine the appropriate course of action.

If a County Association Committee member wishes to raise a grievance, he/she should write to the County Chairman setting out the reasons for the Grievance.

If the grievance relates to another Committee member, the County Chairman should investigate and determine the appropriate course of action. If the grievance relates to the County Chairman, then the County Vice Chairman should receive the grievance in writing, investigate and determine the appropriate course of action.

If the County Association Committee member is not satisfied with the decision which would normally be sent within 10 working days of the original grievance, he/she may appeal to the EN Chief Executive, in writing outlining the grounds for the appeal.

The appeal will be referred to a County Association Committee Grievance Appeals Panel; the composition of this panel will be determined by the Chief Executive and will comprise of three members of the EN Board.

Appeals will normally be heard within 10 working days of lodging the appeal. The decision of the panel is final; there is no further appeal under any circumstances.