

WANDSWORTH JUNIORS NETBALL CLUB

Club Constitution and Information Booklet

2022-2023



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1. WELCOME NOTE FROM THE COMMITTEE – OUR VISION AND GOALS

Wandsworth Junior Netball Club aims to promote a friendly, competitive, and social environment for the participation of netball in all age groups. Wandsworth Juniors will encourage a love of netball, fair play, sportsmanship, and a competitive spirit. Wandsworth Juniors will seek opportunities to develop players and promote the game. All matches will be played in accordance with the rules of England Netball. Wandsworth Juniors adopts England Netball duty of care guidelines for netball clubs and associations including child protection guidelines.

2. HISTORY OF WANDSWORTH NETBALL CLUB

WNC started in May 1999 as the vision of a group of 7 or 8 netball players who wanted to form a new club in the Clapham Junction area and play in matches to a high standard. The club has now been in existence for over 15 years and in that time, despite regular team and personnel changes, the club has gone from strength to strength.

Wandsworth Juniors has seen a lot of success since it started 12 years ago and now currently has 200 members and is still growing. Wandsworth Juniors play competitively in the Surrey Junior Netball League, The Croydon Junior League, and have a Junior team in the Croydon Adult League. The 2022/2023 season saw a record number of our junior players making into Surrey County.

3. CLUB ETHOS

- To provide a fun and safe environment for our junior members to improve their netball skills. Where possible for those players will progress into squads to play in the competitive league matches and match play during training.
- To provide a safe, friendly, and enjoyable environment for the safe practice of netball – for all.
- To achieve the highest possible standards of play, individually and as a team.
- To benefit everyone practising at the club and to improve their skills.
- To promote fitness.
- All members to be treated fairly and equally regardless of race, gender, background or ability.
- To promote good sportsmanship by showing respect to our teammates, opponents, umpires and coaches.
- To develop the club and its membership.

Since the creation of Wandsworth Junior, the club has enjoyed success and continuous growth year after year and much of this is a direct result of the culture, which has been installed into the club from the very beginning. We believe that by enjoying our netball and each other's company we can continue to prosper both on and off the court.

The club is prominent at all levels – participating in both local competitive and friendly leagues and local tournaments. All members must realise that they play as part of a team/club, not as an individual. Actions of players reflect the club and as a club member we must ensure that we promote positive impressions through our:-

- behaviour, both on and off court
- body language
- interaction with other teams, players, and umpires.

The club works hard to develop its players of varying abilities, yet this requires the help and support of all players during training sessions and league games.

4. THE COMMITTEE

The current (2022/2023) Management Committee is made up of the following officers;

- Chairperson – Andrea McNamara
- Club Secretary – Linsay Saunders
- Club Treasurer – Anke Gosch
- Website Manager – Susie Thomas
- Kit Manager – Susie Thomas
- Safeguarding Officer – Julia Vincent
- Safeguarding Officer – Emma Wilson

Expectations of the Committee

All members of the committee are elected at the AGM by the members. The Committee meets every 6 - 8 weeks to discuss the direction of the club. Club minutes are circulated, and club members are encouraged to read the minutes to keep up to date with club business. Club members may contact the club secretary prior to the meeting if they wish to raise any issues. Committee members must ensure in all their decisions, they are acting in the best interest of the whole club not their own personal interest.

The following are guidelines for all committee members:

- Attend a minimum of 60% of committee meetings
- Provide an update if they are unable to attend meetings.
- To undertake jobs to help the club to progress and function.
- To act professionally in all aspects of club communication.
- To respond to any concerns raised from club members.

5: ANNUAL GENERAL MEETING

The formal Club AGM is held at the end of the playing season, likely to be May, and all members of the Club and the Coach are invited to attend. The quorum required for business to be agreed at Management Committee meetings will be 6 and for the club to be quorum at the AGM, 12 Junior Club Members. Notice of the Annual General Meeting (AGM) will be given by the Club Chairman and/or Secretary. Not less than 21 clear days' notice will be given to all members.

The meeting is organised by the Club Secretary and the Club Chair leads the meeting. The AGM includes each member of the Committee presenting their annual report, elections for the next year's Committee, and an open opportunity for any Club member to raise a point for discussion. Minutes of the AGM are circulated to all Club members within two weeks of the meeting.

6. ELECTIONS

If you would like to nominate yourself for a position, then please notify the Chairman and Club Secretary ahead of the meeting. Committee members are voted in by a majority vote if there is more than one candidate. If there is only 1 candidate, then players must be nominated and seconded to secure their nomination. At the time of voting, if a member is not supportive of any candidate standing, they can vote for RON (re-open nominations). In the event that RON receives the highest number of votes, the nominations for that role will re-open and the Club Secretary will manage the election process outside of the AGM. Should one member achieve the highest number of votes for more than one role, they may select either one role to fulfil and the other role(s) will be allocated to the member(s) achieving the next highest number of votes or take on both if they feel they are able to fulfill both roles in line with the expectations.

In the event of no nominations for the position, then the position will remain vacant, however it is expected the committee will absorb the role. Vacant roles will be communicated in weekly club communication and players can apply to the club secretary or chairman for the role and will be voted in at the next committee meeting.

7. CODE OF CONDUCT

Players Code of Conduct

- All members must play within the rules and respect officials and their decisions.
- Play fairly, be competitive but not aggressive.
- Play as a team.
- Never ridicule a team member for making errors.
- All members must respect opponents.
- Give the ball promptly to opponents for throw-ins, penalty shots, free and penalty passes etc.
- Ensure you are in the correct position indicated by the Umpire when penalties are set.
- Accept victory modestly and defeat graciously.
- Shake hands with your opponents at the end of a match no matter what the result.
- Thank the umpires for officiating your match.
- Be punctual for training and match sessions.
- Respect the uniform, facilities and equipment provided and wear suitable kit for training and match sessions.

- Enjoy your netball!
- Training attendance should be above 70% to ensure progression of players own performance and their squad.
- If training attendance is poor, then the player's position in the club could be in jeopardy.

Responsibility for enforcing the discipline rests primarily with the Club Chairperson, Director Of Netball, Coaches and Team Managers. They are required to enforce the club rules and ensure that training sessions and matches are conducted in a safe and friendly manner.

Coaches Code of Conduct

- Never ridicule a player for making a mistake or not winning.
- Be reasonable in your demands on players' time, energy and enthusiasm.
- Operate within the rules and spirit of your sport and encourage your players to do the same.
- Ensure that the time players spend with you is a positive experience and ensure equal attention and opportunities to all players.
- Ensure that equipment and facilities meet the necessary standards.
- Be dressed appropriately in sportswear for training sessions.
- Display control, respect and professionalism
- Show concern and caution towards sick and injured players.
- Follow the advice of a doctor/physio when determining whether an injured player is ready to commence training and match play.
- Obtain the appropriate qualifications and keep them up to date with the latest coaching practices and principles.
- Respect the rights, dignity and worth of every player regardless of their gender, ability, cultural background or religion.
- Respond to club communication promptly and professionally.

Umpires Code of Conduct

- Have a duty to exercise reasonable care and skill to enforce the rules of the game to ensure the safety of players.
- At all times, umpire consistently, independently and with complete impartiality, respecting and abiding by the Rules which govern the game, in the true spirit of sportsmanship.
- Conform to a standard of mental and physical fitness which enables them to effectively and efficiently control the matches to which they are appointed.
- Maintain a complete knowledge and up-to-date interpretation of the Official Rules of Netball and be fully conversant with the Rules, Regulations and Scoring Systems applicable to the event at which they are officiating.
- Remember they are the controllers of the game and their decisions should not be influenced by spectators, Team officials or players.
- Exercise self-control always and not commit to any action likely to bring the game into disrepute.
- Not consume alcoholic drinks or smoke whilst officiating
- Not wager on or coach during any match or in a Tournament at which they are officiating as an umpire.
- Be liable to Disciplinary Action if they have committed any breach of this Code of Conduct or have failed to comply with the Guidelines issued by the AENA Umpiring Committee.

Supporters and Parents Code of Conduct

- Never ridicule a player for making a mistake.
- Applaud good play by both your own team and the opposition.
- Do not publicly question the umpire's judgement or decision.
- Refrain from the use of foul, abusive or insulting language or gestures.
- Drunken and disorderly behaviour will not be tolerated.
- Always follow directions from Club Officials and Umpires.
- Show respect to other supporters.
- Show respect to all players and umpires.
- Do not use remarks based on race, religion, gender or ability.
- Never use physical or verbal intimidation or abuse towards players, club and match officials.
- Supporters should not question decisions made by the Club Chairperson, Director of Netball, Coach or Team Manager.

The Club welcomes and greatly appreciates support from family and friends but will not tolerate Supporters who choose to ignore this code. Club members are therefore requested to ensure that all supporters are fully aware of this code.

8: GRIEVANCE PROCEDURES

Although the Club takes every care to ensure that the rules of the game of netball are upheld and that sporting like behaviour is maintained it would not wish for any member to feel that any grievance they have can be ignored. This Code of Practice sets out the procedure that the Club will follow in the event of a member giving notice of a grievance.

This Code of Conduct applies to all those who are playing members of the Club together with those who assist in the running of the Club, either as committee members, Director of Netball and coaches and are affiliated members of the England Netball. Payment of league fees or participation in league events is acceptance of this Code of Conduct.

Asking For a Grievance to be Investigated:

It is open to any Club member to ask the Club's Committee to hear their grievance. Submissions may be made verbally or in writing.

What The Committee Can Do:

When a grievance submission has been made to the committee, they will ask the Chairperson or Club Secretary to investigate and provide a report.

Resolving the Grievance:

Upon receipt of the report outlined above the Club may do one of three things:

1. Take any action recommended in a report it has commissioned
2. Reverse any discipline decisions taken
3. Decline to take any further action

The committee will respond within 30 days of receiving a grievance.

Disciplinary Procedures

- This Code of Practice sets out the procedure that the Club will follow in the event of a complaint being made against individual players or teams.
- This Code of Conduct applies to all those who are playing members of the Club together with those who assist in the running of the Club, either as committee members, Director Of Netball, Coaches and are affiliated members of the England Netball. Payment of league fees or participation in league events is acceptance of this Code of Conduct.

Making a Complaint:

It is open to any Club member or league officials to make a complaint to the Club's Committee. Complaints may be made verbally or in writing.

What The Committee Can Do:

Where complaints relate to incidents such as the use of bad language or unsporting like behaviour, the Club committee have delegated their authority to the Chairperson to deal with the matter in whatever way they see fit provided that no sanction beyond a severe reprimand is given. All incidents should be reported to The Committee and recorded in the minutes of the next suitable committee meeting.

Where complaints relate to more serious matters, or are continued breaches of a minor nature, the Chairperson will undertake an initial investigation and report their findings to the Club Committee. In these circumstances the committee may appoint a Discipline Sub-Committee to investigate the matter and to make recommendation as to what action should be taken.

Appointing A Discipline Sub Committee:

If the Club decides to appoint a Discipline Committee, they must appoint a minimum of three members, one of whom shall not be a member of the Committee.

Disciplinary Action:

Following the appropriate investigation, the committee may do any or all of the following:

1. Warn the player(s) or individuals concerned as to their future conduct.
2. Issue a reprimand to the player(s) or individuals concerned.
4. Suspend a player from play for a period not exceeding 2 match days.
5. Withdraw a player membership of the league on a permanent basis.

9. MEMBERSHIP STATUS AND AFFILIATION

Players are welcome to join the club as Full Members. To be a full member, players are required to affiliate to the England Netball Association (ENA) and must pay the necessary fees.

Please see section 9 'Finance' for details of Membership costs and required payment methods.

Players are also required to complete the club registration form.

10. FINANCE

Governance over the handling of Club funds.

- There is a Bank Account for Wandsworth Junior Netball Club.
- There is also an account for holiday camps.
- All club monies will be banked in an account held in the name of the club.
- The Treasurer will be primarily responsible for the finances of the club.
- The financial year of the club will run from 1st Sept to 31st Aug and statement of annual accounts will be presented by the Treasurer at the Annual General Meeting.
- All withdrawals from the bank account by a single club officer must be notified to the Treasurer within 48 hours of the withdrawal having been made. Full details of the purpose of the withdrawal must be notified to the Treasurer at this time.
- Summary of most recent Annual Report and Accounts will be given by the treasurer at committee meetings.
- Interim reports to be provided to the Club's Committee at Committee meetings. Full report to be provided to club members annually at the AGM.

Guidelines for the payment of monies due to the club:

- Payments made directly into the club account must have the members name as reference.
- Members should track the status of payments as, although every effort will be made, mistakes can be difficult to correct.
- Cost incurred by the club, due to an erred payment by a member, will be recovered from the member.
- Members with payment difficulties should bring this to the attention of the committee who will deal with the issue in the strictest confidence.
- The club will not offer a cash back facility.
- Where a player cannot play due to long term illness or injury, their subscription fee may be reduced throughout the duration of the illness/injury subject the judgment of the committee.
- Subscriptions are not refundable.

Purchases via the club

Verbal agreements to purchase items via the club will be taken as binding and members are expected to meet the costs stated.

Any changes or cancellations should be raised at the first opportunity to avoid unnecessary costs and every effort will be taken to accommodate this.

Tariff of Charges

England Netball Affiliation 2022/2023 junior fees are dictated to us by EN and will be confirmed at the Annual General Meeting. Affiliation fees must be paid every year by 1st September but members are recommended to re-affiliate from 1st August.

Subscription charges 2022/2023:

- Full Members
- Years 2&3 £180 for the full year
- Years 4-11 £250 for the full year
- Concessions available on request to the Club Treasurer

10: KIT

Kit and Club Hoodies can be ordered directly from our suppliers. Full details on how to order can be found on the Wandsworth Juniors website.

Summary of costs assumed by the Club

- Match Umpire fees
- League and Tournament Entry fees
- Courts and Sports Halls (training)
- Coaching
- Club administration – Director of Netball
- Equipment (including match and training bibs, balls, kit bag, first aid kits etc)
- Club Trophies
- Gifts

In addition to the above, The Committee will consider either fully or partly subsidising the following:

- Coaching and umpiring courses on request by any Full Member of the Club

11: MEMBERSHIP

All Members are required to affiliate to the England Netball (EN). Affiliated members are eligible to play in league games and tournaments. Please see full explanation of Affiliation Benefits under section 10 of this booklet.

All Members are required to pay the required club membership fees (detailed below) by bank transfer to the official club bank account on terms agreed at the AGM All Members are expected to attend a minimum of 70% training sessions and matches.

Wandsworth Juniors holds club trials throughout the season in which new players are invited to attend and are charged £5. They will be watched by the current coaches. If they are successful and offered a place in the club, players should ensure they attend 70% of training and matches throughout the season. The Club Secretary is responsible for filtering new contacts (based on them being of a likely acceptable standard), and 'keeping warm' any potential future players until a point where there is a space available at the club.

Junior Squads

The Director of Netball alongside the Committee is responsible for agreeing how many squads the Club will accommodate, and which league(s) each squad will play in. Squad selections take place in our summer season and at initial training held at the beginning of the season for new joiners. Squad selection is the decision of the Director of Netball and Coach. In the event that the Coach is new to the Club, they should work with the Director of Netball, Head Coach and Club Chair. The Club accepts that squads are dynamic and changes are likely during the season. In line with the competitive philosophy of the Club, it is expected that all players have an ambition to be part of a squad and will move up if the opportunity arises. It is recognised that individual development and ability is not constant throughout a season and a place in any squad is not guaranteed i.e., an individual may move up or down. Changes to squads throughout the season are the decision of the Director of Netball and the Coach but should be made in consultation with the Club Chair and Team Managers. Changes should be made in a timely and considered way so as not to negatively impact any squad or player.

12. TRAINING

Training sessions are an important part of player and team development for the following reasons:

- to practice skills and match play
- to develop team bonding and unity
- to implement exercises for fitness development

Wandsworth Juniors runs training for girls and boys ranging in age from 6 -17 years old.

These sessions allow us to work with the players according to their age and ability to provide them with opportunities to build on their skills in a fun and challenging way.

All standards are catered for with sessions structured and encompass fitness, ball and footwork skills plus match play.

Each session is delivered by at least 2 coaches qualified to either UKCC level 1 or 2.

Our current sessions:

Tuesdays: (Wandle Recreation Centre, Wandsworth SW18 4DN)

Yrs 3–5 5.30 - 6.30pm

Yrs 6–8 6.30 - 7.30pm

Wednesdays: (Latchmere Leisure Centre, Battersea SW11 5AD)

Yrs 3–5 5.30 - 6.30pm

Yrs 6–8 6.30 - 7.30pm

Thursdays: (Aspire Centre, Southfields SW18 5JU)

Yrs 2/3 4.00 - 5.00pm

Yrs 4 - 6	5.00 - 6.00pm
Yrs 7 - 9	6.00 - 7.15pm
Yrs 10+	7.15pm - 8.30pm

Non-attendance at training may result in players being selected as substitute for the next game, regardless of the reason for absence. Members should aim to maintain 70% attendance at training and matches, otherwise they may be asked to re-trial for the club and players aren't guaranteed a place for the following season. Low availability may also result in movement of players between squads. To ensure that the team can make the most of training sessions, players should arrive 5 minutes before training begins.

13. TEAM SELECTION

At the start of each season, the Director of Netball and coaches will make squad selections following trials, based on demonstrated ability. League team match selections will be based on an individual availability, commitment, opposition, dedication and ability.

The committee promises to remain unbiased towards any individual and selection will be made purely on the credentials listed above. The above principles can also apply equally to the selection of teams for tournaments.

14. THE COMMITTEE

All committee roles and expectations are states in section 4.

Roles and Responsibilities

Chairperson

Purpose of Job:

- To ensure the smooth and effective running of the club by effective supervision and to contribute to the development and standard of the club Netball therein.

Dimensions of Job:

- To call, set an agenda and chair any meetings as required, including AGM and EGM
- Prepare the final report for the AGM
- To approve and sign Year End Accounts
- To ensure that all elected officers of the executive committee contribute to the aims and objectives of the AENA effectively
- Support and assist all elected officers of the executive committee
- Take the Chair at the committee meetings
- Guide the course of AGM's deliberations towards fulfilling its avowed aims
- Be completely familiar with the Club Constitution and the AENA constitution
- Be responsible, in conjunction with the Secretary for the presentation of the Annual Report
- If unable to attend any of the committee meetings, a written report should be sent to the Secretary

Accountabilities:

- Work with all elected officers of the executive committee to set aims and objectives.
- Take responsibility for implementing solutions to problems affecting the running of the club, to ensure speedy and effective resolution.
- Contribute to continuous improvement of Netball within the club.

Club Secretary**Purpose of Job:**

- Support and assist all elected officers of the committee

Dimensions of Job:

- To Circulate any relevant information received from the AENA to The Committee where necessary
- Distribute any relevant information to The Committee and appropriate people Keep the Job Profiles up to date
- If unable to attend any meeting, arrange for correspondence to be sent to the meeting
- Recruit players and coaches
- Organise and advertise team trials
- Liaise with Club Treasurer to make payments to coaches, training and match venues, leagues, courses and update club accounts
- Calculate and agree coaching hours
- Monitor training attendance and appropriate people Keep the Job Profiles up to date

Accountabilities:

- Contribution to continuous improvement of Netball within the club

Treasurer**Purpose of Job:**

- To accurately manage all club finances and ensure that all monies are only made for the benefit of the club and its affiliated members on the authorisation of the Committee. To advise the executive committee of any debtors* immediately.
- *A debtor is defined as a member who owes the club in excess of £50 and/or has been outstanding for a period of two months or more and where no special payment date has otherwise been agreed. The Committee reserves the right to take any action they deem necessary against debtors to the club.

Dimensions of Job:

- Be responsible for all monies belonging to the club
- To collect all monies for and on the behalf of the club
- To maintain an accurate and up to date set of manual or computerised set of books/ledgers and present a written financial statement to all meetings of The Committee
- To advise all officers of The Committee on its financial position at any meeting
- To deliver a set of accounts and final report for the AGM
- To advise/propose of any price increase/decreases in Registration, Affiliation and Umpires fees prior to the AGM then to be agreed at AGM
- Support and assist all elected officers of The Committee

- Be responsible for the management of the club's finances in accordance with the decisions of The Committee and have the right to query any expenditure
- Liaise with New Members regarding any payments from members
- Be available to attend any other meetings in an advisory capacity
- Disburse monies as decided upon by The Committee if funds are available

Accountabilities:

- To advise The Committee of any debtor of the club
- Contribution to continuous improvement of Netball within the club

Kit Manager

Purpose of Job

- To ensure that the club has a kit supplier with a sufficient supply of the appropriate kit

Dimensions of Job:

- Research options for design and cost of kit and present these options to the Committee
- Ensure the club is adequately stocked with basic kit and equipment.
- Liaise with new members to discuss their kit options and how to order
- Liaise with players to discuss personalised kit options and assist with orders as necessary

Accountabilities:

Contribution to continuous improvement of Netball within the Club

Website Manager

Purpose of the Job:

- To develop the club's social presence on the internet

Dimensions of the Job:

- To update all forms of social media with regular information.
- To ensure all information on the internet is accurate and up to date.
- Upload and manage all club documents on WNC Website.
- Look for up to date methods to improve club communication.

Accountabilities:

Contribution to continuous improvement of Netball within the Club

Match Secretary (role available)

Purpose of Job:

- To prepare an accurate fixtures list and issue it promptly with as much advance notice as possible to all clubs and members prior to the start of season.
- To maintain the fixtures list and ensure they are all correct throughout the season with results

Dimensions of the job:

- Confirm all matches with the Director of Netball, coaches and team managers

Umpire Secretary (role available)

Purpose of Job:

- Organise umpires for the relevant matches, providing the Director of Netball, Coaches and Team Managers with names and contact numbers.
- To ensure that umpiring courses are well attended within the club.

Dimensions of Job:

- Ensure club has requisite umpires for all games
- Make recommendations for umpiring within the Club
- Submit candidates for testing for the AENA awards
- Liaise with the Treasurer over course fees, expenses

Accountabilities:

- To ensure that umpires are available to officiate matches
- To promote and raise the standard of umpiring in the club
- Contribution to continuous improvement of Netball within the Club

Affiliations Secretary (role available)

Purpose of Job:

- To administer all new registrations

Accountabilities:

Contribution to continuous improvement of Netball within the Club

Social Secretary (role available)

Purpose of the Job

- To develop the social side of the club in line with the club ethos.

Dimensions of the Job

- Organise regular club socials between all teams
- Create fundraising opportunities for the club to raise funds
- Create links with organisations for sponsorship and socials

Accountabilities:

Contribution to continuous improvement of Netball within the Club

18. THE ENGLAND NETBALL ASSOCIATION (ENA)

Affiliation Benefits

<https://www.Englandnetball.co.uk/membership/become-a-member/junior-member-benefits/>

For the period ending 31st August 2023, the following prices apply

Up to 11 years old – £5.50

12-14 years old – £8.90

15-18 years old – £17

Membership Insurance

The England Netball programme of insurance is provided as a membership benefit and ensures that active personal members* (referred to in the liability insurance documents as 'Registered Participants' and in the personal accident documents as an 'Insured Person') are covered for liability and personal accident insurance, at the level of cover applicable to their category of membership.

For the full policy terms and conditions, please contact: David Gilding 0121 698 8156 david.gilding@howdengroup.com

To report or discuss a claim, please contact: Kirsty McNamara 0121 698 8040 kirsty.mcnamara@howdengroup.com or Karen Stewart karen.stewart@howdengroup.com

Equal Opportunities Policy

Wandsworth Juniors strictly adopts the Equal Opportunities Policy set out as follows by the England Netball Association:

- England Netball has an ongoing commitment to treating people fairly.
- No participant, volunteer, job applicant or employee will receive less favourable treatment on the grounds of gender, marital status, social class, colour, race, ethnic origin, creed or disability, or will be disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

England Netball will:

- (a) Adopt a planned approach to eliminating barriers, which discriminate against particular groups.
- (b) Give clear guidance to individuals working within the Association, employed or as volunteers, on the commitment to equal opportunities.
- (c) Recognise its legal obligations under:

The Race Relations Act
The Sex Discrimination Act
The Equal Pay Act
The Disability Discrimination Act.
The Equality Act

(d) Continuously monitor and review the selection criteria and procedures in relation to participation and employment to ensure individuals are selected, promoted and treated solely on the basis of merits and abilities which are appropriate to the position.

(e) Promote personal development for all participants, volunteers and employees to support their progress within the Association and, where appropriate, provide specialised facilities, equipment and individual training.

(f) Fulfil its social responsibility towards its participants, volunteers and employees and the community in which it operates, ensuring that appropriate support is given during time of personal difficulties.

Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.

Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

England Netball regards discrimination, as described above, as gross misconduct and any employee of the Association, participant or volunteer who discriminates against any other person will be liable to appropriate disciplinary action.

19: WANDSWORTH JUNIORS SAFEGUARDING POLICY

- **Wandsworth Juniors** strictly adopts the Child Safeguarding Policy set out as follows by the England Netball Association. All coaches are DBS checked.
- "Organisations have a duty of care for young people and a responsibility to protect them from harm"
- A child is defined as being under 18 years of age (The Children Act, 1989)
- The England Netball Association Limited (ENA) recognises its responsibilities under the terms of the Race Relations Act 1976, Sex Discrimination Act 1975, the Children Act 1989, the Protection of Children Act, 1999, the Disability Discrimination Act 1996 and the Human Rights Act, 1998. Every child who participates in Netball should be able to do so in a fun, safe environment and be protected from harm. The ENA places the highest priority on their safety and enjoyment and recognises that they have a duty towards children within the sport and any member providing Netball opportunities must do so with the highest possible standard of care.

The EN has based its Duty of Care Guidelines on the following core values and principles:

Core values

- All young people's Netball experiences must be guided by what is best for that young person
- Adults interacting with young people in Netball should do so with integrity and respect for the child
- All young people's Netball should be conducted in an atmosphere of fair play
- Young peoples' Netball should be conducted in a safe, positive and encouraging atmosphere
- Adults who take a responsibility for young people in Netball have a duty to ensure that they are competent to provide safe and rewarding experiences for those in their care, through appropriate training and education

Principles

- The welfare of young people is paramount
- All people, but especially young people, whatever their culture, disability, gender, language, racial origin, religious belief or sexual identity, have the right to protection from abuse
- All incidents or poor practice, suspicions and allegations should be taken seriously and responded to swiftly and appropriately
- It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility to report any concerns.
- Confidentiality should be upheld in line with the Data Protection Act 1998 and the Human Rights Act 1998.

Young people have a lot to gain from Netball. Their natural sense of fun and spontaneity can blossom in positive sporting environments which promote progress in a child-centred way. Netball provides an excellent medium in which young people can learn new skills, become more confident and maximise their own unique potential.

20. OTHER INFORMATION

Bad Weather Policy

Players should turn up to training and matches regardless of the weather unless they have been informed that training or a Match has been cancelled OR if the weather has made it unsafe or impossible for them to travel.

First Aid

The Coach or Team Manager of each team is equipped with a First Aid kit to cover minor incidents during matches and training.

In the event of an incident occurring, players should follow the guidelines below:

- Stay calm but act swiftly and observe the situation. Is there danger of further injuries?
- Listen to what the injured person is saying
- Alert the first aider who should take the appropriate action for minor injuries
- In the event of an injury requiring specialist treatment, call the emergency services
- Do not move someone with major injuries. Wait for the emergency medics
- Contact the injured person's emergency contact person where necessary
- Complete an incident/accident report form

Our Participation in Competitive Leagues

Based on availability, ability, cost and size of the squad, the Committee and Director of Netball will decide upon our participation in the various leagues and tournaments.

Procedures for Notifying Unavailability and Sickness

In the event of unavailability or sickness preventing players from attending training or matches, players should notify Andrea McNamara via Spond or Team Managers via What's App as soon as they are aware of their unavailability. Players must notify in person by phone if giving less than 24 hours notice of unavailability for matches.

Punctuality

Players should ensure that they arrive in good time to start training and for the team warm up prior to matches and tournaments. The meet time and venue prior to each match which will be confirmed on SPOND by Team Managers. The meet time will generally be at least 30 minutes before the start of the match and both players and substitutes should ensure that they arrive promptly.

Players should contact their Team Manager in the event they are delayed on the way to a match.

Dissolution

A resolution to dissolve the club can only be passed at an AGM or EGM through a majority vote of the members. In the event of dissolution, any outstanding payments will be collected and made; any assets of the club will be distributed to a charity decided at the time by the members.

Amendments to the Constitution

The constitution will only be changed through agreement by majority vote at an AGM or EGM

21: DECLARATION

Wandsworth Netball Club hereby adopts and accepts this constitution as a current operating guide regulating the actions of members.

SIGNED:..... DATE:.....

NAME:.....